ANNA UNIVERSITY, CHENNAI – 600 025.

RECRUITMENT CELL

CAS NOTIFICATION (UNDER 6TH CPC) AND RELATED DOCUMENTS
1. CAS_6th_ CPC_Notification_Dated_25_01_2022
2. GO.(Ms)No_95_Dated_05_05_2010
3. UGC_Regulation_Dated_30_06_2010
4. AICTE_Notification_ 08_11_2012
5. AICTE_Notification_ 04_01_2016
6. GO.(Ms)No_Dated _12_05_2017
7. AICTE_Public_Notice_22.03.2019
CAS NOTIFICATION (UNDER 7TH CPC) AND RELATED DOCUMENTS
1. CAS_7th_ CPC_Notification_Dated_21_03_2022
2. UGC_REGULATION_18_07_2018
3. AICTE_Notification_01_03_2019
4. GO.(Ms)No_19_Dated_14_01_2020
5. GO.(Ms)No_177_Dated_07_12_2020
NOTIFICATIONS FOR DIRECT RECRUITMENT OF FACULTY MEMBERS IN THE UNIVERSITY DEPARTMENTS AND RELATED DOCUMENTS
1. DIRECT RECRUITMENT NEWS PAPER PAGE ADDENAUM- 29.09.2021
2. Instructions to candidates - Asst. Prof. AUL Gr_I(1)_Addenda
3. Instructions_to_candidates_Asso_Prof_ Deputy Librarian Dy.Dir. of PE(1)_Addenda
4. Instructions to candidates - Prof. Univ.Librarian Dir. of PE(1)_Addenda
5. Vacancy Position with Roster - Asst. Prof. AUL Gr_I
6. Vacancy Position with Roster - Asso.Prof. Deputy Librarian Dy.Dir. of PE
7. Vacancy Position with Roster - Prof. Univ.Librarian Dir. of PE
8. Branch & Specialization - Asst.Prof.AUL Gr_I
9. Branch & Specialization - Asso.Prof. Deputy Librarian Dy.Dir. of PE
10. Branch & Specialization - Prof. Univ.Librarian Dir. of PE
11. GO.(Ms)No_91_Dated_03_04_2009
12. GO.(Ms)No_145_Dated_30_09_2010
13. GO.(Ms)No_40_Dated_30_04_2014
14. TAMIL NADU ACT NO. 14 OF 2016
15. GO.(Ms)No_21_Dated_30_05_2017
16. GO.(Ms)No_20_Dated_20_06_2018

ANNA UNIVERSITY

SARDAR PATEL ROAD, CHENNAI – 600 025

Phone: 044 – 22357004
: 044 – 22359404
Fax : 91-44-22351956
Web : www.annauniv.edu

Letter No. 001/CAS/RC/PR10 & 20/2022 Dated: 25-01-2022

Sub: Personnel – Teachers and other Academic Staff – Career Advancement Scheme – Applications – Called for.

Ref: G.O.(Ms) 119 Higher Education (C2) Department dated 12-05-2017.

****

CAREER ADVANCEMENT SCHEME (CAS)

Applications are invited from teachers and other academic staff of the University Departments who become eligible between **05-03-2010 and 7-11-2015 (and/or)** between **08-11-2015 and 28-02-2019** under (6th CPC) Career Advancement Scheme (CAS) for promotion as:

Sl. No.	Details of Movement
1	Assistant Professor / Assistant Director of Physical Education / Assistant University Librarian Grade-I **Stage 1** (AGP 6000) to Assistant Professor / Assistant Director of Physical Education / Assistant University Librarian Grade-I **Stage 2** (AGP 7000)
2	Assistant Professor / Assistant Director of Physical Education / Assistant University Librarian Grade-I **Stage 2** (AGP 7000) to Assistant Professor / Assistant Director of Physical Education / Assistant University Librarian Grade I **Stage 3** (AGP 8000)
3	Assistant Professor / Assistant Director of Physical Education / Assistant University Librarian Grade I **Stage 3** (AGP 8000) to Associate Professor/Deputy Director of Physical Education / Deputy Librarian **Stage 4** (AGP 9000 – in the Pay band of Rs.37400)
4	Associate Professor / Deputy Director of Physical Education / Deputy Librarian **Stage 4** (AGP 9000) to Professor / Director of Physical Education / University Librarian **Stage 5** (AGP 10000)
5	Professor **Stage 5** (AGP 10000) to Professor **Stage 6** (***Pay Scale: Rs.67,000 (Annual Increment @3%) -79,000 with no Grade Pay***)

Applications should be submitted as per the details given below:

(a) Teachers/Other Academic Staff who qualify for any of the stages between 05-03-2010 and 7-11-2015

Application to be used: **CAS Application Form without Academic Performance Indicator (API)**

Teachers/other academic staff who **qualify between 05-03-2010 and 7-11-2015** for any of the stages mentioned in TABLE-I are **exempted from API** and the qualifications required for the movement from one stage to another stage are given in Column 4 of Table-I(A) to Table-I(C).

(b) Teachers/Other Academic Staff who qualify for any of the stages between 08-11-2015 and 28-02-2019

Application to be used: CAS Application Form with API

Teachers/other academic staff who **qualify on or after 8-11-2015 and on or before 28-02-2019** for any of the stages mentioned in TABLE-I will be **assessed with API** in addition to the qualifications required for the movement from one stage to another stage are given in Column 5 of Table-I(A) to Table-I(C).

(i) If a teacher/other academic staff qualifies on or after 08-11-2015 and if the period between 08-11-2015 and the date of qualification is less than one year, the API will be assessed for one full year prior to the date of qualification in addition to the other requirements as given in Column 5 of Table-I(A) to Table-I(C).

(ii) If a teacher/other academic staff qualifies on or after 08-11-2015 and if the period between 08-11-2015 and the date of qualification is less than two/three/four/five years, the API will be assessed for full two/three/four/five years as the case may be prior to the date of qualification in addition to the other requirements as given in Column 5 of Table-I(A) to Table-I(C).

The Heads of the Departments, Centres and Institutes of the University Departments are requested to bring this to the notice of all the teachers/other academic staff in their respective Departments / Institutes / Centres.

- *The teachers are requested to fill up the **online** application form and generate the filled in application and submit a **hardcopy** of the application along with all supporting documents.*

- *The other academic staff (Physical Education Cadres and Librarian Cadres) are requested to submit the filled in applications **only in hardcopy** in the prescribed format given in this brochure applicable to respective cadre along with the supporting documents.*

"Only the teachers/other academic staff, who have become eligible for promotion under CAS, may apply".

The eligible teachers and other academic staff are requested to submit "separate application" for the upward movement of "each stage".

The ***Notification, Important Instructions, Eligibility Conditions for Teachers and other Academic Staff and Application forms for other Academic Staff*** are enclosed. The teachers and other academic staff are requested to download and read the entire document before apply for the promotion under CAS. **The other academic staff (Physical Education and Librarian Cadres) are requested to use these hardcopy application forms are enclosed for each movement under CAS.**

For **filing online applications**, the **eligible teacher** may use the URL

https://rcell.annauniv.edu/cas

and then select

CAS Application form with API

or

CAS Application form without API

as per the eligibility **on or before 18.02.2022 (5:30 pm).**

The **filled in applications with all supporting documents** are to be submitted to the Registrar, Anna University, Chennai-25 **on or before 25-02-2022 (5:30 pm)** through proper channel.

Any queries related with submission of applications shall be entertained only through email: aurcell2015@gmail.com.

Sd/-
REGISTRAR (i/c.)

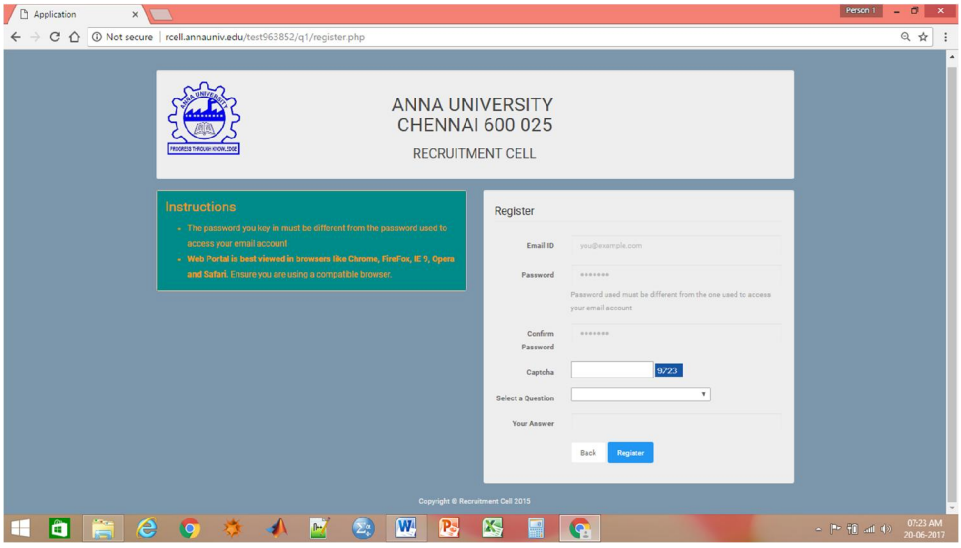
To

All the Deans of the CEG, AC Tech, MIT and SAP Campuses
All the Chairperson of Faculties
All the Heads of the Departments / Divisions
All the Directors of the Centres / Institutes
The Professor & Chairperson, Anna University, Sports Board
The Professor & Director, University Library
P.S. to V.C. / P.A. to Registrar
DR(P), PR10, PR20 / Stock file

Instructions for filling up the online application:

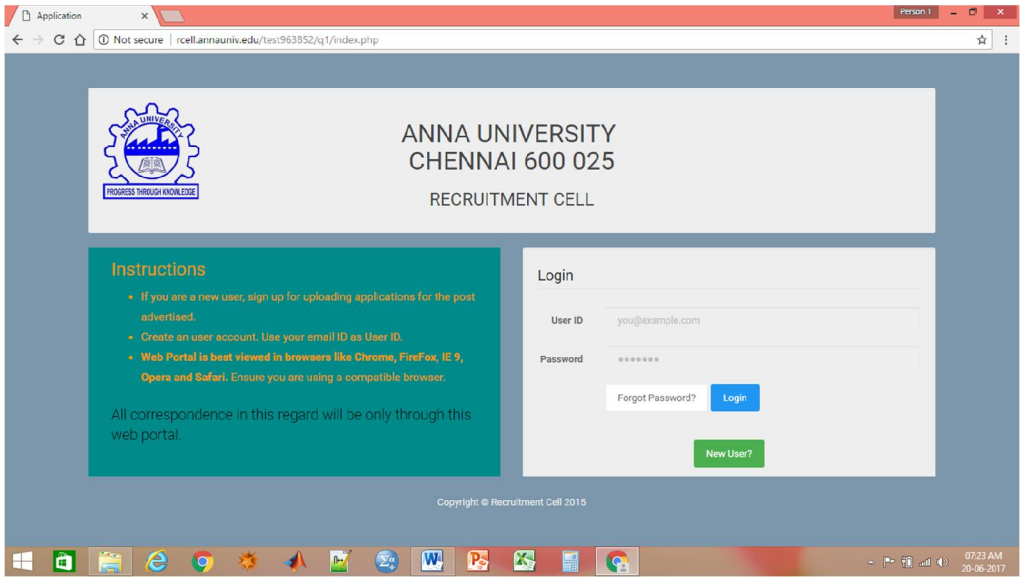
The teachers are requested to select any one of the relevant application “CAS Application Form without API” or “CAS Application Form with API” and start filling the application.

The teacher has to create a user ID with the email ID which is self-explanatory. The screenshot of the page is given below:

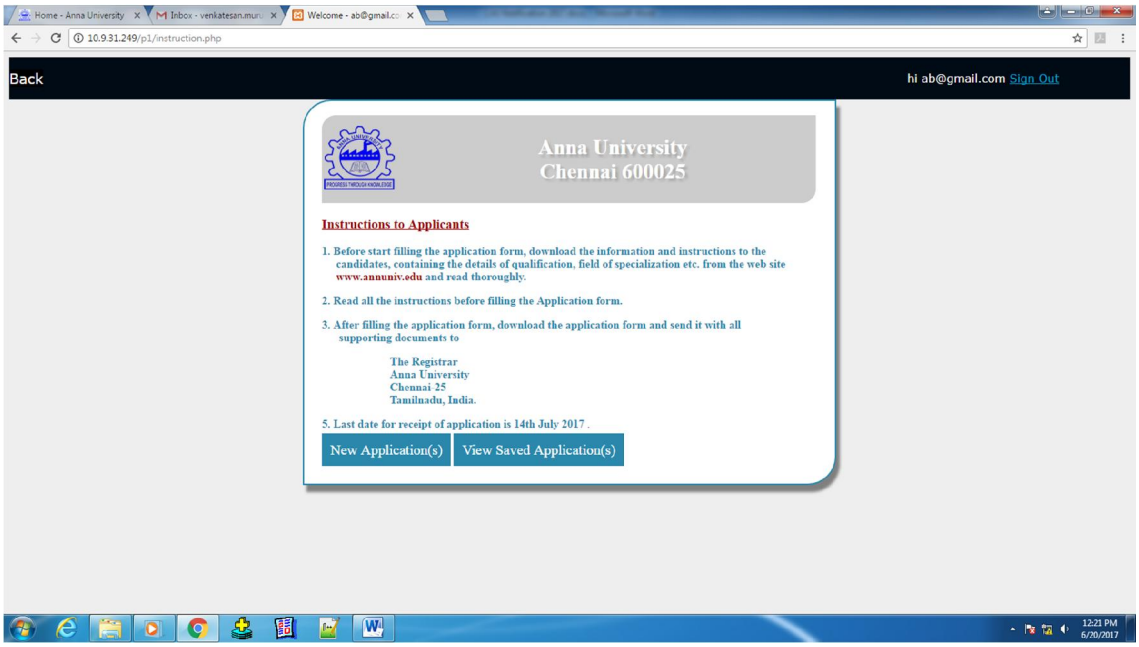


The required fields are email Id, password of the user’s choice and other data required for the creation of an ID.

The user has to login to the portal by using the registered ID and Password.

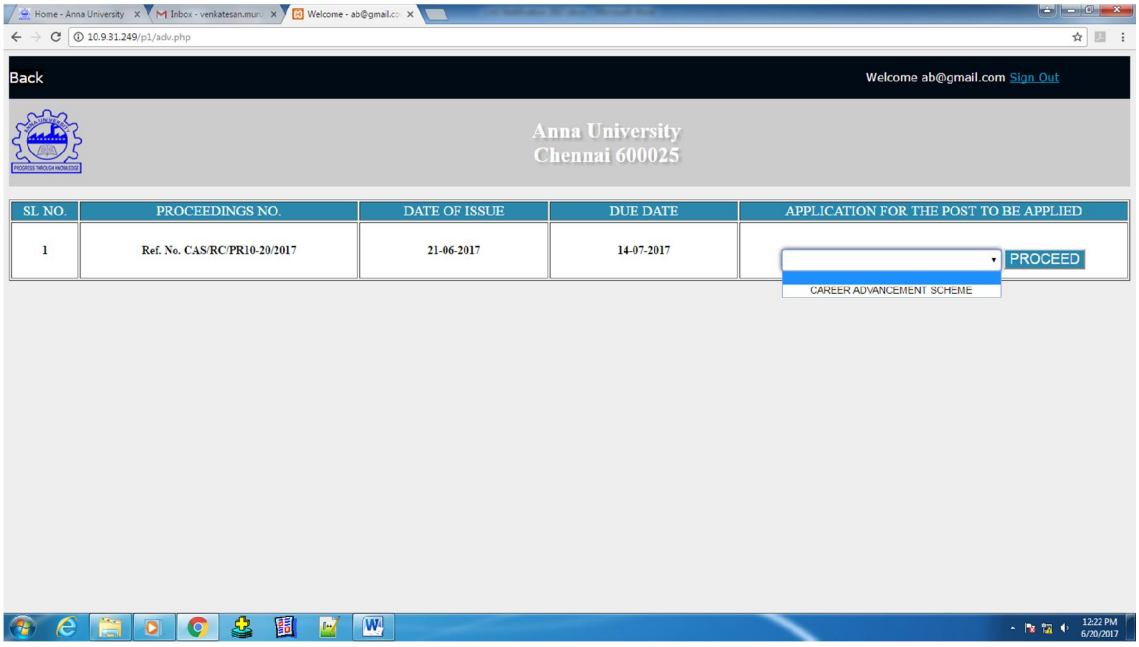


It will take the user to the following page:



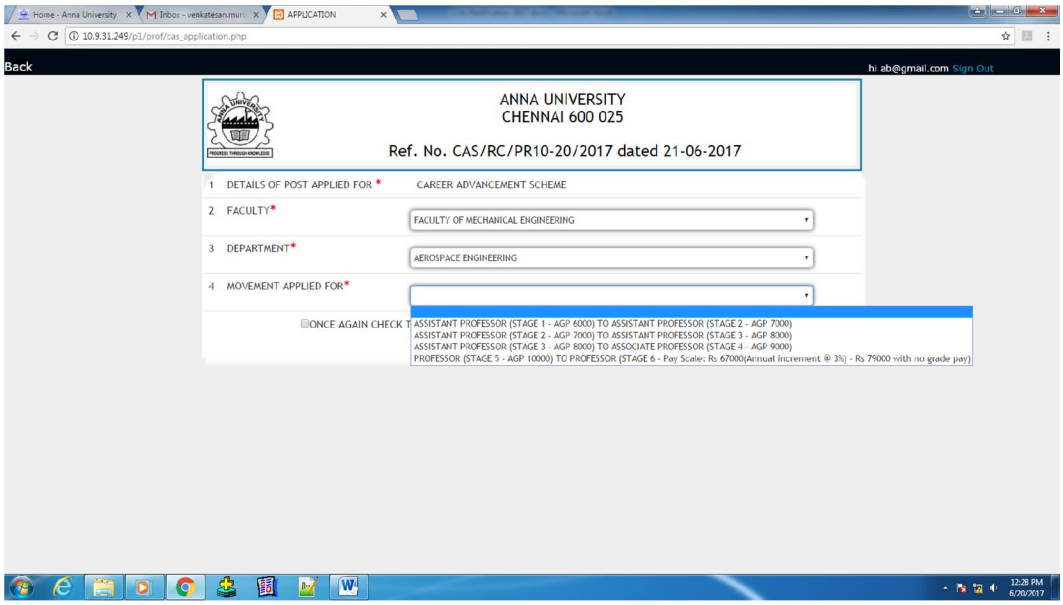
When the applicant is using it for the first time, he/she has to choose the option “New Application(s)”. Later the option “View Saved Applications” can be selected to view the partially saved /completed application.

By selecting New Application(s), the portal will take the user to the page:



Now select CAREER ADVANCEMENT SCHEME and then press the PROCEED button.

Next, it will take the user to the following page

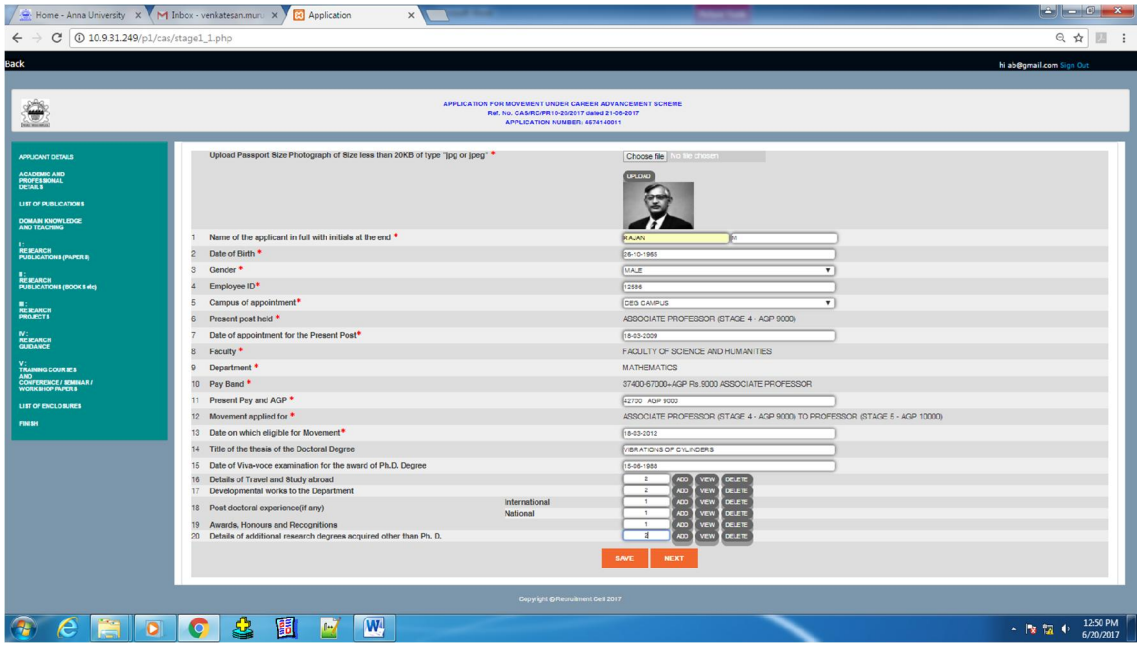


Here, the user is expected to provide the following correct information:

1. Faculty
2. Department
3. Movement applied for

The user has to tick the box and select SAVE button to save the information. It will ask for the confirmation. After the confirmation, it will generate an application number and then move to the next page.

Depending on the movement, the information required will appear on the left part of the display device and the user must input the required data on each page.



Applicant Details:

The "Applicant Details" is a common page for all stages with API and without API. The applicant has to compulsarily provide the details marked with * that are mandatory.

Whereever the "**ADD**" button occurs, the user is expected to input a number before choosing the **ADD** button. For example, a teacher has travelled and studied aboard twice, he/she may enter 2 and then select the **ADD** button. **VIEW** can be used to preview the information and **DELETE** may be used to delete the entered information.

Also the **VIEW/EDIT** is used to view and edit the entered information.

Academic and Professional Details:

The Academic and Professional Details is a common page for all stages with API and without API. The applicant is expected to provide the information required on this page.

The other required details are under the heads:

- Details of Courses Attended
- List of Publications
- Research Publications (Papers)
- Research Publications (Books)
- Research Projects
- Research Guidance
- Training Courses/Conference/Seminar/workshop Papers
- List of Enclosures

The applicant may provide information for all the above by saving each page using SAVE button and moving to the subsequent page using the NEXT button.

After the completion of all pages, the preview of the application can be generated, using PREVIEW button.

The applicant may verify the information in the preview and generate the final application using the SUBMIT button.

Any queries related with submission of applications shall be entertained only through email: aurcell2015@gmail.com

IMPORTANT INSTRUCTIONS:

1. (a) The incumbent teacher/other academic staff who are on the roll and active service of the University Departments of Anna University are alone eligible to apply for Promotion under Career Advancement Scheme (CAS).

   (b) CAS Promotion being a personal promotion to the incumbent teacher/other academic staff holding a substantive sanctioned post, on superannuation of the individual incumbent, the said post shall revert to its original cadre.

2. Applications should be submitted as per the following instructions.

   (a) Teachers/Other Academic Staff who qualify for any of the stages between 05-03-2010 and 07-11-2015

   Application to be used: CAS Application Form without API

   Teachers/other academic staff who **qualify between 05-03-2010 and 07-11-2015** for any of the stages mentioned in TABLE-I are **exempted from API** and the qualifications required for the movement from one stage to another stage are given in Column 4 of Table-I(A) to Table-I(C).

   (b) Teachers/Other Academic Staff who qualify for any of the stages between 08-11-2015 and 28-02-2019

   Application to be used: CAS Application Form with API

   Teachers/other academic staff who **qualify on or after 08-11-2015 and on or before 28-02-2019** for any of the stages mentioned in TABLE-I will be **assessed with API** in addition to the qualifications required for the movement from one stage to another stage are given in Column 5 of Table-I(A) to Table-I(C).

   (i) If a teacher/other academic staff qualifies on or after 08-11-2015 and if the period between 08-11-2015 and the date of qualification is less than one year, the API will be assessed for one full year prior to the date of qualification in addition to the other requirements as given in Column 5 of Table-I(A) to Table-I(C).

   (ii) If a teacher/other academic staff qualifies on or after 08-11-2015 and if the period between 08-11-2015 and the date of qualification is less than two/three/four/five years, the API will be assessed for full two/three/four/five years as the case may be prior to the date of qualification in addition to the

other requirements as given in Column 5 of Table-I(A) to Table-I(C).

3. *(a) The teachers are* requested *to fill up the* ***online*** *application form and generate the filled in application and submit a* ***hardcopy*** *of the application along with all supporting documents.*

   (b) The other academic staff (Physical Education Cadres and Librarian Cadres) are requested to submit the filled in applications ***only in hardcopy*** *in the prescribed format given in this brochure applicable to respective cadre along with the supporting documents.*

4. **Only the teachers/other academic staff, who have become eligible for promotion under CAS, may apply.**

5. **The eligible teachers and other academic staff are requested to submit "separate application" for the upward movement of "each stage".**

6. The ***Notification,* Important *Instructions, Eligibility Conditions for Teachers and other Academic Staff and Application forms for other Academic Staff*** are available on the webpage

   https://rcell.annauniv.edu/cas

   of the **Recruitment Cell**. The teachers and other academic staff are requested to download and read the entire document before apply for the promotion under CAS. **The other academic staff (Physical Education and Librarian Cadres) are requested to use these hardcopy application forms for each movement under CAS.**

   For **filing online applications**, the **eligible teacher** may use the URL

   https://rcell.annauniv.edu/cas

   and then select

   CAS Application form with API

   or

   CAS Application form without API

   as per the eligibility **on or before 18.02.2022(5:30 pm).**

7. The filled in applications with all supporting documents are to be submitted to the Registrar, Anna University, Chennai-25 **on or before 25-02-2022 (5:30 pm)** through proper channel.

Promotion under CAS for Teachers:

(a) Assistant Professor possessing Ph.D. Degree in the relevant discipline shall be eligible, for moving to the next higher grade of Rs.7000 (Stage 2) after completion of **four years** of service as Assistant Professor subject to the fulfilment of the conditions given in Table – I(A).

(b) Assistant Professor M.Phil. Degree or a Post-Graduate Degree in professional courses, approved by the relevant statutory body, shall be eligible for the next higher grade of Rs.7000 (stage 2) after completion of **five years** of service as Assistant Professor subject to the fulfilment of the conditions given in Table – I(A).

(c) Assistant Professor who does not have Ph.D. or M.Phil. or a Master's Degree in the relevant professional course, shall be eligible for the next higher grade of Rs.7000 (stage 2) only after completion of **six years** of service as Assistant Professor subject to the fulfilment of the conditions given in Table – I(A).

(d) Assistant Professor who has completed **five years** of service in the grade of Rs.7000 (stage 2) shall be eligible, subject to meeting the requirements laid down by these Regulations as in Tables – I(A), to move up to next higher grade of Rs.8000 (Stage 3).

(e) Assistant Professor completing **three years** of teaching in the grade of Rs.8000 (Stage 3) shall be eligible to move to the Pay Band of Rs.37400-67000 with next higher grade of Rs.9000 (Stage 4) and to be designated as Associate Professor subject to the fulfilment of the conditions given in Table – I(A). **However, those joining the Service after 5th March 2010 shall have also earned Ph.D. in addition to above mentioned requirements to move to the Stage 4.**

(f) Associate Professor possessing Ph.D. degree and completing **three years** of service in Stage 4 shall be eligible to be appointed and designated as Professor and be placed in the next higher grade of Rs.10000 (Stage 5) subject to the fulfilment of the conditions given in Table – I(A).

(g) Professor completing **Ten years** of service in **Stage 5** shall be eligible to be appointed and designated as Professor in **Stage 6** and be placed in the Scale ***Rs.67,000 (Annual Increment @3%) -79,000 with no Grade Pay*** subject to the fulfilment of the conditions given in

Table – I(A). Only Ten percent of the sanctioned posts of Professors in Stage 5 shall be considered for the movement of the posts of Professors to Stage 6.

8. **Promotion under CAS for Physical Education Cadres:**

(a) Assistant Director of Physical Education (Assistant DPE) possessing Ph.D. Degree in the relevant discipline shall be eligible, for moving to the next higher grade of Rs.7000 (stage 2) after completion of **four years** of service as Assistant DPE subject to the fulfilment of the conditions given in Table – I(B).

(b) Assistant DPE possessing M.Phil. Degree shall be eligible for the next higher grade of Rs.7000 (stage 2) after completion of **five years** of service as Assistant DPE subject to the fulfilment of the conditions given in Table – I(B).

(c) Assistant DPE who does not have Ph.D. or M.Phil. shall be eligible for the next higher grade of Rs.7000 (stage 2) only after completion of **six years** of service as Assistant DPE subject to the fulfilment of the conditions given in Table – I(B).

(d) Assistant DPE who has completed **five years** of service in the grade of Rs.7000 (stage 2) shall be eligible, subject to meeting the requirements laid down by these Regulations as in Table–I(B), to move up to next higher grade of Rs.8000 (stage 3).

(e) Assistant DPE completing **three years** and possessing Ph.D. in the grade of Rs.8000 (Stage 3) shall be eligible to move to the Pay Band of Rs.37400-67000 with next higher grade of Rs.9000 (Stage 4) and to be designated as Deputy Director of Physical Education (Deputy DPE) subject to the fulfilment of the conditions given in Table – I(B).

(f) Deputy DPE possessing Ph.D. degree and completing **three years** of service in Stage 4 shall be eligible to be appointed and designated as Director of Physical Education and be placed in the next higher grade of Rs.10000 (Stage 5) subject to the fulfilment of the conditions given in Table – I(B).

9. **Promotion under CAS for Librarian Cadres:**

(a) Assistant University Librarian Grade I possessing Ph.D. Degree in the relevant discipline shall be eligible, for moving to the next higher grade of Rs.7000 (stage 2) after completion of **four years** of service as Assistant University Librarian Grade I subject to the fulfilment of the conditions given in Table – I(C).

(b) Assistant University Librarian Grade I possessing M.Phil. Degree approved by the relevant statutory body, shall be eligible for the next higher grade of Rs.7000 (stage 2) after completion of **five years** of service as Assistant University Librarian Grade I subject to the fulfilment of the conditions given in Table – I(C).

(c) Assistant University Librarian Grade I who does not have Ph.D. or M.Phil. shall be eligible for the next higher grade of Rs.7000 (stage 2) only after completion of **six years** of service as Assistant University Librarian Grade I subject to the fulfilment of the conditions given in Table – I(C).

(d) Assistant University Librarian Grade I who has completed **five years** of service in the grade of Rs.7000 (stage 2) shall be eligible, subject to meeting the requirements laid down by these Regulations as in Table – I(C), to move up to next higher grade of Rs.8000 (stage 3).

(e) Assistant University Librarian Grade I completing **three years** and possessing Ph.D. in the grade of Rs.8000 (Stage 3) shall be eligible to move to the Pay Band of Rs.37400-67000 with next higher grade of Rs.9000 (Stage 4) and to be designated as Deputy Librarian subject to the fulfilment of the conditions given in Table – I(C).

(f) Deputy Librarian possessing Ph.D. degree and completing **three years** of service in Stage 4 shall be eligible to be appointed and designated as University Librarian and be placed in the next higher grade of Rs.10000 (Stage 5) subject to the fulfilment of the conditions given in Table – I(C).

10. **Assessment of Research Contribution:**

(a) The research contribution in case of teachers shall be assessed by the Selection committee based on the information provided by the applicant under the heads (i) Research Publications (Papers)

(ii) Research Publications (Books etc.), (iii) Research Projects, (iv) Research Guidance and (v) Training Courses and Conferences, Seminar and Workshops (Refer Table-II(A)).

(b) The research contribution in case of Physical Education and Librarian Cadres shall be assessed by the Selection committee based on the information provided by the applicant under the heads (i) Research Publications (Papers) (ii) Research Publications (Books etc.), (iii) Research Projects, (iv) Research Guidance and (v) Awards, Fellowships, invited Lectures delivered, papers presented in conferences and seminar (Refer Table-II(B)) for Physical Education Cadres and Table-II(C) for Librarian Cadres).

11. Assessment of Domain Knowledge and Teaching Practices in case of teachers shall be assessed by the Selection committee based on the following activities (Refer Table-II(A)):

Sl. No.	Nature of Activity
1	Lectures, seminars, tutorials, practical, contact hours undertaken as percentage of lectures allocated.
2	Lectures or other teaching duties in excess of the AICTE norms.
3	Preparation and Imparting of knowledge / instruction as per curriculum/ syllabus, enrichment by providing additional resources (Text book/manual etc.) to students
4	Use of participatory and innovative teaching-learning methodologies; updating of subject content, course improvement etc.
5	Examination duties (invigilation, question paper setting, evaluation / assessment of answer scripts) as per allotment.

12. Assessment of Domain Knowledge and Skills in sports in case of Physical Education Cadres shall be assessed by the Selection committee based on the following activities (Refer Table-II(B)):

Sl. No.	Nature of Activity
a1	Lecture cum practice based athlete / sports classes, seminars undertaken as per allotted hours /organizing and conducting coaching camps / sports person development / training programmes
a2	Identifying sports talents and Mentoring sports excellence among students
a3	Development and Maintenance of play fields, purchase and

	maintenance of the other sports facilities
b1	Management of Physical Education & Sports Program for students (planning, executing and evaluating the policies in physical education & Sports)
b2	Organizing and conducting sports and games competitions at the International / National / State / Inter University/Inter Zonal Levels
c1	Upgradation of scientific and technological knowledge in Physical Education and Sports
c2	Extending services, sports facilities and training on holidays to the institutions and organizations

13. Assessment of Domain Knowledge on library automation and organizational skills in case of Librarian Cades shall be assessed by the Selection committee based on the following activities (Refer Table-II(C)).:

Sl. No.	Nature of Activity
a1)	Library resources organization and maintenance of books, journals, reports; Provision of library reader- services, literature retrieval services to researchers and analysis of reports; Provision of assistance to the departments of University/College with the required inputs for preparing reports, manuals and related documents; Assistance towards updating institutional website with activity related information and for bringing out institutional Newsletters, etc.
a2)	Development, organization and management of e-resources including their accessibility over Intranet/Internet, digitization of library resources, e-delivery of information, etc.
a3)	User awareness and instruction programmes (Orientation lectures, users' training in the use of library services as e-resources, OPAC; knowledge resources user promotion programmes like organizing book exhibitions, other interactive latest learning resources, etc.
b)	ICT and other new technologies application for upgradation of library services such as automation of catalogue, learning resources procurement functions, circulation operations including membership records, serial subscription system, reference and information services, library security (technology based methods such as RFID, CCTV), development of library management tools (software), Intranet management.
c)	Additional services such as extending library facilities on holidays, shelf order maintenance, library user manual, building and extending institutional library facilities to outsiders through external

	membership norms.

14. **Date of Eligibility for the upward movement under CAS:**

(a) If a candidate applies for promotion under CAS on completion of the minimum eligibility period and is successful, the date of promotion will be from that of minimum period of eligibility.

(b) If, however, the candidate finds that he/she fulfills the eligibility conditions at a later date and applies on that date and is successful, his/her promotion will be effected from that date of application fulfilling the criteria.

(c) If the candidate does not succeed in the first assessment, but succeeds in the eventual assessment, his/her promotion will be deemed to be from the later date of successful assessment.

15. **Counting of Past Service under CAS:**

The teachers and other academic staff claiming for counting their past service on or after 05-03-2010 may submit the following documents pertaining to their past service, rendered in other institutions/ organizations, to the PR10 / PR20 section to make necessary entry in the Service Register.

(a) Advertisement of Recruitment of post concerned
(b) Interview / Call Letter
(c) Members of the Selection Committee
(d) Interview Date / Held and Minutes of Meeting
(e) Appointment Letter
(f) Scale of Pay for the Post + Salary Certificate
(g) Last Pay Drawn Certificate
(h) Income Tax Returns for the period of service
(i) Service Certificate at the time of relieving
(j) Approval of the selection of the post by the University

*****

TABLE – I(A)

MINIMUM ACADEMIC PERFORMANCE AND SERVICE REQUIREMENTS FOR PROMOTION UNDER CAREER ADVANCEMENT SCHEME – APPLICABLE FOR THE TEACHERS OF UNIVERSITY DEPARTMENTS

1	2	3	4	5
Sl. No.	**Promotion of Teachers through CAS**	**Service Requirement**	**Minimum Academic Performance Requirements and Screening / Selection Criteria**	**Minimum Academic Performance Requirements and Screening / Selection Criteria**
			Teachers who qualify between 05-03-2010 and 07-11-2015	**Teachers who qualify between 08-11-2015 and 28-02-2019**
1	Assistant Professor/equivalent cadres from Stage 1 to Stage 2 **AGP Rs.6000 to Rs.7000**	Assistant Professor in Stage 1 and completed four years of service with Ph.D. or five years of service who are with M.Phil. / PG Degree in Professional Courses such as LLM, M.Tech. or six years of service who are without Ph.D. / M.Phil. / PG Degree in Professional Courses	(i) One Orientation and one Refresher/ Research Methodology Course of 2/3 weeks duration approved or conducted by AICTE / Central Govt. / State Govt. / TEQIP / CIIILP/ ISTE/ NITTTR / IIT / DTE / SBTE / University, etc. (ii) Screening cum verification process for recommending promotion.	(i) Minimum API scores using PBAS scoring proforma developed by the concerned University as per the norms provided in Table-II(A). (ii) One Orientation and one Refresher/ Research Methodology Course of 2/3 weeks duration approved or conducted by AICTE / Central Govt. / State Govt. / TEQIP / CIIILP/ ISTE/ NITTTR / IIT / DTE / SBTE / University, etc. (iii) Screening cum verification process for recommending promotion.
2	Assistant Professor/ equivalent cadres from Stage 2 to Stage 3 **AGP Rs.7000 to Rs.8000**	Assistant Professor with completed service of five years in Stage 2.	(i) One course / programme from among the categories of refresher courses, methodology workshops, Training, Teaching - Learning – Evaluation Technology Programmes, Soft Skills development Programmes and Faculty Development Programmes of 2/3 weeks duration approved or conducted by AICTE / Central Govt. / State Govt./ TEQIP / CIIILP / ISTE/ NITTTR / IIT / DTE/SBTE / University, etc. (ii) Screening cum verification process for	(i) Minimum API scores using the PBAS scoring proforma developed by the concerned University as per the norms provided in Table-II(A). (ii) One course / programme from among the categories of refresher courses, methodology workshops, Training, Teaching - Learning – Evaluation Technology Programmes, Soft Skills development Programmes and Faculty Development Programmes of 1/2/3 weeks duration approved or conducted

			recommending promotion.	by AICTE / Central Govt. / State Govt./ TEQIP / CIIILP / ISTE / NITTTR / IIT / DTE / SBTE / University, etc. (iii) Screening cum verification process for recommending promotion.
3	Assistant Professor (Stage 3) to Associate Professor (Stage 4) **AGP Rs.8000 to Rs.9000**	Assistant Professor with 3 years of completed service in Stage 3	(i) At least three publications in the entire period as Assistant Professor (twelve years). (ii) One course / programme from among the categories of methodology workshops, Training, Teaching-Learning-Evaluation Technology Programmes, Soft Skills development Programmes and Faculty Development Programmes of minimum one week duration approved or conducted by AICTE/ Central Govt./ State Govt./ TEQIP / CIIILP/ ISTE/ NITTTR / IIT / DTE / SBTE / University, etc. (iii) A selection committee process as stipulated in regulation and in Table-II(A) without API.	(i) Minimum API scores using the PBAS scoring proforma developed by the concerned University as per the norms provided in Table-II(A). (ii) At least three publications in the entire period as Assistant Professor (twelve years). (iii) One course / programme from among the categories of methodology workshops, Training, Teaching-Learning-Evaluation Technology Programmes, Soft Skills development Programmes and Faculty Development Programmes of minimum one week duration approved or conducted by AICTE / Central Govt./ State Govt./ TEQIP / CIIILP / ISTE / NITTTR / IIT / DTE / SBTE / University, etc. (iv) A selection committee process as stipulated in these Regulations and in Table-II(A).

4	Associate Professor (Stage 4) to Professor (Stage 5) **AGP Rs.9000 to Rs.10000**	Associate Professor with three years of completed service in Stage 4.	(i) A minimum of five publications since the period that the teacher is placed in Stage 3 / 3 years since the appointment of Associate Professor by direct recruitment. (ii) A selection committee process as stipulated in regulation and in Table-II(A) without API.	(i) Minimum yearly / cumulative API scores using the PBAS scoring proforma developed by the concerned University as per the norms provided in Table-II(A). Teachers may combine two assessment periods (in Stages 2 and 3) to achieve minimum API scores, if required. (ii) A minimum of five publications since the period that the teacher is placed in Stage 3 / 3 years since the appointment of Associate Professor by direct recruitment. (iii) A selection committee process as stipulated in this Regulation and in Table-II(A).
5	Professor (Stage 5) to Professor (Stage 6) ***Rs.67,000 (Annual Increment @3%) - 79,000 with no Grade Pay***	Professor with ten years of completed service (Universities only)	(i) Credentials are to be evidenced by: (a) postdoctoral research outputs of high standard; (c) awards / honours / recognitions / patents and IPR on product and processes developed / technology transfer achieved; and (c) Additional research degrees like D.Sc., D.Litt., LL.D., etc., (ii) A review process by an Expert Committee as stipulated in this Regulation and in Tables II(A) without API.	(i) Minimum yearly / cumulative API scores for the assessment period as per the norms provided in Table II(A). (ii) Additional credentials are to be evidenced by: (a) postdoctoral research outputs of high standard; (b) awards / honours / recognitions / patents and IPR on product and processes developed / technology transfer achieved; and (c) Additional research degrees like D.Sc., D.Litt., LL.D., etc., (iii) A review process by an Expert Committee as stipulated in this Regulation and in Tables II(A).

TABLE – I(B)

MINIMUM ACADEMIC PERFORMANCE AND SERVICE REQUIREMENTS FOR PROMOTION UNDER CAREER ADVANCEMENT SCHEME – APPLICABLE FOR THE PHYSICAL EDUCATION CADRES IN UNIVERSITY DEPARTMENTS

1	2	3	4	5
Sl. No.	**Promotion of Physical Education Cadres through CAS**	**Service Requirement**	**Minimum Academic Performance Requirements and Screening / Selection Criteria**	**Minimum Academic Performance Requirements and Screening / Selection Criteria**
			Physical Education Cadres who qualify between 05-03-2010 and 07-11-2015	**Physical Education Cadres who qualify between 08-11-2015 and 28-02-2019**
1	Assistant DPE to Assistant DPE (Stage 1 to Stage 2) **AGP Rs.6000 to Rs.7000**	Assistant DPE completed four years of service in Stage 1 with Ph.D. or five years of service with M.Phil. or six years of service without Ph.D./ M.Phil.	(i) One Orientation and one Refresher/ Research methodology course of 3/4 weeks duration (ii) Screening cum verification process for recommending promotion.	(i) Minimum cumulative API scores using PBAS scoring proforma developed by the UGC as per the norms provided in Table II(B). (ii) One Orientation and one Refresher/ Research methodology course of 3/4 weeks duration (iii) Screening cum verification process for recommending promotion
2	Assistant DPE to Assistant DPE (Stage 2 to Stage 3) **AGP Rs.7000 to Rs.8000**	Assistant DPE (senior scale) with completed service of five years in Stage 2	(i) One course / programme from among the categories of refresher courses, methodology workshops, Training, Teaching-Learning-Evaluation Technology Programmes, Soft Skills development Programmes and Faculty Development Programmes of 3/4 week duration. (ii) Screening cum verification process for recommending promotion.	(i) Minimum cumulative API scores using the PBAS scoring proforma developed by the UGC as per the norms provided in Table-II(B). (ii) One course / programme from among the categories of refresher courses, methodology workshops, Training, Teaching-Learning-Evaluation Technology Programmes, Soft Skills development Programmes and Faculty Development Programmes of 3/4 week duration. (iii) Screening cum verification process for recommending promotion.

3	Assistant DPE to Deputy DPE (Stage 3 to Stage 4) **AGP Rs.8000 to Rs.9000**	Assistant DPE (Selection Grade) with three years of completed service in Stage 3.	(i) At least three publications in the entire period as Assistant DPE (twelve years). (ii) Evidence of having produced teams / athletes. (iii) A selection committee process as stipulated in regulation and in Table-II(B) without API.	(i) Minimum cumulative API scores using the PBAS scoring proforma developed by the UGC as per the norms provided in Table-II(B). (ii) At least three publications in the entire period as Assistant DPE (twelve years). (iii) Evidence of having produced teams / athletes. (iv) A selection committee process as stipulated in the regulation and Table-II(B).
4	Deputy Director of Physical Education to Director of Physical Education (Stage 4 to Stage 5) **AGP Rs.9000 to Rs.10000**	Deputy Director of Physical Education in Universities with three years of completed service in Stage 4	(i) A minimum of five publications since the period the personnel is placed in stage 3 / 3 years since the appointment of Deputy Director of Physical Education by direct recruitment. (ii) Evidence of having produced teams / athletes. (iii) A selection committee process as stipulated in regulation and in Table-II(B) without API.	(i) Minimum cumulative API scores using the PBAS scoring proforma developed by the UGC as per the norms provided in Table II(B). Teachers may combine two assessment periods (in Stages 2 and 3) to achieve minimum API scores, if required. (ii) A minimum of five publications since the period the personnel is placed in stage 3 / 3 years since the appointment of Deputy Director Physical Education by direct recruitment. (iii) Evidence of having produced teams / athletes. (iv) A selection committee process as stipulated in the regulation and in Table-II(B).

TABLE – I(C)

MINIMUM ACADEMIC PERFORMANCE AND SERVICE REQUIREMENTS FOR PROMOTION UNDER CAREER ADVANCEMENT SCHEME – APPLICABLE FOR THE LIBRARIAN CADRES IN UNIVERSITY DEPARTMENTS

1	2	3	4	5
Sl. No.	**Promotion of Librarian Cadres through CAS**	**Service Requirement**	**Minimum Academic Performance Requirements and Screening / Selection Criteria**	**Minimum Academic Performance Requirements and Screening / Selection Criteria**
			Librarian Cadres who qualify between 05-03-2010 and 07-11-2015	**Librarian Cadres who qualify between 08-11-2015 and 28-02-2019**
1	Assistant University Librarian Grade I to Assistant University Librarian Grade I (Senior Scale) Stage 1 to Stage 2 **AGP Rs.6000 to Rs.7000**	Assistant University Librarian Grade I completed four years of service in Stage 1 with Ph.D. or five years of service with M.Phil. / or six years of service without Ph.D. / M.Phil.	(i) One Orientation and one Refresher course of 3/4 weeks duration (ii) Screening cum verification process for recommending promotion.	(i) Minimum API scores using PBAS scoring proforma developed by the University as per the norms provided in Table II(C). (ii) One Orientation and one Refresher course of 3/4 weeks duration (iii) Screening cum verification process for recommending promotion
2	Assistant University Librarian Grade I (Senor Scale) to Assistant University Librarian Grade I (Selection Grade) Stage 2 to Stage 3 **AGP Rs.7000 to Rs.8000**	Assistant University Librarian Grade I (Senior Scale) with completed service of five years in Stage 2.	(i) Two refresher courses for a minimum period of 3 to 4 weeks duration to have been undergone during the assessment period. (ii) Screening cum verification process for recommending promotion.	(i) Minimum API scores using the PBAS scoring proforma developed by University as per the norms provided in Table-II(C). (ii) Additionally, two refresher courses for a minimum period of 3 to 4 weeks duration to have been undergone during the assessment period. (iii) Screening cum verification process for recommending promotion.
3	Assistant	Assistant University Librarian	(i) Three publications over twelve years.	(i) Minimum API scores using the PBAS

	University Librarian Grade I (Selection Grade) to Deputy Librarian (Stage 3 to Stage 4). **AGP Rs.8000 to Rs.9000**	Grade I (Selection Grade) with three years of completed service in Stage 3	(ii) Additionally one course / training under the categories on library automation / Analytical tool Development for academic documentation. (iii) A selection committee process as stipulated in the regulation and in Table II(C) without API.	scoring proforma developed by University as per the norms provided in Table-II(C). (ii) Three publications over twelve years. (iii) Additionally one course / training under the categories on library automation / Analytical tool Development for academic documentation. (iv) A selection committee process as stipulated in the regulation and in Table II(C).
4	Deputy Librarian to University Librarian (Stage 4 to Stage 5) **AGP Rs.9000 to Rs.10000**	Deputy Librarian in Universities with three years of completed service in Stage 4	(i) A minimum of five publications, since the period that the personnel is placed in Stage 3 / 3 years since the appointment of Deputy Librarian by direct recruitment. (ii) Evidence of innovative library service and organization of published work. (iii) A selection committee process as stipulated in the regulation and in Table-II(C) without API.	(i) Minimum cumulative API scores using the PBAS scoring proforma developed by the concerned University as per the norms provided in Table II(C). Librarians may combine two assessment periods (in Stages 3 and 4) to achieve minimum API scores, if required. (ii) A minimum of five publications, since the period that the personnel is placed in Stage 3 / 3 years since the appointment of Deputy Librarian by direct recruitment. (iii) Evidence of innovative library service and organization of published work. (iv) A selection committee process as stipulated in the regulation and in Table II(C).

TABLE-II(A)

MINIMUM APIs REQUIRED

TO BE APPLIED FOR THE PROMOTION OF TEACHERS UNDER CAREER ADVANCEMENT SCHEME (CAS) IN UNIVERSITY DEPARTMENTS AND WEIGHTAGES FOR EXPERT ASSESSMENTS

Sl. No.	Activity	Assistant Professor / equivalent cadres (Stage 1 to Stage 2)	Assistant Professor / equivalent cadres (Stage 2 to Stage 3)	Assistant Professor (Stage 3) to Associate Professor (Stage 4)	Associate Professor (Stage 4) to Professor (Stage 5)	Professor (Stage 5) to Professor (Stage 6)
I	Teaching-learning Evaluation Related Activities (Category-I)	75 / year	75 / year	75 / year	75 / year	75 / year
II	Co-curricular Extension and Profession related activities (Category-II)	15 / year	15 / year	15 / year	15 / year	15 / year
III	Minimum total average annual score under Categories I and II*	100 / year	100 / year	100 / year	100 / year	100 / year
IV	Research and Academic Contribution (Category III)	10 / year (40 / assessment period)	20 / year (100 / assessment period)	30 / year (90 / assessment period)	40 / year (120 / assessment period)	50 / year (500 / assessment period)
Expert Assessment system		**Screening committee**	**Screening committee**	**Selection committee**	**Selection committee**	**Expert Committee**
V	Percentage distribution of weightage points in the expert assessment (Total weightage = 100. Minimum required for promotion is 50)	No separate points. Screening Committee to verify API Scores	No separate points. Screening Committee to verify API Scores	30% contribution to research, 50% Assessment of domain knowledge and Teaching practices, 20% interview performance	50% contribution to research, 30% Assessment of domain knowledge and Teaching practices, 20% interview performance	50% Contribution to Research, 50 % - Performance evaluation and other credential by referral procedure

***Teachers may score the balance of 10 points from either Category I or Category II to achieve the minimum score required under Category I + II.**

TABLE-II(B)

MINIMUM APIs REQUIRED

TO BE APPLIED FOR THE PROMOTION OF PHYSICAL EDUCATOIN CADRES UNDER CAREER ADVANCEMENT SCHEME (CAS) IN UNIVERSITY DEPARTMENTS AND WEIGHTAGES FOR EXPERT ASSESSMENTS

Sl. No.	Activity	Assistant Director of Physical Education to Assistant Director of Physical Education (Senior Scale) (Stage 1 to Stage 2)	Assistant Director of Physical Education (Senior Scale) to Assistant Director of Physical Education (Selection Grade) (Stage 2 to Stage 3)	Assistant Director Physical Education (Selection Grade) to Deputy Director Physical Education (Stage 3 to Stage 4)	Deputy Director Physical Education to Director of Physical Education (Stage 4 to Stage 5)
I	Teaching, training, coaching, sports person development and sports management activities (Category-I)	80 / year	80 / year	75 / year	70 / year
II	Professional Development and Extension activities - Minimum score required to be assessed cumulatively (Category-II)	50 / Assessment Period	50 / Assessment Period	50 / Assessment Period	50 / Assessment Period
III	Research and Academic Contributions – Minimum score required – to be assessed cumulatively (Category III)	20 / assessment period	50 / assessment period	75 / assessment period	100 / assessment period
IV	Minimum total API score under Categories II and III*	90 / assessment period	120 / assessment period	150 / assessment period	180 / assessment period
Expert Assessment system		**Screening cum evaluation committee**	**Screening cum evaluation committee**	**Selection committee**	**Selection committee**
V	Percentage distribution of weightage points in the expert assessment (Total weightage = 100. Minimum required 50)	No separate points. Screening Committee to verify API Scores	No separate points. Screening Committee to verify API Scores	30% - Research Contribution, 50% -Assessment of domain knowledge and Skills in Sports, 20% interview performance	50% - Research Contribution, 30% -Assessment of domain knowledge and organization track record with vision plan, 20% interview performance

***One may score the balance of points from either Category II or Category III to achieve the minimum score required under Category II + III.**

TABLE-II(C)

MINIMUM APIs REQUIRED

TO BE APPLIED FOR THE PROMOTION OF LIBRARIAN CADRES UNDER CAREER ADVANCEMENT SCHEME (CAS) IN UNIVERSITY DEPARTMENTS AND WEIGHTAGES FOR EXPERT ASSESSMENTS

Sl. No.	Activity	Assistant University Librarian Grade I to Assistant University Librarian Grade I (Senior Scale) (Stage 1 to Stage 2)	Assistant University Librarian Grade I (Senior Scale) to Assistant University Librarian Grade I (Selection Grade) (Stage 2 to Stage 3)	Assistant University Librarian Grade I (Selection Grade) to Deputy Librarian (Stage 3 to Stage 4)	Deputy Librarian to University Librarian (Stage 4 to Stage 5)
I	Procurement, organization, and delivery of knowledge and information through Library services (Category-I)	80 / year	80 / year	75 / year	70 / year
II	Professional Development and Extension activities - Minimum score required to be assessed cumulatively (Category-II)	50 / Assessment Period	50 / Assessment Period	50 / Assessment Period	50 / Assessment Period
III	Research and Academic Contributions – Minimum score required – to be assessed cumulatively (Category III)	20 / assessment period	50 / assessment period	75 / assessment period	100 / assessment period
IV	Minimum total API score under Categories II and III*	90 / assessment period	120 / assessment period	150 / assessment period	180 / assessment period
Expert Assessment system		**Screening cum evaluation committee**	**Screening cum evaluation committee**	**Selection committee**	**Selection committee**
V	Percentage distribution of weightage points in the expert assessment (Total weightage = 100. Minimum required 50)	No separate points. Screening Committee to verify API Scores	No separate points. Screening Committee to verify API Scores	30% - Library related research papers evaluation, 50% -Assessment of domain knowledge on library automation and organizational skills, 20% interview performance	50% - Library Publication Work, 30% -Assessment of innovative library service and organization of digital library services, 20% interview performance

*** One may score the balance points from either Category II or Category III to achieve the minimum score required under Category II+ III.**

ANNA UNIVERSITY

CHENNAI – 600 025

Affix your passport size photograph and self-attest

APPLICATION FOR CAREER ADVANCEMENT SCHEME – LIBRARIAN CADRES
(Application form without API)

Stage 1 **to Stage** 2

Separate application should be filed for each upward movement

1. Name of the applicant in full with initials at the end (in Block Letters) :
2. Date of Birth :
3. Gender :
4. Employee ID :
5. Present post held :
6. Date of Appointment for the present post :
7. Department :
8. Campus/College of Appointment :
9. Faculty :
10. Pay Band :
11. Present Pay and AGP :

12. Movement Applied for :

13. Date on which eligible for movement :

14. Title of the thesis of award of the Doctoral Degree :

15. Date of Viva-Voce Examination for the award of Ph.D. Degree :

16. **Details of Academic Qualifications** (Start from the most recent degree and list up to SSLC) (Attach self-attested copies of certificates)

Degree	Branch	University / Board	Year of Passing	Marks / CGPA	Class

17. **Details of experience (Evidence to be enclosed including Pay details)**
(Start from the most recent experience)

Name & address of the Institution/ Organization	Post held	Scale of Pay / Pay Band	Period of service		Duration		
			From	To	Y	M	D
Total							

18. Study abroad :

Country visited	Period of visit		Purpose of visit
	From	To	

19. Post-Doctoral Experience :

National		International		
University	No. of Years	University	No. of Years	Country

20. Courses attended: (Use separate sheet as enclosures if needed) (mandatory for the movement of Stage 1 to 2 – Refer Table-I(C) for University Departments).

Sl. No	Name of Course	Place	Duration	Sponsoring Agency
1				
2				
3				
4				

22. List of enclosures :

(i)	Proof for mandatory qualification (UG, PG, Ph.D.)	Yes/No
(ii)	Proof for Experience after mandatory qualification for the post	Yes/No
(iii)	Proof for post-doctoral experience	Yes/No
(iv)	Proof for Study-Abroad	Yes/No
(v)	Copies of publications in the order of International and National Journals along with the proof of impact factors (in the order as listed in the application)	Yes/No
(vi)	Copies of publications in the order of International and National Conferences along with the proof of impact factors (in the order as listed in the application)	Yes/No
(vii)	Copies of Certificates for attending Courses	Yes/No
(viii)	Evidence of innovative library service and organization of published work	Yes/No

DECLARATION

I hereby declare that all the information given in this application are true to the best of my knowledge and belief. If the information found are incorrect, in any stage, my **upward movement to the post will be forfeited**.

Place:

Date: **SIGNATURE**

Forwarded to the Registrar, Anna University, Chennai – 25.

Signature of the Head of the Department (with Seal)

ANNA UNIVERSITY

CHENNAI – 600 025

Affix your passport size photograph and self-attest

APPLICATION FOR CAREER ADVANCEMENT SCHEME – LIBRARIAN CADRES
(Application form without API)

Stage 2 **to Stage** 3

Separate application should be filed for each upward movement

1. Name of the applicant in full with initials at the end (in Block Letters) :
2. Date of Birth :
3. Gender :
4. Employee ID :
5. Present post held :
6. Date of Appointment for the present post :
7. Department :
8. Campus/College of Appointment :
9. Faculty :
10. Pay Band :
11. Present Pay and AGP :

12. Movement Applied for :

13. Date on which eligible for movement :

14. Title of the thesis of award of the Doctoral Degree :

15. Date of Viva-Voce Examination for the award of Ph.D. Degree :

16. **Details of Academic Qualifications** (Start from the most recent degree and list up to SSLC)
(Attach self-attested copies of certificates)

Degree	Branch	University / Board	Year of Passing	Marks / CGPA	Class

17. **Details of experience (Evidence to be enclosed including Pay details)**
(Start from the most recent experience)

Name & address of the Institution/ Organization	Post held	Scale of Pay / Pay Band	Period of service		Duration		
			From	To	Y	M	D
Total							

18. Study abroad :

Country visited	Period of visit		Purpose of visit
	From	To	

19. Post-Doctoral Experience :

National		International		
University	No. of Years	University	No. of Years	Country

20. Courses attended: (Use separate sheet as enclosures if needed) (mandatory for the movement of Stage 2 to 3 – Refer Table-I(C) for University Departments)

Sl. No	Name of Course	Place	Duration	Sponsoring Agency
1				
2				
3				
4				

22. List of enclosures :

(i)	Proof for mandatory qualification (UG, PG, Ph.D.)	Yes/No
(ii)	Proof for Experience after mandatory qualification for the post	Yes/No
(iii)	Proof for post-doctoral experience	Yes/No
(iv)	Proof for Study-Abroad	Yes/No
(v)	Copies of publications in the order of International and National Journals along with the proof of impact factors (in the order as listed in the application)	Yes/No
(vi)	Copies of publications in the order of International and National Conferences along with the proof of impact factors (in the order as listed in the application)	Yes/No
(vii)	Copies of Certificates for attending Courses	Yes/No
(viii)	Evidence of innovative library service and organization of published work	Yes/No

DECLARATION

I hereby declare that all the information given in this application are true to the best of my knowledge and belief. If the information found are not correct, in any stage, my **upward movement to the post will be forfeited**.

Place:

Date: **SIGNATURE**

Forwarded to the Registrar, Anna University, Chennai – 25.

Signature of the Head of the Department (with Seal)

ANNA UNIVERSITY

CHENNAI – 600 025

Affix your passport size photograph and self-attest

APPLICATION FOR CAREER ADVANCEMENT SCHEME – LIBRARIAN CADRES
(Application form without API

Stage 3 **to Stage** 4

Separate application should be filed for each upward movement

1. Name of the applicant in full with initials at the end (in Block Letters) :
2. Date of Birth :
3. Gender :
4. Employee ID :
5. Present post held :
6. Date of Appointment for the present post :
7. Department :
8. Campus/College of Appointment :
9. Faculty :
10. Pay Band :
11. Present Pay and AGP :
12. Movement Applied for :

13. Date on which eligible for movement :

14. Title of the thesis of award of the Doctoral Degree :

15. Date of Viva-Voce Examination for the award of Ph.D. Degree :

16. **Details of Academic Qualifications** (Start from the most recent degree and list up to SSLC) (Attach self-attested copies of certificates)

Degree	Branch	University / Board	Year of Passing	Marks / CGPA	Class

17. **Details of experience (Evidence to be enclosed including Pay details)**
(Start from the most recent experience)

Name & address of the Institution/ Organization	Post held	Scale of Pay / Pay Band	Period of service		Duration		
			From	To	Y	M	D
Total							

18. Study abroad :

Country visited	Period of visit		Purpose of visit
	From	To	

19. Post-Doctoral Experience :

National		International		
University	No. of Years	University	No. of Years	Country

20. Courses attended: (Use separate sheet as enclosures if needed) (mandatory for the movement of Stage 3 to 4 – Refer Table-I(C) for University Departments)

Sl. No	Name of Course	Place	Duration	Sponsoring Agency
1				
2				
3				
4				

21. List of Publications: (mandatory for the movement of Stage 3 to 4 - Refer Table-I(C) for University Departments)

Sl. No.	Title	Name of the Journal/Proceedings, Vol. No., Year	ISSN/ ISBN Number
1			
2			
3			
4			
5			

Note:
i. Use separate sheet, if required.
ii. Attach the copies of the papers for evaluation for stage 3 onwards

22. Innovative library service and organization of published work: (mandatory for the movement of Stage 3 to 4 and Stage 4 to 5 - Refer Table-I(C) for University Departments)

23. Assessment of Domain Knowledge and library automation and organizational skills:

Sl. No.	Nature of Activity	Details of Activity
a1)	Library resources organization and maintenance of books, journals, reports; Provision of library reader- services, literature retrieval services to researchers and analysis of reports; Provision of assistance to the departments of University/College with the required inputs for preparing reports, manuals and related documents; Assistance towards updating institutional website with activity related information and for bringing out institutional Newsletters, etc.	
a2)	Development, organization and management of e-resources including their accessibility over Intranet/Internet, digitization of library resources, e-delivery of information, etc.	
a3)	User awareness and instruction programmes (Orientation lectures, users' training in the use of library services as e-resources, OPAC; knowledge resources user promotion programmes like organizing book exhibitions, other interactive latest learning resources, etc.	
b)	ICT and other new technologies application for upgradation of library services such as automation of catalogue, learning resources procurement functions, circulation operations including membership records, serial subscription system, reference and information services, library security (technology based methods such as RFID, CCTV), development of library management tools (software), Intranet management.	
c)	Additional services such as extending library facilities on holidays, shelf order maintenance, library user manual, building and extending institutional library facilities to outsiders through external membership norms.	

24. Contribution to Research :

A: RESEARCH PUBLICATIONS (PAPERS)			
Reprints of the publications are to be enclosed for award of marks wherever eligible			
Sl. No.	**Activity**	**Librarian Cadres**	**No. of Publications with Details**
(i)	Research Papers published in:	Refereed Journals as notified by UGC	
		Other reputed journals as notified by UGC	

B: RESEARCH PUBLICATIONS (BOOKS etc.)			
Sl. No.	**Activity**	**Librarian Cadres**	**No. of Books with Details**
(i)	Publications other than journal articles(books, chapters in books)	Text/Reference Books, published by International Publishers, with ISBN/ISSN number as approved by the University.	
		Subject Books, published by National level publishers, with ISBN/ISSN number or State / Central Govt. Publications as approved by the University.	
		Subject Books, published by Other local publishers, with ISBN/ISSN number as approved by the University.	
		Chapters in Books, published by National and International level publishers, with ISBN/ISSN number as approved by the University.	

C: RESEARCH PROJECTS			
Sl. No.	**Activity**	**Librarian Cadres**	**Amount in Rs. (in Lakh) with Details**
(i)	Sponsored Projects	Major Projects with grants above Rs. 5 lakhs	
		Major Projects with grants above Rs. 3 lakhs up to Rs.5 lakhs	
		Minor Projects with grants above Rs.1 lakh up to Rs.3 lakhs	
(ii)	Consultancy Projects	Amount mobilized with minimum of Rs. 2 lakhs	
(iii)	Projects Outcome / Outputs	Major Policy document prepared for international bodies like WHO/UNO/UNESCO/UNICEF etc. Central / State Govt./Local Bodies prepared	

D: RESEARCH GUIDANCE			
Sl. No.	**Activity**	**Librarian Cadres**	**No. of Candidates with Details**
(i)	M.Phil.	Degree awarded	
(ii)	Ph.D.	Degree awarded	
		Thesis submitted	

E: AWARDS/FELLOWSHIPS/INVITED LECTURES DELIVERED / PAPERS PRESENTED IN CONFERENCES / SEMINARS			
Sl. No.	**Activity**	**Librarian Cadres**	**Details**
(i)	Award / Fellowship	International Award/Fellowship from academic bodies/ associations	
	Award / Fellowship	National Award/Fellowship academic bodies/ associations	
	Award / Fellowship	State / University Award/Fellowship from academic bodies/associations	
(ii)	Invited lectures / papers presented	International	
		National	
		State / University level	
(iii)	Development of e-delivery process/material		

25. List of enclosures :

(i)	Proof for mandatory qualification (UG, PG, Ph.D.)	Yes/No
(ii)	Proof for Teaching Experience after mandatory qualification for the post	Yes/No
(iii)	Proof for the M.Phil. / Ph.D. guided (Copy of the letter from Director (Research) / HOD must be enclosed)	Yes/No
(iv)	Proof for post-doctoral experience	Yes/No
(v)	Proof for Study-Abroad	Yes/No
(vi)	Copies of publications in the order of International and National Journals along with the proof of impact factors (in the order as listed in the application)	Yes/No
(vii)	Proof for papers presented in International and National Conferences along with the proof (in the order as listed in the application)	Yes/No
(viii)	Proof for publication of books in the order of International and National (in the order as listed in the application)	Yes/No
(ix)	Research projects with approval from funding agencies and related documents	Yes/No
(x)	Proof for the award of Fellowships and Awards	Yes/No
(xi)	Proof for the delivery of invited lectures and papers presented in Conferences	Yes/No
(xii)	Evidence of innovative library service and organization of published work	Yes/No

DECLARATION

I hereby declare that all the information given in this application are true to the best of my knowledge and belief. If the information found are not correct, in any stage, my **upward movement to the post will be forfeited**.

Place:

Date: **SIGNATURE**

Forwarded to the Registrar, Anna University, Chennai – 25.

Signature of the Head of the Department (with Seal)

ANNA UNIVERSITY

CHENNAI – 600 025

Affix your passport size photograph and self-attest

APPLICATION FOR CAREER ADVANCEMENT SCHEME – LIBRARIAN CADRES
(Application form without API

Stage | 4 | **to** **Stage** | 5 |

Separate application should be filed for each upward movement

1. Name of the applicant in full with initials at the end (in Block Letters) :
2. Date of Birth :
3. Gender :
4. Employee ID :
5. Present post held :
6. Date of Appointment for the present post :
7. Department :
8. Campus/College of Appointment :
9. Faculty :

10. Pay Band :

11. Present Pay and AGP :

12. Movement Applied for :

13. Date on which eligible for movement :

14. Title of the thesis of award of the Doctoral Degree :

15. Date of Viva-Voce Examination for the award of Ph.D. Degree :

16. **Details of Academic Qualifications** (Start from the most recent degree and list up to SSLC) (Attach self-attested copies of certificates)

Degree	Branch	University / Board	Year of Passing	Marks / CGPA	Class

17. **Details of experience (Evidence to be enclosed including Pay details)**
(Start from the most recent experience)

Name & address of the Institution/ Organization	Post held	Scale of Pay / Pay Band	Period of service		Duration		
			From	To	Y	M	D
Total							

18. Study abroad **:**

Country visited	Period of visit		Purpose of visit
	From	To	

19. Post-Doctoral Experience **:**

National		International		
University	No. of Years	University	No. of Years	Country

20. List of Publications: (mandatory for the movement of Stage 4 to 5 - Refer Table-I(C) for University Departments)

Sl. No.	Title	Name of the Journal/Proceedings, Vol. No., Year	ISSN/ ISBN Number
1			
2			
3			
4			
5			

Note:
i. Use separate sheet, if required.
ii. Attach the copies of the papers for evaluation for stage 3 onwards

21. Innovative library service and organization of published work**:** (mandatory for the movement of Stage 4 to 5 - Refer Table-I(C) for University Departments)

22. Assessment of Domain Knowledge and library automation and organizational skills:

Sl. No.	Nature of Activity	Details of Activity
a1)	Library resources organization and maintenance of books, journals, reports; Provision of library reader- services, literature retrieval services to researchers and analysis of reports; Provision of assistance to the departments of University/College with the required inputs for preparing reports, manuals and related documents; Assistance towards updating institutional website with activity related information and for bringing out institutional Newsletters, etc.	
a2)	Development, organization and management of e-resources including their accessibility over Intranet/Internet, digitization of library resources, e-delivery of information, etc.	

a3)	User awareness and instruction programmes (Orientation lectures, users' training in the use of library services as e-resources, OPAC; knowledge resources user promotion programmes like organizing book exhibitions, other interactive latest learning resources, etc.	
b)	ICT and other new technologies application for upgradation of library services such as automation of catalogue, learning resources procurement functions, circulation operations including membership records, serial subscription system, reference and information services, library security (technology based methods such as RFID, CCTV), development of library management tools (software), Intranet management.	
c)	Additional services such as extending library facilities on holidays, shelf order maintenance, library user manual, building and extending institutional library facilities to outsiders through external membership norms.	

23. Contribution to Research :

A: RESEARCH PUBLICATIONS (PAPERS)			
Reprints of the publications are to be enclosed for award of marks wherever eligible			
Sl. No.	**Activity**	**Librarian Cadres**	**No. of Publications with Details**
(i)	Research Papers published in:	Refereed Journals as notified by UGC	
		Other reputed journals as notified by UGC	

B: RESEARCH PUBLICATIONS (BOOKS etc.)			
Sl. No.	**Activity**	**Librarian Cadres**	**No. of Books with Details**
(i)	Publications other than journal articles(books, chapters in books)	Text/Reference Books, published by International Publishers, with ISBN/ISSN number as approved by the University.	
		Subject Books, published by National level publishers, with ISBN/ISSN number or State / Central Govt. Publications as approved by the University.	
		Subject Books, published by Other local publishers, with ISBN/ISSN number as approved by the University.	
		Chapters in Books, published by National and International level publishers, with ISBN/ISSN number as approved by the University.	
C: RESEARCH PROJECTS			

Sl. No.	Activity	Librarian Cadres	Amount in Rs. (in Lakh) with Details
(i)	Sponsored Projects	Major Projects with grants above Rs. 5 lakhs	
		Major Projects with grants above Rs. 3 lakhs up to Rs.5 lakhs	
		Minor Projects with grants above Rs.1 lakh up to Rs.3 lakhs	
(ii)	Consultancy Projects	Amount mobilized with minimum of Rs. 2 lakhs	
(iii)	Projects Outcome / Outputs	Major Policy document prepared for international bodies like WHO/UNO/UNESCO/UNICEF etc. Central / State Govt./Local Bodies prepared	

D: RESEARCH GUIDANCE			
Sl. No.	Activity	Librarian Cadres	No. of Candidates with Details
(i)	M.Phil.	Degree awarded	
(ii)	Ph.D.	Degree awarded	
		Thesis submitted	

E: AWARDS/FELLOWSHIPS/INVITED LECTURES DELIVERED / PAPERS PRESENTED IN CONFERENCES / SEMINARS			
Sl. No.	Activity	Librarian Cadres	Details
(i)	Award / Fellowship	International Award/Fellowship from academic bodies/ associations	
	Award / Fellowship	National Award/Fellowship academic bodies/ associations	
	Award / Fellowship	State / University Award/Fellowship from academic bodies/associations	
(ii)	Invited lectures / papers presented	International	
		National	
		State / University level	
(iii)	Development of e-delivery process/material		

24. List of enclosures :

(i)	Proof for mandatory qualification (UG, PG, Ph.D.)	Yes/No
(ii)	Proof for Teaching Experience after mandatory qualification for the post	Yes/No
(iii)	Proof for the M.Phil. / Ph.D. guided (Copy of the letter from Director (Research) / HOD must be enclosed)	Yes/No
(iv)	Proof for post-doctoral experience	Yes/No
(v)	Proof for Study-Abroad	Yes/No
(vi)	Copies of publications in the order of International and National Journals along with the proof of impact factors (in the order as listed in the application)	Yes/No
(vii)	Proof for papers presented in International and National Conferences along with the proof (in the order as listed in the application)	Yes/No
(viii)	Proof for publication of books in the order of International and National (in the order as listed in the application)	Yes/No
(ix)	Research projects with approval from funding agencies and related documents	Yes/No
(x)	Proof for the award of Fellowships and Awards	Yes/No
(xi)	Proof for the delivery of invited lectures and papers presented in Conferences	Yes/No
(xii)	Evidence of innovative library service and organization of published work	Yes/No

DECLARATION

I hereby declare that all the information given in this application are true to the best of my knowledge and belief. If the information found are not correct, in any stage, my **upward movement to the post will be forfeited**.

Place:

Date: **SIGNATURE**

Forwarded to the Registrar, Anna University, Chennai – 25.

Signature of the Head of the Department (with Seal)

ANNA UNIVERSITY

CHENNAI – 600 025

Affix your passport size photograph and self-attest

APPLICATION FOR CAREER ADVANCEMENT SCHEME – LIBRARIAN CADRES

(Application form with API)

Stage [ ] **to Stage** [ ]

Separate application should be filed for each upward movement

1. Name of the applicant in full with initials at the end (in Block Letters) :
2. Date of Birth :
3. Gender :
4. Employee ID :
5. Present post held :
6. Date of Appointment for the present post :
7. Department :
8. Campus/College of Appointment :
9. Faculty :
10. Pay Band :
11. Present Pay and AGP :

12. Movement Applied for :

13. Date on which eligible for movement :

14. Title of the thesis of award of the Doctoral Degree :

15. Date of Viva-Voce Examination for the award of Ph.D. Degree :

16. **Details of Academic Qualifications** (Start from the most recent degree and list up to SSLC) (Attach self-attested copies of certificates)

Degree	Branch	University / Board	Year of Passing	Marks / CGPA	Class

17. **Details of experience (Evidence to be enclosed including Pay details)**
(Start from the most recent experience)

Name & address of the Institution/ Organization	Post held	Scale of Pay / Pay Band	Period of service		Duration		
			From	To	Y	M	D
Total							

18. Study abroad :

Country visited	Period of visit		Purpose of visit
	From	To	

19. Post-Doctoral Experience :

National		International		
University	No. of Years	University	No. of Years	Country

20. Courses attended: (Use separate sheet as enclosures if needed) (mandatory for the movement of Stage 1 to 2, Stage 2 to 3 and Stage 3 to 4 – Refer Table-I(C) for University Departments)

Sl. No	Name of the Course	Place	Duration	Sponsoring Agency
1				
2				
3				
4				

21. List of Publications: (mandatory for the movement of Stage 3 to 4 and Stage 4 to 5 - Refer Table-I(C) for University Departments)

Sl. No.	Title	Name of the Journal, Vol. No., Year	ISSN/ ISBN Number
1			
2			
3			
4			
5			

Note:
i. Use separate sheet, if required.
ii. Attach the copies of the papers for evaluation for stage 3 onwards

22. Innovative library service and organization of published work: (mandatory for the movement of Stage 3 to 4 and Stage 4 to 5 - Refer Table-I(C) for University Departments)

23. Academic Performance Indicator (API)

CATEGORY I: PROCUREMENT, ORGANIZATION, AND DELIVERY OF KNOWLEDGE AND INFORMATION THROUGH LIBRARY SERVICES

Minimum API Score Required under Category – I: For Asst. Librarian – 70, Deputy Librarian – 60 and Librarian – 55

An Assistant/Deputy Librarian is required to score a minimum API points (based on self-assessment) from this category of PBAS. The self-assessment score should be supported with documental/verifiable evidence wherever possible.

S. No.	Nature of Activity	Maximum Score	Details of Activity	Self-Evaluation	Scrutiny Committee Evaluation
a1)	Library resources organization and maintenance of books, journals, reports; Provision of library reader- services, literature retrieval services to researchers and analysis of reports; Provision of assistance to the departments of University/College with the required inputs for preparing reports, manuals and related documents; Assistance towards updating institutional website with activity related information and for bringing out institutional Newsletters, etc.	**40**			
a2)	Development, organization and management of e-resources including their accessibility over Intranet/Internet, digitization of library resources, e-delivery of information, etc.	**15**			
a3)	User awareness and instruction programmes (Orientation lectures, users' training in the use of library services as e-resources, OPAC; knowledge resources user promotion programmes like organizing book exhibitions, other interactive latest learning resources, etc.	**15**			
b)	ICT and other new technologies application for upgradation of library services such as automation of catalogue, learning resources procurement functions, circulation operations including membership records, serial subscription system, reference and information services, library security (technology based methods such as RFID, CCTV), development of library management tools (software), Intranet management.	**15**			
c)	Additional services such as extending library facilities on holidays, shelf order maintenance, library user manual, building and extending institutional library facilities to outsiders through external membership norms.	**15**			

Procedure for Evaluation:

S. No.	Nature of Activity	Assistant Librarian		Deputy Librarian		Librarian	
		Max. Score	**Actual Score**	**Max. Score**	**Actual Score**	**Max. Score**	**Actual Score**
a1)	Library resources organization and maintenance of books, journals, reports; Provision of library reader-services, literature retrieval services to researchers and analysis of reports; Provision of assistance to the departments of University/College with the required inputs for preparing reports, manuals and related documents; Assistance towards updating institutional website with activity related information and for bringing out institutional Newsletters, etc.	**70**	Actual hours spent per academic year ÷ **20**	**60**	Actual hours spent per academic year ÷ **20**	**55**	Actual hours spent per academic year ÷ **20**
a2)	Development, organization and management of e-resources including their accessibility over Intranet/Internet, digitization of library resources, e-delivery of information, etc.						
a3)	User awareness and instruction programmes (Orientation lectures, users' training in the use of library services as e-resources, OPAC; knowledge resources user promotion programmes like organizing book exhibitions, other interactive latest learning resources, etc.						
b)	ICT and other new technologies' application for upgradation of library services such as automation of catalogue, learning resources procurement functions, circulation operations including membership records, serial subscription system, reference and information services, library security (technology based methods such as RFID, CCTV), development of library management tools (software), Intranet management.	**15**	Actual hours spent per academic year ÷ **10**	**15**	Actual hours spent per academic year ÷ **10**	**15**	Actual hours spent per academic year ÷ **10**
c)	Additional services such as extending library facilities on holidays, shelf order maintenance, library user manual, building and extending institutional library facilities to outsiders through external membership norms.	**15**	Actual hours spent per academic year ÷ **10**	**15**	Actual hours spent per academic year ÷ **10**	**10**	Actual hours spent per academic year ÷ **10**

CATEGORY II: PROFESSIONAL DEVELOPMENT, CO-CURRICULAR AND EXTENSION ACTIVITIES

Minimum API Score Required under Category – II: 15

An Assistant/Deputy Librarian is required to score a minimum of 15 API points (based on self-assessment) from this category of PBAS which includes professional development, co-curricular and extension activities. The self-assessment score should be supported with documental/verifiable evidence wherever possible.

S. No.	Nature of Activity	Maximum Score	Details of Activity	Self-Evaluation	Scrutiny Committee Evaluation
a)	Student related co-curricular, extension and field based activities such as Cultural exchange and Sports Programmes (Various levels of extramural and intramural programmes); extension, library-literary work through different channels	**15**			
b)	Contribution to Corporate life and management of the library units and institution through participation in library and administrative committees and responsibilities	**15**			
c)	Professional Development activities such as participation in seminars; conferences, short term, e-library training courses, workshops and events, talks, lectures, membership of associations, dissemination and general articles, not covered in Category III below	**15**			

Procedure for Evaluation:

S. No.	Nature of Activity	Maximum API Score	Actual score
a)	Student related co-curricular, extension and field based activities such as Cultural exchange and Sports Programmes (Various levels of extramural and intramural programmes); extension, library-literary work through different channels	**15**	Actual hours spent per academic year ÷ **10**
b)	Contribution to Corporate life and management of the library units and institution through participation in library and administrative committees and responsibilities	**15**	Actual hours spent per academic year ÷ **10**
c)	Professional Development activities such as participation in seminars; conferences, short term, e-library training courses, workshops and events, talks, lectures, membership of associations, dissemination and general articles, not covered in Category III below	**15**	Actual hours spent per academic year ÷ **10**

CATEGORY- III: RESEARCH AND ACADEMIC CONTRIBUTIONS

The minimum API score (based on self-assessment) for research and academic contributions required by an Assistant/Deputy Librarian from this category is different for different levels of promotion. The self-assessment score should be supported with documental/verifiable evidence and will be finalized by the screening/selection committee.

CATEGORY- III (A): RESEARCH PUBLICATIONS (PAPERS)

Brief Explanation:

- API scores are proposed for the research and academic contributions by the candidate.
- The self-assessment score will be based on verifiable criteria and will be finalized by the screening committee.
- Reprints of the publications are to be enclosed for award of marks wherever eligible

Sl. No.	Activity	Librarian Cadres	Max. Score	No. of Publications	Points Scored	
					Self-Evaluation	As per Screening Committee
III (A)	Research Papers published in:	Refereed Journals as notified by UGC	**25** per Publication			
		Other reputed journals as notified by UGC	**10** per Publication			

CATEGORY- III (B): RESEARCH PUBLICATIONS (BOOKS etc.)						
Sl. No.	**Activity**	**Librarian Cadres**	**Max. Score**	**No. of Books**	**Points Scored**	
					Self-Evaluation	**As per Screening Committee**
III (B)	Publications other than journal articles(books, chapters in books)	Text/Reference Books, published by International Publishers, with ISBN/ISSN number as approved by the University.	**30** per book for Single Author			
		Subject Books, published by National level publishers, with ISBN/ISSN number or State / Central Govt. Publications as approved by the University.	**20** per Book for Single Author			
		Subject Books, published by Other local publishers, with ISBN/ISSN number as approved by the University.	**15** per Book for Single Author			
		Chapters in Books, published by National and International level publishers, with ISBN/ISSN number as approved by the University.	International –**10** per Chapter			
			National – **5** per Chapter			

CATEGORY- III (C): RESEARCH PROJECTS						
Sl. No.	**Activity**	**Librarian Cadres**	**Max. Score**	**Amount in Rs. (in Lakh)**	**Points Scored**	
					Self-Evaluation	**As per Screening Committee**
III (C) (i)	Sponsored Projects	Major Projects with grants above Rs. 5 lakhs	**20** per project			
		Major Projects with grants above Rs. 3 lakhs up to Rs.5 lakhs	**15** per project			
		Minor Projects with grants above Rs.1 lakh up to Rs.3 lakhs	**10** per Project			
III (C) (ii)	Consultancy Projects	Amount mobilized with minimum of Rs. 2 lakhs	**10** per every Rs. **2** lakhs			
III (C) (iii)	Projects Outcome **/** Outputs	Major Policy document prepared for international bodies like WHO/UNO/UNESCO/UNICEF etc. Central / State Govt./Local Bodies prepared	**Major policy document of**			
			International bodies - **30**			
			Central Government – **20**			
			State Govt.-**10**			
			Local bodies – **5**			

CATEGORY-III (D) : RESEARCH GUIDANCE						
Sl. No.	**Activity**	**Librarian Cadres**	**Max. Score**	**No. of Candidates**	**Points Scored**	
					Self-Evaluation	**As per Screening Committee**
III (D) (i)	M.Phil.	Degree awarded	**5** per each candidate			
III (D) (ii)	Ph.D.	Degree awarded	**15** per candidate			
		Thesis submitted	**10** per candidate			

CATEGORY-III (E) : AWARDS/FELLOWSHIPS/INVITED LECTURES DELIVERED / PAPERS PRESENTED IN CONFERENCES / SEMINARS					
Sl. No.	**Activity**	**Librarian Cadres**	**Max. Score**	**Points Scored**	
				Self- Evaluation	**As per Screening Committee**
III (E) (i)	Award / Fellowship	International Award/Fellowship from academic bodies/ associations	**15** per Award / **15** per Fellowship		
	Award / Fellowship	National Award/Fellowship academic bodies/ associations	**10** per Award / **10** per Fellowship		
	Award / Fellowship	State / University Award/Fellowship from academic bodies/associations	**5** Per Award		
III (E) (ii)	Invited lectures / papers presented	International	**7** per lecture / **5** per paper presented		
		National	**5** per lecture / **3** per paper presented		
		State / University level	**3** per lecture / **2** per paper presented		
	The score under this sub-category shall be restricted to 20% of the minimum fixed for Category III for any assessment period				
III (E) (iii)	Development of e-delivery process/material		**10** per module		

24. List of enclosures :

(i)	Proof for mandatory qualification (UG, PG, Ph.D.)	Yes/No
(ii)	Proof for Teaching Experience after mandatory qualification for the post	Yes/No
(iii)	Proof of documents to support information given in Category – I and Category - II	Yes/No
(iv)	Proof for the M.Phil. / Ph.D. guided (Copy of the letter from Director (Research) / HOD must be enclosed)	Yes/No
(v)	Proof for post-doctoral experience	Yes/No
(vi)	Proof for Study-Abroad	Yes/No
(vii)	Copies of publications in the order of International and National Journals along with the proof of impact factors (in the order as listed in the application)	Yes/No
(viii)	Proof for papers presented in International and National Conferences along with the proof (in the order as listed in the application)	Yes/No
(ix)	Proof for publication of books in the order of International and National (in the order as listed in the application)	Yes/No
(x)	Research projects with approval from funding agencies and related documents	Yes/No
(xi)	Proof for the award of Fellowships and Awards	Yes/No
(xii)	Proof for the delivery of invited lectures and papers presented in Conferences	Yes/No
(xiii)	Evidence of innovative library service and organization of published work	Yes/No
(xiv)	Research Performance Evaluation Form as per the format	Yes/No

DECLARATION

I hereby declare that all the information given in this application are true to the best of my knowledge and belief. If the information found are not correct, in any stage, my **upward movement to the post will be forfeited**.

Place:

Date: **SIGNATURE**

Forwarded to the Registrar, Anna University, Chennai – 25.

Signature of the Head of the Department (with Seal)

CLARIFICATIONS FOR FILLING THE API FORM (CATEGORY – III):

Wherever relevant, the API score for paper in refereed journal would be augmented as follows:

(i) Paper with impact factor less than 1 - by 5 points

(ii) Paper with impact factor between 1 and 2 by 10 points

(iii) Paper with impact factor between 2 and 5 by 15 points

(iv) Paper with impact factor between 5 and 10 by 20 points

(v) Paper with impact factor above 10 by 25 points.

The API for joint publications/books shall be calculated in the following manner: Of the total score for the relevant category of publication by the concerned teacher, the First and Principal / corresponding author /supervisor / mentor of the teacher would share equally 70% of the total points and the remaining 30% would be shared equally by all other authors.

Please enclose the details on the self-evaluation in a separate sheet along with the application form.

ANNA UNIVERSITY

CHENNAI – 600 025

Affix your passport size photograph and self-attest

APPLICATION FOR CAREER ADVANCEMENT SCHEME – PHYSICAL EDUCATION CADRES
(Application form without API)

Stage 1 **to Stage** 2

Separate application should be filed for each upward movement

1. Name of the applicant in full with initials at the end (in Block Letters) :
2. Date of Birth :
3. Gender :
4. Employee ID :
5. Present post held :
6. Date of Appointment for the present post :
7. Department :
8. Campus/College of Appointment :
9. Faculty :
10. Pay Band :
11. Present Pay and AGP :

12. Movement Applied for :

13. Date on which eligible for movement :

14. Title of the thesis of award of the Doctoral Degree :

15. Date of Viva-Voce Examination for the award of Ph.D. Degree :

16. **Details of Academic Qualifications** (Start from the most recent degree and list up to SSLC) (Attach self-attested copies of certificates)

Degree	Branch	University / Board	Year of Passing	Marks / CGPA	Class

17. **Details of experience (Evidence to be enclosed including Pay details)**
(Start from the most recent experience)

Name & address of the Institution/ Organization	Post held	Scale of Pay / Pay Band	Period of service		Duration		
			From	To	Y	M	D
Total							

18. Study abroad :

Country visited	Period of visit		Purpose of visit
	From	To	

19. Post-Doctoral Experience :

National		International		
University	No. of Years	University	No. of Years	Country

20. Courses attended: (Use separate sheet as enclosures if needed) (mandatory for the movement of Stage 1 to 2 – Refer Table-I(B) for University Departments)

Sl. No	Name of Course	Place	Duration	Sponsoring Agency
1				
2				
3				
4				

21. List of enclosures :

(i)	Proof for mandatory qualification (UG, PG, Ph.D.)	Yes/No
(ii)	Proof for Experience after mandatory qualification for the post	Yes/No
(iii)	Proof for post-doctoral experience	Yes/No
(iv)	Proof for Study-Abroad	Yes/No
(v)	Copies of publications in the order of International and National Journals along with the proof of impact factors (in the order as listed in the application)	Yes/No
(vi)	Papers presented in the International and National Conferences along with the proof (in the order as listed in the application)	Yes/No
(vii)	Copies of Certificates for attending Courses	Yes/No
(viii)	Evidences for produced teams / athletes	Yes/No

DECLARATION

I hereby declare that all the information given in this application are true to the best of my knowledge and belief. If the information found are incorrect, in any stage, my **upward movement to the post will be forfeited**.

Place:

Date: **SIGNATURE**

Forwarded to the Registrar, Anna University, Chennai – 25.

Signature of the Head of the Department (with Seal)

ANNA UNIVERSITY

CHENNAI – 600 025.

Affix your passport size photograph and self-attest

APPLICATION FOR CAREER ADVANCEMENT SCHEME – PHYSICAL EDUCATION CADRES
(Application form without API)

Stage [2] **to Stage** [3]

Separate application should be filed for each upward movement

1. Name of the applicant in full with initials at the end (in Block Letters) :
2. Date of Birth :
3. Gender :
4. Employee ID :
5. Present post held :
6. Date of Appointment for the present post :
7. Department :
8. Campus/College of Appointment :
9. Faculty :
10. Pay Band :
11. Present Pay and AGP :

12. Movement Applied for :

13. Date on which eligible for movement :

14. Title of the thesis of award of the Doctoral Degree :

15. Date of Viva-Voce Examination for the award of Ph.D. Degree :

16. **Details of Academic Qualifications** (Start from the most recent degree and list up to SSLC) (Attach self-attested copies of certificates)

Degree	Branch	University / Board	Year of Passing	Marks / CGPA	Class

17. **Details of experience (Evidence to be enclosed including Pay details)**
(Start from the most recent experience)

Name & address of the Institution/ Organization	Post held	Scale of Pay / Pay Band	Period of service		Duration		
			From	To	Y	M	D
Total							

18. Study abroad :

Country visited	Period of visit		Purpose of visit
	From	To	

19. Post-Doctoral Experience :

National		International		
University	No. of Years	University	No. of Years	Country

20. Courses attended: (Use separate sheet as enclosures if needed) (mandatory for the movement of Stage 2 to 3 – Refer Table-I(B) for University Departments)

Sl. No	Name of Course	Place	Duration	Sponsoring Agency
1				
2				
3				
4				

21. List of enclosures :

(i)	Proof for mandatory qualification (UG, PG, Ph.D.)	Yes/No
(ii)	Proof for Experience after mandatory qualification for the post	Yes/No
(iii)	Proof for post-doctoral experience	Yes/No
(iv)	Proof for Study-Abroad	Yes/No
(v)	Copies of publications in the order of International and National Journals along with the proof of impact factors (in the order as listed in the application)	Yes/No
(vi)	Papers presented in the International and National Conferences along with the proof (in the order as listed in the application)	Yes/No
(vii)	Copies of Certificates for attending Courses	Yes/No
(viii)	Evidences for produced teams / athletes	Yes/No

DECLARATION

I hereby declare that all the information given in this application are true to the best of my knowledge and belief. If the information found are incorrect, in any stage, my **upward movement to the post will be forfeited**.

Place:

Date: **SIGNATURE**

Forwarded to the Registrar, Anna University, Chennai – 25.

Signature of the Head of the Department (with Seal)

ANNA UNIVERSITY

CHENNAI – 600 025

Affix your passport size photograph and self-attest

APPLICATION FOR CAREER ADVANCEMENT SCHEME – PHYSICAL EDUCATION CADRES
(Application form without API

Stage 3 **to Stage** 4

Separate application should be filed for each upward movement

1. Name of the applicant in full with initials at the end (in Block Letters) :
2. Date of Birth :
3. Gender :
4. Employee ID :
5. Present post held :
6. Date of Appointment for the present post :
7. Department :
8. Campus/College of Appointment :
9. Faculty :
10. Pay Band :
11. Present Pay and AGP :
12. Movement Applied for :

13. Date on which eligible for movement :

14. Title of the thesis of award of the Doctoral Degree :

15. Date of Viva-Voce Examination for the award of Ph.D. Degree :

16. **Details of Academic Qualifications** (Start from the most recent degree and list up to SSLC) (Attach self-attested copies of certificates)

Degree	Branch	University / Board	Year of Passing	Marks / CGPA	Class

17. **Details of experience (Evidence to be enclosed including Pay details)**
(Start from the most recent experience)

Name & address of the Institution/ Organization	Post held	Scale of Pay / Pay Band	Period of service		Duration		
			From	To	Y	M	D
Total							

18. Study abroad :

Country visited	Period of visit		Purpose of visit
	From	To	

19. Post-Doctoral Experience :

National		International		
University	No. of Years	University	No. of Years	Country

20. Courses attended: (Use separate sheet as enclosures if needed) (mandatory for the movement of Stage 3 to 4 – Refer Table-I(B) for University Departments)

Sl. No	Name of Course	Place	Duration	Sponsoring Agency
1				
2				
3				
4				

21. List of Publications: (mandatory for the movement of Stage 3 to 4 - Refer Table-I(B) for University Departments)

Sl. No.	Title	Name of the Journal/Proceedings, Vol. No., Year	ISSN/ ISBN Number
1			
2			
3			
4			
5			

Note:
i. Use separate sheet, If required.
ii. Attach the copies of the papers for evaluation for stage 3 onwards

22. Details on produced teams / athletes: (mandatory for the movement of Stage 3 to 4 - Refer Table-I(B) for University Departments)

23. Assessment of Domain Knowledge and Skills in sports:

Sl. No.	Nature of Activity	Details of Activity
a1	Lecture cum practice based athlete / sports classes, seminars undertaken as per allotted hours /organizing and conducting coaching camps / sports person development / training programmes	
a2	Identifying sports talents and Mentoring sports excellence among students	
a3	Development and Maintenance of play fields, purchase and maintenance of the other sports facilities	
b1	Management of Physical Education & Sports Program for students (planning, executing and evaluating the policies in physical education & Sports)	
b2	Organizing and conducting sports and games competitions at the International / National / State / Inter University/Inter Zonal Levels	
c1	Upgradation of scientific and technological knowledge in Physical Education and Sports	
c2	Extending services, sports facilities and training on holidays to the institutions and organizations	

24. Contribution to Research :

A: RESEARCH PUBLICATIONS (PAPERS)			
Reprints of the publications are to be enclosed for award of marks wherever eligible			
Sl. No.	**Activity**	**Physical Education Cadres**	**No. of Publications with Details**
(i)	Research Papers published in	Refereed Journals as notified by UGC	
		Other reputed journals as notified by UGC	

B: RESEARCH PUBLICATIONS (BOOKS etc.)			
Sl. No.	**Activity**	**Physical Education Cadres**	**No. of Books with Details**
(i)	Publications other than journal articles(books, chapters in books)	Text/Reference Books, published by International Publishers, with ISBN/ISSN number as approved by the University.	
		Subject Books, published by National level publishers, with ISBN/ISSN number or State / Central Govt. Publications as approved by the University.	
		Subject Books, published by Other local publishers, with ISBN/ISSN number as approved by the University.	
		Chapters in Books published by National and International level publishers, with ISBN/ISSN number as approved by the University.	

C: RESEARCH PROJECTS			
Sl. No.	**Activity**	**Physical Education Cadres**	**Amount in Rs. (in Lakh) with Details**
(i)	Sponsored Projects	Major Projects with grants above Rs. 5 lakhs	
		Major Projects with grants above Rs. 3 lakhs up to Rs.5 lakhs	
		Minor Projects with grants above Rs.1 lakh up to Rs.3 lakhs	
(ii)	Consultancy Projects	Amount mobilized with minimum of Rs. 2 lakhs	
(iii)	Projects Outcome / Outputs	Major Policy document prepared for international bodies like WHO/UNO/UNESCO/UNICEF etc. Central / State Govt./Local Bodies prepared	

D: RESEARCH GUIDANCE			
Sl. No.	**Activity**	**Physical Education Cadres**	**No. of Candidates with Details**
(i)	M.Phil.	Degree awarded	
(ii)	Ph.D.	Degree awarded	
		Thesis submitted	

CATEGORY-III (E) : AWARDS/FELLOWSHIPS/INVITED LECTURES DELIVERED / PAPERS PRESENTED IN CONFERENCES / SEMINARS			
Sl. No.	**Activity**	**Physical Education Cadres**	**Details**
III (E) (i)	Award / Fellowship	International Award/Fellowship from Govt./recognized International Sports Bodies/ International Sports Organizations	
	Award / Fellowship	National Award/Fellowship from Govt./recognized National Sports Bodies/National Sports Organizations	
	Award / Fellowship	State / University Award/Fellowship from Govt./recognized State Sports Bodies/State Sports Organizations	
III (E) (ii)	Invited lectures / papers presented	a) International	
		b) National	
		c) State / University level	
III (E) (iii)	Development of e-delivery process/material		

25. List of enclosures :

(i)	Proof for mandatory qualification (UG, PG, Ph.D.)	Yes/No
(ii)	Proof for Teaching Experience after mandatory qualification for the post	Yes/No
(iii)	Proof for the M.Phil. / Ph.D. guided (Copy of the letter from Director (Research) / HOD must be enclosed)	Yes/No
(iv)	Proof for post-doctoral experience	Yes/No
(v)	Proof for Study-Abroad	Yes/No
(vi)	Copies of publications in the order of International and National Journals along with the proof of impact factors (in the order as listed in the application)	Yes/No
(vii)	Proof for papers presented in International and National Conferences along with the proof (in the order as listed in the application)	Yes/No
(viii)	Proof for publication of books in the order of International and National (in the order as listed in the application)	Yes/No
(ix)	Research projects with approval from funding agencies and related documents	Yes/No
(x)	Proof for the award of Fellowships and Awards	Yes/No
(xi)	Proof for the delivery of invited lectures and papers presented in Conferences	Yes/No
(xii)	Evidences for produced teams / athletes	Yes/No

D E C L A R A T I O N

I hereby declare that all the information given in this application are true to the best of my knowledge and belief. If the information found are incorrect, in any stage, my **upward movement to the post will be forfeited**.

Place:

Date: **SIGNATURE**

Forwarded to the Registrar, Anna University, Chennai – 25.

Signature of the Head of the Department (with Seal)

ANNA UNIVERSITY

CHENNAI – 600 025

Affix your passport size photograph and self-attest

APPLICATION FOR CAREER ADVANCEMENT SCHEME – PHYSICAL EDUCATION CADRES

(Application form without API)

Stage | 4 | **to Stage** | 5 |

Separate application should be filed for each upward movement

1. Name of the applicant in full with initials at the end (in Block Letters) :

2. Date of Birth :

3. Gender :

4. Employee ID :

5. Present post held :

6. Date of Appointment for the present post :

7. Department :

8. Campus/College of Appointment :

9. Faculty :

10. Pay Band :

11. Present Pay and AGP :

12. Movement Applied for :

13. Date on which eligible for movement :

14. Title of the thesis of award of the Doctoral Degree :

15. Date of Viva-Voce Examination for the award of Ph.D. Degree :

16. **Details of Academic Qualifications** (Start from the most recent degree and list up to SSLC) (Attach self-attested copies of certificates)

Degree	Branch	University / Board	Month & Year of Passing	Marks / CGPA	Class

17. **Details of experience (Evidence to be enclosed including Pay details)**
(Start from the most recent experience)

Name & address of the Institution/ Organization	Post held	Scale of Pay / Pay Band	Period of service		Duration		
			From	To	Y	M	D
Total							

18. Study abroad **:**

Country visited	Period of visit		Purpose of visit
	From	To	

19. Post-Doctoral Experience **:**

National		International		
University	No. of Years	University	No. of Years	Country

20. List of Publications: (mandatory for the movement of Stage 4 to 5 - Refer Table-I(B) for University Departments)

Sl. No.	Title	Name of the Journal/Proceedings, Vol. No., Year	ISSN/ ISBN Number
1			
2			
3			
4			
5			

Note:
i. Use separate sheet, If required.
ii. Attach the copies of the papers for evaluation for stage 3 onwards

21. Details on produced teams / athletes: (mandatory for the movement of Stage 4 to 5 - Refer Table-I(B) for University Departments)

22. Assessment of Domain Knowledge and Skills in sports:

Sl. No.	Nature of Activity	Details of Activity
a1	Lecture cum practice based athlete / sports classes, seminars undertaken as per allotted hours /organizing and conducting coaching camps / sports person development / training programmes	
a2	Identifying sports talents and Mentoring sports excellence among students	
a3	Development and Maintenance of play fields, purchase and maintenance of the other sports facilities	
b1	Management of Physical Education & Sports Program for students (planning, executing and evaluating the policies in physical education & Sports)	
b2	Organizing and conducting sports and games competitions at the International / National / State / Inter University/Inter Zonal Levels	

c1	Upgradation of scientific and technological knowledge in Physical Education and Sports	
c2	Extending services, sports facilities and training on holidays to the institutions and organizations	

23. Contribution to Research :

A: RESEARCH PUBLICATIONS (PAPERS)			
Reprints of the publications are to be enclosed for award of marks wherever eligible			
Sl. No.	**Activity**	**Physical Education Cadres**	**No. of Publications with Details**
(i)	Research Papers published in	Refereed Journals as notified by UGC	
		Other reputed journals as notified by UGC	

B: RESEARCH PUBLICATIONS (BOOKS etc.)			
Sl. No.	**Activity**	**Physical Education Cadres**	**No. of Books with Details**
(i)	Publications other than journal articles(books, chapters in books)	Text/Reference Books, published by International Publishers, with ISBN/ISSN number as approved by the University.	
		Subject Books, published by National level publishers, with ISBN/ISSN number or State / Central Govt. Publications as approved by the University.	
		Subject Books, published by Other local publishers, with ISBN/ISSN number as approved by the University.	
		Chapters in Books published by National and International level publishers, with ISBN/ISSN number as approved by the University.	

C: RESEARCH PROJECTS			
Sl. No.	**Activity**	**Physical Education Cadres**	**Amount in Rs. (in Lakh) with Details**
(i)	Sponsored Projects	Major Projects with grants above Rs. 5 lakhs	
		Major Projects with grants above Rs. 3 lakhs up to Rs.5 lakhs	
		Minor Projects with grants above Rs.1 lakh up to Rs.3 lakhs	
(ii)	Consultancy Projects	Amount mobilized with minimum of Rs. 2 lakhs	
(iii)	Projects Outcome / Outputs	Major Policy document prepared for international bodies like WHO/UNO/UNESCO/UNICEF etc. Central / State Govt./Local Bodies prepared	

D: RESEARCH GUIDANCE			
Sl. No.	**Activity**	**Physical Education Cadres**	**No. of Candidates with Details**
(i)	M.Phil.	Degree awarded	
(ii)	Ph.D.	Degree awarded	
		Thesis submitted	

CATEGORY-III (E) : AWARDS/FELLOWSHIPS/INVITED LECTURES DELIVERED / PAPERS PRESENTED IN CONFERENCES / SEMINARS			
Sl. No.	**Activity**	**Physical Education Cadres**	**Details**
III (E) (i)	Award / Fellowship	International Award/Fellowship from Govt./recognized International Sports Bodies/ International Sports Organizations	
	Award / Fellowship	National Award/Fellowship from Govt./recognized National Sports Bodies/National Sports Organizations	
	Award / Fellowship	State / University Award/Fellowship from Govt./recognized State Sports Bodies/State Sports Organizations	
III (E) (ii)	Invited lectures / papers presented	a) International	
		b) National	
		c) State / University level	
III (E) (iii)	Development of e-delivery process/material		

24. List of enclosures :

(i)	Proof for mandatory qualification (UG, PG, Ph.D.)	Yes/No
(ii)	Proof for Teaching Experience after mandatory qualification for the post	Yes/No
(iii)	Proof for the M.Phil. / Ph.D. guided (Copy of the letter from Director (Research) / HOD must be enclosed)	Yes/No
(iv)	Proof for post-doctoral experience	Yes/No
(v)	Proof for Study-Abroad	Yes/No
(vi)	Copies of publications in the order of International and National Journals along with the proof of impact factors (in the order as listed in the application)	Yes/No
(vii)	Proof for papers presented in International and National Conferences along with the proof (in the order as listed in the application)	Yes/No
(viii)	Proof for publication of books in the order of International and National (in the order as listed in the application)	Yes/No
(ix)	Research projects with approval from funding agencies and related documents	Yes/No
(x)	Proof for the award of Fellowships and Awards	Yes/No
(xi)	Proof for the delivery of invited lectures and papers presented in Conferences	Yes/No
(xii)	Evidences for produced teams / athletes	Yes/No

DECLARATION

I hereby declare that all the information given in this application are true to the best of my knowledge and belief. If the information found are incorrect, in any stage, my **upward movement to the post will be forfeited**.

Place:

Date: **SIGNATURE**

Forwarded to the Registrar, Anna University, Chennai – 25.

Signature of the Head of the Department (with Seal)

ANNA UNIVERSITY

CHENNAI – 600 025

Affix your passport size photograph and self-attest

APPLICATION FOR CAREER ADVANCEMENT SCHEME – PHYSICAL EDUCATION CADRES (Application form with API)

Stage [ ] **to Stage** [ ]

Separate application should be filed for each upward movement

1. Name of the applicant in full with initials at the end (in Block Letters) :
2. Date of Birth :
3. Gender :
4. Employee ID :
5. Present post held :
6. Date of Appointment for the present post :
7. Department :
8. Campus/College of Appointment :
9. Faculty :
10. Pay Band :
11. Present Pay and AGP :

12. Movement Applied for :

13. Date on which eligible for movement :

14. Title of the thesis of award of the Doctoral Degree :

15. Date of Viva-Voce Examination for the award of Ph.D. Degree :

16. **Details of Academic Qualifications**
(Start from the most recent degree and list up to SSLC)
(Attach self-attested copies of certificates)

Degree	Branch	University / Board	Year of Passing	Marks / CGPA	Class

17. **Details of experience (Evidence to be enclosed including Pay details)**
(Start from the most recent experience)

Name & address of the Institution/ Organization	Post held	Scale of Pay / Pay Band	Period of service		Duration		
			From	To	Y	M	D
Total							

18. Study abroad :

Country visited	Period of visit		Purpose of visit
	From	To	

19. Post-Doctoral Experience :

National		International		
University	No. of Years	University	No. of Years	Country

20. Courses attended: (Use separate sheet as enclosures if needed) (mandatory for the movement of Stage 1 to 2, Stage 2 to 3 and Stage 3 to 4 – Refer Table-I(B) for University Departments)

Sl. No	Name of Course	Place	Duration	Sponsoring Agency
1				
2				
3				
4				

21. List of Publications: (mandatory for the movement of Stage 3 to 4 and Stage 4 to 5 - Refer Table-I(B) for University Departments)

Sl. No.	Title	Name of the Journal/Proceedings, Vol. No., Year	ISSN/ ISBN Number
1			
2			
3			
4			
5			

Note:
i. Use separate sheet, if required.
ii. Attach the copies of the papers for evaluation for stage 3 onwards

22. Details on produced teams / athletes: (mandatory for the movement of Stage 3 to 4 and Stage 4 to 5 - Refer Table-I(B) for University Departments)

23. Academic Performance Indicator (API)

CATEGORY I: TEACHING, TRAINING, COACHING, SPORTS PERSON DEVELOPMENT AND SPORTS MANAGEMENT ACTIVITIES

Minimum API Score Required under Category – I: Assistant Director – 80, Deputy Director – 70, Director – 60

An Assistant/Deputy Director/Director PE is required to score a minimum API points (based on self-assessment) from this category of PBAS. The self-assessment score should be supported with documental/verifiable evidence wherever possible.

S. No.	Nature of Activity	Maximum Score	Details of Activity	Self-Evaluation	Scrutiny Committee Evaluation
a1	Lecture cum practice based athlete / sports classes, seminars undertaken as per allotted hours /organizing and conducting coaching camps / sports person development / training programmes	**50**			
a2	Identifying sports talents and Mentoring sports excellence among students	**20**			
a3	Development and Maintenance of play fields, purchase and maintenance of the other sports facilities	**10**			
b1	Management of Physical Education & Sports Program for students (planning, executing and evaluating the policies in physical education & Sports)	**10**			
b2	Organizing and conducting sports and games competitions at the International / National / State / Inter University/ Inter Zonal Levels	**10**			
c1	Upgradation of scientific and technological knowledge in Physical Education and Sports	**10**			
c2	Extending services, sports facilities and training on holidays to the institutions and organizations	**10**			

Procedure for Calculation:

S. No.	Nature of Activity	Assistant Director		Deputy Director		Director	
		Max. Score	Actual Score	Max. Score	Actual Score	Max. Score	Actual Score
a1	Lecture cum practice based athlete / sports classes, seminars undertaken as per allotted hours /organizing and conducting coaching camps / sports person development / training programmes	**80**	Actual hours spent per academic year ÷ **17.5**	**70**	Actual hours spent per academic year ÷ **17.25**	**60**	Actual hours spent per academic year ÷ **16.75**
a2	Identifying sports talents and Mentoring sports excellence among students						
a3	Development and Maintenance of play fields, purchase and maintenance of the other sports facilities						
b1	Management of Physical Education & Sports Program for students (planning, executing and evaluating the policies in physical education & Sports)	**10**	Actual hours spent per academic year ÷ **10**	**10**	Actual hours spent per academic year ÷ **10**	**10**	Actual hours spent per academic year ÷ **10**
b2	Organizing and conducting sports and games competitions at the International / National / State / Inter University/Inter Zonal Levels						
c1	Upgradation of scientific and technological knowledge in Physical Education and Sports	**10**	Actual hours spent per academic year ÷ 10	**10**	Actual hours spent per academic year ÷ 10	**10**	Actual hours spent per academic year ÷ 10
c2	Extending services, sports facilities and training on holidays to the institutions and organizations						

CATEGORY II: PROFESSIONAL DEVELOPMENT, CO-CURRICULAR AND EXTENSION ACTIVITIES

Minimum API Score Required under Category – II: 15

An Assistant/Deputy Director PE is required to score a minimum of 15 API points (based on self-assessment) from this category of PBAS which includes professional development, co-curricular and extension activities. The self-assessment score should be supported with documental/verifiable evidence wherever possible.

S. No.	Nature of Activity	Maximum Score	Details of Activity	Self-Evaluation	Scrutiny Committee Evaluation
a	Student related co-curricular, extension and field based activities (i) Discipline related co-curricular activities (Cultural, Sports, NSS, NCC etc.) (various levels of intramural and extramural programmes) (ii) Extension and dissemination activities (public /popular lectures/talks/seminars etc.)	**15**			
b	Contribution to Corporate life and management of the sports units and institution through participation in sports and administrative committees and responsibilities(including as Principal / Director / Convener / similar other duties that require regular office hours for its discharge)	**15**			
c	Professional Development activities (such as participation in seminars, conferences, short term training courses, camps & events, talks, lectures in refresher / faculty development courses, membership of associations, dissemination and general articles and any other contribution)	**15**			

Procedure for Calculation:

S. No.	Nature of Activity	Maximum Score	Actual Score
a	Student related co-curricular, extension and field based activities (i) Discipline related co-curricular activities (Cultural, Sports, NSS, NCC etc.) (various levels of intramural and extramural programmes) (ii) Extension and dissemination activities (public /popular lectures/talks/seminars etc.)	**15**	Actual hours spent per academic year **÷ 10**
b	Contribution to Corporate life and management of the sports units and institution through participation in sports and administrative committees and responsibilities(including as Principal / Director / Convener / similar other duties that require regular office hours for its discharge)	**15**	Actual hours spent per academic year **÷ 10**
c	Professional Development activities (such as participation in seminars, conferences, short term training courses, camps & events, talks, lectures in refresher / faculty development courses, membership of associations, dissemination and general articles and any other contribution)	**15**	Actual hours spent per academic year **÷ 10**

CATEGORY- III: RESEARCH AND ACADEMIC CONTRIBUTIONS

The minimum API score (based on self-assessment) for research and academic contributions required by an Assistant/Deputy Director PE from this category is different for different levels of promotion. The self-assessment score should be supported with documental/verifiable evidence and will be finalized by the screening/selection committee.

CATEGORY- III (A): RESEARCH PUBLICATIONS (PAPERS)

Brief Explanation:

- API scores are proposed for the research and academic contributions by the candidate.
- The self-assessment score will be based on verifiable criteria and will be finalized by the screening committee.
- Reprints of the publications are to be enclosed for award of marks wherever eligible

Sl. No.	Activity	Physical Education Cadres	Max. Score	No. of Publications	Points Scored	
					Self-Evaluation	As per Screening Committee
III (A)	Research Papers published in	Refereed Journals as notified by UGC	**25** per Publication			
		Other reputed journals as notified by UGC	**10** per Publication			

CATEGORY- III (B): RESEARCH PUBLICATIONS (BOOKS etc.)						
Sl. No.	**Activity**	**Physical Education Cadres**	**Max. Score**	**No. of Books**	**Points Scored**	
					Self-Evaluation	**As per Screening Committee**
III (B)	Publications other than journal articles(books, chapters in books)	Text/Reference Books, published by International Publishers, with ISBN/ISSN number as approved by the University.	**30** per book for Single Author			
		Subject Books, published by National level publishers, with ISBN/ISSN number or State / Central Govt. Publications as approved by the University.	**20** per Book for Single Author			
		Subject Books, published by Other local publishers, with ISBN/ISSN number as approved by the University.	**15** per Book for Single Author			
		Chapters in Books published by National and International level publishers, with ISBN/ISSN number as approved by the University.	International –**10** per Chapter			
			National – **5** per Chapter			

CATEGORY- III (C): RESEARCH PROJECTS						
Sl. No.	**Activity**	**Physical Education Cadres**	**Max. Score**	**Amount in Rs. (in Lakh)**	**Points Scored**	
					Self-Evaluation	**As per Screening Committee**
III (C) (i)	Sponsored Projects	Major Projects with grants above Rs. 5 lakhs	**20** per project			
		Major Projects with grants above Rs. 3 lakhs up to Rs.5 lakhs	**15** per project			
		Minor Projects with grants above Rs.1 lakh up to Rs.3 lakhs	**10** per Project			
III (C) (ii)	Consultancy Projects	Amount mobilized with minimum of Rs. 2 lakhs	**10** per every Rs. **2** lakh			
III (C) (iii)	Projects Outcome / Outputs	Major Policy document prepared for international bodies like WHO/UNO/UNESCO/UNICEF etc. Central / State Govt./Local Bodies prepared	**Major policy document of**			
			International bodies – **30**			
			Central Government – **20**			
			State Govt. – **10**			
			Local bodies – **5**			

CATEGORY-III (D) : RESEARCH GUIDANCE						
Sl. No.	**Activity**	**Physical Education Cadres**	**Max. Score**	**No. of Candidates**	**Points Scored**	
					Self-Evaluation	**As per Screening Committee**
III (D) (i)	M.Phil.	Degree awarded	**5** / each candidate			
III (D) (ii)	Ph.D.	Degree awarded	**15** / each candidate			
		Thesis submitted	**10** / each candidate			

CATEGORY-III (E) : AWARDS/FELLOWSHIPS/INVITED LECTURES DELIVERED / PAPERS PRESENTED IN CONFERENCES / SEMINARS					
Sl. No.	**Activity**	**Physical Education Cadres**	**Max. Score**	**Points Scored**	
				Self- Evaluation	**As per Screening Committee**
III (E) (i)	Award / Fellowship	International Award/Fellowship from Govt./recognized International Sports Bodies/ International Sports Organizations	**15** per Award / **15** per Fellowship		
	Award / Fellowship	National Award/Fellowship from Govt./recognized National Sports Bodies/National Sports Organizations	**10** per Award / **10** per Fellowship		
	Award / Fellowship	State / University Award/Fellowship from Govt./recognized State Sports Bodies/State Sports Organizations	**5** Per Award		
III (E) (ii)	Invited lectures / papers presented	a) International	**7** per lecture / **5** per paper presented		
		b) National	**5** per lecture / **3** per paper presented		
		c) State / University level	**3** per lecture / **2** per paper presented		
	The score under this sub-category shall be restricted to 20% of the minimum fixed for Category III for any assessment period				
III (E) (iii)	Development of e-delivery process/material		**10** per module		

24. List of enclosures :

(i)	Proof for mandatory qualification (UG, PG, Ph.D.)	Yes/No
(ii)	Proof for Teaching Experience after mandatory qualification for the post	Yes/No
(iii)	Proof of documents to support information given in Category – I and Category - II	Yes/No
(iv)	Proof for the M.Phil. / Ph.D. guided (Copy of the letter from Director (Research) / HOD must be enclosed)	Yes/No
(v)	Proof for post-doctoral experience	Yes/No
(vi)	Proof for Study-Abroad	Yes/No
(vii)	Copies of publications in the order of International and National Journals along with the proof of impact factors (in the order as listed in the application)	Yes/No
(viii)	Proof for papers presented in International and National Conferences along with the proof (in the order as listed in the application)	Yes/No
(ix)	Proof for publication of books in the order of International and National (in the order as listed in the application)	Yes/No
(x)	Research projects with approval from funding agencies and related documents	Yes/No
(xi)	Proof for the award of Fellowships and Awards	Yes/No
(xii)	Proof for the delivery of invited lectures and papers presented in Conferences	Yes/No
(xiii)	Evidences for produced teams / athletes	Yes/No
(xiv)	Research Performance Evaluation Form as per the format	Yes/No

D E C L A R A T I O N

I hereby declare that all the information given in this application are true to the best of my knowledge and belief. If the information found are incorrect, in any stage, my **upward movement to the post will be forfeited**.

Place:

Date: **SIGNATURE**

Forwarded to the Registrar, Anna University, Chennai – 25.

Signature of the Head of the Department (with Seal)

CLARIFICATIONS FOR FILLING THE API FORM (CATEGORY – III):

Wherever relevant, the API score for paper in refereed journal would be augmented as follows:

(i) Paper with impact factor less than 1 - by 5 points

(ii) Paper with impact factor between 1 and 2 by 10 points

(iii) Paper with impact factor between 2 and 5 by 15 points

(iv) Paper with impact factor between 5 and 10 by 20 points

(v) Paper with impact factor above 10 by 25 points.

The API for joint publications/books shall be calculated in the following manner: Of the total score for the relevant category of publication by the concerned teacher, the First and Principal / corresponding author /supervisor / mentor of the teacher would share equally 70% of the total points and the remaining 30% would be shared equally by all other authors.

Please enclose the details on the self-evaluation in a separate sheet along with the application form.

ABSTRACT

Revised Pay Scale, 2010 – Technical Universities, Government and Government Aided Engineering Colleges – Revision of Scales of Pay and Allowances etc to the teachers and equivalent cadres in Technical Universities, Government and Government Aided Engineering Colleges governed by All India Council for Technical Education – Orders – Issued.

HIGHER EDUCATION (C2) DEPARTMENT

G.O.Ms.No. 95 DATED: 5.5.2010
Chithirai - 22
Thiruvalluvar Aandu 2041.

READ:-

1. G.O.Ms.No.350, Higher Education (H1) Department, dated 9.9.2009.
2. From the All India Council for Technical Education Notification S.O. F.No.37-3/Legal/2010 dated 22.1.2010.

READ ALSO:-

3. G.O.Ms.No.234, Finance (Pay Cell) Department, dated 1.6.2009.

****

ORDER:

The Government revised the Scales of Pay, allowances etc to the teachers and equivalent cadres in Universities, Government / Government Aided Colleges governed by University Grants Commission in the Government Order first read above. The All India Council for Technical Education has issued the notification in the reference second read above for revising the Scales of Pay, allowances etc to the teachers governed by All India Council for Technical Education Scales of pay working in Engineering Colleges and Technical Universities. The Government have carefully examined the above notification and decided to implement the All India Council for Technical Education Scales to the teachers working in Technical Universities, Government and Government Aided Engineering Colleges. They accordingly pass the following Orders:-

(A) General

(i) There shall be only three designations in respect of teachers in Technical Universities and Engineering colleges, namely Assistant Professors, Associate Professors and Professors. However there shall be no change in the present designation in respect of Library and Physical Education Personnel at various levels.

(ii) No one shall be eligible to be appointed, promoted or designated as Professor, unless he or she possesses a Ph.D. and satisfies other academic conditions, as laid down by the All India Council for Technical Education from time to time. This shall, however, not affect those who are already designated as 'Professor'.

(iii) The pay of teachers and equivalent positions in Technical Universities and Engineering Colleges shall be fixed according to their designations in two pay bands of Rs.15600-39100 and Rs.37400-67000 with appropriate "Academic Grade Pay" (AGP in short). Each Pay Band shall have different stages of Academic Grade Pay which shall ensure that teachers and other equivalent cadres covered under this Scheme, subject to other conditions of eligibility being satisfied, have multiple opportunities for upward movement during their career.

(iv) Posts of Professors shall be created in under-graduate (UG) Institutions as well as in Post-Graduate (PG) Institutions. The ratio of Professors to Associate Professors to Assistant Professors in a UG College shall be in the ratio, ordinarily of 1:2:6. The ratio of Professors to Associate Professors and or Assistant Professor in a PG College shall be in the ratio ordinarily of 1:2. (In case of Aided Engineering colleges aided courses alone will be taken for entailment of posts of Professor / Associate Professors.)

(v) Up to 10% of the posts of Professors in Technical Universities shall be in the higher Academic Grade Pay of Rs.12000 with eligibility conditions to be prescribed by the All India Council for Technical Education / and any other additional conditions stipulated by Universities / State Government as applicable.

(vi) Pass in NET/SLET or other equivalent examinations shall be compulsory at the entry level Assistant Librarian / College Librarian and Assistant Director of Physical Education / College Director of Physical Education subject to exemption to the degree of Ph.D. holders.

Pay Scales of Principals / Directors in Colleges:

Appointments to the posts of Principal in Technical Institutions shall be based on the conditions of eligibility. In respect of educational qualifications and teaching / research experience laid down by All India Council for Technical Education / State Government from time to time. The posts of Principal shall be in the Pay Band of Rs.37400-67000 with AGP of Rs.10,000 plus a Special Allowance of Rs.3000 per month. All Principals in service shall be appropriately fixed in the Pay Band with the AGP of Rs.10000 plus a Special Allowance of Rs.3000 per month. The Special allowance shall be paid during re-employment period and it shall not be taken into account while calculating leave salary.

(B) PAY STRUCTURE

The revised pay structure for different categories of teachers, Librarians, Physical Education teachers and equivalent positions shall be as indicated in Appendix I and incentives for Ph.D./M.Tech. and other higher qualifications shall be as indicated in Appendix – II.

(C) PAY FIXATION FORMULA

The Pay fixation adopted for the teachers governed by University Grants Commission scales of Pay shall be adopted for the teachers governed by the All India Council for Technical Education Scales of Pay. The detailed fitment tables for various existing scales of pay based on the formula are given in Appendix – III.

(D) INCREMENT

(i) Each annual increment shall be equivalent to 3% of the sum total of pay in the relevant Pay Band and the AGP as applicable for the stage in the Pay Band. The date of increment in the Revised Pay Structure will be on par with State Government Employee;

(ii) Each advance increment shall also be at the rate of 3% of the sum total of pay in the relevant Pay Band and the AGP as applicable and shall be non-compoundable.

(iii) The number of additional increment(s) on placement at each higher stage of AGP shall be as per the existing scheme of increment on promotion from lower Pay Scale to higher Pay Scale; however, in view of the considerable raise In effective pay between the two Pay Bands, there shall be no additional increment on movement from the Pay Band of Rs. 15600-39100 to the Pay Band of Rs. 37400-67000.

(iv) In the case of calculation of annual increment under the revised pay structure fraction of a rupee (i.e. 99 paise and below) shall be ignored. But any amount of a rupee or more shall be rounded off to the next multiple of 10.

(E) OPTION:

(i) An employee may exercise option to remain in the existing scale of pay until the date on which he / she earns his next or any subsequent increments in the existing scale of pay or until he / she vacates his / her post or ceases to draw pay in that pay scale; Provided that, if an employee does not exercise his / her option within the period specified below he / she shall be deemed to have opted for the revised scales of pay with effect from the 1st March, 2006.

(ii) The **option shall be exercised** in writing in the Form as given in **Schedule-I, within three months** from the date of issue of this order.

(F) ALLOWANCES

Allowances such as Leave Travel Concession, House Rent Allowance, Traveling Allowance, City Compensatory Allowance etc. shall be on par with these allowances applicable to State Government employees with effect from 1st June 2009. Dearness Allowance shall be on par with State Government employees as per orders in force from time to time.

(G) STUDY LEAVE AND SABBATICAL LEAVE

Leave Rules adopted for State Government Employees will be adopted for the teachers working in Government / Government Aided Engineering Colleges and for the teachers working in the Universities, University Leave Rules will be followed.

(H) AGE OF SUPERANNUATION:

The present system of retirement age shall be continued i.e. 58 years for College teachers and 60 years for University teachers. They will be re-employed till the end of the academic year and there will be no re-employment beyond the academic year.

(I) PENSION, FAMILY PENSION, GRATUITY, ENCASHMENT OF LEAVE, EX-GRATIA COMPENSATION AND PROVIDENT FUND

As regards the revision of Pension, Family Pension, Gratuity and Encashment of Leave, Ex-gratia Compensation and Provident Fund to the teachers and equivalent cadres governed by All India Council for Technical Education shall be as applicable to the State Government Employees / employees governed by University Grants Commission scales of pay.

(J) APPLICABILITY OF THE SCHEME

The Scheme shall be applicable to the teachers and other equivalent cadres of Government Engineering Colleges / Government Aided Engineering Colleges working in Government aided courses and Universities adopting All India Council for Technical Education Scales of Pay.

This Scheme does not extend to the posts of professionals like System Analysts, Senior Analysts, Research Officers etc. who shall be treated at par with similarly qualified personnel in research/ scientific organizations.

(K) RESEARCH PROMOTION GRANT

As and when the All India Council for Technical Education prescribe appropriate guidelines for Research Promotion Grant, it will be examined separately for implementation in Tamil Nadu.

(L) GRANT FOR PROFESSIONAL DEVELOPMENT

The State Government employees are already having a facility of availing computer loan upto Rupees one lakh. This scheme is also available to teachers in Government Institutions. The teachers working in the Institutions can utilize the books and materials available in the Institutions itself for their professional development. The teachers shall acquire their membership at their own expenses.

(M) CONSULTANCY ASSIGNMENTS

As and when suitable model is received from the All India Council for Technical Education, implementation of Consultancy Assignment in the Universities and Institution will be taken into consideration.

(N) DATE OF EFFECT

The revised Pay in the relevant Pay Band and the Academic Grade Pay together with the applicable allowances including arrears of salary as mentioned above shall be paid to all eligible beneficiaries. The revised pay scale shall take notional effect from **1st March 2006** and with monetary benefit from **1st January 2007.**

(O) PAYMENT OF ARREARS

(a) The pay fixation statement in the form of Appendix IV either as approved by the Accountant General / Pay and Accounts Officer / Treasury Officer or by the Heads of Offices shall be attached to the Service Book of the teachers

(b) The arrears accruing on account of pay revision for the period from 1.1.2007 to 31.3.2010 shall be arrived at as per Appendix VI and the interim arrears already paid shall be adjusted and the balance net arrears due for payment shall be arrived. The balance arrears so arrived shall be paid in three equal annual instalments as shown below:-

1. 1st instalment in the year 2009-2010
2. 2nd instalment in the year 2010-2011
3. 3rd and final instalment in the year 2011-2012

The first and second instalment arrears shall be paid together in 2010-2011 itself.

2. The Commissioner of Technical Education / Head of Offices in Universities are directed to issue necessary instructions to all the Drawing and Disbursing Officers under their control to work out the Pay Revision Arrears forthwith based on the Proceedings / Orders issued by the Pay fixing authorities duly fixing the pay of the teachers in the revised scales of pay and make payment in the manner as ordered above. The Drawing Officers shall also open a separate Register for this purpose and make necessary entries of the total arrears amount payable to each individual employees duly indicating the amount to be paid in three equal annual instalments so as to claim the subsequent instalments without any difficulty.

3. The Government will take the financial liabilities only for the approved posts and not for the posts created from University funds.

4. The Faculty norms given in the Appendix V shall be followed with effect from the date of issue of the order.

5. The expenditure shall be debited to the appropriate heads of accounts.

6. This order issues with the concurrence of Finance Department vide its U.O.No.3/ADS/2010, dated 4.5.2010.

(By Order of the Governor)

K.GANESAN
PRINCIPAL SECRETARY TO GOVERNMENT.

To
The Registrars of Anna University, Chennai, Trichirappalli, Coimbatore and Tirunelveli
The Commissioner of Technical Education, Chennai-25.
The Director of Legal Studies, Chennai – 35.
The Director of Treasuries and Accounts, Chennai – 15.
The Director of Local Fund Audit, Chennai – 108.
The Principals of all Engineering Colleges (Government /Government Aided) in Tamil Nadu through the Commissioner of Technical Education.
The Accountant General (A&E)., Chennai – 18
The Principal Accountant General (Audit. I), Chennai – 18.
The Accountant General (Audit II), Chennai – 18
The Accountant General (CAB), Chennai – 9 / Madurai
The Director of Pension, DMS Complex, Chennai – 6.
The Pension Pay Officer, Chennai – 6.
The Secretary, Ministry of Human Resources Development, Department of Education, Government of India, New Delhi
The Secretary, All India Council for Technical Education, New Delhi
The Chairman, All India Council for Technical Education Southern Regional Committee, Chennai

The Pay and Accounts Officer, Secretariat, Chennai – 9
The Pay and Accounts Officer, (North/South/East), Chennai 1/35/5
The Pay and Accounts Officer, Madurai – 625 001.
All Treasury Officers in Tamilnadu
All Recognised Service Associations
Copy to
The Secretary to Chief Minister, Chennai – 9
The Secretary to Deputy Chief Minister, Chennai -9
The Senior Personal Assistant to Minister, Finance, Chennai – 9
The Special Personal Assistant to Minister, Higher Education, Chennai – 9
All Sections in Higher Education Department.
The Senior Research Officer, Pay Research Unit, Ministry of Finance (Department of Expenditure) Room No.261, North Block, New Delhi
The Private Secretary to Principal Secretary to Government, Finance Department.,Chennai – 9
The Private Secretary to Principal Secretary to Government, Higher Education Department, Chennai – 9
Stock File /Spare Copies.

//Forwarded/by Order//



SECTION OFFICER.

SCHEDULE – I

FORM FOR EXERCISING OPTION TO COME OVER TO THE REVISED UGC SCALES OF PAY

I, …… holding the post of ……

in the scale of pay of Rs……..... do hereby elect ***** to come under the revised scale of pay before / after earning increment in the existing scale of pay with effect from 1ST January, 2006 / to retain the existing scale of pay and rate of dearness allowance for the period upto ……and come under the revised scale with effect from …….

2. The option hereby exercised is final and will not be modified at any subsequent date.

3. I hereby also undertake that any excess payment that may be found to have been made as a result of incorrect fixation of pay or any excess payment detected in the light of discrepancies noticed subsequently will be refunded by me to the Government either by adjustment against future payments due to me or otherwise without insisting for any prior notice.

Dated:……..2010.

Signature:

Signed before me

Signature
(with date)

Head of the Office
(in the case of Non-self drawing Officers)

Accounts Officer
(in the case of Self drawing Officers)

Received the above declaration.
Dated :……..2010.

Signature.

Assistant Accountant – General /
Pay and Accounts Officer,
Head of Office.

---

* Strike out whichever is not applicable.

SCHEDULE - II
DESIGNATION OF TEACHING POST UNDER AICTE SCALES OF PAY

Sl. No	Existing designation of the Post	Existing Scale of Pay	Revised designation of the Post as per the AICTE revised Scales of Pay 2010	Revised Scales of Pay
1	2	3	4	5
1.	Principal or equivalent post	16400-450-20900-500-22400	Principal	37400-67000 + AGP 10000 + Spl. Allowance 3000
2.	Professor	16400-450-20900-500-22400	Professor	37400-67000 + AGP 10000
3.	Assistant Professor (more than three years)	12000-420-18300	Associate Professor	37400-67000 + AGP 9000
4	Assistant Professor (Less than three years)	12000-420-18300	Assistant Professor	15600-39100 + AGP 8000
5.	Lecturer (Selection Grade) (More than 3 years)	12000-420-18300	Associate Professor	37400-67000 + AGP 9000
6	Lecturer (Selection Grade) (less than 3 years)	12000-420-18300	Lecturer (Selection Grade)	15600-39100 + AGP 8000
7.	Lecturer (Sr. Grade) (By Upgradation)	10000-325-15200	Assistant Professor (Senior Grade)	15600-39100 + AGP 7000
8	Lecturer	8000-275-13500	Assistant Professor	15600-39100 + AGP 6000
9.	Librarian / Physical Director	8000-275-13500 (PG qualification)	Librarian / Physical Director	15600-39100 + AGP 6000
10	Librarian / Physical Director (Senior Grade) (By Upgradation)	10000-325-15200	Librarian / Physical Director (Senior Grade)	15600-39100 + AGP 7000
11.	Librarian / Physical Director (SG) (By Upgradation) Less than 3 years	12000-420-18300	Librarian / Physical Director (Selection Grade)	15600-39100+ AGP 8000
12	Librarian / Physical Director (SG) (By Upgradation) More than 3 years	12000-420-18300	Librarian / Physical Director (Selection Grade)	37400-67000 + AGP 9000

APPENDIX - I

Revised Pay Scales, Service conditions and Career Advancement Scheme for teachers and equivalent positions:

The pay structure for different categories of teachers and equivalent positions shall be as indicated below:-

(1) Assistant Professors/Associate Professors/ Professors In Technical institutions / Technical Universities

(i) Persons entering the teaching profession in Technical Universities / Technical Institutions shall be designated as Assistant Professors and shall be placed in the Pay Band of Rs.15600-39100 with AGP of Rs.6000. Lecturers already in service in the pre-revised scale of Rs.8000-13500, shall be redesignated as Assistant Professors with the said AGP of Rs.6000.

(ii) An Assistant Professor with completed service of 4 years, possessing Ph.D Degree in the relevant branch / discipline shall be eligible, for moving up to AGP of Rs. 7000.

(iii) Assistant Professors possessing Master's degree in the relevant branch / discipline as defined for technical education shall be eligible for the AGP of Rs. 7,000 after completion of 5 years service as Assistant Professor.

(iv) Assistant Professors who do not have Ph.D or a Master's degree in the relevant branch / discipline of a program shall be eligible for the AGP of Rs.7,000 only after completion of 6 years' service as Assistant Professor.

(v) The upward movement from AGP of Rs.6000 to AGP of Rs. 7000 for all Assistant Professors shall be subject to their satisfying other conditions as laid down by All India Council for Technical Education and if any by State Government and if any by Universities.

(vi) The pay of the incumbents to the posts of Lecturer (senior scale) (i.e. the pre-revised scale of Rs.10,000-15200) shall be re-designated as Assistant Professor, and shall be fixed at the appropriate stage in Pay Band of Rs.15600-39100 based on their present pay, with AGP of Rs.7000.

(vii) Assistant Professors with completed service of 5 years at the AGP of Rs.7000 shall be eligible, subject to other requirements laid down by the All India Council for Technical Education / Universities and if any by State Government, to move up to the AGP of Rs.8000.

(viii) Posts of Associate Professor shall be in the Pay Band of Rs.37400-67000, with AGP of Rs.9000. Directly recruited Associate Professors shall be placed in the Pay Band ' of Rs.37400-67000 with an AGP of Rs.9000, at the minimum of the above Pay Band in terms of the conditions of appointment.

(ix) Incumbent Assistant Professor who have completed 3 years in the current pay scale of Rs.12000-18300 on 1.3.2006 shall be placed at the appropriate stage in the Pay Band of Rs.37400-67000 with AGP Rs.9000 and shall be redesignated as Associate Professor.

(x) Incumbent Assistant Professor who have less than 3 years in current pay scale of Rs.12000-18300 on 1.3.2006 shall be placed at the appropriate stage in the Pay Band of Rs.15600-39100 with AGP of Rs.8000 and shall be designated as Assistant Professor.

(xi) Incumbent Lecturers (Selection Grade) who have completed 3 years in the pre-revised pay scale of Rs.12000-18300 on 1.3.2006 shall be placed in Pay Band of Rs.37400-67000 with AGP of Rs.9000 and shall be re-designated as Associate Professor.

(xii) Incumbent Lecturers (Selection Grade) who had not completed three years in the pay scale of Rs.12000-18300 on 1.3.2006 shall be placed at the appropriate stage in the Pay Band of Rs.15600-39100 with AGP of Rs.8000 till they complete 3 years of service in the grade of Lecturer (Selection Grade), and thereafter shall be placed in the higher Pay Band of Rs.37400-67000 and accordingly re-designated as Associate Professor.

(xiii) Lecturer (Selection Grade) in service at present shall continue to be designated as Lecturer (Selection Grade), as the case may be, until they are placed in the Pay Band of Rs.37,400-67000 and re-designated as Associate Professor in the manner described in (xii) above

(xiv) Assistant Professors completing 3 years of teaching in the AGP of Rs.8000 shall be eligible subject to other conditions, that may be prescribed by All India Council for Technical Education / State Government / Universities as applicable, to move to the Pay Band of Rs.37400-67000 with AGP of Rs.9000 and to be designated as Associate Professor

(xv) Associate Professor completing 3 years of service in the AGP of Rs.9000 and possessing a Ph.D. degree in the relevant discipline shall be eligible to be appointed and

designated as Professor, subject to other conditions of academic performance as laid down by the All India Council for Technical Education / State Government / Universities. No teacher other than those with a Ph.D. shall be promoted, appointed or designated as Professor. The Pay Band for the post of Professors shall be Rs.37400-67000 with AGP of Rs.10000.

(xvi) The pay of a directly recruited Professor shall be fixed at Rs.43000 in the Pay Band of Rs.37400-67000, with the applicable AGP of Rs.10000.

(xvii) Ten percent of the posts of Professors in Technical Universities shall be in the higher AGP of Rs.12000, however, teachers appointed to the posts shall continue to be designated as Professor. Eligibility for appointment as a Professor in the higher Academic Grade Pay shall be as shall be laid down by the All India Council for Technical Education and or if any by State Government and by the University, and such eligibility conditions shall, inter alia, include publications in peer reviewed/ refereed Research Journals, and the requirement of at least 10 years of teaching as Professor and post-doctoral work of a high standard. The pay of directly recruited in AGP of Rs.12,000/- shall be fixed at Rs.48,000/- along with AGP.

(xviii) For initial direct recruitment at the level of Associate Professors and Professors, the eligibility conditions in respect of academic and research requirements shall be as may be or have been prescribed by the All India Council for Technical Education, through Regulations and as may be laid down by the All India Council for Technical Education / State Government.

(xix) All advancements to higher grade pays in various cadres will be effected subject to completion of two All India Council for Technical Education approved refresher programs of not less than two weeks duration each and two one week each TEQIP sponsored programs.

2. Pay Scales of Principals / Directors in Colleges:

Appointments to the posts of Principal in Technical Institutions shall be based on the conditions of eligibility. In respect of educational qualifications and teaching / research experience laid down by All India Council for Technical Education / State Government or if any by the University from time to time. The posts of Principal shall be in the Pay Band of Rs.37400-67000 with AGP of Rs.10,000 plus a Special Allowance of Rs.3000 per month. All Principals in service shall be appropriately fixed in the Pay Band with the AGP of Rs.10,000 plus a Special Allowance of Rs.3000 per month.

3. Pay Scales and Career Advancement Scheme for Librarians etc:

(a) Assistant Librarian / College Librarian:

(i) Assistant Librarian/ College Librarian in the pre-revised scale of pay of Rs.8000-13500 shall be placed in the Pay Band of Rs.15600-39100 with AGP of Rs.6000.

(ii) All conditions of eligibility and academic qualifications laid down by the All India Council for Technical Education shall be applicable for direct recruitment of Assistant Librarian/ College Librarian.

(b) Assistant Librarian (Sr. Scale)/ College Librarian (Sr. Scale)

(i) The posts of Assistant Librarian (Sr. Scale)/ College Librarian (Sr. Scale) in the pre-revised scale of pay of Rs.10000-15200 shall be placed in the Pay Band of Rs.15600-39100 with AGP of Rs.7000.

(ii) Assistant Librarian/ College Librarian possessing Ph.D. in Library Science at the entry level, after completing service of 4 years in the AGP of Rs.6000, and if otherwise eligible as per guidelines laid down by the All India Council for Technical Education shall be eligible for the higher AGP of Rs.7000 within the Pay Band of Rs.15600-39100.

(iii) Assistant Librarian/ College Librarian not possessing Ph.D. but only M.Phil in Library Science at the entry level after completing service of 5 years in the AGP of Rs.6000, if otherwise eligible as per guidelines laid down by the All India Council for Technical Education shall become eligible for the higher AGP of Rs. 7000.

(iv) After completing service of 6 years in the AGP of Rs.6000 Assistant Librarian / College Librarian without the relevant Ph.D. and M.Phil shall, if otherwise eligible as per guidelines laid down by the All India Council for Technical Education move to the higher AGP of Rs.7000.

(v) The pay of the existing Assistant Librarian (Sr. Scale)/ College Librarian (Sr. Scale) in the pre-revised scale of pay of Rs.10000-15200 shall be fixed in the Pay Band of Rs.15600-39100 with AGP of Rs.7000 at an appropriate stage based on their present pay,

(c) Deputy Librarian / Assistant Librarian (Selection Grade) / College Librarian (Selection Grade)

(i) Deputy Librarians who are directly recruited at present shall be placed in the Pay Band of Rs.15600-39100 with AGP of Rs.8000 initially at the time of recruitment.

(ii) On completion of service of 5 years, Assistant Librarian (Sr.Scale)/ College Librarian (Senior Scale) shall be eligible for the post of Deputy Librarian/ equivalent posts in Pay Band of Rs.15600-39100, with Academic Grade Pay of Rs.8,000, subject to their fulfilling other conditions of eligibility (such as Ph.D. degree or equivalent published work etc. for Deputy Librarian) as laid down by the All India Council for Technical Education or and if any by State Government and by the University. They shall be designated as Deputy Librarian/ Assistant Librarian (Selection Grade)/ College Librarian (Selection Grade), as the case may be.

(iii) The existing process of selection by a Selection Committee shall continue in respect of promotion to the post of Deputy Librarian and their equivalent positions.

(iv) After completing 3 years in the Pay Band of Rs.15600-39100 with an AGP of Rs.8000, Deputy Librarians/ equivalent positions shall move to the Pay Band of Rs.37400-67000 and AGP of Rs.9000, subject to fulfilling other conditions of eligibility laid down by the AICTE / State Government.

(v) Assistant Librarians (Senior Scale) in universities/ College Librarians (Senior Scale) in the AGP of Rs.7000 not possessing Ph.D. in Library Science or equivalent published work but who fulfil other criteria prescribed by the All India Council for Technical Education or and if any by State Government and by the University shall also be eligible for being placed in the AGP of Rs.8000.

(vi) Incumbents to the posts of Deputy Librarian/ Assistant Librarian (Selection Grade)/College Librarian (Selection Grade) who have completed three years in the pre-revised pay scale of Rs.12000-18300 on 1.3.2006 shall be fixed at an appropriate stage in the Pay Band of Rs.37400-67000 with an AGP of Rs.9000. They shall continue to be designated as Deputy Librarian/ Assistant Librarian (Selection Grade)/College Librarian (Selection Grade).

(vii) Incumbents to the posts of Deputy Librarian/ Assistant Librarian (Selection Grade)/College Librarian (Selection Grade) who have not completed the requirement of three years in the pre-revised pay scale of Rs.12000-18300, for being eligible to be placed in the higher Pay Band of Rs.37400-67000, shall be placed at an appropriate stage with Academic Grade Pay of Rs.8000 till they

complete three years of service as Deputy Librarian/ Assistant Librarian (Selection Grade)/ College Librarian (Selection Grade).

(viii) Pay in regard to the directly recruited Deputy Librarians shall be initially fixed In Pay Band Rs.15600-39100 with AGP of Rs.8000. They shall move to the Pay Band of Rs.37400-67000 with AGP of Rs.9000 after completing three years of service in the AGP of Rs.8000.

(ix) The existing conditions of eligibility and academic qualifications prescribed by the All India Council for Technical Education / State Government shall continue to be applicable for direct recruitment to the post of Deputy Librarian.

4. Pay Scales and Career Advancement Scheme for Physical Education Personnel:

(a) Assistant Director of Physical Education (Assistant DPE)/ College Director of Physical Education (College DPE)

(i) The Assistant Director of Physical Education/ College DPE in the pre-revised pay scale of Rs.8000-13500 shall be placed in the Pay Band of Rs.15600-39100 with AGP of Rs.6000.

(ii) Pay of incumbent Assistant Directors of Physical Education/ College DPE shall be fixed at an appropriate stage in the Pay Band of Rs.15600-39100 with AGP of Rs.6000, in accordance with the 'fixation formula' of the 6th Central Pay Commission (CPC)

(iii) All existing conditions of eligibility and academic qualifications laid down by the All India Council for Technical Education shall continue to be applicable for direct recruitment of Assistant Director of Physical Education/College Director of Physical Education.

(b) Assistant Director of Physical Education (Senior Scale)/ College DPE (Senior Scale)

(i) Assistant Directors of Physical Education (Senior Scale)/ College Director of Physical Education (Senior Scale) in the pre-revised pay scale of Rs.10000-15200 shall be placed in the Pay Band of Rs.15600-39100 with AGP of Rs.7000.

(ii) Assistant Directors of Physical Education (Senior Scale)/ College Director of Physical Education (Senior Scale) possessing Ph.D. in Physical Education at the entry level of Assistant Director of Physical Education/ College Director of Physical Education in the AGP of Rs.6000 shall, after completing service of four years in the AGP of Rs.6000, and if otherwise eligible as per guidelines prescribed by the All India

Council for Technical Education / State Government move to higher AGP of Rs.7000 in the Pay Band of Rs.15600-39100.

(iii) Assistant Directors of Physical Education (Senior Scale)/ College Director of Physical Education (Senior Scale) possessing M.Phil in Physical Education at the entry level of Assistant Director of Physical Education / College Director of Physical Education in the AGP of Rs.6000 shall, after completing service of five years in the AGP of Rs.6000, be eligible for the higher AGP of Rs.7000.

(iv) Assistant Directors of Physical Education/ College Directors of Physical Education without the relevant Ph.D. and M.Phil shall, after completing service of six years as Assistant Director of Physical Education/College Director of Physical Education in the AGP of Rs.6000, and if otherwise eligible as per guidelines prescribed by the All India Council for Technical Education / State Government, be eligible for being placed in the AGP of Rs.7000.

(v) Pay of incumbent Assistant Directors of Physical Education (Senior Scale)/ College Directors of Physical Education (Senior Scale) shall be fixed in Pay Band of Rs.15600-39100 at an appropriate stage in the AGP of Rs.7000, as per the 'fixation formula' of the 6th CPC.

(c) <u>Deputy Director of Physical Education / Assistant Director of Physical Education (Selection Grade)/ College Director of Physical Education (Selection Grade)</u>

(i) After completing service of five years in the Pay Band of Rs.15600-39100 with the AGP of Rs.7000 and subject to satisfying other eligibility conditions laid down by the All India Council for Technical Education / State Government, Assistant Director of Physical Education (Senior Scale)/ College Director of Physical Education(Senior Scale) shall move to AGP of Rs.8000 in the Pay Band of Rs.15600-39100. They shall be designated as Deputy Director of Physical Education/ Assistant Director of Physical Education (Selection Grade)/ College Director of Physical Education(Selection Grade), as the case may be.

(ii) After completing service of three years in the Pay Band of Rs.15600-39100 and the AGP of Rs.8000 and subject to eligibility laid down by the All India Council for Technical Education / State Government Deputy Director of Physical Education / Assistant Director of Physical Education (Selection Grade)/ College Director of Physical Education (Selection Grade) shall move to the Pay Band of Rs.37400-67000 with the AGP of Rs.9000. They shall continue to be designated as Deputy Director of Physical Education / Assistant Director of

Physical Education (Selection Grade)/ College Director of Physical Education (Selection Grade)

(iii) All Incumbents to the post of Deputy Director of Physical Education / Assistant Director of Physical Education (Selection Grade)/College Director of Physical Education (Selection Grade) who have completed service of at least three years in the pre-revised Pay Scale of Rs.12000-18300 as on 1.3.2006 shall be eligible to be fixed in the Pay Band of Rs.37400-67000 with AGP of Rs.9000.

(iv) All incumbents to the post of Deputy Director of Physical Education / Assistant Director of Physical Education (Selection Grade) / College Director of Physical Education (Selection Grade) whose services in the pre-revised Pay Scale of Rs.12000-18300 fall short of three years which would have made them eligible to move to the higher Pay Band, shall be placed at an appropriate stage at the AGP of Rs.8000 in the Pay Band of Rs.15600-39100 till they complete the required service of three years as Deputy Director of Physical Education / Assistant Director of Physical Education (Selection Grade)/ College Director of Physical Education (Selection Grade) in the pre-revised Pay Scale.

(v) Pay of the directly recruited Deputy Director of Physical Education shall be initially fixed with the AGP of Rs.8000 in the Pay Band of Rs.15600-39100, and after completing 3 years of service directly recruited Deputy Director of Physical Education and equivalents shall move to Pay Band Rs.37400-67000 with AGP of Rs.9000.

(5) Pay Scales of Vice Chancellor / Registrar / Finance Officer / Controller of Examination / Deputy Registrar / Deputy Finance Officer / Dy Controller of Examination / Assistant Registrar / Assistant Finance Officer / Assistant Controller of Examination of Technical Universities

The pay for the above posts shall be fixed as per G.O.(Ms) No.350, Higher Education (H1) Department, dated 9.9.2009 and the procedure laid down therein shall be followed.

******

APPENDIX II

Incentives for Ph.D. / M.Tech. and other higher qualification:

(i) Five non-compounded advance increments shall be admissible at the entry level of recruitment to persons possessing the degree of Ph.D. awarded in the relevant discipline by a university following the process of registration, course-work and external evaluation as prescribed by UGC. If Ph.D is prescribed as an essential qualification for the post, no incentive increment shall be given. Further, incentive increments shall be given only for one Ph.D. Additional Ph.Ds would not entitle a person for additional incentive increments.

(ii) M.Phil degree holders at the time of recruitment to the post of Lecturer shall be entitled to two non-compounded advance increments. subject to the condition that the M.Phil., awarded is in the relevant discipline and is an additional qualification. If M.Phil., is prescribed as an essential qualification for the post, no incentive increment shall be given. If any person is also a Ph.D degree holder for which he is eligible for incentive increments as in (i) above, then he would not be eligible for incentive increment for possessing M.Phil. Further, incentive increment would be restricted for one M.Phil. Additional M.Phils would not entitle a person to claim additional incentive increments.

(iii) Those possessing Post Graduate degree in a professional course such as M.Tech. in relevant branch / discipline recognized by a statutory University shall also be entitled to 2 non-compounded advance increments at the entry level. subject to the condition that the Professional Course awarded is in the relevant discipline and is an additional qualification. If the Professional Course is prescribed as an essential qualification for the post, no incentive increment shall be given. Further, the person should not have claimed any incentive increment due to his possessing a Ph.D or M.Phil for claiming incentive for the Professional Course.

(iv) Teachers who complete their Ph.D. degree while in service shall be entitled to three non-compounded increments if such Ph.D. is in the relevant branch / discipline and has been awarded by a university complying with the process prescribed by the University Grants Commission for enrolment, course-work and evaluation etc. If Ph.D. is prescribed as an essential qualification for the post, no incentive increment shall be given. This would not be eligible if a person has got incentive increments for Ph.D. in any other relevant discipline.

(v) However, teachers in service who have been awarded Ph.D. at the time of coming into force of this Scheme shall be entitled to the award of three non-compounded increments only if the Ph.D. has been awarded by an University which has been notified by UGC.

(vi) Teachers in service who have not yet enrolled for Ph.D. shall therefore derive the benefit of three non-compounded increments only on award of Ph.D, by a university recognized by UGC.

(vii) Teachers who acquire M.Phil. degree or a M.Tech degree in a relevant Branch / discipline recognised by a Statutory University while in service, shall be entitled to one advance increment. If Post Graduate qualification in a particular subject is not a mandatory requirement at the entry level of recruitment, acquisition of such a qualification for in service candidates shall also entitle them to one advance increment. Further incentive increment would be eligible only once and multiple incentive increments for different M.Phil/ Professional degrees in relevant disciplines are not permitted.

(viii) Five non-compounded advance increments shall be admissible to Assistant Librarian/ College Librarian who are recruited at entry level with Ph.D. degree in the discipline of library science from a university complying with the process prescribed by the UGC in respect of enrolment, course-work and evaluation process for the award of Ph.D. in library science. Further, incentive increments would be eligible for only one Ph.D. and not for multiple Ph.Ds.

(ix) Assistant Librarian/ College Librarian and other Library personnel acquiring the degree of Ph.D, at any time while in service, in the discipline of library science from a university complying with the process prescribed by the UGC in respect of enrolment, course-work and evaluation shall be entitled to three non-compounded advance increments. Further, incentive increments would be eligible for only one Ph.D. and not for multiple Ph.Ds.

(x) However, persons in posts of Assistant Librarian/College Librarian or higher positions who have been awarded Ph.D. in library science at the time of coming into force of this Scheme shall be entitled to the award of three non compounded increments.

(xi) In respect of every other case of persons in the posts of Assistant Librarian/ College Librarian or higher positions who are already enrolled for Ph.D. shall avail the benefit of three non-compounded increments only on award of Ph.D. and only if the university awarding the Ph.D. has been notified by the UGC to

have complied with the process prescribed by the UGC for the award of Ph.D, in respect of either course-work or evaluation or both, as the case may be**.**

(xii) Assistant Librarian/ College Librarian and others in higher Library positions in service who have not yet enrolled for Ph.D. shall therefore derive the benefit of three non-compounded increments only on award of Ph.D, by a University notified by the UGC.

(xiii) Two non-compounded advance increments shall be admissible for Assistant Librarian/ College Librarian with M.Phil degree in Library Science at the entry level. Assistant Librarian/ College Librarian and those in higher positions acquiring M.Phil degree in Library Science at any time during the course of their service, shall be entitled to one advance increment subject to the condition that the incentive increments shall be for only one M.Phil. and not multiple M.Phils and provided they have not availed incentive increments for having Ph.D.

(xiv) Five non-compounded advance increments shall be admissible to Assistant Director of Physical Education/ College Director of Physical Education who are recruited at entry level with Ph.D. degree in the discipline of Physical Education from a university notified by the UGC for the award of Ph.D. in Physical Education subject to the condition that the incentive increment shall be limited to only one Ph.D and will not be available multiple times for multiple Ph.Ds.

(xv) Persons in posts of Assistant Director of Physical Education/ College Director of Physical Education or higher positions acquiring the degree of Ph.D in the discipline of Physical Education, at any time while in service from a university complying with the process prescribed by the UGC in respect of enrolment, course-work and evaluation shall be entitled to three non-compounded advance increments subject to the condition that incentive would be limited to only one Ph.D. and not multiple Ph.Ds.

(xvi) Persons in posts of Assistant Director of Physical Education/ College Director of Physical Education or higher positions who have been awarded Ph.D. would be eligible for incentive only if the Ph.D. is awarded by a University notified by UGC.

(xvii) In respect of persons in the posts of Assistant Director of Physical Education/ College DPE or higher positions who are already enrolled for Ph.D. in Physical Education shall avail the benefit of three non-compounded increments only on the award of Ph.D and only if the university awarding the Ph.D. has been notified by the UGC.

(xviii) Assistant Director of Physical Education/ College Director of Physical Education and others in higher Physical Education positions in service who have not yet enrolled for Ph.D. shall derive the benefit of three non-compounded increments only on award of Ph.D. from a University notified by the UGC.

(xix) Two non-compounded advance increments shall be admissible for Assistant Director of Physical Education/ College Director of Physical Education with M.Phil degree in Physical Education at the entry level. Assistant Director of Physical Education/ College Director of Physical Education and those in higher positions acquiring MPhil degree in Physical Education at any time during the course of their service, shall be entitled to one advance increment subject to the condition that incentive shall be limited to only one M.Phil and not multiple M.Phils, and provided they have not availed the incentive increment for having Ph.D. qualification.

(xx) Not withstanding anything in the foregoing clauses, those who have already availed the benefits of advance increments for possessing Ph.D./ M.Phil. at the entry level under the earlier scheme shall not be entitled to the benefit of advance increments under this Scheme.

(xxi) For posts at the entry level where no such advance increments were admissible for possessing Ph.D/ M.Phil. under the earlier scheme, the benefit of five advance increments for possessing Ph.D./ M.Phil. shall be available to only those appointments which have been made on or after coming into force of this Scheme.

(xxii) Teachers, Library and Physical Education cadres who have already availed the benefits of increments as per existing policy for acquiring Ph.D./M.Phil while in service, would not be entitled to benefits under this Scheme.

(xxiii) Not withstanding anything in the foregoing clauses, those who have already availed the benefits of advance increments for possessing Ph.D / M. Tech, at the entry level under the earlier scheme shall not be entitled to the benefit of advance increments under this Scheme.

(xxiv) For posts at the entry level where no such advance increments were admissible for possessing Ph.D / M. Tech, under the earlier scheme, the benefit of five advance increments for possessing Ph.D./ M. Tech, shall be available to only those appointments which have been made on or after coming into force of this Scheme.

*****

APPENDIX - III
FITMENT TABLE NO.1

(i) Incumbent Assistant Professor
(ii)Incumbent Assistant Librarian / College Librarian
(iii)Incumbent Assistant Director of Physical Education / College Director of Physical Education.

Existing Scale					Revised Pay Band + Academic Grade Pay		
Rs.8000-275-13500					Rs.15600-39100+Rs.6000		
Span of Years	Pre-Revised				Revised		
	Stage in the existing scale	Dearness Pay	D.A. as on 1-1-2006 (24%)	Total	Pay in the Pay Band	Academic Grade Pay	Revised Basic Pay
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
1	8000	4000	2880	14880	15600	6000	21600
2	8275	4138	2979	15392	15600	6000	21600
3	8550	4275	3078	15903	15910	6000	21910
4	8825	4413	3177	16415	16420	6000	22420
5	9100	4550	3276	16926	16930	6000	22930
6	9375	4688	3375	17438	17440	6000	23440
7	9650	4825	3474	17949	17950	6000	23950
8	9925	4963	3573	18461	18470	6000	24470
9	10200	5100	3672	18972	18980	6000	24980
10	10475	5238	3771	19484	19490	6000	25490
11	10750	5375	3870	19995	20000	6000	26000
12	11025	5513	3969	20507	20510	6000	26510
13	11300	5650	4068	21018	21020	6000	27020
14	11575	5788	4167	21530	21530	6000	27530
15	11850	5925	4266	22041	22050	6000	28050
16	12125	6063	4365	22553	22560	6000	28560
17	12400	6200	4464	23064	23070	6000	29070
18	12675	6338	4563	23576	23580	6000	29580
19	12950	6475	4662	24087	24090	6000	30090
20	13225	6613	4761	24599	24600	6000	30600
21	13500	6750	4860	25110	25110	6000	31110
22	13775	6888	4959	25622	25630	6000	31630
23	14050	7025	5058	26133	26140	6000	32140
24	14325	7163	5157	26645	26650	6000	32650

FITMENT TABLE NO.2

(i) Incumbent Assistant Professor [Formerly Lecturer (Sr.Scale)]

(ii)Incumbent Assistant Librarian(Sr.Scale) / College Librarian(Sr.Scale)

(iii)Incumbent Assistant Director of Physical Education(Sr.Scale) / College Director of Physical Education(Sr.Scale)

Existing Scale	Revised Pay Band + Academic Grade Pay
Rs.10000-325-15200	Rs.15600-39100+Rs.7000

Span of Years	Pre-Revised				Revised		
	Stage in the existing scale	Dearness Pay	D.A. as on 1-1-2006 (24%)	Total	Pay in the Pay Band	Academic Grade Pay	Revised Basic Pay
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
1	10000	5000	3600	18600	18600	7000	25600
2	10325	5163	3717	19205	19210	7000	26210
3	10650	5325	3834	19809	19810	7000	26810
4	10975	5488	3951	20414	20420	7000	27420
5	11300	5650	4068	21018	21020	7000	28020
6	11625	5813	4185	21623	21630	7000	28630
7	11950	5975	4302	22227	22230	7000	29230
8	12275	6138	4419	22832	22840	7000	29840
9	12600	6300	4536	23436	23440	7000	30440
10	12925	6463	4653	24041	24050	7000	31050
11	13250	6625	4770	24645	24650	7000	31650
12	13575	6788	4887	25250	25250	7000	32250
13	13900	6950	5004	25854	25860	7000	32860
14	14225	7113	5121	26459	26460	7000	33460
15	14550	7275	5238	27063	27070	7000	34070
16	14875	7438	5355	27668	27670	7000	34670
17	15200	7600	5472	28272	28280	7000	35280
18	15525	7763	5589	28877	28880	7000	35880
19	15850	7925	5706	29481	29490	7000	36490
20	16175	8088	5823	30086	30090	7000	37090

FITMENT TABLE NO.3

(i) Incumbent Readers and Lecturers (SG) with less than 3 years of Service
(ii)Incumbent Deputy Librarian/Assistant Librarian(SG) / College Librarian (SG) with less than 3 years of Service.
(iii)Incumbent Deputy Director of Physical Education (SG) /Assistant Director of Physical Education (SG)/ College Director of Physical Education (SG) with less than three years of Service.

Existing Scale	Revised Pay Band + Academic Grade Pay
Rs.12000-420-18300	Rs.15600-39100+Rs.8000

Span of Years	Pre-Revised				Revised		
	Stage in the existing scale	Dearness Pay	D.A. as on 1-1-2006 (24%)	Total	Pay in the Pay Band	Academic Grade Pay	Revised Basic Pay
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
1	12000	6000	4320	22320	22320	8000	30320
2	12420	6210	4471	23101	23110	8000	31110
3	12840	6420	4622	23882	23890	8000	31890
4	13260	6630	4774	24664	24670	8000	32670
5	13680	6840	4925	25445	25450	8000	33450
6	14100	7050	5076	26226	26230	8000	34230
7	14520	7260	5227	27007	27010	8000	35010
8	14940	7470	5378	27788	27790	8000	35790
9	15360	7680	5530	28570	28570	8000	36570
10	15780	7890	5681	29351	29360	8000	37360
11	16200	8100	5832	30132	30140	8000	38140
12	16620	8310	5983	30913	30920	8000	38920
13	17040	8520	6134	31694	31700	8000	39700
14	17460	8730	6286	32476	32480	8000	40480
15	17880	8940	6437	33257	33260	8000	41260
16	18300	9150	6588	34038	34040	8000	42040
17	18720	9360	6739	34819	34820	8000	42820
18	19140	9570	6890	35600	35610	8000	43610
19	19560	9780	7042	36382	36390	8000	44390

FITMENT TABLE NO.4

(i) Incumbent Readers and Lecturers (SG) with 3 years of Service

(ii)Incumbent Deputy Librarian/Assistant Librarian(SG) / College Librarian (SG) with 3 years of Service.
(iii)Incumbent Deputy Director of Physical Education (SG) / Assistant Director of Physical Education (SG)/ College Director of Physical Education (SG) with 3 years of Service.

Existing Scale	Revised Pay Band + Academic Grade Pay
Rs.12000-420-18300	Rs.37400-67000+Rs.9000

Span of Years	Pre-Revised				Revised		
	Stage in the existing scale	Dearness Pay	D.A. as on 1-1-2006 (24%)	Total	Pay in the Pay Band	Academic Grade Pay	Revised Basic Pay
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
1	13260	6630	4774	24664	37400	9000	46400
2	13680	6840	4925	25445	37400	9000	46400
3	14100	7050	5076	26226	37400	9000	46400
4	14520	7260	5227	27007	37400	9000	46400
5	14940	7470	5378	27788	38530	9000	47530
6	15360	7680	5530	28570	38530	9000	47530
7	15780	7890	5681	29351	39690	9000	48690
8	16200	8100	5832	30132	39690	9000	48690
9	16620	8310	5983	30913	40890	9000	49890
10	17040	8520	6134	31694	40890	9000	49890
11	17460	8730	6286	32476	42120	9000	51120
12	17880	8940	6437	33257	42120	9000	51120
13	18300	9150	6588	34038	43390	9000	52390
14	18720	9360	6739	34819	43390	9000	52390
15	19140	9570	6890	35600	44700	9000	53700
16	19560	9780	7042	36382	44700	9000	53700

FITMENT TABLE NO.5

(i) Incumbent Professor in Colleges and Universities

(ii)Incumbent Principals in Engineering Colleges

(iii)Incumbent Librarian (University)

(iv) Incumbent Director of Physical Education (University)

(v) Registrar in Technical Universities

Existing Scale	Revised Pay Band + Academic Grade Pay
Rs.16400-450-20900-500-22400	Rs.37400-67000+Rs.10000

Span of Years	Pre-Revised				Revised		
	Stage in the existing scale	Dearness Pay	D.A. as on 1-1-2006 (24%)	Total	Pay in the Pay Band	Academic Grade Pay	Revised Basic Pay
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
1	16400	8200	5904	30504	40890	10000	50890
2	16850	8425	6066	31341	40890	10000	50890
3	17300	8650	6228	32178	42120	10000	52120
4	17750	8875	6390	33015	42120	10000	52120
5	18200	9100	6552	33852	43390	10000	53390
6	18650	9325	6714	34689	43390	10000	53390
7	19100	9550	6876	35526	44700	10000	54700
8	19550	9775	7038	36363	44700	10000	54700
9	20000	10000	7200	37200	46050	10000	56050
10	20450	10225	7362	38037	46050	10000	56050
11	20900	10450	7524	38874	47440	10000	57440
12	21400	10700	7704	39804	47440	10000	57440
13	21900	10950	7884	40734	48870	10000	58870
14	22400	11200	8064	41664	48870	10000	58870
15	22900	11450	8244	42594	50340	10000	60340
16	23400	11700	8424	43524	50340	10000	60340
17	23900	11950	8604	44454	51860	10000	61860

APPENDIX – IV

STATEMENT OF FIXATION OF PAY OF IN THE REVISED ALL INDIA COUNCIL FOR TECHNICAL EDUCATION SCALE OF PAY.

Department			:		
Institution / Office			:		
Name of the Government Servant			:		
Date of :-					
(a) Exercising Option			:		
(b) Receipt of option by Head of Office			:		
Whether option has been attached to the Service Book			:		
Date opted to come over to the revised scale			:		
				Substantive	Officiating (or) temporary
1.	Name of the post		:		
2.	Existing scale of pay		:		
3.	Present emoluments on the 1st January 2006 or on the date of the employee joining the service after 1—1—2006		:		
	(i)	Pay	:		
	(ii)	Personal Pay (if any)	:		
	(iii)	Dearness Pay	:		
	(iv)	Dearness Allowance as on 1-1-2006 on Pay + Dearness Pay + Personal pay (if any).	:		
	Total emoluments		:		
4.	Revised Scale of Pay with Pay Band and Grade Pay		:		
5.	(i)	Pay in the revised scale of pay shall be determined by multiplying the existing basic pay as per 3(i) above by a factor	:		

		of 1.86 and rounding off the resultant figure to the next multiple of 10 as indicated in the Fitment Table.		
	(ii)	Fitment Table No.	:	
6.	If the employee is officiating in a post and his revised pay in the substantive post would be more than that in the Officiating post, revised pay fixed as per rule.		:	
7.	Is this a case in which the revised pay cannot be fixed with reference to the Fitment Table?. If so why?		:	
8.	If the answer to the question at Serial No.7 is 'yes' the method of fixing the revised pay following the illustrations to the Rules may be indicated in detail.		:	
9.	Date of next increment in the revised scale		:	
10.	Quantum of Special Pay, if any, attached to the post.		:	

Head of Office/
Accountant General /
Pay and Accounts
Officer.

APPENDIX V

FACULTY NORMS

Programme	Cadre	Qualifications	Experience
Engineering / Technology	Assistant Professor	BE/B.Tech and ME/M.Tech in relevant branch with first class or equivalent either in BE/BTech or ME/M.Tech	
MCA	Assistant Professor	BE/B. Tech and ME/M. Tech in relevant branch with first class or equivalent either in BE/B. Tech or ME/ M.Tech OR BE/B. Tech and MCA with first class or equivalent in either BE/ BTech or MCA OR MCA with first class or equivalent with two years relevant experience	
Management	Assistant Professor	First Class or equivalent in Masters Degree in Business Administration or equivalent **and** 2 years relevant experience is desirable	
Pharmacy	Assistant Professor	Bachelors and Masters degree in Pharmacy with first class or equivalent either in Bachelors or Masters Degree	

HMCT	Assistant Professor	First Class at Bachelors (3 year degree or Diploma after 10 + 2 in HMCT) or equivalent and Masters degree in Hotel Management and Catering Technology with First Class or equivalent either in Bachelors or Masters Degree or 8 years relevant experience **OR** First class at Bachelors 4 year degree or equivalent and Masters Degree in Hotel Management and Catering Technology with First Class or equivalent either in Bachelors or Masters Degree or 7 years relevant experience	
Architecture	Assistant Professor	Bachelors and Masters Degree in Architecture with First Class or equivalent either in Bachelors or Masters Degree	
Town Planning	Assistant Professor	Bachelors and Masters Degree in Town Planning with First Class or equivalent either in Bachelors or Masters Degree.	
Fine Art	Assistant Professor	Bachelors and Masters Degree in appropriate branch of Fine Art (Applied Art, Painting, and Sculpture) or	

		equivalent with First Class or equivalent either in Bachelors or Masters Degree.	
	Associate Professor	Qualification as above that is for the post of Assistant Professor, as applicable and PhD or equivalent, in appropriate discipline Post PhD publications and guiding PhD student is highly desirable.	Minimum of 5 years experience in teaching / research /industry of which 2 years post PhD experience is desirable. In case of Architecture, Professional Practice of 5 years as certified by the Council of Architecture shall also be considered valid.
	Professor	Qualifications as above that is for the post of Associate Professor, applicable Post PhD publications and guiding PhD students is highly desirable	Minimum of 10 years teaching / research/ industrial experience of which at least 5 years should be at the level of Associate Professor **OR** Minimum of 13 years experience in teaching and / or Research and / or Industry In case of research experience, good academic record and books / research paper publications / IPR / patents record shall be required as deemed fit by the expert members of the Selection Committee If the experience in industry is considered, the same shall be at managerial level equivalent to Associate Professor with active participation record in devising / designing, planning, executing, analyzing, quality control, innovating, training,

			technical books / research paper publications/ IPR / patents etc as deemed fit by the expert members of the Selection Committee In case of Architecture, Professional Practice of 10 years as certified by the Council of Architecture shall also be considered valid
	Principal / Director	Qualifications as above that is for the post of Professor as applicable Post Ph D publications and guiding Ph D students is highly desirable	Minimum of 10 years experience in teaching / Research / Industry out of which at least 3 years shall be at the level of Professor **OR** Minimum of 13 years experience in teaching and / or Research and / or Industry In case of research experience good academic record and books / research paper publications / IPR / patents record shall be required as deemed fit by the expert members of the Selection Committee If the experience in industry is considered, the same shall be at managerial level equivalent to Professor level with active participation record devising / designing, developing, planning, executing , analyzing, quality control, innovating, training, technical books / research paper publications / IPR /

			patents etc. as deemed fit by the expert members of the selection committee Flair for Management and Leadership is essential In case of Architecture, Professional Practice of 10 years as certified by the Council of Architecture shall also be considered valid

1. Equivalence for PhD is based on publication of 5 International Journal papers, each Journal having a cumulative impact index of not less than 2.0, with incumbent as the main author and all 5 publications being in the authors' area of specialization.

2. Ph.D shall be from a recognized University.

3. For an incumbent Assistant Professor, experience at the level of Assistant Professor will be considered equivalent to experience at the level of Associate Professor, provided the incumbent Assistant Professor has acquired or acquires Ph. D Degree in the relevant discipline.

4. Experience at Diploma Institutions is also considered equivalent to experience in degree level Institutions at appropriate level and as applicable. However, qualifications as above shall be mandatory.

5. If a class/ division is not awarded, 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 below.

Grade Point	**Equivalent Percentage**
6.25	55%
6.75	60%
7.25	65%
7.75	70%
8.25	75%

APPENDIX –VI

An Assistant Professor is drawing a basic pay of Rs.8,000/- as on 1.3.2006 in the existing scale of pay of Rs.8000--275-13500. The revised scale of pay is Rs.15600--39100 plus Academic Grade pay of Rs.6,000/-. His pay in the revised scale shall be fixed at Rs.21,600/- with effect from 1.3.2006. The subsequent increments on 1.7.2006 raised his pay to Rs.22,250/- and to Rs.22,920/- on 1.7.2007 His arrears from 1-3-2006 to 31.3.2010 has been regulated taking into account that pay revision has been given notional effect from 1.3.2006 with monetary benefit from 1.1.2007.

Pay		Due	Drawn	Difference	Arrears
		Rs.	Rs.	Rs.	Rs.
From 1-3-2006 to 30-6-2006					
Pay as on 1-3-2006		21600	8000		
Dearness Pay			4000		
Dearness Allowance @24%			2880		
	Total	21600	14880	6720	(Notional)
From 1-7-2006 to 31-12-2006					
Pay as on 1-7-2006					
(21600+ i/c @3%) (648 rounded to 650)		22250	8275		
Dearness Pay			4138		
Dearness Allowance @29%			3600		
Dearness Allowance @2%		445			
	Total	22695	16013	6682	(Notional)
From 1-1-2007 to 30-6-2007					
Pay as on 1-1-2007		22250	8275		
Dearness Pay			4138		
Dearness Allowance @35%			4345		
Dearness Allowance @6%		1335			
	Total	23585	16758	6827	40962
From 1-7-2007 to 31-12-2007					
Pay as on 1-7-2007					
(22250 + i/c @3%) (668 rounded to 670)		22920	8550		
Dearness Pay			4275		
Dearness Allowance @41%			5258		
Dearness Allowance @9%		2063			
	Total	24983	18083	6900	41400
From 1-1-2008 to 30-6-2008					
Pay as on 1-1-2008		22920	8550		
Dearness Pay			4275		
Dearness Allowance @47%			6028		
Dearness Allowance @12%		2750			
	Total	25670	18853	6817	40902

From 1-7-2008 to 31-12-2008

Pay as on 1-7-2008					
(22920 + i/c @3%) (688 rounded to 690)		23610	8825		
Dearness Pay			4413		
Dearness Allowance @54%			7149		
Dearness Allowance @16%		3778			
	Total	27388	20387	7001	42006

From 01-01-2009 to 31-05-2009

Pay as on 1-1-2009		23610	8825		
Dearness Pay			4413		
Dearness Allowance @64%			8472		
Dearness Allowance @22%		5194			
	Total	28804	21710	7094	35470

From 01-06-2009 to 30-06-2009

Pay as on 1-6-2009		23610	8825		
Dearness Pay			4413		
Dearness Allowance @64%			8472		
Dearness Allowance @22%		5194			
HRA (Chennai City)		3200	1600		
CCA(Chennai City)		600	300		
	Total	32604	23610	8994	8994

From 1-7-2009 to 31-12-2009

Pay as on 1-7-2009					
(23610 + i/c @3%) (708 rounded to 710)		24320	9100		
Dearness Pay			4550		
Dearness Allowance @73%			9965		
Dearness Allowance @27%		6566			
HRA (Chennai City)		3200	1600		
CCA(Chennai City)		600	300		
	Total	34686	25515	9171	55026

From 1-1-2010 to 31-03-2010

Pay as on 1-1-2010					
(23610 + i/c @3%) (708 rounded to 710)		24320	9100		
Dearness Pay			4550		
Dearness Allowance @87%			11875		
Dearness Allowance @35%		8512			
HRA (Chennai City)		3200	1600		
CCA(Chennai City)		600	300		
	Total	36632	27425	9207	27621

Arrears from :	**Rs.**	**Rs.**	**Rs.**
1-1-2007 to 30-6-2007	40962		
1-7-2007 to 31-12-2007	41400		
1-1-2008 to 30-6-2008	40902		
1-7-2008 to 31-12-2008	42006		
1-1-2009 to 31-5-2009	35470		

1-6-2009 to 30-6-2009	8994	
1-7-2009 to 31-12-2009	55026	
1-1-2010 to 31-3-2010	27621	
Total		**2,91,581**
Interim Arrears sanctioned: (3 months Basic Pay + Dearness Pay + Dearness Allowance):		61161
Balance amount due =		**2,30,420**

Arrears payment in 3 instalments

First instalment 2009--10	76807
Second instalment 2010--11	76807
Third and final instalment 2011--12	76806

UGC REGULATIONS
ON MINIMUM QUALIFICATIONS
FOR APPOINTMENT OF TEACHERS AND OTHER ACADEMIC STAFF IN UNIVERSITIES AND COLLEGES AND MEASURES FOR THE MAINTENANCE OF STANDARDS IN HIGHER EDUCATION
2010

To be published in the Gazette of India
Part III Sector 4

University Grants Commission
Bahadur Shah Zafar Marg
New Delhi-110002.

No.F.3-1/2009

30 June, 2010

In exercise of the powers conferred under clause (e) and (g) of sub-section (1) of Section 26 of University Grants Commission Act, 1956 (3 of 1956), and in pursuance of the MHRD O.M.No.F.23-7/2008-IFD dated 23rd October, 2008, read with Ministry of Finance (Department of Expenditure) O.M.No.F.1-1/2008-IC dated 30th August, 2008, and in terms of the MHRD Notification No.1-32/2006-U.II/U.I(1) issued on 31st December, 2008 and in supersession of the University Grants Commission (Minimum Qualifications Required for the Appointment and Career Advancement of Teachers in Universities and Institutions affiliated to it) Regulations, 2000, issued by University Grants Commission *vide* Regulation No. F.3-1/2000 (PS) dated 4th April, 2000, together with all amendments made therein from time to time, the University Grants Commission hereby frames the following Regulations, namely:-

1. Short title, application and commencement:

1.1. These Regulations may be called the University Grants Commission (Minimum Qualifications for Appointment of Teachers and other Academic Staff in Universities and Colleges and other Measures for the Maintenance of Standards in Higher Education) Regulations, 2010.

1.2. They shall apply to every university established or incorporated by or under a Central Act, Provincial Act or a State Act, every institution including a constituent or an affiliated college recognized by the Commission, in consultation with the university concerned under Clause (f) of Section 2 of the University Grants Commission Act, 1956 and every institution deemed to be a university under Section 3 of the said Act.

1.3 They shall come into force with immediate effect.

Provided that in the event, any candidate becomes eligible for promotion under Career Advancement Scheme in terms of these Regulations on or after 31st December, 2008, the promotion of such a candidate shall be governed by the provisions of these Regulations.

Provided further that notwithstanding anything contained in these Regulations, in the event any candidate became eligible for promotion under Career Advancement Scheme

prior to 31[t] December, 2008, the promotion of such a candidate under Career Advancement Scheme shall be governed by the University Grants Commission (Minimum Qualifications Required for the Appointment and Career Advancement of Teachers in Universities and institutions affiliated to it) Regulations, 2000 notified *vide* Notification No. F.3-1/2000 (PS) dated 4 April, 2000, as amended from time to time, read with notifications and guidelines issued by the University Grants Commission (UGC) from time to time, in this regard.

2. The Minimum Qualifications for appointment and other service conditions of University and College teachers, Librarians and Directors of Physical Education and Sports as a measure for the maintenance of standards in higher education, shall be as provided in the Annexure to these Regulations.

3. **Consequences of failure of the Universities to comply with the recommendations of the Commission, as provision of Section 14 of the University Grants Commission Act, 1956:**

If any University grants affiliation in respect of any course of study to any college referred to in sub-section (5) of Section 12-A in contravention of the provisions of the sub-section, or fails within a reasonable time to comply with any recommendations made by the Commission under Section 12 or Section 13, or contravenes the provisions of any rule made under clause (f) of sub-section (2) of Section 25 or of any regulations made under clause (e) or clause (f) or clause (g) of Sub-Section (1) of Section 26, the Commission after taking into consideration the cause, if any, shown by the University for such failure or contravention, may withhold from the university the grants proposed to be made out of the fund of the Commission.

(Dr. N. A. Kazmi)
Secretary

To

The Assistant Controller
Publication Division
Government of India
Urban Development Ministry
Civil Lines
Delhi -110054

ANNEXURE

UGC REGULATIONS ON MINIMUM QUALIFICATIONS FOR APPOINTMENT OF TEACHERS AND OTHER ACADEMIC STAFF IN UNIVERSITIES AND COLLEGES AND MEASURES FOR THE MAINTENANCE OF STANDARDS IN HIGHER EDUCATION, 2010

These Regulations are issued for minimum qualifications for appointment and other service conditions of University and College Teachers, Librarians, Directors of Physical Education and Sports for the maintenance of standards in higher education and revision of pay scales.

1.0.0 COVERAGE

1.1.1 For teachers in the Faculties of Agriculture and Veterinary Science, the norms /Regulations of Indian Council of Agricultural Research; for Faculty of Medicine, Dentistry, Nursing and AYUSH, the norms/Regulations of Ministry of Health and Family Welfare, Government of India; for Faculty of Education, the norms/Regulations formulated in consultations with National Council of Teacher Education; for Engineering and Technology, Pharmacy and Management/Business Administration, the norms/Regulations formulated in consultations with All India Council for Technical Education; and the qualifications in the field of rehabilitation and special education at Degree, PG Diploma and Masters level, the norms/Regulations formulated in consultations with Rehabilitation Council of India, shall apply.

2.0.0 PAY SCALES, PAY FIXATION FORMULA AND AGE OF SUPERANNUATION, ETC.

2.1.0 The revised scales of pay and other service conditions including age of superannuation in central universities and other institutions maintained and/or funded by the University Grants Commission (UGC), shall be strictly in accordance with the decision of the Central Government, Ministry of Human Resource Development (Department of Education), as contained in **Appendix-I**.

2.2.0 The pay scale shall, in the central universities and other institutions maintained and/or funded by the UGC, be fixed in accordance with the pay "fixation formula" developed by the UGC and approved by the Ministry of Human Resource Development (MHRD), as contained in **Appendix-II**.

2.3.0 The pay fixation formula for teachers shall apply for other positions in the Library and Physical Education and Sports cadres in the Central Universities and Colleges thereunder and Institutions Deemed to be Universities whose maintenance expenditure is met by the UGC.

2.3.1. The revised scales of pay and age of superannuation as provided in Clause 2.1.0 above, may also be extended to Universities, colleges and other higher educational institutions coming under the purview of the State Legislature and maintained by the State Governments, subject to the implementation of the scheme as a composite one in adherence of the terms and conditions laid down in the MHRD notifications provided as Appendix I and in the MHRD letter No.F.1-7/2010-U II dated 11 May, 2010 with all conditions specified by the UGC in these Regulations and other Guidelines.

2.3.2. Subject to the availability of vacant positions and fitness, teachers such as Assistant Professor, Associate Professor and Professor only, may be re-employed on contract appointment beyond the age of superannuation, as applicable to the concerned University, college and Institution, up to the age of seventy years.

Provided further that all such re-employment shall be strictly in accordance with the guidelines prescribed by the UGC, from time to time.

2.3.3. All other aspects which are not covered in these Regulations, on applicability, financial assistance, date of implementation of revised pay and allowances and payment of arrears, etc. shall be as laid down in the MHRD Notifications provided as Appendix-I of these Regulations and the MHRD letter No.F.1-7/2010-U II dated 11 May, 2010.

3.0.0. RECRUITMENT AND QUALIFICATIONS

3.1.0 The direct recruitment to the posts of Assistant Professors, Associate Professors and Professors in the Universities and Colleges shall be on the basis of merit through all India advertisement and selections by the duly constituted Selection Committees as per the provisions made under these Regulations to be incorporated under the Statutes/Ordinances of the concerned university. The composition of such committees should be as prescribed by the UGC in these Regulations.

3.2.0 The minimum qualifications required for the post of Assistant Professors, Associate Professors, Professors, Principals, Assistant Directors of Physical Education and Sports, Deputy Directors of Physical Education and Sports, Directors of Physical Education and Sports, Assistant Librarians, Deputy Librarians, Librarians will be those as prescribed by the UGC in these Regulations.

3.3.0 The minimum requirements of a good academic record, 55% marks (or an equivalent grade in a point scale wherever grading system is followed) at the master's level and qualifying in the National Eligibility Test (NET), or an accredited test (State Level Eligibility Test - SLET/SET), shall remain for the appointment of Assistant Professors.

3.3.1. NET/SLET/SET shall remain the minimum eligibility condition for recruitment and appointment of Assistant Professors in Universities / Colleges / Institutions.

Provided however, that candidates, who are or have been awarded a Ph. D. Degree in accordance with the University Grants Commission (Minimum Standards and Procedure for Award of Ph.D. Degree) Regulations, 2009, shall be exempted from the requirement of the minimum eligibility condition of NET/SLET/SET for recruitment and appointment of Assistant Professor or equivalent positions in Universities / Colleges / Institutions.

3.3.2 NET/SLET/SET shall not be required for such Masters Degree Programmes in disciplines for which NET/SLET/SET accredited test is not conducted.

3.4.0 A minimum of 55% marks (or an equivalent grade in a point scale wherever grading system is followed) will be required at the Master's level for those recruited as teachers at any level from industries and research institutions and at the entry level of Assistant Professors, Assistant Librarians, Assistant Directors of Physical Education and Sports.

3.4.1 A relaxation of 5% may be provided at the graduate and master's level for the Scheduled Caste/Scheduled Tribe/Differently-abled (Physically and visually differently-abled) categories for the purpose of eligibility and for assessing good academic record during direct recruitment to teaching positions. The eligibility marks of 55% marks (or an equivalent grade in a point scale wherever grading system is followed) and the relaxation of 5% to the categories mentioned above are permissible, based on only the qualifying marks without including any grace mark procedures.

3.5.0 A relaxation of 5% may be provided, from 55% to 50% of the marks to the Ph.D. Degree holders, who have obtained their Master's Degree prior to 19 September, 1991.

3.6.0 Relevant grade which is regarded as equivalent of 55% wherever the grading system is followed by a recognized university shall also be considered eligible.

3.7.0 The Ph.D. Degree shall be a mandatory qualification for the appointment of Professors and for promotion as Professors.

3.8.0 The Ph.D. Degree shall be a mandatory qualification for all candidates to be appointed as Associate Professor through direct recruitment.

3.9.0. The period of time taken by candidates to acquire M.Phil. and/or Ph.D. Degree shall not be considered as teaching/ research experience to be claimed for appointment to the teaching positions.

4.0.0 DIRECT RECRUITMENT

4.1.0 PROFESSOR

A. (i) An eminent scholar with Ph.D. qualification(s) in the concerned/allied/relevant discipline and published work of high quality, actively engaged in research with evidence of published work with a minimum of 10 publications as books and/or research/policy papers.

(ii) A minimum of ten years of teaching experience in university/college, and/or experience in research at the University/National level institutions/industries, including experience of guiding candidates for research at doctoral level.

(iii) Contribution to educational innovation, design of new curricula and courses, and technology – mediated teaching learning process.

(iv) A minimum score as stipulated in the Academic Performance Indicator (API) based Performance Based Appraisal System (PBAS), set out in this Regulation in Appendix III.

OR

B. An outstanding professional, with established reputation in the relevant field, who has made significant contributions to the knowledge in the concerned/allied/relevant discipline, to be substantiated by credentials.

4.2.0. PRINCIPAL

i. A Master's Degree with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed) by a recognized University.

ii. A Ph.D. Degree in concerned/allied/relevant discipline(s) in the institution concerned with evidence of published work and research guidance.

iii. Associate Professor/Professor with a total experience of fifteen years of teaching/research/administration in Universities, Colleges and other institutions of higher education.

iv. A minimum score as stipulated in the Academic Performance Indicator (API) based Performance Based Appraisal System (PBAS), as set out in this Regulation in Appendix III for direct recruitment of Professors in Colleges.

4.3.0 ASSOCIATE PROFESSOR

i. Good academic record with a Ph.D. Degree in the concerned/allied/relevant disciplines.

ii. A Master's Degree with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed).

iii. A minimum of eight years of experience of teaching and/or research in an academic/research position equivalent to that of Assistant Professor in a University, College or Accredited Research Institution/industry excluding the period of Ph.D. research with evidence of published work and a minimum of 5 publications as books and/or research/policy papers.

iv. Contribution to educational innovation, design of new curricula and courses, and technology – mediated teaching learning process with evidence of having guided doctoral candidates and research students.

v. A minimum score as stipulated in the Academic Performance Indicator (API) based Performance Based Appraisal System (PBAS), set out in this Regulation in Appendix III.

4.4.0 ASSISTANT PROFESSOR

4.4.1. Arts, Humanities, Sciences, Social Sciences, Commerce, Education, Languages, Law, Journalism and Mass Communication

i. Good academic record as defined by the concerned university with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed) at the Master's Degree level in a relevant subject from an Indian University, or an equivalent degree from an accredited foreign university.

ii. Besides fulfilling the above qualifications, the candidate must have cleared the National Eligibility Test (NET) conducted by the UGC, CSIR or similar test accredited by the UGC like SLET/SET.

iii. Notwithstanding anything contained in sub-clauses (i) and (ii) to this Clause 4.4.1, candidates, who are, or have been awarded a Ph. D. Degree in accordance with the University Grants Commission (Minimum Standards and Procedure for Award of Ph.D. Degree) Regulations, 2009, shall be exempted from the requirement of the minimum eligibility condition of NET/SLET/SET for recruitment and appointment of Assistant Professor or equivalent positions in Universities/Colleges/Institutions.

iv. NET/SLET/SET shall also not be required for such Masters Programmes in disciplines for which NET/SLET/SET is not conducted.

4.4.2. MUSIC, PERFORMING ARTS, VISUAL ARTS AND OTHER TRADITIONAL INDIAN ART FORMS LIKE SCULPTURE, ETC.

4.4.2.1. MUSIC AND DANCE DISCIPLINE

1. ASSISTANT PROFESSOR:

i. Good academic record with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed) at the Master's Degree level, in the relevant subject or an equivalent degree from an Indian/Foreign University.

ii. Besides fulfilling the above qualifications, candidates must have cleared the National Eligibility Test (NET) for lecturers conducted by the UGC, CSIR, or similar test accredited by the UGC. Notwithstanding anything contained in the sub-clauses (i) and (ii) to this Clause 4.4.2.1, candidates, who are, or have been awarded Ph. D. Degree in accordance with the University Grants Commission (Minimum Standards and Procedure for Award of Ph.D. Degree) Regulations, 2009, shall be exempted from the requirement of the minimum eligibility condition of NET/SLET/SET for recruitment and appointment of Assistant Professor or equivalent positions in Universities / Colleges / Institutions.

iii. NET/SLET/SET shall also not be required for such Masters Programmes in disciplines for which NET/SLET/SET is not conducted.

OR

i. A traditional and a professional artist with highly commendable professional achievement in the concerned subject, who should have:

(a) Studied under noted/reputed traditional masters and has thorough knowledge to explain the subject concerned;

(b) A high grade artist of AIR/TV; and

(c) Ability to explain the logical reasoning of the subject concerned and adequate knowledge to teach theory with illustrations in that discipline.

2. ASSOCIATE PROFESSOR:

i. Good academic record with doctoral degree, with performing ability of high professional standard.

ii. Eight years of experience of teaching at the University, College level and/or research in University/national level institutions excluding the period spent for obtaining the research degree.

iii. Has made significant contributions to the knowledge in the subject concerned, as evidenced by quality of publications.

iv. Contribution to educational innovation such as designing of new courses, curricula and/or outstanding performing achievement in the field of specialization.

OR

i. A traditional and a professional artist with highly commendable professional achievement in the concerned subject, who should be or have:

(a) ‘A’ grade artist of AIR/TV;

(b) Eight years of outstanding performing achievements in the field of specialization;

(c) Experience in designing of new courses and /or curricula;

(d) Participation in Seminars/Conferences in reputed institutions; and

(e) Ability to explain the logical reasoning of the subject concerned and adequate knowledge to teach theory with illustrations in that discipline.

3. PROFESSOR:

i. An eminent scholar with a doctoral degree actively and engaged in research with ten years of experience in teaching in University/College and/or research at the University/National level institutions including experience of guiding research at doctoral level with outstanding performing achievements in the field of specialization.

OR

ii. A traditional and a professional artist with highly commendable professional achievement in the concerned subject, who should be or have:

(a) 'A' grade artist of AIR/TV;

(b) Twelve years of outstanding performing achievements in the field of specialization;

(c) Significant contributions in the field of specializations and ability to guide research;

(d) Participation in National/International Seminars/Conferences/ Workshops and/ or recipient of National/International Awards/Fellowships; and

(e) Ability to explain the logical reasoning of the subject concerned and adequate knowledge to teach theory with illustrations in that discipline.

4.4.2.2. DRAMA DISCIPLINE:

1. ASSISTANT PROFESSOR:

i. Good academic record with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed) at the Master's Degree level, in the relevant subject or an equivalent degree from an Indian/Foreign University.

ii. Besides fulfilling the above qualifications, candidates must have cleared the National Eligibility Test (NET) conducted by the UGC, CSIR, or similar test accredited by the UGC. However, candidates, who are, or have been awarded Ph. D. Degree in accordance with the University Grants Commission (Minimum Standards and Procedure for Award of Ph.D. Degree) Regulations 2009, shall be exempted from the requirement of the minimum eligibility condition of NET/SLET/SET for recruitment and appointment of Assistant Professor or equivalent positions in Universities / Colleges / Institutions.

iii. Without prejudice to the above, NET/SLET/SET shall also not be required for such Masters Programmes in disciplines for which NET/SLET/SET is not conducted.

OR

iv. A traditional and a professional artist with highly commendable professional achievement in the concerned subject, who should be or have:

1. A professional artist with first class degree/diploma from National School of Drama or any other such approved Institution in India or abroad;

2. Five years of regular acclaimed performance in regional/ national/ international stage with evidence; and

3. Ability to explain the logical reasoning of the subject concerned and adequate knowledge to teach theory with illustrations in said discipline.

2. ASSOCIATE PROFESSOR:

i. Good academic record with doctoral degree with performing ability of high professional standard as recommended by an expert committee constituted by the University concerned for the said purpose.

ii. Eight years of experiences of teaching in a University / College and/ or research in University/national level institutions excluding the period spent for obtaining the research degree.

iii. Has made significant contributions to the knowledge in the subject concerned, as evidenced by quality of publications.

Contributions to educational innovation such as designing new courses and/ or curricula and/ or outstanding performing achievements in the field of specializations.

OR

iv. A traditional and a professional artist with highly commendable professional achievement in the concerned subject, who should be or have:

1. A recognized artist of Stage/ Radio/TV;

2. Eight years of outstanding performing achievements in the field of specialization;

3. Experience in designing of new courses and /or curricula;

4. Participation in Seminars/Conferences in reputed institutions; and

5. Ability to explain the logical reasoning of the subject concerned and adequate knowledge to teach theory with illustrations in that discipline.

3. PROFESSOR:

i. An eminent scholar with a doctoral degree actively engaged in research with ten years of experience in teaching and /or research at the University/National level institutions including experience of guiding research in doctoral level, with outstanding performing achievement in the field of specialization.

OR

ii. A traditional and a professional artist with highly commendable professional achievement in the concerned subject, who should be or have:

1. Twelve years of outstanding performing achievements in the field of specialization;

2. Has made significant contributions in the field of specializations and has the ability to guide research;

3. Participation in National/International Seminars/Conferences/ Workshops and/ or recipient of National/International Awards/ Fellowships; and

4. Ability to explain the logical reasoning of the subject concerned and adequate knowledge to teach theory with illustrations.

4.4.2.3. VISUAL (FINE) ARTS DISCIPLINE

1. ASSISTANT PROFESSOR:

i. Good academic record with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed) at the Master's degree level, in the relevant subject or an equivalent degree from an Indian/Foreign University.

ii. Besides fulfilling the above qualifications, candidates must have cleared the National Eligibility Test (NET) for lecturers conducted by the UGC, CSIR, or similar test accredited by the UGC. Notwithstanding anything contained in sub-clauses (i) and (ii) to this Clause 4.4.2.3, candidates, who are, or have been awarded a Ph.D. Degree, in accordance with the University Grants Commission (Minimum Standards and Procedure for Award of Ph.D. Degree) Regulations, 2009, shall be exempted from the requirement of the minimum eligibility condition of NET/SLET/SET for recruitment and appointment of Assistant Professor or equivalent positions in Universities / Colleges / Institutions.

iii. Without prejudice to the above, NET/SLET/SET shall also not be required for such Masters Programmes in disciplines for which NET/SLET/SET is not conducted.

OR

i. A Professional artist with highly commendable professional achievement in the concerned subject, who should have:

1. First class Diploma in Visual (Fine) arts discipline from the recognized Institution of India/Abroad;

2. Five years of experience of holding regular regional/National exhibitions/Workshops with evidence; and

3. Ability to explain the logical reasoning of the subject concerned and adequate knowledge to teach theory with illustrations in that discipline.

2. ASSOCIATE PROFESSOR:

i. Good academic record with doctoral degree, with performing ability of high professional standard.

ii. Eight years of experience of teaching in a University / College and/ or research in University / national level institutions excluding the period spent for the research degree of M.Phil./ Ph. D.

iii. Has made significant contributions to the knowledge in the subject concerned as evidenced by quality of publications.

iv. Contributions to educational innovation such as: designing new courses and/ or curricula and/or outstanding performing achievements in the field of specializations.

OR

v. A Professional artist with highly commendable professional achievement in the concerned subject, who should have:

1. A recognized artist of his/her own discipline;

2. Eight years of outstanding performing achievements in the field of specialization;

3. Experience in designing of new courses and /or curricula;

4. Participation in Seminars/Conferences in reputed institutions; and

5. Ability to explain the logical reasoning of the subject concerned and adequate knowledge to teach theory with illustrations in that discipline.

3. PROFESSOR:

i. An eminent scholar with a doctoral degree actively engaged in research with ten years of experience in teaching and /or research at the University/National level institutions including experience of guiding research in doctoral level, with outstanding performing achievement in the field of specialization.

OR

ii. A Professional artist with highly commendable professional achievement in the concerned subject, who should have:

1. Twelve years of experience of holding regular regional/national exhibition/workshops with evidence;

2. Significant contributions in the field of specialization and ability to guide research;

3. Participation in National/International Seminars/Conferences/ Workshops and/or recipient of National/International Awards/ Fellowships; and

4. Ability to explain the logical reasoning of the subject concerned and adequate knowledge to teach theory with illustrations in that discipline.

4.4.3. QUALIFICATIONS, EXPERIENCE AND OTHER ELIGIBILITY REQUIREMENTS FOR APPOINTMENT OF OCCUPATIONAL THERAPY TEACHERS

1. ASSISTANT PROFESSOR:

i. Bachelor Degree in Occupational Therapy (B.O.T./B. Th.O./B.O.Th.), Masters in Occupational Therapy (M.O.Th/M.Th.O./ M.Sc. O.T/M.OT.) with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed) from a recognized University.

2. ASSOCIATE PROFESSOR:

i. Master in Occupational Therapy (M.O.T./M.O.Th./M.Sc. O.T.) with eight years experience as Assistant Professor.

ii. Desirable: Higher Qualification like Ph. D. in any discipline in occupational therapy recognized by the UGC/independent published work of higher standard.

3. PROFESSOR:

i. Masters in Occupational Therapy (M.O.T. / M.O.Th./M.Th.O./M.Sc. O.T.) with eleven years total experience including five years experience as Associate Professor (Occupational Therapy).

ii. Desirable: Higher Qualification like Ph. D. in any discipline in occupational therapy recognized by the UGC/independent published work of high standard.

4. PRINCIPAL / DIRECTOR / DEAN:

Masters in Occupational Therapy (M.O.T./M.Th.O./M.Oth./M.Sc. O.T.) with fifteen years experience, which shall include five years experience as Professor (Occupational Therapy).

i. Senior-most Professor shall be the Principal / Director / Dean.

ii. Desirable: Higher qualification like Ph. D. in any discipline in occupational therapy recognized by the UGC/ independent published work of high standard.

4.4.4. QUALIFICATIONS, EXPERIENCE AND OTHER ELIGIBILITY REQUIREMENTS FOR APPOINTMENT OF PHYSIOTHERAPY TEACHERS

1. ASSISTANT PROFESSOR:

i. Bachelor Degree in Physiotherapy (B.P/T./B. Th./P./B.P.Th.), Masters in Physiotherapy (M./P.Th/M.Th.P./M.Sc. P.T/M.PT.) with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed) from recognized University.

2. ASSOCIATE PROFESSOR:

i. Master in Physiotherapy (M.P.T./M.P.Th./M.Th.P/M.Sc. P.T.) with eight years total experience as Assistant Professor.

ii. Desirable: Higher Qualification like Ph. D. in any discipline in Physiotherapy recognized by U.G.C./independent published work of higher standard.

3. PROFESSOR:

i. Masters in Physiotherapy (M.P.T. / M.P.Th./M.Th.P./M.Sc. P.T.) with eleven years total experience including five years experience as Associate Professor (Physiotherapy).

ii. Desirable: Higher Qualification like Ph. D. in any discipline in Physiotherapy recognized by U.G.C./ independent published work of high standard.

4. PRINCIPAL / DIRECTOR / DEAN:

i. Masters in Physiotherapy (M.P.T./M.Th.P./M.Pth./M.Sc. P.T.) with fifteen years total experience, including five years experience as Professor (Physiotherapy).

ii. Senior-most Professor shall be the Principal / Director / Dean.

iii. Desirable: Higher qualification like Ph. D. in any discipline in Physiotherapy recognized by the UGC/ independent published work of high standard.

4.4.5. MINIMUM QUALIFICATIONS FOR APPOINTMENT OF TEACHING FACULTY IN UNIVERSITIES AND COLLEGES - MANAGEMENT/BUSINESS ADMINISTRATION:

1. ASSISTANT PROFESSOR

i. Essential:

1. First Class Masters Degree in Business Management / Administration / in a relevant management related discipline or first class in two year full time PGDM declared equivalent by AIU / accredited by the AICTE / UGC;

OR

2. First Class graduate and professionally qualified Charted Accountant / Cost and Works Accountant / Company Secretary of the concerned statutory bodies.

ii. Desirable:

1. Teaching, research, industrial and / or professional experience in a reputed organization;

2. Papers presented at Conferences and / or published in refereed journals.

2. Associate Professor:

i. Consistently good academic record with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed) in Master's Degree in Business Management / Administration / in a relevant management related discipline or first class in two years full time PGDM declared equivalent by AIU / recognized by the AICTE / UGC;

OR

First Class graduate and professionally qualified Charted Accountant / Cost and works Accountant / Company Secretary of the concerned statutory body.

ii. Ph.D. or Fellow of Indian Institute of Management or of an Institute recognized by AICTE and declared equivalent by the AIU.

iii. A minimum of eight years' experience of teaching / industry / research / professional at managerial level excluding the period spent for obtaining the research degree.

OR

iv. In the event the candidate is from industry and the profession, the following requirements shall constitute as essential requirements:

1. Consistently good academic record with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed) in Master's Degree in Business Management / Administration / in a relevant management related discipline or first class in two years full time PGDM declared equivalent by AIU / recognized by AICTE / UGC,

OR

First Class graduate and professionally qualified Charted Accountant / Cost and Works Accountant / Company Secretary of the concerned statutory body.

2. A minimum of ten years experience of teaching industry / research / profession, out of which five years must be at the level of Assistant Professor or equivalent excluding the period spent for obtaining research degree. The candidate should have Professional work experience, which is significant and can be recognized at national / international level as equivalent to Ph.D. and ten years managerial experience in industry / profession of which at least five years should be at the level comparable to that of lecturer / assistant professor.

v. Without prejudice to the above, the following conditions may be considered desirable:

a) Teaching, research industrial and / or professional experience in a reputed organization;

b) Published work, such as research papers, patents filed / obtained, books and / or technical reports; and

c) Experience of guiding the project work /dissertation of PG / Research Students or supervising R&D projects in industry.

3. Professor:

i. Consistently good academic record with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed) in Master's Degree in Business Management / Administration / in a relevant discipline or consistently good academic record with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed) in two year full time PGDM declared equivalent by AIU / recognized by the AICTE / UGC;

OR

First Class graduate and professionally qualified Chartered Accountant / Cost and works Accountant / Company Secretary of the concerned statutory body.

ii. Ph. D. or Fellow of Indian Institute of Management or of an Institute recognized by AICTE and declared equivalent by the AIU.

iii. A minimum of ten years' experience of teaching / industry / research / professional out of which five years must be at the level of Reader or equivalent excluding the period spent for obtaining the research degree.

OR

iv. In the event the candidate is from industry and the profession, the following shall constitute as essential:

1. Consistently good academic record with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed) in Master's Degree in Business Management / Administration / in a relevant management related discipline or consistently good academic record with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed) in two years full time PGDM declared equivalent by AIU / recognized by the AICTE / UGC.

OR

First Class graduate and professionally qualified Charted Accountant / Cost and works Accountant / Company Secretary of the concerned statutory body.

2. The candidate should have professional work experience which is significant and can be recognized at national / International level as equivalent to Ph. D. and twelve years' managerial experience in industry / profession of which at least eight years should be at least at a level comparable to that of Reader/Assistant Professor.

v. Without prejudice to the above, the following conditions may be considered desirable:

i) Teaching, Teaching, research, and / or professional experience in a reputed organization;

ii) Published work, such as research papers, patents filed / obtained, books and / or technical reports;

iii) Experience of guiding the project work / dissertation of PG / Research Students or supervising R&D projects in industry;

iv) Demonstrated leadership in planning and organizing academic, research, industrial and / or professional activities; and

v) Capacity to undertake / lead sponsored R&D consultancy and related activities.

4. Principal / Director / Head of Institution

i. Qualification same as those prescribed for the post of professor in the relevant discipline with a minimum of fifteen years' experience of postgraduate teaching / industry / research.

OR

ii. For candidates from Industry / Profession:

1. Qualification same as those prescribed for the post of Professor from industry / profession stream with fifteen years' experience of postgraduate teaching / research out of which five years must be at the level or Professor in the relevant discipline.

iii. Without prejudice to the above, the following conditions may be considered desirable:

1. Administrative experience in senior level responsible position in the Industry / Professional Institution.

5. PERCENTAGE EQUIVALENCE OF GRADE POINTS FOR A SEVEN POINTS SCALE:

It is hereby clarified that where the University/College/Institution declare results in grade points which is on a scale of seven, the following mechanism shall be referred to ascertain equivalent marks in percentage:

Grade	Grade Point	Percentage Equivalent
'O' – Outstanding	5.50-6.00	75-100
'A' – Very Good	4.50-5.49	65-74
'B' – Good	3.50-4.49	55-64
'C' – Average	2.50-3.49	45-54
'D' – Below Average	1.50-2.49	35-44
'E' – Poor	0.50-1.49	25-34
'F' – Fail	0-0.49	0-24

6. SELECTION COMMITTEE:

The Selection Committee should be as the same notified by the UGC in the Regulations.

4.4.6.1 MINIMUM QUALIFICATIONS FOR APPOINTMENT OF TEACHING FACULTY IN UNIVERSITIES AND COLLEGES-ENGINEERING AND TECHNOLOGY DISCIPLINE:

1. Assistant Professor

i. Essential

First Class Master's Degree in the appropriate branch of Engineering (Engg.) & Technology (Tech).

ii. Without prejudice to the above, the following conditions may be considered desirable:

1. Teaching, research industrial and / or professional experience in a reputed organization;

2. Papers presented at Conferences and / or in refereed journals.

2. Associate Professor

i. Essential:

A Ph.D. Degree with First Class at Bachelor's or Master's Degree in the appropriate branch of Engg., & Tech., and experience of eight years in teaching, research and / or industry at the level of Lecturer or equivalent grade, excluding period spent on obtaining the research degree.

OR

ii. In the event the candidate is from industry and the profession, the following shall constitute as essential:

1. First Class Master's Degree in the appropriate branch of Engg., & Tech.;

2. Significant professional work which can be recognized as equivalent to a Ph.D. Degree in appropriate branch of Engg., & Tech., and industrial / professional experience of eight years in a position equivalent to the level of Lecturer,
Provided that the recognition for significant professional shall be valid only if the same is recommended unanimously by a 3-Member Committee of Experts appointed by the Vice-Chancellor of the University.

iii. Without prejudice to the above, the following conditions may be considered desirable:

1. Teaching, research industrial and / or professional experience in a reputed organization;

2. Published work, such as research papers, patents filed / obtained, books, and / or technical reports;

3. Experience of guiding the project work / dissertation of PG / Research Students or supervising R&D projects in industry.

3. Professor:

i. Essential:

1. A Ph.D. Degree with First Class at Bachelor's or Master's Degree in the appropriate branch of Engg., & Tech., and experience of ten years in teaching, research and / or industry, out of which at least five years at the level of Assistant Professor Reader or equivalent grade.

OR

ii. In the event the candidate is from industry and the profession, the following shall constitute as essential:

1. First Class Master's Degree in the appropriate branch of Engg., & Tech.;

2. Significant professional work which can be recognized* as equivalent to a Ph.D. Degree in appropriate branch of Engg., & Tech., and industrial / professional experience of ten years, out of which at least five years at a senior level of Assistant Professor / Reader,

Provided that the recognition for significant professional shall be valid only if the same is recommended unanimously by a 3-Member Committee of Experts appointed by the Vice-Chancellor of the University.

iii. Without prejudice to the above, the following conditions may be considered desirable:

1. Teaching, research industrial and / or professional experience in a reputed organization;

2. Published work, such as research papers, patents filed / obtained, books, and / or technical reports;

3. Experience of guiding the project work / dissertation of PG / Research Students or supervising R&D projects in industry;

4. Demonstrated leadership in planning and organizing academic, research, industrial and / or professional activities; and

5. Capacity to undertake / lead sponsored R&D, consultancy and related activities.

4.4.6.2 Bio-Technology (Engg. & Tech.) Discipline:

1. Assistant Professor:

i. Essential:

1. First Class Master's Degree in the appropriate branch of Engineering (Engg.) & Technology (Tech);

OR

2. A Ph.D. Degree in Applied Biological Sciences such as, Micro-Biology, Bio-Chemistry, Genetics, Molecular Biology, Pharmacy and Bio-Physics;

OR

3. Good academic record with at least 55% marks (or an equivalent grade) and at the Master's Degree level, in the relevant subject or an equivalent degree from an Indian / Foreign University.

ii. Besides fulfilling the above qualifications, candidates should have cleared the eligibility test (NET) for lecturers conducted by the UGC, CSIR or similar test accredited by the UGC.

iii. Desirable:

1. Teaching, research industrial and / or professional experience in a reputed organization;

2. Papers presented at Conferences and / or in refereed journals;

2. Associate Professor:

i. Essential:

1. A Ph.D. Degree with First Class at Bachelor's or Master's Degree in the appropriate branch of Engg., & Tech./Applied Biological sciences, and experience of eight years in teaching, research and / or industry at the level of Lecturer or equivalent grade, excluding period spent on obtaining the research degree;

OR

ii. In the event the candidate is from industry and the profession, the following shall constitute as essential:

1. First Class Master's Degree in the appropriate branch of Engg., & Tech./Applied Biological Sciences;

2. Significant professional work which can be recognized as equivalent to a Ph.D. Degree in appropriate branch of Engg., & Tech., and industrial / professional experience of eight years in a position equivalent to the level of Lecturer,

Provided that the recognition for significant professional shall be valid only if the same is recommended unanimously by a 3-Member Committee of Experts appointed by the Vice-Chancellor of the University.

iii. Desirable:

1. Teaching, research industrial and / or professional experience in a reputed organization;

2. Published work, such as research papers, patents filed / obtained, books, and / or technical reports; and

3. Experience of guiding the project work / dissertation of PG / Research Students or supervising R&D projects in industry.

3. Professor:

i. Essential:

1. A Ph.D. Degree with First Class at Bachelor's or Master's Degree in the appropriate branch of Engg., & Tech. / Applied Biological Sciences, and experience of ten years in teaching, research and / or industry, out of which at least five years at the level of Assistant Professor Reader or equivalent grade.

OR

ii. In the event the candidate is from industry and the profession, the following shall constitute as essential:

1. First Class Master's Degree in the appropriate branch of Engg., & Tech. / Applied Biological Sciences;

2. Significant professional work which can be recognized as equivalent to a Ph.D. Degree in appropriate branch of Engg., & Tech. / Applied Biological Sciences, and industrial / professional experience of ten years, out of which at least five years at a senior level of Assistant Professor / Reader,

Provided that the recognition for significant professional shall be valid only if the same is recommended unanimously by a 3-Member Committee of Experts appointed by the Vice-Chancellor of the University.

iii. Desirable:

1. Teaching, industrial research and / or professional experience in a reputed organization;

2. Published work, such as research papers, patents filed / obtained, books, and / or technical reports;

3. Experience of guiding the project work, dissertation of post graduate or research students or supervising R&D projects in industry;

4. Demonstrated leadership in planning and organizing academic, research, industrial and / or professional activities; and

5. Capacity to undertake / lead sponsored R&D, consultancy and related activities.

4.4.6.3. PHARMACY DISCIPLINE:

1. Assistant Professor

i. Essential:

1. A basic degree in pharmacy (B.Pharm.).

2. Registration as a pharmacist under the Pharmacy Act, 1948, as amended from time to time, including any succeeding enactments.

3. First Class Master's Degree in appropriate branch of specialization in Pharmacy.

ii. Desirable:

1. Teaching, research industrial and / or professional experience in a reputed organization; and

2. Papers presented at Conferences and / or in refereed journals.

2. Associate Professor:

i. Essential:

1. A basic degree in pharmacy (B. Pharm.).

2. Registration as a pharmacist under the Pharmacy Act, 1948, as amended from time to time, including any succeeding enactments.

3. A Ph.D. Degree with First Class at Bachelor's or Master's Degree in the appropriate branch of specialization in Pharmacy, and experience of eight years in teaching, research, industry and / or profession at the level of Lecturer or equivalent grade; excluding period spent on obtaining the research degree.

OR

ii. In the event the candidate is from industry and the profession, the following shall constitute as essential:

1. First Class Master's Degree in the appropriate branch of specialization in Pharmacy;

2. Significant professional work which can be recognized as equivalent to a Ph.D. Degree in appropriate branch of specialization in Pharmacy and industrial / professional experience of eight years in a position equivalent to the level of Lecturer,

Provided that the recognition for significant professional shall be valid only if the same is recommended unanimously by a 3-Member Committee of Experts appointed by the Vice-Chancellor of the University.

iii. Desirable:

1. Teaching, research industrial and / or professional experience in a reputed organization;

2. Published work, such as research papers, patents filed / obtained, books and / or technical reports; and

3. Experience of guiding the project work, dissertation of post graduate or research students or supervising R&D projects in industry.

3. Professor:

i. Essential:

1. A basic degree in pharmacy (B. Pharm.).

2. Registration as a pharmacist under the Pharmacy Act, 1948, as amended from time to time, including any succeeding enactments.

3. A Ph.D. Degree with First Class at Bachelor's or Master's Degree in the appropriate branch of specialization in Pharmacy, and experience of ten

years in teaching, research, industry and / or profession at the level of Lecturer or equivalent grade;

OR

ii. In the event the candidate is from industry and the profession, the following shall constitute as essential:

1. First Class Master's Degree in the appropriate branch of specialization in Pharmacy; and

2. Significant professional work which can be recognized as equivalent to a Ph.D. Degree in appropriate branch of specialization in Pharmacy and industrial / professional experience of five years at a senior level comparable to Assistant Professor / Reader,

Provided that the recognition for significant professional shall be valid only if the same is recommended unanimously by a 3-Member Committee of Experts appointed by the Vice-Chancellor of the University.

iii. Desirable:

1. Teaching, industrial research and / or professional experience in a reputed organization;

2. Published work, such as research papers, patents filed / obtained, books, and / or technical reports;

3. Experience of guiding the project work, dissertation of post graduate or research students or supervising R&D projects in industry;

4. Demonstrated leadership in planning and organizing academic, research, industrial and / or professional activities; and

5. Capacity to undertake / lead sponsored R&D, consultancy and related activities.

For avoidance of doubt, it is hereby clarified that:

1. If Class or Division is not declared at the Bachelor's or Master's Degree levels, an aggregate of >=60% or equivalent Cumulative Grade Point Average (CGPA) is to be considered as equivalent to First Class.
2. In respect of CGPA awarded to the candidates on a 10-Point Scale, the Table of equivalence shall be provided by the university concerned followed for determining the Class obtained by them as per (1) cited above.

4.4.7. QUALIFICATIONS PRESCRIBED FOR FACULTY POSITIONS IN THE REGULATIONS OF NCTE.

A. QUALIFICATIONS FOR B. Ed. COURSE:

(i) PRINCIPAL / HEAD (in multi-faculty institution):

a. Academic and professional qualification will be as prescribed for the post of lecturer;

b. Ph.D. in Education; and

c. Ten years teaching experience out of which at least five years teaching experience in a Secondary Teacher Educational Institution.

Provided that, in the event of non-availability of eligible and suitable candidates for appointment as Principal / Heads as per above eligibility criteria, it would be permissible to appoint retired Professor / Head in Education on contract basis for a period not exceeding one year at a time, till such time the candidates complete sixty five years of age.

(ii) ASSISTANT PROFESSOR:

a. Foundation Courses

1. A Master's Degree in Science / Humanities / Arts with 50% marks (or an equivalent grade in a point scale wherever grading system is followed);

2. M. Ed. With at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed); and

3. Any other stipulation prescribed by the UGC / any such affiliating body / State Government, from time to time for the positions of principal and lecturers, shall be mandatory;

OR

1. M. A. in Education with 55% marks (or an equivalent grade in a point scale wherever grading system is followed);

2. B. Ed. with at least 55% (marks or an equivalent grade in a point scale wherever grading system is followed); and

3. Any other stipulation prescribed by the UGC / any such affiliating body / State Government, from time to time for the positions of principal and lecturers, shall be mandatory.

b. Methodology Courses

1. A Master's Degree in subject with 50% marks (or an equivalent grade in a point scale wherever grading system is followed);

2. M. Ed. Degree with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed); and

3. Any other stipulation prescribed by the UGC / any such affiliating body / State Government, from time to time for the position of principal and lecturers, shall be mandatory.

Provided that at least one lecturer should have specializations in ICT and another in the special education.

B. QUALIFICATIONS FOR M. Ed. COURSE:

(i) PROFESSOR / HEAD:

a. A Master's Degree in Arts / Humanities / Sciences / Commerce and M. Ed. each with a minimum of 55% marks (or an equivalent grade in a point scale wherever grading system is followed), OR

M. A. (Education) with 55% marks (or an equivalent grade in a point scale wherever grading system is followed) and B. Ed. each with a minimum of 55% marks (or an equivalent grade in a point scale wherever grading system is followed);

b. Ph. D. in Education; and

c. At least ten years of teaching experience in University department of education or College of Education of which a minimum of five years at the M. Ed. level with published work in the area of his specialization.

Provided that, in the event of non-availability of eligible and suitable candidates for appointment as Professor / HOD / Reader as per above eligibility criteria, it would be permissible to appoint retire Professor / HOD / Reader in Education on contract basis for a period not exceeding one year at a time till such time the candidates complete sixty five years of age.

(ii) ASSOCIATE PROFESSOR:

a. A Master's Degree in Arts / Humanities / Sciences / Commerce and M. Ed. each with a minimum of 55% marks (or an equivalent grade in a point scale wherever grading system is followed), OR

M. A. (Education) and B. Ed. each with a minimum of 55% marks (or an equivalent grade in a point scale wherever grading system is followed);

b. Ph. D. in Education; and

c. At least eight years of teaching experience in University department of education or College of Education, with a minimum of three years at the M. Ed. level and has published work in the relevant area of specialization.

(iii) ASSISTANT PROFESSOR:

a. A Master's Degree in Arts / Humanities / Sciences / Commerce and M. Ed. each with a minimum of 55% marks (or an equivalent grade in a point scale wherever grading system is followed), OR

   M. A. (Education) and B. Ed. each with a minimum of 55% marks (or an equivalent grade in a point scale wherever grading system is followed); and

b. Any other stipulation prescribed by the UGC / such other affiliating body / State Government, from time to time for the positions of Principal and lecturers, shall be mandatory.

Provided that it is desirable that one faculty member possesses a Master's Degree in Psychology and another member in Philosophy / Sociology besides M. Ed.

C. QUALIFICATIONS FOR M. P.Ed. COURSE:

(i) PRINCIPAL / HEAD:

a. A Master's degree in Physical Education with 55% marks (or an equivalent grade in a point scale wherever grading system is followed),;

b. Ph.D. in Physical Education or equivalent published work in Physical Education; and

c. Ten Years teaching experience out of which five years experience shall be in a college Physical Education.

Provided that in the event of non-availability of eligible and suitable candidates for appointment as Principal / Head as per above eligibility criteria, it would be permissible to appoint retired Principal / Head in Physical Education or contract basis for a period non exceeding one year at a time till such time the candidates complete sixty five years of age.

(ii) PROFESSOR:

a. A Master's Degree in Physical Education with a minimum of 55% (marks or an equivalent grade in a point scale wherever grading system is followed);

b. Ph.D. in Physical Education or equivalent published work; and

c. At least ten years teaching / research experience in a department / college of Physical Education out of which at least five years in the post graduate institution / University department.

(iii) ASSOCIATE PROFESSOR:

a. A Master's Degree in Physical Education with a minimum of 55% marks (or an equivalent grade in a point scale wherever grading system is followed)

b. At least eight years teaching / research experience in a department / college of Physical Education out of which at least three years in the post graduate level; and

c. Ph.D. in Physical Education or Equivalent published work.

Provided that in the event of non-availability of eligible and suitable candidates for appointment as Professor / Reader as per above eligibility criteria, it would be permissible to appoint retired Professor / Reader in Physical Education on contract basis for a period not exceeding one year at a time till such time the candidates complete sixty five years of post-retirement service.

(iv) ASSISTANT PROFESSOR:

a. A Master's Degree in Physical Education with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed); and

b. Any other stipulation prescribed by the UGC / such other affiliating body / State Government, from time to time for the positions of Principal and lecturers, shall be mandatory.

4.5.0 MINIMUM QUALIFICATIONS FOR DIRECT RECRUITMENT TO THE POSTS OF LIBRARIAN, DEPUTY LIBRARIAN AND UNIVESRITY ASSISTANT LIBRARIAN / COLLEGE LIBRARIAN

4.5.1 UNIVERSITY LIBRARIAN

i. A Master's Degree in Library Science /Information Science/documentation with at least 55% marks or its equivalent grade of B in the UGC seven points scale and consistently good academic record set out in these Regulations.

ii. At least thirteen years as a Deputy Librarian in a university library or eighteen years' experience as a College Librarian.

iii. Evidence of innovative library service and organization of published work.

iv. Desirable: A. M.Phil./Ph.D. Degree in library science/information science / documentation/achieves and manuscript-keeping.

4.5.2. DEPUTY LIBRARIAN

i. A Master's Degree in library science/information science/documentation with at least 55% of the marks or its equivalent grade of B in the UGC seven point scale and a consistently good academic record.

ii. Five years experience as an Assistant University Librarian/College Librarian.

iii. Evidence of innovative library service and organization of published work and professional commitment, computerization of library.

iv. Desirable: A M.Phil./Ph.D. Degree in library science/Information science / Documentation/Archives and manuscript-keeping/computerization of library.

4.5.3 UNIVERSITY ASSISTANT LIBRARIAN / COLLEGE LIBRARIAN

i. A Master's Degree in Library Science / Information Science / Documentation Science or an equivalent professional degree with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed) and a consistently good academic record with knowledge of computerization of library.

ii. Qualifying in the national level test conducted for the purpose by the UGC or any other agency approved by the UGC.

iii. However, candidates, who are, or have been awarded Ph. D. degree in accordance with the "University Grants Commission (Minimum Standards and Procedure for Award of Ph.D. Degree), Regulations 2009, shall be exempted from the requirement of the minimum eligibility condition of NET/SLET/SET for recruitment and appointment of University Assistant Director of Physical Education/ College Director of Physical Education & Sports.

4.6.0 MINIMUM QUALIFICATIONS FOR THE POSTS OF DIRECTOR OF PHYSICAL EDUCATION AND SPORTS, DEPUTY DIRECTOR OF PHYSICAL EDUCATION AND SPORTS AND ASSISTANT DIRECTORS OF PHYSICAL EDUCATION AND SPORTS

4.6.1. UNIVERSITY DIRECTOR OF PHYSICAL EDUCATION AND SPORTS

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

4.6.2 UNIVERSITY DEPUTY DIRECTOR OF PHYSICAL EDUCATION AND SPORTS / COLLEGE DIRECTOR OF PHYSICAL EDUCATION AND SPORTS

(i) A Ph.D. in Physical Education. Candidates from outside the university system, in addition, shall also possess at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed) at the Master's Degree level by the university concerned.

(ii) Eight 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 organizing competitions and conducting coaching camps of at least two 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 in accordance with these Regulations.

(vi) Consistently good appraisal reports.

4.6.3. University Assistant Director of Physical Education / College Director of Physical Education and Sports

i. A Master's Degree in Physical Education or Master's Degree in Sports Science with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed) with a consistently good academic record.

ii. Record of having represented the university / college at the inter-university /inter-collegiate competitions or the State and/ or national championships.

iii. Qualifying in the national level test conducted for the purpose by the UGC or any other agency approved by the UGC.

iv. Passed the physical fitness test conducted in accordance with these Regulations.

v. However, candidates, who are, or have been awarded Ph. D. degree in accordance with the "University Grants Commission (Minimum Standards and Procedure for Award of Ph.D. Degree), Regulations 2009, shall be exempted from the requirement of the minimum eligibility condition of NET/SLET/SET for recruitment and appointment of University Assistant Director of Physical Education / College Director of Physical Education & Sports.

4.6.4. PHYSICAL FITNESS TEST NORMS

(a) Subject to the provisions of these Regulations, all candidates who are required to undertake the physical fitness test shall be required to produce a medical certificate certifying that he/she is medically fit before undertaking such tests.

(b) On production of such certificate mentioned in sub-clause (a) above, the candidate would be required to undertake the physical fitness test in accordance with the following norms:

NORMS FOR MEN			
12 MINUTES RUN/WALK TEST			
Up to 30 years	Up to 40 years	Up to 45 years	Up to 50 years
1800 metres	1500 metres	1200 metres	800 metres

NORMS FOR WOMEN			
8 MINUTES RUN / WALK TEST			
Up to 30 years	Up to 40 years	Up to 45 years	Up to 50 years
1000 Metres.	800 metres.	600 metres.	400 metres.

4.7. Since the UGC has prescribed the above qualifications for teaching positions in all higher education institutions for maintenance of minimum standards in consultation with the Statutory Councils governing the approval of courses respectively, any future modification in qualifications for appointment of teachers in universities/colleges offering such courses will automatically be considered as adopted by the UGC as prescribed qualifications for those courses.

5.0.0. SELECTION COMMITTEES AND GUIDELINESS ON SELECTION

PROCEDURES:

The UGC has evolved the following guidelines on: (a) Constitution of Selection Committees for selection of Assistant Professor, Associate Professor, Professor, Assistant Librarian, Deputy Librarian, Librarian, Assistant Director of Physical Education and Sports, Deputy Director of Physical Education and Sports and Director of Physical Education and Sports; and (b) specified selection procedures for direct recruitment and Career Advancement Schemes Regulations for teachers and other academic staff in universities and colleges.

5.1.0 Selection Committee Specifications:

5.1.1 Assistant Professor in the University:

(a) The Selection Committee for the post of Assistant Professor in the University shall have the following composition.

1. The Vice Chancellor shall be the Chairperson of the Selection Committee.
2. Three experts in the concerned subject nominated by the Vice Chancellor out of the panel of names approved by the relevant statutory body of the university concerned.
3. Dean of the concerned Faculty, wherever applicable
4. Head/Chairperson of the Department/School.
5. An academician nominated by the Visitor/Chancellor, wherever applicable.
6. An academician representing SC/ST/OBC/Minority/Women/Differently-abled categories to be nominated by the Vice Chancellor or Acting Vice Chancellor, if any of the candidates representing these categories is the applicant and if any of the above members of the selection committee do not belong to that category.

(b) At least four members, including two outside subject experts shall constitute the quorum.

5.1.2 Associate Professor in the University

(a) The Selection Committee for the post of Associate Professor in the University shall have the following composition:

1. Vice Chancellor to be the Chairperson of the Selection Committee.
2. An academician who is the nominee of the Visitor/Chancellor, wherever applicable.
3. Three experts in the concerned subject/field nominated by the Vice Chancellor out of the panel of names approved by the relevant statutory body of the university concerned.
4. Dean of the faculty, wherever applicable.
5. Head/Chairperson of the Department/School.
6. An academician representing SC/ST/OBC/ Minority / Women / Differently-abled categories, if any of candidates representing these categories is the applicant, to be nominated by the Vice Chancellor, if any of the above members of the selection committee do not belong to that category.

At least four members, including two outside subject experts, shall constitute the quorum.

5.1.3 Professor in the University

The composition of the Selection Committee for the post of Professor in the University shall be similar in composition as that for the post of Associate Professor set out in Clause 5.1.2 above.

5.1.4 Assistant Professor in Colleges including Private Colleges:

(a) The Selection Committee for the post of Assistant Professor in Colleges including Private Colleges shall have the following composition:

1. Chairperson of the Governing Body of the college or his/her nominee from among the members of the Governing body to be the Chairperson of the Selection Committee.
2. The Principal of the College.
3. Head of the Department of the concerned subject in the College.
4. Two nominees of the Vice Chancellor of the affiliating university of whom one should be a subject expert. In case of colleges notified/declared as minority educational institutions, two nominees of the Chairperson of the college from out of a panel of five names, preferably from minority communities, recommended by the Vice Chancellor of the affiliating university from the list of experts suggested by the relevant statutory body of the college, of whom one should be a subject expert.
5. Two subject-experts not connected with the college to be nominated by the Chairperson of the governing body of the college out of a panel of five names recommended by the Vice Chancellor from the list of subject experts approved by the relevant statutory body of the university concerned. In case of colleges notified/declared as minority educational Institutions, two subject experts not connected with the University to be nominated by the Chairperson of the Governing Body of the College out of the panel of five names, preferably from minority communities, recommended by the Vice Chancellor from the list of subject experts approved by the relevant statutory body of the College.
6. An academician representing SC/ST/OBC/Minority/Women/Differently-abled categories, if any of candidates representing these categories is the applicant, to be nominated by the Vice Chancellor, if any of the above members of the selection committee do not belong to that category.

(b) To constitute the quorum for the meeting, five of which at least two must be from out of the three subject-experts shall be present.

(c) For all levels of teaching positions in Government colleges, the State Public Services Commissions / Teacher Recruitment Boards must invite three subject experts for which the concerned University, be involved in the selection process by the State PSC.

(d) For all levels of teaching positions in Constituent college(s) of a university, the selection committee norms shall be similar to that of the posts of departments of the university.

5.1.5 Associate Professor in Colleges including Private Colleges

(a) The Selection Committee for the post of Assistant Professor in Colleges including Private Colleges shall have the following composition:

1. The Chairperson of the Governing Body or his or her nominee, from among the members of the Governing body to be the Chairperson of the Selection Committee.
2. The Principal of the College.
3. The Head of the Department of the concerned subject from the college.
4. Two University representatives nominated by the Vice Chancellor, one of whom will be the Dean of College Development Council or equivalent position in the University, and the other must be expert in the concerned subject. In case of Colleges notified/declared as minority educational institutions, two nominees of the Chairperson of the College from out of a panel of five names, preferably from minority communities, recommended by the Vice-Chancellor of the affiliating university from the list of experts suggested by the relevant statutory body of the college of whom one should be a subject expert.
5. Two subject-experts not connected with the college to be nominated by the Chairperson of the governing body of the college out of a panel of five names recommended by the Vice Chancellor from the list of subject experts approved by the relevant statutory body of the university concerned. In case of colleges notified/declared as minority educational Institutions, two subject experts not connected with the University to be nominated by the Chairperson of the Governing Body of the College out of the panel of five names, preferably from minority communities, recommended by the Vice Chancellor from the list of subject experts approved by the relevant statutory body of the College.
6. An academician representing SC/ST/OBC/ Minority/Women/Differently-abled categories, if any of candidates representing these categories is the applicant, to be nominated by the Vice Chancellor, if any of the above members of the selection committee do not belong to that category.

(b) The quorum for the meeting should be five of which at least two must be from out of the three subject-experts

5.1.6 College Principal

(a) The Selection Committee for the post of College Principal shall have the following composition:

1. Chairperson of the Governing Body as Chairperson.
2. Two members of the Governing Body of the college to be nominated by the Chairperson of whom one shall be an expert in academic administration.
3. One nominee of the Vice Chancellor who shall be a Higher Education expert. In case of Colleges notified/declared as minority educational institutions, one nominee of the Chairperson of the College from out of a panel of five names, preferably from minority communities, recommended by the Vice-Chancellor of the affiliating university of whom one should be a subject expert.
4. Three experts consisting of the Principal of a college, a Professor and an accomplished educationist not below the rank of a Professor (to be nominated by

the Governing Body of the college) out of a panel of six experts approved by the relevant statutory body of the university concerned.

5. An academician representing SC/ST/OBC/Minority/Women/Differently-abled categories, if any of candidates representing these categories is the applicant, to be nominated by the Vice Chancellor, if any of the above members of the selection committee do not belong to that category.

(b) At least five members, including two experts, should constitute the quorum.

(c) All the selection procedures of the selection committee shall be completed on the day of the selection committee meeting itself, wherein, minutes are recorded along with the scoring proforma and recommendation made on the basis of merit with the list of selected and waitlisted candidates/Panel of names in order of merit, duly signed by all members of the selection committee.

(d) The term of appointment of the college principal shall be FIVE years with eligibility for reappointment for one more term only after a similar selection committee process.

5.1.7 Selection Committees for the posts of Directors, Deputy Directors, Assistant Directors of Physical Education and Sports, Librarians, Deputy Librarians and Assistant Librarians shall be the same as that of Professor, Associate Professor and Assistant Professor respectively, except that the concerned expert in Physical Education and Sports or Sports Administration or Library, practicing Librarian/Physical Director, as the case may be, shall be associated with the Selection Committee as one of the subject experts.

6.0.0 SELECTION PROCEDURES:

6.0.1 The overall selection procedure shall incorporate transparent, objective and credible methodology of analysis of the merits and credentials of the applicants based on weightages given to the performance of the candidate in different relevant dimensions and his/her performance on a scoring system proforma, based on the Academic Performance Indicators (API) as provided in this Regulations in Tables I to IX of Appendix III.

In order to make the system more credible, universities may assess the ability for teaching and/or research aptitude through a seminar or lecture in a class room situation or discussion on the capacity to use latest technology in teaching and research at the interview stage. These procedures can be followed for both direct recruitment and CAS promotions wherever selection committees are prescribed in these Regulations.

6.0.2 The Universities shall adopt these Regulations for selection committees and selection procedures through their respective statutory bodies incorporating the Academic Performance Indicator (API) based Performance Based Appraisal System (PBAS) at the institutional level for University Departments and their Constituent colleges/ affiliated colleges (Government/Government-aided/Autonomous/ Private Colleges) to be followed transparently in all the selection processes. An indicative PBAS template proforma for

direct recruitment and for Career Advancement Schemes (CAS) based on API based PBAS shall also be sent separately by the UGC to the universities. The universities may adopt the template proforma or may devise their own self-assessment cum performance appraisal forms for teachers in strict adherence to the API criteria based PBAS prescribed in these Regulations.

6.0.4 In all the Selection Committees of direct recruitment of teachers and other academic staff in universities and colleges provided herein, an academician representing Scheduled Caste/Scheduled Tribe/OBC/Minority/Women/Differently-abled categories, if any of candidates representing these categories is the applicant and if any of the members of the selection committee do not belong to that category, shall be nominated by the Vice Chancellor or Acting Vice Chancellor of the University, and in case of a college Vice Chancellor or Acting Vice Chancellor of the University to which the college is affiliated to. The academician, so nominated for this purpose, shall be one level above the cadre level of the applicant, and such nominee shall ensure that the norms of the Central Government or concerned State Government, in relation to the categories mentioned above, are strictly followed during the selection process.

6.0.5 (i) Besides the indexed publications documented by various discipline-specific databases, the University concerned shall draw through committee(s) of subject experts and ISBN / ISSN experts: (a) a comprehensive list of National /Regional level journals of quality in the concerned subject(s); and (b) a comprehensive list of Indian language journals / periodicals / official publication volumes of language bodies and upload them on the University website which are to be updated periodically.

(ii) In respect of Indian language publications, equivalence in quality shall be prescribed for universities located in a State by a Co-ordination Committee of experts to be constituted by the Chancellor of the concerned State University.

(iii) At the time of assessing the quality of publications of the candidates during their appointments/promotions, the selection committees shall have to be provided with the above two lists which could be considered by the selection committees along with the other discipline-specific databases.

(iv) The UGC shall constitute a Committee as soon as practicable, in so far as acceptability of the (list of) Indian language journals so developed by Universities / States, to arrive at equivalence in quality of such publications with otherwise accepted and recognized journals.

6.0.6 The process of selection of Associate Professor should involve inviting the bio-data with the duly filled Performance Based Appraisal System (PBAS) proforma developed by the respective universities based on the API criteria provided in this Regulation and template separately provided. Without prejudice, to the requirements provided for selection of Associate Professor under this Regulation, the prescription of research publications for promotion from the post of Assistant Professor to Associate Professor in colleges shall be as follows:

(a) For those who possess a Ph.D. Degree, a minimum of one publication made during the period of service as Assistant Professor;

(b) for those with a M.Phil. Degree, a minimum of two publications made during the period of service as Assistant Professor; and

(c) for those without Ph.D. or M.Phil. degree, at least three publications during the period of service as Assistant Professor.

Provided that in so far as teachers in Universities are concerned, three publications shall be required to be submitted for all the three categories mentioned above for consideration of promotion from Assistant Professor to Associate Professor.

Provided further that such publications shall be provided to the subject experts for assessment before the interview and the evaluation score of the publications provided by the experts shall be factored into the weightage scores while finalizing the outcome of selection by the selection committee.

6.0.7. The process of selection of Professor shall involve inviting the bio-data with duly filled Performance Based Appraisal System (PBAS) proforma developed by the respective universities based on the API criteria based PBAS set out in this Regulation and reprints of five major publications of the candidates.

Provided that such publications submitted by the candidate shall have been published subsequent to the period from which the teacher was placed in the Assistant Professor stage-II.

Provided further that such publications shall be provided to the subject experts for assessment before the interview and the evaluation of the publications by the experts shall be factored into the weightage scores while finalizing the outcome of selection.

6.0.8 In the case of selection of Professors who are from outside the academic stream and are considered under Clause 4.1.0 (B), the universities' statutory bodies must lay down clear and transparent criteria and procedures so that only outstanding professionals who can contribute substantially to the university knowledge system are selected in any discipline as per the requirements.

6.0.9 The Academic Performance Indicator (API) scoring system in the process of selection of Principal shall be similar to that of directly recruited College Professors. In addition, the selection committee shall assess the following dimensions with the weightages given below:

a. Assessment of aptitude for teaching, research and administration (20%);
b. Ability to communicate clearly and effectively (10%);
c. Ability to plan institutional programmes, analyze and discuss curriculum development and delivery, research support and college development/administration (20%);

d. Ability to deliver lecture programmes to be assessed by requiring the candidate to participate in a group discussion or exposure to a class room situation by a lecture (10%); and

e. Analysis of the merits and credentials of the candidates on the basis of the Performance Based Appraisal System (PBAS) proforma developed by the affiliating University based on these Regulations (deduced to 40% of the total API score).

6.0.10 In the selection process for posts involving different nature of responsibilities in certain disciplines/areas, such as Music and Fine Arts, Visual arts and Performing arts, Physical education and Library, greater emphasis may be laid on the nature of deliverables indicated against each of the posts in these Regulations which need to be taken up by the concerned institution while developing API based PBAS proforma for both direct recruitment and CAS promotions.

6.0.11 The Internal Quality Assurance Cell (IQAC) shall be established in all Universities/Colleges as per the UGC/ National Assessment Accreditation Council (NAAC) guidelines with the Vice Chancellor, as Chairperson (in the case of universities), and Principal, as Chairperson (in case of colleges). The IQAC shall act as the documentation and record-keeping Cell for the institution including assistance in the development of the API criteria based PBAS proforma using the indicative template separately developed by UGC. The IQAC may also introduce, wherever feasible, the student feedback system as per the NAAC guidelines on institutional parameters without incorporating the component of students' assessment of individual teachers in the PBAS.

6.1.0 While the API:

(a) Tables I and III of Appendix III are applicable to the selection of Professors/ Associate Professors /Assistant Professors in universities and colleges;

(b) Tables IV, V and VI of Appendix III are applicable to Directors/ Deputy Directors/ Assistant Directors of Physical Education and Sports; and

(c) Tables VII, VIII and IX of Appendix III are applicable to Librarians/ Deputy Librarians and Assistant Librarians for both direct recruitment as well as Career Advancement Promotions,

the ratio / percentage of minimum requirement of category-wise API Score to each of the cadres shall vary from those for university teachers and for UG/PG College Teachers, as given in these Tables of Appendix-III.

6.2.0 The minimum norms of Selection Committees and Selection Procedures as well as API score requirements for the above cadres, either through direct recruitment or through Career Advancement Schemes Regulations, shall be similar. However, since teachers recruited directly can be from different backgrounds and institutions, Table II(c) of

Appendix III provides norms for direct recruitment of teachers to different cadres, while Tables II (a) and Table II(b) provide for CAS promotions of teachers in universities and colleges respectively, which accommodate these differences.

6.3.0 In order to remedy the difficulties of collecting retrospective information and to facilitate the implementation of these regulations from 31-12-2008 in the CAS Promotion, the API based PBAS will be progressively and prospectively rolled out. Accordingly, the PBAS based on the API scores of categories I and II as mentioned in these tables is to be implemented for one year, initially based on the existing systems in universities / colleges for one year only with the minimum annual scores as depicted in Table II (a) and II (b) for university and college teachers, or by Librarian/Physical Education and Sports cadres as depicted in Tables V(a) and V (b), Tables VIII(a) and VIII (b) respectively.. This annualized API scores can then be compounded progressively as and when the teacher becomes eligible for CAS promotion to the next cadre. Thus, if a teacher is considered for CAS promotion in 2010, one year API scores for 2009-10 alone will be required for assessment. In case of a teacher being considered for CAS promotion in 2011, two years average of API scores for these categories will be required for assessment and so on leading progressively for the complete assessment period. For Category III (research and academic contributions), API scores for this category will be applied for the entire assessment period.

6.3.1 A teacher who wishes to be considered for promotion under CAS may submit in writing to the university/college, with three months in advance of the due date, that he/she fulfils all qualifications under CAS and submit to the university/college the Performance Based Appraisal System proforma as evolved by the concerned university duly supported by all credentials as per the API guidelines set out in these Regulations. In order to avoid delays in holding Selection Committee meetings in various positions under CAS, the University/College should immediately initiate the process of screening/selection, and shall complete the process within six months from the date of application. Further, in order to avoid any hardships, candidates who fulfill all other criteria mentioned in these Regulations, as on 31 December, 2008 and till the date on which this Regulation is notified, can be considered for promotion from the date, on or after 31 December, 2008, on which they fulfill these eligibility conditions, provided as mentioned above.

6.3.2 Candidates who do not fulfill the minimum score requirement under the API Scoring System proposed in the Regulations as per Tables II(a and b) of Appendix III or those who obtain less than 50% in the expert assessment of the selection process will have to be re-assessed only after a minimum period of one year. The date of promotion shall be the date on which he/she has successfully got re-assessed.

6.3.3 The Selection Committee specifications as delineated in Clauses 5.1.0 to 5.1.7 are applicable to all direct recruitments of Faculty Positions and Career Advancement promotions of Assistant Professor to Associate Professor and to that of Associate Professor to Professor.

6.3.4 CAS promotions from a lower grade to a higher grade of Assistant Professor shall be conducted by a "Screening cum Evaluation Committee" adhering to the criteria laid out as API score in PBAS in the Tables of Appendix-III.

6.3.5 The "Screening cum Evaluation Committee" for CAS promotion of Assistant Professors/equivalent cadres in Librarians/Physical Education from one AGP to the other higher AGP shall consist of:

6.3.5.1. **For University teachers:**

a. The Vice Chancellor as the Chairperson of the Selection Committee;
b. The Dean of the concerned Faculty;
c. The Head of the Department /Chairperson of the School; and
d. One subject expert in the concerned subject nominated by the Vice Chancellor from the University panel of experts.

6.3.5.2 For College teachers:

a. The Principal of the college;
b. Head of the concerned department from the college;
c. Two subject experts in the concerned subject nominated by the Vice Chancellor from the university panel of experts;

6.3.5.3 The quorum for these committees in both categories mentioned above shall be three including the one subject expert/ university nominee need to be present.

6.3.6 The Screening cum Evaluation Committee on verification/evaluation of API score secured by the candidate through the 'PBAS' methodology designed by the respective university based on these Regulations and as per the minimum requirement specified: (a) in Tables II and III for each of the cadre of Assistant Professor; (b) in Tables V and VI for each of the cadre of Physical Education and Sports; and (c) in Tables VIII and IX for each of the cadre of Librarians shall recommend to the Syndicate/ Executive Council /Board of Management of the University about the suitability for the promotion of the candidate(s) under CAS for implementation.

6.3.7 All the selection procedures outlined above, shall be completed on the day of the selection committee meeting, wherein the minutes are recorded along with PBAS scoring proforma and recommendation made on the basis of merit and duly signed by all members of the selection committee in the minutes.

6.3.8 CAS promotions being a personal promotion to the incumbent teacher holding a substantive sanctioned post, on superannuation of the individual incumbent, the said post shall revert back to its original cadre.

6.3.9 The incumbent teacher must be on the role and active service of the Universities/Colleges on the date of consideration by the Selection Committee for Selection/CAS Promotion.

6.3.10 Candidates shall offer themselves for assessment for promotion, if they fulfill the minimum API scores indicated in the appropriate API system tables by submitting an application and the required PBAS proforma. They can do so three months before the due date if they consider themselves eligible. Candidates who do not consider themselves eligible can also apply at a later date. In any event, the university concerned shall send a general circular twice a year calling for applications for CAS promotions from eligible candidates.

6.3.11 In the final assessment, if the candidates do not either fulfill the minimum API scores in the criteria as per PBAS proforma or obtain less than 50% in expert assessment, wherever applicable, such candidates will be reassessed only after a minimum period of one year.

6.3.12 (a) If a candidate applies for promotion on completion of the minimum eligibility period and is successful, the date of promotion will be from that of minimum period of eligibility.

(b) If, however, the candidates find that he/she fulfills the eligibility conditions at a later date and applies on that date and is successful, his/her promotion will be effected from that date of application fulfilling the criteria.

(c) If the candidate does not succeed in the first assessment, but succeeds in the eventual assessment, his/her promotion will be deemed to be from the later date of successful assessment.

6.4.0. STAGES OF PROMOTION UNDER CAREER ADVANCEMENT SCHEME OF INCUMBENT AND NEWLY APPOINTED ASSISTANT PROFESSORS/ ASSOCIATE PROFESSORS/PROFESSORS

6.4.1. Entry level Assistant Professors (Stage 1) would be eligible for promotion under the Career Advancement Scheme (CAS) through two successive stages (stage 2 and Stage 3), provided they are assessed to fulfill the eligibility and performance criteria as laid out in Clause 6.3. of this Regulation.

6.4.2. An entry level Assistant Professor, possessing Ph. D. Degree in the relevant discipline shall be eligible, for moving to the next higher grade (stage 2) after completion of four years service as Assistant Professor.

6.4.3. An entry level Assistant Professor possessing M.Phil. Degree or post-graduate Degree in professional courses, approved by the relevant statutory body, such as LL.M. / M. Tech., etc. shall be eligible for the next higher grade (stage 2) after completion of five years service as Assistant Professor.

6.4.4. An entry level Assistant Professor who does not have Ph.D. or M.Phil, or a Master's Degree in the relevant professional course, shall be eligible for the next higher grade (stage 2) only after completion of six years service as Assistant Professor.

6.4.5. The upward movement from the entry level grade (stage 1) to the next higher grade (stage 2) for all Assistant Professors shall be subject to their satisfying the API based PBAS conditions laid down by the UGC in this Regulation.

6.4.6. Assistant Professors who have completed five years of service in the second grade (stage 2) shall be eligible, subject to meeting the API based PBAS requirements laid down by these Regulations, to move up to next higher grade (stage 3).

6.4.7. Assistant Professors completing three years of teaching in third grade (stage 3) shall be eligible, subject to the qualifying conditions and the API based PBAS requirements prescribed by these Regulations, to move to the next higher grade (stage 4) and to be designated as Associate Professor.

6.4.8. Associate Professor completing three years of service in stage 4 and possessing a Ph.D. Degree in the relevant discipline shall be eligible to be appointed and designated as Professor and be placed in the next higher grade (stage 5), subject to (a) satisfying the required credit points as per API based PBAS methodology provided in Table I-III of Appendix IV stipulated in these Regulations, and (b) an assessment by a duly constituted selection committee as suggested for the direct recruitment of Professor. *Provided* that no teacher, other than those with a Ph.D., shall be promoted or appointed as Professor.

6.4.9. In the case of Associate Professors in Colleges, promotion to the post of Professor under CAS shall be further subject to Clause 6.5.1.and 6.5.2 of this Regulation.

6.4.10. Ten percent of the positions of Professors in a university, with a minimum of ten years of teaching and research experience as professor either in the pre-revised scale of Professor's pay or the revised scale pay will be eligible for promotion to the higher grade of Professorship (stage 6), on satisfying the required API score as per Tables I and II through the PBAS methodology stipulated in these Regulations through a duly constituted Expert committee, and such teachers promoted to the higher grade shall continue to be designated as 'Professor'. As this AGP elevation for Professor is applicable to only university departments, additional credentials are to be evidenced by:

(a) post-doctoral research outputs of high standard;

(b) awards / honours /and recognitions;

(c) Additional research degrees like D.Sc., D.Litt., LlD, etc.; patents and IPR on products and processes developed / technology transfer achieved in the case of teachers in science and technology.

The selection is to be conducted by the university by receiving duly filled PBAS proformas from eligible professors based on seniority, three times in number of the available vacancies in each faculty. In case the number of candidates available is less than three times the number of vacancies, the zone of consideration will be limited to the actual number of candidates available. The assessment process shall be through an Expert-Committee evaluation of all credentials submitted as stipulated in Table-II(A) of

Appendix-III for teachers in University departments. No separate interview need to be conducted for this category.

6.4.11. Discretionary award of advance increments for those who enter the profession as Associate Professors or Professors with higher merit, high number of research publications and experience at the appropriate level, shall be within the competence of the appropriate authority of the concerned University or recruiting institution based on the recommendations of selection committee(s) while negotiating with individual candidates in the context of the merits of each case, taking into account the pay structure of other teachers in the faculty and other merit- specific factors. Discretionary award of advance increments is not applicable to those entering the profession as Assistant Professor/Assistant Librarian/Assistant Director of Physical Education and Sports and to those who are entitled for grant of advance increments for having acquired Ph. D., M. Phil., M.Tech., etc. However, those entering service as Assistant Professor/Assistant Librarian/Assistant Director of Physical Education and Sports with post-doctoral teaching/research experience after Ph.D. and proven credentials may be eligible for discretionary award of advanced increments to be decided and recorded by the selection committee in its minutes.

6.5.0. PROFESSORS IN UNDER GRADUATE AND POST GRADUATE COLLEGES:

6.5.1. (i) Ten percent of the number of the posts of Associate Professor in an Under Graduate College shall be that of Professors and shall be subject to the same criterion for selection / appointment as that of Professors in Universities,

Provided that there shall be no more than one post of Professor in each Department;

Provided further that one-fourth (25%) of the posts of Professor in Under Graduate Colleges shall be directly recruited or filled on deputation by eligible teachers and the remaining three-fourths (75%) of posts of Professors shall be filled by CAS promotion from among eligible Associate Professors of the relevant department of the Under Graduate College.

For avoidance of doubt, it is clarified that sanctioned posts include the posts approved under both direct recruitment and CAS promotion.

(ii) Identification of posts of Professor in an Under Graduate College for being filled through direct recruitment / deputation shall be carried out by the affiliating/concerned University acting in consultation with the College. Where the number of posts of Professor worked out as a percentage of the number of posts of Associate Professor for CAS promotion or direct recruitment / deputation is not an integer, the same shall be rounded off to the next higher integer.

(iii) The selection process is to be conducted by the university by receiving PBAS proformas from eligible Associate Professors based on seniority and three times in number of the available vacancies. In case the number of candidates available is less than three times the number of vacancies, the zone of consideration will be limited to the actual number of candidates available. The selection shall be conducted through the API scoring system with PBAS methodology and selection committee process stipulated in these Regulations for appointment of Professors. For direct recruitment of the 25% of the posts, the 'Rota-Quota system shall be followed starting with promotions and the direct recruitment quota shall be rotated in an alphabetical order.

6.5.2. There shall be one post of Professor in each Department of a Post-Graduate College which shall be subject to the same criterion for selection / appointment as that of Professors in Universities, provided that one-fourth (25%) of the posts of Professor shall be filled on deputation/direct recruitment from among eligible teachers and the remaining three-fourths (75%) of posts shall be filled through merit promotion from among the eligible Associate Professors in the relevant department of the Post-Graduate college. Identification of posts of Professor in a Post-Graduate College for being filled through direct recruitment/deputation shall be carried out by the affiliating/concerned University acting in consultation with the College. The decision regarding whether the posts of professor will be for CAS promotion or direct recruitment/deputation shall be within the competence of the University acting in consultation with the College. Where the number of posts of professor for CAS promotion or direct recruitment / deputation worked out as a percentage of the total number of posts in a Post Graduate College is not an integer, the same shall be rounded off to the next higher integer.

The selection process is to be conducted by the university by receiving PBAS proformas from eligible Associate Professors based on seniority and three times in number of the available vacancies. In case the number of candidates available is less than three times the number of vacancies, the zone of consideration will be limited to the actual number of candidates available. The selection shall be conducted through the API scoring system with PBAS methodology, selection committee process stipulated in these Regulations for appointment of Professors. For direct recruitment of the 25% of the posts, the 'Rota-Quota System' shall be followed starting with promotion and the direct recruitment quota shall be rotated in an alphabetical order.

6.6.0 STAGES OF PROMOTION UNDER THE CAREER ADVANCEMENT SCHEME FOR ASSISTANT LIBRARIANS, ETC.

6.6.1 Assistant University Librarian / College Librarian in the entry level grade, possessing Ph.D. in Library Science, after completing service of four years in the lowest grade, if otherwise eligible as per API scoring system and PBAS methodology laid down by the UGC in these Regulations, shall be eligible for the higher grade (stage 2).

6.6.2 Assistant Librarian / College Librarian in the entry level grade, not possessing Ph.D. but only M.Phil. in Library Science, after completing service of five years in the lowest grade, if otherwise eligible as per API scoring system and PBAS methodology laid down by the UGC in these Regulations, shall become eligible for the next higher grade (stage 2).

6.6.3 Assistant Librarian / College Librarian in the entry level grade, without the relevant Ph.D. or M.Phil. after completing six years in the lowest grade, if otherwise eligible as per API scoring system and PBAS methodology laid down by the UGC in these Regulations, shall become eligible for the next higher grade (stage 2).

6.6.4. On completion of service of five years, Assistant Librarian (Sr. Scale) / College Librarian (Sr. Scale) shall be eligible for the post of Deputy Librarian/ equivalent posts and being placed in the next higher grade (stage 3), subject to their fulfilling other conditions of eligibility (such as Ph.D. Degree, etc. for Deputy Librarian) as per API scoring system based PBAS methodology laid down by the UGC for CAS promotion in these Regulations. They shall be designated as Deputy Librarian / Assistant Librarian (Selection Grade) / College Librarian (Selection Grade), as the case may be.

6.6.5. After completing three years in the above grade, Deputy Librarians /equivalent positions shall move to the next higher grade (stage 4), subject to fulfilling other conditions of eligibility as per API scoring system and PBAS methodology laid down by the UGC for CAS promotion in these Regulations.

6.7.0 STAGES OF PROMOTION UNDER CAREER ADVANCEMENT SCHEME FOR PHYSICAL EDUCATION AND SPORTS PERSONNEL

6.7.1 Assistant DPE&S in the entry level grade/College DPE&S, at the entry level grade, possessing Ph.D. in Physical Education, after completing service of four years in the entry level stage (stage 1), and if otherwise eligible as per API scoring system and PBAS methodology prescribed by the UGC for CAS promotion in these Regulations, shall become eligible for the next higher grade (stage 2).

6.7.2. Assistant DPE&S/College DPE&S in the entry level grade, possessing M.Phil. in Physical Education, after completing service of the five years in the entry level stage (stage 1), and if otherwise eligible as per API scoring system and PBAS methodology prescribed by the UGC for CAS promotion in these Regulations, shall become eligible for the next higher grade (stage 2).

6.7.3. Assistant DPE&S/ College DPE&S in the entry level grade, without the relevant Ph.D. and M.Phil. shall, after completing service of six years as Assistant DPE&S/College DPE&S in the entry level stage, and if otherwise eligible as per API scoring system and PBAS methodology prescribed by the UGC for CAS promotion in these Regulations, shall become eligible for the next higher grade (stage 2).

6.7.4 After completing service of five years in the second stage and subject to satisfying API scoring system and PBAS methodology prescribed by the UGC in these Regulations, Assistant DPE&S (Senior Scale) / College DPE&S (Senior scale) shall be promoted to the next higher grade (stage 3). They shall be designated as Deputy DPE&S/ Assistant DPE&S (Selection Grade) / College DPE&S (Selection Grade), as the case may be.

6.7.5. After completing service of three years in stage 3 and subject to satisfying API/ scoring system and PBAS methodology prescribed by the UGC in these Regulations, Deputy DPE&S/Assistant DPE&S (Selection Grade) College DPE&S (Selection Grade) shall move to the next higher grade (stage 4). They shall continue to be designated as Deputy DPE&S/Assistant DPE&S (Selection Grade) / College DPE&S (Selection Grade).

6.8.0. The Schedule annexed to these Regulations outlines the Pay scales, Designations and stages of promotions under CAS of incumbent and newly appointed teachers and equivalent positions in the Library and Physical Education and Sports cadres in Central Universities and colleges thereunder and Institutions deemed to be Universities whose maintenance expenditure is met by the UGC.

7.0.0. SELECTION OF PRO-VICE CHANCELLOR / VICE - CHANCELLOR OF UNIVERSITIES:

7.1.0. PRO-VICE-CHANCELLOR:

The Pro-Vice-Chancellor may be a whole time Professor of the University and shall be appointed by the Executive Council on the recommendation of Vice-Chancellor.

7.2.0. The Pro-Vice-Chancellor shall hold office for a period which is co-terminus with that of Vice-Chancellor. However, it shall be the prerogative of the Vice-Chancellor to recommend a new Pro-Vice-Chancellor to the Executive Council, during his tenure. These Regulations, for selection of Pro- Vice- Chancellor shall be adopted by the concerned University through amendment of their Act/Statute.

. 7.3.0. VICE CHANCELLOR:

i. Persons of the highest level of competence, integrity, morals and institutional commitment are to be appointed as Vice-Chancellors. The Vice-Chancellor to be appointed should be a distinguished academician, with a minimum of ten years of experience as Professor in a University system or ten years of experience in an equivalent position in a reputed research and / or academic administrative organization.

ii. The selection of Vice-Chancellor should be through proper identification of a Panel of 3-5 names by a Search Committee through a public Notification or nomination or a talent search process or in combination. The members of the above Search Committee shall be persons of eminence in the sphere of higher education and shall not be connected in any manner with the University concerned or its colleges. While preparing the panel, the search committee must give proper weightage to academic

excellence, exposure to the higher education system in the country and abroad, and adequate experience in academic and administrative governance to be given in writing along with the panel to be submitted to the Visitor/Chancellor. In respect of State and Central Universities, the following shall be the constitution of the Search Committee.

a) a nominee of the Visitor/Chancellor, who should be the Chairperson of the Committee.

b) a nominee of the Chairman, University Grants Commission.

c) a nominee of the Syndicate/ Executive Council / Board of Management of the University.

iii. The Visitor/Chancellor shall appoint the Vice Chancellor out of the Panel of names recommended by the Search Committee.

iv. The conditions of service of the Vice Chancellor shall be prescribed in the Statutes of the Universities concerned in conformity with these Regulations.

v. The term of office of the Vice Chancellor shall form part of the service period of the incumbent concerned making him/her eligible for all service related benefits.

7.4.0 The Universities/State Governments shall modify or amend the relevant Act/Statutes of the Universities concerned within 6 months of adoption of these Regulations.

8.0. DUTY LEAVE, STUDY LEAVE, SABBATICAL LEAVE

8.1. DUTY LEAVE:

i. Duty leave of the maximum of 30 days in an academic year may be granted for the following:

(a) Attending conferences, congresses, symposia and seminars on behalf of the university or with the permission of the university;

(b) Delivering lectures in institutions and universities at the invitation of such institutions or universities received by the university, and accepted by the Vice Chancellor;

(c) Working in another Indian or foreign university, any other agency, institution or organization, when so deputed by the university;

(d) Participating in a delegation or working on a committee appointed by the Central Government, State Government, the UGC, a sister university or any other academic body; and

(e) For performing any other duty for the university.

ii. The duration of leave should be such as may be considered necessary by the sanctioning authority on each occasion.

iv. The leave may be granted on full pay. Provided that if the teacher receives a fellowship or honorarium or any other financial assistance beyond the amount needed for normal expenses, he/she may be sanctioned duty leave on reduced pay and allowances.

v. Duty leave may be combined with earned leave, half pay leave or extraordinary leave.

vi. Duty leave should be given also for attending meetings in the UGC, DST, etc. where a teacher invited to share expertise with academic bodies, government or NGO.

8.2. STUDY LEAVE:

(i) Study leave may be granted for the entry level appointees as Assistant Professor/Assistant Librarian/Assistant Director of Physical Education and Sports/College DPE&S after a minimum of three years of continuous service, to pursue a special line of study or research directly related to his/her work in the university or to make a special study of the various aspects of university organization and methods of education.

(ii) Subject to the terms contained in this Clause 8.2, in respect of granting study leave with pay for acquiring Ph.D. in a relevant discipline while in service, the number of years to be put in after entry would be a minimum of two or the years of probation specified in the university statutes concerned, keeping in mind the availability of vacant positions for teachers and other cadres in colleges and universities, so that a teacher and other cadres entering service without Ph.D. or higher qualification could be encouraged to acquire these qualifications in the relevant disciplines at the earliest rather than at a later stage of the career.

(iii) The paid period of study leave should be for three years, but two years may be given in the first instance, extendable by one more year, if there is adequate progress as reported by the Research Guide. Care should be taken that the number of teachers given study leave, does not exceed the stipulated percentage of teachers in any department. *Provided* that the Executive Council/Syndicate may, in the special circumstances of a case, waive the condition of two years service being continuous.

Explanation: In computing the length of service, the time during which a person was on probation or engaged as a research assistant may be reckoned provided:

(a) the person is a teacher on the date of the application;

(b) there is no break in service; and
(c) the leave is requested for undertaking the Ph.D. research work.

(iv) Study leave shall be granted by the Executive Council/Syndicate on the recommendation of the concerned Head of the Department. The leave shall not be granted for more than three years in one spell, save in very exceptional cases in which the Executive Council/Syndicate is satisfied that such extension is unavoidable on academic grounds and necessary in the interest of the university.

(v) Study leave shall not be granted to a teacher who is due to retire within five years of the date on which he/she is expected to return to duty after the expiry of study leave.

(vi) Study leave may be granted not more than twice during one's career. Provided that, under no circumstances, the maximum of study leave admissible during the entire service should not exceed five years.

(vii) No teacher, who has been granted study leave, shall be permitted to alter substantially the course of study or the programme of research without the prior permission of the Executive Council/Syndicate. In the event, the course of study falls short of study leave sanctioned, the teacher shall resume duty immediately on the conclusion of such course of study, unless a prior approval of the Executive Council/Syndicate to treat the period of shortfall as ordinary leave has been obtained.

(viii) Subject to the provisions of sub-clauses (ix) below, study leave may be granted on full pay up to two years extendable by one year at the discretion of the university.

(ix) The amount of scholarship, fellowship or other financial assistance that a teacher, granted study leave, has been awarded will not preclude his/her being granted study leave with pay and allowances but the scholarship, etc., so received shall be taken into account in determining the pay and allowance on which the study leave may be granted. The Foreign scholarship/fellowship would be set off against pay only if the fellowship is above a specified amount, which shall be determined by the UGC, from time to time, based on the cost of living for a family in the country in which the study is to be undertaken. In the case of an Indian fellowship, which exceeds the salary of the teacher, the salary would be forfeited.

(x) Subject to the maximum period of absence from duty on leave not exceeding three years, study leave may be combined with earned leave, half-pay leave, extraordinary leave or vacation, provided that the earned leave at the credit of the teacher shall be availed of at the discretion of the teacher. A teacher, who is

selected to a higher post during study leave, will be placed in that position and get the higher scale only after joining the post.

(xi) A teacher granted study leave shall on his/her return and re-joining the service of the university may be eligible to the benefit of the annual increment(s) which he/she would have earned in the course of time if he/she had not proceeded on study leave. No teacher shall however, be eligible to receive arrears of increments.

(xii) Study leave shall count as service for pension/contributory provident fund, provided the teacher joins the university on the expiry of his/her study leave.

(xiii) Study leave granted to a teacher shall be deemed to be cancelled in case it is not availed of within 12 months of its sanction.

Provided that where study leave granted has been so cancelled, the teacher may apply again for such leave.

(xiv) A teacher availing himself/herself of study leave shall undertake that he/she shall serve the university for a continuous period of at least three years to be calculated from the date of his/her resuming duty on expiry of the study leave.

(xv) After the leave has been sanctioned, the teacher shall, before availing himself/herself of the leave, execute a bond in favour of the university, binding himself/herself for the due fulfillment of the conditions laid down in sub-clause above and give security of immovable property to the satisfaction of the Finance Officer/Treasurer or a fidelity bond of an insurance company or a guarantee by a scheduled bank or furnish security of two permanent teachers for the amount which might become refundable to the university in accordance with sub-clause (xiv) above.

(xvi) The teacher shall submit to the Registrar, six monthly reports of progress in his/her studies from his/her supervisor or the Head of the Institution. This report shall reach the Registrar within one month of the expiry of every six months of the study leave. If the report does not reach the Registrar within the specified time, the payment of leave salary may be deferred till the receipt of such report.

8.3. SABBATICAL LEAVE:

(i) Permanent, whole-time teachers of the university and colleges who have completed seven years of service as Reader/Associate Professor 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 university 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 of duration one year or more.

(iv) A teacher shall, during the period of sabbatical leave, be paid full pay and allowances (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 organization in India or 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 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 university on the expiry of his/her leave.

8.4 OTHER KINDS OF LEAVE RULES FOR PERMANENT TEACHERS OF THE UNIVERSITIES/ COLLEGES

(a) The following kinds of leave would be admissible to permanent teachers:

(i) Leave treated as duty, *viz*. Casual leave, Special casual leave, and Duty leave;

(ii) Leave earned by duty, *viz*. Earned leave, Half Pay leave, and Commuted leave;

(iii) Leave not earned by duty, *viz*. Extraordinary leave; and Leave not due;

(iv) Leave not debited to leave account –

(v) Leave for academic pursuits, *viz*. Study leave and Sabbatical leave/Academic leave;

(vi) Leave on grounds of health, *viz*. Maternity leave and Quarantine leave.

(b) The Executive Council/Syndicate may grant, in exceptional cases, for the reasons to be recorded, any other kinds of leave, subject to such terms and conditions as it may deem fit to impose.

8.4.1 Casual Leave

(i) Total casual leave granted to a teacher shall not exceed 8 days in an academic year.

(ii) Casual leave cannot be combined with any other kind of leave except special casual leave. However, such casual leave may be combined with holidays including Sundays. Holidays or Sundays falling within the period of casual leave shall not be counted as casual leave.

8.4.2 Special Casual Leave

(i) Special casual leave, not exceeding 10 days in an academic year, may be granted to a teacher:

(a) To conduct examination of a university/Public Service Commission/board of examination or other similar bodies/institutions; and

(b) To inspect academic institutions attached to a statutory board, etc.

(ii) In computing the 10 days' leave admissible, the days of actual journey, if any, to and from the places where activities specified above, take place, will be excluded.

(iii) In addition, special casual leave to the extent mentioned below, may also be granted;

(a) To undergo sterilization operation (vasectomy or salpingectomy) under family welfare programme. Leave in this case will be restricted to 6 working days; and

(b) To a female teacher who undergoes non-puerperal sterilization. Leave in this case will be restricted to 14 days.

(iv) Special casual leave cannot be accumulated, nor can it be combined with any other kind of leave except casual leave. It may be granted in combination with holidays or vacation by the sanctioning authority on each occasion;

8.4.3 Earned Leave

(i) Earned leave admissible to a teacher shall be:

(a) 1/30th of actual service including vacation; *plus*

(b) 1/3rd of the period, if any, during which he/she is required to perform duty during vacation.

For purposes of computation of period of actual service, all periods of leave except casual, special casual and duty leave shall be excluded.

(ii) Earned leave at the credit of a teacher shall not accumulate beyond 300 days. The maximum earned leave that may be sanctioned at a time shall not exceed 60 days. Earned leave exceeding 60 days may, however, be sanctioned in the case of higher study, or training, or leave with medical certificate, or when the entire leave, or a portion thereof, is spent outside India.

For avoidance of doubt, it may be noted:

1. When a teacher combines vacation with earned leave, the period of vacation shall be reckoned as leave in calculating the maximum amount of leave on average pay which may be included in the particular period of leave..

2. In case where only a portion of the leave is spent outside India, the grant of leave in excess of 120 days shall be subject to the condition that the portion of the leave spent in India shall not in the aggregate exceed 120 days.

3. Encashment of earned leave shall be allowed to non-vacation members of the teaching staff as applicable to the employees of Central/State Governments.

8.4.4 Half-pay Leave

Half-pay leave admissible to a permanent teacher shall be 20 days for each completed year of service. Such leave may be granted on the basis of medical certificate from a registered medical practitioner, for private affairs or for academic purposes.

Explanation:

A "completed year of service" means continuous service of specified duration under the university and includes periods of absence from duty as well as leave including extraordinary leave.

8.4.5 Commuted Leave

Commuted leave, not exceeding half the amount of half pay leave due, may be granted on the basis of medical certificate from a registered medical practitioner to a permanent teacher subject to the following conditions:

(i) Commuted leave during the entire service shall be limited to a maximum of 240 days;

(ii) When commuted leave is granted, twice the amount of such leave shall be debited against the half-pay leave due; and

(iii) The total duration of earned leave and commuted leave taken in conjunction shall not exceed 240 days at a time. *Provided* that no commuted leave shall be granted under these rules unless the authority competent to sanction leave has reason to believe that the teacher will return to duty on its expiry.

8.4.6 Extraordinary Leave

(i) A permanent teacher may be granted extraordinary leave when:

(a) No other leave is admissible; or

(b) Other leave is admissible and the teacher applies in writing for the grant of extraordinary leave.

(ii) Extraordinary leave shall always be without pay and allowances. Extraordinary leave shall not count for increment except in the following cases:

(a) Leave taken on the basis of medical certificates;

(b) Cases where the Vice Chancellor/Principal is satisfied that the leave was taken due to causes beyond the control of the teacher, such as inability to join or rejoin duty due to civil commotion or .a natural calamity, provided the teacher has no other kind of leave to his credit;

(c) Leave taken for pursuing higher studies; and

(d) Leave granted to accept an invitation to a teaching post or fellowship or research-cum- teaching post or on assignment for technical or academic work of importance.

(iii) Extraordinary leave may be combined with any other leave except casual leave and special casual leave, provided that the total period of continuous absence from duty on leave (including periods of vacation when such vacation is taken in conjunction with leave) shall not exceed three years except in cases where leave is taken on medical certificate. The total period of absence from duty shall in no case exceed five years in the full working life of the individual.

(iv) The authority empowered to grant leave may commute retrospectively periods of absence without leave into extraordinary leave.

8.4.7 Leave Not Due

(i) Leave not due, may, at the discretion of the Vice Chancellor/Principal, be granted to a permanent teacher for a period not exceeding 360 days during the entire period of service, out of which not more than 90 days at a time and 180 days in all may be otherwise than on medical certificate. Such leave shall be debited against the half-pay leave earned by him/her subsequently.

(ii) 'Leave not due' shall not be granted, unless the Vice Chancellor/Principal is satisfied that as far as can reasonably be foreseen, the teacher will return to duty on the expiry of the leave and earn the leave granted.

(ii) A teacher to whom 'leave not due' is granted shall not be permitted to tender his/her resignation from service so long as the debit balance in his/her leave account is not wiped off by active service, or he/she refunds the amount paid to him/her as pay and allowances for the period not so earned. In a case where retirement is unavoidable on account of reason of ill health, incapacitating the teacher for further service, refund of leave salary for the period of leave still to be earned may be waived by the Executive Council.

Provided that the Executive Council may waive off, in any other exceptional, for reasons to be recorded in writing, the refund of leave salary for the period of leave still to be earned.

8.4.8 Maternity Leave

(i) Maternity leave on full pay may be granted to a woman teacher for a period not exceeding 180 days, to be availed of twice in the entire career. Maternity leave may also be granted in case of miscarriage including abortion, subject to the condition that the total leave granted in respect of this to a woman teacher in her career is not more than 45 days, and the application for leave is supported by a medical certificate.

(ii) Maternity leave may be combined with earned leave, half pay leave or extraordinary leave but any leave applied for in continuation of maternity leave may be granted if the request is supported by a medical certificate.

8.4.9 Child Care Leave

Women teachers having minor children may be granted leave up to two years for taking care of their minor children. Child care leave for a maximum period of two years (730 days) may be granted to the women teachers during entire service period in lines with Central Government women employees. In the cases, where the child care leave is granted more than 45 days, the University/College/Institution may appoint a part time / guest substitute teacher with intimation to the UGC.

8.4.10 Paternity Leave

Paternity leave of 15 days may be granted to male teachers during the confinement of their wives, and such leave shall granted only up to two children.

8.4.11 Adoption leave

Adoption leave may be provided as per the rules of the Central Government.

9. RESEARCH PROMOTION GRANT

The UGC or the respective agency (Central/State Governments) may provide a start-up grant at the level of Rs. 3.0 lakhs in Social Sciences, Humanities and Languages and Rs. 6.0 lakhs in Sciences and Technology to teachers and other non-vocational academic staff to take up research immediately after their appointments.

9.1. CONSULTANCY ASSIGNMENTS

The consultancy rules, terms, conditions and the model of revenue sharing between institutions and consultant teachers shall be as per the UGC Consultancy Rules to be provided separately.

10.0 COUNTING OF PAST SERVICES FOR DIRECT RECRUITMENT AND PROMOTION UNDER CAS

10.1. Previous regular service, whether national or international, as Assistant Professor, Associate Professor or Professor or equivalent in a University, College, National Laboratories or other scientific/professional Organizations such as the CSIR, ICAR, DRDO, UGC, ICSSR, ICHR, ICMR, DBT, etc., should be counted for direct recruitment and promotion under CAS of a teacher as Assistant Professor, Associate Professor, Professor or any other nomenclature these posts are described as per Appendix III – Table No. II provided that:

(a) The essential qualifications of the post held were not lower than the qualifications prescribed by the UGC for Assistant Professor, Associate Professor and Professor as the case may be.

(b) The post is/was in an equivalent grade or of the pre-revised scale of pay as the post of Assistant Professor (Lecturer) Associate Professor (Reader) and Professor.

(c) The candidate for direct recruitment has applied through proper channel only.

(d) The concerned Assistant Professor, Associate Professor and Professor should possess the same minimum qualifications as prescribed by the UGC for appointment to the post of Assistant Professor, Associate Professor and Professor, as the case may be.

(e) The post was filled in accordance with the prescribed selection procedure as laid down in the Regulations of University/State Government/Central Government/ Concerned Institutions, for such appointments.

(f) The previous appointment was not as guest lecturer for any duration, or an ad hoc or in a leave vacancy of less than one year duration. Ad hoc or temporary service of more than one year duration can be counted provided that:

(i) the period of service was of more than one year duration;
(ii) the incumbent was appointed on the recommendation of duly constituted Selection Committee; and

(iii) the incumbent was selected to the permanent post in continuation to the ad hoc or temporary service, without any break.

(g) No distinction should be made with reference to the nature of management of the institution where previous service was rendered (private/local body/Government), was considered for counting past services under this clause.

11.0 PERIOD OF PROBATION AND CONFIRMATION

11.1. The minimum period of probation shall be one year extendable by a maximum period of one more year in case of unsatisfactory performance.

11.2. The confirmation at the end of one year shall be automatic, unless extended for another year by a specific order, before expiry of the first year.

11.3 Subject to this Clause 11, it is obligatory on the part of the university/the concerned institution to issue an order of confirmation to the incumbents within 45 days of completion of probationary period after due process of verification of satisfactory performance.

11.4 Probation and confirmation rules are applicable only at the initial stage of recruitment, issued from time to time, by Central Government.

11.5 All other Central Government rules on probation and confirmation shall be applicable mutatis mutandis.

12.0 CREATION AND FILLING UP OF TEACHING POSTS

12.1. Teaching posts in universities, as far as feasible, may be created in a pyramidal order, that is, for instance, for one post of Professor, there shall be two posts of Associate Professors and four posts of Assistant Professors, per department.

12.2. All the sanctioned/approved posts in the university system shall be filled up on an urgent basis.

13.0 APPOINTMENTS ON CONTRACT BASIS

13.1. The teachers should be appointed on contract basis only when it is absolutely necessary and when the student-teacher ratio does not satisfy the laid down norms. In any case, the number of such appointments should not exceed 10% of the total number of faculty positions in a College/University. The qualifications and selection procedure for appointing them should be the same as those applicable to a regularly appointed teacher. The fixed emoluments paid to such contract teachers should not be less than the monthly gross salary of a regularly appointed Assistant Professor. Such appointments should not be made initially for more than one academic session, and the performance of any such entrant teacher should be reviewed for academic performance before reappointing her/him on contract basis for another session.

14.0 TEACHING DAYS

14.1. The Universities/Colleges must adopt at least 180 working days, i.e. there should be a minimum of 30 weeks of actual teaching in a 6-day week. Of the remaining period, 12 weeks may be devoted to admission and examination activities, and non-instructional days for co-curricular, sports, college day, etc., 8 weeks for vacations and 2 weeks may be attributed to various public holidays. If the University adopts a 5 day week pattern, then the number of weeks should be increased correspondingly to ensure equivalent of 30 weeks of actual teaching with a 6 day week.

The above is summarized as follows:

	Number of weeks: 6 day a week pattern		**Number of weeks: 5 day a week pattern**	
Categorization	**University**	**College**	**University**	**College**
Teaching and Learning Process	30 (180 days) weeks	30 (180 days) weeks	36 (180 days) weeks	36 (180 days) weeks
Admissions/Examinations preparation for Examination	12	10	8	8
Vacation	8	10	6	6
Public Holidays **(to increase and adjust teaching days accordingly)**	2	2	2	2
Total	**52**	**52**	**52**	**52**

14.2. In lieu of curtailment of vacation by 2 weeks, the university teachers may be credited with 1/3rd of the period of earned leave. However, colleges may have an option of a total vacation of 10 weeks in a year and no earned leave except when required to work during the vacations for which, as in the case of University teachers, 1/3 of the period will be credited as Earned Leave.

5.0. WORKLOAD

15.1. The workload of the teachers in full employment should not be less than 40 hours a week for 30 working weeks (180 teaching days) in an academic year. It should be necessary for the teacher to be available for at least 5 hours daily in the University/College for which necessary space and infrastructure should be provided by the University/College. Direct teaching-learning process hours should be as follows:

Assistant Professor	16 hours
Associate Professor and Professor	14 hours

15.2 A relaxation of two hours in the workload may, however, be given to Professors who are actively involved in extension activities and administration. A minimum of 6 hours per week may have to be allocated for research activities of a teacher.

16.0 SERVICE AGREEMENT AND FIXING OF SENIORITY

16.1. At the time of recruitment in Universities and Colleges, a service agreement should be executed between the University/College and the teacher concerned and a copy of the same should be deposited with the Registrar/Principal. Such service agreement shall be duly stamped as per the rates applicable.

16.2. The self-appraisal or linked Performance Based Appraisal System (PBAS) methodology shall form part of the service agreement/Record.

16.3. **Inter-se seniority between the direct recruited and teachers promoted under CAS**

The inter-se seniority of a direct recruit shall be determined with reference to the date of joining and for the teachers promoted under CAS with reference to the date of eligibility as indicated in the recommendations of the selection committee of the respective candidates. The rules and regulations of the respective Central/State Government shall apply, for all other matters of seniority.

17.0. CODE OF PROFESSIONAL ETHICS

I. TEACHERS AND THEIR RESPONSIBILITIES:

Whoever adopts teaching as a profession assumes the obligation to conduct himself / herself in accordance with the ideal of the profession. A teacher is constantly under the scrutiny of his students and the society at large. Therefore, every teacher should see that there is no incompatibility between his precepts and practice. The national ideals of education which have already been set forth and which he/she should seek to inculcate among students must be his/her own ideals. The profession further requires that the teachers should be calm, patient and communicative by temperament and amiable in disposition.

Teachers should:

(i) Adhere to a responsible pattern of conduct and demeanour expected of them by the community;

(ii) Manage their private affairs in a manner consistent with the dignity of the profession;

(iii) Seek to make professional growth continuous through study and research;

(iv) Express free and frank opinion by participation at professional meetings, seminars, conferences etc. towards the contribution of knowledge;

(v) Maintain active membership of professional organizations and strive to improve education and profession through them;

(vi) Perform their duties in the form of teaching, tutorial, practical, seminar and research work conscientiously and with dedication;

(vii) Co-operate and assist in carrying out functions relating to the educational responsibilities of the college and the university such as: assisting in appraising applications for admission, advising and counseling students as well as assisting the conduct of university and college examinations, including supervision, invigilation and evaluation; and

(viii) Participate in extension, co-curricular and extra-curricular activities including community service.

II. TEACHERS AND THE STUDENTS

Teachers should:

(i) Respect the right and dignity of the student in expressing his/her opinion;

(ii) Deal justly and impartially with students regardless of their religion, caste, political, economic, social and physical characteristics;

(ii) Recognize the difference in aptitude and capabilities among students and strive to meet their individual needs;

(iv) Encourage students to improve their attainments, develop their personalities and at the same time contribute to community welfare;

(v) Inculcate among students scientific outlook and respect for physical labour and ideals of democracy, patriotism and peace;

(vi) Be affectionate to the students and not behave in a vindictive manner towards any of them for any reason;

(vii) Pay attention to only the attainment of the student in the assessment of merit;

(viii) Make themselves available to the students even beyond their class hours and help and guide students without any remuneration or reward;

(ix) Aid students to develop an understanding of our national heritage and national goals; and

(x) Refrain from inciting students against other students, colleagues or administration.

III. TEACHERS AND COLLEAGUES

Teachers should:

(i) Treat other members of the profession in the same manner as they themselves wish to be treated;

(ii) Speak respectfully of other teachers and render assistance for professional betterment;

(iii) Refrain from lodging unsubstantiated allegations against colleagues to higher authorities; and

(iv) Refrain from allowing considerations of caste, creed, religion, race or sex in their professional endeavour.

IV. TEACHERS AND AUTHORITIES:

Teachers should:

(i) Discharge their professional responsibilities according to the existing rules and adhere to procedures and methods consistent with their profession in initiating steps through their own institutional bodies and/or professional organizations for change of any such rule detrimental to the professional interest;

(ii) Refrain from undertaking any other employment and commitment including private tuitions and coaching classes which are likely to interfere with their professional responsibilities;

(iii) Co-operate in the formulation of policies of the institution by accepting various offices and discharge responsibilities which such offices may demand;

(iv) Co-operate through their organizations in the formulation of policies of the other institutions and accept offices;

(v) Co-operate with the authorities for the betterment of the institutions keeping in view the interest and in conformity with dignity of the profession;

(vi) Should adhere to the conditions of contract;

(vii) Give and expect due notice before a change of position is made; and

(viii) Refrain from availing themselves of leave except on unavoidable grounds and as far as practicable with prior intimation, keeping in view their particular responsibility for completion of academic schedule.

V. TEACHERS AND NON-TEACHING STAFF:

(i) Teachers should treat the non-teaching staff as colleagues and equal partners in a cooperative undertaking, within every educational institution; and

(ii) Teachers should help in the function of joint staff-councils covering both teachers and the non-teaching staff.

VI. TEACHERS AND GUARDIANS

Teachers should:

(i) Try to see through teachers' bodies and organizations, that institutions maintain contact with the guardians, their students, send reports of their performance to the guardians whenever necessary and meet the guardians in meetings convened for the purpose for mutual exchange of ideas and for the benefit of the institution.

VII. TEACHERS AND SOCIETY

Teachers should:

(i) Recognize that education is a public service and strive to keep the public informed of the educational programmes which are being provided;

(ii) Work to improve education in the community and strengthen the community's moral and intellectual life ;

(iii) Be aware of social problems and take part in such activities as would be conducive to the progress of society and hence the country as a whole;

(iv) Perform the duties of citizenship, participate in community activities and shoulder responsibilities of public offices;

(v) Refrain from taking part in or subscribing to or assisting in any way activities which tend to promote feeling of hatred or enmity among different communities, religions or linguistic groups but actively work for National Integration.

SCHEDULE FOR CLAUSE 6.8.0

(FOR PAY SCALES, DESIGNATIONS AND STAGES OF PROMOTION UNDER CAS OF INCUMBENT AND NEWLY APPOINTED ASSISTANT PROFESSORS/ ASSOCIATE PROFESSORS/ PROFESSORS AND OTHER EQUIVALENT CADRES IN LIBRARY AND PHYSICAL EDUCATION AND SPORTS IN CENTRAL UNIVERSITIES AND COLLEGES THEREUNDER AND INSTITUTIONS DEEMED TO BE UNIVERSITIES WHOSE MAINTENANCE EXPENDITURE IS MET BY THE UGC).

1.0. Persons entering the teaching profession in universities and colleges shall be designated as Assistant Professors and shall be placed in the Pay Band III of Rs.15,600 – Rs. 39,100 with AGP of Rs. 6,000. Lecturers already in service in the pre-revised scale of Rs. 8,000 – Rs.13,500, shall be re-designated as Assistant Professors with the said AGP of Rs. 6,000. Their CAS promotions would be subject to the API criteria based PBAS system norms laid out in these regulations

1.1. An Assistant Professor with completed service of four years, possessing Ph. D. Degree in the relevant discipline shall be eligible, for moving to AGP of Rs.7,000.

1.2. An Assistant Professors possessing M.Phil. Degree or post-graduate degree in professional courses approved by the relevant statutory Body, such as LL.M. / M.Tech., etc. shall be eligible for the AGP of Rs. 7,000 after completion of five years service as Assistant Professor.

1.3. An Assistant Professors who do not have Ph.D. or M.Phil. or a Master degree in the relevant Professional course shall be eligible for the AGP of Rs. 7,000 only after completion of six years' service as Assistant Professor.

1.4. The upward movement from AGP of Rs. 6,000 to AGP of Rs. 7,000 for all Assistant Professors shall be subject to their satisfying the API criteria based PBAS conditions as laid down by the UGC in these Regulations.

2.0. The pay of the incumbents to the posts of Lecturer (senior scale) (i.e. the unrevised scale of Rs. 10,000 – Rs.15,200) shall be re-designated as Assistant Professor, and shall be fixed at the appropriate stage in Pay Band III of Rs.15,600 – Rs. 39,100 based on their present pay, with AGP of Rs. 7,000.

2.1. Assistant Professors with completed service of five years at the AGP of Rs. 7,000 shall be eligible, subject to other API requirements laid down by these UGC Regulations, to move up to the AGP of Rs. 8,000.

3.0. Posts of Associate Professor shall be in the Pay Band IV of Rs. 37,400 – Rs. 67,000, with AGP of Rs. 9,000. Directly recruited Associate Professors under these Regulations shall be placed in the Pay Band IV of Rs. 37,400 – Rs. 67,000 with an AGP of Rs. 9,000, at the appropriate stage in the Pay Band in terms of the conditions of appointment.

3.1. Incumbent Readers and Lecturers (Selection Grade) who have completed three years in the current pay scale of Rs. 12,000 – Rs. 18,300 on 1 January, 2006 shall be placed

in Pay Band IV of Rs. 37,400 – Rs. 67,000 with AGP of Rs. 9,000 and shall be re-designated as Associate Professor.

3.2. Incumbent Readers and Lecturers (Selection Grade) who had not completed three years in the pay scale of Rs.12,000 – Rs.18,300 on or after 1 January, 2006 shall be placed at the appropriate stage in the Pay Band of Rs.15,600 – Rs. 39,100 with AGP of Rs. 8,000 till they complete three years of service in the grade of Lecturer (Selection Grade) / Reader, and thereafter shall be placed in the higher Pay Band IV of Rs. 37,400 – Rs. 67,000 and accordingly re-designated as Associate Professor.

3.3. Readers/Lecturers (Selection Grade) in service at present shall continue to be designated as Lecturer (Selection Grade) or Readers, as the case may be, until they are placed in the Pay Band of Rs. 37,400 – Rs. 67,000 and re-designated as Associate Professor in the manner described in 3.1 and 3.2. above.

3.4. Assistant Professors completing three years of teaching in the AGP of Rs. 8,000 shall be eligible, subject to the qualifying conditions prescribed by these Regulations, to move to the Pay Band IV of Rs. 37,400 – Rs. 67,000 with AGP of Rs. 9,000 and to be designated as Associate Professor.

3.5. Associate Professor completing three years of service in the AGP of Rs. 9,000 and possessing a Ph.D. Degree in the relevant discipline shall be eligible to be appointed and designated as Professor, subject to satisfying the required credit points as per API based on PBAS methodology provided in Appendix IV, Table I-III stipulated in these Regulations and assessment by a duly constituted selection committee as suggested for the direct recruitment of Professor. No teacher other than those with a Ph.D. shall be promoted or appointed as Professor. The Pay Band IV for the post of Professors shall be Rs. 37,400 – Rs. 67,000 with AGP of Rs. 10,000.

4.0. The pay of a directly recruited Professor shall be fixed at a stage not below Rs.43,000 in the Pay Band IV of Rs. 37,400 – Rs. 67,000, with the applicable AGP of Rs.10,000.

4.1**.** Ten percent of the positions of Professors in a university shall be eligible to be placed in the higher AGP of Rs.12,000. However, teachers promoted to the posts with higher AGP of Rs.12,000, shall continue to be designated as Professor. Eligibility for elevation as a Professor in the higher Academic Grade Pay of Rs.12,000, shall be a minimum of ten years of teaching and research experience as professor either in the pre-revised scale of Professor's Pay of Rs.16,400 – Rs. 22,400 or the revised scale of Pay Band IV of Professor with AGP of Rs.10,000 on satisfying the required API score as per Tables I and II through the PBAS methodology stipulated in these Regulations through a duly constituted Expert committee;

5.0. PAY SCALES OF PRINCIPALS IN COLLEGES:

5.1 PRINCIPAL OF UNDER GRADUATE COLLEGES:

The posts of Principal in Under Graduate Colleges shall be in the Pay Band of Rs. 37,400 – Rs. 67,000 with AGP of Rs.10,000, plus a Special Allowance of Rs. 2,000 per month and shall also be fixed at a stage not below Rs. 43,000 as in the directly recruited

Professors. All Principals in service shall be appropriately fixed in the Pay Band with the AGP of Rs.10,000

5.2 PRINCIPAL OF POST GRADUATE COLLEGES:

Posts of Principal in Post Graduate Colleges shall also be in the Pay Band of Rs. 37,400 – Rs. 67,000 with AGP of Rs.10,000, plus a Special Allowance of Rs. 3,000 per month and shall also be fixed at a stage not below Rs. 43,000 as in the case of directly recruited Professors. All Principals in service shall be appropriately fixed in the Pay Band IV with the AGP of Rs.10,000.

6.0. PAY SCALES AND CAREER ADVANCEMENT SCHEMES REGULATIONS FOR LIBRARIANS, ETC.

6.1. ASSISTANT UNIVERSITY LIBRARIAN / COLLEGE LIBRARIAN:

(i) Assistant Librarian / College Librarian in the pre-revised scale of pay of Rs. 8,000 – Rs. 13,500 shall be placed in the Pay Band of Rs.15,600 – Rs. 39,100 with AGP of Rs. 6,000.

(ii) All conditions of eligibility and academic qualifications laid down by the UGC as per these Regulations, shall be applicable for direct recruitment of Assistant University Librarian / College Librarian.

6.2 ASSISTANT UNIVERSITY LIBRARIAN (SR. SCALE) / COLLEGE LIBRARIAN (SR. SCALE):

(i) Assistant University Librarian (Sr. Scale)/ College Librarian (Sr. Scale) in the pre-revised scale of pay of Rs.10,000 – Rs. 15,200 shall be placed in the Pay Band of Rs.15,600 – Rs. 39,100 with AGP of Rs.7,000.

(ii) Assistant University Librarian / College Librarian possessing Ph.D. in Library Science, after completing service of four years in the AGP of Rs. 6,000, and if otherwise eligible as per API scoring system, and PBAS methodology laid down by the UGC in these Regulations, shall be eligible for the higher AGP of Rs. 7,000 with the Pay Band of Rs.15,600 – Rs. 39,100.

(iii) Assistant Librarian / College Librarian not possessing Ph.D. but only M.Phil. in Library Science at the entry level after completing service of five years in the AGP of Rs. 6,000, if otherwise eligible as per API scoring system and PBAS methodology laid down by the UGC in these Regulations, shall become eligible for the higher AGP of Rs. 7,000.

(iv) After completing service of six years in the AGP of Rs. 6,000 Assistant Librarian / College Librarian without the relevant Ph.D. and M.Phil. shall, if otherwise eligible as per API scoring system and PBAS methodology laid down by the UGC in these Regulations, move to the higher AGP of Rs. 7,000.

(v) The pay of the existing Assistant Librarian (Sr. Scale) / College Librarian (Sr. Scale) in the pre-revised scale of pay of Rs.10,000 – Rs.15,200 shall be fixed in the Pay Band of Rs.15,600 – Rs. 39,100 with AGP of Rs.7,000 at an appropriate stage based on their present pay.

6.3. DEPUTY LIBRARIAN / ASSISTANT LIBRARIAN (SELECTION GRADE) / COLLEGE LIBRARIAN (SELECTION GRADE):

(i) Deputy Librarians who are directly recruited shall be placed in the Pay Band of Rs. 15,600 – Rs. 39,100 with AGP of Rs. 8,000

(ii) On completion of service of five years, Assistant Librarian (Sr. Scale) / College Librarian (Sr. Scale) shall be eligible for the post of Deputy Librarian/ equivalent posts in Pay Band of Rs.15,600 – Rs. 39,100, with Academic Grade Pay of Rs. 8,000, subject to their fulfilling other conditions of eligibility (such as Ph.D. degree, etc. for Deputy Librarian) as per API scoring system based PBAS methodology laid down by the UGC for CAS promotion in these Regulations. They shall be designated as Deputy Librarian / Assistant Librarian (Selection Grade) / College Librarian (Selection Grade), as the case may be.

(iii) After completing three years in the Pay Band of Rs.15,600 – Rs. 39,100 with an AGP of Rs. 8,000, Deputy Librarians /equivalent positions shall move to the Pay Band of Rs. 37,400 – Rs. 67,000 and AGP of Rs. 9,000, subject to fulfilling other conditions of eligibility as per API scoring system and PBAS methodology laid down by the UGC for CAS promotion in these Regulations.

(iv) Assistant Librarians (Sr. Scale) in universities/ College Librarians (Sr. Scale) in the AGP of Rs. 7,000 not possessing Ph.D. in Library Science but who fulfill other criteria prescribed by the UGC for CAS promotion in these Regulations, shall also be eligible for being placed in the AGP of Rs. 8,000.

(v) Incumbents to the posts of Deputy Librarian / Assistant Librarian (Selection Grade)/College Librarian (Selection Grade) who have completed three years in the pre-revised pay scale of Rs. 12,000 – Rs. 18,300 on 1 January, 2006 shall be fixed at an appropriate stage in the Pay Band of Rs. 37,400 – Rs. 67,000 with an AGP of Rs. 9,000. They shall continue to be designated as Deputy Librarian / Assistant Librarian (Selection Grade)/College Librarian (Selection Grade)

(vi) Incumbents to the posts of Deputy Librarian / Assistant Librarian (Selection Grade) /College Librarian (Selection Grade) who have not completed the requirement of three years in the pre-revised pay scale of Rs.12,000 – Rs. 18,300, for being eligible to be placed in the higher Pay Band of Rs. 37,400 – Rs. 67,000, shall be placed at an appropriate stage with Academic Grade Pay of Rs. 8,000 till they complete three years of service as Deputy Librarian / Assistant Librarian (Selection Grade)/College Librarian (Selection Grade)

(vii) Pay in regard to the directly recruited Deputy Librarians shall be initially fixed in Pay Band Rs.15,600 – Rs. 39,100 with AGP of Rs. 8,000. They shall move to the Pay Band of Rs. 37,400 – Rs. 67,000 with AGP of Rs.9000 after completing three years of service in the AGP of Rs. 8,000.

(viii) The conditions of eligibility and academic qualifications prescribed by the UGC in these Regulations, shall be adopted for direct recruitment to the post of Deputy Librarian.

6.4. LIBRARIAN (UNIVERSITY):

(i) The post of Librarian shall be in the Pay Band of Rs. 37,400 – Rs. 67,000 with the Academic Grade Pay of Rs.10,000.

(ii) The conditions of eligibility and academic qualifications prescribed by the UGC in these Regulations, shall be adopted for appointment to the post of Librarian (University).

(iii) Deputy Librarian completing service of three years in the AGP of Rs.9,000 and otherwise eligible as per the API scoring system and PBAS methodology developed in these Regulations, with a Ph.D. qualification shall also be eligible to be considered for appointment to the post of Librarian through open recruitment.

(iv) Incumbent Librarian (University) shall be placed at the appropriate stage as per the 'fixation formula' provided as Appendix-II in the Pay Band of Rs. 37,400 – Rs. 67,000 with AGP of Rs.10,000.

7.0. PAY SCALES AND CAREER ADVANCEMENT SCHEMES REGULATIONS FOR PHYSICAL EDUCATION AND SPORTS CADRES

7.1. ASSISTANT DIRECTOR OF PHYSICAL EDUCATION AND SPORTS (ASSISTANT DPE&S) / COLLEGE DIRECTOR OF PHYSICAL EDUCATION & SPORTS (COLLEGE DPE&S):

(i) The Assistant Director of Physical Education and Sports/College DPE&S in the pre-revised pays scale of Rs. 8,000 – Rs. 13,500 shall be placed in the Pay Band of Rs.15,600 – Rs. 39,100 with AGP of Rs. 6,000.

(ii) Pay of Incumbent Assistant Directors of Physical Education and Sports / College DPE&S shall be fixed at an appropriate stage in the Pay Band of Rs. 15,600 – Rs. 39,100 with an AGP of Rs. 6,000, in accordance with the 'fixation formula' provided in Appendix-II.

(iii) All conditions of eligibility and academic qualifications laid down by the UGC in these Regulations, shall be applicable for direct recruitment of Assistant Director of Physical Education and Sports / College DPE&S.

7.2. ASSISTANT DIRECTOR OF PHYSICAL EDUCATION AND SPORTS (SENIOR SCALE) / COLLEGE DPE & S (SENIOR SCALE):

(i) Assistant Directors of Physical Education and Sports (Senior Scale) / College DPE & S (Senior Scale) in the pre-revised pay scale of Rs.10,000 – Rs. 15,200 shall be placed in the Pay Band of Rs.15,600 – Rs. 39,100 with AGP of Rs. 7,000.

(ii) Assistant Directors of Physical Education and Sports / College DPE & S possessing Ph.D. in Physical Education at the entry level of Assistant DPE & S/ College DPE & S in the AGP of Rs. 6,000 shall, after completing service of four years in the AGP of Rs. 6,000, and if otherwise eligible as per API scoring system and PBAS methodology prescribed by the UGC for CAS promotion in these Regulations, shall move to higher AGP of Rs. 7,000 in the Pay Band of Rs.15,600 – Rs. 39,100.

(iii) Assistant Directors of Physical Education and Sports / College DPE & S possessing M.Phil. in Physical Education at the entry level of Assistant DPE & S / College DPE & S in the AGP of Rs. 6,000 shall, after completing service of the five years in the AGP of Rs. 6,000, be eligible for the higher AGP of Rs. 7,000 on satisfying the API scoring system and PBAS methodology prescribed by the UGC for CAS promotion in these Regulations.

(iv) Assistant Directors of Physical Education and Sports / College DPE&S without the relevant Ph.D. and M.Phil. shall, after completing service of six years as Assistant Director of Physical Education and Sports / College DPE&S in the AGP of Rs. 6,000, and if otherwise eligible as per API scoring system and PBAS methodology prescribed by the UGC for CAS promotion in these Regulations shall be placed in the AGP of Rs. 7,000.

(v) Pay of incumbent Assistant Directors of Physical Education & Sports (Senior Scale) / College DPE&S (Senior Scale) shall be fixed in Pay Band of Rs.15600-39100 at an appropriate stage in the AGP of Rs.7000, as per the 'fixation formula' provided in Appendix-II

7.3. DEPUTY DIRECTOR OF PHYSICAL EDUCATION AND SPORTS/ ASSISTANT DIRECTOR OF PHYSICAL EDUCATION AND SPORTS (SELECTION GRADE) / COLLEGE DIRECTOR OF PHYSICAL EDUCATION AND SPORTS (SELECTION GRADE)

(i) After completing service of five years in the Pay Band of Rs.15,600 – Rs. 39,100 with the AGP of Rs. 7,000 and subject to satisfying API scoring system and PBAS methodology prescribed by the UGC in these Regulations, Assistant Director of Physical Education and Sports (Senior Scale) / College DPE&S (Senior scale) shall move to AGP of Rs. 8,000 in the Pay band of Rs. 15,600 – Rs. 39,100. They shall be designated as Deputy Director of Physical Education and Sports / Assistant DPE&S (Selection Grade) / College DPE&S (Selection Grade), as the case may be.

(ii) After completing service of three years in the Pay Band of Rs.15,600 – Rs. 39,100 and the AGP of Rs.8,000 and subject to satisfying API/ scoring system and PBAS methodology prescribed by the UGC in these Regulations, Deputy DPE&S/Assistant DPE&S (Selection Grade) College DPE&S (Selection Grade) shall move to the Pay Band of Rs. 37,400 – Rs. 67,000 with the AGP of Rs. 9,000. They shall continue to be designated as Deputy DPE&S/Assistant DPE&S (Selection Grade) / College DPE&S (Selection Grade)

(iii) All incumbents to the post of Deputy DPE&S/Assistant DPE&S (Selection Grade)/ College DPE&S (Selection Grade) who have completed service of at least three years in the unrevised pay scale of Rs.12,000 – Rs.18,300 as on 01-01-2006 shall be eligible to be fixed in the Pay Band of Rs. 37,400 – Rs. 67,000 with AGP of Rs. 9,000.

(iv) All incumbents to the post of Deputy DPE&S /Assistant DPE&S (Selection Grade/ College DPE&S (Selection Grade) whose services in the unrevised pay scale of Rs.12,000 – Rs. 18,300 fall short of three years which would have made them eligible to move to the higher pay band, shall be placed at an appropriate stage at the AGP of Rs. 8,000 in the pay band of Rs.15,600 – Rs. 39,000 till they complete the required service of three years as Deputy DPE&S / ADPE&S (Selection Grade) / College DPE&S (Selection Grade) in the unrevised pay scale.

(v) Pay of the directly recruited Deputy DPE&S shall be initially fixed with the AGP of Rs. 8,000 in the Pay Band of Rs.15,600 – Rs. 39,100, and after completing three years of service directly recruited Deputy DPE&S and equivalent shall move to Pay Band Rs. 37,400 – Rs. 67,000 with AGP of Rs. 9,000.

7.4. DIRECTOR OF PHYSICAL EDUCATION AND SPORTS (UNIVERSITY):

(i) Post of Director, Physical Education and Sports in Universities shall be in the Pay Band of Rs. 37,400 – Rs. 67,000 with AGP of Rs.10,000.

(ii) Post of Director, Physical Education and Sports (University) shall continue to be filled through direct recruitment and the existing conditions of eligibility, i.e. the minimum qualification, number of years of relevant experience and other conditions prescribed by the UGC in these Regulations, shall be the eligibility for recruitment.

(iii) Pay of the incumbent shall be fixed at the appropriate stage in the Pay Band of Rs.37,400 – Rs. 67,000 as per ‘fixation formula’ provided in Appendix-II.

8.0. PAY SCALES OF PRO-VICE CHANCELLOR / VICE-CHANCELLOR OF UNIVERSITIES:

8.1. PRO-VICE-CHANCELLOR:

8.1.1. The posts of Pro-Vice Chancellor shall be in the Pay Band of Rs. 37,400 –Rs. 67,000 with AGP of Rs.10,000 or Rs.12,000 as the case may be, along with a Special Allowance of Rs. 4,000 per month, subject to the condition that the sum total of pay in the Pay Band, the Academic Grade Pay and the Special Allowance shall not exceed Rs. 80,000.

8.2. VICE CHANCELLOR:

8.2.1. The posts of Vice-Chancellor shall carry a fixed pay of Rs.75,000 along with a Special pay of Rs.5,000 per month. All other eligibilities and facilities for the Vice Chancellor as provided in the Act/Statute of the university concerned, shall be applicable besides the pay.

9.0. INCENTIVES FOR Ph.D. / M.Phil. AND OTHER HIGHER QUALIFICATION TO TAKE EFFECT FROM 01-09-2008.

9.1. Five non-compounded advance increments shall be admissible at the entry level of recruitment as Assistant Professor to persons possessing the degree of Ph.D. awarded in a relevant discipline by the University following the process of admission, registration, course work and external evaluation as prescribed by the UGC.

9.2. M.Phil. Degree holders at the time of recruitment to the post of Assistant Professor shall be entitled to 2 non-compounded advance increments.

9.3. Those possessing Post-graduate degree in the professional course such as LL.M./M.Tech./M.Arch./M.E./M.V.Sc./M.D., etc. recognized by the relevant statutory body / council, shall also be entitled to 2 non-compounded advance increments at the entry level.

9.4 (i) Teachers who complete their Ph.D. Degree while in service shall be entitled to 3 non-compounded increments if such Ph.D. is in a relevant discipline of the discipline of employment and has been awarded by a University complying with the process prescribed by the UGC for enrolment, course work, evaluation, etc.

(ii) However, teachers in service who have already been awarded Ph.D. by the time of coming into force of these Regulations or having been enrolled for Ph.D. have already undergone course-work as well as evaluation, if any, and only Notification in regard to the award of Ph.D. is awaited, shall also be entitled to the award of 3 non-compounded increments even if the

university awarding such Ph.D. has not yet been notified by the UGC as having complied with the process prescribed by the Commission.

9.5. In respect of every other case, a teacher who is already enrolled for Ph.D. shall avail the benefit of 3 non-compounded increments only if the university awarding the Ph.D. has been notified by the UGC to have complied with the process prescribed by the Commission for the award of Ph.D. in respect of either course-work or evaluation or both, as the case may be.

9.6 Teachers in service who have not yet enrolled for Ph.D. shall therefore derive the benefit of 3 non-compounded increments on award of Ph.D., while in service only if such enrolment is with a university which complies with the entire process, including that of enrolment as prescribed by the UGC.

9.7 Teachers who acquire M.Phil. Degree or a post graduate degree in a professional course recognized by the relevant Statutory Body/Council, while in service, shall be entitled to one advance increment.

9.8 Five non-compounded advance increments shall be admissible to Assistant Librarian / College Librarian who are recruited at entry level with Ph.D. degree in the discipline of library science from a university complying with the process prescribed by the UGC in respect of enrolment, course-work and evaluation process for the award of Ph.D. in Library Science.

9.8.1 (i) Assistant Librarian / College Librarian acquiring the degree of Ph.D. at any time while in service, in the discipline of library science from a university complying with the process prescribed by the UGC in respect of enrolment, course-work and evaluation shall be entitled to 3 non-compounded advance increments.

(ii) However, persons in posts of Assistant Librarian / College Librarian or higher positions who have already been awarded Ph.D. in library science at the time of coming into force of these Regulations or having already undergone course-work as well as evaluation, if any, and only Notification in regard to the award of Ph.D. is awaited, shall also be entitled to the award of 3 non-compounded increments even if the university awarding such Ph.D. has not yet been notified by the UGC as having complied with the process prescribed by the Commission.

9.8.2 In respect of every other case of persons in the posts of Assistant Librarian / College Librarian or higher positions who are already enrolled for Ph.D. shall avail the benefit of 3 non-compounded increments only if the university awarding the Ph.D. has been notified by the UGC to have complied with the process prescribed by the Commission for the award of Ph.D. in respect of either course-work or evaluation or both, as the case may be.

9.8.3. Assistant Librarian / College Librarian and others in higher Library positions in service who have not yet enrolled for Ph. D. shall therefore derive the benefit of 3 non-compounded increments on award of Ph.D. while in service only if such

enrolment is with a university which complies with the entire process, including that of enrolment as prescribed by the UGC.

9.8.4. Two non-compounded advance increments shall be admissible for Assistant Librarian / College Librarian with M.Phil. degree in Library Science at the entry level, Assistant Librarian / College Librarian and those in higher positions acquiring M. Phil. degree in Library Science at any time during the course of their service shall be entitled to one advance increment.

9.9 Five non-compounded advance increments shall be admissible to Assistant Director of Physical Education and Sports / College Director of Physical Education and Sports who are recruited at entry level with Ph.D. degree in the discipline of Physical Education from a university complying with the process prescribed by the UGC in respect of enrolment, course work and evaluation process for the award of Ph.D. in Physical Education.

9.10. Notwithstanding anything in the foregoing clauses, those who have already availed the benefits of advance increments for possessing Ph.D. / M.Phil. at the entry level under the earlier Schemes / Regulations shall not be entitled to the benefit of advance increments under these Regulations.

9.11. Teachers, Library and Physical Education cadres who have already availed the benefits of increments as per the then existing policy for acquiring Ph.D. / M. Phil while in service, shall not be entitled to advance increments under these Regulations.

9.12. For posts at the entry level where no such advance increments were admissible for possessing Ph.D./M. Phil under the earlier Schemes / Regulations, the benefit of advance increments for possessing Ph.D./M. Phil shall be available to only those appointments which have been made on or after the coming into force of these Regulations.

10.0 OTHER TERMS AND CONDITIONS

10.1. INCREMENTS

10.2. Each annual increment shall be equivalent to 3% of the sum total of pay in the relevant Pay Band and the AGP as applicable for the respective stage in the Pay Band.

10.3. Each advance increment shall also be at the rate of 3% of the sum total of pay in the relevant Pay Band and the AGP as applicable and shall be non-compoundable.

10.4. The number of additional increment(s) on placement at each higher stage of AGP shall be as per the existing Schemes / Regulations of increment on promotion from lower Pay Scale to higher Pay Scale; however, in view of the considerable raise in effective pay between the two Pay Bands, there shall be no

additional increment on movement from the Pay Band of Rs.15,600 – Rs. 39,100 to the Pay Band of Rs. 37,400 – Rs. 67,000.

10.5 All issues relating to grant of advance increments to teachers engaged in engineering / technical courses in the university system shall be subject to recommendations of the Committee separately constituted by the Central Government for pay review of teachers in technical education.

11.0 ALLOWANCES:

11.1. Allowances such as Leave Travel Concession, Special Compensatory Allowances, Children's Education Allowance, Transport Allowance, House Rent Allowance, Deputation Allowance, Traveling Allowance, Dearness Allowance, area based Special Compensatory Allowance etc. as applicable to teachers and Library and Physical Education Cadres, shall be at par with that of Central Government employees.

APPENDICES

APPENDIX I	**Scheme of revision of pay of teachers and equivalent cadres in universities and colleges following the revision of pay scales of Central Government employees on the recommendations of the Sixth Central Pay Commission** **(Letter No. No.1-32/2006-U.II/U.I(i). Government of India, Ministry of Human Resource Development, Department of Higher Education, New Delhi, dated the 31St December, 2008).**	
APPENDIX II	**Fitment Tables (Table No. 1 to 9) for fixation of pay of the existing incumbents, who were in position as on 1.1.2006, in various categories of posts as indicated in the Tables.** **(Letter No. No.F.3-1/2009-U.I, Government of India, Ministry of Human Resource Development, (Department of Higher Education), dated 4th June, 2009)**	
APPENDIX III **(TABLES I TO IX)**	**Performance Based Assessment Scheme (PBAS) & Annual Performance Indicators (APIs) for Direct Recruitment & Promotion under Career Advancement Scheme (CAS)** **Tables I to IV – For University and College Teachers** **Tables V to VIII – For Asst. Director/Dy. Director/ Director Physical Education Cadre etc.** **Tables IX to XII – For Asst, Librarian, Dy. Librarian, Librarian etc.**	

APPENDIX I

No.1-32/2006-U.II/U.I(i)
Government of India
Ministry of Human Resource Development
Department of Higher Education

New Delhi, dated the 31St December, 2008

To

The Secretary,
University Grants Commission,
Bahadur Shah Zafar Marg, New Delhi - 110 002.

Subject:- Scheme of revision of pay of teachers and equivalent cadres in universities and colleges following the revision of pay scales of Central Government employees on the recommendations of the Sixth Central Pay Commission.

Sir,

I am directed to say that the Government of India have decided, after taking into consideration the recommendations made by the University Grants Commission (UGC) based on the decisions taken at the meeting of the Commission held on 7-8 October 2008, to revise the pay scales of teachers in the Central Universities. The revision of pay scales of teachers shall be subject to various provisions of the Scheme of revision of pay scales as contained in this letter, and Regulations to be framed by the UGC in this behalf in accordance with the Scheme given below. The revised pay scales and other provisions of the Scheme are as under:-

1. General

(i) There shall be only three designations in respect of teachers in universities and colleges, namely, Assistant Professors, Associate Professors and Professors. However, there shall be no change in the present designation in respect of Library and Physical Education Personnel at various levels.

(ii) No one shall be eligible to be appointed, promoted or designated as Professor, unless he or she possesses a Ph.D. and satisfies other academic conditions, as laid downy the University Grants Commission (UGC) from time to time. This shall, however, not affect those who are already designated as 'Professor'.

(iii) The pay of teachers and equivalent positions in Universities and Colleges shall be fixed according to their designations in two pay bands of Rs. 15600-39100 and Rs.37400-67000 with appropriate "Academic Grade Pay" (AGP in short). Each Pay Band shall have different stages of Academic Grade Pay which shall ensure that teachers and other equivalent cadres covered under this Scheme, subject to other conditions of eligibility being satisfied, have multiple opportunities for upward movement during their career.

(iv) Posts of Professors shall be created in under-graduate (UG) colleges as well as in post-graduate (PG) colleges. The number of posts of Professors in a UG College shall be equivalent to 10 percent of the number of posts-of Associate Professors in that College. There shall be as many posts of Professors in each PG College as the number of Departments in that College. No new Departments shall be created in UG or PG Colleges without prior approval of the UGC.

(v) Up to 10% of the posts of Professors in universities shall be in the higher Academic Grade Pay of Rs. 12000 with eligibility conditions to be prescribed by the UGC.

(vi) National Eligibility Test (NET) shall be compulsory for appointment at the entry level of Assistant Professor, subject to the exemptions to the degree of Ph.D. in respect of those persons obtaining the award through a process of registration, course-work and external evaluation, as have been/ or may be laid down by the UGC through its regulations, and so adopted by the University. NET shall not be required for such Masters' programmes in disciplines for which there is no NET.

2. Revised Pay Scales , Service conditions and Career Advancement Scheme for teachers and equivalent positions:

The pay structure for different **categories of teachers and equivalent** positions **shall be as** indicated below:-

(**a) Assistant Professor / Associate Professors / Professors in Colleges & Universities**

(i) Persons entering the teaching profession in Universities and Colleges shall be designated as Assistant Professors and shall be placed in the Pay Band of Rs.1560039100 with AGP of Rs,6000. Lecturers already in service in the pre-revised scale of Rs. 8000-13500, shall be re-designated as Assistant Professors with the said AGP of Rs. 6000.

(ii) An Assistant Professor with completed service of 4 years, possessing Ph.D Degree in the relevant discipline shall be eligible, for moving up to AGP of Rs. 7000.

(iii) Assistant Professors possessing M.Phil degree or post-graduate degree in professional courses approved by the relevant Statutory Body, such as LL.M/M.Tech etc. shall be eligible for the AGP of Rs. 7,000 after completion of 5 years service as Assistant Professor.

(iv) Assistant Professors who do not have Ph.D or M.Phil or a Master's degree in the relevant Professional course shall be eligible for the AGP of Rs. 7,000 only after completion of 6 years' service as Assistant Professor.

(v) The upward movement from AGP of Rs. 6000 to AGP of Rs. 7000 for all Assistant Professors shall be subject to their satisfying other conditions as laid down by the UGC.

(vi) The pay of the incumbents to the posts of Lecturer (senior scale) (i.e. the unrevised scale of Rs. 10,000-15200) shall be re-designated as Assistant Professor, and shall be fixed at the appropriate stage in Pay Band of Rs.15600-39100 based on their present pay, with AGP of Rs. 7000.

(vii) Assistant Professors with completed service of 5 years at the AGP of Rs. 7000 shall be eligible , subject to other requirements laid down by the UGC, to move up to the AGP of Rs.

8000.

(viii) Posts of Associate Professor shall be in the Pay Band of Rs.37400-67000, with AGP of Rs.9000. Directly recruited Associate Professors shall be placed in the Pay Band of Rs. 37400-67000 with an AGP of Rs. 9000, at-the appropriate stage in the Pay Band in terms of the conditions of appointment.

(ix) Incumbent Readers and Lecturers (Selection Grade) who have completed 3 years in the current pay scale of Rs. 12000-18300 on 1.1.2006 shall be placed in Pay Band of Rs. 37400-67000 with AGP Pay of Rs . 9000 and shall be re-designated as Associate Professor.

(x) Incumbent Readers and Lecturers (Selection Grade) who had not completed three years in the pay scale of Rs. 12000-18300 on 1.1.2006 shall be placed at the appropriate stage in the Pay Band of Rs. 15600-39100 with AGP of Rs. 8000 till they complete 3 years of service in the grade of Lecturer (Selection Grade)/Reader, and thereafter shall be placed in the higher Pay Band of Rs.37400-67000 and accordingly re-designated as Associate Professor.

(xi) Readers/ Lecturers (Selection Grade) in service at present shall continue to be designated as Lecturer (Selection Grade) or Readers, as the case may be, until they are placed in the Pay Band of Rs. 37,400-67000 and re-designated as Associate Professor in the manner described in (x) above.

(xii) Assistant Professors completing 3 years of teaching in the AGP of Rs. 8000 shall be eligible, subject to other conditions, that may be prescribed by the UGC and the university, to move to the Pay Band of Rs. 37400-67000 with AGP of Rs. 9000 and to be designated as Associate Professor.

(xiii) Associate Professor completing 3 years of service in the AGP of Rs . 9000 and possessing a Ph.D . degree in the relevant discipline shall be eligible to be appointed and designated as Professor , subject to other conditions of academic performance as laid down by the UGC and if any by the university . No teacher other than those with a Ph.D. shall be promoted ,appointed or designated as Professor , The Pay Band for the post of Professors shall be Rs.37400-67000 with AGP of Rs. 10000.

(xiv) The pay of a directly recruited Professor shall be fixed at a stage not below Rs. 43000 in the Pay Band of Rs. 37400-67000, with the applicable AGP of Rs. 10000.

(xv) Ten percent of the posts of Professors in a university shall be in the higher AGP of Rs. 12000, however, teachers appointed to the posts shall continue to be designated as Professor. Eligibility for appointment as a Professor in the higher Academic Grade Pay shall be as may be laid down by the UGC, and such eligibility conditions shall, inter alia, include publications in peer reviewed/ refereed Research Journals, and the requirement of at least 10 years of teaching as Professor and post-doctoral work of a high standard. No person appointed directly as Professor in the AGP of Rs. 12000 shall be fixed at a stage less than Rs. 48000 along with the AGP.

(xvi) For initial direct recruitment at the level of Associate Professors and Professors, the eligibility conditions in respect of academic and research requirements shall be as may be or have been prescribed by the UGC through Regulations and as may be laid down by the

university.

(xvii) Discretionary award of advance increments for those who enter the profession as Associate Professors or Professors with higher merit, high number of research publications and experience at the appropriate level, shall be within the competence of the appropriate authority of the concerned University or recruiting institution while negotiating with individual candidates in the context of the merits of each case, taking into account the pay structure of other teachers in the faculty and other specific factors.

(b) Professors in Under Graduate and Post Graduate Colleges:

(xviii) Ten percent of the number of sanctioned posts of Associate Professor in an Under Graduate College shall be that of Professors and shall be subject to the same criterion for selection/ appointment as that of Professors in Universities, provided that there shall not be more than one post of Professor in each Department; and provided further that One-fourth (25%) of the posts of Professor in UG Colleges shall be directly recruited or filled on deputation by eligible teachers and the remaining three-fourths (75%) of posts of Professors shall be filled by merit promotion from among eligible Associate Professors of the relevant department of the Under Graduate College. Identification of posts of Professor in an Under Graduate College for being filled through direct recruitment/deputation shall be within the competence of the University acting in consultation with the College. Where the number of posts of Professor worked out as a percentage of the number of posts of Associate Professor for merit promotion or direct recruitment/ deputation is not an integer, the same shall be rounded off to the next higher integer.

(xix) There shall be one post of Professor in each Department of a Post Graduate College and shall be subject to the same criterion for selection/ appointment as that of Professors in Universities, provided that One-fourth (25%) of the posts of Professor shall be filled on deputation/direct recruitment from among eligible teachers and the remaining three-fourths (75%) of posts shall be filled through merit promotion from among the eligible Associate Professors in the relevant department of the Post Graduate College. Identification of posts of Professor in a Post Graduate College for being filled through direct recruitment/deputation shall be within the competence of the University acting in consultation with the College. Where the number of posts of professor for merit promotion or direct recruitment/ deputation worked out as a percentage of the total number of posts in a Post Graduate College is not an integer, the same shall be rounded off to the next higher integer. The UGC shall issue separate guidelines to ensure availability of minimum standards of academic infrastructure (library, research facilities etc.) for starting Post Graduate Courses in Colleges.

3. Pay Scales of Pro Vice Chancellor / Vice Chancellor of Universities:

(i) Pro-Vice Chancellor

The posts of Pro-Vice Chancellor shall be in the Pay Band of Rs.37400-67000 with AGP of Rs. 10000 or Rs. 12000, as the case may be, along with a Special Allowance of Rs.4000 per month, subject to the condition that the sum total of pay in the Pay Band, the Academic Grade Pay and the Special Allowance shall not exceed Rs. 80,000.

(ii) Vice Chancellor

The posts of Vice Chancellor shall carry a fixed pay of Rs. 75000 along with a Special

Allowance of Rs. 5000 per month.

4. Pay Scales of Principals in Colleges:

(i) Principal of Under Graduate Colleges Appointments to the posts of Principal in Under Graduate Colleges shall be based on the conditions of eligibility in respect of educational qualifications and teaching/research experience laid down by the University Grants Commission and if any by the university from time to time. The posts of Principal in Under Graduate Colleges shall be in the Pay Band of Rs.37400-67000 with AGP of Rs.10000, plus a Special Allowance of Rs. 2000 per month. All Principals in service shall be appropriately fixed in the Pay Band with the AGP of Rs. 10000.

(ii) Principal of Post Graduate Colleges Appointments to the posts of Principal in Post Graduate Colleges shall be based on the conditions of eligibility in respect of educational qualifications and teaching/research experience laid down by the University Grants Commission and if any by the university from time to time. Posts of Principal in Post Graduate Colleges shall also be in the Pay Band of Rs.37400-67000 with AGP of Rs.10,000, plus a Special Allowance of Rs. 3000
per month. All Principals in service shall be appropriately fixed in the Pay Band with the AGP of Rs. 10000.

5. Pay Scales and Career Advancement Scheme for Librarians etc: (a) Assistant Librarian / College Librarian:

(i) Assistant Librarian/ College Librarian in the pre-revised scale of pay of Rs. 800013500 shall be placed in the Pay Band of Rs.15600-39100 with AGP of Rs. 6000.

(ii) All existing conditions of eligibility and academic qualifications laid down by the UGC shall continue to be applicable for direct recruitment of Assistant Librarian/ College Librarian.

(b) Assistant Librarian (**Sr. Scale**)/ **College Librarian** (**Sr.Scale)**

(i) The posts of Assistant Librarian (Sr. Scale)/ College Librarian (Sr.Scale) in the pre-revised scale of pay of Rs. 10000-15200 shall be placed in the Pay Band of Rs. 15600-39100 with AGP of Rs.7000.

(ii) Assistant Librarian/ College Librarian possessing Ph.D. in Library Science at the entry level, after completing service of 4 years in the AGP of Rs.6000, and if otherwise
eligible as per guidelines laid down by the UGC shall be eligible for the higher AGP of Rs. 7000 with in the Pay Band of Rs. 15600-39100.

(iii) Assistant Librarian/ College Librarian not possessing Ph.D. but only M.Phil in Library Science at the entry level after completing service of 5 years in the AGP of Rs. 6000, if otherwise eligible as per guidelines laid down by the UGC, shall become eligible for the higher AGP of Rs. 7000.

(iv) After completing service of 6 years in the AGP of Rs. 6000 Assistant Librarian/ College Librarian without the relevant Ph.D. and M.Phil shall, if otherwise eligible as per guidelines laid down by the UGC and if any by the university, move to the higher AGP of Rs. 7000.

(v) The pay of the existing Assistant Librarian (Sr. Scale)/ College Librarian (Sr.Scale) in the pre-revised scale of pay of Rs. 10000-15200 shall be fixed in the Pay Band of Rs. 15600-39100 with AGP of Rs. 7000. at an appropriate stage based on their present pay,

(c) Deputy Librarian / **Assistant Librarian** (**Selection Grade**)/ **College Librarian** (**Selection Grade)**

(i) Deputy Librarians who are directly recruited at present shall be placed in the Pay Band of Rs. 15600-39100 with AGP of Rs. 8000 initially at the time of recruitment.

(ii) On completion of service of 5 years, Assistant Librarian (Sr.Scale)/ College Librarian (Senior Scale) shall be eligible for the post of Deputy Librarian/ equivalent posts in Pay Band of Rs. 15600-39100, with Academic Grade Pay of Rs.8,000, subject to their fulfilling other conditions of eligibility (such as Ph.D. degree or equivalent published work etc. for Deputy Librarian) as laid down by the UGC. They shall be designated as Deputy Librarian/ Assistant Librarian (Selection Grade)/ College Librarian (Selection Grade), as the case may be.
(iii) The existing process of selection by a Selection Committee shall continue in respect of promotion to the post of Deputy Librarian and their equivalent positions.

(iv) After completing 3 years in the Pay Band of Rs. 15600-39100 with an AGP of Rs. 8000, Deputy Librarians/ equivalent positions shall move to the Pay Band of Rs. 37400- 67000 and AGP of Rs. 9000, subject to fulfilling other conditions of eligibility laid down by the UGC and if any by the university.

(v) Assistant Librarians (Senior Scale) in universities/ College Librarians (Senior Scale) in the AGP of Rs.7000 not possessing Ph.D. in Library Science or equivalent published work but who fulfill other criteria prescribed by the UGC and if any by the university, shall also be eligible for being placed in the AGP of Rs. 8000.

(vi) Incumbents to the posts of Deputy Librarian/ Assistant Librarian (Selection Grade)/College Librarian (Selection Grade) who have completed three years in the pre-revised pay scale of Rs. 12000-18300 on 1.1.2006 shall be fixed at an appropriate stage in the Pay Band of Rs. 37400-67000 with an AGP of Rs. 9000. They shall continue to be designated as Deputy Librarian/ Assistant Librarian (Selection Grade)/College Librarian (Selection Grade)

(vii) Incumbents to the posts of Deputy Librarian/ Assistant Librarian (Selection Grade)/College Librarian (Selection Grade) who have not completed the requirement of three years in the pre-revised pay scale of Rs. 12000-18300, for being eligible to be placed in the higher Pay Band of Rs. 37400-67000, shall be placed at an appropriate stage with Academic Grade Pay of Rs.8000 till they complete three years of service as Deputy Librarian/ Assistant Librarian (Selection Grade)/ College Librarian (Selection
Grade).

(viii) Pay in regard to the directly recruited Deputy Librarians shall be initially fixed In Pay Band Rs. 15600-39100 with AGP of Rs. 8000. They shall move to the Pay Band of Rs. 37400-67000 with AGP of Rs. 9000 after completing three years of service in the AGP of Rs. 8000.

(ix) The existing conditions of eligibility and academic qualifications prescribed by the UGC shall continue to be applicable for direct recruitment to the post of Deputy Librarian.

(d) Librarian (**University)**

(I) The post of Librarian shall be in the Pay Band of Rs. 37400-67000 with the Academic Grade Pay of Rs. 10000.

(ii) The existing conditions of eligibility and academic qualifications prescribed by the UGC shall continue to be applicable for appointment to the post of Librarian (University).

(iii) Deputy Librarian completing service of three years in the AGP of Rs. 9000 and otherwise eligible as per conditions prescribed by the UGC and if any by the university, shall also be eligible to be considered for appointment to the post of Librarian through open recruitment.

(iv) Incumbent Librarian (University) shall be placed at the appropriate stage as per the `fixation formula' of the 6`h CPC in the Pay Band of Rs. 3740-67000 with AGP of Rs.10000.

6**. Pay Scales and Career Advancement Scheme for Physical Education Personnel:**

(**a) Assistant Director of Physical Education** (**Assistant DPE)/ College Director of Physical Education** (**College DPE)**

(i) The Assistant Director of Physical Education/ College DPE in the pre-revised pays scale of Rs. 8000-13500 shall be placed in the Pay Band of Rs.15600-39100 with AGP of Rs. 6000.

(ii) Pay of incumbent Assistant Directors of Physical Education/ College DPE shall be fixed at an appropriate stage in the Pay Band of Rs. 15600-39100 with an AGP of Rs. 6000, in accordance with the 'fixation formula' of the 6t'' CPC.

(iii) All existing conditions of eligibility and academic qualifications laid down by the UGC shall continue to be applicable for direct recruitment of Assistant Director of Physical Education/College DPE.

(**b) Assistant Director of Physical Education (Senior Scale**)/ **College DPE (Senior Scale)**

(i) Assistant Directors of Physical Education (Senior Scale)/ College DPE (Senior Scale) in the pre-revised pay scale of Rs. 10000-15200 shall be placed in the Pay Band of Rs. 15600-39100 with AGP of Rs. 7000.

(ii) Assistant Directors of Physical Education (Senior Scale)/ College DPE (Senior Scale) possessing Ph.D. in Physical Education at the entry level of Assistant DPE/ College DPE in the AGP of Rs. 6000 shall, after completing service of four years in the AGP of Rs.6000, and if otherwise eligible as per guidelines prescribed by the UGC and if any by the university, move to higher AGP of Rs. 7000 in the Pay Band of Rs. 15600-39100.

(iii) Assistant Directors of Physical Education (Senior Scale)/ College DPE (Senior Scale) possessing MPhil in Physical Education at the entry level of Assistant DPE/College DPE in the AGP of Rs. 6000 shall, after completing service of five years in the AGP of Rs. 6000, be eligible for the higher AGP of Rs. 7000.

(iv) Assistant Directors of Physical Education/ College DPEs without the relevant Ph.D. and M.Phil shall, after completing service of six years as Assistant Director of Physical

Education/College DPE in the AGP of Rs. 6000, and if otherwise eligible as per guidelines prescribed by the UGC and if any by the university, be eligible for being placed in the AGP of Rs. 7000.

(v) Pay of incumbent Assistant Directors of Physical Education (Senior Scale)/ College DPE (Senior Scale) shall be fixed in Pay Band of Rs. 15600-39100 at an appropriate stage in the AGP of Rs. 7000, as per the 'fixation formula' of the 6th CPC.

(**c) Deputy Director of Physical Education** / **Assistant Director of Physical Education** (**Selection Grade**)/ **College Director of Physical Education** (**Selection Grade)**

(i) After completing service of five years in the Pay Band of Rs. 15600-39100 with the AGP of Rs. 7000 and subject to satisfying other eligibility conditions laid down by the UGC and if any by the university, Assistant Director of Physical Education (Senior Scale)/College DPE (Senior Scale) shall move to AGP of Rs. 8000 in the Pay Band of Rs. 1560039100. They shall be designated as Deputy Director of Physical Education/ Assistant DPE (Selection Grade)/ College DPE (Selection Grade), as the case may be.

(ii) After completing service of three years in the Pay Band of Rs. 15600-39100 and the AGP of Rs. 8000 and subject to eligibility laid down by the UGC and if any by the university, Deputy DPE/ Assistant DPE (Selection Grade)/ College DPE (Selection Grade) shall move to the Pay Band of Rs. 37400-67000 with the AGP of Rs. 9000. They shall continue to be designated as Deputy DPE/ Assistant DPE (Selection Grade)/ College DPE (Selection Grade)

(iii) All Incumbents to the post of Deputy DPE/ Assistant DPE (Selection Grade)/ College DPE(Selection Grade) who have completed service of at least three years in the un-revised Pay Scale of Rs. 12000-18300 as on 1.1.2006 shall be eligible to be fixed in the Pay Band of Rs. 37400-67000 with AGP of Rs. 9000.

(iv) All incumbents to the post of Deputy DPE/ Assistant DPE (Selection Grade)/ College DPE (Selection Grade) whose services in the un-revised Pay Scale of Rs. 1200018300 fall short of three years which would have made them eligible to move to the higher Pay Band, shall be placed at an appropriate stage at the AGP of Rs. 8000 in the Pay Band of Rs. 15600-39100 till they complete the required service of three years as Deputy DPE/ ADPE (Selection Grade)/ College DPE (Selection Grade) in the un-revised Pay Scale.

(v) Pay of the directly recruited Deputy DPE shall be initially fixed with the AGP of Rs. 8000 in the Pay Band of Rs. 15600-39100, and after completing 3 years of service directly recruited Deputy DPE and equivalents shall move to Pay Band Rs. 37400-67000 with AGP of Rs. 9000.

(d) Director of Physical Education (University):

(i) Post of Director Physical Education in universities shall be in the Pay Band of Rs. 37400-67000 with AGP of Rs. 10000.

(ii) Post of Director Physical Education (University) shall continue to be filled through direct recruitment and the existing conditions of eligibility i.e. the minimum qualification number of years of relevant experience and other conditions prescribed by the UGC shall continue to be the eligibility for recruitment.

(iii) Pay of the incumbents shall be fixed at the appropriate stage in the Pay Band of Rs.

37400-67000 as per' fixation formula' of the Government of India for 6th CPC.

7. Incentives for Ph. D./M.Phil and other higher qualification:

(i) Five non-compounded advance increments shall be admissible at the entry level of recruitment as Assistant Professor to persons possessing the degree of Ph.D. awarded in the relevant discipline by a university following the process of registration, coursework and external evaluation as prescribed by the UGC.

(ii) M.Phil degree holders at the time of recruitment to the post of Assistant Professor shall be entitled to two non-compounded advance increments.

(iii) Those possessing Post Graduate degree in a professional course such as LL.M/M.Tech etc., recognised by the relevant Statutory Body/Council, shall also be entitled to 2 non-compounded advance increments at the entry level.

(iv) Teachers who complete their Ph.D. degree while in service shall be entitled to three non-compounded increments if such Ph.D. is in the relevant discipline and has been awarded by a university complying with the process prescribed by the UGC for enrolment, course-work and evaluation etc.

(v) However , teachers in service who have been awarded Ph .D. at the time of coming into force of this Scheme or having been enrolled for Ph.D. have already undergone course-work , if any, as well as evaluation , and only notification in regard to the award of Ph.D. is awaited , shall also be entitled to the award of three non compounded increments even if the university awarding such Ph.D. has not yet been notified by the UGC as having complied with the process prescribed by the Commission.

(vi) In respect of every other case, a teacher who is already enrolled for Ph.D. shall avail the benefit of three non-compounded increments only if the university awarding the Ph.D. has been notified by the UGC to have complied with the process prescribed by the Commission for the award of Ph.D, in respect of either course-work or evaluation or both, as the case may be.

(vii) Teachers in service who have not yet enrolled for Ph.D. shall therefore derive the benefit of three non-compounded increments on award of Ph.D, while in service only if such enrolment is with a university which complies with the entire process, including that of enrolment as prescribed by the UGC.

(viii) Teachers who acquire M.Phil, degree or a post graduate degree in a professional course recognised by the relevant Statutory Body/Council, while in service, shall be entitled to one advance increment . If post graduate qualification in a particular subject is not a mandatory requirement at the entry level of recruitment, acquisition of such a qualification for in service candidates shall also entitle them to one advance increment.

(ix) Five non compounded advance increments shall be admissible to Assistant Librarian/ College Librarian who are recruited at entry level with Ph.D. degree in the discipline of library science from a university complying with the process prescribed by the UGC in respect of enrolment, course-work and evaluation process for the award of Ph.D. in library science.

(x) Assistant Librarian / College Librarian and other Library personnel acquiring the degree of Ph.D, at any time while in service, in the discipline of library science from a university

complying with the process prescribed by the UGC in respect of enrolment, course-work and evaluation shall be entitled to three non-compounded advance increments.

(xi) However, persons in posts of Assistant Librarian/College Librarian or higher positions who have been awarded Ph.D. in library science at the time of coming into force of this Scheme or having been enrolled for Ph.D. in library science have already undergone course-work , if any, as well as evaluation , and only notification in regard to the award of Ph.D . is awaited, shall also be entitled to the award of three noncompounded increments even if the university awarding such Ph.D. has not yet been notified by the UGC as having complied with the process prescribed by the Commission.

(xii) in respect of every other case of persons in the posts of Assistant Librarian/ College Librarian or higher positions who are already enrolled for Ph.D. shall avail the benefit of three non-compounded increments only if the university awarding the Ph.D. has been notified by the UGC to have complied with the process prescribed by the Commission for the award of Ph .D, in respect of either course -work or evaluation or both, as the case may be.

(xiii) Assistant Librarian/ College Librarian and others in higher Library positions in service who have not yet enrolled for Ph.D. shall therefore derive the benefit of three non-compounded increments on award of Ph.D, while in service only if such enrolment is with a university which complies with the entire process, including that of enrolment as prescribed by the UGC.

(xiv) Two non-compounded advance increments shall be admissible for Assistant Librarian/ College Librarian with M.Phil degree in Library Science at the entry level. Assistant Librarian/ College Librarian and those in higher positions acquiring MPhil degree in Library Science at any time during the course of their service, shall be entitled to one advance increment.

(xv) Five non-compounded advance increments shall be admissible to Assistant Director of Physical Education/ College Director of Physical Education who are recruited at entry level with Ph.D. degree in the discipline of Physical Education from a university complying with the process prescribed by the UGC in respect of enrolment, course-work and evaluation process for the award of Ph.D. in Physical Education.

(xvi) Persons in posts of Assistant Director of Physical Education/ College DPE or higher positions acquiring the degree of Ph.D in the discipline of Physical Education, at any time while in service from a university complying with the process prescribed by the UGC in respect of enrolment, course-work and evaluation shall be entitled to three noncompounded advance increments.

(xvii) However, persons in posts of Assistant Director of Physical Education/ College DPE or higher positions who have been awarded Ph.D. in Physical Education at the time of coming into force of this Scheme or having been enrolled for Ph.D. in Physical Education have already undergone course-work, if any, as well as evaluation, and only notification in regard to the award of Ph.D. is awaited, shall also be entitled to the award of three non-compounded increments even if the university awarding such Ph.D. has not yet been notified by the UGC as having complied with the process prescribed by the Commission.

(xviii) In respect of every other case of persons in the posts of Assistant Director of Physical Education/ College DPE or higher positions who are already enrolled for Ph.D. in Physical Education shall avail the benefit of three non-compounded increments only if the university

awarding the Ph.D. has been notified by the UGC to have complied with the process prescribed by the Commission for the award of Ph.D, in respect of either course-work or evaluation or both, as the case may be.

(xix) Assistant Director of Physical Education/ College DPE and others in higher Physical Education positions in service who have not yet enrolled for Ph.D. shall therefore derive the benefit of three non-compounded increments on award of Ph.D,
while in service only if such enrolment is with a university which complies with the entire process, including that of enrolment as prescribed by the UGC.

(xx) Two non-compounded advance increments shall be admissible for Assistant Director of Physical Education/ College DPE with M.Phil degree in Physical Education at the entry level. Assistant Director of Physical Education/ College DPE and those in higher positions acquiring MPhil degree in Physical Education at any time during the course of their service, shall be entitled to one advance increment.

(xxi) Not withstanding anything in the foregoing clauses, those who have already availed the benefits of advance increments for possessing Ph.D./ M.Phil. at the entry level under the earlier scheme shall not be entitled to the benefit of advance increments under this Scheme.

(xxii) For posts at the entry level where no such advance increments were admissible for possessing Ph.D/ M.Phil. under the earlier scheme, the benefit of five advance increments for possessing Ph.D./ M.Phil. shall be available to only those appointments which have been made on or after the coming into force of this Scheme.

(xxiii) Teachers, Library and Physical Education cadres who have already availed the benefits of increments as per existing policy for acquiring Ph.D./M.Phil while in service, would not be entitled to benefits under this Scheme.

8. Other terms and conditions:

(a) Increments:

(i) Each annual increment shall be equivalent to 3% of the sum total of pay in the relevant Pay Band and the AGP as applicable for the stage in the Pay Band.

(Ii) Each advance increment shall also be at the rate of 3% of the **sum total** of pay **in the relevant Pay Band and the AGP as applicable and shall be non-compoundable.**

(iii) The number of additional increment(s) on placement at each higher stage of AGP shall be as per the existing scheme of increment on promotion from lower Pay Scale to higher Pay Scale; however, in view of the considerable raise in effective pay between the two Pay Bands, there shall be no additional increment on movement from the Pay Band of Rs. 15600-39100 to the Pay Band of Rs. 37400-67000.

(iv) All issues relating to grant of advance increments to teachers engaged in engineering/ technical courses in the university system shall be subject to recommendations of the Committee separately constituted by the Central Government for pay review of teachers in technical education.

(b) Pay ` fixation formula':

The pay 'fixation formula' recommended by 6th Central Pay Commission as accepted by the Central Government shall be adopted for teachers and equivalent positions in the Library and Physical Education Cadres.

(c) Allowances:

(i) Allowances such as Leave Travel Concession, Special Compensatory Allowances, Children's Education Allowance, Transport Allowance, House Rent Allowance, Deputation Allowance, Travelling Allowance, Dearness Allowance, area based Special Compensatory Allowance etc. as applicable to teachers and Library and Physical Education Cadres, shall be at par with those accepted by the Central Government for Central Government employees on the recommendations of 6th Central Pay Commission and shall be applicable from 1.09.2008.

(ii) For teachers and equivalent positions in Library and Physical Education cadres in UGC maintained universities/colleges and institutions deemed to be universities, the rates of allowances as applicable to Central Government Group 'A' employees shall be adopted.

(iii) Teachers and equivalent positions in Library and Physical Education cadres, in UGC maintained universities/colleges and institutions deemed to be universities, with visual, orthopedic hearing or other disabilities under the provisions of 'Persons with Disabilities (Protection of Rights, Equal Opportunities and Full Participation) Act, 1995' shall be entitled to twice the normal rate of transport allowance as accepted by the Central Government on the recommendations of 6th CPC for Central Government
Employees with disabilities.

(d) Study Leave:

(i) University Grants Commission shall revise its guidelines in respect of granting
study leave with pay for acquiring M. Phil etc. and Ph.D. in the relevant discipline while in service by relaxing the number of years to be put in after entry while keeping in mind the availability of vacant positions for teachers and other cadres in colleges and universities, so that a teacher and other cadres entering service without Ph.D. or M.Phil. or higher qualification could be encouraged to acquire these qualifications in the relevant disciplines at the earliest rather than at a later stage of the career.

(e) Research Promotion Grant:

(i) University Grants Commission shall prescribe a scheme with appropriate guidelines for providing by way of appropriate 'start up grants' to teachers and other cadres taking up research in all disciplines including basic science research as recommended by 'Prof. M.M. Sharma Committee on Strengthening of Basic Science Research' and suitably adopted for research in social sciences/humanities and other disciplines by the UGC.

(f) Age **of Superannuation:**

(i) In order to meet the situation arising out of shortage of teachers in universities and other teaching institutions and the consequent vacant positions therein, the age of superannuation for teachers in Central Educational Institutions has already been enhanced to sixty five years,

vide the Department of Higher Education letter No.F.No.119/2006-U.II dated 23.3.2007, for those involved in class room teaching in order to attract eligible persons to the teaching career and to retain teachers in service for a longer period. Consequent on upward revision of the age of superannuation of teachers, the Central Government has already authorized the Central Universities, vide Department of Higher Education D.O. letter No.F.1-24/2006-Desk(U) dated 30.3.2007 to enhance the age of superannuation of Vice- Chancellors of Central Universities from 65 years to 70 years, subject to amendments in the respective statutes, with the approval of the competent authority (Visitor in the case of Central Universities).

(ii) Subject to availability of vacant positions and fitness, teachers shall also be reemployed on contract appointment beyond the age of sixty five years up to the age of seventy years. Re-employment beyond the age of superannuation shall, however, be done selectively, for a limited period of 3 years in the first instance and then for another further period of 2 years purely on the basis of merit, experience, area of specialization and peer group review and only against available vacant positions without affecting selection or promotion prospects of eligible teachers.

(ii) Whereas the enhancement of the age of superannuation for teachers engaged in class room teaching is intended to attract eligible persons to a career in teaching and to meet the shortage of teachers by retaining teachers in service for a longer period, and whereas there is no shortage in the categories of Librarians and Directors of Physical Education, the increase in the age of superannuation from the present sixty two years shall not be available to the categories of Librarians and Directors of Physical Education.

(g) Pension:

(i) For teachers and other cadres in UGC maintained institutions in receipt of pension, the Central Government rules for pension and gratuity as applicable to Central Government employees shall be applicable. Recommendations of Sixth Central Pay Commission in respect of pension for Central Government employees, including eligibility for full pension i.e. 50% of average pay or last pay drawn whichever is higher after 20 years of qualifying service, shall be adopted for only those teachers and other cadres who are already on pension in Central Universities/ colleges and other institutions deemed to be universities coming under the purview of the UGC

(ii) In view of the new pension scheme effective from 1.1.2004, no new cases of conversion to pension scheme shall be allowed.

(h) Family Pension:

(i) Family Pension facilities as approved by the Central Government in respect of Central Government Employees on the recommendations of Sixth CPC shall be available to teachers and other cadres in Central Universities and other UGC maintained institutions who are eligible for such Pension at present.

(i) Additional Quantum of Pension to senior pensioners:

(i) The facility of additional quantum of pension accepted by the Central Government on the recommendation of 6th CPC for senior pensioners of the Central Government shall be extended to persons who are or were in teaching and other cadres on attaining the age of eighty years if they are already in pension scheme in Central Universities and other UGC

maintained institutions.

(**j) Gratuity and Encashment of Leave** : Facilities of gratuity and encashment of leave accepted by the Central Government on the recommendation of 6th CPC for Central Government employees shall be extended to teachers and other cadres in Central Universities and other UGC maintained institutions.

(k) Ex-Gratia Compensation : Families of teachers and other cadres who die in performance of their bona fide duties shall be compensated in the same manner as similarly placed families of Central Government Employees.

(l) Provident Fund:

(i) In view of the present policy in regard to Contributory Provident Fund, the status quo shall continue.

(m) Consultancy Assignments:

(i) University Grants Commission shall work out a suitable model, for which the models of revenue sharing between institutions and consultant-teachers prevailing in the Indian Institutes of Technology, Indian Institutes of Management and other institutions may be taken into consideration.

(n) Anomalies of the last PRC:

(i) Anomalies and unimplemented recommendations of the last Pay Review Committee, if any, shall be examined by the University Grants Commission in
Consultation with the Ministry of Human Resource Development.

(o) Other recommendations of PRC and UGC:

(i) Recommendations made by the Pay Review Committee and the UGC in regard to the various selection processes, service and working conditions, training/ refresher courses etc. shall be considered appropriately by University Grants Commission with the approval of the Central Government, wherever required, or under the Commission's Regulations in accordance with the provisions of the University Grants Commission Act.

(p) Applicability of the Scheme:

(i) This Scheme shall be applicable to teachers and other equivalent cadres of Library and Physical Education in all the Central Universities and Colleges there-under and the Institutions Deemed to be Universities whose maintenance expenditure is met by the UGC. The implementation of the revised scales shall be subject to the acceptance of all the conditions mentioned in this letter as well as Regulations to be framed by the UGC in this behalf. Universities implementing this Scheme shall be advised by the UGC to amend their relevant statutes and ordinances in line with the UGC Regulations within three months from the date of issue of this letter.

(ii) This Scheme does not extend to the cadres of Registrar, Finance Officer and Controller of Examinations for which a separate Scheme is being issued separately.

(iii) This Scheme does not extend to the Accompanists, Coaches, Tutors and Demonstrators. Pay and Grade Pay of the said categories of employees shall be fixed in the appropriate Pay Bands relative to their existing Pay in each university/ institution corresponding to such fixation in respect of Central Government employees as approved by the Central Government on the basis of the recommendations of 6th Central Pay Commission.

(iv) This Scheme does not extend to the posts of professionals like System Analysts, Senior Analysts, Research Officers etc. who shall be treated at par with similarly qualified personnel in research/ scientific organizations of the Central Government.

(v) This Scheme may be extended to universities, Colleges and other higher educational institutions coming under the purview of State legislatures, provided State Governments wish to adopt and implement the Scheme subject to the following terms and conditions:

(a) Financial assistance from the Central Government to State Governments opting to revise pay scales of teachers and other equivalent cadre covered under the Scheme shall be limited to the extent of 80% (eighty percent) of the additional expenditure involved in the implementation of the revision.

(b) The State Government opting for revision of pay shall meet the remaining 20% (twenty percent) of the additional expenditure from its own sources.

(c) Financial assistance referred to in sub-clause (a) above shall be provided for the period from 1.01.2006 to 31.03.2010.

(d) The entire liability on account of revision of pay scales etc. of university and college teachers shall be taken over by the State Government opting for revision of pay scales with effect from 1.04.2010.

(e) Financial assistance from the Central Government shall be restricted to revision of pay scales in respect of only those posts which were in existence and had been filled up as on 1.01.2006.

(f) State Governments, taking into consideration other local conditions, may also decide in their discretion, to introduce scales of pay higher than those mentioned in this Scheme, and may give effect to the revised bands/ scales of pay from a date on or after 1.01.2006; however, in such cases, the details of modifications proposed shall be furnished to the Central Government and Central assistance shall be restricted to the Pay Bands as approved by the Central Government and not to any higher scale of pay fixed by the State Government(s).
(g) Payment of Central assistance for implementing this 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 by the UGC by way of Regulations and other guidelines shall be implemented by State Governments and Universities and Colleges coming under their jurisdiction as a composite scheme without any modification except in regard to the date of implementation and scales of pay mentioned herein above.

9. Date of implementation of revised pay and allowance and payment of arrears:

(i) The revised Pay and revised rates of Dearness Allowance under this Scheme shall be effective from 1.01.2006. The revised rates of all other applicable allowances such as House Rent Allowance, Transport Allowance, Children Education Allowance etc. and the non-

compounded advance increments shall take effect from 1.09.2008.

(ii) Payment of arrears up to 40% of the total arrears shall be made during the current financial year i.e. 2008-09, after deduction of admissible income tax.

(iii) An undertaking shall be taken from every beneficiary under this Scheme to the effect that any excess payment made on account of incorrect fixation of pay in the revised Pay Bands or grant of inappropriate Pay Band/ Academic Grade Pay or any other excess payment made shall be adjusted against the future payments due or otherwise to the beneficiary in the same manner as provided in this Ministry's O.M. No. F.23-7/2008IFD dated 23.10.2008., read with Ministry of Finance (Department of Expenditure) O.M.No.F.1-1/2008-IC dated 30.8.2008.

10. The revised Pay in the relevant Pay Band and the Academic Grade Pay together with the applicable allowances including arrears of salary as mentioned above shall be paid to all eligible beneficiaries under this Scheme pending issue of Regulations by the UGC.

11. This Scheme is subject to the guidelines issued by the Ministry of Finance (Department of Expenditure) vide OM No. 7-23/2008-E.III dated 30.09.2008.

12. Anomalies, if any, in the implementation of this Scheme may be brought to the notice of the Department of Higher Education, Ministry of Human Resource Development, for clarification/decision of the Central Government.

Yours faithfully,

(R.Chakravarty)
Deputy Secretary to the Government of India

Copy to: 1. Vice Chancellors of all Central Universities/ Institutions Deemed to be Universities fully funded by the Central Government.

2. Principal Secretary to Prime Minister, South Block, Central Secretariat, New Delhi 3. Secretary (Coordination), Cabinet Secretariat, Rashtrapati Bhavan, New Delhi

4. Secretary, Department of Expenditure, North Block, New Delhi

5. Secretary, Department of Personnel & Training, North Block, New Delhi

6. Secretary, Department of Agriculture Research and Education, Krishi Bhavan, New Delhi.

7. Secretary , Ministry of Health and Family Welfare (Medical Education), Nirman Bhavan, New Delhi.

8. Member Secretary , All India Council for Technical Education , New Delhi

9. Chief Secretaries of all State Governments.

10. Web Master , Ministry of Human Resource Development for publication on the website of the Ministry , hosted by the National Informatics Centre.

(R.Chakravarty) Deputy Secretary to the Government of India

APPENDIX II

No.F.3-1/2009-U.I
Government of India
Ministry of Human Resource Development
(Department of Higher Education)

New Delhi, the 4th June, 2009

To

The Secretary,
University Grants Commission,
Bahadur Shah Zafar Marg,
New Delhi 110002.

(Kind Attn: Dr. R.K. Chauhan, Secretary)

Subject: Scheme of revision of pay of teachers and equivalent cadres in universities and colleges and as also for the posts of Registrar, Deputy Registrar, etc.

Sir,

I am directed to invite your attention to this Ministry's letter No.1-32/2006-U.II/U.I (i) and No.1-32/2006-U.II/U/I (ii), dated the 31st December, 2008 as also your D.O. letter No. F.1-2/2009 (EC) dated the 27th January, 2009, on the above subject and to forward herewith authenticated Fitment Tables (Table No. 1 to 9) for fixation of pay of the existing incumbents, who were in position as on 1.1.2006, in various categories of posts as indicated the Tables, for appropriate action at your end.

Your faithfully,

(R. Chakravary)
Duputy Secretary to the Government of India

TABLE -1

I) Incumbent Assistant Professor
(ii) Incumbent Assistant Librarian / College Librarian
(iii) Incumbent Asst. Director of Phy. Edu./ College Director of Physical Education

Pre-revised scale Rs. 8000-275-13500 (Group A entry)	**Revised Pay Band + AGP Rs. 15600-39100+AGP 6000**		
Pre-revised Basic Pay	**Revised Pay**		
	Pay in the Pay Band	Academic Grade Pay	Revised Basic Pay
8000	15600	6000	21600
8275	15600	6000	21600
8550	15910	6000	21910
8825	16420	6000	22420
9100	16930	6000	22930
9375	17440	6000	23440
9650	17950	6000	23950
9925	18470	6000	24470
10200	18980	6000	24980
10475	19490	6000	25490
10750	20000	6000	26000
11025	20510	6000	26510
11300	21020	6000	27020
11575	21530	6000	27530
11850	22050	6000	28050
12125	22560	6000	28560
12400	23070	6000	29070
12675	23580	6000	29580
12950	24090	6000	30090
13225	24600	6000	30600
13500	25110	6000	31110
13775	25630	6000	31630
14050	26140	6000	32140
14325	26650	6000	32650

TABLE -2

(I) Incumbent Assistant Professor [Formerly Lecturer (Sr. Scale)
(ii) Incumbent Assistant Librarian (Sr. Scale)/ College Librarian (Sr. Scale)
(iii) Incumbent Asst. Director of Physical Edu. (Sr. Scale)/ College DPE (Sr. Scale)

Pre-revised scale Rs. 10000-325-15200		**Revised Pay Band + AGP Rs. 15600-39100+AGP 7000**	
Pre-revised Basic Pay	**Revised Pay**		
	Pay in the Pay Band	Academic Grade Pay	Revised Basic pay
10000	18600	7000	25600
10325	19210	7000	26210
10650	19810	7000	26810
10975	20420	7000	27420
11300	21020	7000	28020
11625	21630	7000	28630
11950	22230	7000	29230
12275	22840	7000	29840
12600	23440	7000	30440
12925	24050	7000	31050
13250	24650	7000	31650
13575	25250	7000	32250
13900	25860	7000	32860
14225	26460	7000	33460
14550	27070	7000	34070
14875	27670	7000	34670
15200	28280	7000	35280
15525	28880	7000	35880
15850	29490	7000	36490
16175	30090	7000	37090

TABLE -3

(I) Incumbent Readers and Lecturers (SG) with less than 3 years of Service
(ii) Incumbent Dy. Librarian / Asst. Librarian (SG) College Librarian (SG) with less than 3 years of Service
(iii) Incumbent Dy. DPE / Asst. DPE (SG)/ College DPE (SG) with less than 3 years of Service

Pre-revised scale Rs. 12000-420-18300			**Revised Pay Band + AGP Rs. 15600-39100+AGP 8000**
Pre-revised Basic Pay	**Revised Pay**		
	Pay in the Pay Band	Academic Grade Pay	Revised Basic pay
12000	22320	8000	30320
12420	23110	8000	31110
12840	23890	8000	31890
13260	24670	8000	32670
13680	25450	8000	33450
14100	26230	8000	34230
14520	27010	8000	35010
14940	27790	8000	35790
15360	28570	8000	36570
15780	29360	8000	37360
16200	30140	8000	38140
16620	30920	8000	38920
17040	31700	8000	39700
17460	32480	8000	40480
17880	33260	8000	41260
18300	34040	8000	42040
18720	34820	8000	42820
19140	35610	8000	43610
19560	36390	8000	44390

TABLE - 4

(I) Incumbent Readers and Lecturers (SG) with 3 years of Service
(ii) Incumbent Dy. Librarian / Asst. Librarian (SG) College Librarian (SG) with 3 years of Service
(iii) Incumbent Dy. DPE / Asst. DPE (SG) / College DPE (SG) with 3 years of Service

Pre-revised scale Rs. 12000-420-18300			**Revised Pay Band + AGP Rs. 37400-67000+AGP 9000**
Pre-revised Basic Pay	**Revised Pay**		
	Pay in the Pay Band	Academic Grade Pay	Revised Basic pay
13260	37400	9000	46400
13680	37400	9000	46400
14100	37400	9000	46400
14520	37400	9000	46400
14940	38530	9000	47530
15360	38530	9000	47530
15780	39690	9000	48690
16200	39690	9000	48690
16620	40890	9000	49890
17040	40890	9000	49890
17460	42120	9000	51120
17880	42120	9000	51120
18300	43390	9000	52390
18720	43390	9000	52390
19140	44700	9000	53700
19560	44700	9000	53700

TABLE -5

(i) Incumbent Professor in Colleges and Universities
(ii) Incumbent Principals of PG Colleges
(iii) Incumbent Librarian (University)
iv) Incumbent Director of Physical Edu. (University)

Pre-revised scale Rs. 16400-450-20900-500-22400 (S27 and S29)		**Revised Pay Band + AGP Rs. 37400-67000+AGP 10000**	
Pre-revised Basic Pay	**Revised Pay**		
	Pay in the Pay Band	Academic Grade Pay	Revised Basic pay
16400	40890	10000	50890
16850	40890	10000	50890
17300	42120	10000	52120
17750	42120	10000	52120
18200	43390	10000	53390
18650	43390	10000	53390
19100	44700	10000	54700
19550	44700	10000	54700
20000	46050	10000	56050
20450	46050	10000	56050
20900	47440	10000	57440
21400	47440	10000	57440
21900	48870	10000	58870
22400	48870	10000	58870
22900	50340	10000	60340
23400	50340	10000	60340
23900	51860	10000	61860

TABLE -6

Incumbent Principals of UG Colleges

Pre-revised scale Rs. 12000-420-18300 (minimum to be fixed at Rs. 12840)		**Revised Pay Band + AGP Rs. 37400-67000 + AGP 10000**	
Pre-revised Basic Pay	**Revised Pay**		
	Pay in the Pay Band	Grade Pay	Revised Basic pay
12840	37400	10000	47400
13260	37400	10000	47400
13680	37400	10000	47400
14100	37400	10000	47400
14520	37400	10000	47400
14940	38530	10000	48530
15360	38530	10000	48530
15780	39690	10000	49690
16200	39690	10000	49690
16620	40890	10000	50890
17040	40890	10000	50890
17460	42120	10000	52120
17880	42120	10000	52120
18300	43390	10000	53390
18720	43390	10000	53390
19140	44700	10000	54700
19560	44700	10000	54700

TABLE - 7

Incumbent Registrars in Universities and Deemed to be Universities fully funded by the Central Government

Pre-revised scale Rs. 16400 - 450 -20900 -500 -22400 (S27 and S29)		**Revised Pay Band + GP Rs. 37400-67000 + GP 10000**	
Pre-revised Basic Pay	**Revised Pay**		
	Pay in the Pay Band	Grade Pay	Revised Basic pay
16400	40890	10000	50890
16850	40890	10000	50890
17300	42120	10000	52120
17750	42120	10000	52120
18200	43390	10000	53390
18650	43390	10000	53390
19100	44700	10000	54700
19550	44700	10000	54700
20000	46050	10000	56050
20450	46050	10000	56050
20900	47440	10000	57440
21400	47440	10000	57440
21900	48870	10000	58870
22400	48870	10000	58870
22900	50340	10000	60340
23400	50340	10000	60340
23900	51860	10000	61860

TABLE - 8

(i) Incumbent Dy. Registrar / Dy. Finance Officer/ Dy. Controller of Examination with less than 5 years of Services Universities and Deemed to be Universities fully funded by the Central Government

Pre-revised scale Rs. 12000-420-18300			**Revised Pay Band + GP Rs. 15600 - 39100 + GP 7600**
Pre-revised Basic Pay	**Revised Pay**		
	Pay in the Pay Band	Grade Pay	Revised Basic pay
12000	22320	7600	29920
12420	23110	7600	30710
12840	23890	7600	31490
13260	24670	7600	32270
13680	25450	7600	33050
14100	26230	7600	33830
14520	27010	7600	34610
14940	27790	7600	35390
15360	28570	7600	36170
15780	29360	7600	36960
16200	30140	7600	37740
16620	30920	7600	38520
17040	31700	7600	39300
17460	32480	7600	40080
17880	33260	7600	40860
18300	34040	7600	41640
18720	34820	7600	42420
19140	35610	7600	43210
19560	36390	7600	43990

TABLE - 9

(i) Incumbent Dy. Registrar / Dy. Finance Officer/ Dy. Controller of Examination with 5 years of Service in Universities and Deemed to be Universities fully funded by the Central Government

Pre-revised scale Rs. 12000-420-18300		**Revised Pay Band + GP Rs. 37400 - 67000 + GP 8700**	
Pre-revised Basic Pay	**Revised Pay**		
	Pay in the Pay Band	Grade Pay	Revised Basic pay
14100	37400	8700	46100
14520	37400	8700	46100
14940	38530	8700	47230
15360	38530	8700	47230
15780	39690	8700	48390
16200	39690	8700	48390
16620	40890	8700	49590
17040	40890	8700	49590
17460	42120	8700	50820
17880	42120	8700	50820
18300	43390	8700	52090
18720	43390	8700	52090
19140	44700	8700	53400
19560	44700	8700	53400

APPENDIX – III TABLE – I

PROPOSED SCORES FOR ACADEMIC PERFORMANCE INDICATORS (APIs) IN RECRUITMENTS AND CAREER ADVANCEMENT SCHEME (CAS) PROMOTIONS OF UNIVERSITY / COLLEGE TEACHERS.

CATEGORY I: TEACHING, LEARNING AND EVALUATION RELATED ACTIVITIES

Brief Explanation: Based on the teacher's self-assessment, API scores are proposed for (a) teaching related activities; (b) domain knowledge; (c) participation in examination and evaluation; (d) contribution to innovative teaching, new courses etc. The minimum API score required by teachers from this category is 75. The self-assessment score should be based on objectively verifiable criteria wherever possible and will be finalized by the screening/selection committee.

Universities will be required to detail the activities and in case institutional specificities require, adjust the weightages, without changing the minimum total API scores required under this category.

S. No.	Nature of Activity	Maximum Score
1	Lectures, seminars, tutorials, practicals, contact hours undertaken taken as percentage of lectures allocated[a]	50
2	Lectures or other teaching duties in excess of the UGC norms	10
3	Preparation and Imparting of knowledge / instruction as per curriculum; syllabus enrichment by providing additional resources to students	20
4	Use of participatory and innovative teaching-learning methodologies; updating of subject content, course improvement etc.	20
5	Examination duties (Invigilation; question paper setting, evaluation/assessment of answer scripts) as per allotment.	25
	Total Score	**125**
	Minimum API Score Required	**75**

Note: [a:] Lectures and tutorials allocation to add up to the UGC norm for particular category of teacher. University may prescribe minimum cut-off (net of due leave), say 80 %, for 1 and 5 above, below which no scores may be assigned in these sub-categories.

CATEGORY II: CO-CURRICULAR, EXTENSION AND PROFESSIONAL DEVELOPMENT RELATED ACTIVITIES.

Brief Explanation: Based on the teacher's self-assessment, category II API scores are proposed for co-curricular and extension activities; and Professional development related contributions. The minimum API required by teachers for eligibility for promotion is 15. A list of items and proposed scores is given below. It will be noticed that all teachers can earn scores from a number of items, whereas some activities will be carried out only be one or a few teachers. The list of activities is broad enough for the minimum API score required (15) in this category to accrue to all teachers. As before, the self-assessment score should be based on objectively verifiable criteria and will be finalized by the screening/selection committee.

The model table below gives groups of activities and API scores. Universities may detail the activities or, in case institutional specificities require, adjust the weightages, without changing the minimum total API scores required under this category.

S. No.	Nature of Activity	Maximum Score
1	Student related co-curricular, extension and field based activities (such as extension work through NSS/NCC and other channels, cultural activities, subject related events, advisement and counseling)	20
2	Contribution to Corporate life and management of the department and institution through participation in academic and administrative committees and responsibilities.	15
3	Professional Development activities (such as participation in seminars, conferences, short term, training courses, talks, lectures, membership of associations, dissemination and general articles, not covered in Category III below)	15
	Minimum API Score Required	**15**

CATEGORY-III: RESEARCH AND ACADEMIC CONTRIBUTIONS

Brief Explanation: Based on the teacher's self-assessment, API scores are proposed for research and academic contributions. The minimum API score required by teachers from this category is different for different levels of promotion and between university and colleges. The self-assessment score will be based on verifiable criteria and will be finalized by the screening/selection committee.

S No.	APIs	Engineering/Agriculture/ Veterinary Science/Sciences/Medical Sciences	Faculties of Languages Arts/Humanities/Social Sciences/Library/ Physical education/Management	Max. points for University and college teacher position
III A	Research Papers published in:	Refereed Journals *	Refereed Journals*	15 / publication
		Non-refereed but recognized and reputable journals and periodicals, having ISBN/ISSN numbers.	Non-refereed but recognized and reputable journals and periodicals, having ISBN/ISSN numbers.	10 / Publication
		Conference proceedings as full papers, etc. (Abstracts not to be included)	Conference proceedings as full papers, etc. (Abstracts not to be included)	10/ publication
III (B)	Research Publications (books, chapters in books, other than refereed journal articles)	Text or Reference Books Published by International Publishers with an established peer review system	Text or Reference Books Published by International Publishers with an established peer review system	50 /sole author; 10 /chapter in an edited book
		Subjects Books by National level publishers/State and Central Govt. Publications with ISBN/ISSN numbers.	Subject Books by / national level publishers/State and Central Govt. Publications with ISBN/ISSN numbers.	25 /sole author, and 5/ chapter in edited books
		Subject Books by Other local publishers with ISBN/ISSN numbers.	Subject Books by Other local publishers with ISBN/ISSN numbers.	15 / sole author, and 3 / chapter in edited books
		Chapters contributed to edited knowledge based volumes published by International Publishers	Chapters contributed to edited knowledge based volumes published by International Publishers	10 /Chapter
		Chapters in knowledge based volumes by Indian/National level publishers with ISBN/ISSN numbers and with numbers of national and international directories	Chapters in knowledge based volumes in Indian/National level publishers with ISBN /ISSN numbers and with numbers of national and international directories	5 / Chapter
III (C)	**RESEARCH PROJECTS**			
III (C) (i)	Sponsored Projects carried out/ ongoing	(a) Major Projects amount mobilized with grants above 30.0 lakhs	Major Projects amount mobilized with grants above 5.0 lakhs	20 /each Project
		(b) Major Projects amount mobilized with grants above 5.0 lakhs up to 30.00 lakhs	Major Projects Amount mobilized with minimum of Rs. 3.00 lakhs up to Rs. 5.00 lakhs	15 /each Project
		(c) Minor Projects (Amount mobilized with grants above Rs. 50,000 up to Rs. 5 lakh)	Minor Projects (Amount mobilized with grants above Rs. 25,000 up to Rs. 3 lakh)	10/each Project
III (C) (ii)	Consultancy Projects	Amount mobilized with	Amount mobilized with	10 per every

	carried out / ongoing	minimum of Rs.10.00 lakh	minimum of Rs. 2.0 lakhs	Rs.10.0 lakhs and Rs.2.0 lakhs, respectively
III (C) (iii)	Completed projects : Quality Evaluation	Completed project Report (Acceptance from funding agency)	Completed project report (Accepted by funding agency)	20 /each major project and 10 / each minor project
III (C) (iv)	Projects Outcome / Outputs	Patent/Technology transfer/ Product/Process	Major Policy document of Govt. Bodies at Central and State level	30 / each national level output or patent /50 /each for International level,
III (D)	**RESEARCH GUIDANCE**			
III (D) (i)	M.Phil.	Degree awarded only	Degree awarded only	3 /each candidate
III (D) (ii)	Ph.D	Degree awarded	Degree awarded	10 /each candidate
		Thesis submitted	Thesis submitted	7 /each candidate
III(E)	**TRAINING COURSES AND CONFERENCE /SEMINAR/WORKSHOP PAPERS**			
III(E) (i)	Refresher courses, Methodology workshops, Training, Teaching-Learning-Evaluation Technology Programmes, Soft Skills development Programmes, Faculty Development Programmes (Max: 30 points)	(a) Not less than two weeks duration	(a) Not less than two weeks duration	20/each
		(b) One week duration	(b) One week duration	10/each
III(E) (ii)	Papers in Conferences/ Seminars/ workshops etc.**	Participation and Presentation of research papers (oral/poster) in	Participation and Presentation of research papers (oral/poster) in	
		a) International conference	a) International conference	10 each
		b) National	b) National	7.5 / each
		c) Regional/State level	c) Regional/State level	5 /each
		d) Local –University/College level	d) Local –University/College level	3 / each
III(E) (iv)	Invited lectures or presentations for conferences/ / symposia	(a) International	(a) International	10 /each
		(b) National level	(b) National level	5

*Wherever relevant to any specific discipline, the API score for paper in refereed journal would be augmented as follows: (i) indexed journals – by 5 points; (ii) papers with impact factor between 1 and 2 by 10 points; (iii) papers with impact factor between 2 and 5 by 15 points; (iv) papers with impact factor between 5 and 10 by 25 points.
** If a paper presented in Conference/Seminar is published in the form of Proceedings, the points would accrue for the publication (III (a)) and not under presentation (III (e)(ii)).

Notes.

1. It is incumbent on the Coordination Committee proposed in these Regulations and the University to prepare and publicize within six months subject-wise lists of journals, periodicals and publishers under categories IIIA and B. Till such time, screening/selection committees will assess and verify the categorization and scores of publications.
2. The API for joint publications will have to be calculated in the following manner: Of the total score for the relevant category of publication by the concerned teacher, the first/Principal author and the corresponding author/supervisor/mentor of the teacher would share equally 60% of the total points and the remaining 40% would be shared equally by all other authors.

APPENDIX – III TABLE – II (A)

MINIMUM APIS AS PROVIDED IN APPENDIX – III TABLE I TO BE APPLIED FOR THE PROMOTION OF TEACHERS UNDER CAREER ADVANCEMENT SCHEME (CAS) IN UNIVERSITY DEPARTMENTS, AND WEIGHTAGES FOR EXPERT ASSESSMENT

		Assistant Professor/ equivalent cadres: (Stage 1 to Stage 2)	**Assistant Professor/ equivalent cadres: (Stage 2 to Stage 3)**	**Assistant Professor (Stage 3) to Associate Professor/ equivalent cadres (Stage 4)**	**Associate Professor (Stage 4) to Professor/ equivalent cadres (Stage 5)**	**Professor (Stage 5) to Professor (Stage 6)**
I	Teaching-learning, Evaluation Related Activities (category I)	75/Year	75/year	75/year	75/year	75/year
II	Co-curricular, Extension and Profession related activities (Category II)	15/Year	15/Year	15/Year	15/Year	15/Year
III	Minimum total average annual Score under Categories I and II*	100/Year	100/Year	100/Year	100/Year	100/Year
IV	Research and Academic Contribution (Category III) –	10/Year (40/assessment period)	20/Year (100/assessment Period)	30/Year (90/assessment period)	40/Year (120/assessment period)	50/Year (500/assessment period)
	Expert Assessment System	Screening Committee	Screening Committee	Selection Committee	Selection Committee	Expert Committee
V	Percentage Distribution of Weightage Points in the Expert Assessment (Total weightage = 100. Minimum required for promotion is 50)	No separate points. Screening committee to verify API scores	No separate points. Screening committee to verify API scores	30% - Contribution to Research 50% - Assessment of domain knowledge and teaching practices. 20 % - Interview performance	50% - Contribution to Research. 30 % - Assessment of domain knowledge and teaching practices. 20 % - Interview performance	50% - research. 50 % - Performance evaluation and other credential by referral procedure

*** Teachers may score 10 points from either Category I or Category II to achieve the minimum score required under Category I + II.**

Note: For universities for which Sixth PRC Awards (vide Appendix 2) are applicable, Stages 1, 2, 3, 4, 5 and 6 correspond to scales with AGP of Rs. 6000, 7000, 8000, 9000, 10000 and 12000 respectively

APPENDIX – III TABLE – II (B)

MINIMUM POINT NORMS OF THE APIS AS PROVIDED IN TABLE I AND WEIGHTAGES FOR EXPERT ASSESSMENT TO BE APPLIED FOR THE PROMOTION OF TEACHERS, IN COLLEGES (UG AND PG) UNDER CAREER ADVANCEMENT SCHEME (CAS)

		Assistant Professor/ equivalent cadres Stage 1 to Stage 2:	**Assistant Professor/ equivalent cadres: Stage 2 to Stage 3**	**Assistant Professor (Stage 3) to Associate Professor/ equivalent cadre (Stage 4)**	**Associate Professor to Professor Promotion in Colleges (Stage 5) as per assigned posts**
I	Teaching-learning, Evaluation Related Activities (Category – I)	75/Year	75/Year	75/year	75/year
II	Co-curricular, Extension and Profession related activities (Category – II)	15/Year	15/Year	15/Year	15/Year
III	Minimum total average annual Score under Categories I and II*	100/Year	100/Year	100/Year	100/Year
IV	Research and Academic Contribution (Category III)	5/Year (20/assessment period)	10/Year (50/assessment period)	15/Year (45/assessment period)	20/Year (60/assessment period)
	Expert Assessment System	Screening Committee	Screening Committee	Selection Committee	Selection Committee
V	Percentage Distribution of Weightage Points in the Expert Assessment (Total weightage = 100. Minimum required for promotion is 50)	No separate points. Screening committee to verify API scores	No separate points. Screening committee to verify API scores	20% - Contribution to Research 60% - Assessment of domain knowledge and teaching practices. 20 % - Interview performance	30% - Contribution to Research. 50% - Assessment of domain knowledge and teaching practices. 20 % - Interview performance

*** Teachers may score 10 points from either Category I or Category II to achieve the minimum score required under Category I + II.**

Note: For universities for which Sixth PRC Awards (vide Appendix 2) are applicable, Stages 1, 2, 3, 4 and 5 correspond to scales with AGP of Rs. 6000, 7000, 8000, 9000 and 10000 respectively

Explanatory note for Tables II (a) and II (b)

1. All universities / colleges will set up verifiable systems for the API related information required in these tables within THREE months of notification of these regulations. They will have to be documented and collated annually by the Internal Quality Assessment cells (IQACs) of the universities / colleges for follow up by the universities / college authorities. In order to facilitate this process, all teachers shall submit the duly filled-in Performance Based Appraisal System (PBAS) proforma to the IQAC annually.
2. However, in order to remedy the difficulties of collecting retrospective information and to facilitate the implementation of these regulations from 31-12-2008 in the CAS Promotion, the API based PBAS will be progressively and prospectively rolled out.
3. Accordingly, the PBAS based on the API scores of categories I and II as mentioned in these tables is to be implemented for one year, initially based on the existing systems in universities / colleges for one year only with the minimum average scores as depicted in Table II (a) and II (b) in rows I to III. This annualized API scores can then be compounded progressively as and when the teacher becomes eligible for CAS promotion to the next cadre. Thus, if a teacher is considered for CAS promotion in 2010, one year API scores for 2009-10 alone will be required for assessment. In case of a teacher being considered for CAS promotion in 2011, two years average of API scores for these categories will be required for assessment and so on leading progressively for the complete assessment period.
4. As shown in Table II, the aggregate minimum API score required (given in row III) can be earned from any of the two broad categories, subject to the minimum prescribed in each category. This will provide for due weightage to teachers who contribute additionally through any of the components given in Categories I and II also for the differing nature of contributions possible in different institutional settings
5. For Category III (research and academic contributions), maintenance of past record is done on a normal basis by teachers and hence no difficulty is envisaged in applying the API scores for this category for the entire assessment period. In this category, an aggregate minimum score is required for promotion over each stage. Alternatively, a teacher should acquire the required minimum aggregate score over two previous stages, taken together. In the case of promotion to Professor, the publication requirement shall be met over the two previous stages.
6. Candidates should offer themselves for assessment for promotion, if they fulfill the minimum API scores indicated in Tables I and II, by submitting an application and the required proforma. They can do so three months before the due date if they consider themselves eligible. Candidates who do not consider themselves eligible, can also apply at a later date.
7. If however, on final assessment, candidates do not either fulfill the minimum criteria under Rows III and IV of Tables II(A) and II (B) or obtain less than 50% in the expert assessment, they will be reassessed only after a minimum period of one year.
8. (a) If a candidate applies for promotion on completion of the minimum eligibility period and is successful, the date of promotion will be deemed to be the minimum period of eligibility.
   (b) If however, the candidate finds that she / he fulfills the eligibility conditions at a late date and applies on that date and is successful, her / his promotion will be deemed to be from that date of application
   (c) If the candidate does not succeed in the first assessment, but succeeds in an eventual assessment, her / his promotion will be deemed to be from the later date.

APPENDIX – III TABLE – II(c)

Minimum Scores for APIs for direct recruitment of teachers in university departments/Colleges, Librarian/Physical Education cadres in Universities/Colleges, and weightages in Selection Committees to be considered along with other specified eligibility qualifications stipulated in the Regulation.

	Assistant Professor/ equivalent cadres (Stage 1)	Associate Professor/ equivalent cadres (Stage 4)	Professor/equivalent cadres (Stage 5)
Minimum API Scores	Minimum Qualification as stipulated in these regulations	Consolidated API score requirement of 300 points from category III of APIs	Consolidated API score requirement of 400 points from category III of APIs
Selection Committee criteria / weightages (Total Weightages = 100)	a) Academic Record and Research Performance (50%) b) Assessment of Domain Knowledge and Teaching Skills (30%) c) Interview performance (20%)	a) Academic Background (20%) b) Research performance based on API score and quality of publications (40%). c) Assessment of Domain Knowledge and Teaching Skills (20%) d) Interview performance: (20%)	e) Academic Background (20%) f) Research performance based on API score and quality of publications (40%). g) Assessment of Domain Knowledge and Teaching Skills (20%) Interview performance: (20%)

Note: For universities/colleges for which Sixth PRC Awards (vide Appendix 2) are applicable, Stages 1, 4 and 5 correspond to scales with AGP of Rs. 6000, 9000 and 10000 respectively

APPENDIX-III - TABLE: III

MINIMUM ACADEMIC PERFORMANCE AND SERVICE REQUIREMENTS FOR PROMOTION OF TEACHERS IN UNIVERSITIES AND COLLEGES

S. No.	Promotion of Teachers through CAS	Service requirement	Minimum Academic Performance Requirements and Screening/Selection Criteria
1	Assistant Professor/ equivalent cadres from Stage 1 to Stage 2	Assistant Professor in Stage 1 and completed four years of service with Ph.D. or five years of service who are with M.Phil/PG Degree in Professional Courses such as LLM, M.Tech, M.V.Sc., M.D., or six years of service who are without Ph.D/M.Phil/PG Degree in Professional Courses	(i) Minimum API scores using PBAS scoring proforma developed by the concerned university as per the norms provided in Table II(A)/II(B) of Appendix III. (ii) One Orientation and one Refresher/Research Methodology Course of 2/3 weeks duration. (iii) Screening cum Verification process for recommending promotion.
2.	Assistant Professor/ equivalent cadres from Stage 2 to Stage 3	Assistant Professor with completed service of five years in Stage 2.	(i) Minimum API scores using the PBAS scoring proforma developed by the concerned university as per the norms provided in Table II(A)/II(B) of Appendix III (ii) One course / programme from among the categories of refresher courses, methodology workshops, Training, Teaching-Learning-Evaluation Technology Programmes, Soft Skills development Programmes and Faculty Development Programmes of 2/3 week duration. (iii) Screening cum Verification process for recommending promotion.

3.	Assistant Professor (Stage 3) to Associate Professor (Stage 4)	Assistant Professors with three years of completed service in Stage 3.	I. Minimum API scores using the PBAS scoring proforma developed by the concerned university as per the norms provided in Table IIA/II(B) of Appendix III. II. At least three publications in the entire period as Assistant Professor (twelve years). However, in the case of College teachers, an exemption of one publication will be given to M. Phil. holders and an exemption of two publications will be given to Ph. D. holders.. III. One course / programme from among the categories of methodology workshops, Training, Teaching-Learning-Evaluation Technology Programmes, Soft Skills development Programmes and Faculty Development Programmes of minimum one week duration. IV. A selection committee process as stipulated in this regulation and in Tables II(A) and II(B) of Appendix III.
4.	Associate Professor (Stage 4) Professor/ equivalent cadres (Stage 5)	Associate Professor with three years of completed service in Stage 4.	(i) Minimum yearly /cumulative API scores using the PBAS scoring proforma developed by the concerned university as per the norms provided in Table II(A)/II(B) of Appendix III. Teachers may combine two assessment periods (in Stages 2 and 3) to achieve minimum API scores, if required. (ii) A minimum of five publications since the period that the teacher is placed in Stage 3. (iii) A selection committee process as stipulated in this regulation and in Tables II(A) and II(B) of Appendix III.
5.	Professor (Stage 5) to Professor (Stage 6) .	Professor with ten years of completed service (universities only)	(i)Minimum yearly /cumulative API scores for the assessment period as per the norms provided in Table II(A) of Appendix III (ii) Additional credentials are to be evidenced by: (a) post-doctoral research outputs of high standard; (b) awards / honours / recognitions / patents and IPR on products and processes developed / technology transfer achieved; and (c) Additional research degrees like D.Sc., D.Litt., LL.B., etc., (iii) A review process by an Expert Committee as stipulated in this regulation and in Tables II(A) and II(b) of Appendix III.

* For teachers seeking promotion under CAS to Associate Professor, for those who on the date of this notification are Assistant Professors in Stage 2, the requirement of publications may be adjusted pro rata. For all others who enter Stage 2, subsequent to this notification, the requirement of three publications, as defined in these regulations, will be applicable.

Note: For universities/colleges for which Sixth PRC Awards (vide Appendix 2) are applicable, Stages 1, 2, 3, 4, 5 and 6 correspond to scales with AGP of Rs. 6000, 7000, 8000, 9000, 10000 and 12000 respectively

APPENDIX – III: TABLE – IV

ACADEMIC PERFORMANCE INDICATORS (APIs) AND PROPOSED SCORES DEVELOPED BY THE UGC FOR ADOPTION OF PERFORMANCE BASED APPRAISAL SYSTEM (PBAS) FOR CAREER ADVANCEMENT SCHEME (CAS) PROMOTIONS OF UNIVERSITY / DIRECTOR/ DEPUTY DIRECTOR/ ASSISTANT DIRECTOR OF PHYSICAL EDUCATION/ COLLEGE DIRECTOR OF PHYSICAL EDUCATION

CATEGORY I: TEACHING, TRAINING, COACHING, SPORTS PERSON DEVELOPMENT AND SPORTS MANAGEMENT ACTIVITIES

S. No.	Nature of Activity	Maximum Score
CATEGORY -I		
1	Management of Physical Education and Sports Programme for students (Planning, executing and evaluating the policies in Physical Education and Sports) (20 Points) Lecture cum practice based athlete / sports classes, seminars undertaken as percentage of allotted hours (20 Points)	40
2	Extending services, sports facilities and training on holidays to the institutions and organisations	10
3	Organizing and conducting sports and games competitions at the International /National/ State/ Inter University/Inter Zonal Levels (25 Points) Organizing and conducting coaching camps / sports person development / training programmes (15 Points)	40
4	Up gradation of scientific and technological knowledge in Physical Education and Sports (5 Points) Identifying sports talents and Mentoring sports excellence among students (10 Points)	20
5	Development and maintenance of play fields, purchase and maintenance of the other sports facilities	15
	Total Score	**125**
	Minimum API Score Required	**75**

CATEGORY II: CO-CURRICULAR, EXTENSION AND PROFESSIONAL DEVELOPMENT RELATED ACTIVITIES.

S. No.	Nature of Activity	Maximum Score
1	Student related co-curricular, extension and field based activities (such Cultural exchange and Sports Programmes (Various level of extramurals and intramural programmes); extension work through NSS/NCC and other channels,	20
2	Contribution to Corporate life and management of the sports units and institution through participation in sports and administrative committees and responsibilities.	15
3	Professional Development activities (such as participation in seminars, conferences, short term, training courses, camps and events, talks, lectures, membership of associations, dissemination and general articles, not covered in Category III below)	15
	Minimum API Score Required	**15**

CATEGORY-III: RESEARCH AND ACADEMIC CONTRIBUTIONS

S.No.	APIs	Faculties of Physical education	Max. points for University and college teacher position
III(a)	Research Publication (Journals)	Refereed Journals*	15/ Publication
		Non-referred but recognized and reputable journals and periodicals, having ISBN/ISSN numbers.	10 / Publication
		Full papers in Conference proceedings, etc.* (Abstracts not to be included)	10 / publication
III(b)	Research Publications (books, chapters in books, other than refereed journal articles)	Text or Reference Books Published by International Publishers **	50 /sole author 10 / chapter in an edited book
		Text or Reference Books Published by National/ Central/ State Government/ Societies **	25/sole author, 5/chapter in edited books
		Subject Books by Other local publishers with ISBN/ISSN numbers **	15/ sole author, 3/ chapter in edited books

		Chapters in knowledge based volumes in Indian/National level publishers with ISBN /ISSN numbers and with numbers of national and international directories **	5 / Chapter

*For Joint Research papers, the First/Principal author will share 60%, while the rest joint authors will share the 40% of API scores

** Scores (50/25/10/03 whatever the case may be) to be shared equally by all authors

III(C)	**RESEARCH PROJECT**		
III (C) (i)	Sponsored Projects carried out/ ongoing	Major Projects/Events amount mobilized with grants above 5.0 lakhs	20 each Project
		Major Projects /Events Amount mobilized with minimum of Rs. 4.00 lakhs up to Rs. 5.00 lakhs	15 each major project
		Minor projects from central / state funding agencies with grants below 4.00 lakhs	10 each minor Project
III (C) (ii)	Consultancy Projects carried out / ongoing	Amount mobilized with minimum of Rs.1.0 lakh	10 per every Rs.5.0 lakhs 2 per every Rs.1.0 lakhs
III (C) (iii)	Completed projects : Quality Evaluation	Completed project report (Accepted by funding agency)	20 /each major project and 10 / each minor project
III (C) (iv)	Projects Outcome / Outputs	Policy document of Govt. Bodies at Central and State level	30 / each output or outcome for National patents etc/50 /each for International patents.
III (D)	**RESEARCH GUIDANCE**		
III (D)(i)	M.Phil.	Degree awarded only	3 /each candidate
III (D) (ii)	Ph.D	Degree awarded	10 /each candidate
		Thesis submitted	7 /each candidate
III(E)	**TRAINING COURSES AND CONFERENCE /SEMINAR/WORKSHOP PAPERS**		
III(E)(i)	Research Methodology/ Training/ Coaching	Research methodology / Training/ Coaching programme (not less than three weeks)/workshops of not less than one week.	20

	Workshops		
III(E)(ii)	Papers in Conferences/ Seminars/ workshops etc	Participation and Presentation of research papers (oral/poster) in:	
		a) International conference	10 / each
		b) National	7.5 / each
		c) Regional/State level	5 /each
		d) Local – University/College level	3 / each
III(E) **(iv)**	Invitations for conferences/seminars/ workshops/ symposia to deliver lectures/chair sessions	(a) International	10 /each
		(b) National	7.5 /each
		(c) State level/Regional	5 /each
		(d) University/College level Endowment lectures	5 /each

APPENDIX – III TABLE – V (a)

MINIMUM NORMS OF APIS AS PROVIDED IN APPENDIX – III TABLE: IV TO BE APPLIED FOR THE CAREER ADVANCEMENT SCHEME (CAS) PROMOTION OF UNIVERSITY DIRECTOR / DEPUTY DIRECTOR / ASSISTANT DIRECTOR OF PHYSICAL EDUCATION, AND WEIGHTAGES FOR EXPERT ASSESSMENT IN SELECTION COMMITTEES.

		Assistant Director of Physical Education (Stage 1 to Stage 2 (Senior Scale)	**Assistant Director of Physical Education (Senior Scale) (Stage 2) to Deputy Director of Physical Education / Assistant Director Physical Education (Selection Grade) (Stage 3)**	**Deputy Director Physical Education / Assistant Director Physical Education (Selection Grade), Stage 3 to Stage 4**	**Deputy Director Physical Education / Assistant Director Physical Education (Selection Grade), (Stage 4) to Director of Physical Education (Stage 5) (university only)**
I	Teaching, training coaching, sports person development and sports management activities (Category – I)	75/Year	75/Year	75/year	75/year
II	Extension and Profession related activities (Category II)	15/Year	15/Year	15/Year	15/Year
III	Minimum total average API annual score under Categories I and II*	100/Year	100/Year	100/Year	100/Year
IV	Research and Academic Contributions (Category III) – Minimum Annual score required – to be assessed cumulatively	10/Year (40/assessment period)	20/Year (100/assessment Period)	30/Year (90/assessment period)	40/Year (120/assessment period)
	Expert Assessment System	Screening Committee	Screening Committee	Selection Committee	Selection Committee
V	Percentage Distribution of Weightage Points in the Expert Assessment (Total weightage = 100. Minimum required 50)	No separate points. Screening committee to verify API scores	No separate points. Screening committee to verify API scores	30% - Research evaluation 50% - Assessment of domain knowledge and skills in sports 20 % - Interview performance	50% - Research evaluation. 30 % - Assessment of domain knowledge contribution and organisation track record with vision plan. 20 % - Interview performance

*** Candidates may score 10 points from either Category I or Category II to achieve the minimum score required under Category I + II**

Note: For universities for which Sixth PRC Awards (vide Appendix 2) are applicable, Stages 1, 2, 3, 4 and 5 correspond to scales as provided, and AGP of Rs. 6000, 7000, 8000, 9000 and 10000 respectively

APPENDIX – III TABLE – V (b)

MINIMUM APIS AS PROVIDED IN APPENDIX – III TABLE: IV TO BE APPLIED FOR THE CAREER ADVANCEMENT SCHEME (CAS) PROMOTION OF COLLEGE DIRECTOR OF PHYSICAL EDUCATION (SENIOR SCALE) / COLLEGE DIRECTOR OF PHYSICAL EDUCATION (SELECTION GRADE), AND WEIGHTAGES FOR EXPERT ASSESSMENT IN SELECTION COMMITTEES.

S. No	Categories of Criteria	Minimum Average, yearly or cumulative, API score required during the assessment period of each level as evaluated under the Performance Based Appraisal System (PBAS) with weightages for Expert Assessment		
		College Director of Physical Education to College Director of Physical Education (Senior Scale) (Stage 1 to Stage 2)	**College Director of Physical Education Senior Scale to Selection Grade (Stage 2 to Stage 3).**	**College Director of Physical Education (Selection Grade) (Stage 3 to Stage 4).**
I	Teaching-learning, Evaluation Related Activities (Category – I)	75/Year	75/Year	75/year
II	Co-curricular, Extension and Profession related activities (Category – II)	15/Year	15/Year	15/Year
III	Minimum total average annual Score under Categories I and II*	100/Year	100/Year	100/Year
IV	Research and Academic Contribution (Category III) – Minimum Annual Score Required-to assessed cumulatively	5/Year (20/assessment period)	10/Year (50/assessment period)	15/Year (45/assessment period)
	Expert Assessment System	Screening Committee	Screening Committee	Selection Committee
V	Percentage Distribution of Weightage Points in the Expert Assessment (Total weightage = 100. Minimum required 50)	No separate points. Screening committee to verify API scores	No separate points. Screening committee to verify API scores	30% - Research evaluation 50% - Assessment of domain knowledge and skills in sports. 20 % - Interview performance

* Teachers may score 10 points from either Category I or Category II to achieve the minimum score required under Category I + II.

Note: For colleges in which Sixth PRC Awards (vide Appendix 2) are applicable, Stages 1, 2, 3 and 4 correspond to scales as provided, and AGP of Rs. 6000, 7000, 8000 and 9000 respectively

APPENDIX – III TABLE – V(c)

MINIMUM APIS AND OTHER NORMS FOR THE DIRECT RECRUITMENT OF PHYSICAL EDUCATION PERSONNEL IN UNIVERSITY DEPARTMENTS/COLLEGES

(TO BE CONSIDERED ALONG WITH OTHER SPECIFIED ELIGIBILITY QUALIFICATIONS STIPULATED IN THIS UGC REGULATION)

S. No. of category	**Minimum Norm / Criteria**	Assistant Director of Physical Education/College Director of Physical Education (Entry Stage – Stage 1)	Deputy Director of Physical Education in university (Stage 4)	Director of Physical Education in university (Stage 5)
I	API score (Research and Academic Contribution – Category III)	----	Consolidated API score requirement of 300 points	Consolidated API score requirement of 400 points
II	Selection Committee criteria/weightages (Total weightage = 100)	d) Track Record of championship won (30%) e) Sports and athletic skills (40%) f) Interview performance (30%)	h) Research papers (3 nos) evaluation: (40%) i) Organisational skills / Plans of sports: (30%) j) Interview performance: (30%)	a) Research papers (5 nos) evaluation: (50%) b) Organisational track vision plan: (25%) c) Interview performance: (25%)

Note: For universities/colleges in which Sixth PRC Awards (vide Appendix 2) are applicable, Stages 1, 4 and 5 correspond to scales as provided, and AGP of Rs. 6000, 9000 and 10000 respectively

APPENDIX-III. TABLE: VI

MINIMUM ACADEMIC PERFORMANCE AND SERVICE REQUIREMENTS FOR PROMOTION OF PHYSICAL EDUCATION CADRES IN UNIVERSITIES AND COLLEGES

S. No.	Promotion of Physical Education Cadres through CAS	Service (as prescribed by the MHRD Notification) requirement	Minimum Academic Performance Requirements and Screening/Selection Criteria
1	Assistant DPE/ College DPE to Assistant DPE (Senior Scale) / College DPE (Senior Scale) (Stage 1 to Stage 2)	Assistant DPE / College DPE completed four years of service in Stage 1 with Ph.D. **or** five years of service who are with M.Phil. **or** six years of service who are without Ph.D/M.Phil	(iv) Minimum API scores using PBAS scoring proforma developed by the concerned university as per the norms provided in Table V(a) of Appendix III for university DPEs cadres in Universities and in Table V(b) of Appendix III for cadres in Colleges. (v) One Orientation and one Refresher Course of 3/4 weeks duration. (vi) No separate interview points for the Screening cum Evaluation process of recommending promotion.
2.	Assistant DPE (senior scale) / College DPE (senior scale) to Deputy DPE / Assistant DPE (selection grade) / College DPE(selection grade) (Stage 2 to Stage 3)	Assistant DPE (senior scale) College DPE (senior scale) with completed service of five years in Stage 2	(iv) Minimum API scores using the PBAS scoring proforma developed by the concerned university as per the norms provided in Table V(a) of Appendix III for university DPEs cadres in Universities and in Table V(b) of Appendix III for DPEs cadres in Colleges. (v) Additionally, two refresher courses of 3-4 weeks duration to have been undergone during the assessment period. (vi) No separate interview points for the Screening cum Evaluation process of recommending promotion.
3.	Deputy DPE / Assistant DPE (Selection Grade) / College DPE (Selection Grade) to Deputy DPE/ Assistant DPE (Selection Grade) / College DPE (Selection Grade) (Stage 3 to Stage 4).	Deputy DPE / Assistant DPE (Selection Grade) / College DPE (Selection Grade) with three years of completed service in Stage 3.	(i) Minimum API scores using the PBAS scoring proforma developed by the concerned university as per the norms provided in Table V(a) of Appendix III for university DPEs cadres in Universities and in Table V(b) of Appendix III for cadres in Colleges. (ii) Minimum three publications over twelve years. For promotion in Colleges an exemption of one publication for M. Phil. holders and exemption of two publications for Ph. D. holders. (iii) Evidence of having produced teams / athletes. (iv) A selection committee process as stipulated in this regulation and in Table V(a) of Appendix III for the university DPE cadres in universities and in Table V(b) of Appendix III for cadres in colleges.
4.	University DPE (Stage 5) (For universities only)	Deputy DPE in universities with three years of completed service in Stage 4.	(iv) Minimum API scores using the PBAS scoring proforma developed by the concerned university as per the norms provided in Table V(a) of Appendix III for DPEs in university. These may be achieved over two assessment periods, if required. (v) A minimum of five publications over two assessment periods (six years). (vi) Evidence of having produced teams / athletes. (vii) A selection committee process as stipulated in this regulation and in Table V(a) of Appendix III for DPEs in the university.

Note: The explanatory note provided for Tables IIA and IIB for CAS for teachers is also applicable for the Physical Director cadres as per the API score specified for this cadre.

Note: For universities/colleges for which Sixth PRC Awards (vide Appendix 2) are applicable, Stages 1, 2, 3, 4 and 5 correspond to scales with AGP of Rs. 6000, 7000, 8000, 9000 and 10000 respectively

APPENDIX – III: TABLE –VII

ACADEMIC PERFORMANCE INDICATORS (APIs) AND PROPOSED SCORES DEVELOPED BY UGC FOR ADOPTION OF PERFORMANCE BASED APPRAISAL SYSTEM (PBAS) FOR DIRECT APPOINTMENT/CAREER ADVANCEMENT SCHEME (CAS) PROMOTIONS APPLICABLE TO LIBRARIAN, (UNIVERSITY) DEPUTY LIBRARIAN AND ASSTT. LIBRARIAN /COLLEGE LIBRARIAN.

Category – I : Procurement, organisation, and delivery of knowledge and information through Library services

S.No	Nature of Activity	Maximum Score
1.	Library resources organisation and maintenance of books, journals, reports; Provision of library reader- services, literature retrieval services to researchers and analysis of reports; Provision of assistance to the departments of University/College with the required inputs for preparing reports, manuals and related documents; Assistance towards updating institutional website with activity related information and for bringing out institutional Newsletters, etc.	40
2.	ICT and other new technologies' application for upgradation of library services such as automation of catalogue, learning resources procurement functions, circulation operations including membership records, serial subscription system, reference and information services, library security (technology based methods such as RFID, CCTV), development of library management tools (software), Intranet management.	30
3.	Development, organisation and management of e-resources including their accessibility over Intranet/Internet, digitization of library resources, e-delivery of information, etc.	25
4	User awareness and instruction programmes (Orientation lectures, users' training in the use of library services as e-resources, OPAC; knowledge resources user promotion programmes like organizing book exhibitions, other interactive latest learning resources, etc.	20
5.	Additional services such as extending library facilities on holidays, shelf order maintenance, library user manual, building and extending institutional library facilities to outsiders through external membership norms	10
Total Score		**125**
Minimum API score required		**75**

C**ategory- II – CO-CURRICULAR, EXTENSION AND PROFESSIONAL DEVELOPMENT RELATED ACTIVITIES.**

S. No.	Nature of Activity	Maximum Score
1	Student related co-curricular, extension and field based activities (such Cultural exchange and Library service Programmes (various level of extramural and intramural programmes); extension, library-literary work through different channels,	20
2	Contribution to Corporate life and management of the library units and institution through participation in library and administrative committees and responsibilities.	15
3	Professional Development activities (such as participation in seminars, conferences, short term, e-library training courses, workshops and events, talks, lectures, membership of associations, dissemination and general articles, not covered in Category III below)	15
	Minimum API Score Required	**15**

Category – III – Research and academic contributions

S No.	APIs	Activity	Maximum Point
III A	Research Papers published in:	Refereed Journals	15 / publication
		Non-refereed but recognized and reputable journals and periodicals, having ISBN/ISSN numbers.	10 / Publication
		Conference proceedings as full papers, etc. (Abstracts not to be included)	10 / publication
III (B)	Research Publications (books, chapters in books, other than refereed journal articles)	Text or Reference Books Published by International Publishers with an established peer review system	50 /sole author; 10 / chapter in an edited book

		Subjects Books by National level publishers/State and Central Govt. Publications with ISBN/ISSN numbers.	25 /sole author, and 5/ chapter in edited books
		Subject Books by Other local publishers with ISBN/ISSN numbers.	15 / sole author, and 3 / chapter in edited books
		Chapters contributed to edited knowledge based volumes published by International Publishers	10 /Chapter
		Chapters in knowledge based volumes by Indian/National level publishers with ISBN/ISSN numbers and with numbers of national and international directories	5 / Chapter
III (C)			
III (C) (i)	Sponsored Projects carried out/ ongoing	(d) Major Projects amount mobilized with grants above 30.0 lakhs	20 /each Project
		(e) Major Projects amount mobilized with grants above 5.0 lakhs up to 30.00 lakhs	15 /each Project
		(f) Minor Projects (Amount mobilized with grants above Rs. 50,000 up to Rs. 5.0 lakh)	10/each Project
III (C) (ii)	Consultancy Projects carried out / ongoing	Amount mobilized with minimum of Rs.10.00 lakhs	10 per every Rs.10.0 lakhs and Rs.2.0 lakhs, respectively
III (C) (iii)	Completed projects : Quality Evaluation	Completed project Report (Acceptance from funding agency)	20 /each major project and 10 / each minor project
III (C) (iv)	Projects Outcome / Outputs	Patent/Technology transfer/ Product/Process	30 / each national level output or patent /50 /each for International level,
III (D)			
III (D) (i)	M.Phil.	Degree awarded only	3 /each candidate
III (D) (ii)	Ph.D	Degree awarded	10 /each

			candidate
		Thesis submitted	7 /each candidate
III(E)			
III(E) **(i)**	Refresher courses, Methodology workshops, Training, Teaching-Learning-Evaluation Technology Programmes, Soft Skills development Programmes, Faculty Development Programmes (Max: 30 points)	Not less than two weeks duration	20/each
		One week duration	10/each
III(E) **(ii)**	Papers in Conferences/ Seminars/ workshops etc. *	Participation and Presentation of research papers (oral/poster) in	
		International conference	Each
		b) National	/ each
		c) Regional/State level	/each
		Local –University/College level	3 / each
III(E) **(iv)**	Invited lectures or presentations for conferences/ / symposia	International	10 /each
		National level	5

* If a paper presented in Conference/Seminar is published in the form of Proceedings, the points would accrue for the publication (III (a)) and not under presentation (III (e)(ii)).

Notes.

1. The API for joint publications will have to be calculated in the following manner: Of the total score for the relevant category of publication by the concerned teacher, the first/Principal author and the corresponding author/supervisor/mentor of the teacher would share equally 60% of the total points and the remaining 40% would be shared equally by all other authors.

APPENDIX – III TABLE – VIII (a)

Minimum APIs as provided in Appendix III Table VII to be applied for the Promotion of Library staff of universities and Weightages for Expert Assessment UNDER CAREER ADVANCEMENT SCHEME (CAS)

		Assistant Librarian to Assistant Librarian (senior scale) (Stage 1 to Stage 2)	Deputy Librarian / Assistant Librarian (Selection Grade) (Stage 2 to Stage 3)	Deputy Librarian/ Assistant Librarian (selection Grade) (Stage 3 to Stage 4)	Librarian (university only) (Stage 4 to Stage 5)
I	Procurement, organisation and delivery of knowledge and information thro' library services (category I)	75/Year	75/Year	75/year	75/year
II	Extension and Profession related activities (Category II)	15/Year	15/Year	15/Year	15/Year
III	Minimum total average annual Score under Categories I and II*	100/Year	100/Year	100/Year	100/Year
IV	Research and Academic Contribution (Category III) – Minimum Annual Score Required – to be assessed cumulatively	10/Year (40/assessment period)	20/Year (100/assessment period)	30/Year (90/assessment period)	40/Year (120/assessment period)
	Expert Assessment System	Screening Committee	Screening Committee	Selection Committee	
V	Percentage Distribution of Weightage Points in the Expert Assessment (Total weightage = 100. Minimum required 50))	No separate points. Screening committee to verify API scores	No separate points. Screening committee to verify API scores	30% - Library related research papers evaluation 50% - Assessment of domain knowledge on Library automation and Organisational skills 20 % - Interview performance	50% Library publication work 30% Assessment of innovative Library service and organisation of digital library services 20% Interview performance

* Candidates may score 10 points from either Category I or Category II to achieve the minimum score required under Category I + II.

Note: For universities/colleges for which Sixth PRC Awards (vide Appendix 2) are applicable, Stages 1, 2, 3, 4 and 5 correspond to scales as given with AGP of Rs. 6000, 7000, 8000, 9000 and 10000 respectively

APPENDIX – III TABLE – VIII (b)

Minimum Weightage Points (WP) norms of the APIs as provided in Appendix III Table VII to be applied for the Promotion of Library staff of Colleges and Weightages for Expert Assessment UNDER CAREER ADVANCEMENT SCHEME (CAS)

		College Librarian (Stage 1) College Librarian (senior scale) (Stage 2)	**College Librarian (senior scale) (Stage 2) to College Librarian (Selection Grade) (Stage 3)**	**College Librarian (selection Grade) (Stage 3 to Stage 4)**
I	Procurement, organisation and delivery of knowledge and information thro' library services (category I)	75/Year	75/Year	75/year
II	Extension and Profession related activities (Category II)	15/Year	15/Year	15/Year
III	Minimum total average annual Score under Categories I and II*	100/Year	100/Year	100/Year
IV	Research and Academic Contribution (Category III) – Minimum Annual Score Required – to be assessed cumulatively	5/Year (40/assessment period)	10/Year (100/assessment period)	15/Year (90/assessment period)
	Expert Assessment System	**Screening Committee**	**Screening Committee**	**Selection Committee**
V	Percentage of Distribution of Weightage Points in the Expert Assessment (Total weightage = 100. Minimum required 50)	No separate points. Screening committee to verify API scores	No separate points. Screening committee to verify API scores	30% - Library related research papers evaluation 50% - Assessment of domain knowledge on Library automation and Organisational skills 20 % - Interview performance

* Candidates may score 10 points from either Category I or Category II to achieve the minimum score required under Category I + II.

Note: For colleges for which Sixth PRC Awards (vide Appendix 2) are applicable, Stages 1, 2, 3 and 4 correspond to scales as provided with AGP of Rs. 6000, 7000, 8000 and 9000 respectively

APPENDIX – III: TABLE – VIII(c)

MINIMUM APIS AND OTHER NORMS FOR THE DIRECT RECRUITMENT OF LIBRARIAN POSITIONS IN UNIVERSITY DEPARTMENTS/COLLEGES

(TO BE CONSIDERED ALONG WITH OTHER SPECIFIED ELIGIBILITY QUALIFICATIONS STIPULATED IN THIS UGC REGULATION)

S. No. of category	Minimum Norm / Criteria	Assistant University Librarian / College Librarian (Stage 1)	Deputy Librarian in universities (Stage 4)	Librarian (university only) (Stage 5)
I	API score (Research and Academic Contribution – Category III)	----	Consolidated API score requirement of 300 points	Consolidated API score requirement of 400 points
II	Selection Committee criteria/weightages (Total weightage = 100)	a). Teaching / compute and communication skills by a Lecture demonstration (30%) b). Record of Library management skills (20%) c). Interview performance (50%)	a). Library related Research / Theme papers (3 Nos) Evaluation: (50%) b). Library automation skills and Organisational Plans (20%) c). Interview performance (30%)	a) Library Research papers (Five) evaluation (60%) b) organisational track record of innovation library service and vision plan (20%) c) Interview performance (20 %)

Note: For universities for which Sixth PRC Awards (vide Appendix 2) are applicable, Stages 1, 4, 5 and 5 correspond to scales as given and AGP of Rs. 6000, 7000, 8000, 9000, 10000 and 12000 respectively

APPENDIX – III: TABLE - IX

MINIMUM ACADEMIC PERFORMANCE AND SERVICE REQUIREMENTS FOR PROMOTION OF LIBRARIAN CADRES IN UNIVERSITIES AND COLLEGES

S. No	**Promotion of Librarian cadres through CAS**	**Service (as prescribed by the MHRD Notification) requirement**	Minimum Academic Performance Requirements and Screening/Selection Criteria
1.	Assistant University Librarian / College Librarian to Assistant Librarian (Senior Scale) / College Librarian (Senior Scale) (Stage 1 to Stage 2)	Assistant University Librarian / College Librarian (Stage 1) completed four years of service with Ph. D. or five years of service who are with M. Phil or six years of service who are without Ph. D./M.Phil.	(i) Minimum API scores using PBAS scoring proforma developed by the university as per the norms provided in Table VIII (a) of Appendix III for Librarian cadres in universities and Table VIII(b) of Appendix III for college Librarian cadres. (ii) One Orientation and one Refresher Course of 3/4 weeks duration (iii) No separate interview points for the Screening cum Verification process of recommending promotion.
2.	Assistant university Librarian (Senior Scale) / college Librarian (senior scale) to Assistant university Librarian (Selection Grade)/ College Librarian/ (selection grade) (Stage 2 to Stage 3)	Assistant university Librarian (Senior Scale) / college Librarian (senior scale) with completed service of five years in Stage 2	(i) Minimum API scores using the PBAS scoring proforma developed by University as per the norms provided in Table VIII (a) of Appendix III for Librarian Cadres in universities and Table VIII (b) of Appendix III for college librarian cadres. (ii) Additionally, two refresher courses, for a minimum period of 3 to 4 week duration to have been undergone during the assessment period. (iii) No separate interview points for the Screening cum Verification process of recommending promotion.

3.	Deputy university Librarian / Assistant university Librarian (Selection Grade) / College Librarian (Selection Grade) (Stage 3 to Stage 4)	Assistant university Librarian (Selection Grade) / College Librarian (Selection Grade) with three years of completed service in Stage 3.	(i) Minimum API scores using the PBAS scoring proforma developed by university as per the norms provided in Table VIII (a) of Appendix III for Librarian cadres in universities and in Table VIII (b) of Appendix III for Librarian Cadres in Colleges. (ii) Three publications over twelve years. In Colleges, an exemption of one publication will be given to M. Phil holders and two publications to Ph. D. Holders. (iii)Additionally one course/training under the categories of Library automation / Analytical tool Development for academic documentation. (iv) A selection committee process as stipulated in the Regulation and in Table VIII (a) of Appendix III for university in Table VIII (b) of Appendix III for librarian cadres in colleges.
4.	Librarian (university) (Stage 5) -	Deputy Librarian in university with three years of completed service in Stage 4.	(i) Minimum API scores using the PBAS scoring proforma developed by the university as per the norms provided in Table VIII (a) of Appendix III for Librarian (university). Minimum API scores can also be considered over two assessment periods (Stages 3 and 4), if required. (ii) A minimum of 5 publications over current and previous assessment periods. (iii) Evidence of innovative library service and organisation of published work (iv) A selection committee process as stipulated in this regulation and in Table VIII (a) of Appendix III for Librarian (university)

Note: The explanatory note provided for Tables IIA and IIB for CAS for teachers is also applicable for the librarian cadres as per the API score specified for this cadre.

Note: For universities for which Sixth PRC Awards (vide Appendix 2) are applicable, Stages 1, 2, 3, 4 and 5 correspond to scales as provided and AGP of Rs. 6000, 7000, 8000, 9000, 10000 and 12000 respectively

ALL INDIA COUNCIL FOR TECHNICAL EDUCATION

NOTIFICATION

New Delhi, the 8th November, 2012

All India Council for Technical Education (Career Advancement Scheme for the Teachers and other Academic Staff in Technical Institutions) (Degree) Regulations, 2012

F. No. 37-3/Legal/AICTE/2012.—In exercise of its powers conferred under sub-section (1) of Section 23 read with Section 10(i) and (v) of the All India Council for Technical Education Act, 1987 (52 of 1987), the All India Council for Technical Education makes the following Regulations :

1.	**SHORT TITLE, APPLICATION AND COMMENCEMENT :**	
	1.1	These Regulations may be called the All India Council for Technical Education (Career Advancement Scheme for the Teachers and Other Academic Staff in Technical Institutions) (Degree) Regulations, 2012.
	1.2	They shall apply to all technical institutions approved by the AICTE and Universities including Institution deemed to be Universities imparting technical education and such other courses/Programs and areas as notified by the AICTE from time to time.
	1.3	They shall come into force with effect from the date of their publication in the Official Gazette. *Provided* that in the event, any candidate becomes eligible for promotion under Career Advancement Scheme in terms of these Regulations on or after 5th March, 2010, the promotion of such a candidate shall be governed by the provisions of these Regulations.

2.	**CAREER ADVANCEMENT SCHEME :**	
	2.1	A teacher who wishes to be considered for promotion under CAS may submit in writing to the University / College, within three months in advance of the due date, that he / she fulfils all qualifications under CAS and submit to the University / College the Performance Based Appraisal System (PBAS) in a proforma as evolved by the concerned University / College duly supported by all credentials as per the Academic Performance Indicator (API) guidelines (Appendix 1) set out in these Regulations.
	2.2	In order to avoid delays in holding Selection Committee meetings in various positions under CAS, the University / College should immediately initiate the

		process of screening / selection, and shall complete the process within six months from the date of application. Further, in order to avoid any hardships, candidates who fulfill all other criteria mentioned in these Regulations, as on 05th March, 2010 and till the date on which these Regulations is notified, can be considered for promotion from the date, on or after 5th March, 2010, on which they fulfill the eligibility conditions.			
	2.3	Candidates who do not fulfill the minimum score requirement under the API Scoring System proposed in the Regulations as per Tables II (A and B) of Appendix I or those who obtain less than 50% in the expert assessment of the selection process will have to be re-assessed only after a minimum period of one year. The date of promotion shall be the date on which he / she is successfully re-assessed.			
	2.4	The Selection Committee specifications as delineated in Clause 4 are applicable to Career Advancement promotions of Assistant Professor to Associate Professor and Associate Professor to Professor.			
	2.5	CAS promotions from a lower grade to a higher grade of Assistant Professor / Associate Professor shall be conducted by a "Screening-cum-Evaluation Committee" adhering to the criteria laid out as API score in Performance Based Appraisal System (PBAS) in the Tables of **Appendix 1.**			
	2.6	The "Screening-cum-Evaluation Committee" for CAS promotion of Assistant Professors / Associate Professor from one AGP to the other higher AGP shall consist of :			
		[1]	**"Screening-cum-Evaluation Committee" for University teachers :**		
			[i]	The Vice Chancellor or Acting Vice Chancellor, as the Chairperson of the selection committee;	
			[ii]	The Dean of the concerned Faculty;	
			[iii]	The Head of the Department / Chairperson of the School; and	
			[iv]	One subject expert in the concerned subject nominated by the Vice Chancellor or Acting Vice Chancellor from the University panel of experts.	
		[2]	**"Screening-cum-Evaluation Committee" for College teachers :**		
			[i]	The Principal / Director of the College;	
			[ii]	Head of the concerned department from the College, where there is no HOD, Professor as nominated by the Principal / Director from the same or any other Institution in the jurisdiction of the concerned University; and	

			[iii]	Two subject experts in the concerned subject nominated by the Vice Chancellor or Acting Vice Chancellor from the University panel of experts.
		[3]	**For Government/ Government Aided/ Government Autonomous Colleges :**	
			[i]	As may be prescribed by the respective State Governments / Board of Governers
	2.7	The quorum for these committees in both categories mentioned above shall be three including one subject expert / University nominee need to be present.		
	2.8	The Screening-cum-Evaluation Committee on verification / evaluation of API score secured by the candidate through the 'PBAS' methodology designed by the respective University / Directorate of Technical Education based on these Regulations and as per the minimum requirement specified in Tables II and III of Appendix 1 for each of the cadre of Assistant Professor, shall recommend to the Syndicate / Executive Council / Board of Management of the University / College about the suitability for the promotion of the candidate(s) under CAS for implementation.		
	2.9	All the selection procedures outlined above, shall be completed on the day of the selection committee meeting, wherein the minutes are recorded along with PBAS scoring proforma and recommendation made on the basis of merit and duly signed by all members of the selection committee in the minutes.		
	2.10	CAS promotion, being a personal promotion to the incumbent teacher holding a substantive sanctioned post, on superannuation of the individual incumbent, the said post shall revert to its original cadre.		
	2.11	The incumbent teacher must be on the roll and active service of the Universities / Colleges on the date of consideration by the Selection Committee for Selection / CAS Promotion.		
	2.12	Candidates shall offer themselves for assessment for promotion, if they fulfil the minimum API scores indicated in the appropriate API system tables by submitting an application and the required PBAS proforma. They can do so three months before the due date of the promotion if they consider themselves eligible. In any event, the University / College concerned shall send a general circular twice a year calling for applications for CAS promotions from eligible candidates.		
	2.13	In the final assessment, if the candidates do not either fulfill the minimum API scores in the criteria as per PBAS proforma or obtain less than 50% in expert assessment, wherever applicable, such candidates will be reassessed only after a minimum period of one year.		
	2.14	If a candidate applies for promotion immediately on completion of the minimum eligibility period and is successful, the date of promotion will be made applicable		

		from the date of completion of minimum period of eligibility.
	2.15	If, however, the candidate finds that he / she fulfils the eligibility conditions at a later date and applies on that date and is successful, his/her promotion will be effected from the date of application.
	2.16	If the candidate does not succeed in the first assessment, but succeeds in the subsequent assessment, his / her promotion will be deemed to be from the later date of successful assessment.
3.	**STAGES OF PROMOTION UNDER CAREER ADVANCEMENT SCHEME OF INCUMBENT AND NEWLY APPOINTED ASSISTANT PROFESSORS /ASSOCIATE PROFESSORS / PROFESSORS :**	
	3.1	Entry level Assistant Professors (Stage 1) would be eligible for promotion under the Career Advancement Scheme (CAS) through two successive stages (stage 2 and Stage 3), provided they are assessed to fulfill the eligibility and performance criteria as laid down in next clause.
	3.2	In order to remedy the difficulties of collecting retrospective information and to facilitate the implementation of these Regulations from 5th March, 2010 in the CAS Promotion, the API based PBAS will be progressively and prospectively rolled out. Accordingly, the PBAS based on the API scores of categories I and II as mentioned in the tables of Appendix 1 is to be implemented for one year, initially based on the existing systems in Universities / Colleges for one year only with the minimum annual scores as depicted in Table II (a) and II (b) for University and College teachers. This annualized API scores can then be compounded progressively as and when the teacher becomes eligible for CAS promotion to the next cadre. Thus, if a teacher is considered for CAS promotion in 2013, one year API scores for 2012-13 alone will be required for assessment. In case of a teacher being considered for CAS promotion in 2014, two years average of API scores for these categories will be required for assessment and so on leading progressively for the complete assessment period.
	3.3	Assistant Professor, possessing Ph. D Degree in the relevant discipline shall be eligible, for moving to the next higher grade of Rs.7000 (stage 2) after completion of four years service as Assistant Professor.
	3.4	Assistant Professor possessing M. Phil Degree or a Post-Graduate Degree in professional courses, approved by the relevant statutory body, shall be eligible for the next higher grade of Rs.7000 (stage 2) after completion of five years service as Assistant Professor.
	3.5	Assistant Professor who does not have Ph.D. or M.Phil or a Master's Degree in the relevant professional course, shall be eligible for the next higher grade of Rs.7000 (stage 2) only after completion of six years service as Assistant Professor.
	3.6	The upward movement from the entry level grade (stage 1) to the next higher grade of Rs.7000 (stage 2) for all Assistant Professors shall be subject to their satisfying

		the API based PBAS conditions laid down by the AICTE in this Regulation.	
	3.7	Assistant Professor who has completed five years of service in the grade of Rs.7000 (stage 2) shall be eligible, subject to meeting the API based PBAS requirements laid down by these Regulations, to move up to next higher grade of Rs.8000 (stage 3).	
	3.8	Assistant Professor completing three years of teaching in the grade of Rs.8000 (stage 3) shall be eligible, subject to the qualifying conditions and the API based PBAS requirements prescribed by these Regulations, to move to the Pay Band of Rs.37400-67000 with next higher grade of Rs.9000 (stage 4) and to be designated as Associate Professor. However those joining the Service after 5th March 2010 shall have also earned Ph. D in addition to above mentioned requirements to move to the stage 4.	
	3.9	Associate Professor completing three years of service in stage 4 and possessing a Ph.D. Degree in the relevant discipline shall be eligible to be appointed and designated as Professor and be placed in the next higher grade of Rs.10000 (stage 5) subject to following :	
		(a)	satisfying the required credit points as per API based PBAS requirements as provided in Tables of Appendix 1; and
		(b)	an assessment by a duly constituted selection committee as suggested for the direct recruitment of Professor. Provided that no teacher other than those with a Ph.D shall be promoted or appointed as Professor.
4.	**SELECTION COMMITTEES AND GUIDELINESS ON SELECTION PROCEDURES :**		
	The AICTE has evolved following guidelines on :		
	(a)	Constitution of Selection Committees for selection of Assistant Professor, Associate Professor, Professor for direct recruitment and under CAS	
	(b)	Specified selection procedures for direct recruitment and Career Advancement Scheme Regulations for Teachers in Universities and Colleges. However, for other academic staff in Universities / Colleges, UGC guidelines of 30.6.2009 and any amendments / corrigendum / clarifications issued subsequently by UGC be followed.	
5.	**SELECTION COMMITTEE SPECIFICATIONS :**		
	5.1	**Assistant Professor in the University :**	
		The Selection Committee for the post of Assistant Professor in the University shall have the following composition :	

		1.	The Vice Chancellor or Acting Vice-Chancellor to be the Chairperson of the Selection Committee.
		2.	Three experts in the concerned subject nominated by the Vice-Chancellor or Acting Vice-Chancellor out of the panel of names approved by the relevant statutory body of the University concerned.
		3.	Dean of the concerned Faculty, wherever applicable
		4.	Head/Chairperson of the Department/School.
		5.	An academician nominated by the Visitor / Chancellor, wherever applicable.
		6.	An academician representing SC / ST / OBC / Minority / Women / Differently-abled categories to be nominated by the Vice Chancellor or Acting Vice Chancellor, if any of the candidates representing these categories is the applicant and if any of the above members of the selection committee does not belong to that category.
		To constitute the quorum for the meeting, five of which at least two must be from out of the three subject-experts shall be present.	
	5.2	**Associate Professor in the University :**	
		The Selection Committee for the post of Associate Professor in the University shall have the following composition :	
		1.	Vice Chancellor or Acting Vice Chancellor to be the Chairperson of the Selection Committee.
		2.	An academician who is the nominee of the Visitor / Chancellor, wherever applicable.
		3.	Three experts in the concerned subject / field nominated by the Vice Chancellor out of the panel of names approved by the relevant statutory body of the University concerned.
		4.	Dean of the faculty, wherever applicable.
		5.	Head/Chairperson of the Department/School.
		6.	An academician representing SC / ST / OBC / Minority / Women / Differently-abled categories, if any of candidates representing these categories is the applicant, to be nominated by the Vice Chancellor, if any of the above members of the selection committee does not belong to that category.
		To constitute the quorum for the meeting, five of which at least two must be from out of the three subject-experts shall be present.	

	5.3	**Professor in the University :**	
		The composition of the Selection Committee for the post of Professor in the University shall be similar in composition as that for the post of Associate Professor set out in above clause.	
	5.4	**Assistant Professor in Colleges including Private Colleges :**	
		The Selection Committee for the post of Assistant Professor in Colleges including Private Colleges shall have the following composition:	
		1.	Chairperson of the Governing Body of the College or his/her nominee from among the members of the Governing body to be the Chairperson of the Selection Committee.
		2.	The Principal / Director of the College.
		3.	Head of the Department of the concerned subject in the College.
		4.	Two nominees of the Vice Chancellor or Acting Vice Chancellor of the affiliating University of whom one should be a subject expert. In case of Colleges notified / declared as minority educational institutions, two nominees of the Chairperson of the College from out of a panel of five names, preferably from minority communities, recommended by the Vice Chancellor or Acting Vice Chancellor of the affiliating University from the list of experts suggested by the relevant statutory body of the College, of whom one should be a subject expert.
		5.	Two subject-experts not connected with the College to be nominated by the Chairperson of the governing body of the College out of a panel of five names recommended by the Vice Chancellor or Acting Vice Chancellor from the list of subject experts approved by the relevant statutory body of the University concerned.
		6.	In case of Colleges notified/ declared as minority educational Institutions, two subject experts not connected with the University to be nominated by the Chairperson of the Governing Body of the College out of the panel of five names, preferably from minority communities, recommended by the Vice Chancellor or Acting Vice Chancellor from the list of subject experts approved by the relevant statutory body of the College
		7.	An academician representing SC / ST/ OBC/ Minority/ Women/Differently-abled categories, if any of candidates representing these categories is the applicant, to be nominated by the Vice Chancellor or Acting Vice Chancellor, if any of the above members of the selection committee does not belong to that category.
		To constitute the quorum for the meeting, five of which at least two must be from	

		out of the three subject-experts shall be present. For all levels of teaching positions in for Government / Government aided / Government autonomous Colleges, the State Public Services, Comrnissions / Teacher Recruitment Boards must invite three subject experts, for which the concerned University be involved in the selection process by respective appointing authority. For all levels of teaching positions in Constituent College(s) of a University, the selection committee norms shall be similar to that of the posts of departments of the University.	
	5.5	**Associate Professor in Colleges including Private Colleges :**	
		The Selection Cornmittee for the post of Associate Professor in Colleges including Private Colleges shall have the following composition :	
		1.	The Chairperson of the Governing Body or his or her nominee, frorn among the members of the Governing body to be the Chairperson of the Selection Cornmittee.
		2.	The Principal / Director of the College.
		3.	The Head of the Department of the concerned subject from the College.
		4.	Two University representatives nominated by the Vice Chancellor or Acting Vice Chancellor, one of whom will be the Dean of College Developrnent Council or equivalent position in the University and the other must be expert in the concerned subject. In case of Colleges notified/declared as minority educational institutions, two nominees of the Chairperson of the College from out of a panel of five names, preferably frorn minority communities, recommended by the Vice-Chancellor of the affiliating University from the list of experts suggested by the relevant statutory body of the College of whom one should be a subject expert.
		5.	Two subject-experts not connected with the College to be norninated by the Chairperson of the governing body of the College out of a panel of five names recommended by the Vice Chancellor from the list of subject experts approved by the relevant statutory body of the University concerned. In case of Colleges notified / declared as minority educational Institutions, two subject experts not connected with the University to be nominated by the Chairperson of the Governing Body of the College out of the panel of five names, preferably from minority cornmunities, recomrnended by the Vice Chancellor or Acting Vice Chancellor from the list of subject experts approved by the relevant statutory body of the College.
		6.	An academician representing SC / ST / OBC / Minority / Women / Differently-abled categories, if any of candidates representing these categories is the applicant, to be norninated by the Vice Chancellor, if any of

			the above members of the selection committee does not belong to that category.
		The quorum for the meeting should be five of which at least two must be from out of the three subject-experts. For all levels of teaching positions in for Government / Government aided / Government autonomous Colleges, the State Public Service, Commissions / Teacher Recruitment Boards must invite three subject experts for which the concerned University, be involved in the selection process by respective appointing authority. For all levels of teaching positions in Constituent College(s) of a University, the selection committee norms shall be similar to that of the posts of departments of the University.	
	5.6	**Professor in the Colleges including Private Colleges :**	
		The composition of the Selection Committee for the post of Professor in the Colleges including private Colleges shall be similar in composition as that for the post of Associate Professor set out in the above clause. For all levels of teaching positions in For Government / Government aided / Government autonomous Colleges, the State Public Services, Commissions / Teacher Recruitment Boards must invite three subject experts for which the concerned University, be involved in the selection process by respective appointing authority. For all levels of teaching positions in Constituent College(s) of a University, the selection committee norms shall be similar to that of the posts of departments of the University.	
	5.7	**College Principal / Director :**	
		The Selection Committee for the post of College Principal shall have the following composition :	
		1.	Chairperson of the Governing Body as Chairperson.
		2.	Two members of the Governing Body of the College to be nominated by the Chairperson of whom one shall be an expert in academic administration.
		3.	One nominee of the Vice Chancellor who shall be a Higher Education expert.
		4.	Three experts consisting of the Principal / Director of a College, a Professor and an accomplished educationist not below the rank of a Professor (to be nominated by the Governing Body of the College) out of a panel of six experts approved by the relevant statutory body of the University concerned.

		5.	An academician representing SC / ST / OBC / Minority / Women / Differently-abled categories, if any of candidates representing these categories is the applicant, to be nominated by the Vice Chancellor, if any of the above members of the selection committee does not belong to that category.
		To constitute the quorum for the meeting, five of which at least two must be from out of the three subject-experts shall be present. All the selection procedures of the selection committee shall be completed on the day of the selection committee meeting itself, wherein, minutes are recorded along with the scoring proforma and recommendation made on the basis of merit with the list of selected and waitlisted candidates/Panel of names in order of merit, duly signed by all members of the selection committee. The term of appointment of the College Principal / Director shall be FIVE years with eligibility for reappointment for one more term only after a similar selection committee process.	
6.	**COUNTING OF PAST SERVICES FOR DIRECT RECRUITMENT AND PROMOTION UNDER CAS :**		
	6.1	Previous regular service, whether national or international, as Assistant Professor, Associate Professor or Professor or equivalent in a University, College, National Laboratories or other scientific / professional organizations such as the CSIR, ICAR, DRDO, UGC, ICSSR, ICHR, ICMR, DBT , etc., should be counted for direct recruitment and promotion under CAS of a teacher as Assistant Professor, Associate Professor, Professor or any other nomenclature these posts are described as per Appendix I – Table No. II provided that :	
		(a)	The essential qualifications of the post held were not lower than the qualifications prescribed by the AICTE for Assistant Professor, Associate Professor and Professor as the case may be.
		(b)	The post is/was in an equivalent grade or of the pre-revised scale of pay as the post of Assistant Professor (Lecturer), Associate Professor (Reader) and Professor.
		(c)	The candidate for direct recruitment has applied through proper channel only.
		(d)	The concerned Assistant Professor, Associate Professor and Professor should possess the same minimum qualifications as prescribed by the AICTE for appointment to the post of Assistant Professor, Associate Professor and Professor, as the case may be.

		(e)	The post was filled in accordance with the prescribed selection procedure as laid down in the Regulations of University / State Government / Central Government / concerned institutions, for such appointments.	
		(f)	The previous appointment was not as guest lecturer for any duration, or an ad-hoc or in a leave vacancy of less than one year duration. Ad-hoc or temporary service of more than one year duration can be counted provided that :	
			[i]	the period of service was of more than one year duration;
			[ii]	the incumbent was appointed on the recommendation of duly constituted Selection Committee;
			[iii]	the incumbent was selected to the permanent post in continuation to the ad-hoc or temporary service; and
			[iv]	Artificial break in service shall not be used to the prejudice of employee, appointed on permanent basis. The person appointed on permanent basis shall be given the benefit of entire service rendered by him with effect from the date of initial appointment (temporary/contract/ad-hoc) notwithstanding the artificial break/breaks in service.
		(g)	No distinction should be made with reference to the nature of management of the institution where previous service was rendered (private/local body/Government) was considered for counting past services under this clause.	

Dr. K. P. ISAAC, Member-Secy.

[ADVT. III/4/162/12/Exty.]

APPENDIX – 1

TABLE – I

PROPOSED SCORES FOR ACADEMIC PERFORMANCE INDICATORS (APIs) IN RECRUITMENTS AND CAREER ADVANCEMENT SCHEME (CAS) PROMOTIONS OF UNIVERSITY / COLLEGE TEACHERS

CATEGORY I : TEACHING, LEARNING AND EVALUATION RELATED ACTIVITIES

Brief Explanation : Based on the teacher's self-assessment, API scores are proposed for (a) teaching related activities; (b) domain knowledge; (c) participation in examination and evaluation; (d) contribution to innovative teaching, new courses , etc. The minimum API score required by teachers from this category is 75. The self-assessment score should be based on objectively verifiable criteria wherever possible and will be finalized by the screening/selection committee.

Sl. No.	Nature of Activity	Maximum Score
1	Lectures, seminars, tutorials, practicals, contact hours undertaken as percentage of lectures allocated [a]	50
2	Lectures or other teaching duties in excess of the AICTE norms	10
3	Preparation and imparting of knowledge/instruction as per curriculum; syllabus enrichment by providing additional resources to students	20
4	Use of participatory and innovative teaching-learning methodologies; updating of subject content, course improvement , etc.	20
5	Examination duties (Invigilation; question paper setting, evaluation/assessment of answer scripts) as per allotment.	25
	Total Score	125
	Minimum API Score Required	75

Universities will be required to detail the activities and in case institutional specificities require, adjust the weightages, without changing the minimum total API scores required under this category.

Note: [a] Lectures and tutorials allocation to add up to the AICTE norm for particular category of teacher. University may prescribe minimum cut-off (net of due leave), say 80 %, for 1 above, below which no scores may be assigned in these sub-categories.

CATEGORY II : CO-CURRICULAR, EXTENSION AND PROFESSIONAL DEVELOPMENT RELATED ACTIVITIES.

Brief Explanation: Based on the teacher's self-assessment, category II API scores are proposed for co-curricular and extension activities; and Professional development related contributions. The minimum API required by teachers for eligibility for promotion is 15. A list of items and proposed scores is given below. It will be noticed that all teachers can earn scores from a number of items, whereas some activities will be carried out only by one or a few teachers. The list of activities is broad enough for the minimum API score required (15) in this category to accrue to all teachers. As before, the self-assessment score should be based on objectively verifiable criteria and will be finalized by the screening/selection committee.

The model table below gives groups of activities and API scores. Universities may detail the activities or, in case institutional specificities require, adjust the weightages, without changing the minimum total API scores required under this category.

Sl. No.	Nature of Activity	Maximum Score
1	Student related co-curricular, extension and field based activities (such as extension work through NSS/NCC and other channels, cultural activities, subject related events, advisement and counseling).	20
2	Contribution to Corporate life and management of the department and institution through participation in academic and administrative committees and responsibilities.	15
3	Professional Development activities (such as participation in seminars, conferences, short term training courses, talks, lectures, membership of associations, dissemination and general articles, not covered in Category III below) :	15
	Total Score	50
	Minimum API Score Required	15

CATEGORY- III : RESEARCH AND ACADEMIC CONTRIBUTIONS

Brief Explanation: Based on the teacher's self-assessment, API scores are proposed for research and academic contributions. The minimum API score required by teachers from this category is different for different levels of promotion and between University and Colleges. The self-assessment score will be based on verifiable criteria and will be finalized by the screening/selection committee.

Sl. No.	APIs	Engineering	Faculties of Languages Humanities/ Social Sciences/	Max. points for University and College

			Management	**teacher position**
III A	Research Papers published in :	Refereed Journals *	Refereed Journals*	15 / publication
		Non-refereed but recognized and reputable journals and periodicals, having ISBN/ISSN number.	Non-refereed but recognized and reputable journals and periodicals, having ISBN/ISSN numbers.	10 / Publication
		Seminar/ Conference proceedings as full papers, , etc. (Abstracts not to be included)	Conference proceedings as full papers, , etc. (Abstracts not to be included)	International 10/ publication
				National 5 / publication
III (B)	Research Publications (books, chapters in books, other than refereed journal articles)	Text or Reference Books Published by International Publishers with an established peer review system	Text or Reference Books Published by International Publishers with an established peer review system	50 /sole author; 10 /chapter in an edited book
		Subjects Books by National level publishers/State and Central Govt. Publications with ISBN/ISSN numbers.	Subject Books by / national level publishers/State and Central Govt. Publications with ISBN/ISSN numbers	25 /sole author, and 5/ chapter in edited books
		Subject Books by Other local publishers with ISBN/ISSN numbers.	Subject Books by Other local publishers with ISBN/ISSN numbers.	15 / sole author, and 3 / chapter in edited books
		Chapters contributed to edited knowledge based volumes published by International Publishers	Chapters contributed to edited knowledge based volumes published by International Publishers	10 /Chapter
		Chapters contributed to edited knowledge based volumes published by International Publishers Chapters in knowledge based volumes by Indian/National level publishers with	Chapters in knowledge based volumes in Indian/National level publishers with ISBN /ISSN numbers and with numbers of national and international	5 / Chapter

4266 GI/12-14

		ISBN/ISSN numbers and with numbers of national and international directories	directories	
III (C)	**RESEARCH PROJECTS**			
III (C) (i)	Sponsored Projects carried out/ ongoing	Major Projects amount mobilized with grants above Rs. 30.0 lakh	Major Projects amount mobilized with grants above Rs. 5.0 lakh	20 /each Project
		Major Projects amount mobilized with grants above Rs. 5.0 lakhs up to Rs. 30.00 lakh	Major Projects Amount mobilized with minimum of Rs.3.00 lakh up to Rs.5.00 lakh	15 /each Project
		Minor Projects (Amount mobilized with grants above Rs.50,000 up to Rs.5 lakh)	Minor Projects (Amount mobilized with grants above Rs.25,000 up to Rs.3 lakh)	10/each Project
III (C) (ii)	Consultancy Projects carried out / ongoing	Amount mobilized with minimum of Rs.3.00 lakh	Amount mobilized with minimum of Rs.1.0 lakh	10 per every Rs.3.0 lakh and Rs.1.0 lakh Respectively
III (C) (iii)	Completed projects : Quality Evaluation	Completed project Report (Acceptance from funding agency)	Completed project report (Accepted by funding agency)	20 /each major project 10 / each minor Project
III (C) (iv)	Projects Outcome / Outputs	Major policy document of Govt. Bodies at Central and State level Patent/ Technology transfer/ Product/ Process	Major Policy document of Govt. Bodies at Central and State level Patent/ Technology transfer/ Product/ Process	30 / each national level output or patent 50 /each for International level
III (D)	**RESEARCH GUIDANCE**			
III (D) (i)	M.Phil./ ME/ M.Tech	Degree awarded only	Degree awarded only	3 / each candidate

III (D) (ii)	Ph.D	Degree awarded	Degree awarded	10 /each Candidate
		Thesis submitted	Thesis submitted	7 /each candidate
III (E)	**TRAINING COURSES AND CONFERENCE /SEMINAR / WORKSHOP PAPERS**			
III (E) (i)	Attended Refresher courses, Methodology workshops, Training, Teaching Learning-Evaluation Technology Programmes, Soft Skills development Programmes, Faculty Development Programmes (Max: 30 points)	Not less than two weeks Duration	Not less than two weeks duration	20/each
		One week duration	One week duration	10/each
III (E) (ii)	Papers in Conferences/ Seminars/ workshops , etc.**	Participation and Presentation of research papers (oral/poster) in	Participation and Presentation of research papers (oral/poster) in	
		a)International conference	a)International conference	15 /each
		b) National	b) National	10/ each
		c) Regional/State level	c) Regional/State level	5 /each
		d) Local – University/College level	d) Local – University/College level	3 / each
III (E) (iv)	Invited lectures or presentations for conferences / Symposia	(a) International	(a) International	10 /each
		(b) National level	(b) National level	5 /each
* Wherever relevant to any specific discipline, the API score for paper in refereed journal				

would be augmented as follows: (i) indexed journals – by 5 points; (ii) papers with impact factor between 1 and 2 by 10 points; (iii) papers with impact factor between 2 and 5 by 15 points; (iv) papers with impact factor between 5 and 10 by 25 points.

** If a paper presented in Conference/Seminar is published in the form of Proceedings, the points would accrue for the publication (III (a)) and not under presentation (III (e)(ii)).

Notes : 1. It is incumbent on the Coordination Committee proposed in these Regulations and the University to prepare and publicize within six months subject-wise lists of journals, periodicals and publishers under categories IIIA and B. Till such time, screening/selection committees will assess and verify the categorization and scores of publications.

2. The API for joint publications will have to be calculated in the following manner: Of the total score for the relevant category of publication by the concerned teacher, the first/Principal author and the corresponding author/supervisor/mentor of the teacher would share equally total score, if the number of authors are more, then the first two authors would share equally 60% of the total points and the remaining authors would share equally 40% of the points.

TABLE – II (A)

MINIMUM APIs AS PROVIDED IN TABLE I

TO BE APPLIED FOR THE PROMOTION OF TEACHERS UNDER CAREER ADVANCEMENT SCHEME (CAS) IN UNIVERSITY DEPARTMENTS, AND WEIGHTAGES FOR EXPERT ASSESSMENT

		Assistant Professor/ equivalent cadres : (Stage 1 to Stage 2)	**Assistant Professor/ equivalent cadres: (Stage 2 to Stage 3)**	**Assistant Professor (Stage 3) to Associate Professor/ equivalent cadres (Stage 4)**	**Associate Professor (Stage 4) to Professor/ equivalent cadres (Stage 5)**	**Professor (Stage 5) to Professor (Stage 6)**
I	Teaching-learning, Evaluation Related Activities (category I)	75/Year	75/Year	75/Year	75/Year	75/Year
II	Co-curricular, Extension and Profession related activities (Category II)	15/Year	15/Year	15/Year	15/Year	15/Year

III	Minimum total average annual Score under Categories I and II*	100/Year	100/Year	100/Year	100/Year	100/Year
IV	Research and Academic Contribution (Category III) –	10/Year (40/assessment period)	20/Year (100/assessment Period)	30/Year (90/assessment period)	40/Year (120/assessment period)	50/Year (500/assessment period)
V	Expert Assessment System Percentage Distribution of Weightage Points in the Expert Assessment (Total weightage = 100. Minimum required for promotion is 50)	Screening Committee No separate points. Screening committee to verify API scores	Screening Committee No separate points. Screening committee to verify API scores	Selection Committee 30% - Contribution to Research 50% - Assessment of domain knowledge and teaching practices. 20 % - Interview performance	Selection Committee 50% - Contribution to Research 30 % - Assessment of domain knowledge and teaching practices. 20 % - Interview performance	Expert Committee 50% - Contribution to Research 50 % - Performance evaluation and other credential by referral procedure

Note : For Universities for which Sixth PRC Awards are applicable, Stages 1, 2, 3, 4, 5 and 6 correspond to scales with AGP of Rs.6000, 7000, 8000, 9000, 10000 and 12000 respectively

4266 GI/12-15

TABLE – II (B)

MINIMUM APIs AS PROVIDED IN TABLE I

TO BE APPLIED FOR THE PROMOTION OF TEACHERS, IN COLLEGES (UG AND PG) UNDER CAREER ADVANCEMENT SCHEME (CAS) AND WEIGHTAGES FOR EXPERT ASSESSMENT

		Assistant Professor/ equivalent cadres Stage 1 to Stage 2 :	**Assistant Professor/ equivalent cadres : Stage 2 to Stage 3**	**Assistant Professor (Stage 3) to Associate Professor/ equivalent cadre (Stage 4)**	**Associate Professor to Professor Promotion in Colleges (Stage 5) as per assigned posts**
I	Teaching - learning, Evaluation Related Activities (category I)	75/Year	75/Year	75/Year	75/Year
II	Co-curricular, Extension and Profession related activities (Category II)	15/Year	15/Year	15/Year	15/Year
III	Minimum total average annual Score under Categories I and II*	100/Year	100/Year	100/Year	100/Year
IV	Research and Academic Contribution (Category III)	5/Year (20/assessment period)	10/Year (50/assessment period)	15/Year (45/assessment period)	20/Year (60/assessment period)
	Expert Assessment System	Screening Committee	Screening Committee	Selection Committee	Selection Committee
V	Percentage Distribution of Weightage Points in the Expert Assessment (Total weightage = 100.	No separate points. Screening committee to verify API scores	No separate points. Screening committee to verify API scores	20% - Contribution to Research 60% - Assessment of domain knowledge and teaching	30% - Contribution to Research. 50 % - Assessment of domain knowledge and teaching

	Minimum required for promotion is 50)			practices. 20 % - Interview performance	practices. 20 % - Interview performance

* Teachers may score 10 points from either Category I or Category II to achieve the minimum score required under Category I + II.

Note : For Universities for which Sixth PRC Awards are applicable, Stages 1, 2, 3, 4 and 5 correspond to scales with AGP of Rs.6000, 7000, 8000, 9000 and 10000 respectively.

	Explanatory note for Tables II (A) and II (B)
1.	All Universities / Colleges will set up verifiable systems for the API related information required in these tables within THREE months of notification of these Regulations. They will have to be documented and collated annually by the Internal Quality Assessment cells (IQACs) of the Universities / Colleges for follow up by the Universities / College authorities. In order to facilitate this process, all teachers shall submit the duly filled-in Performance Based Appraisal System (PBAS) proforma to the IQAC annually.
2.	However, in order to remedy the difficulties of collecting retrospective information and to facilitate the implementation of these Regulations from 31-12-2010 in the CAS Promotion, the API based PBAS will be progressively and prospectively rolled out.
3.	Accordingly, the PBAS based on the API scores of categories I and II as mentioned in these tables is to be implemented for one year, initially based on the existing systems in Universities / Colleges, if any for one year only with the minimum average scores as depicted in Table II (a) and II (b). This annualized API scores can then be compounded progressively as and when the teacher becomes eligible for CAS promotion to the next cadre. Thus, if a teacher is eligible for CAS promotion in 2011, one year API scores for 2009-10 alone will be required for assessment. In case of a teacher becoming for CAS promotion in 2012, two years average of API scores for these categories will be required for assessment and so on leading progressively for the complete assessment period.
4.	As shown in Table II, the aggregate minimum API score required can be earned from any of the two broad categories, subject to the minimum prescribed in each category. This will provide for due weightage to teachers who contribute additionally through any of the components given in Categories I and II, also for the differing nature of contributions possible in different institutional settings.
5.	For Category III (research and academic contributions), maintenance of past record is done on a normal basis by teachers and hence no difficulty is envisaged in applying the API scores for this category for the entire assessment period. In this category, an aggregate minimum score is required for promotion over each stage. Alternatively, a teacher should acquire the required minimum aggregate score over two previous stages, taken together.
6.	Candidates should offer themselves for assessment for promotion, if they fulfill the minimum API scores indicated in Tables I and II, by submitting an application and the required proforma. They can do so three months before the due date, if they consider themselves eligible. Candidates who do not consider themselves eligible, can also apply at a later date.

7.		If, however, on final assessment, candidates do not either fulfill the minimum criteria under Rows III and IV of Tables II(A) and II (B) or obtain less than 50% in the expert assessment, they will be reassessed only after a minimum period of one year.
8.	a.	If a candidate applies for promotion on completion of the minimum eligibility period and is successful, the date of promotion will be deemed to be the minimum period of eligibility.
	b.	If however, the candidate finds that she / he fulfills the eligibility conditions at a later date and applies on that date and is successful, her / his promotion will be deemed to be from that date of application.
	c.	If the candidate does not succeed in the first assessment, but succeeds in an eventual assessment, her / his promotion will be deemed to be from the later date.

TABLE – II(C)

Minimum Scores for APIs for direct recruitment of teachers in University departments/Colleges, and weightages in Selection Committees to be considered along with other specified eligibility qualifications stipulated in the Regulations.

	Assistant Professor/ equivalent cadres (Stage 1)	Associate Professor/ equivalent cadres (Stage 4)	Professor/equivalent cadres (Stage 5)
Minimum API Scores	Minimum Qualification as stipulated in these Regulations	Consolidated API score requirement of 300 points from category III of APIs	Consolidated API score requirement of 400 points from category III of APIs
Selection Committee criteria / weightages (Total Weightages = 100)	a) Academic Record and Research Performance (50%) b) Assessment of Domain Knowledge and Teaching Skills (30%) c) Interview performance (20%)	a) Academic Background (20%) b) Research performance based on API score and quality of publications (40%). c) Assessment of Domain Knowledge and Teaching Skills (20%) d) Interview performance : (20%)	a) Academic Background (20%) b) Research performance based on API score and quality of publications 40%). c) Assessment of Domain Knowledge and Teaching Skills (20%) d) Interview performance : (20%)

Note : For Universities/Colleges for which Sixth PRC Awards are applicable, Stages 1, 4 and 5 correspond to scales with AGP of Rs.6000, 9000 and 10000 respectively.

TABLE : III

MINIMUM ACADEMIC PERFORMANCE AND SERVICE REQUIREMENTS FOR PROMOTION OF TEACHERS IN UNIVERSITIES AND COLLEGES

Sl. No.	Promotion of Teachers through CAS	Service requirement	Minimum Academic Performance Requirements and Screening/Selection Criteria
1.	Assistant Professor/ equivalent cadres from Stage 1 to Stage 2	Assistant Professor in Stage 1 and completed four years of service with Ph.D. or five years of service who are with M.Phil /PG Degree in Professional Courses such as LLM, M.Tech, or six years of service who are without Ph.D /M.Phil /PG Degree in Professional Courses	(i) Minimum API scores using PBAS scoring proforma developed by the concerned University as per the norms provided in Table II(A)/II(B) of Appendix 1. (ii) One Orientation and one Refresher / Research Methodology Course of 2/3 weeks duration approved or conducted by AICTE / Central Govt. / State Govt. /TEQIP / CIIILP/ISTE/ NITTTR / IIT / DTE / SBTE / University , etc. (iii) Screening cum Verification process for recommending promotion.
2.	Assistant Professor/ equivalent cadres from Stage 2 to Stage 3	Assistant Professor with completed service of five years in Stage 2.	(i) Minimum API scores using the PBAS scoring proforma developed by the concerned University as per the norms provided in Table II(A) / II(B) of Appendix 1 (ii) One course / programme from among the categories of refresher courses, methodology workshops, Training, Teaching – Learning – Evaluation Technology Programmes, Soft Skills development Programmes and Faculty Development Programmes of 2/3 week duration approved or conducted by AICTE / Central Govt. / State Govt. /TEQIP / CIIILP / ISTE/ NITTTR / IIT / DTE / SBTE / University , etc. (iii) Screening cum Verification process for recommending promotion.
3.	Assistant Professor (Stage 3) to Associate Professor	Assistant Professors with three years of completed service in	(i) Minimum API scores using the PBAS scoring proforma developed by the concerned University as per the norms

4266 GI/12-16

	(Stage 4)	Stage 3.	provided in Table IIA / II(B) of Appendix 1. (ii) At least three publications in the entire period as Assistant Professor (twelve years). However, in the case of College teachers, an exemption of one publication will be given to M. Phil. holders and an exemption of two publications will be given to Ph. D. holders.. (iii)One course / programme from among the categories of methodology workshops, Training, Teaching-Learning- Evaluation Technology Programmes, Soft Skills development Programmes and Faculty Development Programmes of minimum one week duration approved or conducted by AICTE/Central/State Govt /TEQIP / CIIILP/ISTE/ NITTTR / IIT / DTE / SBTE / University , etc. (iv) A selection committee process as stipulated in these Regulations and in Tables II(A) and II(B) of Appendix 1.
4.	Associate Professor (Stage 4) Professor/ equivalent cadres (Stage 5)	Associate Professor with three years of completed service in Stage 4.	(i) Minimum yearly /cumulative API scores using the PBAS scoring proforma developed by the concerned University as per the norms provided in Table II(A)/II(B) of Appendix 1. Teachers may combine two assessment periods (in Stages 2 and 3) to achieve minimum API scores, if required. (ii) A minimum of five publications since the period that the teacher is placed in Stage 3. (iii) A selection committee process as stipulated in this Regulation and in Tables II(A) and II(B) of Appendix 1.
5.	Professor (Stage 5) to Professor (Stage 6)	Professor with ten years of completed service (Universities only)	(i) Minimum yearly /cumulative API scores for the assessment period as per the norms provided in Table II(A) of Appendix 1 (ii) Additional credentials are to be evidenced by: (a) postdoctoral research outputs of high standard; (b) awards / honours / recognitions / patents and IPR on products and processes developed / technology transfer achieved; and (c)

			Additional research degrees like D.Sc., D.Litt., LL.B., etc., (iii) A review process by an Expert Committee as stipulated in this Regulation and in Tables II(A) and II(B) of Appendix 1.

* For teachers seeking promotion under CAS to Associate Professor, for those who on the date of this notification are Assistant Professors in Stage 2, the existing requirement of Ph.D. or equivalent publications will continue to apply. In case, some teachers do not also meet this criteria, the selection committee may give due weightage to criteria mentioned in Appendix 1, Categories I and II. For all others who enter Stage 2, subsequent to this notification, the requirement of three publications, as defined in these Regulations, will be applicable.

Note : For Universities/Colleges for which Sixth PRC Awards are applicable, Stages 1, 2, 3, 4, 5 and 6 correspond to scales with AGP of Rs.6000, 7000, 8000, 9000, 10000 and 12000 respectively

University of _____

Annual Self-Assessment for the Performance Based Appraisal System (PBAS)

Session / Year _____

(To be completed and submitted at the end of each academic year)

PART A

(GENERAL INFORMATION)

1.	Name (in Block Letters)	:	
2.	Father's Name / Mother's Name / Husband's Name	:	
3.	Department	:	
4.	Current Designation & Grade Pay	:	
5.	Date of last Promotion	:	
6.	Address for correspondence (with Pincode)	:	
7.	Permanent Address (with Pincode, Telephone No. & E-mail)	:	
8.	Whether acquired any degree or fresh academic qualifications during the year :	:	
9.	Academic Staff College Orientation / Refresher Course attended during the year :	:	

Name of the Course / Summer School	Place	Duration	Sponsoring Agency

PART B

(ACADEMIC PERFORMANCE INDICATORS)

(Please see detailed instructions of this PBAS proforma before filling out this section)

CATEGORY I

TEACHING, LEARNING AND EVALUATIN RELATED ACTIVITIES

(i) Lectures, Seminars, Tutorials, Practicals, Contact Hours (give semester-wise details, where necessary)

Sl. No.	Course / Paper	Level	Mode of teaching *	No. of classes per week allotted	No. of Classes conducted	% of classes / practicals taken as per documented record

* Lecture (L), Seminar (S), Tutorial (T), Practical (P), Contact Hours (C)

		API Score
(a)	Classes Taken (max. 50 for 100% performance & Proportionate score upto 80% performance, below which no score may be given)	
(b)	Teaching Load in excess of AICTE norm (max. score : 10)	
(ii)	Reading / Instructional material consulted and additional knowledge resources provided to students	

Sl. No.	Course / Paper	Consulted	Prescribed	Additional Resource Provided

API score based on Preparation and imparting of knowledge / instruction as per curriculum & syllabus enrichment by providing additional resources to students (max. Score : 20)	API Score

(iii)	Use of Participatory and Innovative Teaching-Learning Methodologies, Updating of Subject Content, Course Improvement , etc.	
Sl. No.	Short Description	API Score
	Total Score (max Score : 20)	

(iv)	Examination Duties Assigned and Performed			
Sl. No.	Type of Examination Duties	Duties Assigned	Extent to which carried out (%)	API Score
	Total Score (max. : 25)			

4266 GI/12-17

CATEGORY II

CO-CURRICULAR, EXTENSION, PROFESSIONAL DEVELOPMENT RELATED ACTIVITIES

Please mention your contribution to any of the following :

Sl. No.	Type of Activity	Average Hrs. / Week	API Score
	(i) Extension, Co-curricular & field based activities		
	Total (max. : 20)		
	(ii) Contribution to Corporate Life and Management of the Institution	Yearly / Semester wise responsibilities	API Score
	Total (max. : 15)		
	(iii)Professional Development Activities		
	Total (max. : 15)		
	Total Score (i + ii + iii) (max. : 25)		

CATEGORY III

(RESEARCH, PUBLICATIONS AND ACADEMIC CONTRIBUTIONS)

A) Published Papers in Journals

Sl.	Title with	Journal	ISSN/ISBN	Whether peer reviewed, impact	No. of co-	Whether you are the main	API

No.	Page Nos.		No.	factor, if any	authors	author	Score

B(i) Articles / Chapters published in Books

Sl. No.	Title with Page Nos.	Book Title, editor & publisher	ISSN/ISBN No.	Whether peer reviewed	No. of co-authors	Whether you are the main author	API Score

(ii) Full Papers in Conference Proceedings

Sl. No.	Title with Page Nos.	Details of Conference Publication	ISSN/ISBN No.	No. of co-authors	Whether you are the main author	API Score

(iii) Books Published as single author or as editor

Sl.	Title with	Type of	Publisher &	Whether	No. of	Whether	API

No.	Page Nos.	Book & Authorship	ISSN/ISBN No.	peer reviewed	co-authors	you are the main author	Score

iii (C) Ongoing and Completed Research Projects and Consultancies

(c) (i & ii) Ongoing Projects / Consultancies

Sl. No.	Title	Agency	Period	Grant/Amount Mobilized (Rs. Lakh)	API Score

(c) (iii & iv) Completed Projects / Consultancies

Sl. No.	Title	Agency	Period	Grant/Amount Mobilized (Rs. in Lakh)	Whether policy document/patent as outcome	API Score

(D) Research Guidance

Sl. No.	Number Enrolled	Thesis Submitted	Degree awarded	API Score
M.E./M.Tech./Master in appropriate field				

Ph. D. or equivalent				

(E) (i) Training Courses, Teaching-Learning-Evaluation Technology Programmes, Faculty Development Programmes (not less than one week duration)

Sl. No.	Programme	Duration	Organised by	API Score

(E) (ii) Papers presented in Conferences, Seminars, Workshops, Symposia

Sl. No.	Title of the paper presented	Title of Conference / Seminar	Organised by	Whether international / national / state / regional / College or University level	API Score

E(iii) Invited Lectures and Chairmanships at national or International conference/seminar , etc.

Sl. No.	Title of Lecture / Academic Session	Title of Conference / Seminar , etc.	Organised by	Whether international / national	API Score

IV. SUMMARY OF API SCORES

Sl.No.	Criteria	Last Academic Year	Total-API Score for Assessment Period	Annual Av. API Score for Assessment Period
I	Teaching, Learning and Evaluation related activities			
II	Co-curricular, Extension, Professional development , etc.			
	Total (I + II)			
III	Research and Academic Contribution			

4266 GI/12-18

PART C : OTHER RELEVANT INFORMATION

Please give details of any other credential, significant contributions, awards, received , etc. not mentioned earlier.

Sl. No.	Details (Mention Year, value , etc. where relevant)

LIST OF ENCLOSURES : (Please attach, copies of certificates, sanction orders, papers , etc. wherever necessary)

Sl. No.		Sl. No.	
1.		6.	
2.		7.	
3.		8.	
4.		9.	
5.		10.	

I certify that the information provided is correct as per records available with the University and/or documents enclosed along with the duly filed PBAS proforma.

Signature of the faculty with

Designation, Place & Date

Signature of HOD/School

Chairperson/Principal

N.B. : The Annual Self-Assessment proforma duly filled along with all enclosures, submitted for CAS promotions will be verified by the University/College and information filed with the IQAC.

PART C : OTHER RELEVANT INFORMATION

Please give details of any other credential, significant contributions, awards, received , etc. not mentioned earlier.

Sl. No.	Details (Mention Year, value , etc. where relevant)

LIST OF ENCLOSURES : (Please attach, copies of certificates, sanction orders, papers , etc. wherever necessary)

Sl. No.		Sl. No.	
1.		6.	
2.		7.	
3.		8.	
4.		9.	
5.		10.	

I certify that the information provided is correct as per records available with the University and/or documents enclosed along with the duly filed PBAS proforma.

Signature of the faculty with

Designation, Place & Date

Signature of HOD/School

Chairperson/Principal

N.B. : The Annual Self-Assessment proforma duly filled along with all enclosures, submitted for CAS promotions will be verified by the University/College and information filed with the IQAC.

Instructions for Filing up Part B of the PBAS Proforma

Part B of the Proforma is based on the AICTE Regulations 2010. It is to be filled out for the recently completed academic year.

The proforma is to be filled as per these tables and self-assessment scores given. For each category, maximum scores that can be given or carried forward is indicated in the Table.

The self-assessment scores are further to be based on the indicators/activities given below. Universities may modify the detailed indicators and related scores based on their experience and requirement without changing the score requirements assigned to categories and sub-categories in Appendix III, Table 1.

N.B. : The self-assessment scores are subject to verification by the University/College, and by the Screening cum Verification Committee or Selection Committee as the case may be.

I	**Teaching and Evaluation Related Performance :**			
			Indicators/Activities	Maximum Score
	(i)	(a)	Lectures/Practicals/Tutorials/Contact classes taken should be based on verifiable records. No score should be assigned if a teacher has taken less than (say) 80% assigned classes. Universities may give allowance for periods of leave where altemative teaching arrangements would ordinarily be made. Maximum score if there is 100% achievements	50
		(b)	If teacher has taken classes exceeding AICTE norm, then two point to be assigned for each extra hour of classes	10
	(ii)	Imparting of knowledge/instruction vis-a-vis with the prescribed material (Text book / Manual , etc.) and methodology of the curriculum (100% compliance = 20 points)		20
	(iii)	Use of Participatory and Innovative Teaching-Learning Methodologies, Updating of Subject Content, Course Improvement , etc.		
		Updating of courses, design of curriculum, (5-single course)		10
		Preparation of resource material, fresh reading materials, Laboratory manuals , etc.		10
		Use of innovative teaching-leaming methodologies; use of ICT;		10

		updated subject content and course improvement.	
		a. ICT Based Teaching material:10points/each	
		b. Interactive Courses : 5 points/each	
		c. Participatory Learning modules : 5 points/each	
		Developing and imparting Remedial/Bridge Courses and Counseling modules (Each activity : 5 points)	10
		Developing and imparting soft skills/communication skills/personality development courses/modules (Each activity : 5 points)	10
		Developing and imparting specialized teaching-learning programmes in physical education, library; innovative compositions and creations in music, performing and visual arts and other traditional areas (Each activity : 5 points)	10
		Organizing and conduction of popularization programmes/training courses in computer assisted teaching/web-based learning and e-library skills to students	10
		a. Workshop/Training course : 10 points each	
		b. Popularization program : 5 points each	
		Maximum Aggregate Limit	20
	(iv)	Examination Related Work	
		College/University end semester/Annual Examination work as per duties allotted. (Invigilation – 10 points, Evaluation of answer scripts – 5 points; Question paper setting – 5 points). (100% compliance = 20 points)	20
		College/University examination/Evaluation responsibilities for internal/continuous assessment work as allotted (100% compliance = 10 points)	10
		Examination work such as coordination, or flying squad duties , etc. (maximum of 5 or 10 depending upon intensity of duty) (100% compliance = 10 points)	10
		Maximum Aggregate Limit B (iv)	25
II	**Co-curricular, Extension and Profession Related Activities and Participation in the**		

	Corporate Life of the Institution		
	(i)	Extension and Co-curricular Related Activities	
		Institutional Co-curricular activities for students such as field studies/educational tours, industry-imparting training and placement activity (5 point each)	10
		Positions held/Leadership role played in organization linked with Extension Work and National service Scheme (NSS), NCC or any other similar activity (Each activity 10 points)	10
		Students and Staff Related Socio-Cultural and Sports Programmes, campus publications (department level 2 points, institutional level 5 points).	10
		Community work such as values of National Integration, secularism, democracy, socialism, humanism, peace, scientific temper; flood or, drought relief, small family norms , etc. (5 points each)	10
		Maximum Aggregate Limit	20
	(ii)	Contribution to Corporate Life and Management of the Institution	
		Contribution to Corporate life in Universities/Colleges through meetings, popular lectures, subject related events, articles in College magazine and University volumes (2 point each).	10
		Institutional Governance responsibilities like, Vice Principal, Dean, Director, Warden, Bursar, School Chairperson, IQAC coordinator (10 points each)	10
		Participation in committees concerned with any aspect of departmental or institutional management such as admission committee, campus development, library committee (5 point each).	10
		Responsibility for, or participation in committees for Students Welfare, Counseling and Discipline (5 each)	10
		Organization of Conference/Training: International (10 points); national/regional (5 points)	10
		Maximum Aggregate Limit	15
	(iii)	Professional Development Related Activities	
		Membership in profession related committees at state and national level	10

		a.	At national level : 3 points each	
		b.	At state level : 2 points each	
		Participation in subject associations, conferences, seminars without paper presentation (Each activity:2 point)		10
		Participation in short term training courses less than one week duration in educational technology, curriculum development, professional development, Examination reforms, Institutional governance (Each activity : 5 points)		10
		Membership/participation in Bodies/ Committees on Education and National Development (5 each)		10
		Publication of articles in newspapers, magazine or other publications (not covered in category 3); radio talks , etc. (1 point each).		10
		Maximum Aggregate Limit		15
III	**RESEARCH, PUBLICATIONS AND ACADEMIC CONTRIBUTIONS**			
	This is to be filled as per the AICTE Regulations, 2010. Wherever the research contribution is jointly made, the API scores should be shared between the contributors as per the formula provided in the Table 1.			
	iii.	Summary of API Scores		
	The summary must take into account the maximum score limits for each set of indicators.			
	iv.	Similar PBAS proforma could be developed by the universities for the Cadres of Librarian/ Deputy Librarian /Assistant Librarian and Director of Physical Education & Sports/Deputy Director of Physical Education & Sports / Assistant Director of Physical Education & Sports based on the API Scoring pattern outlined in AICTE Regulations, 2010.		

Printed by the Manager, Government of India Press, Ring Road, Mayapuri, New Delhi-110064
and Published by the Controller of Publications, Delhi-110054.

(iv) उसे संयंत्र प्रशिक्षण में परिसर साक्षात्कार/कार्य मेलों आदि की व्यवस्था करनी होती तथा वह कार्मिकों और अंतिम वर्ष के छात्रों, दोनों के लिए औद्योगिक प्रायोजित परियोजनाओं की व्यवस्था भी करेगा।

(v) उसे उद्योग/शोध/सेवा क्षेत्रों के संबंधित क्षेत्र में विशेषज्ञों का डाटा बैंक सृजित करना होगा तथा छात्रों तथा स्टॉफ सदस्यों के लाभ के लिए, व्याख्यान देने के लिए उन्हें संस्थान में आमंत्रित करना होगा।

(vi) उसे उद्योगों/शोध/सेवा क्षेत्रों में छात्रों और स्टॉफ सदस्यों के लिए प्रशिक्षण/क्षेत्रीय दौरों की भी व्यवस्था करनी होगी।

(vii) उसे उद्योगों/शोध/सेवा संगठनों में प्रशिक्षु प्रशिक्षण तथा उपयुक्त नियोजन प्राप्त करने में छात्रों को भी सहायता करनी होगी। वह समूह चर्चा, वैयक्तिक साक्षात्कार और व्यक्तित्व विकास आदि के लिए तैयारी करने वाले छात्रों को अभ्यास कराने के लिए भी उत्तरदायी होगा।

(viii) प्रशिक्षण और नियोजन अधिकारी को समस्त पूर्व छात्रों का डाटा बैंक भी सृजित करना होगा जिन्हें प्रतिष्ठित उद्योगों/शोध/सेवा संगठनों में रोजगार प्राप्त हुआ है।

(ix) संस्थान के प्रमुख द्वारा समय–समय पर सौंपे गए कोई अन्य संबंधित कार्य।

डिप्लोमा श्रेणी के संस्थान में प्रशिक्षण तथा नियोजन अधिकारियों (टीपीओ) की योग्यता, वेतनमानों तथा सेवा शर्तों पर संबंधित राज्य/संघ राज्यक्षेत्र सरकार उल्लिखित के अनुसार तथा जहाँ भी बदलाव अपेक्षित हों, निर्णय ले सकते है।

ये नियम राजपत्र में अधिसूचना की तारीख से प्रभावी होंगे ।

ALL INDIA COUNCIL FOR TECHNICAL EDUCATION

NOTIFICATION

New Delhi, the 4th January 2016

[CLARIFICATIONS ON CERTAIN ISSUES/ ANOMALIES PERTAINING TO QUALIFICATIONS, PAY SCALES, SERVICE CONDITIONS, CAREER ADVANCEMENT SCHEMES (CAS) etc. FOR TEACHERS AND OTHER ACADEMIC STAFF OF TECHNICAL INSTITUTIONS (DEGREE/DIPLOMA)]

F. No. 27/RIFD/Pay Scale/01/2013-14.—In exercise of the powers conferred under sub-Section (i) of Section 23 read with Section 10 (i) and (v) of the All India Council for Technical Education Act, 1987 (52 of 1987), the All India Council for Technical Education makes the following Regulations:-

I. Short title, Applications and Commencement:

(a) These Regulations may be called All India Council for Technical Education (clarifications on certain issues/ anomalies pertaining to Qualifications, Pay Scales, Service Conditions, Career Advancement Schemes (CAS) etc. for Teachers and other Academic Staff of Technical Institutions (Degree/Diploma)),2016.

(b) These shall apply to technical institutions conducting technical educations and such other courses/ programs and area notified by the Council from time to time.

II. General

AICTE has received several representations seeking clarifications on certain issues arising out of implementation of AICTE Regulations No. 37-3/ Legal/AICTE/2010 dated 05th March 2010 on revised Pay Scales, Service Conditions and Qualifications for the Teachers and other Academic Staff in Technical Institutions (Degree & Diploma) Regulations, 2010 (here in after referred as AICTE Regulations, 2010) and No. 37-3/ Legal/AICTE/2012 dated 8th Nov. 2012 on Career Advancement Scheme for the Teachers and other Academic Staff in Technical Institutions (Degree & Diploma) Regulations, 2012 (here in after referred to as AICTE Regulations, 2012). Some of the issues raised from the AICTE previous Notifications have also been included.

Clarifications on certain issues/ anomalies pertaining to Qualifications, Pay Scales, Service conditions, Career Advancement Schemes (CAS) etc. for Teachers and Other Academic Staff of Technical Institutions (Degree/Diploma)

The clarifications on certain issues of teachers and equivalent positions are given below:

A. ISSUES RELATED TO QUALIFICATION

Sl. No.	Issue	Clarification
1	Whether a person with under mentioned qualifications is eligible for CAS and/or for Appointment as a faculty in Degree and Diploma level Technical Institutions. **(a)** MCA/M.Sc in Mathematics/ Physics/ Electronics/ Computer Science and allied subjects with ME/M. Tech/Ph. D in Computer Science/ Information Technology to teach in Computer Science, IT & Engg. Courses. **(b)** M. Sc. (Electronic Science) and M. E. (ET&T) qualification. **(c)** Master of Science in Information Technology (M.Sc. IT) to teach in CSE program.	The Institutions should not consider these qualifications for direct recruitment for faculty position, at any level of post from the date of publication in Official Gazette (i.e. AICTE Regulations, 2010). However, existing incumbents recruited as a faculty with these basic minimum qualifications prior to the issue of AICTE Regulations, 2010 are to be considered for Career Advancement Scheme (CAS), subject to fulfilment of other eligibility criteria and higher qualification prescribed, if any, for various levels of posts.
2	Applicability of qualifications in the program of CSE and Technology for appointment to the post of Asst. Professor.	AICTE Regulations, 2010 have prescribed the minimum qualifications and eligibility conditions for the appointment of faculty in the program of Engineering and Technology including the program of CSE and Technology.
3	**(a)** Consideration of qualification of M. Pharm (Quality Assurance) for the candidate for eligibility to the post of Lecturer/Asst. Professor in Pharmacology. **(b)** Consideration of Inter – Disciplinary courses and teaching in Medicine and Technology for the eligibility.	The BoG of the concerned Institution on the recommendation of duly constituted Selection Committee and with the approval of their respective State/UT/ Central Government /University may take appropriate decision in accordance with AICTE Regulations, 2010. The same should be notified at the time of advertisement for the Posts.
4	Consideration on the under mentioned issues for the purpose of appointment on various teaching posts in Degree and Diploma Technical Institutions. **(a)** Relaxation on minimum passing qualification criteria for Differently Abled (Physical and visually) against backlog and regular vacancies. **(b)** Relaxation in minimum qualifying marks by 5% for SC/ST persons. **(c)** Applicability of reservation policy in self-financing Technical Institutions for SC/ST persons.	Rules relating to reservation for the respective category including relaxation in minimum qualification criteria of the concerned State/UT/Central Government as applicable from time to time would be applied.
5	Clarification in respect of Ph.D acquired from inter-disciplinary Centres/ Departments in relevant area for the appropriateness in relevant discipline in which faculty has acquired BE/ B. Tech. and ME/ M. Tech. Degree.	The BoG of the concerned Institute on the basis of the recommendations of properly constituted Selection Committee and with the approval of their State Technical Education Department/State/ UT/ Central Government/University may take appropriate decision.
6	Consideration to relax Ph.D qualification in HMCT Programme due to scarcity of Masters/ Ph.D degree personnel in HMCT.	It was decided that the same will be placed before the Board of Studies in HMCT for further decision in the matter.
7	Clarification regarding appropriateness and equi-valency of higher qualifications (M. Tech / Ph. D)	To be dealt as per issue No. 5.

	obtained in branches other than core branches of BE/B. Tech, for the purpose of CAS/Promotion and direct recruitment.	
8	Consideration of qualification B. Tech with Ph.D in appropriate technical discipline without completing M. Tech degree as an eligibility criterion for the appointment of faculty/Principal/ Director in Technical Institutions.	The qualification of Ph.D acquired for the various level of posts directly after B.E/B.Tech. is applicable in Technical Institutions, provided degree of Ph. D awarded is in relevant discipline by a University following the process of registration, course work and evaluation etc. as prescribed by UGC or has been awarded by the Institutes of national importance (i.e. IITs/IISc/ NITs etc.), duly recognized by the MHRD. Further, candidate should have obtained at least first class at Bachelor's level in Engineering /Technology.
9	Appropriateness of MS degree acquired from NIT, IIT and IISC Bangalore etc., for appointment as Asst. Professor in Engineering disciplines.	The MS degree shall be considered equivalent to ME/ M. Tech. for all purposes, provided MS degree has been acquired from the Institutes of national importance as recognised by MHRD and the basic degree should be BE/B. Tech. in relevant branch. MS degree awarded by an accredited foreign Universities/ Institutions shall be considered provided that the equivalency of MS degree has been approved by AIU.
10	Clarity required in faculty norms notified vide AICTE Regulations, 2010 (Diploma) for Humanities & Sciences program.	The qualifications laid down under faculty norms in AICTE Regulations, 2010 for the post of Lecturer be read as under: "Master's degree in appropriate subject of Humanities & Sciences with first class or equivalent at Bachelor's or Master's Level". Further, for their upward movement as a Lecturer (Selection Grade) under Career Advancement Scheme (CAS), Ph.D in relevant subject is an essential qualification.
11	Clarity required in faculty norms notified vide AICTE Regulations, 2010 (Degree) for HMCT discipline for the post of Assistant Professor.	The qualifications (laid down under faculty norms in AICTE Regulations, 2010) for the post of Assistant Professor in HMCT be read as under: Bachelor's or equivalent and Master's degree in HMCT with first class or equivalent grade, either at Bachelor's or Master's level.
12	Defining the qualification/ eligibility conditions for the post of Assistant Professor/ Associate Professor/ Professor in Humanities & Sciences (Degree).	The qualification/eligibility conditions for the post of Assistant Professor/ Associate Professor/ Professor in Humanities & Sciences are as in **Annexure -I**.
13	Defining the qualification/ eligibility condition for the post of HOD in Humanities & Sciences (Diploma).	The essential qualifications shall be same as for the post of Lecturer (Humanities & Sciences) along with Ph.D Degree in relevant subject and 10 years experience in Teaching/Research/Industry at the level of Lecturer or equivalent.
14	Framing Guidelines for Industrial experience (other than academic) at Degree & Diploma level Technical Education for appointment of faculty.	**(i)** Working experience in public sector undertaking is preferred. However private sector can also be considered provided the Industry has a successful continuous standing of at least 10 years. **(ii)** The experience can be considered only after production of certificate (experience) issued by competent authority. **(iii)** The area of operation of Industry shall be related to the relevant field of discipline.

		(iv) The experience certificate shall include work profile, designation and duration of service. **(v)** 50% of the total service rendered in industries shall be considered as an equivalent to teaching experience provided total experience is at least 10 years and above. **(vi)** Qualifications shall be as prescribed in AICTE Regulations 2010.
15	Framing guidelines for the faculty in Biotechnology and Bio - informatics courses.	The Pay Scale, Qualification and Service Conditions for the faculty of these courses shall be same as notified in AICTE Regulations, 2010 for various levels of posts in Engineering and Technology Programs.
16	Recognition of Integrated/Dual Degrees programs for recruitment as faculty in Degree and Diploma level Technical Institutions. i.e. **(a)** B.E/B. Tech. – MBA Integrated program of five years duration. **(b)** B.E/B.Tech – M.E/M.Tech Dual Degree Program of five years duration. **(c)** Diploma - B.E/B. Tech Integrated Degree in Engg. and Technology of 6 years duration.	Recognised integrated B.E/B.Tech. Degree, Integrated B/E./B.Tech.-MBA and Integrated B.E./B.Tech.-M.Tech., and Dual Degrees awarded shall be recognised for direct recruitment & promotion of faculty under CAS.
17	Clarification in respect of Ph.D qualification for the post of Asst. Professor/Professor, as laid down in AICTE notification 2000. Whether Ph.D shall be in appropriate branch of Engineering/ Technology.	The notification is self explanatory, on the recommendation of the duly constituted Institute Selection Committee in relevant subject, the BoG/ Department of Technical Education/ State/UT Government may decide keeping in view that Ph. D degree shall be in appropriate branch of Engineering/ Technology.

(B). ISSUES RELATED TO PAY REGULATIONS

Sl. No	**Issue**	**Clarification**
18	Removal of anomaly of basic pay of Professors recruited directly prior to 01-01-2006 in comparison to those who have recruited after 01-01-2006.	To remove the anomaly where senior Professor recruited directly prior to 01-01-2006, who are drawing less Pay in the revised Pay scale than his Junior who is recruited after 01-01-2006, the basic Pay of the senior Professor should be stepped up in accordance with CCS (RP) Rules 2008 to an amount equal to the Pay in the Pay Band as fixed for his Junior in that post. The stepping up should be done with effect from the date of joining of the Junior, taking overall seniority of the person in the Institute across all disciplines.
19	Disparity in Pay between the Senior and Junior faculty with similar qualification upgraded through CAS promotion in the year 2005 and 2006 respectively in Technical Institutions (Degree/ Diploma), due to one additional increment at the time of financial upgrading as per AICTE Regulations, 2010.	Stepping up of Pay shall be carried out in a manner similar to recommendations made in issue No. 18.
20	Anomaly between UGC and AICTE Regulations,	In order to have uniformity of Pay Scale, the

	2010 for the minimum Pay for the directly recruited Principals in Degree Colleges /Polytechnic.	Committee recommends the following. **Principal (Degree):** Posts of Principal in Degree level Technical Institutions shall be in the PB-4 (i.e. Rs. 37400-67000) with an AGP of Rs. 10000 plus a special allowance of Rs. 5000 per month and shall be fixed at a stage not below Rs. 43000. All in service Principals shall be appropriately fixed in the PB-4 with AGP of Rs. 10000. **Principal (Diploma):** Posts of Principal in Diploma level Technical Institutions shall be in the PB-4 (i.e. Rs. 37400-67000) with an AGP of Rs. 10000 plus a special allowance of Rs. 2000 per month and shall be fixed at a stage not below Rs. 43000. All in service Principals shall be appropriately fixed in the PB-4 with AGP of Rs. 10000.
21	**(a)** Placement of directly recruited Assistant Professor in PB-4 appointed according to Vth CPC recommendations, in pre-revised Pay Scale of Rs. 12000 -18300 between 01-01-2006 and the date of issue of AICTE Regulations, 2010. **(b)** Fixation of Pay Scale of Assistant Professor, who rendered their services in pre-revised Pay Scale of Rs. 12000-18300 for the period more than 03 years prior to 01-01-2006 in some of the Institute and recruited as Assistant Professor in some other Institute in the pre-revised Pay Scale of Rs. 12000-18300 before 01-01-2006 with Pay protection.	The Pay of Assistant Professor recruited under the Vth CPC recommendations is to be fixed as prescribed in Para a(ix)/(xii) page 21/22 of AICTE Regulations, 2010 (Degree).
22	Clarification is invited about the EDP Manager, being covered in Academic or Non academic staff.	EDP Manager is not an approved designation as per AICTE Regulations.
23	Whether a faculty of Humanities & Sciences with Master's Degree will be placed in AGP of Rs. 6000 (Diploma).	Lecturer in Humanities & Sciences with Master's Degree shall be placed in Pay Scale of Rs.15600-39100 with AGP of Rs. 5400 at entry level vide AICTE Regulations, 2010. However, those who have M. Phil/Ph. D degree in relevant discipline/subject shall be placed in PB-3 with Academic Grade Pay of Rs. 6000 at the time of joining as Lecturer.

24	Clarification invited to extend the clause 1a (xiv) of AICTE Regulations, 2010 (Diploma), for the Lecturer (Selection Grade), who have Ph. D qualification.	The Committee recommends that criteria of API for acquiring the Grade Pay of Rs. 10000 may be considered for all eligible candidates. Other conditions will be same as for the HOD and as defined in AICTE Regulations, 2012 (stage 5). However, AGP of Rs. 10000 of such eligible candidates shall be fixed from the date not before the publication of AICTE Regulations 2012 in Official Gazette.

(C). RELATED TO INCENTIVE/NON COMPOUNDED ADVANCE INCREMENTS

Sl. No	Issue	Clarification
25	Admissibility for Non-compounded advance increments/ Non -compounded increments for higher qualifications (Degree and Diploma Institutions) as a incentive for Ph. D /M. Tech and other higher qualifications.	**(i)** There shall be no increments on completion of PDF/D.Sc fellowship programs. **(ii)** There shall be no advance increments for acquiring M. Tech./ M. Phil or Ph. D degree to those who are already working as a regular faculty with lower qualification and where such higher basic qualifications are/were essential for the post. **(iii)** Non - compounded advance increments (Three/Two/One) on acquiring Ph.D/M.Phil/M. Tech. and other equivalent qualifications, while in service, wherever applicable in AICTE Regulations, 2010 shall be granted in PB-3 (Rs. 15600-39100) only. The advance increments for those who acquired Ph.D/M.Phil/ M. Tech. and other equivalent qualifications, while in service are not allowed in the PB-4 (Rs. 37400-67000). **(iv)** Associate Professor who has completed Ph.D and other higher qualifications while in service/ or directly recruited will not be given any advance increment and their basic Pay will be fixed as per rule. **(v)** No advance increments are admissible to those who acquired M. E/M. Tech qualification prior to 01-01-2006, while in service.
26	Whether, a faculty of Degree/ Diploma Technical Institutions is eligible for one additional increment at the time of up-gradation through CAS at each higher stage of AGP [Sub para (iii) under Para Increments] as per AICTE Regulations, 2010.	Yes, one additional increment to be given at the time of up–gradation through CAS in each higher stage of AGP in PB-3 & PB-4 irrespective of existing scheme of increment on promotion from lower Pay Scale to higher Pay Scale in V^{th} CPC. However, there shall be no additional increment on movement from PB-3 to PB-4.
27	Effective date (i.e. retrospective/ prospective) of applicability of Ph. D in Relevant branch/ discipline for entitlement of three non-compounding increments. (Faculty who have enrolled/obtained Ph. D before the issue/ implementation of AICTE Regulations, 2010).	AICTE Regulations, 2010, sub Para (v) of Para under incentive for Ph. D /M. Tech and other higher qualification is applicable. These shall come into force with effect from the date of their publication in the Official Gazette.
28	Recognition of Ph.D degree for three non-compounding increments, if faculty has acquired Ph. D from IIT, IIM and IISC, NITs, BITS etc., which are recognized by the MHRD though neither approved nor recognized by the UGC/AICTE.	These Institutions are the Institutes of National importance. The Ph. D degree awarded by these Institutions are to be recognised for all purposes including grant non - compounding advance increments.

(D). ISSUES RELATED TO CAREER ADVANCEMENT SCHEME (CAS)

Sl. No	Issue	Clarification
29	Fixing of Pay of the Professor upgraded prior to 01.01.2006 under Career Advancement Scheme (CAS) at the minimum of basic Pay of Rs. 43,000 with AGP Rs.10000 w.e.f. 01.01.2006.	The fixing of Pay should be in accordance with the Pay fitment Table of 6th CPC as on 01-01-2006 approved by MHRD.
30	Whether experience of Professors upgraded through CAS and those directly recruited will be considered at par for the purpose of Recruitment of Principal in the Engineering Colleges.	Yes and shall be from the date of eligibility.
31	Clarity required in AICTE Regulations, 2012 (Diploma) in Para 3.	Corrigendum is annexed in **Annexure II**.
32	**(a)** Anomaly between UGC and AICTE Regulations, 2010 for the fixing of Pay Scale of higher Grade Professor in the HAG Scale. **(b)** What would be composition of Selection Committee for the grant of HAG scale to higher Grade Professor?	**(a)** In order to have uniformity of Pay Scales, the Committee recommends "to upgrade the 10% of posts of Higher Grade Professors to HAG scale. Para [a(xv)] of AICTE Regulations, 2010 (Degree) be substituted with following: Pay Band-4 (Rs. 37,400-67,000/-) with Academic Grade Pay of Rs. 12,000/- per month has been replaced by the new HAG scale of Rs. 67,000 (Annual Increment @3%)-79,000 with no Grade Pay. The AGP of Rs. I2,000/- per month does not exist anymore. Other conditions of eligibility to move in the above scale of Pay will remain unchanged. **(b)** Composition of Selection Committee should be same as laid down for the post of Professor in AICTE Regulations, 2012 with all experts from HAG or Higher Scale of Pay. API and other minimum conditions of eligibility to move to the above scale of Pay will remain the same as laid down in AICTE Regulations, 2012 for the Post of Professor (stage 6).
33	**(a)** Procedure to verify the past service record for counting the service under CAS. **(b)**Consideration for stepping up of Pay of Senior faculty at par with Junior [who has been given benefit of the service, rendered in the private/Govt. Institutions for the purpose of CAS] in Govt. Institutions governed by CCS/FR & SR Rules. **(c)**Total period of past service rendered may be counted for the purpose of CAS to the faculty.	**(a)**Past service to be counted for CAS, subject to the endorsement of complete service record by the appropriate approving authority (i.e. University/State Department of Technical Education) in accordance with GOI Rules. Stepping up shall be in accordance with FR & SR Rules of GOI, as admissible. **(b)** Based on the recommendation of Selection Committee, the Central/State/ UT Govt. May decide as per their norms/terms and conditions at the time of appointment.
34	Effective date of implementation of Pay scale through CAS: i.e. from the date of completion of Ph.D or else, where such qualification is essential.	The effective date of implementation of CAS is from the date of acquiring essential qualification for the post subject to fulfilment of other eligibility conditions as laid down in AICTE Regulations/ Notifications issued from time to time.
35	Whether CAS guidelines issued in 2012 (Degree/Diploma) are in continuation of AICTE Regulations, 2010 and its applicability to the existing	AICTE Regulations, 2012 have been issued in continuation of AICTE Regulations, 2010. All conditions laid down shall be applicable to existing

	incumbents.	incumbent as well as for newly recruited teachers (as defined in AICTE Regulations, 2012), unless otherwise specified separately. This Regulation is applicable as per the proviso of Rule 1.3 of AICTE Regulations, 2012.
36	Whether State/ Central Govt. can modify the CAS guideline proposed in AICTE Regulations, 2012 (Diploma), according to work allocation/curriculum etc. of the Institute/faculty as the Ph. D /M. Tech Projects are not guided/carried out in Diploma level Technical Institutions.	No
37	Applicability of CAS guidelines to the post of HOD/Principal promoted departmentally as laid down in AICTE, Regulations, 2012 (Diploma).	Yes, guidelines notified in AICTE Regulations, 2012 are also applicable for the departmental promotion to the post of HOD/Principal, considering the merit of all eligible faculty members.
38	Consideration to relax API score (Degree/ Diploma) between 05th Mar. 2010 and issue of AICTE Regulations, 2012 on 8th Nov. 2012.	Relaxation in API score is applicable for the period of 03 years only (till date 7-11-2015) from the issue of AICTE Regulations 2012 in Official Gazette. Thereafter, API score shall be implemented.
39	Clarity required in AICTE Regulations, 2012 (Degree) in Para 3.8 (page 44) in r/o eligible education qualification of Assistant Professor (AGP 8000) to move into Pay Band of Rs.37400-67000 (AGP 9000) as Associate Professor under CAS.	As per Para 3.8 of AICTE Regulations, 2012 (Degree).
40	Consideration to review and issue of faculty norms for direct recruitment and CAS guidelines for non-Engineering Diploma programs in the discipline of Cosmetology & Health, Fashion Design, Garment Fabrication Technology, Interior Design, Library and Information Sciences, Beauty Culture, Modern Office Practices, Commercial Art and MLT.	This shall be as per **Annexure -III**.
41	Consideration to relax the educational qualifications to Librarians and PTIs, recruited prior to issue of AICTE Notifications (from 01-01-1996 to 15 -3-2000) for the purpose of CAS (Degree/ Diploma).	**(a)** For Diploma level Institutions: Librarians and PTIs who have been recruited between 01-01-1996 and 15-3-2000 in the Diploma level Institutions, with the existing recruitment rules to be considered for up-gradation under CAS in the next higher grade of Senior Scale only. However, for further upward movement under CAS, they are required to acquire minimum educational qualification in a manner similar to that as laid down in AICTE notification 2000 (Degree) and in subsequent Clarifications/Notifications. **(b)** For Degree level Institutions: same as above.
42	Consideration to relax the educational qualifications of the Lecturers in Printing Technology recruited prior to issue of AICTE Regulations, 2010 for the purpose of CAS (Degree/ Diploma).	**(a)** For Diploma level Institutions: Lecturers in Printing Technology, who have been recruited between 01-01-1996 and 30-12-1999 in the Diploma institutions, with the existing recruitment rules to be considered for up-gradation under CAS in the next higher grade of Lecturer (Senior scale) only. However, for further

		upward movement under CAS, they are required to acquire minimum educational qualification as laid down in AICTE Diploma notification, 1999 and subsequent Clarifications/Notifications thereof. **(b)** For Degree level Institutions: Similar as above.
43	Applicability of Master's degree as laid down in AICTE notification 1999, Para 8.3 Lecturer (Selection Grade) to Humanities & Sciences for up - gradation to Lecturer (Selection Grade).	The qualification prescribed in Para 8.3 of AICTE notification 1999 (Diploma) does not apply to the Humanities & Sciences for upward movement of Lecturer (Senior Scale) to Lecturer (Selection Grade) under CAS. M. Phil/Ph. D is essential qualification for upward movement to Lecturer (Selection Grade) in Humanities & Sciences.
44	**(a)** Applicability of Item No. 10 of the AICTE clarification issued vide F. No. FD/PSSC/Clarif ./2003/1 dated 10-9-2003 for the purpose of counting past service for CAS, with respect to Para 9.2 (b) of AICTE notification dated 30-12-1999. **(b)** Consideration to relax the qualifications prescribed in AICTE notification, 1989 (Diploma) for the purpose of counting past service under CAS.	**(a)** There is no relaxation provided in respect of Para 9.2(b) of AICTE notification dated 30-12-1999, for counting of past service under CAS. Para 9.2 (b) shall be read as it is. **(b)** No relaxation is admissible.
45	Clarification invited regarding counting of service period rendered in pre - revised Pay Scale (Rs. 10000-15200) as a Lecturer (Senior Scale) prior to 1-1-2006 for the upward movement of Lecturer from AGP of Rs. 7000 to AGP of Rs. 8000 in Para a (ix) of Lecturer in polytechnic in the of AICTE Regulations, 2010.	The period specified in the AICTE Regulations, 2010 for upward movement of Lecturer from AGP of Rs. 7000 to AGP of Rs. 8000 shall be counted from the date of placement of Lecturer in the corresponding pre - revised Pay Scale.

(E) MISCELLANEOUS ISSUES

Sl. No	**Issue**	**Clarification**
46	Framing of guidelines for study leave.	The guidelines for study leave are appended as **Annexure -IV**.
47	**(a)** Consideration of change of designation of the Polytechnic Faculty at par with University polytechnic. This does not involve any financial implication.	The State/UT Govt. may consider this issue for change of nomenclature of designation without any financial implication.
	(b) Consideration for eligibility of regular Principal of Govt. Polytechnic Institute for appointment to the post of Principal in degree level Technical Institutions.	Status quo to be maintained.
	(c) Consideration to give benefit of Pay at par with UGC norms to those faculty who have been appointed as Asst. Registrar/Deputy Registrar in the establishment from the cadre of approved teachers holding qualification as par with AICTE norms.	Status quo to be maintained.
48	Whether a faculty of Engineering & Technology with minimum 10 years relevant experience in teaching/research out of which 3 years is in the same grade Pay (i. e. Rs. 9000) at par with HOD is eligible for the post of Principal in Polytechnic.	Yes, provided the person also has an administrative experience of at least 3 years.

49	**(a)** Requirement of defining Pay Scales and service conditions and CAS for the posts of Foreman Instructor in Degree/Diploma level Technical Institutions. **(b)** Framing of Recruitment rules, for Non-Teaching and other posts in Degree/Diploma level Institutions not covered in AICTE Regulations.	The respective Central/ State/ UT Government may decide their Pay Scales, qualifications and service conditions as per respective Govt. rules.
50	Consideration to relax academic performance index (API) in ACR/ self appraisal performance report and counting of experience for promotion under CAS to those faculty deputed to AICTE, MHRD, UGC and for other organizations.	API requirement of teachers appointed in Regulatory/ Advisory bodies & Funding Agencies of State/ Central Govt. on deputation/ Lien/Foreign service shall be as follows: ACR/self appraisal performance report shall be taken as equivalent to API, provided the candidate has scored at least "Very Good" and above rating in the ACR.
51	Applicability of Reader's allowance to the Visually Differently Abled Category faculty at par with UGC in Degree/Diploma level Technical Institutions.	Reader's allowance to the faculty with Visually Differently Abled Category shall be as per the UGC guidelines.
52	Consideration to count EOL period granted to accept invitation of teaching post, research cum teaching post or for the academic work of importance to be for the purpose of increment at par with UGC in AICTE approved Institutions.	Extra ordinary leave period granted to accept invitation of teaching post, research cum teaching post, fellowship, academic administrative post or any other work of similar nature/importance is to be counted for the purpose of notional increment and CAS.
53	Whether, Asst. Professor (Re-designated as Associate Professor w.e.f 1-1-2006), who are not able to complete the Ph. D in seven years from the date of Joining (Direct/ CAS) will be reverted back.	Such candidates will be required to complete Ph. D within 7 years from the date of Joining, failing which increments shall be stopped until Ph. D is earned.
54	Clarification cited on Inter se Seniority of the CAS promoted (Financial up gradation) faculty and directly recruited faculty.	As per the respective State/UT Govt. rules.
55	Consideration is invited to fix the pension of Principals of Engineering colleges in pre-revised (V^{th} CPC) scales may be deemed to be Rs. 19400-22,400 with grade Pay of Rs. 12000 or alternatively with grade Pay of Rs. 10000 with administrative allowance Rs. 3000.	The concept of Grade Pay and Pay Band were not applicable in 5^{th} CPC.
56	Whether, faculty from the Humanities & Sciences to be considered eligible for the post of Principal/ Director of the Technical Institutions.	No.
57	Framing the Guidelines for CAS for the Cadres of Librarians/ Deputy Librarians/ Assistant Librarians and Director of Physical Education & Sports/Deputy Director of Physical Education & Sports / Assistant Director of Physical Education & Sports at Different Levels in Degree and Diploma Level Technical Institutions.	Instructions on the API Scoring pattern for these posts have been clarified under Instructions for filing up Part B of the PBAS Proforma, Para III (iv) of AICTE Regulations, 2012. For these posts, Career Advancement Scheme, eligibility criteria including API, composition of Selection Committee shall be similar to that prescribed in the UGC Regulations, 2010 and applied in University.
58	Consideration for minimum eligibility of 04 years to move from Lecturer (Sr. scale) to Lecturer (Selection Grade)/Asst. professor (from AGP of	The benefit of 4 years shall be extended to those teachers who have not been availed such relaxation during movement form Lecturer to Lecturer (Sr.

	7000 to 8000) to those who complete Ph. D during senior to Selection Grade in Vth & VIth AICTE Notifications (Degree/Diploma).	scale)/ Asst. professor (from AGP of 6000 to 7000).
59	**(a)** Clarity is required in AGP of 5000 as mentioned in Para (a) vii) of AICTE Regulations 2010. **(b)** Consideration to relax two one week each TEQIP sponsored programs for CAS.	**(a)** This is typographical error. AGP Rs. 5000 shall be read as AGP Rs. 5400. **(b)**Two one week each AICTE/ UGC/ MHRD/DST/ State Govt. sponsored programs may also be considered as a alternative to TEQIP programs.
60	Higher qualification has been attached to the post of Lecturer (Selection Grade) vide AICTE Regulations, 2012 in comparison to those prescribed for the post of HOD under faculty norms in AICTE Regulations, 2010. Clarity needed for the qualifications prescribed for the post of Head of Department in AICTE Regulations, 2010 (Diploma) for direct recruitment as well as through Departmental promotion.	Academic qualification for the post of HOD in Diploma Institutions shall not be lower than that prescribed for the post of Lecturer (Selection Grade).
61	Pay anomaly is created among faculty, while extending the provision regarding counting of past service rendered by the teachers for the purpose of CAS in States/UTs Government Institutions as laid down in AICTE Notifications/ Regulations. Consideration is required to remove anomaly/ irregularity created in States/UTs Government Institutions, where service conditions are regulated under CCS, FR&SR Rules.	As per the respective State/UT Govt. Rules.
62	To consider experience in "Educational administration" for the purpose of appointment of Principal/ Director in Technical Institutions [Faculty norms AICTE Regulations, 2010].	Yes
63	Clarity is cited in AICTE Regulations, 2012 (Diploma) in Table III (page 49): Lecturer (stage 4) to (Stage 5) sub-Para (ii) in column 4.	Sub-Para (ii) shall be read as: A minimum of 03 publications since the period that the teacher is placed in stage 4.
64	Whether Ph. D is an essential qualification for the Post of Principal in Diploma Level Technical Institutions.	Yes
65	Whether, Central/ State Govt. norms could be extended (i.e. MACP/ACP) for career advancement to those faculty who do not have qualifications in accordance with AICTE norms in Diploma Level Technical Educations.	No
66	What shall be teaching load for faculty as per AICTE Regulations, 2010 on 6th CPC in Degree/ Diploma Level Technical Institutions?	Workload of a teacher should not be less than 40 hours a week, of which teaching contact hours should be as follows: **(a) Degree Level:** Asst. Professor -16 hrs/ week Associate Professor -12 hrs/ week Professor – 8 hrs/ week Director/Principal- 4 hrs/ week **(b) Diploma Level:** Lecturers - 18 hrs/week Lecturers (Senior Scale) - 16 hrs/week Heads of Department / Lecturers (Selection Grade) -

		14 hrs/week Principal - 6 hrs/week
67	To consider AMIE along with M.E/M.Tech. degree acquired through contact mode (i.e. Regular/part time) for the appointment as a faculty in Technical Education.	Yes
68	Consideration for Pay Scales, qualifications, service conditions and CAS for the posts of Training and Placement officer in Degree/Diploma level Technical Institutions.	These are defined in **Annexure -V**.

Prof. AVINASH S PANT, Vice Chairman

[ADVT.-III/4/Exty./310]

Annexure- I

QUALIFICATIONS FOR THE FACULTY IN HUMANITIES AND SCIENCES IN DEGREE LEVEL TECHNICAL INSTITUTIONS

The qualifications for the faculty (Humanities & sciences) at various levels of posts in Degree level Technical Institutions are given below. Other terms and conditions are prescribed in AICTE Regulations No. 37-3/ Legal/AICTE/2010 dated 05th March 2010 and No. 37-3/ Legal/AICTE/2012 dated 8th Nov. 2012 for Degree level Technical Institutions which shall remain unchanged.

A. ASSISTANT PROFESSOR:

i. Master's degree in relevant subject of Humanities & Sciences with first class or equivalent, at Bachelor's or Master's Level from any recognised Indian University.
ii. Besides fulfilling the above qualification, the candidate must have cleared the National Eligibility Test (NET) conducted by the UGC, CSIR or similar test accredited by the UGC like SLET/SET.
iii. Notwithstanding anything contained in sub-clauses (i) and (ii) to this clause; a candidate, who has a Ph.D Degree awarded before 2009, or has been awarded a Ph. D Degree after 2009 in accordance with the University Grants Commission (Minimum Standards and Procedure for Award of Ph.D Degree) Regulations, 2009, shall be exempted from the requirement of the minimum eligibility condition of NET/SLET/SET for recruitment and appointment as Assistant Professor in Technical Institutions.

B. ASSOCIATE PROFESSOR

i. Qualification as above for the post of Asst. Professor and Ph. D degree in relevant subject.
ii. A minimum of 6 years of experience in teaching or research at an academic/research position equivalent to that of Assistant Professor and minimum of 3 publications with good impact factor in International Journal of repute.
iii. A minimum score as stipulated in the Academic Performance Indicator (API) based Performance Based on Appraisal System (PBAS), set out in AICTE Regulations 2012.

C. PROFESSOR

i. Qualification as above for the post of Associate Professor.
ii. A minimum of 10 years of teaching experience in University/college, and/or experience in research at the University/National level Institutions/ industries out of which 5 years should be at the level of Associate Professor including experience of guiding candidates for research at doctoral level.

OR

Minimum of 13 years of teaching experience in University/college, and/or experience in research at the University/National level Institutions/ industries.

iii. Evidence of published work with a minimum of 4 publications with good impact factor in International Journal of repute.
iv. A minimum score as stipulated in the Academic Performance Indicator (API) based on Performance Based Appraised System (PBAS), set out in this Regulation in AICTE Regulations 2012.

Annexure –II

CORRIGENDUM IN AICTE REGULATIONS, 2012 (DIPLOMA) IN RESPECT OF PARA-3 AND TABLE II (A)

3.	**Stage of Promotion Under Career Advancement Scheme of Incumbent and Newly Appointed Lecturer : Para- 3 of AICTE Regulations, 2012 (Diploma)**
3.1	Entry level Lecturer (stage 1) would be eligible for promotion under the career advancement scheme (CAS) through three successive stages (stage 2, stage 3 and stage 4), provided they are assessed to fulfil the eligibility and performance criteria as laid down in next clause.
3.2	In order to remedy the difficulties of collecting retrospective information and to facilitate the implementation of these Regulations from 5th March, 2010 in the CAS promotion, the API based PBAS will be progressively and prospectively rolled out. Accordingly, the PBAS based on the API scores of categories I and II as mentioned in the tables of Appendix I is to be implemented for one year, initially based on the existing systems in Universities/ Colleges for one year only with the minimum annual scores as depicted in **Table II (A)** for Colleges teachers. This annualized API scores can then be compounded progressively as and when the teacher becomes eligible for CAS promotion to the next cadre. Thus, if a teacher is considered for CAS promotion in 2013, one year API scores for 2012-13 alone will be required for assessment. In case of a teacher being considered for CAS promotion in 2014, two year average of API scores for these categories will be required for assessment and so on leading progressively for the complete assessment period.
3.3	Incumbent and newly recruited Lecturer, possessing Ph. D. Degree in the relevant discipline shall be placed in the Pay Band of Rs. 15600-39100 with AGP of Rs. 6000 (stage 1) and eligible, for moving to the next higher grade of Rs.7000 (stage 2) as Lecturer (Senior Scale) after completion of four years service as Lecturer.
3.4	Incumbent and newly recruited Lecturer possessing M. Phil Degree or a Post-Graduate Degree in professional courses approved by the relevant statutory body shall be placed in the Pay Band of Rs. 15600-39100 with AGP of Rs. 6000 (stage 1) and eligible for moving to the next higher grade of Rs.7000 (stage 2) as Lecturer (Senior Scale) after completion of five years service as Lecturer.
3.5	Incumbent and newly recruited Lecturer with B.E. / B. Tech qualification in appropriate branch / discipline either entering the teaching profession newly or Lecturers already .in service in Polytechnic Institutions shall be designated as Lecturer and shall be placed in the Pay Band of Rs. 15600-39100 with AGP of Rs. 5400 and will move to AGP of Rs. 6000 on completion of Master's qualification in appropriate branch / discipline. Further, Incumbent and newly recruited Lecturer who do not have Ph.D. or a Master's degree in the relevant branch / discipline of a program shall be eligible for the AGP of Rs. 7,000 (stage-2) as Lecturer (Senior Scale) only after completion of 9 years service as Lecturer.
3.6	The upward movement from the entry level grade (stage 1) to the next higher rade of Rs.7000 (stage 2) as Lecturer (Senior Scale) for all Lecturers shall be subject to their satisfying the API based PBAS conditions laid down by the AICIE in these Regulations.
3.7	Lecturer (Senior Scale) who has completed five years of service in the grade of Rs 7000 (stage 2) shall be eligible subject to meeting the API based PBAS requirements laid down by these Regulations, to move up to next higher grade of Rs 8000 (stage 3) as Lecturer (Selection Grade) in Pay Band of Rs. 15600-39100.
3.8	Lecturer (Selection Grade) completing three years of teaching in the grade of Rs.8000 (stage 3) shall be eligible subject to the qualifying conditions and the API based PBAS requirements prescribed by these Regulations, to move to the Pay Band of Rs.37400-67000 with next higher grade of Rs.9000 (stage 4) and to be re-designated as Lecturer (Selection Grade). However, those joining the Service after 5th March 2010 shall have also earned Ph. D in addition to above mentioned requirements to move to the stage 4 subject to following. (a) Satisfying the required credit points as per API based PBAS requirements as provided in Tables of Appendix 1 and (b) An assessment by a duly constituted Selection Committee as suggested for the direct recruitment of Head of Department.
3.9	Head of the Department (HOD)/Lecturer (Selection Grade), completing 3 years of service in the AGP of Rs. 9000 and possessing a Ph.D Degree in the relevant discipline shall be eligible, subject to other conditions of academic performance as laid down by the AICTE, shall be placed in Rs. 37400-67000 with AGP of Rs. 10000 (stage 5).

TABLE-II (A)

MINIMUM APIs AS PROVIDED IN TABLE –I (Appendix -I)					
TO BE APPLIED FOR THE PROMOTION OF TEACHERS UNDER CAREER ADVANCEMENT SCHEME (CAS)IN COLLEGES, AND WEIGHTAGES FOR EXPERT ASSESSMENT					
		Lecturer (Sr. Scale): (stage 1 AGP 5400/6000 to stage 2 AGP 7000)	Lecturer (Sel. Grade): (stage 2 AGP 7000 to stage 3 AGP 8000)	Lecturer (Sel. Grade): (stage 3 AGP 8000 to stage 4 AGP 9000)	Lecturer (Selection Grade)/HOD: (stage 4 AGP 9000 to stage 5, PB4, AGP 10000)
I	Teaching- learning Evaluation Relate Activities (Category I)	75/Year	75/Year	75/Year	75/Year
II	Co-Curricular Extension and Profession related activities (Category II)	15/Year	15/Year	15/Year	15/Year
III	Minimum total average annual Score under Categories I and II	100/Year	100/Year	100/Year	100/Year
IV	Research and Academic Contribution (Category III)	10/Year (40/Assessment Period)	20/Year (100/Assessment Period)	30/Year (90/Assessment Period)	40/Year (120/Assessment Period)
V	Expert Assessment System	Screening Committee	Screening Committee	Selection Committee	Selection Committee
	Percentage distribution of weightage points in the Expert Assessment (Total Weightage100 Minimum required for promotion is 50).	N Separate points Screening committee to verify API Scores	No separate points Screening committee to verify API scores	30% Contribution to Research, 50% Assessment of domain knowledge and teaching practices, 20% Interview performance.	50% Contribution to Research, 30% Assessment of domain knowledge and teaching practices, 20% Interview performance.

Annexure- III

FACULTY NORMS (NON- ENGINEERING DIPLOMA PROGRAMS)

Minimum qualifications and Experience for Appointment in Teaching Post in Diploma Level Technical Institutions (Non- Engineering Three Years Diploma Programs)

Designation and Discipline	Qualification Recommended
LECTURERS	
Garment Technology ❖ Costume Design & Dress making; ❖ Dress Making & Designing ; ❖ Garment Fabrication Technology; ❖ Dress Making & Garment Manufacturing; ❖ Computer aided costume Designing & Garment Manufacturing; ❖ Knitting Technology; ❖ Fashion Technology & Textile Design	Bachelor's Degree in textile technology/textile chemistry/ B.Des. in appropriate discipline with First class or equivalent. If a candidate has a Master's Degree, first class or equivalent is required at Bachelor's or Master's level in relevant discipline. **OR** First class M. Sc. in Fashion Technology/ Clothing/Garment Technology of a recognized University/Institution.
Modern Office Management and Secretarial Practice ❖ Commercial practice ❖ Commercial and Computer Practice ❖ Office Management Practice ❖ Secretarial Practice ❖ Office Management Automation ❖ Stenography & Secretarial Practice ❖ Accountancy	M.Com/ M. A. (Economics)/MBA/MMS with First Class or equivalent with two years experience in Field/ Industry/ Training. **OR** B. Com/ B. A. (Economics) and CA/CS/ICWA with First Class or equivalent.
Library and Information Sciences	Master's Degree in Library & Information Science with first class or equivalent from recognised University/ Institution.
Applied Videography ❖ Video Engineering ❖ Television Engineering ❖ Television & Video Engineering ❖ Cinematography ❖ Video Production ❖ Sound Engineering ❖ Film Technology ❖ Mass Media Technology	B.E/ B. Tech. in Electronics, with first class or equivalent. If a candidate has a M.E/ M. Tech. in Electronics, first class or equivalent is required at Bachelor's or Master's level. **OR** Master degree in Mass Communication or in appropriate subject with first class or equivalent from a recognised University/ Institution.
Beauty culture and Cosmetology	M. Sc. in cosmetology/ Beauty culture with first class or equivalent from a recognised University/Institution. **OR** MBBS degree with 55% or equivalent and Diploma in Skin/MD in Skin/DNB in Skin/ MS or DNB in surgery with experience in Burn and Plastic Surgery/ M. Ch. in burn and plastic surgery.
Medical Laboratory Technology	Master's Degree in Medical Laboratory Technology with first class or equivalent from a recognised University/Institution. **OR** MBBS degree with 55% marks or equivalent. Qualification as MD in Pathology/ Biochemistry/ Microbiology/ Laboratory Medicine is desirable.
Fashion Designing	B.E/B. Tech. in Textile Technology/ Textile Engg./ Textile Chem. with first class or equivalent. If a candidate has a M.E/ M. Tech. in relevant disciplines, first class or equivalent is required at Bachelor's or Master's level. **OR** First Class Bachelor's degree in Fashion Technology/ Apparel Production/Fashion Design/ Fashion & Apparel Engg. or B. Des. in Fashion Design / Leather Design/ Knit wear Design. If a candidate has a Master's Degree in relevant discipline, first class or equivalent is required at Bachelor's or Master's level.
Interior Design/Decoration	Bachelor's Degree in Interior Design/B. Arch./ B. Des. in relevant discipline with first class or equivalent. If a candidate has a Master's Degree, first class or equivalent is required at Bachelor's or Master's level in relevant discipline.
Commercial Art	First class Master's Degree in Fine Art (Applied Art/ Design Art).

HEAD OF DEPARTMENT	
Garment Technology	i) Qualifications same as for the post of Lecturer along with Ph.D or equivalent in appropriate discipline / subject. ii) 8 years experience in Teaching/ Research/ Industry/Training at the level of lecturer or equivalent.
Modern Office Management and Secretarial Practice	i) Qualifications same as for the post of Lecturer along with Ph. D or equivalent in appropriate discipline. ii) 8 years experience in Teaching/ Research/ Industry/Training at the level of Lecturer or equivalent.
Library and Information Sciences	i) Qualifications same as for the post of Lecturer along with Ph.D or equivalent in Library & Information Science. ii) 8 years experience in Teaching/Research/ Industry/Training at the level of Lecturer or equivalent.
Applied Videography	i) Qualifications same as for the post of Lecturer along with Ph.D or equivalent in appropriate discipline. ii) 8 years experience in Teaching/ Research/ Industry/ Training at the level of Lecturer or equivalent.
Beauty culture and Cosmetology	i) Qualifications same as for the post of Lecturer along with Ph.D or equivalent degree in appropriate subject. **OR** MBBS qualification with 55% marks and possesses the MD/MS/DNB in appropriate subject. Ph. D qualification is desirable. ii) 8 years experience in Teaching/ Research /Industry/Training at the level of Lecturer or equivalent.
Medical Laboratory Technology	i) Qualifications same as for the post of Lecturer along with Ph. D or equivalent in appropriate subject **OR** MBBS qualification with 55% marks and possesses the MD/MS/DNB in appropriate subject. Ph. D qualification is desirable. ii) 8 years experience in Teaching/Research/ Industry/Training at the level of Lecturer or equivalent.
Fashion Designing	i) Qualifications same as for the post of Lecturer along with Ph. D or equivalent in appropriate discipline /subject. ii) 8 years experience in Teaching/Research/ Industry/Training at the level of Lecturer or equivalent.
Interior Design/Decoration	i) Qualifications same as for the post of Lecturer along with Ph. D or equivalent in appropriate discipline. ii) 8 years experience in Teaching/Research/ Industry/Training at the level of Lecturer or equivalent.
Commercial Art	i) Qualifications same as for the post of Lecturer along with Ph. D or equivalent in appropriate subject. ii) 8 years experience in Teaching/Research/ Industry/Training at the level of Lecturer or equivalent.

General guidelines for fixing qualifications for teachers of Diploma level courses **(Three years diploma programme)**
1. The qualifications prescribed above shall be applied for the purpose of CAS, promotion and direct recruitment. These shall be come into force from the date of publication in Official Gazette.
2. The revised Pay Scales, Service Conditions, Career advancement scheme and other guidelines shall be as per AICTE Regulations 2010, dated 5th March 2010 (Diploma) and AICTE Regulations, 2012 dated 8th Nov. 2012 (Diploma) or any subsequent amendments / clarifications issued thereof, are applicable.
3. Non-compounding advance increments are admissible to those who hold ME/ M.Tech./ M. Des/MD/MS/ Ph. D or equivalent higher qualification in appropriate discipline as laid down in AICTE Regulations, 2010 dated 5th March 2010 (Diploma) and subsequent clarifications.
4. The revised qualifications and experience will be required only for fresh appointees to the designated posts and will not be applicable for existing incumbents working on those positions. However, for further upward movement of the faculty under CAS/ promotion/ appointment they have to acquire higher qualification, if any prescribed for the post.
5. For upward movement of Lecturer to Lecturer (Sr. Scale) or corresponding stage as prescribed in AICTE Regulations, 2012 dated 8th Nov. 2012 under CAS, minimum qualifications shall be same as for the post of Lecturer in relevant discipline.
6. For upward movement of Lecturer (Sr. Scale) to Lecturer (Selection Grade) or corresponding stage 4 & 5, minimum qualification shall be same as prescribed for the post of HOD in relevant discipline. Other guidelines are applicable as laid down in AICTE Regulations, 2012 dated 8th Nov. 2012 or in any subsequent clarification thereof.
7. For those AICTE approved non-Engineering diploma programs, which are not covered in this Regulations, State/UT Govt. may frame the guidelines for the requirement of minimum eligibility criteria in line with qualification prescribed as above, keeping in view that there shell be no dilution of qualification at any level of post, with the approval of AICTE.

Annexure- IV

GUIDELINES FOR STUDY LEAVE FOR THE FACULTY IN AICTE APPROVED INSTITUTIONS

Guidelines for grant of Study leave to Teachers and other academic staff entering into service without M. Tech./ Ph. D or other higher qualification in Degree/ Diploma level Technical Institutions are given below.

(i) Study leave may be granted with Pay to the appointees such as Assistant Professor/Assistant Librarian/Assistant Director of Physical Education (Degree level) or in equivalent cadre (Diploma level), to pursue for study (M.E./M. Tech./ Ph. D) or research in the discipline directly related to his/her work.

(ii) The number of years to be put in after entry should be a minimum of three years in regular service including the probation period, keeping in mind the availability of teachers in the discipline and the vacant positions.

(iii) The paid period of study leave should be two/three years for Master/ Doctorial level respectively. Two years may be given in the first instance, extendable by one more year for Ph. D program, if there is satisfactory progress report by the Research Guide. Care should be taken to see that the regular academic work is not disturbed while granting study leave.

Explanation: in computing the length of service, the time during which a person was on probation or engaged as a research assistant may be reckoned provided:

(a) The persons is a teacher on the date of the application;

(b) He should have completed his probation period as specified in the concerned Institute statutes;

(c) There is no break in service; and

(d) The leave is requested for undertaking the M. Tech./Ph. D research work.

(iv) Study leave shall be granted by the Institution on the recommendation of the concerned Head of the Department.

(v) Study leave shall not be granted to a teacher who is due to retire within five years of the date on which he/she is expected to return to duty.

(vi) Study leave may be granted not more than twice during one's career. The maximum study leave admissible during the entire service should not exceed five years.

(vii) No teacher, who has been granted study leave, shall be permitted to alter substantially the course of study or the programme of research without the prior permission of the Executive Council/Syndicate/ State Technical Education Department. Any extension beyond the stipulated period shall be treated as leave without Pay.

(viii) The amount of scholarship, fellowship or other financial assistance that a teacher is granted during the study leave by any other agency, shall not preclude his/her being granted study leave with Pay and allowances but the scholarship etc., so received shall be taken into account in determining the Pay and allowance on which the study leave may be granted. The foreign scholarship/fellowship would be set off against Pay only if the fellowship is above a specified amount, which shall be determined according to Government of India rules, from time to time applicable and based on the cost of living for a family in the country in which the study is to be undertaken. In the case of an Indian fellowship, which exceeds the salary of the teacher, the salary would be forfeited.

(ix) Subject to the maximum period of absence from duty on leave not exceeding three years, study leave may be combined with earned leave, half-Pay leave, extraordinary leave or vacation, provided that the earned leave at the credit of the teacher shall be availed at the discretion of the teacher. A teacher, who is selected to a higher post during study leave, will be placed in that position and get the higher scale only after joining the post.

(x) A teacher granted study leave shall on his/her return and re-joining the service of the Institute be eligible to the benefit(s) of the annual increment(s) which he/she would have earned in the course of time if he/she had not proceeded on study leave. No teacher shall however, be eligible to receive arrears of increments.

(xi) Study leave shall count as service for pension/contributory provident fund purposes, provided the teacher joins back in the Institute on the expiry of his/her study leave.

(xii) Study leave granted to a teacher shall be deemed to be cancelled in case it is not availed of within 12 months of its sanction.

Provided that where study leave granted has been so cancelled, the teacher may apply again for such leave.

(xiii) A teacher availing himself/herself of study leave shall undertake that he/she shall serve the Institute for a continuous period of at least three years to be calculated from the date of his/her resuming duty on expiry of the study leave.

(xiv) After the leave has been sanctioned, the teacher shall execute a bond in favour of the Institute, binding himself/herself for the due fulfilment of the conditions laid down in sub-clauses above and given security of immovable property to the satisfaction of the Finance Officer/Treasurer or a fidelity bond of an insurance company or a guarantee by a scheduled bank or furnish security of two permanent teachers for the amount which might become refundable to the Institute in accordance with sub-clause (xiii) above.

(xv) The teacher shall submit to the Head of the Institution, the progress report at a frequent interval of 6 months in his/her studies through his/her supervisor. This report shall reach the Head of the Institution of within one month of the expiry of every six months term of the study leave. If the report does not reach within the specified time, the payment of leave salary may be deferred till the receipt of such report.

Annexure-V

QUALIFICATION, PAY SCALES AND SERVICE CONDITIONS OF TRAINING AND PLACEMENT OFFICERS (DEGREE)

The need for placement and Training in a Degree Level Technical Institutions was recognized in the AICTE Norms and standards of the year 1990, to be adopted by State/UT Government in the respective States /UTs. Vide Para 10 (b) of Letter No. FD/PSSC/Clrif/2002/1 dated 03-01-2003 their Pay Scales etc. were left to be decided by said Governments taking local conditions into consideration. Considering the various representations received by various stakeholders and the importance of Training and Placement Officers (TPO) in the changed Scenario of developing of economy of the country, it has become imperative to bring them in the purview of AICTE to determine their service conditions. Accordingly, the following is proposed.

(i) Person entering as Training and placement officers shall be of the cadre of a Professor and shall be recruited with designation as Professor (TPO). Essential Qualifications and experience required for the post shall be in line with Professor (Engineering and Technology) laid down in AICTE Regulations 2010 (Degree). Due waitage shall be given to a person from the reputed Industrial background with good managerial and communicational skill. Degree in management shall be a desirable qualification.

(ii) Existing Training and Placement officers shall be re-designated as Professor (TPO)/ Associate Professor (TPO)/ Asst. Professor (TPO), as the case may be, provided all the requisite qualifications and relevant experience in line with faculty norms laid down in AICTE Regulations 2010 (Degree) and subsequent AICTE Clarifications/ Notifications issued thereof.

(iii) Pay Scales of existing TPO shall be fixed in accordance of fitment table of 6th CPC with re-designation of post as may be applicable.

(iv) Career Advancement scheme shall be equally applicable to them in line with that prescribed for the faculty subject to fulfilment of essential eligibility conditions as laid down in AICTE Regulations 2010 & 2012 and in subsequent Clarification/ Notifications issued thereof.

Duties and responsibilities of Training and Placement officer:

(i) The post shall be treated as a non vacational post. The officer shall have a teaching work load of 4 hrs/week.

(ii) TPO should maintain a good liaison with industry in and around the place of the campus.

(iii) He should conduct an annual survey of job requirements in the Industries, research and service organizations.

(iv) He should arrange for campus interviews/ job mela etc., in plant training and also arrange to get industries sponsored projects for both staff and final year students.

(v) He should create data bank of experts in respective field from industries/research/service sectors and invite them to the Institute to deliver lectures for the benefit of students and staff members.

(vi) He should also arrange training/field visits to students and staff members in industries/research/service sectors.

(vii) He should also assist the students in getting apprentice training and suitable placement in industries/ research/service organizations. He shall also be responsible for preparing the students in facing group discussions, personal interviews and personality development etc.

(viii) Training and placement officer should create a data bank of all alumni who are placed in reputed industries/research/service organizations.

(ix) Any other related duty assigned by the Head of the institute from time to time.

Qualification, Pay Scales and Service Conditions of Training and Placement Officers (Diploma) similar to the above, may be considered, with appropriate changes where ever required by respective State/UT Government.

These rules will be effective from the date of notification in official Gazette.

Printed by the Manager, Government of India Press, Ring Road, Mayapuri, New Delhi-110064
and Published by the Controller of Publications, Delhi-110054.

OFFICE OF THE REGISTRAR
12 MAY 2017
ANNA UNIVERSITY, CHENNAI-600 025

Dir (RC) / DR (P)
For n.a/ pl.

ABSTRACT

Higher Education – Anna University – All India Council for Technical Education (Career Advancement Schemes for teachers and other academic staff in technical institutions) (Degree) Regulations, 2012 – Notified – Implement to the Anna University and in its Constituent Colleges – Orders – Issued.

Higher Education (C2) Department

G.O. (Ms) No.119

Dated: 12.5.2017
ஹேவிளம்பி வருடம், சித்திரை 29
திருவள்ளுவர் ஆண்டு 2048

Read:-

1. From the All India Council for Technical Education notification S.O.F. No.37-3/Legal/2010 New Delhi, dated 22.1.2010.
2. G.O. (Ms) No.95, Higher Education (C2) Department, dated 5.5.2010.
3. From the All India Council for Technical Education (Career Advancement Scheme for the Teachers and other Academic Staff in Technical Institutions) (Degree) Regulations, 2012 Notification dated 8.11.2012.
4. Government Letter No.4071/C2/2013-1, dated 7.3.2013, 13.6.2013, 12.1.2015 and 16.6.2015.
5. From the Registrar, Anna University Letter No.051/PR10/2013. dated 22.9.2014 and 5.8.2015.
6. From the All India Council for Technical Education (Clarifications on certain issues / anomalies pertaining to qualifications, pay scales, service conditions, career advancement schemes (CAS) etc. for Teachers and other academic Staff of Technical Institutions (Degree / Diploma) notification dated 4.1.2016.
7. From the Registrar, Anna University Letter No.051/PR10/2013, dated 11.4.2017.

****

ORDER:-

Based on the All India Council for Technical Education notification first read above, the pay scales of teachers and equal cadres working in Government, Government Aided Engineering Colleges and Technical Universities were revised with effect from 1.1.2006 in G.O. (Ms) No.95, Higher Education (C2) Department, dated 5.5.2010. Now, vide notification 3rd read above the Career Advancement Schemes for teachers, and other academic staff in technical institutions) (Degree) Regulations, 2012 have been notified by the AICTE on 8.11.2012.

..2..

2. In the letters fifth and seventh read above, the Registrar Anna University has requested to issue necessary orders to adopt the AICTE (Career Advancement Schemes for the teachers and other academic staff in Technical Institution) (Degree) Regulation 2012 to the Teachers and other academic staff of Anna University Departments and Constituent Colleges with the slight modification in the constitution of "Selection Committee" and "Screening – Cum – Evaluation Committees" and relaxing API score for Career Advancement Schemes till 7.11.2015.

3. After careful examination, the Government have decided to to adopt all clauses of the All India Council for Technical Education (Career Advancement Scheme for the Teachers and other academic staff in Technical institutions) (Degree) Regulations, 2012 and Clarifications on certain issues / anomalies pertaining to qualifications, pay scales, service conditions, career advancement schemes (CAS) etc. for Teachers and other academic Staff of Technical Institutions (Degree / Diploma) notification dated 4.1.2016 in toto, to the teachers and other Academic Staff in the University Departments of Anna University and its Constituent Colleges along with the slight modification in the following clauses:-

Clause 2.4

The Selection Committee for Direct recruitment / Career Advancement Schemes as specified in clause 4 of the Regulations with a modification that the chairperson for the selection committee inrespect of Anna University Constituent Colleges shall be the Vice Chancellor of the University.

Clause 2.6

The Screening – Cum – Evaluation Committee for Career Advancement Schemes from one AGP to the other higher AGP shall consist of the following members:-

"Screening – cum - Evaluation Committee" for University Teachers.

(i) The Vice-Chancellor or Acting Vice- Chancellor or his/her Nominee, as the Chairperson of the selection committee;
(ii) The Chairman of the Faculty/ Dean of the Campus concerned;
(iii) The Head of the Department: and
(iv) One subject expert in the concerned subject nominated by the Vice Chancellor or Acting Vice Chancellor from the University panel of experts.

Screening – cum - Evaluation Committee" for Constituent College teachers of Anna University.

(i) The Vice-Chancellor or Acting Vice- Chancellor or his/her Nominee, as the Chairperson of the selection committee;
(ii) The Chairman of the concerned Faculty / Dean of Constituent College;
(iii) Head of the department concerned from Constituent College / Head of the Department from the University Department.; and
(iv) Two subject expert in the concerned subject nominated by the Vice Chancellor or Acting Vice Chancellor from the University panel of experts.

4. In respect of consideration to relax API Score (Degree/Diploma) between the period 5th March 2010 and issue of All India Council for Technical Education Regulation, 2012 on 8th November 2012, the All India Council for Technical Education has clarified the following in its notification dated 4.1.2016:-

> "Relaxation in API score is applicable for the period of 3 years only (till date 7.11.2015) from the issue of AICTE Regulations 2012 in official Gazette. Thereafter API Score shall be implemented."

Hence, as clarified by AICTE if an individual becomes eligible on any date upto 7.11.2015, API score is not applicable but if an individual becomes eligible on 8.11.2015 onwards then the last one year API scoring will be applicable.

5. The Registrar,Anna University is directed to meet out Financial Commitment towards the award of Career Advancement Schemes by the resources of University funds.

6. This order issues with the concurrence of Finance Department vide its U.O.No.26013/ADS(RSM)/2017, Dated 12.05.2017.

(BY ORDER OF THE GOVERNOR)

SUNIL PALIWAL
PRINCIPAL SECRETARY TO GOVERNMENT

To
The Vice-Chancellor, Anna University, Chennai–25.
The Registrar of Anna University, Chennai–25.
The Commissioner of Technical Education, Chennai-25.
The Director of Treasuries and Accounts, Chennai – 15.
The Director of Local Fund Audit, Chennai – 108.
The Accountant General (A&E)., Chennai–18
The Principal Accountant General (Audit. I), Chennai – 18.
The Accountant General (Audit II), Chennai – 18
The Accountant General (CAB), Chennai – 9 / Madurai
The Director of Pension, DMS Complex, Chennai – 6.
The Pension Pay Officer, Chennai – 6.
The Secretary, Ministry of Human Resources Development,
Department of Education, Government of India, New Delhi
The Secretary, All India Council for Technical Education, New Delhi.
The Chairman, All India Council for Technical Education
Southern Regional Committee, Chennai.
The Pay and Accounts Officer, (North/South/East), Chennai 1/35/5.
The Pay and Accounts Officer, Madurai 625 001
All Treasury Officers in Tamilnadu.

Copy to :
The Secretary to Chief Minister, Chennai – 9.
The Senior Personal Assistant to Minister, Finance, Chennai – 9.
The Special Personal Assistant to Minister, Higher Education, Chennai – 9.

..4..

All Sections in Higher Education Department.
The Senior Research Officer, Pay Research Unit, Ministry of Finance
(Department of Expenditure) Room No.261, North Block, New Delhi.
The Private Secretary to Principal Secretary to Government,
Finance Department, Chennai – 9.
The Private Secretary to Principal Secretary to Government,
Higher Education Department, Chennai – 9.
Stock File /Spare Copies.

// FORWARDED / BY ORDER //

SECTION OFFICER
12.5.17

प्रो. आलोक प्रकाश मित्तल
सदस्य सचिव
Prof. Alok Prakash Mittal
Member Secretary

अखिल भारतीय तकनीकी शिक्षा परिषद्
(भारत सरकार का एक सांविधिक निकाय)
(मानव संसाधन विकास मंत्रालय, भारत सरकार)
नेल्सन मंडेला मार्ग, वसंत कुंज, नई दिल्ली-110070
दूरभाष : 011-26131497
ई-मेल : ms@aicte-india.org
ALL INDIA COUNCIL FOR TECHNICAL EDUCATION
(A STATUTORY BODY OF THE GOVT. OF INDIA)
(Ministry of Human Resource Development, Govt. of India)
Nelson Mandela Marg,Vasant Kunj, New Delhi-110070
Phone : 011-26131497
E-mail : ms@aicte-india.org

No. 27/RIFD/PAY/01/2017-18 Dated 22.03.2019

PUBLIC NOTICE REGARDING REQUIREMENT OF TRAINING PROGRAMMES FOR CAREER ADVANCEMENT SCHEME (CAS) UNDER 6TH CPC

All India Council for Technical Education vide Notification dated 08.11.2012 for Career Advancement for teachers and other academic staff in technical institutions under 6th CPC have prescribed minimum academic performance and training programmes of 2-3 week duration for movement from stage-1 to stage-2 and from stage-2 to stage-3 approved or conducted by AICTE/ Central Govt./ State Govt./ TEQIP/ CHILP/ ISTE/ NITTTR/ IIT/ DTE/ SBTE/ University, etc. This Council has received references from different quarters informing that there has been a lot of difficulty for the institutions to spare their faculty for courses of longer durations of 2-3 weeks. As a result, it has not been possible to consider their case for promotion under CAS due to non-completion of the training programme of required duration as given in AICTE Notification dated 04.01.2016.

It is brought to the notice of all concerned that AICTE has no objection in the matter to count two number of one-week duration courses approved or conducted by AICTE/ Central Govt./ State Govt./ TEQIP/ CHILP/ ISTE/ NITTTR/ IIT/ DTE/ SBTE/ University/ UGC, PMMMNMTT, IISc, CoA, IIA, SPA, ITPI, NRCs, ARPITs/ Research Organizations/ other institutes of national importance/ design studio, etc. as equivalent to a two-week duration course for the purpose of CAS under 6th CPC. All concerned are requested to note for compliance with the above clarification and consider the cases of teaching faculty for promotion under CAS subject to fulfillment of other conditions laid down under AICTE notification dated 08.11.2012.

26/3/2019

(Alok Prakash Mittal)
Member Secretary (AICTE)

ANNA UNIVERSITY
SARDAR PATEL ROAD, CHENNAI – 600 025

Phone: 044 – 22357004
: 044 – 22359404
Fax : 91-44-22351956
Web : www.annauniv.edu

Letter No.003/CAS/RC/PR10 & 20/2022 Dated: 21-03-2022

Sub: Personnel – Teachers (except Science & Humanities faculties) and other Academic Staff – Career Advancement Scheme under 7th CPC – Applications – Called for.

Ref: 1.G.O.(Ms) No.19, Higher Education (C2) Department, dt. 14-01-2020.
2.UGC Notification, dated 18-07-2018.

****

CAREER ADVANCEMENT SCHEME (CAS)

Applications are invited from teachers (except Science & Humanities faculties) and other academic staff of the University Departments who become eligible on or after **01-03-2019** under (7th CPC) Career Advancement Scheme (CAS) for promotion as:

Sl. No.	Details of Movement
1.	Assistant Professor / Assistant University Librarian / Assistant Director of Physical Education **Stage-I (Level-10)** to Assistant Professor / Assistant University Librarian / Assistant Director of Physical Education **Stage-II (Level-11)**
2.	Assistant Professor / Assistant University Librarian / Assistant Director of Physical Education **Stage-II (Level-11)** to Assistant Professor / Assistant University Librarian / Assistant Director of Physical Education **Stage-III (Level-12)**
3.	Assistant Professor / Assistant University Librarian / Assistant Director of Physical Education **Stage-III (Level-12)** to Associate Professor / Deputy Librarian / Deputy Director of Physical Education **Stage-IV (Level-13A1/13A)**
4.	Associate Professor / Deputy Librarian / Deputy Director of Physical Education **Stage-IV (Level-13A1/13A)** to Professor / Deputy Librarian / Deputy Director of Physical Education **Stage-V (Level-14)**
5.	Professor **Stage-V (Level-14)** to Senior Professor **Stage-VI (Level-15)**

The Heads of the Departments, Centres and Institutes of the University Departments are requested to bring this to the notice of all the teachers/other academic staff in their respective Departments / Institutes / Centres.

- *The teachers are requested to fill up the **online** application form and generate the filled in application and submit a **hardcopy** of the application along with all supporting documents.*

- *The other academic staff (Librarian Cadres and Physical Education Cadres) are requested to submit the filled in applications **only in hardcopy** in the prescribed format given in this brochure applicable to respective cadre along with the supporting documents.*

"Only the teachers (except Science & Humanities faculties) /other academic staff, who have become eligible for promotion under CAS, may apply".

The eligible teachers and other academic staff are requested to submit "separate application" for the upward movement of "each stage".

The ***Notification, Important Instructions, Eligibility Conditions for Teachers and other Academic Staff and Application forms for other Academic Staff*** are enclosed. The teachers and other academic staff are requested to download and read the entire document before apply for the promotion under CAS. **The other academic staff (Librarian Cadres and Physical Education cadres) are requested to use these hardcopy application forms are enclosed for each movement under CAS.**

For **filing online applications**, the **eligible teacher** may use the URL

https://rcell.annauniv.edu/cas_2022

as per the eligibility

The **filled in applications with all supporting documents** are to be submitted to the Registrar, Anna University, Chennai-25 **on or before 08-04-2022 (5:30 pm)** through proper channel.

Any queries related with submission of applications shall be entertained only through email: aurcell2015@gmail.com.

Sd/-
REGISTRAR (i/c.)

To

All the Deans of the CEG, AC Tech, MIT and SAP Campuses
All the Chairperson of Faculties
All the Heads of the Departments / Divisions
All the Directors of the Centres / Institutes
The Professor & Chairperson, Anna University Sports Board
The Professor & Director, University Library
P.S. to V.C. / P.A. to Registrar
DR(P), PR10, PR20 / Stock file

IMPORTANT INSTRUCTIONS:

1. (a) **The incumbent teacher/other academic staff belonging to Engineering / Technology / Architecture / Planning / Management / Library / Physical Education discipline** who are on the roll and active service of the University Departments of Anna University are alone eligible to apply for Promotion under Career Advancement Scheme (CAS).

   (b) CAS Promotion being a personal promotion to the incumbent teacher/other academic staff holding a substantive sanctioned post, on superannuation of the individual incumbent, the said post shall revert to its original cadre.

2. Applications should be submitted as per the following instructions.

Teachers/Other Academic Staff belonging to Engineering / Technology / Architecture / Planning / Management / Library / Physical Education discipline who qualify for any of the stages on or after 01-03-2019

Teachers/other academic staff who **qualify on or after 01-03-2019** for any of the stages mentioned in table 1

Table 1 : Stages of Promotion

Sl. No.	Details of Movement
1.	Assistant Professor / Assistant University Librarian / Assistant Director of Physical Education **Stage-I (Level-10)** to Assistant Professor / Assistant University Librarian / Assistant Director of Physical Education **Stage-II (Level-11)**
2.	Assistant Professor / Assistant University Librarian / Assistant Director of Physical Education **Stage-II (Level-11)** to Assistant Professor / Assistant University Librarian / Assistant Director of Physical Education **Stage-III (Level-12)**
3.	Assistant Professor / Assistant University Librarian / Assistant Director of Physical Education **Stage-III (Level-12)** to Associate Professor / Deputy Librarian / Deputy Director of Physical Education **Stage-IV (Level-13A1/13A)**
4.	Associate Professor / Deputy Librarian / Deputy Director of Physical Education **Stage-IV (Level-13A1/13A)** to Professor / Deputy Librarian / Deputy Director of Physical Education **Stage-V (Level-14)**
5.	Professor **Stage-V (Level-14)** to Senior Professor **Stage-VI (Level-15)**

...2...

3. *(a) The teachers are* requested *to fill up the **online** application form and generate the filled in application and submit a **hardcopy** of the application along with all supporting documents.*

*(b) The other academic staff (Librarian and Physical Education Cadres) are requested to submit the filled in applications **only in hardcopy** in the prescribed format given in this brochure applicable to respective cadre along with the supporting documents.*

4. **Only the teachers/other academic staff belonging to Engineering / Technology / Architecture / Planning / Management / Library / Physical Education discipline, who have become eligible for promotion under CAS, may apply.**

5. **The eligible teachers and other academic staff are requested to submit "separate application" for the upward movement of "each stage/ level".**

6. The teachers and other academic staff are requested to read the entire document ***such as Notification,* Important *Instructions, Eligibility Conditions for Teachers and other Academic Staff before filing the applications***

Application forms for other Academic Staff are available on the webpage

https://rcell.annauniv.edu/cas_2022

of the **Recruitment Cell**. **The other academic staff (Librarian Cadres and Physical Education Cadres) are requested to use these hardcopy application forms for each movement under CAS.**

For **filing online applications**, the **eligible teacher** may use the URL

https://rcell.annauniv.edu/cas_2022

as per the eligibility.

7. The filled in applications with all supporting documents are to be submitted to the Registrar, Anna University, Chennai-25 **on or 08.04.2022 (5:30 pm)** through proper channel.

...3....

General instructions for CAS applicants (for teachers & other academic staff)

1. Before filling the application form, the applicant faculty members are advised to read carefully the G.O.(Ms) No.19, Higher Education (C2) Department, dated 14.01.2020 and UGC Notification No.F.1-2/2017(EC/PS), dated 18th July, 2018, respectively.

2. The applicants are informed to ensure that all the prescribed conditions are fulfilled before they submit their applications. Incomplete applications and without supporting documents, in any respect, will not be processed. Documents relevant to the promotion period only should be attached to avoid unnecessary confusion and the assessment shall be strictly based on the documents enclosed, which are subject to verification.

3. Applicable AICTE / UGC's Regulations and subsequent amendments from time to time and endorsed by AICTE / UGC will be considered for eligibility, calculating API/Research scores, determining experience, etc.

4. Ensure that each activity is claimed once. Duplicate claim is strictly prohibited.

5. The proof substantiating the Teaching activity shall be attested by the HOD.

6. Erroneous / Incomplete applications will be summarily rejected without any intimation to the applicant. Further, the Application shall not to be submitted in piecemeal.

7. Applicant shall note the following and take additional care while filling up the Proforma:

   Para VI of UGC Notification 2018 dated 18.07.2018

   i. if a candidate applies for promotion on completion of the minimum eligibility period and is successful, the date of promotion will be that of minimum period of eligibility.
   ii. if however, the candidates find that he/she fulfills the eligibility conditions at a later date and applies on that date and is successful, his/her promotion will be effected from that date of application fulfilling the eligibility criteria.
   iii. if the candidate does not succeed in the first assessment, he / she shall have to be re-assessed only after one year. When such a candidate succeeds in the eventual assessment, his/her promotion shall be deemed to be one year from the date of rejection.

...4...

A. Engineering / Technology / Architecture / Planning / Management (as given in G.O.(Ms) No.19, Higher Education (C2) Department, dated 14.01.2020)

Minimum Qualification

Minimum qualification, experience, research contributions, feedback and requisite training requirements for different levels for promotions for the faculty members in Engineering/Technology/Architecture/Planning/Management are as mentioned in the G.O.(Ms) No.19, Higher Education (C2) Department, dated 14.01.2020

Minimum Qualification Norms for Promotions for University Teachers from Engineering/Technology/Architecture/Planning/Management (Stage–II to Stage–VI) as mentioned in the G.O.(Ms) No.19, Higher Education (C2) Department, dated 14.01.2020

(a) Qualification for Assistant Professor (Senior Scale, Level – 11, Entry Pay 68900/-) for Promotion of Incumbents

a. Qualifications prescribed for the post of Assistant Professor

AND

b. Should have completed minimum training requirements as per Annexure - I.

AND

c. Should have satisfied any one of the below mentioned set of requirements.

Set No.	Additional Qualification	To have acquired in the cadre of Assistant Professor		
		Experience (Years)	Research publications in SCI journals /UGC /AICTE approved list of journals	Avg. 360° feedback score (out of 10)
1	-	4	2	8 to 10
2	-	5	1	8 to 10
3	-	5	2	5 to < 8

(b) Qualifications for Assistant Professor (Selection Grade, Level – 12, Entry Pay 79800/-) for Promotion of Incumbents

a. Qualifications as prescribed for the post of Assistant Professor (Senior Scale)

AND

b. Should have completed minimum training requirements as per Annexure - I.

AND

c. Should have satisfied any one of the below mentioned set of requirements.

Set No.	Additional Qualification	To have acquired in the cadre of Assistant Professor (Senior Scale)		
		Experience (Years)	Research publications in SCI journals /UGC /AICTE approved list of journals	Avg. 360° feedback score (out of 10)
1	-	4	1	8 to 10
2	-	4	2	5 to < 8

(c) Qualifications for Associate Professor (Level – 13A1, Entry Pay 131400/-) for Promotion of Incumbents

a. Ph. D. degree in relevant field and First class or equivalent at either Bachelor's or Master's level in the relevant branch.

AND

b. Should have completed minimum training requirements as per Annexure – I.

AND

c. Should have satisfied any one of the below mentioned set of requirements.

Set No.	Additional Qualification	To have acquired in the cadre of Assistant Professor (Selection Grade)		
		Experience (Years)	Research publications in SCI journals /UGC /AICTE approved list of journals	Avg. 360° feedback score (out of 10)
1	-	3	2	5 to < 8
2	-	3	1	8 to 10

(d) Qualifications for Professor (Level – 14, Entry Pay 144200/-) for Promotion of the Incumbents

a. Ph. D. degree in relevant field and First Class or equivalent at either Bachelor's or Master's level in the relevant branch.

AND

b. Should have satisfied any one of the below mentioned set of requirements.

Set No.	Ph.D. Guided	Total Experience (Years)	To have acquired in the cadre of Associate Professor		
			Experience (Years)	Research publications in SCI journals /UGC /AICTE approved list of journals	Avg. 360° feedback score (out of 10)
1	1	15	3	6	8 to 10
2	2	15	3	6	5 to < 8
3	-	16	3	4	8 to 10

Note: 360° Feedback (for level 11 to 14) (Refer G.O.Ms.No.19, dt.14.1.2020 for details)

1. The feedback obtained every year, till the date of eligibility of next stage, shall be taken as an average of all the preceding years added together required for promotions.

2. In case the candidate fails to achieve the maximum feedback score, the subsequent year's may be taken into consideration while dropping the lowest feedback score in any one of the year.

..7....

(e) Qualifications for Promotion to Senior Professor (Level –15, Entry Pay 182200/-)

a. Ph. D. degree in the relevant field

AND

b. Minimum ten years of experience in the cadre of Professor

AND

c. At least 8 research publications in SCI journals **/** UGC **/** AICTE approved list of journals, should have at least 2 successful Ph. D. guided as Supervisor / Co-Supervisor as a Professor.

OR

c. At least 8 research publications in SCI journals **/** UGC **/** AICTE approved list of journals, should have provided academic leadership as institution head at least for 3 years at the level of Professor.

OR

c. At least 8 research publications in SCI journals / UGC / AICTE approved list of journals, should have provided educational leadership at state / national level at least for 3 years at the level of Professor.

AND

d. At least one patent awarded

OR

d. Development of one MOOC course applicable at national platform

Note:

1. The selection of Senior Professor shall also be based on academic achievements, favorable review of academic, research and administrative work from three eminent subject experts not below the post of Senior Professor or a Professor of at least ten years of experience.

2. The selection shall be based on ten best publications and award of Ph. D. degrees to at least two candidates under his / her supervision during the last 10 years and interaction with the Selection Committee constituted as per this regulation.

....8...

B. Career Advancement Scheme (CAS) for Librarian Cadres

Note:

i) The following provisions apply only to those persons who are not involved in the teaching of Library Science. Teachers in institutions where Library Science is a teaching department shall be covered by the provisions given under sections 6.4 (B) and 6.4 (C), of the UGC Notification dated 18.07.2018.

ii) The Deputy Librarian in Universities shall have two levels i.e. Academic Level 13A and Academic Level 14

I. From University Assistant Librarian (Academic level 10 to University Assistant Librarian (Senior Scale/ Academic level 11) :

Eligibility:

An Assistant Librarian who is in Academic Level 10 and has completed four years of service having a Ph.D. degree in Library Science/ Information Science/ Documentation Science or an equivalent degree or five years' of experience, having at least a M.Phil. Degree, or six years of service for those without a M.Phil. or a Ph.D. degree.

(i) He/she has attended at least one Orientation course of 21 days' duration; and

(ii) Training, Seminar or Workshop on automation and digitalization, maintenance and related activities, of at least 5 days, as per Annexure II, Table 1.

CAS Promotion Criteria:

An Assistant Librarian may be promoted if:

i) He/she gets a **'**satisfactory' or 'good' grade in the annual performance assessment reports of at least three/four/five out of the last four/five/six years of the assessment period as the case may be as specified in Annexure II, Table 1, and

ii) The promotion is recommended by a screening-cum-evaluation committee.

....9....

II. From University Assistant Librarian (Senior Scale/Academic level 11) to University Assistant Librarian (Selection Grade/ Academic level 12)

Eligibility:

1) He/she has completed five years of service in Assistant Librarian (Senior Scale/Academic level 11).

2) He/she has done any two of the following in the last five years:

(i) Training/Seminar/Workshop/Course on automation and digitalisation,
(ii) Maintenance and other activities as per Annexure II, Table 1 of at least two weeks (ten days) duration (or completed two courses of at least one week (five days) duration in lieu of every single course/programme of at least two weeks (ten days) duration),
(iii) Taken/developed one MOOCs course in the relevant subject (with e-certification), or
(iv) Library up-gradation course.

CAS Promotion Criteria:

An individual shall be promoted if:

i) He/she gets a 'satisfactory' or 'good' grade in the annual performance assessment reports of at least four out of the last five years of the assessment period, as specified in Annexure II, Table 1, and;

ii) The promotion is recommended by a screening-cum-evaluation committee.

....10.....

III. From University Assistant Librarian (Selection Grade/Academic level 12) to University Deputy Librarian (Academic Level 13A)

1) He/she has completed three years of service in Assistant Librarian (Selection Grade/Academic level 12).

2) He/she has done any one of the following in the last three years:

(i)Training/Seminar/Workshop/Course on automation and digitalization,
(ii)Maintenance and related activities as per Annexure II, Table 1 of at least two weeks' (ten days) duration,
(iii) Completed two courses of at least one week (five days) duration in lieu of every single course/programme of at least two weeks (ten days) duration,
(iv) Taken/ developed one MOOCs course in the relevant subject (with e-certification), and
(v) Library up-gradation course.

CAS Promotion Criteria:

An individual shall be promoted if:

i) He/she gets a 'satisfactory' or 'good' grade in the annual performance assessment reports of at least two out of the last three years of the assessment period, as specified in Annexure II, Table 1; and

ii) The promotion is recommended by a Selection Committee constituted as per the UGC Regulations 2018 on the basis of the interview performance.

...11....

IV. The criteria for CAS Promotions from University Deputy Librarian (Academic Level 13A) to University Deputy Librarian (Academic Level 14) shall be the following:

1) He/she has completed three years of service in Deputy Librarian (Academic Level 13A).

2) He/she has done any one of the following in the last three years:

(i)Training/Seminar/Workshop/Course on automation and digitalization,

(ii)Maintenance and related activities as per Annexure II, Table 1 of at least two weeks' (ten days) duration,

(iii) Completed two courses of at least one week (five days) duration in lieu of every single course/programme of at least two weeks (ten days) duration),

(iv) Taken/developed one MOOCs course in the relevant subject (with e-certification), and

(v) Library up-gradation course.

3) Evidence of innovative library services, including the integration of ICT in a library.

4) A Ph.D. Degree in Library Science/Information Science/Documentation /archives and Manuscript Keeping

CAS Promotion Criteria:

An individual shall be promoted if:

i) He/she gets a 'satisfactory' or 'good' grade in the annual performance assessment reports of at least two out of the last three years of the assessment period, as specified in Annexure II, Table 1; and

ii) The promotion is recommended by a Selection Committee constituted as per the UGC Regulations 2018 on the basis of the interview performance.

....12....

C. Career Advancement Scheme (CAS) for Physical Education Cadres

Note:
i) The following provisions apply only to those personnel who are not involved in teaching physical education. Teachers in institutions where Physical Education is a teaching department shall be covered by the provisions given under sections 6.4 (B) and 6.4 (C), of the UGC Notification dated 18.07.2018.

ii) The Deputy Director Physical Education in Universities shall have two levels i.e. Academic Level 13A and Academic Level 14

I. From Assistant Director of Physical Education (Academic Level 10) to Assistant Director of Physical Education (Senior Scale/Academic Level 11)

Eligibility:

i) He/she has completed four years of service with a Ph.D. degree in Physical Education or Physical Education & Sports or Sports Science or five years of service with an M.Phil. degree or six years of service for those without an M.Phil or Ph.D. degree.

ii) He/she has attended one Orientation course of 21 days' duration; and

iii) He/she has done any one of the following: (a) Completed Refresher / Research Methodology Course/ workshop, (b) Training Teaching-Learning-Evaluation Technology Programme/ Faculty Development Programme of at least 5 days duration and (c) Taken/developed one MOOCs course (with e-certification).

CAS Promotion Criteria:

An individual may be promoted if:

i) He/she gets a 'satisfactory' or 'good' grade in the annual performance assessment reports of at least three/four/five of the last four/five/six years of the assessment period as the case may be, as specified in Annexure II, Table 2**;** and

ii) The promotion is recommended by a screening-cum-evaluation committee.

....13....

II. From Assistant Director of Physical Education (Senior Scale/Academic Level 11) to Assistant Director of Physical Education (Selection Grade/Academic Level 12)

1) He/she has completed five years of service as Assistant Director of Physical Education (Senior Scale/Academic Level 11).

2) He/she has done any two of the following in the last five years:

(i)Completed one course / programme from among the categories of refresher courses, research methodology workshops,
(ii)Teaching-Learning-Evaluation Technology Programmes / Faculty Development Programmes of at least two weeks (ten days) duration,
(iii)Completed two courses of at least one week(five days) duration in lieu of every single course/programme of at least two weeks (ten days) duration), and
(iv) Taken/developed one MOOCs course in the relevant subject (with e-certification).

CAS Promotion Criteria:

An individual may be promoted if;

i) He/she gets a ‘satisfactory‘ or ‘good‘ grade in the annual performance assessment reports of at least four out of the last five years’ of the assessment period as specified in Annexure II, Table 2, and;

ii) The promotion is recommended by a screening-cum-evaluation committee.

...14....

III. From Assistant Director of Physical Education (Selection Grade/Academic Level 12) to Deputy Director of Physical Education (Academic Level 13 A)

1) He/she has completed three years of service as Assistant Director of Physical Education (Selection Grade/Academic Level 12).

2) He/she has done any one of the following during last three years:

(i)Completed one course / programme from among the categories of Refresher Courses, Research Methodology Workshop,

(ii)Teaching-Learning Evaluation Technology Programmes / Faculty Development Programmes of at least two weeks (ten days) duration (or completed two courses of at least one week (five days) duration in lieu of every single course/programme of at least two weeks (ten days) duration),

(iii) Taken / developed one MOOCs course in relevant subject (with e-certification).

CAS Promotion Criteria:

An individual may be promoted if;

i) He/she gets a ‘satisfactory‘ or ‘good‘ grade performance assessment reports of at least two out of the last three years of the assessment period as specified in Annexure II, Table 2, and;

ii) The promotion is recommended by a selection committee constituted as per these Regulations on the basis of the interview performance.

....15...

IV. The criteria for CAS Promotions from Deputy Director Physical Education (Academic Level 13A) to Deputy Director Physical Education (Academic Level 14) shall be the following:

1) He/she has completed three years of service as Deputy Director of Physical Education (Academic Level 13A)

2) He/she has done any one of the following during last three years:

(i)Completed one course / programme from among the categories of Refresher Courses, Research Methodology Workshop,

(ii)Teaching-Learning-Evaluation Technology Programmes / Faculty Development Programmes of at least two weeks (ten days) duration (or completed two courses of at least one week (five days) duration in lieu of every single course/programme of at least two weeks (ten days) duration,

(iii) Taken / developed one MOOCs course in relevant subject (with e-certification).

3) Evidence of organizing competitions and coaching camps of at least two weeks' duration.

4) Evidence of having produced good performance of teams/athletes for competitions like state/national/interuniversity/combined university, etc.

5) A Ph.D. in Physical Education or Physical Education and Sports or Sports Science.

CAS Promotion Criteria:

An individual may be promoted if;

i) He/she gets a 'satisfactory' or 'good' grade performance assessment reports of at least two out of the last three years of the assessment period as specified in Annexure II, Table 2, and;

ii) The promotion is recommended by a selection committee constituted as per the UGC Regulations 2018 on the basis of the interview performance.

....16....

Incumbent faculty Members with previous qualifications

Existing incumbents recruited as a Faculty with the basic minimum qualifications such as M.Sc. (Mathematics), M.Sc. (Biotechnology), M.Sc. (Electronics), M.Sc. (Computer Science & allied subjects), M.Sc. (Physics), M.Sc. (Chemistry), MCA, PGDM, AMIE / M. Com and any other similar qualifications which were considered eligible at the time of recruitment or taken admission in such courses before publication of the AICTE Gazette dated 13th March 2010 are to be considered as eligible for promotion as well as direct recruitment in the same or other institutions, subject to fulfilment of other eligibility criteria and higher qualifications as prescribed, if any, for various teaching posts.

Faculty Members on deputation

Any Faculty Member on deputation to some Government Organization / Autonomous Bodies such as DTE / AICTE / UGC / MHRD / DST etc. on academic / administrative positions shall be deemed to have experience of academics and academic administration and be exempted from the requirement of FDP, Industrial Training and 360^{o} feedback. If the faculty has secured at least **Very Good** rating, it shall be considered equivalent to 8 points on a 10 point scale of 360^{o} feedback in reference to this notification for the period of deputation.

....17....

Annexure-I

Training Requirements for Promotions of Teachers from Engineering/Technology/Architecture/ Planning/ Management Disciplines (as given in G.O.(Ms) No.19, Higher Education (C2) Department, dated 14.01.2020)

For Assistant Professor (Senior Scale): Completion of following training requirements at the level of Assistant Professor.

Two weeks of Faculty Development Programme (FDP) in the relevant area out of which at least one of the FDP shall be in advanced pedagogy recognized by AICTE / UGC / TEQIP / NITTTR / PMMMNMTT / IISc / IIT / University / Government / DTE / Board of Technical Education / CoA / IIA / SPA / ITPI / NRCs / ARPIT research organization / other institute of National Importance / Design Studio.

OR

One week faculty development programme as above and one eight weeks duration MOOCS course with E-Certification by NPTEL-AICTE.

OR

Completed two such eight weeks duration MOOCS courses with E-Certification by NPTEL-AICTE.

AND

Completed minimum two weeks of relevant Industrial Training / Professional Training.

....18.....

For Assistant Professor (Selection Grade): Completion of following training requirements at the level of Assistant Professor (Senior Scale)

Two weeks of Faculty Development Programme (FDP) in the relevant area recognized by AICTE / UGC / TEQIP / NITTTR / PMMMNMTT / IISc / IIT / University / Government / DTE / Board of Technical Education / CoA / IIA / SPA / ITPI / NRCs / ARPIT / research organization / other institute of National Importance / Design Studio.

OR

One week faculty development programme as above and one eight weeks duration MOOCS course with E-Certification by NPTEL-AICTE

OR

Completed two such eight weeks duration MOOCS courses with E-Certification by NPTEL-AICTE.

AND

Completed minimum two weeks of relevant Industrial Training / Professional Training

For Associate Professor: Completion of following training requirements at the level of Assistant Professor (Selection Grade)

Two weeks of Faculty Development Programme (FDP) in the relevant area recognized by AICTE / UGC / TEQIP / NITTTR / PMMMNMTT / IISc / IIT / University / Government / DTE / Board of Technical Education / CoA / IIA / SPA / ITPI / NRCs / ARPIT / research organization / other institute of National Importance / Design Studio.

OR

One week faculty development programme as above and one eight weeks duration MOOCS course with E-Certification by NPTEL-AICTE

OR

Completed two such eight weeks duration MOOCS courses with E-Certification by NPTEL-AICTE.

AND

Completed minimum two weeks of relevant Industrial Training / Professional Training.

Mandatory Teacher Trainings

In addition to the above training requirements:

(i) Every teacher appointed / promoted to any position here onwards with effect from the publication of AICTE notification dated 1st March 2019 shall have to mandatorily undergo 8 online modules of MOOCs in SWAYAM as per the AICTE teacher training policy preferably within first year of service.

(ii) No newly appointed faculty member shall be completing the probation without getting the certification of completion of these 8 modules. The teacher training policy document may be downloaded from AICTE website.

(iii) The requirement of completing these modules as envisioned in the AICTE notification dated 1st March 2019 is applicable to all the incumbent teachers also while applying for promotion / selection to next higher cadre only once in the career.

(iv) Those who are eligible for promotions after the date of publication of this gazette, shall have to meet the necessary conditions such as additional qualification, undergoing industrial training, pedagogical training, faculty induction program, publishing research papers etc. However, these requirements shall be permitted to be fulfilled till 31st July, 2022 so as to enable faculty members in equipping them for requisite mandatory requirements of the AICTE Regulations on Pay Scales, Service Conditions and Minimum Qualifications dated 1st March 2019 to avail the benefit of promotion retrospectively from the date of eligibility.

ANNEXURE II

TABLE 1: Assessment Criteria and Methodology for Librarian Cadres of University as per UGC Regulations 2018

S.No.	Activity	Grading Criteria
1	Regularity of attending library (calculated in terms of percentage of days attended to the total number of days he/she is expected to attend) While attending in the library, the individual is expected to undertake, inter alia, following items of work: 1) Library Resource and Organization and maintenance of books, journals and reports. 2) Provision of Library reader services such as literature retrieval services to researchers and analysis of report. 3) Assistance towards updating institutional website	90% and above - Good Below 90% but 80% and above - Satisfactory Less than 80% - Not satisfactory
2	Conduct of seminars/workshops related to library activity or on specific books or genre of books.	Good – 1 National level seminar/ workshop + 1 State/institution level workshop/Seminar Satisfactory - 1 National level seminar/ workshop or 1 state level seminar/ workshop + 1 institution level seminar/ workshop or 4 institution seminar / workshop Unsatisfactory – Not falling in above two categories

S.No.	Activity	Grading Criteria
3	If library has a computerized database then OR If library does not have a computerized database	Good – 100% of physical books and journals in computerized database. Satisfactory – At least 99% of physical books and journals in computerized database. Unsatisfactory – Not falling under good or satisfactory. OR Good – 100% Catalogue database made up to date Satisfactory- 90% catalogue database made up to date Unsatisfactory - Catalogue database not upto mark. (To be verified in random by the CAS Promotion Committee)
4	Checking inventory and extent of missing books	Good: Checked inventory and missing book less than 0.5% Satisfactory - Checked inventory and missing book less than 1% Unsatisfactory - Did not check inventory Or Checked inventory and missing books 1% or more.

S.No.	Activity	Grading Criteria
5	(i) Digitisation of books database in institution having no computerized database. (ii) Promotion of library network. (iii)Systems in place for dissemination of information relating to books and other resources. (iv)Assistance in college administration and governance related work including work done during admissions, examinations and extracurricular activities. (v)Design and offer short-term courses for users. (vi)Publications of at least one research paper in UGC approved journals.	Good: Involved in any two activities Satisfactory: At least one activity Not Satisfactory: Not involved / undertaken any of the activities.
Overall Grading	Good: Good in Item 1 and satisfactory/good in any two other items including Item 4. Satisfactory: Satisfactory in Item 1 and satisfactory /good in any other two items including Item 4. Not satisfactory: If neither good nor satisfactory in overall grading.	

Note :
(1) It is recommended to use ICT technology to monitor the attendance of library staff and compute the criteria of assessment.
(2) The Librarian must submit evidence of published paper, participation certificate for refresher or methodology course, successful research guidance from Head of Department of the concerned department, project completion.
(3) The system of tracking user grievances and the extent of grievances redressal details may also be made available to the CAS promotion committee.

TABLE 2: Assessment Criteria and Methodology for Physical Education cadres as per UGC Regulations 2018

S.No.	Activity	Grading Criteria
1	Attendance calculated in terms of percentage of days attended to the total number of days he is expected to attend	90% and above - Good Below 90% but 80% and above - Satisfactory Less than 80% - Not satisfactory
2	Organizing intra college competition	Good - Intra college competition in more than 5 disciplines. Satisfactory - Intra college competition in 3-5 disciplines. Unsatisfactory - Neither good nor satisfactory.
3	Institution participating in external competitions	Good - National level competition in at least one discipline plus State / District level competition in at least 3 disciplines. Satisfactory- State level competition in at least one discipline plus district level competition in at least 3 disciplines. Or District level competition in at least 5 disciplines. Unsatisfactory - Neither good nor satisfactory.

S.No.	Activity	Grading Criteria
4	Up-gradation of sports and physical training infrastructure with scientific and technological inputs. Development and maintenance of playfields and sports and physical Education facilities.	Good/Satisfactory/Not-Satisfactory to be assessed by the Promotion committee
5	(i)At least one student of the institution participating in national/ state/ university (for college levels only) teams. Organizing state / national / inter university / inter college level competition. (ii)Being invited for coaching at state/national level. (iii)Organizing at least three workshops in a year. (iv)Publications of at least one research paper in UGC approved journal. Assistance in college administration and governance related work including work done during admissions, examinations and extracurricular college activities.	Good : Involved in any two activities Satisfactory : At least one activity Not Satisfactory : Not involved/ undertaken any of the activities.
Overall Grading	Good: Good in Item 1 and satisfactory/good in any two other items. Satisfactory: Satisfactory in Item 1 and satisfactory /good in any other two items. Not satisfactory: If neither good nor satisfactory in overall grading.	

Note :

i) It is recommended to use ICT technology to monitor the attendance of sports and physical education and compute the criteria of assessment.

ii) The institution must obtain student feedback. The feed-backs must be shared with the concerned Director of Physical and Education and Sports and also the CAS Promotion committee.

iii) The system of tracking user grievances and the extent of grievance redressal details may also be made available to the CAS Promotion Committee.

ANNA UNIVERSITY

CHENNAI – 600 025

Affix your passport size photograph and self-attest

APPLICATION FOR CAREER ADVANCEMENT SCHEME – LIBRARIAN CADRES

Application for promotion from Level_____ to Level _____

Separate application should be filed for each upward movement

1. Name of the applicant in full with initials at the end (in Block Letters) :
2. Date of Birth :
3. Gender :
4. Employee ID :
5. Present post held :
6. Date of Appointment for the present post :
7. Department :
8. Campus/College of Appointment :
9. Faculty :
10. Present Academic Level :
11. Present Pay Matrix / Level / Cell :
12. Movement Applied for :

13. Date on which eligible for movement :

14. Title of the thesis of award of the Doctoral Degree :

15. Date of Viva-Voce Examination for the award of Ph.D. Degree :

16. **Details of Academic Qualifications** (Start from the most recent degree and list up to SSLC)
(Attach self-attested copies of certificates)

Degree	Branch	University / Board	Year of Passing	Marks / CGPA	Class

17. **Details of experience (Evidence to be enclosed including Pay details)**
(Start from the most recent experience)

Name & address of the Institution/ Organization	Post held	Scale of Pay / Pay Band /	Period of service		Duration		
			From	To	Y	M	D
Total							

18. Study abroad :

Country visited	Period of visit		Purpose of visit
	From	To	

19. Post-Doctoral Experience :

National		International		
University	No. of Years	University	No. of Years	Country

20. Orientation Courses attended: (Use separate sheet as enclosures if needed)

Sl. No	Name of Course	Place	Duration	Sponsoring Agency
1				
2				
3				
4				

21. Training, Seminar or Workshop / course on automation and digitalization, maintenance and related activities

Sl. No	Name of Course	Place	Duration	Sponsoring Agency
1				
2				
3				
4				

22. MOOCs course attended/developed in the relevant subject (with e-certification)

Sl. No	Name of Course	Subject/Domain	No. of Modules (if created)/ No. of Weeks (if attended)	Duration (if attended)		Date of certification (if attended)
				From	To	
1						
2						
3						

23. Library up-gradation course(s)

Sl. No	Name of Course	Place	Duration	Sponsoring Agency
1				
2				
3				
4				

24. Innovative library services, including the integration of ICT in a library

Sl. No	Name of the Library Service	Description of the service	Month & Year of accomplishment
1			
2			
3			
4			

25. List of enclosures :

(i)	Proof for mandatory qualification (UG, PG, Ph.D.)	Yes/No
(ii)	Proof for Experience after mandatory qualification for the post	Yes/No
(iii)	Proof for post-doctoral experience	Yes/No
(iv)	Proof for Study-Abroad	Yes/No
(v)	Copies of publications in the order of International and National Journals along with the proof of impact factors (in the order as listed in the application)	Yes/No
(vi)	Copies of publications in the order of International and National Conferences along with the proof of impact factors (in the order as listed in the application)	Yes/No
(vii)	Copies of Certificates for attending Courses	Yes/No
(viii)	Evidence of innovative library service and organization of published work	Yes/No

DECLARATION

I hereby declare that all the information given in this application are true to the best of my knowledge and belief. If the information found are incorrect, in any stage, my **upward movement to the post will be forfeited**.

Place:

Date: **SIGNATURE**

Forwarded to the Registrar, Anna University, Chennai – 25.

Signature of the Head of the Department (with Seal)

ANNA UNIVERSITY

CHENNAI – 600 025

Affix your passport size photograph and self-attest

APPLICATION FOR CAREER ADVANCEMENT SCHEME – PHYSICAL EDUCATION CADRES

Application for promotion from Level_____ to Level _____

Separate application should be filed for each upward movement

1. Name of the applicant in full with initials at the end (in Block Letters) :
2. Date of Birth :
3. Gender :
4. Employee ID :
5. Present post held :
6. Date of Appointment for the present post :
7. Department :
8. Campus/College of Appointment :
9. Faculty :
10. Present Academic Level :
11. Present Pay Matrix / Level / Cell :
12. Movement Applied for :

13. Date on which eligible for movement :

14. Title of the thesis of award of the Doctoral Degree :

15. Date of Viva-Voce Examination for the award of Ph.D. Degree :

16. **Details of Academic Qualifications** (Start from the most recent degree and list up to SSLC)
(Attach self-attested copies of certificates)

Degree	Branch	University / Board	Year of Passing	Marks / CGPA	Class

17. **Details of experience (Evidence to be enclosed including Pay details)**
(Start from the most recent experience)

Name & address of the Institution/ Organization	Post held	Scale of Pay / Pay Band	Period of service		Duration		
			From	To	Y	M	D
Total							

18. Study abroad :

Country visited	Period of visit		Purpose of visit
	From	To	

19. Post-Doctoral Experience :

National		International		
University	No. of Years	University	No. of Years	Country

20. Orientation Courses attended: (Use separate sheet as enclosures if needed)

Sl. No	Name of Course	Place	Duration	Sponsoring Agency
1				
2				
3				
4				

21. Completed Refresher / Research Methodology Course/ workshop

Sl. No	Name of Course	Place	Duration	Sponsoring Agency
1				
2				
3				
4				

22. Training Teaching-Learning-Evaluation Technology Programme/ Faculty Development Programme

Sl. No	Name of Course	Place	Duration	Sponsoring Agency
1				
2				
3				
4				

23. MOOCs course attended/developed in the relevant subject (with e-certification)

Sl. No	Name of Course	Subject/Domain	No. of Modules (if created)/ No. of Weeks (if attended)	Duration (if attended)		Date of certification (if attended)
				From	To	
1						
2						
3						

24. Organizing competitions and coaching camps

Sl. No	Name of Competition/Camps	Place	Duration	Sponsoring Agency
1				
2				
3				
4				

25. Evidence of having produced good performance of teams/athletes for competitions like state/national/interuniversity/combined university, etc.

Sl. No	Name of the Competition	Level (state/national/ interuniversity/ combined university)	Month & Year
1			
2			
3			
4			

26. List of enclosures :

(i)	Proof for mandatory qualification (UG, PG, Ph.D.)	Yes/No
(ii)	Proof for Experience after mandatory qualification for the post	Yes/No
(iii)	Proof for post-doctoral experience	Yes/No
(iv)	Proof for Study-Abroad	Yes/No
(v)	Copies of publications in the order of International and National Journals along with the proof of impact factors (in the order as listed in the application)	Yes/No
(vi)	Papers presented in the International and National Conferences along with the proof (in the order as listed in the application)	Yes/No
(vii)	Copies of Certificates for attending Courses	Yes/No
(viii)	Evidences for produced teams / athletes	Yes/No

D E C L A R A T I O N

I hereby declare that all the information given in this application are true to the best of my knowledge and belief. If the information found are incorrect, in any stage, my **upward movement to the post will be forfeited**.

Place:

Date: **SIGNATURE**

Forwarded to the Registrar, Anna University, Chennai – 25.

Signature of the Head of the Department (with Seal)

UNIVERSITY GRANTS COMMISSION

NOTIFICATION

New Delhi, the 18th July, 2018

UGC REGULATIONS ON MINIMUM QUALIFICATIONS FOR APPOINTMENT OF TEACHERS AND OTHER ACADEMIC STAFF IN UNIVERSITIES AND COLLEGES AND MEASURES FOR THE MAINTENANCE OF STANDARDS IN HIGHER EDUCATION, 2018

No. F.1-2/2017(EC/PS).—In exercise of the powers conferred under clause (e) and (g) of sub-section(I) of Section 26 read with Section 14 of the University Grants Commission Act, 1956 (3 of 1956), and in supersession of the "UGC Regulations on Minimum qualifications for Appointment of Teachers and other Academic Staff in Universities and Colleges and Measures for the Maintenance of Standards in Higher Education 2010" (Regulation No.F.3-1/2009 dated 30th June, 2010) together with all amendments made therein from time to time, the University Grants Commission, hereby, frames the following Regulations, namely:-

1. Short title, application and commencement:

1.1 These Regulations may be called the University Grants Commission (Minimum Qualifications for Appointment of Teachers and other Academic Staff in Universities and Colleges and other Measures for the Maintenance of Standards in Higher Education) Regulations, 2018.

1.2 These shall apply to every University established or incorporated by or under a Central Act, Provincial Act or a State Act, every Institution including a Constituent or an affiliated College recognized by the Commission, in consultation with the University concerned under Clause (i) of Section 2 of the University Grants Commission Act, 1956 and every Institution deemed to be a University under Section 3 of the said Act.

1.3 These shall come into force from the date of notification.

2. The Minimum Qualifications for appointment and other service conditions of University and College teachers, Librarians, and Directors of Physical Education and Sports as a measure for the maintenance of standards in higher education, shall be as provided in the Annexure to these Regulations.

3. If any University contravenes the provisions of these Regulations, the Commission after taking into consideration the cause, if any, shown by the University for such failure or contravention, may withhold from the University, the grants proposed to be made out of the Fund of the Commission.

UGC REGULATIONS ON MINIMUM QUALIFICATIONS FOR APPOINTMENT OF TEACHERS AND OTHER ACADEMIC STAFF IN UNIVERSITIES AND COLLEGES AND OTHER MEASURES FOR THE MAINTENANCE OF STANDARDS IN HIGHER EDUCATION, 2018

Minimum qualifications for the posts of Senior Professor, Professors and Teachers, and other Academic Staff in Universities and Colleges and revision of pay scales and other Service Conditions pertaining to such posts.

1.0 Coverage

These Regulations are issued for minimum qualifications for appointment and other service conditions of University and College teachers and cadres of Librarians, Directors of Physical Education and Sports for maintenance of standards in higher education and revision of pay-scales.

1.1 For the purposes of direct recruitment to teaching posts in disciplines relating to university and collegiate education, interalia in the fields of health, medicine, special education, agriculture, veterinary and allied fields, technical education, teacher education, norms or standards laid down by authorities established by the relevant Act of Parliament under article 246 of the Constitution for the purpose of co-ordination and determination of standards in institutions for higher education or research and scientific and technical institutions, shall prevail

i. Provided that where no such norms and standards have been laid down by any regulatory authority, UGC Regulations herein shall be applicable till such time as any norms or standards are prescribed by the appropriate regulatory authority.

ii. Provided further that for appointment to the post of Assistant Professor and equivalent positions pertaining to disciplines in which the National Eligibility Test (NET), conducted by the University Grants Commission or Council of Scientific and Industrial Research as the case may be, or State level

Eligibility Test (SLET) or the State Eligibility Test (SET),conducted by bodies accredited by the UGC for the said purpose, qualifying in NET/SLET/SET shall be an additional requirement.

1.2 Every university or institution deemed to be University, as the case may be, shall as soon as may be, but not later than within six months of the coming into force of these Regulations, take effective steps for the amendment of the statutes, ordinances or other statutory provisions governing it, so as to bring the same in accordance with these Regulations.

2.0 Pay Scales, Pay Fixation, and Age of Superannuation

Pay scales as notified by the Government of India from time to time will be adopted by the University Grants Commission.

2.1 Subject to the availability of vacant positions and fitness, teachers such as Assistant Professor, Associate Professor, Professor and Senior Professor only, may be re-employed on contract appointment beyond the age of superannuation, as applicable to the concerned University, college and Institution, up to the age of seventy years.

Provided further that all such re-employment shall be strictly in accordance with the guidelines prescribed by the UGC, from time to time.

2.2 The date of implementation of the revision of pay shall be 1st January, 2016.

3.0 Recruitment and Qualifications

3.1 The direct recruitment to the posts of Assistant Professor, Associate Professor and Professor in the Universities and Colleges, and Senior Professor in the Universities, shall be on the basis of merit through an all-India advertisement, followed by selection by a duly-constituted Selection Committee as per the provisions made under these Regulations. These provisions shall be incorporated in the Statutes/Ordinances of the university concerned. The composition of such a committee shall be as specified in these Regulations.

3.2 The minimum qualifications required for the post of Assistant Professor, Associate Professor, Professor, Senior Professor, Principal, Assistant Librarian, Deputy Librarian, Librarian, Assistant Director of Physical Education and Sports, Deputy Director of Physical Education and Sports and Director of Physical Education and Sports, shall be as specified by the UGC in these Regulations.

3.3

I. The National Eligibility Test (NET) or an accredited test (State Level Eligibility Test SLET/SET) shall remain the minimum eligibility for appointment of Assistant Professor and equivalent positions wherever provided in these Regulations. Further, SLET/SET shall be valid as the minimum eligibility for direct recruitment to Universities/Colleges/Institutions in the respective state only:

Provided that candidates who have been awarded a Ph.D. Degree in accordance with the University Grants Commission (Minimum Standards and Procedure for Award of M.Phil./Ph.D. Degree) Regulation, 2009, or the University Grants Commission (Minimum Standards and Procedure for Award of M.Phil/Ph.D. Degree) Regulation,2016, and their subsequent amendments from time to time, as the case may be, shall be exempted from the requirement of the minimum eligibility condition of NET/SLET/SET for recruitment and appointment of Assistant Professor or any equivalent position in any University, College or Institution.

Provided further that the award of degree to candidates registered for the M.Phil/Ph.D.programme prior to July 11, 2009, shall be governed by the provisions of the then existing Ordinances / Bye-laws / Regulations of the Institutions awarding the degree. All such Ph.D. candidates shall be exempted from the requirement of NET/SLET/SET for recruitment and appointment of Assistant Professor or equivalent positions in Universities/Colleges/Institutions subject to the fulfillment of the following conditions:

a) The Ph.D. degree of the candidate has been awarded in regular mode only;

b) The Ph.D. thesis has been awarded by at least two external examiners;

c) An open Ph.D. viva voce of the candidate has been conducted;

d) The candidate has published two research papers from his/her Ph.D. work out of which at least one is in a refereed journal;

e) The candidate has presented at least two papers, based on his/her Ph.D. work in conferences/seminars sponsored/funded/supported by the UGC/ ICSSR/CSIR or any similar agency.

The fulfilment of these conditions is to be certified by the Registrar or the Dean (Academic Affairs) of the University concerned.

II. The clearing of NET/SLET/SET shall not be required for candidates in such disciplines for which NET/SLET/SET has not been conducted.

3.4 A minimum of 55% marks (or an equivalent grade in a point-scale, wherever the grading system is followed) at the Master's level shall be the essential qualification for direct recruitment of teachers and other equivalent cadres at any level.

I. A relaxation of 5% shall be allowed at the Bachelor's as well as at the Master's level for the candidates belonging to Scheduled Caste/Scheduled Tribe/Other Backward Classes (OBC)(Non-creamy Layer)/Differently-abled ((a) Blindness and low vision; (b) Deaf and Hard of Hearing; (c) Locomotor disability including cerebral palsy, leprosy cured, dwarfism, acid-attack victims and muscular dystrophy; (d) Autism, intellectual disability, specific learning disability and mental illness; (e) Multiple disabilities from amongst persons under (a) to (d) including deaf-blindness) for the purpose of eligibility and assessing good academic record for direct recruitment. The eligibility marks of 55% marks (or an equivalent grade in a point scale wherever the grading system is followed) and the relaxation of 5% to the categories mentioned above are permissible, based only on the qualifying marks without including any grace mark procedure.

3.5. A relaxation of 5% shall be provided, (from 55% to 50% of the marks) to the Ph.D. Degree holders who have obtained their Master's Degree prior to19 September, 1991.

3.6 A relevant grade which is regarded as equivalent of 55%, wherever the grading system is followed by a recognized university, at the Master's level shall also be considered valid.

3.7 The Ph.D. Degree shall be a mandatory qualification for appointment and promotion to the post of Professor.

3.8 The Ph.D. Degree shall be a mandatory qualification for appointment and promotion to the post of Associate Professor.

3.9 The Ph.D. Degree shall be a mandatory qualification for promotion to the post of Assistant Professor (Selection Grade/Academic Level 12) in Universities.

3.10 The Ph.D. Degree shall be a mandatory qualification for direct recruitment to the post of Assistant Professor in Universities with effect from 01.07.2021.

3.11 The time taken by candidates to acquire M.Phil. and / or Ph.D. Degree shall not be considered as teaching/ research experience to be claimed for appointment to the teaching positions. Further the period of active service spent on pursuing Research Degree simultaneously with teaching assignment without taking any kind of leave, shall be counted as teaching experience for the purpose of direct recruitment/ promotion. Regular faculty members upto twenty per cent of the total faculty strength (excluding faculty on medical / maternity leave) shall be allowed by their respective institutions to take study leave for pursuing Ph.D. degree.

3.12 Qualifications:

No person shall be appointed to the post of University and College teacher, Librarian or Director of Physical Education and Sports, in any university or in any of institutions including constituent or affiliated colleges recognised under clause (f) of Section 2 of the University Grants commission Act, 1956 or in an institution deemed to be a University under Section 3 of the said Act if such person does not fulfil the requirements as to the qualifications for the appropriate post as provided in the Schedule 1 of these Regulations.

4.0 Direct Recruitment

4.1 For the Disciplines of Arts, Commerce, Humanities, Education, Law, Social Sciences, Sciences, Languages, Library Science, Physical Education, and Journalism & Mass Communication.

I. Assistant Professor:

Eligibility (A or B) :

A.

i) A Master's degree with 55% marks (or an equivalent grade in a point-scale wherever the grading system is followed) in a concerned/relevant/allied subject from an Indian University, or an equivalent degree from an accredited foreign university.

ii) Besides fulfilling the above qualifications, the candidate must have cleared the National Eligibility Test (NET) conducted by the UGC or the CSIR, or a similar test accredited by the UGC, like SLET/SET or who are or have been awarded a Ph. D. Degree in accordance with the University Grants Commission (Minimum Standards and Procedure for Award of M.Phil./Ph.D. Degree) Regulations, 2009 or 2016 and their amendments from time to time as the case may be exempted from NET/SLET/SET :

Provided, the candidates registered for the Ph.D. programme prior to July 11, 2009, shall be governed by the provisions of the then existing Ordinances/Bye-laws/Regulations of the Institution awarding the degree and such Ph.D. candidates shall be exempted from the requirement of NET/SLET/SET for recruitment and appointment of Assistant Professor or equivalent positions in Universities/Colleges/Institutions subject to the fulfillment of the following conditions :-

a) The Ph.D. degree of the candidate has been awarded in a regular mode;

b) The Ph.D. thesis has been evaluated by at least two external examiners;

c) An open Ph.D. viva voce of the candidate has been conducted;

d) The Candidate has published two research papers from his/her Ph.D. work, out of which at least one is in a refereed journal;

e) The candidate has presented at least two papers based on his/her Ph.D work in conferences/seminars sponsored/funded/supported by the UGC / ICSSR/ CSIR or any similar agency.

The fulfilment of these conditions is to be certified by the Registrar or the Dean (Academic Affairs) of the University concerned.

Note: NET/SLET/SET shall also not be required for such Masters Programmes in disciplines for which NET/SLET/SET is not conducted by the UGC, CSIR or similar test accredited by the UGC, like SLET/SET.

OR

B. The Ph.D degree has been obtained from a foreign university/institution with a ranking among top 500 in the World University Ranking (at any time) by any one of the following: (i) Quacquarelli Symonds (QS) (ii) the Times Higher Education (THE) or (iii) the Academic Ranking of World Universities (ARWU) of the Shanghai Jiao Tong University (Shanghai).

Note:The Academic score as specified in Appendix II (Table 3A) for Universities, and Appendix II (Table 3B) for Colleges, shall be considered for short-listing of the candidates for interview only, and the selections shall be based only on the performance in the interview.

II. Associate Professor:

Eligibility:

i) A good academic record, with a Ph.D. Degree in the concerned/allied/relevant disciplines.

ii) A Master's Degree with at least 55% marks (or an equivalent grade in a point-scale, wherever the grading system is followed).

iii) A minimum of eight years of experience of teaching and / or research in an academic/research position equivalent to that of Assistant Professor in a University, College or Accredited Research Institution/industry with a minimum of seven publications in the peer-reviewed or UGC-listed journals and a total research score of Seventy five (75) as per the criteria given in Appendix II, Table 2.

III. Professor:

Eligibility (A or B) :

A.

i) An eminent scholar having a Ph.D. degree in the concerned/allied/relevant discipline, and published work of high quality, actively engaged in research with evidence of published work with, a minimum of 10 research publications in the peer-reviewed or UGC-listed journals and a total research score of 120 as per the criteria given in Appendix II, Table 2.

ii) A minimum of ten years of teaching experience in university/college as Assistant Professor/Associate Professor/Professor, and / or research experience at equivalent level at the University/National Level Institutions with evidence of having successfully guided doctoral candidate.

OR

B. An outstanding professional, having a Ph.D. degree in the relevant/allied/applied disciplines, from any academic institutions (not included in A above) / industry, who has made significant contribution to the knowledge in the concerned/allied/relevant discipline, supported by documentary evidence provided he/she has ten years' experience.

IV. Senior Professor in Universities

Up to 10 percent of the existing sanctioned strength of Professors in the university may be appointed as Senior Professor in the universities, through direct recruitment.

Eligibility:

i) An eminent scholar with good track record of high-quality research publications in Peer-reviewed or UGC-listed journals, significant research contribution to the discipline, and engaged in research supervision.

ii) A minimum of ten years of teaching/research experience as Professor or an equivalent grade in a University, College or an institute of national level.

iii) The selection shall be based on academic achievements, favourable review from three eminent subject experts who are not less than the rank of Senior Professor or a Professor of at least ten years experience.

iv) The selection shall be based on ten best publications in the Peer-reviewed or UGC -listed journals and award of Ph.D degrees to at least two candidates under his/her supervision during the last 10 years and interaction with the Selection Committee constituted as per the UGC Regulations.

V. College Principal and Professor (Professor's Grade)

A. Eligibility:

(i) Ph.D. degree

(ii) Professor/Associate Professor with a total service/ experience of at least fifteen years of teaching/research in Universities, Colleges and other institutions of higher education.

(iii) A minimum of 10 research publications in peer-reviewed or UGC-listed journals.

(iv) A minimum of 110 Research Score as per Appendix II,Table 2

B. Tenure

i) A College Principal shall be appointed for a period of five years, extendable for another term of five years on the basis of performance assessment by a Committee appointed by the University, constituted as per these regulations.

ii) After the completion of his/her term as Principal, the incumbent shall join back his/her parent organization with the designation as Professor and in the grade of the Professor.

VI. Vice Principal

An existing senior faculty member may be designated as Vice-Principal by the Governing Body of the College on the recommendation of the Principal, for a tenure of two years, who can be assigned specific activities, in addition to his/her existing responsibilities. During the absence of the Principal, for any reason, the Vice Principal shall exercise the powers of the Principal.

4.2. Music, Performing Arts, Visual Arts and Other Traditional Indian Art Forms like Sculpture, etc.

I. Assistant Professor:

Eligibility (A or B):

A.

i) Master's Degree with 55% marks (or an equivalent grade in a point scale wherever grading system is followed) in the relevant subject or an equivalent degree from an Indian/foreign University.

ii) Besides fulfilling the above qualifications, the candidate must have cleared the National Eligibility Test (NET) conducted by the UGC, CSIR or similar test accredited by the UGC like SLET/SET or who are or have been awarded a Ph. D. Degree in accordance with the University Grants Commission (Minimum Standards and Procedure for Award of M.Phil./Ph.D. Degree) Regulations, 2009 or 2016 and their amendments from time to time as the case may be.

Provided further, candidates registered for the Ph.D. programme prior to July 11, 2009, shall be governed by the provisions of the then existing Ordinances / Bye-laws / Regulations of the Institutions awarding the degree and such Ph.D. candidates shall be exempted from the requirement of NET/SLET/SET for recruitment and appointment of Assistant Professor or equivalent positions in Universities/Colleges /Institutions subject to the fulfilment of the following conditions:

a) Ph.D. degree has been awarded to the candidate in a regular mode

b) The Ph.D. thesis has been evaluated by at least two external examiners;

c) An open Ph.D. viva voce of the candidate had been conducted;

d) candidate has published two research papers from his/her Ph.D. work, out of which, at least one is in a refereed journal;

e) The candidate has presented at least two research papers based on his/her Ph.D. work in conferences/seminars supported/funded/sponsored by the UGC/AICTE/ICSSR or any other similar agency.

Note 1: The fulfilment of these conditions is to be certified by the Registrar or the Dean (Academic Affair) of the University concerned.

Note 2: The clearance of NET/SLET/SET shall also not be required for such Masters Programmes in disciplines for which NET/SLET/SET is not conducted by the UGC, CSIR or similar test accredited by the UGC (like SLET/SET).

OR

B. A traditional or a professional artist with highly commendable professional achievement in the subject concerned having a Bachelor's degree, who has:

i) studied under a noted/reputed traditional Master(s)/Artist(s)

ii) Has been 'A' grade artist of AIR/Doordarshan;

iii) Has the ability to explain, with logical reasoning the subject concerned; and

iv) Has adequate knowledge to teach theory with illustrations in the discipline concerned.

II. Associate Professor :

Eligibility (A or B):

A.

i) Good academic record, with a doctoral degree.

ii) Performing ability of a high professional standard.

iii) Eight year's experience of teaching in a University or College and / or of research in a University/national level institution, equal to that of Assistant Professor in a University/College.

iv) Has made a significant contribution to knowledge in the subject concerned, as evidenced by quality publications.

OR

B. A traditional or a professional artist with highly-commendable professional achievement having Master's degree in the subject concerned, who has:

i) been 'A'-grade artist of AIR/Doordarshan;

ii) eight years' experience of outstanding performing achievement in the

field of specialisation;

iii) experience in designing of new courses and /or curricula;

iv) participated in National level Seminars/Conferences/Concerts in reputed institutions' and

v) ability to explain, with logical reasoning, the subject concerned and adequate knowledge to teach theory with illustrations in the said discipline.

III. Professor :

Eligibility (A or B):

A.

i) An eminent scholar having a doctoral degree

ii) Have been actively engaged in research with at least ten years of experience in teaching in University/College and / or research at the University/National level institutions

iii) Minimum of 6 research publications in the peer-reviewed or UGC-listed journals,

iv) Has a total research score of 120, as per Appendix II,Table 2.

OR

B. A traditional or a professional artist, with highly-commendable professional achievement, in the subject concerned,

i) Having Masters degree, in the relevant subject

ii) Has been 'A'-grade artist of AIR/Doordarshan

iii) Has Ten years of outstanding performing achievements in the field of specialisation

iv) Has made significant contributions in the field of specialisations and ability to guide research;

v) Has participated in National/International Seminars/Conferences/ Workshops/Concerts and/ or recipient of National/International Awards/Fellowships;

vi) Has the ability to explain with logical reasoning the subject concerned, and

vii) Has adequate knowledge to teach theory with illustrations in the said discipline.

4.3 Drama Discipline:

I. Assistant Professor

Eligibility (A or B)

A.

i) Master's Degree with 55% marks (or an equivalent grade in a point scale wherever grading system is followed) in the relevant subject or an equivalent degree from an Indian/foreign University.

ii) Besides fulfilling the above qualifications, the candidate must have cleared the National Eligibility Test (NET) conducted by the UGC or the CSIR or a similar test accredited by the UGC, like SLET/SET or who are or have been awarded a Ph.D. Degree in accordance with the University Grants Commission (Minimum Standards and Procedure for Award of M.Phil./Ph.D. Degree) Regulations, 2009, or 2016, and their amendments from time to time as the case may be.

Provided further, candidates registered for the Ph.D. programme, prior to July 11,2009, shall be governed by the provisions of the then existing Ordinances/Bye-laws/Regulations of the Institutions awarding the degree and such Ph.D. candidates shall be exempted from the requirement of NET/SLET/SET for recruitment and appointment of Assistant Professor or equivalent positions in Universities/Colleges/Institutions, subject to the fulfillment of the following conditions:-

a) The Ph.D. degree of the candidate has been awarded in the regular mode;

b) The Ph.D. thesis has been evaluated by at least two external examiners;

c) An open Ph.D. viva voce of the candidate has been conducted;

d) The candidate has published two research papers from his/her Ph.D. work out of which at least one must be in a refereed journal;

e) The candidate has presented at least two research papers based on his/her Ph.D. work in conferences/seminars supported/funded/ sponsored by the UGC/CSIR/ICSSR or any other similar agency.

Note:

1. *The fulfilment of these conditions is to be certified by the Registrar or the Dean (Academic Affairs) of the University concerned.*

2. NET/SLET/SET shall also not be required for such Masters Programmes in disciplines for which the NET/SLET/SET is not conducted by the UGC, CSIR or similar test accredited by the UGC, like SLET/SET.

OR

B. A traditional or a professional artist with highly commendable professional achievement in the concerned subject, who has:

i) been a professional artist with three years' Bachelor degree/Post Graduate Diploma, with 55% marks (or an equivalent grade in a point-scale wherever the grading system is followed), from the National School of Drama, or any other such Institution in India or abroad;

ii) five years of regular acclaimed performance at regional/ national/ international stage, supported by evidence; and

iii) the ability to explain, with logical reasoning, the subject concerned and adequate knowledge to teach theory with illustrations in the discipline concerned.

II. Associate Professor:

Eligibility (A or B) :

A.

i) A good academic record, having a Ph.D degree with performing ability of high professional standard as certified by an Expert Committee constituted by the University concerned for the said purpose.

ii) Eight years experience of teaching in a University/College and/ or research in a University/national-level institutions equal to that of Assistant Professor in a University/College.

iii) A significant contribution to knowledge in the subject concerned, as evidenced by the quality publications.

OR

B. A traditional or a professional artist, having highly commendable professional achievement in the subject concerned, has a Master's degree, who has:

i) Been recognised artist of Stage/ Radio/TV;

ii) Eight years of outstanding performance in the field of specialisation;

iii) Experience of designing new courses and /or curricula;

iv) Participated in Seminars/Conferences in reputed institutions; and

v) The ability to explain with logical reasoning the subject concerned and adequate knowledge to teach theory with illustrations in the said discipline.

III. Professor

Eligibility (A or B) :

A. An eminent scholar, having a doctoral degree, actively engaged in research with ten years of experience in teaching and /or research at a University/National-level institution, including experience of guiding research at the doctoral level, with outstanding performing achievement in the field of specialisation, with a minimum of 6 research publications in the peer-reviewed or UGC listed journals, and a total research score of 120, as per Appendix II, Table 2.

OR

B. A traditional and a professional artist, having highly commendable professional achievement in the subject concerned, who has:

i) Master's degree, in the relevant subject;:

ii) Ten years of outstanding performing achievements in the field of specialisation;

iii) Made significant contribution in the field of specialisation

iv) Guided research;

v) Participated in National/International Seminars/Conferences/Workshops and/or recipient of National/International Awards/Fellowships;

vi) Ability to explain with logical reasoning the subject concerned;

vii) Adequate knowledge to teach theory, with illustrations in the said discipline.

4.4 Yoga Discipline

I. Assistant Professor :

Eligibility (A or B) :

A. Good academic record, with at least 55% marks (or an equivalent grade in a point-scale wherever the grading system is followed) at the Master's degree in Yoga or any other relevant subject, or an equivalent degree from an Indian/foreign University.

Besides fulfilling the above qualifications, the candidate must have cleared the National Eligibility Test (NET) conducted by the UGC, CSIR or a similar test accredited by the UGC like SLET/SET or who are or have been awarded a Ph. D. Degree in accordance with the University Grants Commission (Minimum Standards and Procedure for Award of M.Phil./Ph.D. Degree) Regulations, 2009 or 2016 and their amendments from time to time.

OR

B. A Master's degree in any discipline with at least 55% marks (or an equivalent grade in a point-scale wherever the grading system is followed) and a Ph.D. Degree in Yoga* in accordance with the University Grants Commission (Minimum Standards and Procedure for Award of M.Phil./Ph.D. Degree) Regulations, 2009 or 2016 and their amendments from time to time as the case may be.

*Note: Considering the paucity of teachers in the newly-emerging field of Yoga, this alternative has been provided and shall be valid only for five years from the date of notification of these Regulations

II. ASSOCIATE PROPFESSOR

i) A good academic record, with a Ph.D. degree in the subject concerned or in a relevant discipline.

ii) A Master's degree with at least 55% marks (or an equivalent grade in a point-scale, wherever the grading system is followed).

iii) A minimum of eight years' experience of teaching and/ or research in an academic/research position equivalent to that of Assistant Professor in a University, College or Accredited Research Institutions/Industry with evidence of published work and a minimum of 7 publications as books and / or research/policy papers in peer-reviewed or UGC listed journals and a total research score of at least Seventy five (75), as per the criteria given in Appendix II,Table 2.

III. PROFESSOR

Eligibility (A or B) :

A.

i) An eminent scholar with Ph. D. degree in the subject concerned or in an allied/relevant subject and published work of high quality, actively engaged in research with evidence of published work, with a minimum of 10 publications as books and/ or research/policy papers in the peer-reviewed or UGC listed journals and a total research score of at least 120 as per the criteria given in Appendix II,Table 2.

ii) A minimum of ten years of teaching experience in a University/College and / or experience in research at the university/National level institution/Industries, with evidence of having successfully guided doctoral candidate.

Or

B. An outstanding professional, with established reputation in the relevant field, who has made significant contribution to the knowledge in the concerned/allied/relevant discipline, to be substantiated by credentials.

4.5 QUALIFICATIONS, EXPERIENCE AND OTHER ELIGIBILITY REQUIREMENTS FOR APPOINTMENT OF OCCUPATIONAL THERAPY TEACHERS

I. ASSISTANT PROFESSOR:

A Bachelor's Degree in Occupational Therapy (B.O.T./B. Th.O./B.O.Th.), Masters in Occupational Therapy (M.O.Th/M.Th.O./ M.Sc. O.T/M.OT.), with at least 55% marks (or an equivalent grade in a point-scale wherever the grading system is followed), from a recognised University

II. ASSOCIATE PROFESSOR:

i) Essential : A Master's Degree in Occupational Therapy (M.O.T./M.O.Th./M.Sc. O.T.), with eight years' experience as Assistant Professor.

ii) Desirable: Higher Qualification, including a Ph. D. degree in any discipline of occupational therapy recognised by the UGC, and published work of high standard in peer-reviewed or UGC- listed journals.

III. PROFESSOR:

i) Essential : Master's Degree in Occupational Therapy (M.O.T./ M.O.Th./M.Th.O./M.Sc. O.T.), with Ten years of total experience in Occupational Therapy.

ii) Desirable: Higher Qualification, such as Ph.D. degree in any discipline of occupational therapy recognised by the UGC, and published work of high standard in peer- reviewed or UGC- listed journals.

IV. PRINCIPAL / DIRECTOR / DEAN:

Essential: Master's Degree in Occupational Therapy (M.O.T./M.Th.O./M.Oth./M.Sc. O.T.), with fifteen years' experience, which shall include five years' experience as Professor (Occupational Therapy).

Note:

(i) The senior-most Professor in the institution shall be designated as the Principal / Director / Dean.

(ii) Desirable: Higher qualification, like a Ph. D. degree in any discipline of occupational therapy recognized by the UGC and published work of high standard in peer reviewed or UGC listed journals.

4.6 QUALIFICATIONS, EXPERIENCE AND OTHER ELIGIBILITY REQUIREMENTS FOR APPOINTMENT OF PHYSIOTHERAPY TEACHERS

I. ASSISTANT PROFESSOR:

Bachelor's Degree in Physiotherapy (B.P./T./B. Th./P./B.P.Th.),Master's Degree in Physiotherapy (M.&P.Th/M.Th.P./M.Sc. P.T/M.P.T.) with at least 55% marks (or an equivalent grade in a point scale wherever the grading system is followed) from a recognized University.

II. ASSOCIATE PROFESSOR:

i) Essential: A Master's Degree in Physiotherapy (M.P.T./M.P.Th./M.Th.P/M.Sc. P.T.) with eight years' experience as Assistant Professor.

ii) Desirable: Higher Qualification, such as Ph.D. degree in any discipline of Physiotherapy recognised by the U.G.C, and published work of high standard in peer-reviewed or UGC - listed journals.

III. PROFESSOR:

Essential: Master's Degree in Physiotherapy (M.P.T. / M.P.Th./M.Th.P./M.Sc. P.T.), with ten years experience.

Desirable:

(i) Higher Qualification like Ph. D. in any subject of Physiotherapy recognised by U.G.C, and

(ii) Published work of high standard in peer -reviewed or UGC- listed journals.

IV. PRINCIPAL / DIRECTOR / DEAN:

Essential: Master's Degree in Physiotherapy (M.P.T./M.Th.P./M.Pth./M.Sc. P.T.) with fifteen years total experience, including five years experience as Professor (Physiotherapy).

Note:

(i) Senior-most Professor shall be designated as the Principal / Director / Dean.

(ii) Desirable: Higher qualification like Ph.D. in any subject of Physiotherapy recognized by the UGC and published work of high standard in peer reviewed or UGC listed journals.

4.7 MINIMUM QUALIFICATIONS FOR DIRECT RECRUITMENT TO THE POSTS OF UNIVESRITY ASSISTANT LIBRARIAN / COLLEGE LIBRARIAN, UNIVERSITY DEPUTY LIBRARIAN AND UNIVERSITY LIBRARIAN

I. UNIVERSITY ASSISTANT LIBRARIAN / COLLEGE LIBRARIAN

i) A Master's Degree in Library Science, Information Science or Documentation Science or an equivalent professional degree, with at least 55% marks (or an equivalent grade in a point –scale, wherever the grading system is followed)

ii) A consistently good academic record, with knowledge of computerization of a library.

iii) Besides fulfilling the above qualifications, the candidate must have cleared the National Eligibility Test (NET) conducted by the UGC, CSIR or similar test accredited by the UGC like SLET/SET or who are or have been awarded a Ph.D. Degree in accordance with the University Grants Commission (Minimum Standards and Procedure for Award of M.Phil./Ph.D. Degree) Regulations, 2009 or 2016 and their amendments from time to time as the case may be:

Provided that the, candidates registered for the Ph.D. degree prior to July 11, 2009, shall be governed by the provisions of the then existing Ordinances / Bye-laws / Regulations of the Institution awarding the degree, and such Ph.D. candidates shall be exempted from the requirement of NET/SLET/SET for recruitment and appointment of Assistant Professor or equivalent positions in Universities/Colleges / Institutions subject to the fulfillment of the following conditions:-

a) The Ph.D. degree of the candidate has been awarded in the regular mode

b) The Ph.D. thesis has been evaluated by at least two external examiners;

c) Open Ph.D. viva voce of the candidate has been conducted;

d) The candidate has published two research papers from his/her Ph.D. work out of which at least one is in a refereed journal;

e) The candidate has presented at least two papers based on his/her Ph.D work in conferences/seminars sponsored /funded/supported by the UGC/ICSSR/CSIR or any similar agency.

Note:

(i) The fulfilment of these conditions is to be certified by the Registrar or the Dean (Academic Affairs) of the University concerned.

(ii) NET/SLET/SET shall also not be required for candidates in such Master's Programmes for which NET/SLET/SET is not conducted by the UGC, CSIR or similar test accredited by the UGC like SLET/SET.

II. UNIVERSITY DEPUTY LIBRARIAN

i) A Master's Degree in library science/information science/documentation science, with at least 55% marks or an equivalent grade in a point –scale, wherever grading system is followed.

ii) Eight years experience as an Assistant University Librarian/College Librarian.

iii) Evidence of innovative library services including integration of ICT in library.

iv) A Ph.D. Degree in library science/ Information science / Documentation Science/Archives and manuscript keeping/computerization of library.

III.UNIVERSITY LIBRARIAN

i) A Master's Degree in Library Science/Information Science/Documentation Science with at least 55% marks or an equivalent grade in a point -scale wherever the grading system is followed.

ii) At least ten years as a Librarian at any level in University Library or ten years of teaching as Assistant/Associate Professor in Library Science or ten years' experience as a College Librarian.

iii) Evidence of innovative library services, including the integration of ICT in a library.

iv) A Ph.D. Degree in library science/information science/documentation /archives and manuscript-keeping.

4.8 MINIMUM QUALIFICATIONS FOR THE POSTS OF ASSISTANT DIRECTORS OF PHYSICAL EDUCATION AND SPORTS, DEPUTY DIRECTOR OF PHYSICAL EDUCATION AND SPORTS AND DIRECTOR OF PHYSICAL EDUCATION AND SPORTS (DPES)

I. University Assistant Director of Physical Education and Sports / College Director of Physical Education and Sports

Eligibility (A or B) :

A.

i) A Master's Degree in Physical Education and Sports or Physical Education or Sports Science with 55% marks (or an equivalent grade in a point-scale, wherever the grading system is followed)

ii) Record of having represented the university / college at the inter-university /inter-collegiate competitions or the State and/ or national championships.

iii) Besides fulfilling the above qualifications, the candidate must have cleared the National Eligibility Test (NET), conducted by the UGC or CSIR, or a similar test accredited by the UGC, like SLET/SET, or who are or have been awarded a Ph.D. Degree in Physical Education or Physical Education and Sports or Sports Science, in accordance with the University Grants Commission (Minimum Standards and Procedure for Award of M.Phil./Ph.D. Degree) Regulations, 2009 or 2016 and their amendments from time to time, as the case may be:

Provided that, candidates registered for the Ph.D. degree prior to July 11, 2009, shall be governed by the provisions of the then existing Ordinances/ Bye-laws/Regulations of the Institutions awarding the degree and such Ph.D. degree holders shall be exempted from the requirement of NET/SLET/SET for recruitment and appointment of Assistant Professor or equivalent positions in Universities/Colleges / Institutions, subject to the fulfillment of the following conditions:-

a) The Ph.D. degree of the candidate has been awarded in regular mode;

b) The Ph.D. thesis has been evaluated by at least two external examiners;

c) Open Ph.D. viva voce of the candidate has been conducted;

d) The candidate has published two research papers from his/her Ph.D. work out of which at least one is in a refereed journal;

e) The candidate has presented at least two research papers in conference/seminar, based on his/her Ph.D work.

Note: *The fulfilment of these conditions (a) to (e) is to be certified by the Registrar or the Dean (Academic Affairs) of the University concerned.*

iv. NET/SLET/SET shall also not be required for such Masters Programmes in disciplines for which NET/SLET/SET is not conducted by the UGC, CSIR or similar test accredited by the UGC like SLET/SET.

v. Passed the physical fitness test conducted in accordance with these Regulations.

OR

B. An Asian game or commonwealth games medal winner who has a degree at least at Post-Graduation level.

II. University Deputy Director of Physical Education and Sports

Eligibility (A or B) :

A.

i) A Ph.D. in Physical Education or Physical Education and Sports or Sports Science. Candidates from outside the university system, in addition, shall also possess at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed) at the Master's Degree level by the university concerned.

ii) Eight years experience as University Assistant DPES/College DPES.

iii) Evidence of organizing competitions and conducting coaching camps of at least two weeks duration.

iv) Evidence of having produced good performance of teams/athletes for competitions like state/national/inter-university/combined university, etc.

v) Passed the physical fitness test in accordance with these Regulations.

OR

B. An Olympic games/ world cup/ world Championship medal winner who has a degree at least at the Post-Graduation Level.

III. University Director of Physical Education and Sports

i) A Ph.D. in Physical Education or Physical Education and Sports or Sports Science.

ii) Experience of at least ten years in Physical Education and Sports as University Assistant/Deputy DPES or ten years as College DPES or teaching for ten years in Physical Education and Sports or Sports Science as Assistant/Associate Professor.

iii) Evidence of organising competitions and coaching camps of at least two weeks' duration.

iv) Evidence of having produced good performance of teams/athletes for competitions like state/national/inter-university/combined university, etc.

IV. Physical Fitness Test Norms

(a) Subject to the provisions of these Regulations, all candidates who are required to undertake the physical fitness test are required to produce a medical certificate certifying that he/she is medically fit before undertaking such tests.

(b) On the production of such certificate mentioned in sub-clause (a) above, the candidate would be required to undertake the physical fitness test in accordance with the following norms:

NORMS FOR MEN			
12 MINUTES RUN/WALK TEST			
Upto 30 Years	Upto 40 Years	Upto 45 Years	Upto 50 Years
1800 metres	1500 metres	1200 metres	800 metres

NORMS FOR WOMEN			
8 MINUTES RUN/WALK TEST			
Upto 30 Years	Upto 40 Years	Upto 45 Years	Upto 50 Years
1000 metres	800 metres	600 metres	400 metres

5.0 CONSTITUTION OF SELECTION COMMITTEES AND GUIDELINESS ON SELECTION PROCEDURE:

5.1 Selection Committee Composition

I. Assistant Professor in the University:

(a) The Selection Committee for the post of Assistant Professor in the University shall consist of the following persons :

i) The Vice Chancellor or his/her nominee, who has at least ten years of experience as Professor, shall be the Chairperson of the Committee.

ii) An academician not below the rank of Professor to be nominated by the Visitor/Chancellor, wherever applicable.

iii) Three experts in the subject concerned nominated by the Vice Chancellor out of the panel of names approved by the relevant statutory body of the university concerned.

iv) Dean of the Faculty concerned, wherever applicable.

v) Head/Chairperson of the Department/School concerned.

vi) An academician representing SC/ST/OBC/Minority/Women/Differently-abled categories to be nominated by the Vice Chancellor, if any of the candidates from any of these categories is an applicant and if any of the above members of the selection committee does not belong to that category.

(b) Four members, including two outside subject experts, shall constitute the quorum.

II. Associate Professor in the University

(a) The Selection Committee for the post of Associate Professor in the University shall have the following composition:

i) The Vice Chancellor or his/her nominee, who has at least ten years of experience as Professor, shall be the Chairperson of the Committee.

ii) An academician not below the rank of Professor to be nominated by the Visitor/Chancellor, wherever applicable.

iii) Three experts in the subject/field concerned nominated by the Vice-Chancellor, out of the panel of names approved by the relevant statutory body of the university.

iv) Dean of the faculty, wherever applicable.

v) Head/Chairperson of the Department/School.

vi) An academician representing SC/ST/OBC/ Minority / Women / Differently-abled categories, if any of candidates belonging to any of these categories is the applicant, to be nominated by the Vice Chancellor, if any of the above members of the selection committee does not belong to that category.

(b) At least four members, including two outside subject experts, shall constitute the quorum

III. Professor in the University

(a) The Selection Committee for the post of Professor in the University shall consist of the following persons :

i) Vice-Chancellor who shall be the Chairperson of the Committee.

ii) An academician not below the rank of Professor to be nominated by the Visitor/Chancellor, wherever applicable.

iii) Three experts in the subject/field concerned to be nominated by the Vice- Chancellor out of the panel of names approved by the relevant statutory body of the university concerned.

iv) Dean of the faculty, wherever applicable.

v) Head/Chairperson of the Department/School.

vi) An academician belonging to the SC/ST/OBC/ Minority / Women / Differently-abled categories, if any of the candidates representing these categories is the applicant, to be nominated by the Vice-Chancellor, if any of the above members of the selection committee does not belong to that category.

(b) At least four members, including two outside subject experts, shall constitute the quorum.

IV. Senior Professor

(a) The Selection Committee for the post of Senior Professor in the University shall consist of the following persons:

i) Vice Chancellor who shall be the Chairperson of the Committee.

ii) An academician not below the rank of Senior Professor/Professor with minimum ten years experience who is the nominee of the Visitor/Chancellor, wherever applicable.

iii) Three experts not below the rank of a Senior Professor/Professor with a minimum of ten years' experience in the subject/field concerned nominated by the Vice-Chancellor out of the panel of names approved by the relevant statutory body of the university.

iv) Dean (not below the rank of Senior Professor/Professor with minimum ten years experience) of the faculty, wherever applicable.

v) Head/Chairperson (not below the rank of Senior Professor/Professor with minimum ten years experience) or Senior-most Professor (not below the rank of Senior Professor/Professor, with a minimum of ten years' experience) of the Department/School.

vi) An academician (not below the rank of a Senior Professor/Professor with minimum ten years experience) representing SC/ST/OBC/ Minority / Women / Differently-abled categories, if any of candidates representing these categories is the applicant, to be nominated by the Vice Chancellor, if any of the above members of the selection committee do not belong to that category.

(b) Four members, including two outside subject experts, shall constitute the quorum.

V. Assistant Professor in Colleges, including Private and Constituent Colleges:

(a) The Selection Committee for the post of Assistant Professor in Colleges, including Private and constituent Colleges shall consist of the following persons:

i) Chairperson of the Governing Body of the college or his/her nominee from amongst the members of the Governing body, who shall be the Chairperson of the Committee.

ii) The Principal of the College.

iii) Head of the Department/Teacher-incharge of the subject concerned in the College.

iv) Two nominees of the Vice-Chancellor of the affiliating university, of whom one should be a subject-expert. In case of colleges notified/declared as a minority educational institution, two nominees of the Chairperson of the college from out of a panel of five names, preferably from the minority community, recommended by the Vice-Chancellor of the affiliating university, from the list of experts suggested by the relevant statutory body of the college, of whom one should be a subject-expert.

v) Two subject-experts not connected with the college who shall be nominated by the Chairperson of the College governing body out of a panel of five names recommended by the Vice-Chancellor from the list of subject experts approved by the relevant statutory body of the university concerned. In case of colleges notified/declared as minority educational Institutions, two subject experts not connected with the University nominated by the Chairperson of the Governing Body of the College out of the panel of five names, preferably from the minority communities, recommended by the Vice-Chancellor from the list of subject experts approved by the relevant statutory body of the College.

vi) An academician representing SC/ST/OBC/Minority/Women/Differently-abled categories, if any of candidates belonging to any of these categories is the applicant, to be nominated by the Vice-Chancellor, if any of the above members of the selection committee does not belong to that category.

(b) Five members, including two outside subject experts, shall constitute the quorum.

VI. Associate Professor in Colleges, including Private and Constituent Colleges

(a) The Selection Committee for the post of Associate Professor in Colleges including Private and Constituent Colleges, shall consist of the following persons:

i) The Chairperson of the Governing Body or his/her nominee, from amongst the members of the Governing body, who shall be the Chairperson of the Selection Committee.

ii) The Principal of the College.

iii) The Head of the Department / Teacher-In charge of the concerned subject from the college.

iv) Two University representatives nominated by the Vice-Chancellor, one of whom shall be the Dean of College Development Council or equivalent position in the University, and the other must be expert in the concerned subject. In case of Colleges notified/declared as minority educational institutions, two nominees of the Chairperson of the College from out of a panel of five names, preferably from minority communities, recommended by the Vice-Chancellor of the affiliating university from the list of experts suggested by the relevant statutory body of the college of whom one should be a subject expert.

v) Two subject-experts not connected with the college to be nominated by the Chairperson of the governing body of the college out of a panel of five names recommended by the Vice Chancellor from the list of subject experts approved by the relevant statutory body of the university concerned. In case of colleges notified/declared as minority educational Institutions, two subject experts not connected with the University nominated by the Chairperson of the College Governing Body out of the panel of five names, preferably from minority communities, recommended by the Vice Chancellor from the list of subject experts approved by the relevant statutory body.

vi) An academician belonging to the SC/ST/OBC/ Minority/Women/Differently-abled categories, if any of candidates belonging to these categories is the applicant, to be nominated by the Vice-Chancellor, if any of the above members of the selection committee does not belong to that category.

(b) The quorum for the meeting shall be five, including two subject experts.

VII. Professor in Colleges, including Private and Constituent Colleges

(a) The Selection Committee for the post of Professor in Colleges including Private and Constituent Colleges shall consist of the following persons:

i) The Chairperson of the Governing Body or his/her nominee, from amongst the members of the Governing body, who shall be the Chairperson of the Selection Committee.

ii) The Principal of the College.

iii) The Head of the Department / Teacher-In charge of the concerned subject from the college not below the rank of Professor.

iv) Two University representatives not below the rank of Professor nominated by the Vice-Chancellor, one of whom shall be the Dean of College Development Council or equivalent position in the University, and the other must be expert in the concerned subject. In case of Colleges notified/declared as minority

educational institutions, two nominees, not below the rank of Professor, of the Chairperson of the College from out of a panel of five names, preferably from minority communities, recommended by the Vice-Chancellor of the affiliating university from the list of experts suggested by the relevant statutory body of the college of whom one should be a subject expert.

v) Two subject-experts not connected with the college to be nominated by the Chairperson of the governing body of the college out of a panel of five names recommended by the Vice Chancellor from the list of subject experts approved by the relevant statutory body of the university concerned. In case of colleges notified/declared as minority educational Institutions, two subject experts not connected with the University nominated by the Chairperson of the College Governing Body out of the panel of five names, preferably from minority communities, recommended by the Vice Chancellor from the list of subject experts approved by the relevant statutory body.

vi) An academician not below the rank of Professor belonging to the SC/ST/OBC/ Minority/Women/Differently-abled categories, if any of candidates belonging to these categories is the applicant, to be nominated by the Vice-Chancellor, if any of the above members of the selection committee does not belong to that category.

(b) The quorum for the meeting shall be five, including two subject experts.

VIII. College Principal and Professor

A. Selection Committee

(a) The Selection Committee for the post of College Principal and Professor shall have the following composition:

i) Chairperson of the Governing Body to be the Chairperson.

ii) Two members of the Governing Body of the college to be nominated by the Chairperson of whom one shall be an expert in academic administration.

iii) Two nominees of the Vice-Chancellor who shall be Higher Education experts in the subject/field concerned out of which at least one shall be a person not connected in any manner with the affiliating University. In case of Colleges notified/declared as minority educational institutions, one nominee of the Chairperson of the College from out of a panel of five names, preferably from minority communities, recommended by the Vice-Chancellor of the affiliating university of whom one should be a subject expert.

iv) Three Higher Education experts consisting of the Principal of a College, a Professor and an accomplished educationist not below the rank of a Professor (to be nominated by the Governing Body of the college out of a panel of six experts approved by the relevant statutory body of the university concerned).

v) An academician representing SC/ST/OBC/Minority/Women/Differently-abled categories, if any of candidates representing these categories is the applicant, to be nominated by the Vice-Chancellor, if any of the above members of the selection committee does not belong to that category.

vi) Two subject-experts not connected with the college to be nominated by the Chairperson of the governing body of the college out of a panel of five names recommended by the Vice Chancellor from the list of subject experts approved by the relevant statutory body of the university concerned. In case of colleges notified/declared as minority educational institutioins, two subject experts not connected with the University nominated by the Chairperson of the College governing body out of the panel of five names, preferably from minority communities, recommended by the Vice Chancellor from the list of subject experts approved by the relevant statutory body.

(b) Five members, including two experts, shall constitute the quorum.

(c) All the selection procedures of the selection committee shall be completed on the day/last day of the selection committee meeting itself, wherein, minutes are recorded along with the scoring Proforma and recommendation made on the basis of merit with the list of selected and waitlisted candidates/Panel of names in order of merit, duly signed by all members of the selection committee.

(d) The term of appointment of the College Principal shall be five years, with eligibility for reappointment for one more term only after an assessment by a Committee appointed by the University as per the composition given in sub-clause (B) of 5.1 (VIII).

(e) After the completion of his/her term as Principal, the incumbent shall join back his/her parent organisation with the designation as Professor and in the grade of the Professor..

B. Committee for Assessment of College Principal and Professor for Second Term

The Committee for assessment to the post of College Principal for second term shall have the following composition:

i) Nominee of the Vice-Chancellor of the affiliating University.

ii) Nominee of the Chairman, University Grants Commission.

The nominees shall be nominated from the Principals of the Colleges with Excellence/College with Potential of Excellence/Autonomous College/NAAC Grade 'A' accredited colleges.

IX. Selection Committees for the posts of Directors, Deputy Directors, Assistant Directors of Physical Education and Sports, Librarians, Deputy Librarians and Assistant Librarians shall be the same as that of Professor, Associate Professor and Assistant Professor, respectively, except that in Library and Physical Education and Sports or Sports Administration, respectively, practicing Librarian/Director Physical Education and Sports, as the case may be, shall be associated with the Selection Committee as one of the subject experts.

X. The "Screening-cum-Evaluation Committee" for CAS promotion of Assistant Professors/equivalent cadres in Librarians/Physical Education and Sports from one level to the other higher level shall consist of:

A. For University teachers:

i) The Vice-Chancellor or his/her nominee shall be the Chairperson of the Committee;

ii) The Dean of the Faculty concerned;

iii) The Head of the Department /Chairperson of the School; and

iv) One subject expert in the subject concerned nominated by the Vice-Chancellor from the University panel of experts.

B. For College teachers:

i) The Principal of the college;

ii) Head /Teacher-Incharge of the department concerned from the college;

iii) Two subject experts in the subject concerned nominated by the Vice-Chancellor from the university panel of experts;

C. For University Assistant Librarian:

i) The Vice-Chancellor shall be the Chairperson of the Committee;

ii) The Dean of the Faculty concerned;

iii) The Librarian, University Library; and

iv) One expert who is a working Librarian nominated by the Vice-Chancellor from the University panel of experts.

D. For College Assistant Librarian:

i) The Principal shall be the Chairperson of the Committee;

ii) The Librarian, University Library; and

iii) Two experts who are working Librarians nominated by the Vice-Chancellor from the University panel of experts.

E. For University Assistant Director, Physical Education and Sports:

i) The Vice-Chancellor shall be the Chairperson of the Committee;

ii) The Dean of the Faculty concerned;

iii) The University Director, Physical Education and Sports; and

iv) One expert in Physical Education and Sports Administration from University system nominated by the Vice-Chancellor from the University panel of experts.

F. For College Director, Physical Education and Sports:

i) The Principal shall be the Chairperson of the Committee;

ii) The University Director, Physical Education and Sports; and

iii) Two experts in Physical Education and Sports Administration from University system nominated by the Vice-Chancellor from the University panel of experts.

Note: The quorum for these committees in all categories shall be three which will include one subject expert/ university nominee.

5.2. The Screening-cum-Evaluation Committee on verification/evaluation of grades secured by the candidate through the Assessment Criteria and Methodology Proforma designed by the respective university based on these Regulations and as per the minimum requirement specified:

(a) In Appendix II,Table 1 for each of the cadre of Assistant Professor;

(b) In Appendix II,Table 4 for each of the cadre of Librarian; and

(c) In Appendix II,Table 5 for each of the cadre of Physical Education and Sports

shall recommend to the Syndicate/ Executive Council /Board of Management of the University/College about the suitability for the promotion of the candidate(s) under CAS for implementation.

5.3 The selection process shall be completed on the day/last day of the selection committee meeting, wherein the minutes are recorded and recommendation made on the basis of the performance of the interview are duly signed by all members of the selection committee.

5.4 For all Selection Committees specified in these Regulations, Head of Department / Teacher-Incharge should be either in the same or higher rank/ position than the rank/position for which the interview is to be held.

6.0 SELECTION PROCEDURE:

I. The overall selection procedure shall incorporate transparent, objective and credible methodology of analysis of the merits and credentials of the applicants based on the weightage given to the performance of the candidate in different relevant parameters and his/her performance on a grading system proforma, based on Appendix II, Tables 1, 2, 3A, 3B, 4, and 5.

In order to make the system more credible, universities may assess the ability for teaching and / or research aptitude through a seminar or lecture in a classroom situation or discussion on the capacity to use the latest technology in teaching and research at the interview stage. These procedures can be followed for both the direct recruitment and the CAS promotions, wherever selection committees are prescribed in these Regulations.

II. The universities shall adopt these Regulations for selection committees and selection procedure through their respective statutory bodies incorporating Appendix II, Table 1, 2, 3A, 3B, 4, and 5 at the institutional level for University Departments and their Constituent colleges/ affiliated colleges (Government/Government-aided/Autonomous/ Private Colleges) to be followed transparently in all the selection processes. The universities may devise their own self-assessment-cum-performance appraisal forms for teachers in strict adherence to the Appendix II,Table 1, 2, 3A, 3B, 4, and 5 specified in these Regulations.

III. In all the Selection Committees of direct recruitment of teachers and other academic staff in universities and colleges provided herein, an academician belonging to the Scheduled Caste/Scheduled Tribe/OBC/Minority/Women/Differently-abled categories, if any of candidates belonging to these categories is the applicant and if any of the members of the selection committee does not belong to that category, shall be nominated by the Vice-Chancellor of the University, and in case of a College, Vice-Chancellor of the University to which the college is affiliated to. The academician, so nominated for this purpose, shall be one level above the cadre level of the applicant, and such nominee shall ensure that the norms of the Central Government or concerned State Government, in relation to the categories mentioned above, are strictly followed during the selection process.

IV. The process of selection of a Professor shall involve the inviting of the application developed by the respective university, based on the Assessment Criteria and Methodology guidelines set out in these Regulations in Appendix II, Table 1 and 2 and reprints of all significant publications of the candidates.

Provided that the publications submitted by the candidate shall have been published during the qualifying period.

Provided further that such publications shall be made available to the subject experts for assessment before holding the interview. The evaluation of the publications by the experts shall be taken into consideration while finalizing the outcome of selection.

V. In the case of selection of faculty members who are from outside the academic field and are considered under Clause 4.1 (III.B), 4.2 (I.B, II.B, III.B), 4.3 (I.B, II.B, III.B) and 4.4 (III.B) of these Regulations, the university's statutory bodies must lay down clear and transparent criteria and procedure so that only outstanding professionals who can contribute substantially to the university knowledge system are selected.

VI. In the selection process for the posts involving different nature of responsibilities in certain disciplines/areas, such as Music and Fine Arts, Visual Arts and Performing Arts, Physical Education and Sports, and Library, greater emphasis may be laid on the nature of deliverables indicated against each of the posts in these Regulations which need to be taken up by the institution while developing the Proforma for both the direct recruitment and the CAS promotion.

VII. The Internal Quality Assurance Cell (IQAC) shall be established in all Universities/Colleges as per the UGC/ National Assessment Accreditation Council (NAAC) guidelines with the Vice-Chancellor, as Chairperson (in the case of Universities), and Principal, as Chairperson (in case of Colleges). The IQAC shall act as the documentation and record-keeping Cell for the institution, including assistance in the development of Assessment Criteria and Methodology Proforma based on these Regulations. The IQAC may also introduce, wherever feasible, the student feedback system as per the NAAC guidelines on institutional parameters without incorporating the component of the students' assessment of individual teachers in the Assessment Criteria and Methodology Proforma.

A. The Assessment of the performance of College and University teachers for the CAS promotion is based on the following criteria:

i. **Teaching-Learning and Evaluation: The c**ommitment to teaching based on observable indicators such as being regular to class, punctuality to class, remedial teaching and clarifying doubts within and outside the class hours, counselling and mentoring, additional teaching to support the college/university as and when the need arises, etc. Examination and evaluation activities like performing of examination supervision duties, question-papers setting for university/college examinations, participation in the evaluation of examination answer scripts, conducting examinations for internal assessment as per the schedule to be announced by the institution at the beginning of each Academic Session and returning and discussing the answers in the class.

ii. **Personal Development Related to Teaching and Research Activities:** Attending orientation/refresher/methodology courses, development of e-contents and MOOC's, organising seminar/ conference/ workshop / presentation of papers and chairing of sessions/guiding and carrying out research projects and publishing the research output in national and international journals etc.

iii. **Administrative Support and Participation in Students' Co- curricular and Extra-curricular Activities.**

B. Assessment Process

The following **three-step** process is recommended for carrying out assessment for promotion under the CAS at all levels:

Step 1: The college/university teachers shall submit to college/university an annual self-appraisal report in the prescribed Proforma to be designed based on Tables 1 to 5 of Appendix II. The report should be submitted at the end of every academic year, within the stipulated time. The teacher will provide documentary evidence for the claims made in the annual self-appraisal report, which is to be verified by the HOD/Teacher- in-charge etc. The submission should be through the Head of the Department (HOD)/teacher-in-charge.

Step: 2: After completion of the required years of experience for promotion under CAS and fulfilment of other requirements indicated below, the teacher shall submit an application for promotion under CAS.

Step 3: A CAS Promotion shall be granted as mentioned in Clauses 6.4 of these Regulations.

6.1 Assessment Criteria and Methodology:

(a) Tables 1 to 3 of Appendix II are applicable to the selection of Assistant Professors/ Associate Professors/ Professors/Senior Professor in Universities and Colleges;

(b) Table 4 of Appendix II is applicable to Assistant Librarians/ College Librarians and Deputy Librarians for promotion under Career Advancement Scheme; and

(c) Table 5 of Appendix II is applicable to Assistant Directors/ College Director of Physical Education sports and Deputy Directors/Directors of Physical Education and Sports for promotions under Career Advancement Scheme

6.2 The constitution of the Selection Committees and Selection Procedure as well as the Assessment Criteria and Methodology for the above cadres, either through direct recruitment or through Career Advancement Scheme, shall be in accordance with these Regulations.

6.3 The criteria for promotions under Career Advancement Scheme laid down under these Regulations shall be effective from the date of notification of these Regulations. However, to avoid hardship to those faculty members who have already qualified or are likely to qualify shortly under the existing regulations, a choice may be given to them, for being considered for promotions under the existing Regulations. This option can be exercised only within three years from the date of notification of these Regulations.

I. A teacher who wishes to be considered for promotion under the CAS may submit in writing to the university/college, within three months in advance of the due date, that he/she fulfils all the requirements under the CAS and submit to the university/college the Assessment Criteria and Methodology Proforma as evolved by the university concerned supported by all credentials as per the Assessment Criteria and Methodology guidelines set out in these Regulations. In order to avoid any delay in holding the Selection Committee meetings for various positions under the CAS, the University/College may initiate the process of screening/selection, and complete the process within six months from the receipt of application. Further, in order to avoid any hardship, the candidates who fulfil all other criteria mentioned in these Regulations, as on and till the date on which these regulations are notified, can be considered for promotion from the date, on or after the date, on which they fulfil these eligibility conditions.

II. The Selection Committee specifications as contained in Clauses 5.1 to 5.4 shall be applicable to all direct recruitments of faculty positions and equivalent cadres and Career Advancement promotions from Assistant Professor to Associate Professor, from Associate Professor to Professor, Professor to Senior Professor (in University) and for equivalent cadres.

III. The CAS promotion from a lower stage to a higher stage of Assistant Professor shall be conducted through a "Screening-cum-Evaluation Committee", following the criteria laid down in Table1 of Appendix II.

IV. The promotion under the CAS being a personal promotion to a teacher holding a substantive sanctioned post, on his/her superannuation, the said post shall revert back to its original cadre.

V. For the promotion under the CAS, the applicant teacher must be on the role and in active service of the University/College on the date of consideration by the Selection Committee.

VI. The candidate shall offer himself/herself for assessment for promotion, if he/she fulfils the minimum grading specified in the relevant Assessment Criteria and Methodology Tables, by submitting an application and the required Assessment Criteria and Methodology Proforma. He/she can do so three months before the due date. The university shall send a general circular twice a year, inviting applications for the CAS promotions from the eligible candidates.

i) If a candidate applies for promotion on completion of the minimum eligibility period and is successful, the date of promotion shall be from that of minimum period of eligibility.

ii) If, however, the candidate finds that he/she would fulfils the CAS promotion criteria, as defined in Tables 1, 2, 4, and 5 of Appendix II at a later date and applies on that date and is successful, his/her promotion shall be effected from that date of the candidate fulfilling the eligibility criteria.

iii) The candidate who does not succeed in the first assessment, he/she shall have to be re-assessed only after one year. When such a candidate succeeds in the eventual assessment, his/her promotion shall be deemed to be one year from the date of rejection.

VII. Regarding the cases pending for promotions from one Academic Level/Grade Pay to another Academic Level/Grade Pay under the Career Advancement Scheme provided under the UGC Regulations on Minimum Qualifications for Appointment of Teachers and other Academic Staff in Universities and Colleges and Measures for the Maintenance of Standards in Higher Education 2010 and its subsequent amendments, the teachers shall be given the option to be considered for the promotion from one Academic Level/Grade Pay to another Academic Level/Grade Pay as per the following:

(a) The teachers shall be considered for promotion from one Academic Level/Grade Pay to another as per the CAS under these Regulations.

OR

(b) The faculty members shall be considered for the promotion from one Academic Level/Grade Pay to another as per the CAS provided under the UGC Regulations on Minimum Qualifications for Appointment of Teachers and other Academic Staff in Universities and Colleges and Measures for the Maintenance of Standards in Higher Education 2010 and its amendments with relaxation in the requirements of Academic Performance Indicators (API) based Performance Based Appraisal System (PBAS) upto the date of notification of these Regulations.

The relaxation in the requirements of Academic Performance Indicators (API) based Performance Based Appraisal System (PBAS) upto the date of notification of these Regulations for the promotion from one Academic Level/Grade Pay to another under CAS as provided in UGC Regulations on Minimum Qualifications for Appointment of Teachers and other Academic Staff in Universities and Colleges and Measures for the Maintenance of Standards in Higher Education 2010 and its amendments, is defined as under :

i. Exemption from scoring under Category I, as defined in Appendix III of said above mentioned UGC Regulations on Minimum Qualifications for Appointment of Teachers and other Academic Staff in Universities and Colleges and Measures for the Maintenance of Standards in Higher Education 2010 and its amendments including University Grants Commission (Minimum Qualifications for Appointment of Teachers and other Academic Staff in Universities and Colleges and Measures for the Maintenance of Standards in Higher Education) (4^{th} Amendment), Regulations, 2016, for faculty and other equivalent cadre positions.

ii. Scoring in Category II and Category III for faculty and other equivalent cadre positions shall be as provided for in the UGC Regulations on Minimum Qualifications for Appointment of Teachers and other Academic Staff in Universities and Colleges and Measures for the Maintenance of Standards in Higher Education 2010 with the following combined minimum API score requirement for Category II and Category III taken together, as mentioned below.

Note: There shall be no minimum API score requirement for Category II and Category III individually.

TABLE-A

(Minimum API requirement for the promotion of teachers under CAS in university departments)

S.No.		**Assistant Professor (Stage 1/ AGP Rs.6000/- to Stage 2/AGP Rs.7000/-)**	**Assistant Professor (Stage 2/ AGP Rs.7000/- to Stage 3/AGP Rs.8000/-)**	**Assistant Professor (Stage 3/ AGP Rs.8000/) to Associate Professor (Stage 4/AGP Rs.9000/-)**	**Associate Professor (Stage 4/ AGP Rs.9000/- to Professor (Stage 5/AGP Rs.10000/-)**
1	Research and Academic contribution (Category III)	40/assessment period	100/assessment period	90/assessment period	120/assessment period
2	Expert assessment system	Screening Committee	Screening Committee	Selection Committee	Selection Committee

Table-B

(Minimum API requirement for the promotion of teachers under CAS in colleges (UG & PG)

S.No.		**Assistant Professor (Stage 1/ AGP Rs.6000/- to Stage 2/AGP Rs.7000/-)**	**Assistant Professor (Stage 2/ AGP Rs.7000/- to Stage 3/AGP Rs.8000/-)**	**Assistant Professor (Stage 3/ AGP Rs.8000/-) to Associate Professor (Stage 4/AGP Rs.9000/-)**	**Associate Professor (Stage 4/ AGP Rs.9000/- to Professor (Stage 5/AGP Rs.10000/-)**
1	Research and Academic contribution (Category III)	20/assessment period	50/assessment period	45/assessment period	60/assessment period
2	Expert assessment system	Screening Committee	Screening Committee	Selection Committee	Selection Committee

Table-C

(Minimum API requirement for the promotion of Library staff under CAS in Universities)

S.N		**Assistant Librarian (Stage 1/ AGP Rs.6000/- to Stage 2/AGP Rs.7000/-)**	**Assistant Librarian (Stage 2/ AGP Rs.7000/- to Stage 3/AGP Rs.8000/-)**	**Assistant Librarian (Selection Grade/Deputy Librarian) (Stage 3/ AGP Rs.8000/-) to Deputy Librarian (Stage 4/AGP Rs.9000/-)**	**Deputy Librarian (Stage 4/AGP Rs. 9000/-) to Deputy Librarian (Stage 5 AGP Rs10,000/-)**
1	Research and Academic contribution (Category III)	40/assessment period	100/assessment period	90/assessment period	120 per assessment period
2	Expert assessment system	Screening Committee	Screening Committee	Selection Committee	Selection committee

Table-D

(Minimum API requirement for the promotion of Library staff under CAS in Colleges)

S.No.		**Assistant Librarian (Stage 1/ AGP Rs.6000/- to Stage 2/AGP Rs.7000/-)**	**Assistant Librarian (Stage 2/ AGP Rs.7000/- to Stage 3/AGP Rs.8000/-)**	**Assistant Librarian (Selection Grade/Deputy Librarian) (Stage 3/ AGP Rs.8000/-) to Deputy Librarian (Stage 4/AGP Rs.9000/-)**
1	Research and Academic contribution (Category III)	20/assessment period	50/assessment period	45/assessment period
2	Expert assessment system	Screening Committee	Screening Committee	Selection Committee

Table-E

(Minimum API requirement for the promotion of University Director/Deputy Director/Assistant Director, Physical Education and Sports)

S.No.		Assistant Director (Stage 1/ AGP Rs.6000/- to Stage 2/AGP Rs.7000/-)	Assistant Director (Stage 2/ AGP Rs.7000/-) to Assistant Director (Selection Grade)/Deputy Director (Stage 3/AGP Rs.8000/-)	Assistant Director (Selection Grade)/Deputy Director (Stage 3/ AGP Rs.8000/-) to Deputy Director (Stage 4/AGP Rs.9000/-)	Deputy Director (Stage 4/AGP Rs. 9000/-) to Deputy Director (Stage 5 AGP Rs10,000/-)
1	Research and Academic contribution (Category III)	40/assessment period	100/assessment period	90/assessment period	120 per assessment period
2	Expert assessment system	Screening Committee	Screening Committee	Selection Committee	Selection committee

Table-F

(Minimum API requirement for the promotion of College Director, Physical Education and Sports)

S.No.		Assistant Director (Stage 1/ AGP Rs.6000/- to Stage 2/AGP Rs.7000/-)	Assistant Director (Stage 2/ AGP Rs.7000/-) to Assistant Director (Selection Grade)/Deputy Director (Stage 3/AGP Rs.8000/-)	Assistant Director (Selection Grade)/Deputy Director (Stage 3/ AGP Rs.8000/-) to Deputy Director (Stage 4/AGP Rs.9000/-)
1	Research and Academic contribution (Category III)	20/assessment period	50/assessment period	45/assessment period
2	Expert assessment system	Screening Committee	Screening Committee	Selection Committee

VIII. The requirement for Orientation course and Refresher course for promotions due under the CAS shall not be mandatory upto 31st December, 2018.

6.4 STAGES OF PROMOTION UNDER THE CAREER ADVANCEMENT SCHEME OF INCUMBENT AND NEWLY-APPOINTED ASSISTANT PROFESSORS/ASSOCIATE PROFESSORS/PROFESSORS

A. The entry-level Assistant Professors (Level 10) shall be eligible for promotion under the Career Advancement Scheme (CAS) through two successive levels (Level 11 and Level 12), provided they are assessed to fulfill the eligibility and performance criteria as laid down in Clause 6.3. of these Regulations.

B. Career Advancement Scheme (CAS) for Colleges teachers

I. Assistant Professor (Academic Level 10) to Assistant Professor (Senior Scale/Academic Level 11)

Eligibility: Assistant Professors who have completed four years of service and having a Ph.D. degree or five years of service and having a M.Phil. / PG Degree in Professional Courses, such as LLM, M.Tech.,M.V.Sc., M.D., or six years of service for those without Ph.D./M.Phil./ PG Degree in Professional courses.

i. Attended one Orientation course of 21 days' duration on teaching methodology; and

ii. Any one of the following: Completed one Refresher / Research Methodology Course

OR

Any two of the following: Workshop, Syllabus Up-gradation Workshop, Training Teaching-Learning-Evaluation, Technology Programmes and Faculty Development Programmes of at least one week (5 days) duration,

OR

Completed one MOOCs course (with e-certification) or development of e-contents in four-quadrants / MOOC's course during the assessment period.

CAS Promotion Criteria:

A teacher shall be promoted if;

i. He/she gets 'satisfactory' or 'good' grade in the annual performance assessment reports of at least three/four/five of the last four/five/six years of the assessment period as the case may be, as specified in Appendix II, Table 1, and;

ii. The promotion is recommended by the screening-cum-evaluation committee.

II. Assistant Professor (Senior Scale/Academic Level 11) to Assistant Professor (Selection Grade/Academic Level 12)

Eligibility:

1) Assistant Professors who have completed five years of service in Academic Level 11/Senior Scale.

2) Any two of the following in the last five years of Academic Level-11/ Senior Scale: Completed courses/programmes from among the categories of Refresher Courses/Research Methodology course/Workshops/Syllabus Up Gradation Workshop/ Teaching-Learning-Evaluation/ Technology Programmes/ Faculty Development Programme/ Syllabus Up-gradation Workshop/ Teaching-Learning-Evaluation/ Technology Programmes/ Faculty Development Programmes of at least two weeks (ten days) duration (or completed two courses of at least one week (five days) duration in lieu of every single course/programme of at least two weeks (ten days) duration); or completed MOOCs course in the relevant subject (with e-certification); or Contribution towards development of e-content in 4-quadrant (at least one quadrant) minimum of 10 modules of a course/contribution towards development of at least 10 modules of MOOCs course/ contribution towards conducting of a MOOCs course during the period of assessment.

CAS Promotion Criteria:

A teacher shall be promoted if;

i) The teacher gets 'satisfactory' or 'good' grade in the annual performance assessment reports of at least four of the last five years of the assessment period, (as prescribed in Appendix II,Table 1) and

ii) The promotion is recommended by the Screening-cum-evaluation committee.

III. Assistant Professor (Selection Grade/Academic Level 12) to Associate Professor (Academic Level 13A)

Eligibility:

1) Assistant Professor who has completed three years of service in Academic Level 12/Selection-Grade.

2) A Ph.D. degree in subject relevant /allied/relevant discipline.

3) Any one of the following during the last three years: completed one course / programme from amongst the categories of Refresher Courses/ Methodology Workshop/Syllabus Up-gradation Workshop/ Teaching-Learning-Evaluation Technology Programme/ Faculty Development Programme of at least two weeks (ten days) duration (or completed two courses of at least one week (five days) duration in lieu of every single course/programme of at least two weeks (ten days) duration); or completed one MOOCs course (with e-certification); or contribution towards development of e-contents in 4-quadrant(at least one quadrant) minimum of 10 modules of a course/contribution towards development of at least 10 modules of MOOCs course/ contribution towards conduct of a MOOCs course during the period of assessment.

CAS Promotion Criteria:

A teacher may be promoted if;

i) He/she gets a 'satisfactory' or 'good' grade in the annual performance assessment reports of at least two of the last three years of the assessment period as prescribed in Appendix II,**Table 1**, and

ii) The promotion to the post of Associate Professor is recommended by the selection committee in accordance with these Regulations.

IV. Associate Professor (Academic Level 13A) to Professor (Academic Level 14)

Eligibility:

1. Associate Professors who have completed three years of service in Academic Level 13A.
2. A Ph.D. degree in subject relevant/allied/relevant discipline.
3. A minimum of 10 research publications in peer-reviewed or UGC-listed journals out of which three research papers shall be published during the assessment period.
4. A minimum of 110 Research Score as per Appendix II,Table 2

CAS Promotion Criteria:

A teacher shall be promoted if;

i) The teacher gets 'satisfactory' or 'good' grade in the annual performance assessment reports of at least two of the last three years of the assessment period, as per Appendix II, Table 1 and at least 110 research score as per Appendix II, Table 2.

ii) The promotion to the post of Professor is recommended by selection committee constituted in accordance with these Regulations.

C. Career Advancement Scheme (CAS) for University teachers

I. Assistant Professor (Academic Level 10) to Assistant Professor (Senior Scale/Academic Level 11)

Eligibility:

i) An Assistant Professor who has completed four years of service with a Ph.D. degree or five years of service with a M.Phil. / PG Degree in Professional Courses, such as LLM, M.Tech, M.V.Sc.and M.D., or six years of service in case of those without a Ph.D./M.Phil./ PG Degree in a Professional course and satisfies the following conditions:

ii) Attended one Orientation course of 21 days duration on teaching methodology;

iii) Any one of the following: Completed Refresher/ Research Methodology Course/ Workshop/ Syllabus Up-gradation Workshop/ Training Teaching-Learning-Evaluation, Technology Programmes/ Faculty Development Programmes of at least one week (5 days) duration, or taken one MOOCs course (with e-certification) or development of e-contents in four-quadrants / MOOC's course during the assessment period; and

iv) Published one research publication in the peer-reviewed journals or UGC-listed journals during assessment period.

CAS Promotion Criteria :

A teacher shall be promoted if;

i) He/she gets a 'satisfactory' or 'good' grade in the annual performance assessment reports of at least three/four/five of the last four/five/six years of the assessment period as the case may be (as provided in Appendix II,Table 1), and;

ii) The promotion is recommended by the screening-cum evaluation committee.

II. Assistant Professor (Senior Scale/Academic Level 11) to Assistant Professor (Selection Grade/Academic Level 12)

Eligibility:

i) Assistant Professors who has completed five years of service in Academic Level 11/Senior Scale.

ii) A Ph.D. Degree in the subject relevant/allied/relevant discipline.

iii) Has done any two of the following in the last five years of Academic Level 11/Senior Scale: Completed a course / programme from amongst the categories of Refresher Courses/Research Methodology/ Workshops/ Syllabus Up-gradation Workshop/ Teaching-Learning-Evaluation/ Technology Programmes / Faculty Development Programme of at least two weeks (ten days) duration (or completed two courses of at least one week (five days) duration in lieu of every single course/programme of at least two weeks (ten

days) duration), or, completed one MOOCs course in the relevant subject (with e-certification); or contribution towards the development of e-content in 4-quadrant (at least one quadrant) minimum of 10 modules of a course/contribution towards the development of at least 10 modules of MOOCs course/ contribution towards conduct of a MOOCs course during the period of assessment.

iv) Published three research papers in the peer-reviewed journals or UGC-listed journals during assessment period.

CAS Promotion Criteria:

A teacher shall be promoted if;

i) The teacher gets a 'satisfactory' or 'good' grade in the annual performance assessment reports of at least four of the last five years of the assessment period, (as prescribed in Appendix II, Table 1) and;

ii) The promotion is recommended by the Screening-cum-evaluation committee.

III. Assistant Professor (Selection Grade/Academic Level 12) to Associate Professor (Academic Level 13A)

1) Assistant Professor who has completed three years of service in Academic Level 12/ Selection grade.

2) A Ph.D Degree in the subject concerned/allied/relevant discipline.

3) Any one of the following during last three years: completed one course / programme from amongst the categories of Refresher Courses/ Research Methodology Workshops/Syllabus Up-gradation Workshop/ Teaching-Learning-Evaluation Technology Programme/ Faculty Development Programme of at least two weeks (ten days) duration (or completed two courses of at least one week (five days) duration in lieu of every single course/programme of at least two weeks (ten days) duration); or completed one MOOCs course (with e-certification); or contribution towards the development of e-content in 4-quadrant (at least one quadrant) minimum of 10 modules of a course/contribution towards development of at least 10 modules of MOOCs course/ contribution towards conduct of a MOOCs course during the period of assessment.

4) A minimum of seven publications in the peer-reviewed or UGC-listed journals out of which three research papers should have been published during the assessment period.

5) Evidence of having guided at least one Ph.D. candidate.

CAS Promotion Criteria:

A teacher shall be promoted if;

i) He/she gets a 'satisfactory' or 'good' grade in the annual performance assessment reports of at least two of the last three years of the assessment period as specified in Appendix II,Table 1, and has a research score of at least 70 as per Appendix II,Table 2.

ii) The promotion is recommended by a selection committee constituted in accordance with these Regulations.

IV. Associate Professor (Academic Level 13A) to Professor (Academic Level 14)

Eligibility:

1) An Associate Professor who has completed three years of service in Academic Level 13 A.

2) A Ph.D degree in the subject concerned/allied/relevant discipline.

3) A minimum of ten research publications in the peer- reviewed or UGC-listed journals out of which three research papers should have been published during the assessment period.

4) Evidence of having successfully guided doctoral candidate.

5) A minimum of 110 Research Score as per Appendix II, Table 2.

CAS Promotion Criteria:

A teacher shall be promoted if;

i) He/she gets 'satisfactory' or 'good' grade in the annual performance assessment reports of at least two of the last three years of the assessment period, as per Appendix II,Table 1, and at least 110 research score, as per Appendix II,Table 2.

ii) The promotion is recommended by a selection committee constituted in accordance with these Regulations.

V. Professor (Academic Level 14) to Senior Professor (Academic Level 15)

A Professor can be promoted to the post of Senior Professor under the CAS. The promotion shall be based on academic achievement, favourable review from three eminent subject -experts who are not of the rank lower than the rank of a Senior Professor or a Professor having at least ten years' of experience. The selection shall be based on 10 best publications during the last 10 years and interaction with a Selection Committee constituted in accordance with these Regulations.

Eligibility:

i) Ten years' experience as a Professor.

ii) A minimum of ten publications in the peer-reviewed or UGC-listed journals and Ph.D. degree has been successfully awarded to two candidates under his/her supervision during the assessment period.

D. Career Advancement Scheme (CAS) for Librarians

Note:

i) The following provisions apply only to those persons who are not involved in the teaching of Library Science. Teachers in institutions where Library Science is a teaching department shall be covered by the provisions given under sections 6.4 (B) and 6.4 (C), of these Regulations for Colleges/Institutions and for Universities, respectively.

ii) The Deputy Librarian in Universities shall have two levels i.e. Academic Level 13A and Academic Level 14 while College Librarians shall have five levels i.e. Academic Level 10, Academic Level 11, Academic Level 12, Academic Level 13A and Academic Level 14.

I. From University Assistant Librarian (Academic level 10)/College Librarian (Academic level 10) to University Assistant Librarian (Senior Scale/Academic level 11)/ College Librarian (Senior Scale/Academic level 11):

Eligibility:

An Assistant Librarian/ College Librarian who is in Academic Level 10 and has completed four years of service having a Ph.D. degree in Library Science/ Information Science/ Documentation Science or an equivalent degree or five years' of experience, having at least a M.Phil.degree, or six years of service for those without a M.Phil or a Ph.D. degree.

(i) He/she has attended at least one Orientation course of 21 days' duration; and

(ii) Training, Seminar or Workshop on automation and digitalisation, maintenance and related activities, of at least 5 days, as per Appendix II, Table 4.

CAS Promotion Criteria:

An Assistant Librarian/College Librarian may be promoted if:

i) He/she gets a **'s**atisfactory' or 'good' grade in the annual performance assessment reports of at least three/four/five out of the last four/five/six years of the assessment period as the case may be as specified in Appendix II, Table 4, and

ii) The promotion is recommended by a screening-cum-evaluation committee.

II. From University Assistant Librarian (Senior Scale/Academic level 11)/College Librarian (Senior Scale/Academic level 11) to University Assistant Librarian (Selection Grade/ Academic level 12/ College Librarian (Selection Grade/Academic level 12)

Eligibility:

1) He/she has completed five years of service in that grade.

2) He/she has done any two of the following in the last five years: (i)Training/Seminar/Workshop/Course on automation and digitalisation, (ii)Maintenance and other activities as per Appendix II,Table 4 of at least two weeks (ten days) duration (or completed two courses of at least one week (five days) duration in lieu of every single course/programme of at least two weeks (ten days) duration), (iii) Taken/developed one MOOCs course in the relevant subject (with e-certification), or (iv) Library up-gradation course.

CAS Promotion Criteria:

An individual shall be promoted if:

i) He/she gets a 'satisfactory' or 'good' grade in the annual performance assessment reports of at least four out of the last five years of the assessment period, as specified in Appendix II,Table 4, and;

ii) The promotion is recommended by a screening-cum-evaluation committee.

III. From University Assistant Librarian (Selection Grade/Academic level 12)/ College Librarian (Selection Grade/Academic level 12) to University Deputy Librarian (Academic Level 13A)/College Librarian (Academic Level 13A)

1) He/she has completed three years of service in that grade.

2) He/she has done any one of the following in the last three years: (i)Training/Seminar/Workshop/Course on automation and digitalization, (ii)Maintenance and related activities as per Appendix II,Table 4 of at least two weeks' (ten days) duration, (iii) Completed two courses of at least one week (five days) duration in lieu of every single course/programme of at least two weeks (ten days) duration), (iv) Taken/developed one MOOCs course in the relevant subject (with e-certification), and (v) Library up-gradation course.

CAS Promotion Criteria:

An individual shall be promoted if:

i) He/she gets a 'satisfactory' or 'good' grade in the annual performance assessment reports of at least two out of the last three years of the assessment period, as specified in Appendix II,Table 4; and

ii) The promotion is recommended by a Selection Committee constituted as per these Regulations on the basis of the interview performance.

IV. The criteria for CAS Promotions from University Deputy Librarian/College Librarians (Academic Level 13A) to University Deputy Librarian/College Librarians (Academic Level 14) shall be the following:

1) He/she has completed three years of service in that grade.

2) He/she has done any one of the following in the last three years: (i)Training/Seminar/Workshop/Course on automation and digitalization, (ii)Maintenance and related activities as per Appendix II,Table 4 of at least two weeks' (ten days) duration, (iii) Completed two courses of at least one week (five days) duration in lieu of every single course/programme of at least two weeks (ten days) duration), (iv) Taken/developed one MOOCs course in the relevant subject (with e-certification), and (v) Library up-gradation course.

3) Evidence of innovative library services, including the integration of ICT in a library.

4) A Ph.D. Degree in Library Science/Information Science/Documentation /archives and Manuscript-Keeping

CAS Promotion Criteria:

An individual shall be promoted if:

i) He/she gets a 'satisfactory' or 'good' grade in the annual performance assessment reports of at least two out of the last three years of the assessment period, as specified in Appendix II,Table 4; and

ii) The promotion is recommended by a Selection Committee constituted as per these Regulations on the basis of the interview performance.

E. Career Advancement Scheme (CAS) for Directors of Physical Education and Sports

Note:

i) The following provisions apply only to those personnel who are not involved in teaching physical education and sports. Teachers in institutions where Physical Education and Sports is a teaching department shall be covered by the provisions given under sections 6.4 (B) and 6.4 (C), of these Regulations for Colleges/Institutions and for Universities, respectively.

ii) The Deputy Director Physical Education and Sports in Universities shall have two levels i.e. Academic Level 13A and Academic Level 14 while College Director Physical Education and Sports shall have five levels i.e. Academic Level 10, Academic Level 11, Academic Level 12, Academic Level 13A and Academic Level 14.

I. From Assistant Director of Physical Education and Sports (Academic Level 10)/College Director of Physical Education and Sports (Academic Level 10) to Assistant Director of Physical Education and Sports (Senior Scale/Academic Level 11) / College Director of Physical Education and Sports (Senior Scale/Academic Level 11)

Eligibility:

i) He/she has completed four years of service with a Ph.D. degree in Physical Education or Physical Education & Sports or Sports Science or five years of service with an M.Phil. degree or six years of service for those without an M.Phil or Ph.D. degree.

ii) He/she has attended one Orientation course of 21 days' duration; and

iii) He/she has done any one of the following: (a)Completed Refresher / Research Methodology Course/ workshop, (b)Training Teaching-Learning-Evaluation Technology Programme/ Faculty Development Programme of at least 5 days duration and (c) Taken/developed one MOOCs course (with e-certification).

CAS Promotion Criteria:

An individual may be promoted if:

i) He/she gets a 'satisfactory' or 'good' grade in the annual performance assessment reports of at least three/four/five of the last four/five/six years of the assessment period as the case may be, as specified in Appendix II, Table 5**;** and

ii) The promotion is recommended by a screening-cum-evaluation committee.

II. From Assistant Director of Physical Education and Sports (Senior Scale/Academic Level 11)/ College Director of Physical Education And Sports (Senior Scale/Academic Level 11) to University Assistant Director of Physical Education and Sports (Selection Grade/Academic Level 12) / College Director of Physical Education and Sports (Selection Grade/Academic Level 12)

1) He/she has completed five years of service in that grade.

2) He/she has done any two of the following in the last five years: (i)Completed one course / programme from among the categories of refresher courses, research methodology workshops, (ii)Teaching-Learning-Evaluation Technology Programmes / Faculty Development Programmes of at least two weeks (ten days) duration, (iii)Completed two courses of at least one week(five days) duration in lieu of every single course/programme of at least two weeks (ten days) duration), and (iv) Taken/developed one MOOCs course in the relevant subject (with e-certification).

CAS Promotion Criteria:

An individual may be promoted if;

i) He/she gets a 'satisfactory' or 'good' grade in the annual performance assessment reports of at least four out of the last five years' of the assessment period as specified in Appendix II,Table 5, and;

ii) The promotion is recommended by a screening-cum-evaluation committee .

III. From University Assistant Director of Physical Education and Sports (Selection Grade/Academic Level 12)/ College Director of Physical Education and Sports (Selection Grade/Academic Level 12) to University Deputy Director of Physical Education and Sports (Academic Level 13 A)/ College Director of Physical Education and Sports (Academic Level 13A)

1) He/she has completed three years of service.

2) He/she has done any one of the following during last three years: (i)Completed one course / programme from among the categories of Refresher Courses, Research Methodology Workshop, (ii)Teaching-Learning-Evaluation Technology Programmes / Faculty Development Programmes of at least two weeks (ten days) duration (or completed two courses of at least one week (five days) duration in lieu of every single course/programme of at least two weeks (ten days) duration), (iii) Taken / developed one MOOCs course in relevant subject (with e-certification).

CAS Promotion Criteria:

An individual may be promoted if;

i) He/she gets a 'satisfactory' or 'good' grade performance assessment reports of at least two out of the last three years of the assessment period as specified in Appendix II,Table 5, and;

ii) The promotion is recommended by a selection committee constituted as per these Regulations on the basis of the interview performance.

IV. The criteria for CAS Promotions from University Deputy Director Physical Education and Sports/College Director Physical Education and Sports (Academic Level 13A) to University Deputy Director Physical Education and Sports/College Director Physical Education and Sports (Academic Level 14) shall be the following:

1) He/she has completed three years of service.

2) He/she has done any one of the following during last three years: (i)Completed one course / programme from among the categories of Refresher Courses, Research Methodology Workshop, (ii)Teaching-Learning-Evaluation Technology Programmes / Faculty Development Programmes of at least two weeks (ten days) duration (or completed two courses of at least one week (five days) duration in lieu of every single course/programme of at least two weeks (ten days) duration), (iii) Taken / developed one MOOCs course in relevant subject (with e-certification).

3) Evidence of organising competitions and coaching camps of at least two weeks' duration.

4) Evidence of having produced good performance of teams/athletes for competitions like state/national/inter-university/combined university, etc.

5) A Ph.D. in Physical Education or Physical Education and Sports or Sports Science.

CAS Promotion Criteria:

An individual may be promoted if;

i) He/she gets a 'satisfactory' or 'good' grade performance assessment reports of at least two out of the last three years of the assessment period as specified in Appendix II,Table 5, and;

ii) The promotion is recommended by a selection committee constituted as per these Regulations on the basis of the interview performance.

6.5. Discretionary award of advance increments for those who enter the profession as Associate Professor or Professor with higher merit, high number of research publications of high quality and experience at the appropriate level, shall be within the competence of the appropriate authority of the University concerned or recruiting institution based on the recommendations of a selection committee while considering the case of individual candidates in the context of the merits of each case, taking into account the pay structure of other teachers in the faculty and other merit- specific factors. Discretionary award of advance increments is not applicable to those entering the profession as Assistant Professor/Assistant Librarian/Assistant Director of Physical Education and Sports and to those who are entitled for grant of advance increments for having acquired a Ph. D., M. Phil. or M.Tech. and LLM degree. However, those entering the service as Assistant Professor/Assistant Librarian/Assistant Director of Physical Education and Sports, having a post-doctoral teaching/research experience, after obtaining a Ph.D. degree and proven credentials, may be eligible for discretionary award of advanced increments to be given to the person, as decided and recorded by the Selection Committee in the minutes of its meeting.

7.0 SELECTION OF PRO-VICE CHANCELLOR / VICE - CHANCELLOR OF UNIVERSITIES:

7.1 PRO-VICE-CHANCELLOR:

The Pro-Vice-Chancellor shall be appointed by the Executive Council on the recommendation of the Vice-Chancellor.

7.2 It shall be the prerogative of the Vice-Chancellor to recommend a person to be the Pro-Vice-Chancellor to the Executive Council. The Pro-Vice-Chancellor shall hold office for a period, which is co-terminus with that of the Vice-Chancellor.

7.3. VICE CHANCELLOR:

i. A person possessing the highest level of competence, integrity, morals and institutional commitment is to be appointed as Vice-Chancellor. The person to be appointed as a Vice-Chancellor should be a distinguished academician, with a minimum of ten years' of experience as Professor in a University or ten years' of experience in a reputed research and / or academic administrative organisation with proof of having demonstrated academic leadership.

ii. The selection for the post of Vice-Chancellor should be through proper identification by a Panel of 3-5 persons by a Search-cum-Selection-Committee, through a public notification or nomination or a talent search process or a combination thereof. The members of such Search-cum-Selection Committee shall be

persons' of eminence in the sphere of higher education and shall not be connected in any manner with the University concerned or its colleges. While preparing the panel, the Search cum-Selection Committee shall give proper weightage to the academic excellence, exposure to the higher education system in the country and abroad, and adequate experience in academic and administrative governance, to be given in writing along with the panel to be submitted to the Visitor/Chancellor. One member of the Search cum-Selection Committee shall be nominated by the Chairman, University Grants Commission, for selection of Vice Chancellors of State, Private and Deemed to be Universities.

iii. The Visitor/Chancellor shall appoint the Vice Chancellor out of the Panel of names recommended by the Search-cum-Selection Committee.

iv. The term of office of the Vice-Chancellor shall form part of the service period of the incumbent making him/her eligible for all service related benefits.

8.0 DUTY LEAVE, STUDY LEAVE, SABBATICAL LEAVE

8.1 DUTY LEAVE:

i. Duty leave upto 30 days in an academic year may be granted for the following purposes:

(a) Attending Orientation Programme, Refresher Course, Research Methodology Workshop, Faculty Induction Programme, Conference, Congresses, Symposia and Seminar, as a delegate nominated by the university or with the permission of the university/college ;

(b) Delivering lectures in institutions and universities at the invitation of such institutions or universities received by the university, and accepted by the Vice- Chancellor/Principal of the College;

(c) Working in another Indian or foreign university, any other agency, institution or organisation, when so deputed by the university/College;

(d) Participating in a delegation or working on a committee appointed by the Central Government, State Government, the UGC, a sister university or any other similar academic body; and

(e) For performing any other duty assigned to him/her by the university/college.

ii. The duration of leave should be such as may be considered necessary by the sanctioning authority on each occasion.

iii. The leave may be granted on full pay, provided, that if the teacher receives a fellowship or honorarium or any other financial assistance beyond the amount needed for normal expenses, he/she may be sanctioned duty leave on reduced pay and allowances.

iv. Duty leave may be combined with earned leave, half pay leave or extraordinary leave, or Casual leave.

v. Duty leave should be given also for attending meetings in the UGC, DST, etc. where a teacher is invited to share his/her expertise with an academic body, government agency or NGO.

8.2 STUDY LEAVE:

i. The scheme of Study Leave provides an opportunity to avail of scholarships/fellowships awarded to the faculty who wish to acquire new knowledge and to improve analytical skills. When a teacher is awarded a scholarship or stipend (by whatever nomenclature called), for pursing further studies, leading to a Ph.D./Post- doctoral qualification or for undertaking a research project in a higher education institution abroad, the amount of the scholarship/fellowship shall not be linked to the recipient's pay/salary paid to him/her by his /her parent institution. The awardee shall be paid salary for the entire duration of fellowship/scholarship, provided, that he/she does not take up any other remunerative jobs, like teaching, in the host country.

ii. A teacher on Study Leave shall not take up, during the period of that leave, any regular or part-time appointment under an organisation in India or abroad. He/she may, however, be allowed to accept a fellowship or a research scholarship or an ad-hoc teaching and research assignment with an honorarium or any other form of assistance, other than the regular employment in an institution either in India or abroad, provided, that the Executive Council/Syndicate of his/her parent institution may, if it so desires, sanction study leave on reduced pay and allowances to the extent of any receipt in this regard, in-lieu of teaching etc., which may be determined by his/her employer.

iii. The study leave shall be granted to an entry-level appointee as Assistant Professor/Assistant Librarian/Assistant Director of Physical Education and Sport/College DPE&S (other than as Associate Professor or Professor of a University/College/Institution, who is otherwise eligible for sabbatical leave) after a minimum of three years of continuous service, to pursue a special line of study or research directly related to his/her work in the University/College/Institution or to make a special study of the various aspects of University organisation and methods of education, giving full plan of the work.

iv. The study leave shall be granted by the Executive Council/Syndicate on the recommendation of the Head of the Department concerned. The leave shall not be granted for more than three years in one spell, save in exceptional cases, in which the Executive Council/Syndicate is satisfied that such extension is unavoidable on academic grounds and necessary in the interest of the University/College/Institution.

v. The study leave shall not be granted to a teacher who is due to retire within five years of the date on which he/she is expected to return to duty after the expiry of study leave.

vi. The study leave shall be granted not more than twice during one's entire career. However, the maximum period of study leave admissible during the entire service shall not exceed five years.

vii. The study leave may be granted more than once, provided, that not less than five years have elapsed after the teacher/returned to duty on completion of the earlier spell of study leave. For subsequent spell of study leave, the teacher shall indicate the work done during the period of earlier leave as also give details of work to be done during the proposed spell of study leave.

viii. No teacher who has been granted study leave shall be permitted to alter substantially the course of study or the programme of research without the permission of the Executive Council/Syndicate, in the event the course of study falls short of study leave sanctioned, the teacher shall resume duty on the conclusion of the course of study unless the previous approval of the Executive Council/Syndicate to treat the period of short-fall as Extra-Ordinary leave has been obtained.

ix. Subject to the maximum period of absence from duty, on leave not exceeding three years, the study leave may be combined with the earned leave, half-pay leave, extra-ordinary leave of vacation provided that the earned leave at the credit of the teacher shall be availed of at the discretion of the teacher. When the study leave is taken in continuation of vacation, the period of study leave shall be deemed to begin to run on the expiry of the vacation. A teacher, who is selected to a higher post during the study leave, shall be placed in that position and shall get the higher scale only after joining the post.

x. The period of study leave shall count as service for purpose of the retirement benefits (pension/contributory provident fund), provided that the teacher rejoins the University/College/Institution on the expiry of his/her study leave, and serve the institution for the period for which the Bond has been executed.

xi. The study leave granted to a teacher shall be deemed to have been cancelled in case it is not availed of within 12 months of its sanction, provided, that where the study leave granted has been so cancelled. The teacher may apply again for such leave.

xii. A teacher availing himself/herself of the study leave, shall undertake that he/she shall serve the University/College/Institution for a continuous period of at least three years to be calculated from the date of his/her resuming duty on the expiry of the study leave.

xiii. A teacher -

(a) who is unable to complete his/her studies within the period of study leave granted to him/her or

(b) who fails to rejoin the services of the University on the expiry of his/her study leave or

(c) who rejoins the service of the university but leaves the service without completing the prescribed period of service after rejoining the service or

(d) who, within the said period, is dismissed or removed from the service by the University shall be liable to refund, to the University/College/Institution, the amount of the leave salary and allowances and other expenses, incurred on the teacher or paid to him/her or on his/her behalf in connection with the course of study.

Explanation:

If a teacher asks for extension of the study leave and is not granted the extension but does not rejoin duty on the expiry of the leave originally sanctioned, he/she shall be deemed to have failed to rejoin the service on the expiry of his/her leave for the purpose of recovery of dues under these Regulations.

Notwithstanding the above provision, the Executive Council/Syndicate may order that nothing in these Regulations shall apply to a teacher who, within three years of return to duty from study leave is permitted to retire from service on medical grounds, provided further that the Executive Council/Syndicate may, in any other exceptional case, waive or reduce, for reasons to be recorded the amount refundable by a teacher under these Regulations.

xiv. After the leave has been sanctioned, the teacher shall, before availing himself/herself of the leave, execute a bond in favour of the University/College/Institution, binding himself/herself for the due fulfillment of the conditions laid down in paragraph (x) to (xiii) above and give security of immovable property to the satisfaction of the Finance Officer/Treasurer or a fidelity bond of an insurance company or a guarantee by a scheduled bank or furnish security of two permanent teachers for the amount which might become refundable to the University/College/Institutions in accordance with paragraph (x) to (xiii) above.

xv. The teacher on study leave shall submit to the Registrar/Principal of his/her parent University/College/Institution six-monthly reports of progress in his/her studies from his/her supervisor or the Head of the institution. Such report shall reach the Registrar/Principal within one month of the expiry of every six months of the period of the study leave. If the report does not reach the Registrar/Principal within the specified time, the payment of leave salary may be deferred till the receipt of such report.

xvi. The teacher on leave shall submit a comprehensive report on the completion of the study leave period. A copy of the research document/monograph/academic paper produced during the period of the study leave shall be put in the public domain, preferably on the website of the University/College/Institution.

xvii. With a view to enhancing the knowledge and skills of the faculty members, especially the junior faculty, at the level of Assistant Professor, the Heads of universities/Colleges/Institutions and their subordinate Departments are enjoined to be generous in the award of study leave in the interest of faculty improvement, thereby impacting the academic standards of the University/College/Institution in the long run.

8.3 Sabbatical Leave:

i) The permanent, whole-time teachers of the university and colleges who have completed seven years' of service as a Reader/Associate Professor or a Professor may be granted sabbatical leave to undertake study or research or any other academic pursuit solely for the object of increasing their proficiency and usefulness to the university and higher education system. The duration of leave shall not exceed one year, at a time, and two years in the entire career of the teacher.

ii) A teacher, who has availed himself/herself of study leave, would not be entitled to the sabbatical leave, 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 of duration of one year or more.

iii) A teacher shall, during the period of sabbatical leave, be paid full pay and allowances (subject to the prescribed conditions being fulfilled) at the rates applicable to him/her immediately prior to his/her proceeding on sabbatical leave.

iv) A teacher on sabbatical leave shall not take up, during the period of that leave, any regular appointment under another organisation in India or 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 the regular employment in an institution of advanced studies, *provided* that in such cases the Executive Council/Syndicate may, if it so desires, sanction the sabbatical leave on reduced pay and allowances.

v) 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 university on the expiry of his/her leave.

8.4 Other Kinds of Leave Rules for Permanent Teachers of the Universities / Colleges

The following kinds of leave would be admissible to permanent teachers:

(i) Leave treated as duty, *viz.* casual leave, special casual leave, and duty leave;

(ii) Leave earned by duty, *viz.* earned leave, half-pay leave, and commuted leave;

(iii) Leave not earned by duty, *viz.* extraordinary leave; and leave not due;

(iv) Leave not debited to leave account

(v) Leave for academic pursuits, *viz.* study leave, sabbatical leave and academic leave;

(vi) Leave on grounds of health, *viz.*, maternity leave and quarantine leave.

(b) The Executive Council/Syndicate may grant, *in exceptional cases*, for the reasons to be recorded, any other kind of leave, subject to such terms and conditions as it may deem fit to impose.

I. Casual Leave

(i) The total casual leave granted to a teacher shall not exceed eight days in an academic year.

(ii) Casual leave cannot be combined with any other kind of leave except special casual leave. However, such casual leave may be combined with holidays including Sundays. Holidays or Sundays falling within the period of casual leave shall not be counted as casual leave.

II. Special Casual Leave

(i) Special casual leave, not exceeding 10 days in an academic year, may be granted to a teacher:

(a) To conduct examination of a university/Public Service Commission/Board of Examination or any other similar body/institution; and

(b) To inspect academic institutions attached to a statutory board.

(ii) In computing the 10 days' leave admissible, the days of actual journey, if any, to and from the places where activities specified above, take place, will be excluded.

(iii) In addition, special casual leave to the extent mentioned below, may also be granted;

(a) To undergo sterilization operation (vasectomy or salpingectomy) under family welfare programme. Leave in this case shall be restricted to six working days; and

(b) To a female teacher who undergoes non-puerperal sterilization. Leave in this case shall be restricted to 14 days.

(iv) The special casual leave shall not accumulate, nor can it be combined with any other kind of leave except the casual leave. It may be granted in combination with holidays or vacation by the sanctioning authority on each occasion.

III. Earned Leave

(i) Earned leave admissible to a teacher shall be:

(a) 1/30th of the actual service, including vacation; *plus*

(b) 1/3rd of the period, if any, during which he/she is required to perform duty during the vacation.

For purposes of computation of the period of actual service, all periods' of leave except casual, special casual, and duty leave, shall be excluded.

(ii) Earned leave at the credit of a teacher shall not accumulate beyond 300 days. The maximum period of earned leave that may be sanctioned at a time shall not exceed 60 days. Earned leave exceeding 60 days may, however, be sanctioned in the case of higher study, or training, or leave with medical certificate, or when the entire leave, or a portion thereof, is spent outside India.

For removal of doubt, it may be clarified :

1. When a teacher combines vacation with earned leave, the period of vacation shall be reckoned as leave in calculating the maximum amount of leave on average pay which may be included in the particular period of leave.

2. In case where only a portion of the leave is spent outside India, the grant of leave in excess of 120 days shall be subject to the condition that the portion of the leave spent in India shall not, in the aggregate, exceed 120 days.

3. Encashment of earned leave shall be allowed to members of the teaching staff as applicable to the employees of the Central Government or State Government.

IV. Half-pay Leave

Half-pay leave may be sanctioned for a period of 20 days to a permanent teacher for each completed year of service. Such leave may be granted on the basis of a medical certificate from a registered medical practitioner, for any private affairs or for any academic purpose.

***Explanation*:**

A "completed year of service" means the continuous service of a specified duration under the university, and includes the periods of absence from duty as well as leave, including the extraordinary leave.

Note : Half-pay leave shall be combined with earned leave for calculating the number of earned leaves in case the number of earned leaves are less than 300 for purpose of encashment of leave at the time of superannuation as applicable to the employees of Government of India/State Government.

V. Commuted Leave

Commuted leave, not exceeding half the amount of half-pay leave due, may be granted to a permanent teacher on the basis of medical certificate from a registered medical practitioner subject to the following conditions:

(i) Commuted leave during the entire service shall be limited to a maximum of 240 days;

(ii) When commuted leave is granted, twice the amount of such leave shall be debited against the half-pay leave account; and

(iii) The total duration of earned leave and commuted leave taken in conjunction shall not exceed 240 days, at a time;

Provided that no commuted leave shall be granted under these Regulations, unless the authority competent to sanction leave has reason to believe that the teacher would return to duty on its expiry.

VI. Extraordinary Leave

(i) A permanent teacher may be granted extraordinary leave when:

(a) No other leave is admissible; or

(b) Other leave is admissible and the teacher applies in writing for the grant of extraordinary leave.

(ii) The extraordinary leave shall always be without pay and allowances. It shall not count for an increment except in the following cases:

(a) Leave taken on the basis of medical certificates;

(b) Cases where the Vice-Chancellor/Principal is satisfied that the leave was taken due to causes beyond the control of the teacher, such as inability to join or rejoin duty due to civil commotion or .a natural calamity, and the teacher has no other kind of leave to his credit;

(c) Leave taken for pursuing higher studies; and

(d) Leave granted to accept an invitation to a teaching post or fellowship or research-cum- teaching post or on assignment for technical or academic work of importance.

(iii) Extraordinary leave may be combined with any other leave except the casual leave and special casual leave, provided that the total period of continuous absence from duty on leave (including periods of vacation when such vacation is taken in conjunction with leave) shall not exceed three years, except in cases where the leave is taken on medical certificate. The total period of absence from duty shall in no case, exceed five years in the entire service period of the individual.

(iv) The authority empowered to grant leave may commute retrospectively the periods of absence without the leave into extraordinary leave.

VII. 'Leave Not Due'

(i) 'Leave not due', may, at the discretion of the Vice-Chancellor/Principal, be granted to a permanent teacher for a period not exceeding 360 days during the entire period of service, out of which not more than 90 days at a time and 180 days, in all, may be otherwise than on a medical certificate. Such leave shall be debited against the half-pay leave earned by him/her subsequently.

(ii) 'Leave not due' shall not be granted, unless the Vice-Chancellor/Principal is satisfied that as far as can reasonably be foreseen, the teacher will return to duty on the expiry of the leave and earn the leave granted.

(iii) A teacher to whom 'leave not due' is granted shall not be permitted to tender his/her resignation from service so long as the debit balance in his/her leave account is not wiped off by active service, or he/she refunds the amount paid to him/her as pay and allowances for the period not so earned. In a case where retirement is unavoidable on account of reason of ill-health, incapacitating the teacher for further service, refund of leave salary for the period of leave yet to be earned may be waived by the Executive Council/College Governing Body.

Provided that the Executive Council/College Governing Body may waive off, in any other exceptional case, for reasons to be recorded in writing, the refund of leave salary for the period of leave yet to be earned.

VIII. Maternity Leave

(i) Maternity leave on full pay may be granted to a woman teacher for a period not exceeding 180 days, to be availed of twice in the entire career. Maternity leave may also be granted in case of miscarriage, including abortion, subject to the condition that the total leave granted in respect of this to a woman teacher in her career is not more than 45 days, and the application for leave is supported by a medical certificate.

(ii) Maternity leave may be combined with any earned leave, half-pay leave or extraordinary leave, but any leave applied for in continuation of the maternity leave may be granted if the request is supported by a medical certificate.

IX. Child-care Leave

Woman teachers having any minor child/children may be granted leave up to a period of two years for taking care of the minor child/children. The child-care leave for a maximum period of two years (730 days) may be granted to the woman teachers during entire service period in lines with the Central Government woman employees. In the cases, where the child-care leave is granted for more than 45 days, the University/College/Institution may appoint a part-time / guest substitute teacher with intimation to the UGC.

X. Paternity Leave

Paternity leave of 15 days may be granted to male teachers during the confinement of their wife, and such leave shall be granted only up to two children.

XI. Adoption leave

Adoption leave may be provided as per the rules of the Central Government.

XII. Surrogacy leave

Leave for Surrogacy shall be applicable as per the Rules, Regulations and Norms as laid down by the Government of India.

9. Research Promotion Grant

The UGC or the respective agency (Central/State Governments) may provide a start-up grant at the level of Rs. 3.0 lakhs in Social Sciences, Humanities and Languages and Rs. 6.0 lakhs in Sciences and Technology to teachers and other non-vocational academic staff to take up research immediately after their appointment.

9.1 Consultancy Assignments

The consultancy rules, terms, conditions and the model of revenue sharing between institutions and consultant-teachers shall be as per the UGC Consultancy Rules to be provided separately.

10.0 Counting of Past Services for Direct Recruitment and Promotion under CAS

Previous regular service, whether national or international, as Assistant Professor, Associate Professor or Professor or equivalent in a University, College, National Laboratories or other scientific/professional organisations such as the CSIR, ICAR, DRDO, UGC, ICSSR, ICHR, ICMR and DBT, should count for the direct recruitment and promotion under the CAS of a teacher as Assistant Professor, Associate Professor, Professor or any other nomenclature, provided that:

(a) The essential qualifications of the post held were not lower than the qualifications prescribed by the UGC for Assistant Professor, Associate Professor and Professor, as the case may be.

(b) The post is/was in an equivalent grade or of the pre-revised scale of pay as the post of Assistant Professor (Lecturer) Associate Professor (Reader) and Professor.

(c) The concerned Assistant Professor, Associate Professor and Professor should possess the same minimum qualifications as prescribed by the UGC for appointment to the post of Assistant Professor, Associate Professor and Professor, as the case may be.

(d) The post was filled in accordance with the prescribed selection procedure as laid down in the Regulations of the University/State Government/Central Government/ Institutions concerned, for such appointments.

(e) The previous appointment was not as guest lecturer for any duration.

(f) The previous Ad-hoc or Temporary or contractual service (by whatever nomenclature it may be called) shall be counted for direct recruitment and for promotion, provided that:

(i) the essential qualifications of the post held were not lower than the qualifications prescribed by the UGC for Assistant Professor, Associate Professor and Professor, as the case may be

(ii) the incumbent was appointed on the recommendation of a duly constituted Selection Committee/Selection Committee constituted as per the rules of the respective university;

(iii) the incumbent was drawing total gross emoluments not less than the monthly gross salary of a regularly appointed Assistant Professor, Associate Professor and Professor, as the case may be; and

(g) No distinctions shall be made with reference to the nature of management of the institution where previous service was rendered (private/local body/Government), while counting the past service under this clause.

11.0 Period of Probation and Confirmation

11.1 The minimum period of probation of a teacher shall be one year, extendable by a maximum period of one more year in case of unsatisfactory performance.

11.2 The teacher on probation shall be confirmed at the end of one year, unless extended by another year through a specific order, before expiry of the first year.

11.3 Subject to Clause 11 of this Regulation, it is obligatory on the part of the university/the concerned institution to issue an order of confirmation to the incumbents within 45 days of completion of the probation period after following the due process of verification of satisfactory performance.

11.4 The probation and confirmation rules shall be applicable only at the initial stage of recruitment, issued from time to time, by the Central Government.

11.5 All other Central Government rules on probation and confirmation shall be applicable *mutatis mutandis*.

12.0 Creation and Filling-up of Teaching Posts

12.1 Teaching posts in universities, as far as feasible, may be created in a pyramidal order, for instance, for one post of Professor, there shall be two posts of Associate Professors and four posts of Assistant Professor, per department.

12.2 All the sanctioned/approved posts in the university system shall be filled up on an urgent basis.

13.0 Appointments on Contract Basis

The teachers should be appointed on contract basis only when it is absolutely necessary and when the student-teacher ratio does not satisfy the laid-down norms. In any case, the number of such appointments should not exceed 10% of the total number of faculty positions in a College/University. The qualifications and selection procedure for appointing them should be the same as those applicable to a regularly-appointed teacher. The

fixed emoluments paid to such contract teachers should not be less than the monthly gross salary of a regularly-appointed Assistant Professor. Such appointments should not be made initially for more than one academic session, and the performance of any such entrant teacher should be reviewed for academic performance before reappointing him/her on contract basis for another session. Such appointments on contract basis may also be resorted to when absolutely necessary to fill vacancies arising due to maternity leave, child-care leave, etc.

14.0 Teaching Days

14.1 The Universities/Colleges must have at least 180 teaching, i.e., there should be a minimum of 30 weeks of actual teaching in a 6-day week. Of the remaining period, 12 weeks may be devoted to admission and examination activities, and non-instructional days for co-curricular, sports, college day, etc., 8 weeks for vacations and 2 weeks may be attributed to various public holidays. If the University adopts a 5 day week pattern, then the number of weeks should be increased correspondingly to ensure the equivalent of 30 weeks of actual teaching, with a 6-day week.

The above provision is summarised as follows:

	Number of weeks : 6-days a week pattern		**Number of weeks : 5-days a week pattern**	
Categorisation	**University**	**College**	**University**	**College**
Teaching and Learning Process	30 (180 days) weeks	30 (180 days)weeks	36 (180 days) weeks	36 (180 days) weeks
Admissions, Examinations, and preparation for Examination	12	10	8	8
Vacations	8	10	6	6
Public Holidays (to increase and adjust teaching days accordingly)	2	2	2	2
Total	52	52	52	52

14.2 In-lieu of the curtailment of vacation by 2 weeks, the university teachers may be credited with1/3rd of the period of their earned leave. However, colleges may have an option of a total vacation of 10 weeks in a year and no earned leave except when required to work during the vacations for which, as in the case of University teachers, 1/3rd of the period shall be credited as Earned Leave.

15.0 Workload

15.1 The workload of the teachers in full employment should not be less than Forty hours a week for Thirty working weeks (One Hundred and Eighty teaching days) in an academic year. It should be necessary for the teacher to be available for at least Five hours daily in the University/College. Teachers shall devote at least Two hours per day for mentoring of students (minimum Fifteen students per coordinator) for Community Development/Extra-Curricular Activities/library consultation/research in case of Under-Graduate Courses and/or at least Two hours per day for research in case of Post-Graduate courses, for which the necessary space and infrastructure shall be provided by the University/College. The direct teaching-learning work load should be as follows:

Assistant Professor	-	16 hours per week
Associate Professor/Professor	-	14 hours per week

15.2 Professors/ Associate Professors/ Assistant Professors involved in administration/ extension work can devote two hours per week from the teaching and learning hours.

16.0 Service Agreement and Fixing of Seniority

16.1 At the time of recruitment in Universities and Colleges, a service agreement should be executed between the University/College and the teacher concerned and a copy thereof shall be deposited with the Registrar/Principal. Such service agreement shall be duly stamped as per the government rates applicable.

16.2. The self-appraisal methodology, as per Clause 6.0 and its sub-clauses and Clauses 6.1 to 6.4 and all the sub-clauses contained therein and as per Tables 1 to 5 of Appendix II, as per eligibility, shall form part of the service agreement/record.

16.3 Inter-se seniority between the direct recruited and teachers promoted under CAS

The inter-se seniority of a direct recruit shall be determined with reference to the date of joining and for the teachers promoted under the CAS with reference to the date of eligibility as indicated in the recommendations of the selection committee of the respective candidates. The rules and regulations of the respective Central/State Government shall apply, for all other matters of seniority.

17.0 Code of Professional Ethics

I. Teachers and their Responsibilities :

Whoever adopts teaching as a profession assumes the obligation to conduct himself / herself in accordance with the ideal of the profession. A teacher is constantly under the scrutiny of his students and the society at large. Therefore, every teacher should see that there is no incompatibility between his precepts and practice. The national ideals of education which have already been set forth and which he/she should seek to inculcate among students must be his/her own ideals. The profession further requires that the teacher should be calm, patient and communicative by temperament and amiable in disposition.

Teacher should:

(i) Adhere to a responsible pattern of conduct and demeanor expected of them by the community;

(ii) Manage their private affairs in a manner consistent with the dignity of the profession;

(iii) Seek to make professional growth continuous through study and research;

(iv) Express free and frank opinion by participation at professional meetings, seminars, conferences etc., towards the contribution of knowledge;

(v) Maintain active membership of professional organisations and strive to improve education and profession through them;

(vi) Perform their duties in the form of teaching, tutorials, practicals, seminars and research work, conscientiously and with dedication;

(vii) Discourage and not indulge in plagiarism and other non ethical behaviour in teaching and research;

(viii) Abide by the Act, Statute and Ordinance of the University and to respect its ideals, vision, mission, cultural practices and tradition;

(ix) Co-operate and assist in carrying out the functions relating to the educational responsibilities of the college and the university, such as: assisting in appraising applications for admission, advising and counselling students as well as assisting the conduct of university and college examinations, including supervision, invigilation and evaluation; and

(x) Participate in extension, co-curricular and extra-curricular activities, including the community service.

II. Teachers and Students

Teachers should:

(i) Respect the rights and dignity of the student in expressing his/her opinion;

(ii) Deal justly and impartially with students regardless of their religion, caste,

gender, political, economic, social and physical characteristics;

(iii) Recognise the difference in aptitude and capabilities among students and strive to meet their individual needs;

(iv) Encourage students to improve their attainments, develop their personalities and at the same time contribute to community welfare;

(v) Inculcate among students scientific temper, spirit of inquiry and ideals of democracy, patriotism, social justice, environmental protection and peace;

(vi) Treat the students with dignity and not behave in a vindictive manner towards any of them for any reason;

(vii) Pay attention to only the attainment of the student in the assessment of merit;

(viii) Make themselves available to the students even beyond their class hours and help and guide students without any remuneration or reward;

(ix) Aid students to develop an understanding of our national heritage and national goals; and

(x) Refrain from inciting students against other students, colleagues or administration.

III. Teachers and Colleagues

Teachers should:

(i) Treat other members of the profession in the same manner as they themselves wish to be treated;

(ii) Speak respectfully of other teachers and render assistance for professional betterment;

(iii) Refrain from making unsubstantiated allegations against colleagues to higher authorities; and

(iv) Refrain from allowing considerations of caste, creed, religion, race or sex in their professional endeavour.

IV. Teachers and Authorities :

Teachers should:

(i) Discharge their professional responsibilities according to the existing rules and adhere to procedures and methods consistent with their profession in initiating steps through their own institutional bodies and / or professional organisations for change of any such rule detrimental to the professional interest;

(ii) Refrain from undertaking any other employment and commitment, including private tuitions and coaching classes which are likely to interfere with their professional responsibilities;

(iii) Co-operate in the formulation of policies of the institution by accepting various offices and discharge responsibilities which such offices may demand;

(iv) Co-operate through their organisations in the formulation of policies of the other institutions and accept offices;

(v) Co-operate with the authorities for the betterment of the institutions keeping in view the interest and in conformity with the dignity of the profession;

(vi) Adhere to the terms of contract;

(vii) Give and expect due notice before a change of position takes place; and

(viii) Refrain from availing themselves of leave except on unavoidable grounds and as far as practicable with prior intimation, keeping in view their particular responsibility for completion of academic schedule.

V. Teachers and Non-Teaching Staff :

Teachers should :

(i) Treat the non-teaching staff as colleagues and equal partners in a cooperative undertaking, within every educational institution;

(ii) Help in the functioning of joint-staff councils covering both the teachers and the non-teaching staff.

VI. Teachers and Guardians

Teachers should:

(i) Try to see through teachers' bodies and organisations, that institutions maintain contact with the guardians, their students, send reports of their performance to the guardians whenever necessary and meet the guardians in meetings convened for the purpose for mutual exchange of ideas and for the benefit of the institution.

VII. Teachers and Society

Teachers should:

(i) Recognise that education is a public service and strive to keep the public informed of the educational programmes which are being provided;

(ii) Work to improve education in the community and strengthen the community's moral and intellectual life ;

(iii) Be aware of social problems and take part in such activities as would be conducive to the progress of society and hence the country as a whole;

(iv) Perform the duties of citizenship, participate in community activities and shoulder responsibilities of public offices;

(v) Refrain from taking part in or subscribing to or assisting in any way activities, which tend to promote feeling of hatred or enmity among different communities, religions or linguistic groups but actively work for national integration.

The Vice-Chancellor/Pro-Vice-Chancellor/Rector

The Vice-Chancellor/Pro-Vice-Chancellor/Rector should :

(a) Provide inspirational and motivational value-based academic and executive leadership to the university through policy formation, operational management, optimization of human resources and concern for environment and sustainability;

(b) Conduct himself/herself with transparency, fairness, honesty, highest degree of ethics and decision making that is in the best interest of the university;

(c) Act as steward of the university's assets in managing the resources responsibility, optimally, effectively and efficiently for providing a conducive working and learning environment;

(d) Promote the collaborative, shared and consultative work culture in the university, paving way for innovative thinking and ideas;

(e) Endeavour to promote a work culture and ethics that brings about quality, professionalism, satisfaction and service to the nation and society.

(f) Refrain from allowing considerations of caste, creed, religion, race, gender or sex in their professional endeavour.

College Principal should;

(a) Provide inspirational and motivational value-based academic and executive leadership to the college through policy formation, operational management, optimization of human resources and concern for environment and sustainability;

(b) Conduct himself/herself with transparency, fairness, honesty, highest degree of ethics and decision making that is in the best interest of the college;

(c) Act as steward of the College's assets in managing the resources responsibility, optimally, effectively and efficiently for providing a conducive working and learning environment;

(d) Promote the collaborative, shared and consultative work culture in the college, paving way for innovative thinking and ideas;

(e) Endeavour to promote a work culture and ethics that brings about quality, professionalism, satisfaction and service to the nation and society.

(f) Adhere to a responsible pattern of conduct and demeanor expected of them by the community;

(g) Manage their private affairs in a manner consistent with the dignity of the profession;

(h) Discourage and not indulge in plagiarism and other non ethical behaviour in teaching and research;

(i) Participate in extension, co-curricular and extra-curricular activities, including the community service.

(j) Refrain from allowing considerations of caste, creed, religion, race, gender or sex in their professional endeavour.

Director Physical Education and Sports (University/College)/Librarian (University/College) should;

(a) Adhere to a responsible pattern of conduct and demeanor expected of them by the community;

(b) Manage their private affairs in a manner consistent with the dignity of the profession;

(c) Discourage and not indulge in plagiarism and other non ethical behaviour in teaching and research;

(d) Participate in extension, co-curricular and extra-curricular activities, including the community service.

(e) Refrain from allowing considerations of caste, creed, religion, race, gender or sex in their professional endeavour.

18.0 Maintenance of Standards in Higher-Education Institutions:

In order to maintain the academic standards in higher education, the following recommendations shall be adopted by the respective Universities/Colleges/Institutions:

i. The process of evaluation for Ph.D shall be uniform in all the universities in accordance with the respective UGC Regulations and their amendments from time to time, in this regard. The Universities shall adopt these Regulations within six months of their notification.

ii. There shall be special provision of supernumerary Ph.D seats not exceeding 10% of the total seats available in the department, if there is no vacant seat available with the eligible Supervisors in that department, to the in-service teachers for encouraging the faculty members of colleges and universities for getting a Ph.D. degree.

iii. In order to encourage research and increase country's research output, Universities shall accord permission and provide need-based facility for college teachers to supervise Ph.D./M.Phil. scholars. Universities shall amend their Statutes and Ordinances accordingly.

iv. All newly-recruited faculty members shall be provided one-time seed money/start up grant/research grant for establishing a basic research/computational facility as per the provisions laid down in these regulations.

v. The Ph.D. degree shall be made a mandatory requirement for recruitment and promotions in accordance with the provisions laid down in these Regulations.

vi. Research clusters shall be created amongst the universities/colleges/research institutions within the state for sharing research facilities, human resources, skills and infrastructure to ensure optimal utilisation of resources and to create synergies among higher education institutions.

vii. An induction programme of one month shall be introduced for all newly-recruited Assistant Professors in the universities /colleges/institutions ideally before the starting of their teaching work, but definitely within one year of the recruitment of the new faculty member. In addition to the Human Resource Development Centres of the UGC, Universities/Institutions with the Pandit Madan Mohan Malviya National Mission on Teachers and Teaching(PMMMNMTT) scheme shall also organize such induction programmes as per their mandate.

viii. These induction programmes shall be treated at par with the Orientation Programmes already being run by the Human Resource Development Centres of the UGC for the purpose of the CAS requirements. Universities/Colleges/Institutions shall send the faculty members to such programmes in a phased manner so that the teaching work does not suffer.

ix. All short-term and long-duration capacity-building programmes for teachers/faculty ranging from one week to one month as well as seminars, workshops in different pedagogic and discipline-specific areas being conducted by centres such as Schools of Education (SoEs), Teaching Learning Centres (TLCs), Faculty Development Centres (FDCs), Centres for Excellence in Science and Mathematics (CESMEs), Centres for Academic Leadership and Education Management (CALEMs) under the PMMMNMTT scheme shall be taken into consideration for fulfilment of the requirements as laid down in Career Advancement Scheme of these Regulations.

19.0 Other Terms and Conditions

19.1 Incentives for Ph.D./M.Phil. and other Higher Qualification

i. Five non-compounded advance increments shall be admissible at the entry level of recruitment as Assistant Professor to persons possessing the degrees of Ph.D. awarded in a relevant discipline by the University following the process of admission, registration, course work and external evaluation as prescribed by the UGC.

ii. M.Phil degree holders at the time of recruitment to the post of Assistant Professor shall be entitled to two non-compounded advance increments.

iii. Those possessing Post-graduate degree in the professional course such as LL.M./M.Tech/M.Arch./ M.E./M.V.Sc./M.D., etc. recognized by the relevant statutory body/ council, shall also be entitled to two non-compunded advance increments at the entry level.

iv.

a) Teachers who complete their Ph.D. degree while in service shall be entitled to three non-compounded increments fixed at increment applicable at entry level only if such Ph.D. is in a relevant discipline of the

discipline of employment and has been awarded by a University complying with the process prescribed by the UGC for enrolment, course work, evaluation, etc.

b) However, teachers in service who have already been awarded Ph.D. by the time of coming into force of these Regulations or having been enrolled for Ph.D. have already undergone course-work as well as evaluation, if any, and only Notification in regard to the award of Ph.D. is awarded, shall also be entitled to the award of three non-compounded increments fixed at increment applicable at entry level only, even if the university awarding such Ph.D. has not yet been notified by the UGC as having complied with the process prescribed by the Commission.

v. In respect of every other case, a teacher who is already enrolled for Ph.D. shall avail the benefit of three non-compounded increments fixed at increment applicable at entry level only if the university awarding the Ph.D. has been notified by the UGC to have complied with the process prescribed by the Commission for the award of Ph.D. in respect of either course-work or evaluation or both, as the case may be.

vi. Teachers in service who have not yet enrolled for Ph.D. shall therefore, derive the benefit of three non-compounded increments fixed at increment applicable at entry level only on award of Ph.D. , while in service only if such enrolment is with a university which complies with the entire process including that of enrolment as prescribed by the UGC.

vii. Teachers who acquire M.Phil. Degree or a post-graduate degree in a professional course recognised by the relevant Statutory Body / Council, while in service, shall be entitled to one advance increment fixed at increment applicable at entry level only.

viii. Five non-compounded advance increments shall be admissible to Assistant Librarian / College Librarian who are recruited at entry level with Ph.D. degree in the discipline of library science from a university complying with the process prescribed by the UGC in respect of enrolment, course-work and evaluation process for the award of Ph.D. in Library Science.

ix. (a) Assistant Librarian/College Librarian acquiring the degree of Ph.D. at any time while in service, in the discipline of library science from a university complying with the process prescribed by the UGC in respect of enrolment, course-work and evaluation shall be entitled to three non-compounded advance increments fixed at increment applicable at entry level only.

(b) However, persons in posts of Assistant Librarian/College Librarian on higher positions who have already been awarded Ph.D. in library science at the time of coming into force of these Regulations or having already undergone course-work as well as evaluation, if any, and only Notification in regard to the award of Ph.D. is awaited, shall also be entitled to the award of three non-compounded increments fixed at increment applicable at entry level only.

x. In respect of every other case of persons in the post of Assistant Librarian / College Librarian or higher positions who are already enrolled for Ph.D. shall avail the benefit three non-compounded increments fixed at increment applicable at entry level only if the university awarding the Ph.D. has been notified by the UGC to have complied with the process prescribed by the Commission for the award of Ph.D.in respect of either course-work or evaluation or both as the case may be.

xi. Assistant Librarian/College librarian and others in higher library positions in service who have not yet enrolled for Ph.D. shall therefore, derive the benefit of three non-compounded increments fixed at increment applicable at entry level only on award of Ph.D. while in service only if such enrolment is with a university which complies with the entire process, including that of enrolment as prescribed by the UGC.

xii. Two non-compounded advance increments shall be admissible for Assistant Librarian/College Librarian with M.Phil. degree in Library Science at the entry level. Assistant Librarian/College Librarian and those in higher positions acquiring M.Phil degree in library science at any time during the course of their service shall be entitled to one advance increment fixed at increment applicable at entry level only.

xiii. Five non-compounded advance increments shall be admissible to Assistant Director of Physical Education and Sports / College Director of Physical Education and Sports who are recruited at entry level with Ph.D. degree in the discipline of Physical Education/Physical Education and Sports / Sports Science from a university complying with the process prescribed by the UGC in respect of enrolment, course-work and evaluation process for the award of Ph.D. in Physical Education/Physical Education and Sports / Sports Science.

xiv. Not withstanding anything in the forgoing clauses, those who have already availed the benefit of advance increments for possessing Ph.D./M.Phil at the entry level or in service once either under this regulation or under the earlier schemes/regulations shall not be entitled to the benefit of advance increments under these Regulations.

xv. Teachers, library and Physical Education and Sports cadres who have already availed the benefits of increments as per the then existing policy for acquiring Ph.D./M.Phil. while in service shall not be entitled to advance increments under these Regulations.

xvi. For posts at the entry level where no such advance increments were admissible for possessing Ph.D./M.Phil. under the earlier schemes/regulations, the benefit of advance of increments for possessing Ph.D./M.Phil shall be available to only those appointments which have been made on or after the coming into force of these Regulations.

19.2 Promotion

When an individual gets a promotion, his new pay on promotion would be fixed in the Pay Matrix as follows:

On promotion, the teacher or equivalent position would be given a notional increment in his/her existing Academic Level of Pay, by moving him/her to the next higher Cell at that Level; and the pay shown in this Cell would now be located in the new Academic Level corresponding to the post to which he/she has been promoted. If a Cell identical with that pay is available in the new Level, that Cell shall be the new pay, otherwise the next higher Cell in that Level shall be the new pay of the teacher or equivalent position. If the pay arrived at in this manner is less than the first Cell in the new Level, then the pay shall be fixed at the first Cell of the new Level.

19.3 Allowances and Benefits

I. Other allowances and benefits, such as Hometown Travel Concession, Leave Travel Concession, Special Compensatory Allowances, Children's Education Allowance, Transport Allowance, House Rent Allowance, House Building Allowance, Deputation Allowance, Travelling Allowance, Dearness Allowance, Area-based Special Compensatory Allowance etc. for teachers and Library and Physical Education and Sports Cadres, shall be as applicable to the Central Government employees and be governed by the relevant rules as notified by the Government of India from time to time.

II. Pension, Gratuity, ex-gratia compensation etc. as applicable to Central/State Government employees shall also be applicable to teachers and Library and Physical Education and Sports Cadres of Central/State Universities and Colleges including affiliated and constituent Colleges as the case may be.

III. Medical Benefits: All medical benefits for teachers and Library and Physical Education Cadres, shall be as applicable to the Central Government employees. Further, the Teachers and Library and Physical Education Cadres may be placed under Central Government Health Scheme or any other such scheme of the Central Government/ Health Scheme of respective State Government, as the case may be, for Central/State Universities/Colleges respectively.

APPENDICES

Appendix I	**Fitment Tables for fixation of pay of the existing incumbents, who were in position as on 01.01.2016, in various categories of posts indicated in the tables (MHRD Notification MHRD letters No. Corrigendum F.No.1-7/2015-U.II(1) dated 08.11.2017**
Appendix II	**Assessment Criteria and Methodology** **Table 1 to 3 - For University and College Teachers** **Table 4 - For Assistant Librarian, Deputy Librarian, Librarian etc.** **Table 5 - For Assistant Director/Deputy Director/Director Physical Education and Sports etc.**

SANJEEV KUMAR NARAYAN, Under Secy.

[ADVT.-III/4/Exty./147/18]

Appendix I

Fitment Tables for fixation of pay of the existing incumbents, who were in position as on 01.01.2016, in various categories of posts indicated in the tables

F.No.1-7/2015-U.II(1)
Government of India
Ministry of Human Resource Development
Department of Higher education
University-2 Section

Shastri Bhavan, New Delhi
Dated 3rd November, 2017

Corrigendum

Subject: Scheme of revision of pay of teachers and equivalent cadres in universities and colleges following the revision of pay scales of Central Government employees on the recommendations of the 7th Central Pay Commission (CPC).

In the order of the Government of India in the Ministry of Human Resource Development (Department of Higher Education) no. 1-7/2015-U.II(1) dated 2.11.2017 in the Annexure (Page 9) appended to the said order, figures mentioned in

(a) Cell Academic level 12, row 3 may be read as "84,700" instead of "84,100"
(b) Cell Academic level 13A, row 16 may be read as "2,04,700" instead of "2,04,100"
(c) Cell Academic level 14, row 8 may be read as "1,82,700" instead of "1,82,100"

2. The rest of the content of the above order remains the same.

(Dr. K.K. Tripathy) 3/11/17
Director

To,

1. The Secretary, University Grants Commission, Bahadurshah Zafar Marg, New Delhi —110.002.
2. Vice Chancellors of all Central Universities/ Institutions Deemed to be Universities fully funded by the Central Government.
3. Principal Secretary to Prime Minister, South Block, Central Secretariat, New Delhi.
4. Secretary (Coordination), Cabinet Secretariat, Rashtrapati Bhavan, New Delhi.
5. Secretary, Department of Expenditure, North Block, New Delhi.
6. Secretary, Department of Personnel & Training, North Block, New Delhi.
7. Secretary, Department of Agricultural Research and Education, Krishi Bhavan, New Delhi.
8. Secretary, Ministry of Health and Family Welfare (Medical Education), Nirman Bhavan, New Delhi.
9. Member Secretary, All India Council for Technical Education, New Delhi
10. Chief Secretaries of all State Governments.
11. Web Master, Ministry of Human Resource Development for publication on the website of the Ministry, hosted by the National Informatics Centre.

Annexure-I

Pay Matrix

Pay Band (Rs.)	15,600-39,100			37,400-67,000		67,000-79,000
Grade Pay (Rs.)	6,000	7,000	8,000	9,000	10,000	0
Index of Rationalization	2.67	2.67	2.67	2.67	2.72	2.72
Entry Pay (Rs.)	21,600	25,790	29,900	49,200	53,000	67,000
Academic Level	10	11	12	12A	14	15
Rationalised Entry Pay (Rs.) 1	57,700	68,900	79,800	1,31,400	1,44,200	1,82,200
2	59,400	71,000	82,200	1,35,300	1,48,500	1,87,700
3	61,200	73,100	84,700	1,39,400	1,53,000	1,93,400
4	63,000	75,200	87,200	1,43,600	1,57,600	1,99,100
5	64,900	77,600	89,800	1,47,900	1,62,300	2,05,100
6	66,800	79,900	92,500	1,52,300	1,67,200	2,11,300
7	68,800	82,300	95,300	1,56,900	1,72,200	2,17,600
8	70,900	84,800	98,200	1,61,600	1,77,400	2,24,100
9	73,000	87,300	1,01,100	1,66,400	1,82,700	
10	75,200	89,900	1,04,100	1,71,400	1,88,200	
11	77,500	92,600	1,07,200	1,76,500	1,93,800	
12	79,800	95,400	1,10,400	1,81,800	1,99,600	
13	82,200	98,300	1,13,700	1,87,300	2,05,600	
14	84,700	1,01,200	1,17,100	1,92,900	2,11,800	
15	87,200	1,04,200	1,20,600	1,98,700	2,18,200	
16	89,800	1,07,300	1,24,200	2,04,799		
17	92,500	1,10,500	1,27,900	2,10,999		

K. K. Tripathy
87/10

Pay Band (Rs.)	15,600-39,100			37,400-67,000		67,000-79,000
18	95,300	1,13,800	1,31,700	2,17,100		
19	98,200	1,17,200	1,35,700			
20	1,01,100	1,20,700	1,39,800			
21	1,04,100	1,24,300	1,44,000			
22	1,07,200	1,28,000	1,48,300			
23	1,10,400	1,31,800	1,52,700			
24	1,13,700	1,35,800	1,57,300			
25	1,17,100	1,39,900	1,62,000			
26	1,20,600	1,44,100	1,66,900			
27	1,24,200	1,48,400	1,71,900			
28	1,27,900	1,52,900	1,77,100			
29	1,31,700	1,57,600	1,82,400			
30	1,35,700	1,62,200	1,87,900			
31	1,39,800	1,67,100	1,93,500			
32	1,44,000	1,72,100	1,99,300			
33	1,48,300	1,77,300	2,05,300			
34	1,52,700	1,82,600	2,11,500			
35	1,57,300	1,88,100				
36	1,62,000	1,93,700				
37	1,66,900	1,99,600				
38	1,71,900	2,05,500				
39	1,77,100					
40	1,82,400					

K. K. Tripathy
87/11

Appendix II

Table 1

Assessment Criteria and Methodology for University/College Teachers

S.No.	Activity	Grading Criteria
1.	Teaching: (Number of classes taught/total classes assigned)x100% (Classes taught includes sessions on tutorials, lab and other teaching related activities)	80% & above - Good Below 80% but 70% & above-Satisfactory Less than 70% - Not satisfactory
2.	Involvement in the University/College students related activities/research activities: *(a)* Administrative responsibilities such as Head, Chairperson/ Dean/ Director/ Co-ordinator, Warden etc. *(b)* Examination and evaluation duties assigned by the college / university or attending the examination paper evaluation. *(c)* Student related co-curricular, extension and field based activities such as student clubs, career counselling, study visits, student seminars and other events, cultural, sports, NCC, NSS and community services. *(d)* Organising seminars/ conferences/ workshops, other college/university activities. *(e)* Evidence of actively involved in guiding Ph.D students. *(f)* Conducting minor or major research project sponsored by national or international agencies. *(g)* At least one single or joint publication in peer-reviewed or UGC list of Journals.	Good - Involved in at least 3 activities Satisfactory - 1-2 activities Not-satisfactory - Not involved / undertaken any of the activities **Note:** Number of activities can be within or across the broad categories of activities

Overall Grading:

Good: Good in teaching and satisfactory or good in activity at Sl.No.2.

Or

Satisfactory: Satisfactory in teaching and good or satisfactory in activity at Sl.No.2.

Not Satisfactory: If neither good nor satisfactory in overall grading

Note: For the purpose of assessing the grading of Activity at Serial No. 1 and Serial No. 2, all such periods of duration which have been spent by the teacher on different kinds of paid leaves such as Maternity Leave, Child Care Leave, Study Leave, Medical Leave, Extraordinary Leave and Deputation shall be excluded from the grading assessment. The teacher shall be assessed for the remaining period of duration and the same shall be extrapolated for the entire period of assessment to arrive at the grading of the teacher. The teacher on such leaves or deputation as mentioned above shall not be put to any disadvantage for promotion under CAS due to his/her absence from his/her teaching responsibilities subject to the condition that such leave/deputation was undertaken with the prior approval of the competent authority following all procedures laid down in these regulations and as per the acts, statutes and ordinances of the parent institution.

Table 2

Methodology for University and College Teachers for calculating Academic/Research Score

(Assessment must be based on evidence produced by the teacher such as: copy of publications, project sanction letter, utilization and completion certificates issued by the University and acknowledgements for patent filing and approval letters, students' Ph.D. award letter, etc,.)

S.N.	Academic/Research Activity	Faculty of Sciences /Engineering / Agriculture / Medical /Veterinary Sciences	Faculty of Languages / Humanities / Arts / Social Sciences / Library /Education / Physical Education / Commerce / Management & other related disciplines
1.	**Research Papers in Peer-Reviewed or UGC listed Journals**	08 per paper	10 per paper
2.	**Publications (other than Research papers)**		
	(a) Books authored which are published by ;		
	International publishers	12	12
	National Publishers	10	10
	Chapter in Edited Book	05	05
	Editor of Book by International Publisher	10	10
	Editor of Book by National Publisher	08	08
	(b) Translation works in Indian and Foreign Languages by qualified faculties		
	Chapter or Research paper	03	03
	Book	08	08
3.	**Creation of ICT mediated Teaching Learning pedagogy and content and development of new and innovative courses and curricula**		
	(a) Development of Innovative pedagogy	05	05
	(b) Design of new curricula and courses	02 per curricula/course	02 per curricula/course
	(c) MOOCs		
	Development of complete MOOCs in 4 quadrants (4 credit course)(In case of MOOCs of lesser credits 05 marks/credit)	20	20
	MOOCs (developed in 4 quadrant) per module/lecture	05	05
	Content writer/subject matter expert for each module of MOOCs (at least one quadrant)	02	02
	Course Coordinator for MOOCs (4 credit course)(In case of MOOCs of lesser credits 02 marks/credit)	08	08
	(d) E-Content		
	Development of e-Content in 4 quadrants for a complete course/e-book	12	12
	e-Content (developed in 4 quadrants) per module	05	05
	Contribution to development of e-content module in complete course/paper/e-book (at least one quadrant)	02	02
	Editor of e-content for complete course/ paper /e-book	10	10
4	**(a) Research guidance**		

	Ph.D.	10 per degree awarded 05 per thesis submitted	10 per degree awarded 05 per thesis submitted
	M.Phil./P.G dissertation	02 per degree awarded	02 per degree awarded
.	**(b) Research Projects Completed**		
	More than 10 lakhs	10	10
	Less than 10 lakhs	05	05
	(c) Research Projects Ongoing :		
	More than 10 lakhs	05	05
	Less than 10 lakhs	02	02
	(d) Consultancy	03	03
5	**(a) Patents**		
	International	10	10
	National	07	07
	(b) *Policy Document (Submitted to an International body/organisation like UNO/UNESCO/World Bank/International Monetary Fund etc. or Central Government or State Government)		
	International	10	10
	National	07	07
	State	04	04
	(c) Awards/Fellowship		
	International	07	07
	National	05	05
.			
6.	***Invited lectures / Resource Person/ paper presentation in Seminars/ Conferences/full paper in Conference Proceedings (Paper presented in Seminars/Conferences and also published as full paper in Conference Proceedings will be counted only once)**		
	International (Abroad)	07	07
	International (within country)	05	05
	National	03	03
	State/University	02	02

The Research score for research papers would be augmented as follows :

Peer-Reviewed or UGC-listed Journals (Impact factor to be determined as per Thomson Reuters list) :

i) Paper in refereed journals without impact factor - 5 Points

ii) Paper with impact factor less than 1 - 10 Points

iii) Paper with impact factor between 1 and 2 - 15 Points

iv) Paper with impact factor between 2 and 5 - 20 Points

v) Paper with impact factor between 5 and 10 - 25 Points

vi) Paper with impact factor >10 - 30 Points

(a) Two authors: 70% of total value of publication for each author.

(b) More than two authors: 70% of total value of publication for the First/Principal/Corresponding author and 30% of total value of publication for each of the joint authors.

Joint Projects: Principal Investigator and Co-investigator would get 50% each.

Note:

- Paper presented if part of edited book or proceeding then it can be claimed only once.
- For joint supervision of research students, the formula shall be 70% of the total score for Supervisor and Co-supervisor. Supervisor and Co-supervisor, both shall get 7 marks each.
- *For the purpose of calculating research score of the teacher, the combined research score from the categories of 5(b). Policy Document and 6. Invited lectures/Resource Person/Paper presentation shall have an upper capping of thirty percent of the total research score of the teacher concerned.
- The research score shall be from the minimum of three categories out of six categories.

Table: 3 A

Criteria for Short-listing of Candidates for Interview for the Post of Assistant Professors in Universities

S.N.	Academic Record	Score			
1.	**Graduation**	80% & Above = 15	60% to less than 80% = 13	55% to less than 60% = 10	45% to less than 55% =05
2.	**Post-Graduation**	80% & Above = 25	60% to less than 80% = 23	55% (50% in case of SC/ST/OBC (non-creamy layer)/PWD) to less than 60% = 20	
3.	**M.Phil.**	60% & above = 07	55% to less than 60% = 05		
4.	**Ph.D.**	30			
5.	**NET with JRF**	07			
	NET	05			
	SLET/SET	03			
6.	**Research Publications (2 marks for each research publications published in Peer-Reviewed or UGC-listed Journals)**	10			
7.	**Teaching / Post Doctoral Experience (2 marks for one year each)#**	10			
8.	**Awards**				
	International / National Level (Awards given by International Organisations/ Government of India / Government of India recognised National Level Bodies)	03			
	State-Level (Awards given by State Government)	02			

#However, if the period of teaching/Post-doctoral experience is less than one year then the marks shall be reduced proportionately.

Note:

(A) **(i)** M.Phil + Ph.D Maximum - 30 Marks

(ii) JRF/NET/SET Maximum - 07 Marks

(iii) In awards category Maximum - 03 Marks

(B) Number of candidates to be called for interview shall be decided by the concerned universities.

(C)

Academic Score	-	80
Research Publications	-	10
Teaching Experience	-	10
Total	**-**	**100**

(D) Score shall be valid for appointment in respective State SLET/SET Universities/ Colleges/ Institutions only

Table: 3 B

Criteria for Short-listing of candidates for Interview for the Post of Assistant Professors in Colleges

S.N.	Academic Record	Score			
1.	**Graduation**	80% & Above = 21	60% to less than 80% = 19	55% to less than 60% = 16	45% to less than 55% =10
2.	**Post-Graduation**	80% & Above = 25	60% to less than 80% = 23	55% (50% in case of SC/ST/OBC (non-creamy layer)/PWD) to less than 60% = 20	
3.	**M.Phil.**	60% & above = 07	55% to less than 60% = 05		
4.	**Ph.D.**	25			
5.	**NET with JRF**	10			
	NET	08			
	SLET/SET	05			
6.	**Research Publications (2 marks for each research publications published in Peer-Reviewed or UGC-listed Journals)**	06			
7.	**Teaching / Post Doctoral Experience (2 marks for one year each)#**	10			
8.	**Awards**				
	International / National Level (Awards given by International Organisations/ Government of India / Government of India recognised National Level Bodies)	03			
	State-Level (Awards given by State Government)	02			

However, if the period of teaching/post-doctoral experience is less than one year then the marks shall be reduced proportionately.

Note :

(A)

(i)	M.Phil. + Ph.D.	Maximum	-	25 Marks
(ii)	JRF/NET/SET	Maximum	-	10 Marks
(iii)	In awards category	Maximum	-	03 Marks

(B) Number of candidates to be called for interview shall be decided by the college.

(C)

Academic Score	-	84
Research Publications	-	06
Teaching Experience	-	10
TOTAL	-	100

(D) SLET/SET score shall be valid for appointment in respective State Universities/Colleges/institutions only.

Table 4

Assessment Criteria and Methodology for Librarians

S.No.	Activity	Grading Criteria
1	Regularity of attending library (calculated in terms of percentage of days attended to the total number of days he/she is expected to attend) While attending in the library, the individual is expected to undertake, inter alia, following items of work: • Library Resource and Organization and maintenance of books, journals and reports. • Provision of Library reader services such as literature retrieval services to researchers and analysis of report. • Assistance towards updating institutional website	90% and above - Good Below 90% but 80% and above - Satisfactory Less than 80% - Not satisfactory
2.	Conduct of seminars/workshops related to library activity or on specific books or genre of books.	Good – 1 National level seminar/ workshop + 1 State/institution level workshop/Seminar Satisfactory - 1 National level seminar/ workshop or 1 state level seminar/ workshop + 1 institution level seminar/ workshop or 4 institution seminar / workshop Unsatisfactory – Not falling in above two categories
3.	If library has a computerized database then OR If library does not have a computerized database	Good – 100% of physical books and journals in computerized database. Satisfactory – At least 99% of physical books and journals in computerized database. Unsatisfactory – Not falling under good or satisfactory. OR Good – 100% Catalogue database made up to date Satisfactory- 90% catalogue database made up to date Unsatisfactory - Catalogue database not upto mark. (To be verified in random by the CAS Promotion Committee)

4.	Checking inventory and extent of missing books	Good : Checked inventory and missing book less than 0.5% Satisfactory - Checked inventory and missing book less than 1% Unsatisfactory - Did not check inventory Or Checked inventory and missing books 1% or more.
5.	(i) Digitisation of books database in institution having no computerized database. (ii) Promotion of library network. (iii)Systems in place for dissemination of information relating to books and other resources. (iv)Assistance in college administration and governance related work including work done during admissions, examinations and extracurricular activities. (v)Design and offer short-term courses for users. (vi)Publications of at least one research paper in UGC approved journals.	Good : Involved in any two activities Satisfactory : At least one activity Not Satisfactory : Not involved/ undertaken any of the activities.
Overall Grading	Good : Good in Item 1 and satisfactory/good in any two other items including Item 4. Satisfactory : Satisfactory in Item 1 and satisfactory /good in any other two items including Item 4. Not satisfactory : If neither good nor satisfactory in overall grading.	

Note :

(1) It is recommended to use ICT technology to monitor the attendance of library staff and compute the criteria of assessment.

(2) The Librarian must submit evidence of published paper, participation certificate for refresher or methodology course, successful research guidance from Head of Department of the concerned department, project completion.

(3) The system of tracking user grievances and the extent of grievances redressal details may also be made available to the CAS promotion committee.

Table 5

Assessment Criteria and Methodology for Directors of Physical Education and Sports

S. No.	Activity	Grading Criteria
1	Attendance calculated in terms of percentage of days attended to the total number of days he is expected to attend.	90 and above - Good Above 80 but below 90- Satisfactory. Less than 80 - Not satisfactory.
2.	Organizing intra college competition	Good - Intra college competition in more than 5 disciplines. Satisfactory - Intra college competition in 3-5 disciplines. Unsatisfactory - Neither good nor satisfactory.

3.	Institution participating in external competitions	Good - National level competition in at least one discipline plus State/District level competition in at least 3 disciplines. Satisfactory- State level competition in at least one discipline plus district level competition in at least 3 disciplines. Or District level competition in at least 5 disciplines. Unsatisfactory - Neither good nor satisfactory.
4.	Up-gradation of sports and physical training infrastructure with scientific and technological inputs. Development and maintenance of playfields and sports and physical Education facilities.	Good/Satisfactory/Not-Satisfactory to be assessed by the Promotion committee.
5.	(i)At least one student of the institution participating in national/ state/ university (for college levels only) teams. Organizing state/national/inter university/inter college level competition. (ii)Being invited for coaching at state/national level. (iii)Organizing at least three workshops in a year. (iv)Publications of at least one research paper in UGC approved journal. Assistance in college administration and governance related work including work done during admissions, examinations and extracurricular college activities.	Good: Involved in any two activities. Satisfactory: 1 activity Not Satisfactory : Not involved/ undertaken any of the activities.
Overall Grading	Good: Good in Item 1 and satisfactory/good in any two other items. Satisfactory: Satisfactory in Item 1 and satisfactory/good in any other two items. Not Satisfactory: If neither good nor satisfactory in overall grading.	

Note:

i)It is recommended to use ICT technology to monitor the attendance of sports and physical education and compute the criteria of assessment.

ii)The institution must obtain student feedback. The feed-backs must be shared with the concerned Director of Physical and Education and Sports and also the CAS Promotion committee.

iii)The system of tracking user grievances and the extent of grievance redressal details may also be made available to the CAS Promotion Committee.

Uploaded by Dte. of Printing at Government of India Press, Ring Road, Mayapuri, New Delhi-110064
and Published by the Controller of Publications, Delhi-110054.

2	क्या शिक्षक ने विषयवस्तु के अतिरिक्त प्रासंगिक शीर्षकों को भी शामिल किया है					
3	निम्न के संदर्भ में शिक्षक की प्रभावशीलता : (क) तकनीकी अन्तर्वस्तु/पाठ्यक्रम अन्तर्वस्तु (ख) सम्प्रेषण कौशल (ग) शिक्षण सहायक सामग्रियों का प्रयोग					
4	जिस गति से अन्तर्वस्तु पूरी की जाती है					
5	विद्यार्थियों के लिए सीखने की प्रेरणा एवं अभिप्रेरणा					
6	विद्यार्थियों के कौशलों को विकसित करने के लिए सहायता (i) प्रायोगिक प्रदर्शन (ii) मौके पर प्रदर्शन					
7	विद्यार्थियों की अपेक्षाओं की स्पष्टता					
8	विद्यार्थियों की प्रगति पर उपलब्ध करवाई गई प्रतिपुष्टि					
9	विद्यार्थियों को सहायता एवं परामर्श देने की तत्परता					
	कुल					

ALL INDIA COUNCIL FOR TECHNICAL EDUCATION

NOTIFICATION

New Delhi, the 1st March, 2019

AICTE REGULATIONS ON PAY SCALES, SERVICE CONDITIONS AND MINIMUM QUALIFICATIONS FOR THE APPOINTMENT OF TEACHERS AND OTHER ACADEMIC STAFF SUCH AS LIBRARY, PHYSICAL EDUCATION AND TRAINING & PLACEMENT PERSONNEL IN TECHNICAL INSTITUTIONS AND MEASURES FOR THE MAINTENANCE OF STANDARDS IN TECHNICAL EDUCATION – (DEGREE) REGULATION, 2019.

F. No. 61-1/RIFD/7th CPC/2016-17.—In exercise of the powers conferred under sub-section (1) of Section 23 read with Section 10(g), (h) and (i) of the All India Council for Technical Education Act, 1987 (52 of 1987) and after approval of the Government of India vide No. 1 - 37 / 2016 – TS.II, Dated 18th January, 2019 followed by letters of even No. dated 29th January, 2019 and 12th February, 2019, the All India Council for Technical Education makes the following regulations; namely:

1.0 Short Title, Application and Commencement

1.1 Short Title

These regulations may be called the All India Council for Technical Education Pay Scales, Service Conditions and Minimum Qualifications for Appointment of Teachers and Other Academic Staff such as Library, Physical Education and Training & Placement Personnel in Technical Institutions and Measures for the Maintenance of Standards in Technical Education – (Degree) Regulation, 2019.

1.2 Categories of Institutions to whom the regulations apply

These shall apply to all degree level technical institutions and universities including deemed to be universities imparting technical education and such other courses / programs approved by AICTE and areas as notified by the council from time to time.

1.3 Date of Effect

a) **Pay Scales and DA:** The revised pay-scales shall be effective from 1.1.2016.

b) **Other Allowances:** Allowances such as Leave Travel Concession, Special Compensatory Allowances, Children's Education Allowance, Transport Allowance, House Rent Allowance, Deputation Allowance, House Building Allowance, Travelling Allowance etc. shall be applicable from the date as notified by the Central Government / respective State and UT Government from time to time.

1.4 Effective date of application of Service Conditions

a) All other service conditions including Qualifications, Experience, Recruitment, Promotions publications, training and course requirements etc. shall come into force with effect from the date of this Gazette Notification.

b) The Qualifications, Experience, Recruitment and Promotions etc. during 01-01-2016 till the issue of this Gazette Notification shall be governed by All India Council for Technical Education Pay Scales, Service Conditions and Qualifications for the Teachers and other Academic Staff in Technical Institutions (Degree) Regulation, 2010 dated 5th March 2010 and subsequent notifications issued from time to time.

c) Those who are eligible for promotions after the date of publication of this gazette, shall have to meet the necessary conditions such as additional qualification, undergoing industrial training, pedagogical training, faculty induction program, publishing research papers etc. However, these requirements shall be permitted to be fulfilled till 31st July, 2022 so as to enable faculty members in equipping them for requisite mandatory requirements of this gazette to avail the benefit of promotion retrospectively from the date of eligibility.

d) For incumbent faculty members, the date of eligibility up to 31st July, 2022 shall be allowed to be according to the 6th CPC Gazette notification published on 8th November, 2012. All the benefit of promotion to such candidates be permitted retrospectively on the date when he/she became eligible.

e) It may be noted that, no further extension would be given beyond 31st July, 2022 and those who do not meet the essential criteria despite the above grace period, shall lose an opportunity for getting promotion retrospectively. However, they will be eligible for promotion from the date they meet these criteria thereafter.

f) In cases, wherein interviews are already conducted either for direct recruitment or for promotions but candidates did not join, such candidates may be allowed to join. Their further up-gradation will be governed by this notification.

g) In cases, where advertisement was published, applications invited but interviews have not been conducted till publication of this notification, the institutes / employers are required to publish corrigendum and processing of applications must be done in accordance with the provisions given in this notification.

2.0 General

2.1 Revised Designations and Mode of Appointments

There shall be only three designations in respect of teachers in degree level technical institutions as far as cadre structure is concerned, namely **Assistant Professor, Associate Professor** and **Professor** as given below in **Table 1**. Also there shall be no change in the present designations in respect of **Library, Physical Education** and **Training & Placement** Personnel at various levels.

Following mode of appointment shall henceforth be used:

Table 1: Cadre Structure and Mode of Appointment

Sr. No.	Designations of Teaching Faculty	Entry Pay	Level	Mode of Appointment
1	Assistant Professor	57700	10	Direct Recruitment
2	Assistant Professor (Senior Scale)	68900	11	Promotion
3	Assistant Professor (Selection Grade)	79800	12	Promotion
4	Associate Professor	131400	13A1	Promotion / Direct Recruitment
5	Professor	144200	14	Promotion / Direct Recruitment
6	Senior Professor	182200	15	Promotion
7	Principal / Director	144200	14	Direct Recruitment

2.2 New Pay Structure

The new pay structure shall involve a pay matrix with an ascending series of levels and ascending cells in each level. The new pay matrix shall subsume the pay band and grade pay in one simple chart as given in **Annexure - I**. The pay matrix shall comprise of two dimensions – a horizontal range of levels starting from the lowest level in the hierarchy and ascending to the highest level, with the levels being numbered from 10 to 15 covering the entire gamut of Teachers and other Academic Staff. Within each level, the salary increases as one goes down vertically, with each progression of going down represented by a "Cell". Each Cell within that level represents the steps of annual financial progression of 3%. On recruitment / promotion, an employee shall join at a particular level and progress within the level as per the vertical range. The movement shall be based on annual increments till the time of his /her next promotion. When the employee will receive a promotion, he/she will progress to the next level in the horizontal range till it exhausts.

2.3 Levels and Cells

The method followed by the 7th CPC shall be adopted in the academic pay structure also, moving from the concept of Pay Band and Academic Grade Pay to that of Levels and Cells. The changes will appear only due to the existing difference between the two streams in terms of Academic Grade Pay vis-à-vis the corresponding Grade Pay. The levels for academic pay shall be numbered as per the corresponding non-academic level. Thus, the levels are numbered as 10, 11, 12, 13A1, 14, & 15 corresponding to the present AGP of Rs. 6000, 7000, 8000, 9000, 10000 and 12000 respectively.

2.4 Pay Matrix and Fixation of Revised Pay

For Fixation of pay of an Employee in the Pay Matrix as on 1st January 2016, the existing pay (Pay in Pay Band plus Academic Grade Pay) in the pre-revised structure as on 31st December, 2015 shall be multiplied by a **factor of 2.57,** rounded off to the nearest Rupee, and the figure so arrived at, will be located in that level in the Pay Matrix and if such an identical figure corresponds to any cell in the applicable level of the Pay Matrix, the same shall be the pay, and if no such cell is available in the applicable level, the pay shall be fixed at the immediate next higher cell in that applicable level of the Pay Matrix. If the figure arrived at in this manner is less than the first cell in that level, then the pay shall be fixed at the first cell of that level of Pay Matrix.

If more than two stages are bunched together, one additional increment equal to 3% may be given for every two stages bunched, and pay fixed in the subsequent cell in the pay matrix.

2.5 Pay Bands with AGP and IOR (Index of Rationalization)

Based on the above, the various levels of pay with its Academic Grade Pay (AGP) are as per **Annexure-I**.

2.6 Entry Pay

The Entry Pay for Academic Pay Structures and Levels shall be as per **Table 1.**

2.7 Pay Fixation in case of Direct Recruitment / Promotion

The pay of employees appointed by direct recruitment on or after 1st day of January 2016 shall be fixed at the minimum pay or the first cell in the level, applicable to the post to which such employee is appointed. In case of promotion, candidate would be given a notional increment in his existing Level of Pay, by moving him/her to the next higher cell at that level. The pay shown in this cell would now be located in the new level corresponding to the post to which candidate has been promoted. If a cell identical with that pay is available in the new level, that cell shall be the new pay; otherwise the next higher cell at that level shall be the new pay of the employee. If the pay arrived at in this manner is less than the first cell in the new level, then the pay shall be fixed at the first cell of that level.

2.8 Date of Increment

(i) Annual increment is given in the Pay Matrix at 3%, with each cell being higher by 3% over the previous cell in the same level, rounded off to nearest 100. Annual increments to each employee would move up in the same academic level, with an employee moving from the existing cell in the academic level to the immediate next cell in the same academic level.

(ii) There shall be two dates of increment i.e. 1st January and 1st July of every year, provided that an employee shall be entitled to only one annual increment on either one of these two dates depending on the date of appointment, promotion or grant of financial upgradation.

(iii) The increment in respect of an employee appointed or promoted during the period between the 2nd day of January and 1st day of July (both inclusive) shall be granted on 1st day of January and the increment in respect of an employee appointed or promoted during the period between the 2nd day of July and 1st day of January (both inclusive) shall be granted on 1st day of July.

2.9 Annual Process of Promotion

Every University / College / DTE shall ensure that the selection process for direct recruitment for various positions is carried out annually so as to maintain required faculty numbers and cadre ratio as per AICTE norms so that no loss is caused to students. Interviews for the promotions of the faculty members shall be carried out at a regular span annually to avoid any stagnation in career growth of faculty members.

Candidates who do not fulfill the minimum requirement proposed in the Regulation, will have to be re-assessed after a period of one year. The date of promotion shall be the date on which he / she satisfies all the minimum requirements and successfully reassessed.

The constitution of the selection committee as applicable to these appointments / promotions of the Assistant Professor to Associate Professor and Associate Professor to Professor or Professor to Senior Professor is enumerated in **Annexure-II**. Various stages of promotions/ direct recruitment and mode of selection are given in Table 2.

A teacher who wishes to be considered for promotion may submit in writing in the prescribed proforma as evolved by the concerned University / College duly supported by all credentials to the Principal / Director of the College, within three months in advance of the due date, that he / she fulfils all requisite qualifications.

The entry level and consecutive stages of promotions are shown in **Table 2**

Table 2: Stages of Promotion/ Direct Recruitment and mode of selection

Stage	Designation
Entry Level, Stage-I	Assistant Professor
Stage-II	Assistant Professor (Senior Scale)
Stage-III	Assistant Professor (Selection Grade)

Stage-IV	Associate Professor
Stage-V	Professor
Stage-VI	Senior Professor

2.10 Research Promotion Grant

The thrust has to be given for improving quality of research and development in the Universities / Institutions, therefore, all the AICTE recognized Institutions shall create a separate budget and provide financial assistance to their faculty members for strengthening research activities.

2.11 Financial Assistance from Government of India for implementation of 7th CPC scale.

The Central Government shall provide by way of financial assistance, **50%** of the additional expenditure (arrears from 01.01.2016 till 31.03.2019) on implementing the revised scales of pay for faculty and other staff such as Library, Physical Education and Training Placement Personnel in State Government/Government Aided /State Government Autonomous institutions/State University Departments.

a) Financial assistance from the Central Government to State / UT Governments for revising pay scales of teachers and other staff such as Library, Physical Education and Training Placement Personnel under the scheme shall be limited, by way of reimbursement, to the extent of 50% (fifty percent) of the additional expenditure involved after payment of arrears to eligible faculty members in the implementation of the revision, for the Universities, colleges and other technical education institutions funded by the State / UT Government. For this, State / UT Governments shall submit the claim to the Central Government. All such claims must be submitted to the Central Government by the state / UT on or before 31.03.2020. No claim of the State / UT Government shall be condidered for financial assistance after 31.03.2020.

b) Financial assistance referred to in sub-clause (a) above shall be provided for the period from 01.01.2016 to 31.03.2019 only.

c) The entire liability on account of revision of pay scales etc. with effect from 01.04.2019 shall be taken over by the State / UT Government opting for revision of pay scales.

d) Financial assistance from the Central Government shall be restricted to revision of pay scales and not for any other allowances and in respect of only those posts which were in existence and had been filled up on regular basis as on 01.01.2016.

e) State / UT Governments, taking into consideration other local conditions, may also decide at their discretion, to introduce pay higher than those mentioned in this Scheme, and shall give effect to the revised scales of pay from 01.01.2016; however, in such cases, the details of modifications proposed shall be furnished to the Central Government and Central assistance shall be restricted to the Pay as approved by the Central Government and not to any higher pay fixed by the State / UT Government(s).

f) Payment of Central assistance for implementing this Scheme is also subject to the condition that the entire Scheme of revision of pay scales together with all the conditions laid down by the AICTE by way of Regulations and other guidelines shall be implemented by State / UT Governments and technical institutions coming under their jurisdiction as a composite scheme.

g) An undertaking shall be taken from every beneficiary under this Scheme to the effect that any excess payment made on account of incorrect fixation of pay or due to any other reason shall be adjusted against the future payments due or otherwise to the beneficiary in the same manner as provided in this HRD Ministry's O.M. No. F.23-7/2008-IFD dated 23.01.2008, read with Ministry of Finance (Department of Expenditure) O.M. No. F.1-1/2CQ8-IC dated 30.08.2008.

h) The revised pay including arrears of salary and applicable allowances from the date of application as mentioned above shall be paid to all eligible beneficiaries under this scheme.

2.12 Age of Superannuation

The age of superannuation of all faculty members and Principals / Directors of institutions shall be 65 years. An extension of 5 years (till the attainment of 70 years of age) may be given to those faculty members who are physically fit, have written technical books, published papers and has average 360° feedback of more than 8 out of 10 indicating them being active during last 3 preceding years of service.

2.13 Health Insurance Scheme

Wherever full health coverage for self and family is not provided for by the Government, individual institutions shall implement Contributory Group Health Insurance Scheme for faculty members and other academic staff to extend social security to them and to help attract and retain them for longer association with respective institutions. The Group Health Insurance option shall also be extended to the retired faculty members.

2.14 Pension, Gratuity, Family Pension, GPF, Leave Encashment and Other Pensionary Benefits

All pensionary benefits including leave encashment shall be extended to faculty members and other staff such as Library, Physical Education and Training & Placement Personnel as per the revised norms recommended by the 7th CPC and implemented by the Government of India / State and UT Governments.

2.15 Industrial Training

Since a requirement of industrial training has been stipulated for vertical movement of faculty members, the AICTE, State / UT Government/ DTEs, in consultation with the Confederation of Indian Idustries (CII), FICCI, NASSCOM and other such industry bodies, devise a suitable mechanism for facilitating all faculty members to undergo industrial training.

2.16 Teaching Engagement

The faculty members working in technical institutions under the purview of AICTE shall have an engagement of not less than 40 hours per week including teaching contact hours and other activities. The work of tutorial / project / research / administration may be distributed among the faculty members as per the need and availability of staff. The laboratory engagement will also be counted towards teaching hours. The minimum teaching contact hours for various positions shall be as given in **Table 3** below.

Table 3: Teaching Engagement of Faculty Members in Degree Level Institutions

Designation	(Teaching / Laboratory hours) / week
Assistant Professor	16
Associate Professor	14
Professor / Senior Professor	14
Director / Principal	6

Relaxation of 2 hours per week in teaching contact hours shall be granted to faculty members handling additional responsibilities like HOD / Dean.

2.17 Incentives for New Entrants

New entrants as well as existing faculty members of degree level institutions should be provided with a desktop computer / laptop / office furniture and a printer with internet connectivity in their office so as to make a faculty member computer savvy and to enable them to have access to the latest technology.

2.18 Grant for Professional Development

All teachers may be given a grant up to Rs.75,000/- per year on a reimbursement basis, which may be permitted to be accumulated up to 3 years towards acquiring the membership of Professional Societies and for participating in national / international conferences/workshops etc.

2.19 Consultancy

(i) Consultancy work may be undertaken by members of the faculty to generate resources, either for institutions or for themselves.

(ii) Not only the faculty members should be encouraged to undertake consultancy work, but also an appropriate environment be created by the state governments / managements of institutions to facilitate faculty members to undertake such work.

(iii) Suitable parameters for sharing the generated resources between the institution and individual faculty member may be evolved and adopted by the universities and institutions where consultancy work is undertaken by faculty members.

(iv) The faculty members engaged in consultancy/ industry interaction / research / start-up activities / community services may be allowed some adjustment in teaching time table without compromising their teaching engagement hours.

2.20 Sabbatical Leave for faculty

To encourage interface between technical education and industry, the faculty members shall be entitled to sabbatical leave of six months for working in industry / professional development, subject to the condition that the faculty has a teaching experience of minimum five years. Such leave, however, shall be available to a teacher only twice in his / her teaching career.

2.21 Start-up

Presently, the institutions are ranked based on academic performance and placement of students. In future, it may also be based on a number of start-ups and entrepreneurs created by the institute. Therefore, technology incubation centres shall be established and frequent interactions between entrepreneurs / industrialists / alumni and students shall be arranged for motivating students to initiate start-up.

2.22 Incentives for Ph. D. and other Higher Qualification

(i) Five non-compounded advance increments shall be admissible at the entry level of a recruitee as an Assistant Professor possessing a Ph.D. awarded in a relevant discipline by the recognized University following the due process of admission test, course work and external evaluation as prescribed by the UGC or the admission process adopted by the institutes established under the Act of Parliament or students having valid GATE / GPAT score for admission to Ph.D. or students selected for Ph.D. program under National Doctoral Fellowship program of AICTE / Prime Minister's Research Fellowship program.

(ii) Those possessing Post-graduate degree in M.Tech. / M. Arch. / M. Plan. / M. E./ M. Pharm. / M. Des. / M. S. etc. recognized by the relevant statutory body / council shall be entitled to two non-compounded advance increments at the entry level.

(iii) Teachers who complete their Ph.D. degree while in service as Assistant Professor shall be entitled to three non-compounded increments fixed at increment applicable at entry level as Assistant Professor only if such Ph.D. is in a relevant discipline of the discipline of employment and has been awarded by a recognized University following the due process of admission test, course work and external evaluation as prescribed by the UGC or the admission process adopted by the institutes established under the Act of Parliament or students having valid GATE / GPAT score for admission to Ph.D. or students selected for Ph.D. program under Quality Improvement Program (QIP) / Teacher Research Fellowship (TRF).

2.23 Statutory Reservation

The statutory reservation policy for recruitment and promotion of SC / ST / OBC / EBC / PWD / Women candidates must be adhered to as per the central / respective state / UT government rules.

2.24 Quality Improvement Programme (QIP) / Teaching Research Fellowship (TRF) Schemes

With a view to improve the quality of technical education, all DTEs and Secretaries of higher education of all the states are directed to implement QIP / TRF scheme for all the eligible teachers working in technical institutions. Managements of self-financing institutions are also directed to encourage their faculty members to participate in QIP / TRF / QIP (Foreign University).

2.25 Counting of Past Service for Direct Recruitment and Promotion

Previous regular service, whether national or international, as Assistant Professor, Associate Professor or Professor or equivalent in a University, College, National Laboratories or other scientific / professional organizations such as the CSIR, ICAR, DRDO, UGC, ICSSR, ICHR, ICMR, DBT or state PSUs etc., should be counted for direct recruitment as an Assistant Professor / Associate Professor / Professor provided that:

a) The qualifications for the post held are not lower than the qualifications prescribed by the AICTE for Assistant Professor, Associate Professor and Professor as the case may be.

b) The post is / was in an equivalent grade or of the pre-revised scale of pay as the post of Assistant Professor / Associate Professor / Reader and Professor.

c) The candidate for direct recruitment has applied through proper channel.

d) The concerned Assistant Professor, Associate Professor and Professor should possess the same minimum qualifications as prescribed by the AICTE for appointment to the post of Assistant Professor, Associate Professor and Professor, as the case may be.

e) The post was filled in accordance with the prescribed selection procedure as laid down in the Regulations of University / State Government / Central Government / concerned institutions, for such appointments.

f) The previous appointment was not as guest faculty for any duration or ad-hoc or in a leave vacancy of less than one year duration. Ad-hoc or temporary service of more than one year duration can be counted provided that:

(i) The period of service was of more than one year.

(ii) The incumbent was appointed on the recommendation of the duly constituted Selection Committee.

(iii) The incumbent was selected for the permanent post in continuation to the ad-hoc or temporary service;

(iv) An artificial break in service shall not be used to the prejudice of employee, appointed on permanent basis. The person appointed on a permanent basis shall be given the benefit of the entire service rendered by him with effect from the date of initial appointment (temporary / contract / ad-hoc) notwithstanding the artificial break / breaks in service.

(v) The incumbent was drawing total gross emoluments not less than the monthly gross salary at the initial stage of a regularly appointed Assistant Professor, Associate Professor and Professor, as the case may be; and

(vi) At the time of selection, the negotiated terms and conditions clearly mention the period of experience, nature of experience and same has been consented by the employer.

g) No distinction should be made with reference to the nature of the management (Private /Local Body/ Government) of the institution where previous services were rendered while counting past services under this clause.

2.26. Equivalence of Experience of Diploma Level Institutions and Degree Level Institutions

Experience at Diploma Level Polytechnic shall be considered equivalent to experience in the degree level institutions at appropriate level, as applicable provided, scale of pay, qualifications, experience and research contribution are same for the post under consideration as per the present notification.

3.0 Cadre Structure

3.1 Minimum Cadre Ratio

(i) The minimum 1 : 2 : 6 of cadre ratio be maintained for Professor : Associate Professor: Assistant Professor respectively.

(ii) Minimum number of faculty requirements for an approved institute shall be calculated on the basis of faculty : student ratio prescribed by AICTE.

(iii) Faculty: student ratio would be applicable as per the approval process handbook published by AICTE from time to time.

(iv) For the purposes of this cadre ratio, Assistant Professor, Assistant Professor (Senior Scale), Assistant Professor (Selection Grade) shall be grouped together and be termed as Assistant Professors.

(v) Similarly, Professors and Senior Professors will be grouped together and be termed as Professors.

(vi) Principal / Director shall be outside the purview of cadre ratio.

3.2 Flexible Cadre Structure

While promoting the incumbent, flexible cadre structure be followed as below:

(i) Incumbent faculty members be upgraded to higher positions, after being eligible, through a process of promotion to be held annually, irrespective of availability of vacancy in that cadre.

(ii) The incumbent so upgraded to a higher position shall be re-designated as Assistant Professor (Senior Scale) / Assistant Professors (Selection Grade) / Associate Professor / Professor as the case may be.

(iii) With this cadre structure, more faculty members may become Professors / Associate Professors at some point of time as a result of which, cadre ratio as an example may become skewed such as 9:0:0 or 8:1:0 or 5:1:3 etc. but in any case it should not be 0:0:9 or 0:1:8 or 0:2:7.

(iv) The total numbers of minimum faculty positions remain the same as calculated from faculty : student ratio, though the cadre ratio is improving with these promotions.

(v) The lower post can be treated vacant once the incumbent moves on higher post through promotions or through direct selection by keeping total sanctioned posts of all cadres put together as fixed.

(vi) This vacant post will be filled by suitable eligible incumbent possessing required qualifications.

(vii) If a suitable candidate is not available, the post shall be filled by open selection.

(viii) The open selection / promotion shall be made by a committee constituted as per norms published in this gazette.

(ix) The candidate shall be promoted from lower cadre to higher cadre as and when they complete eligibility criteria for the higher cadre, irrespective of availability of post in that cadre.

3.3 Inter-se seniority between the directly recruited teachers and promoted

The inter-se seniority of a directly recruited teacher shall be determined with reference to the date of joining and for the teachers promoted with reference to the date of eligibility as indicated in the recommendations of the selection committee of the respective candidates. The rules and regulations of the respective Central / State Government/ UT Government shall apply for all other matters of seniority. Similar issues of seniority between directly selected and under CAS in the past, if any, be fixed on the same basis. The seniority list thus prepared be posted on the institute website.

3.4 Position of Principal / Director

(i) Principal / Director of AICTE approved institution has to be a full time faculty selected in accordance with the due process of selection to be adopted by the concerned university / State Government / Public Service Commission / Respective Board of Governors / Board of

Management by taking into consideration the qualifications and other requirements as laid down by AICTE.

(ii) In an institution where several programmes under technical education approved by AICTE are running, the Principal / Director shall be from one of the programmes preferably from a programme with maximum student strength.

4.0 Mandatory Teacher Trainings

(i) Every teacher appointed / promoted to any position here onwards with effect from the publication of this gazette shall have to mandatorily undergo 8 online modules of MOOCs in SWAYAM as per the AICTE teacher training policy preferably within first year of service.

(ii) No newly appointed faculty member shall be completing the probation without getting the certification of completion of these 8 modules. The teacher training policy document may be downloaded from AICTE website.

(iii) The requirement of completing these modules as envisioned in this gazette is applicable to all the incumbent teachers also while applying for promotion / selection to next higher cadre only once in the career.

(iv) Those who are eligible for promotions after the date of publication of this gazette, shall have to meet the necessary conditions such as additional qualification, undergoing industrial training, pedagogical training, faculty induction program, publishing research papers etc. However, these requirements shall be permitted to be fulfilled till 31st July, 2022 so as to enable faculty members in equipping them for requisite mandatory requirements of this gazette to avail the benefit of promotion retrospectively from the date of eligibility.

5.0 Minimum Qualification for Recruitments

Minimum qualification, experience, research contributions, feedback and requisite training requirements for different levels for direct recruitment and promotions for the faculty members are as follows.

5.1 Minimum Qualifications for direct recruitment as an Assistant Professor (Level – 10, Entry Pay 57700/-)

(a) Engineering / Technology

B. E. / B. Tech. / B. S. and M. E. / M. Tech. / M. S. or Integrated M. Tech. in relevant branch with first class or equivalent in any one of the degrees.

(b) Management

Bachelor's Degree in any discipline and Master's Degree in Business Administration / PGDM / C. A. / ICWA/ M. Com. with First Class or equivalent and two years of professional experience after acquiring the degree of Master's degree.

(c) Pharmacy

B. Pharm. and M. Pharm. in the relevant specialization with First Class or equivalent in any one of the two degrees.

(d) MCA

B. E. / B. Tech. / B. S. and M.E. / M. Tech. / M. S. or Integrated M. Tech. in relevant branch with First Class or equivalent in any one of the degrees.

OR

B. E., B. Tech. and MCA with First Class or equivalent in any one of the two degrees.

OR

Graduation of three years' duration with Mathematics as a compulsory subject and MCA with First Class or equivalent with 2 years of relevant experience after acquiring degree of MCA.

(e) Hotel Management and Catering Technology

Minimum 4 years Bachelor's Degree in HMCT and Master's Degree in HMCT or in relevant disciplines with First Class or equivalent in any one of the two degrees.

OR

Minimum 4 years Bachelor's Degree in HMCT with First Class or equivalent and minimum of 5 years of relevant experience at a managerial level not less than Assistant Manager in a 4 - star Hotel or in a similar position in the hospitality industry/ tourism industry.

(f) Architecture

B. Arch. and M. Arch. or equivalent Master's degree in an allied field with First Class in any one of the two degrees, and minimum 2 years' experience in the Architecture profession.

OR

B. Arch. with First class or equivalent and minimum of 5 years' experience in the Architecture profession.

(g) Town Planning

Bachelor's degree in Architecture / Planning / Civil Engineering or Master's degree in Geography / Economics / Sociology or equivalent AND Master of Planning or equivalent with First class or equivalent in either in Master of Planning or any above degrees with 2 years of relevant experience

(h) Design

Bachelor's Degree or minimum 4 year Diploma in any one of the streams of Design, Fine Arts, Applied Arts and Architecture or Bachelor**'**s degree in Engineering with First class or equivalent

AND

Master's degree or equivalent Post Graduate Diploma in relevant disciplines with First Class or equivalent in a concerned **/** relevant **/**allied subject of Industrial Design **/** Visual Communication **/** Fine Arts **/** Applied Arts **/** Architecture **/** Interaction Design **/** New Media Studies **/** Design Management **/** Ergonomics **/** Human Factors Engineering **/** Indian Craft Studies and related fields of Engineering or Design**.**

AND

Minimum 2 years of professional design experience in Industry / research organization **/** Design studios.

(i) Fine Arts

Bachelor's and Master's degree in the relevant branch with First Class or equivalent in any one of the two degrees and minimum 2 years of relevant professional experience.

(j) Qualifications for Faculties in Science and Humanities:

The qualifications for recruitment and promotions for faculty in the disciplines of Basic Sciences, Social Science and Humanities shall be as per the UGC Notification No. F.1-2/2017(EC/PS) Dated 18th July, 2018 and UGC guidelines issued from time to time.

Note: Candidates who have done Ph.D. after the Bachelor's Degree from institution of National importance with GATE/ GPAT/ CEED shall be eligible for the post of Assistant Professor.

5.2 Minimum Qualification Norms for Direct Recruitments / Promotions for Stage –II to Stage –VI

(a) Qualification for Assistant Professor (Senior Scale, Level – 11, Entry Pay 68900/-)

For Promotion of Incumbents

a. Qualifications prescribed for the post of Assistant Professor

AND

b. Should have completed minimum training requirements as per Annexure - III.

AND

c. Should have satisfied any one of the below mentioned set of requirements.

Set No.	**Additional Qualification**	To have acquired in the cadre of Assistant Professor		
		Experience (Years)	**Research publications in SCI journals /UGC /AICTE approved list of journals**	**Avg. 360^{o} feedback score (out of 10)**
1	-	4	2	8 to 10
2	-	5	1	8 to 10
3	-	5	2	5 to < 8

(b) Qualifications for Assistant Professor (Selection Grade, Level – 12, Entry Pay 79800/-)

For Promotion of Incumbents

a. Qualifications as prescribed for the post of Assistant Professor (Senior Scale)

AND

b. Should have completed minimum training requirements as per Annexure - III.

AND

c. Should have satisfied any one of the below mentioned set of requirements.

Set No.	To have acquired in the cadre of Assistant Professor (Senior Scale)			
	Additional Qualification	**Experience (Years)**	**Research publications in SCI journals /UGC / AICTE approved list of journals**	**Avg. 360^{o} feedback score (out of 10)**
1	-	4	1	8 to 10
2	-	4	2	5 to < 8

(c) Qualifications for Associate Professor (Level – 13A1, Entry Pay 131400/-)

i. For Direct Recruitment

a. Ph.D. degree in the relevant field and First class or equivalent at either Bachelor's or Master's level in the relevant branch

AND

b. At least total 6 research publications in SCI journals **/** UGC **/** AICTE approved list of journals.

AND

c. Minimum of 8 years of experience in teaching / research / industry out of which at least 2 years shall be Post Ph.D. experience.

Note:In case of HMCT, 8 years of industry experience at a managerial level not below the position of Head of Department handling a team of 20 persons or more in a 4 star hotel or above category or in a similar position in the hospitality industry / tourism industry.

ii For Promotion of Incumbents

a. Ph. D. degree in relevant field and First class or equivalent at either Bachelor's or Master's level in the relevant branch.

AND

b. Should have completed minimum training requirements as per Annexure – III.

AND

c. Should have satisfied any one of the below mentioned set of requirements.

Set No.	To have acquired in the cadre of Assistant Professor (Selection Grade).		
	Experience (Years)	**Research publications in SCI journals UGC AICTE approved list of journals**	**Avg. 360° feedback score (out of 10)**
1	3	2	5 to < 8
2	3	1	8 to 10

(d) Qualifications for Professor (Level – 14, Entry Pay 144200/-)

(i) Direct Recruitment

a. Ph. D. degree in relevant field and First class or equivalent at either Bachelor's or Master's level in the relevant branch.

AND

b. Minimum of 10 years of experience in teaching / research / industry out of which at least 3 years shall be at a post equivalent to that of an Associate Professor.

AND

c. At least 6 research publications at the level of Associate Professor in SCI journals / UGC / AICTE approved list of journals and at least 2 successful Ph.D. guided as Supervisor / Co-supervisor till the date of eligibility of promotion.

OR

At least 10 research publications at the level of Associate Professor in SCI journals / UGC / AICTE approved list of journals till the date of eligibility of promotion.

(ii) For Promotion of the Incumbents

a. Ph. D. degree in relevant field and First Class or equivalent at either Bachelor's or Master's level in the relevant branch.

AND

b. Should have satisfied any one of the below mentioned set of requirements.

Set No.	**Ph.D. guided**	**Total Experience (Years)**	**To have acquired in the cadre of Associate Professor.**		
			Experience (Years)	**Research publications in SCI journals /UGC / AICTE approved list of journals**	**Avg. 360° feedback score (out of 10)**
1	1	15	3	6	8 to 10
2	2	15	3	6	5 to < 8
3	-	16	3	4	8 to 10

Note: 360° Feedback

1. The feedback obtained every year, till the date of eligibility of next stage, shall be taken as an average of all the preceding years added together required for promotions.
2. In case the candidate fails to achieve the maximum feedback score, the subsequent year's may be taken into consideration while dropping the lowest feedback score in any one of the year.

(e) Qualifications for Promotion to Senior Professor (Level –15, Entry Pay 182200/-)

a. Ph. D. degree in the relevant field

AND

b. Minimum ten years of experience in the cadre of Professor

AND

c. At least 8 research publications in SCI journals / UGC / AICTE approved list of journals, should have at least 2 successful Ph. D. guided as Supervisor / Co-Supervisor as a Professor.

OR

c. At least 8 research publications in SCI journals / UGC / AICTE approved list of journals, should have provided academic leadership as institution head at least for 3 years at the level of Professor.

OR

c. At least 8 research publications in SCI journals / UGC / AICTE approved list of journals, should have provided educational leadership at state / national level at least for 3 years at the level of Professor.

AND

d. At least one patent awarded

OR

d. Development of one MOOC course applicable at national platform

Notes:

1. The selection of Senior Professor shall also be based on academic achievements, favorable review of academic, research and administrative work from three eminent subject experts not below the post of Senior Professor or a Professor of at least ten years of experience.
2. The selection shall be based on ten best publications and award of Ph. D. degrees to at least two candidates under his / her supervision during the last 10 years and interaction with the Selection Committee constituted as per this regulation.

(f) Qualifications for Direct Recruitment of Principal / Director

(Level – 14, Entry Pay 144200/- with the special allowance of Rs. 6750/- per month)

a. Ph. D. degree and First Class or equivalent at either Bachelor's or Master's level in the relevant branch

b. At least two successful Ph.D. guided as supervisor / Co-Supervisor and minimum 8 research publications in SCI journals / UGC / AICTE approved list of journals.

c. Minimum 15 years of experience in teaching / research/ industry, out of which at least 3 years shall be at the post equivalent to that of Professor.

Notes:

1. This position shall be of contractual in nature for 5 years and can be extended for one more term depending upon the performance.

2. Performance assessment shall be carried out through a committee appointed by the affiliating university.

3. After completing the final term, the incumbent shall join back his / her parent organization in the previous designation from where he / she has proceeded with the designation as Professor / Senior Professor as the case may be.

6.0 Minimum Qualifications for Direct Recruitment and promotion of other staff

6.1 Workshop Superintendent

Initial recruitment of Workshop Superintendent shall be at par with Assistant Professor with the qualification as prescribed for the Assistant Professor in Mechanical/ Production Engineering.

Upward movement and designations shall be as per stage I to stage V of the present notification indicated in Table 3.

Table 3: Stages of Promotion and Designations for Workshop Superintendent

Stage	Designation
Entry Level, Stage-I	Workshop Superintendent
Stage-II	Workshop Superintendent (Senior Scale)
Stage-III	Workshop Superintendent (Selection Grade)
Stage-IV	Associate Professor (Workshop)
Stage-V	Professor (Workshop)

6.2 Qualifications for Training and Placement Officer

a. Qualifications, service conditions and Pay scales of Training and Placement Officer shall be same as Professor in Engineering & Technology or concerned Technical Program.

b. One of the Professors in the Institute shall be entrusted with additional responsibility of Training and Placement Officer on rotation basis.

c. If Professor is not available, Associate Professor / Assistant Professor may be identified for this post.

6.3 Minimum Qualifications for direct recruitment of Assistant Librarian

(Level – 10, Entry Pay 57700/-)

a. Master's Degree in Library Science/Information Science/ Documentation Science or an Equivalent Professional Degree with at least First Class or equivalent and a consistently good academic record with knowledge of computerization of library.

b. Qualifying in the National Level Test conducted for the purpose by UGC or other equivalent test as approved by the UGC.

6.4 Minimum Qualifications for direct recruitment of Assistant Director-Physical Education (Level – 10, Entry Pay 57700/-)

a. Master's Degree in Physical Education or Master's Degree in Sports Science or equivalent degree with at least First Class or its equivalent with good academic record from a recognized University/ Institute.

b. Record of having represented the University / College at the inter-University / Inter-collegiate competitions or the state and / or national championships;

c. Qualifying in the National-Level Test conducted for the purpose by the UGC or any other agency approved by the UGC and passed the physical fitness test conducted in accordance with these regulations.

d. Record of strong involvement and proven track record of participation in sports, drama, music, films, painting, photography, journalism event management or other student / event management activities during college / University studies.

e. Record of organizing such events as student's convener or in later part of life.

6.5 Methodology of Promotion for Assistant Librarians and Assistant Director-Physical Education

The qualifications for promotions for Assistant Librarians and Assistant Director-Physical Education shall be as per the UGC Notification No. F.1-2/2017(EC/PS) Dated 18th July, 2018.

7.0 Additional Requirements

7.1 Research Publications

In order to ensure quality of publications for promotions, a minimum standard would be ensured through the following**.**

a) For the purpose of promotions, candidates must have published research papers in SCI journals OR UGC approved Journals OR AICTE approved list of journals OR jointly approved by AICTE with respective councils / institute such as Council of Architecture / Pharmacy Council of India / Institute of Town Planners, India**.**

b) In case of HMCT, 1 live case study or 1 live industry project as research / consultancy having credential of very high standing would be recognized as equivalent to 1 publication.

c) In case of Design, Architecture and Town Planning, 1 live case study, 1 live industry project as research / consultancy or 1 exceptional design having credential of very high standing / obtained high level recognition would be recognized as equivalent to 1 publication.

7.2 Equivalence for Ph.D.

Equivalence for PhD is based on publication of 5 International Journal papers, each Journal having a cumulative impact index of not less than 2.0, with incumbent as the main author and all 5 publications being in the authors' area of specialization. Alternatively, the person should have obtained at least two patents or contributed to the increased productivity in the place of work recognized at state or national level or elected as a Fellow of any of the national academies. However, the procedure of providing equivalence shall be devised by concerned affiliating university.

7.2.1 Eligibility of direct Ph.D. after B.E./ B.Tech

The qualification of Ph.D acquired for the various level of posts directly after B.E/ B.Tech. is applicable in Technical Institutions, provided degree of Ph. D awarded is in relevant discipline by a recognised University following the process of registration, course work and evaluation etc. as prescribed by UGC or has been awarded by the Institutes of national importance (i.e. IITs/IISc/ NITs etc.), duly recognized by the MHRD. Further, candidate should have obtained at least first class at Bachelor's level in Engineering /Technology.

7.3 Class / Division

If a class / division is not awarded, 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 below.

Grade Point	Equivalent Percentage
6.25	55 %
6.75	60 %
7.25	65 %
7.75	70 %
8.25	75 %

7.4 Nomenclature of relevant degrees

The qualifications for various faculty posts specify that the degree shall be in the appropriate / relevant branch of specialization. Many IITs, NITs, Central Universities start interdisciplinary programs of new nomenclatures. In view of the increasing importance of interdisciplinary nature of engineering, the inter-disciplinary courses for both UG and PG specializations may be considered. The selection committee may take a final decision in this regard depending on the requirement of the program of study and institution. AICTE has already clarified this issue vide Government of India Gazette F. No. 27/RIFD/Pay/01/2017-18 dated 28.04.2017. If any specialization is not available in the AICTE basket, the Board / University shall decide the equivalence based on the curriculum of the program. Hence, incumbent faculty recruited in the past based on their qualifications / specializations acquired will continue to be eligible for promotion as well as direct recruitment in the same or other institutions, subject to fulfilment of other eligibility criteria and higher qualifications as prescribed, if any, for various teaching posts.

7.5 Incumbent faculty Members with previous qualifications

Existing incumbents recruited as a Faculty with the basic minimum qualifications such as M.Sc. (Mathematics), M.Sc. (Biotechnology), M.Sc. (Electronics), M.Sc. (Computer Science & allied subjects), M.Sc. (Physics), M.Sc. (Chemistry), MCA, PGDM, AMIE / M. Com and any other similar qualifications which were considered eligible at the time of recruitment or taken admission in such courses before publication of the AICTE Gazette dated 13th March 2010 are to be considered as eligible for promotion as well as direct recruitment in the same or other institutions, subject to fulfilment of other eligibility criteria and higher qualifications as prescribed, if any, for various teaching posts.

7.6 Faculty Members on deputation

Any Faculty Member on deputation to some Government Organization / Autonomous Bodies such as DTE / AICTE / UGC / MHRD / DST etc. on academic / administrative positions shall be deemed to have experience of academics and academic administration and be exempted from the requirement of FDP, Industrial Training and 360^{o} feedback. If the faculty has secured at least **Very Good** rating, it shall be considered equivalent to 8 points on a 10 point scale of 360^{o} feedback in reference to this notification for the period of deputation.

Disclaimer: Notification Language

The notification is published in English and Hindi languages. Utmost care is taken to translate notification from English to Hindi. However, in case of any kind of discrepancy in interpretation, English version shall prevail.

Prof. M. P. POONIA, Vice Chairman

[ADVT.-III/Exty./561/18]

Annexure-I

Pay Matrix Table for Degree Level Technical Institutions

(All figures are in Rupees (□))							
Pay Band in VI CPC		15600 – 39100			37400 - 67000		67000-79000
Cadre Title		Assistant Professor			Associate Professor	Professor	Senior Professor
Grade Pay in VI CPC		6000	7000	8000	9000	10000	0
Entry Pay		21600	25790	29900	49200	53000	67000
Cell No.	Level	10	11	12	13A1	14	15
1		57700	68900	79800	131400	144200	182200
2		59400	71000	82200	135300	148500	187700
3		61200	73100	84700	139400	153000	193300

4	63000	75300	87200	143600	157600	199100
5	64900	77600	89800	147900	162300	205100
6	66800	79900	92500	152300	167200	211300
7	68800	82300	95300	156900	172200	217600
8	70900	84800	98200	161600	177400	224100
9	73000	87300	101100	166400	182700	
10	75200	89900	104100	171400	188200	
11	77500	92600	107200	176500	193800	
12	79800	95400	110400	181800	199600	
13	82200	98300	113700	187300	205600	
14	84700	101200	117100	192900	211800	
15	87200	104200	120600	198700	218200	
16	89800	107300	124200	204700		
17	92500	110500	127900	210800		
18	95300	113800	131700	217100		
19	98200	117200	135700			
20	101100	120700	139800			
21	104100	124300	144000			
22	107200	128000	148300			
23	110400	131800	152700			
24	113700	135800	157300			
25	117100	139900	162000			
26	120600	144100	166900			
27	124200	148400	171900			
28	127900	152900	177100			
29	131700	157500	182400			
30	135700	162200	187900			
31	139800	167100	193500			
32	144000	172100	199300			
33	148300	177300	205300			
34	152700	182600	211500			
35	157300	188100				
36	162000	193700				
37	166900	199500				
38	171900	205500				
39	177100					
40	182400					

Note: The end-points of any column do not signify the end points of the pay received at that level. As was the case in the earlier provision of traditional pay scales, the last point does not represent the maximum pay of that level for calculation purposes. The end-points of the column should not be treated as the maximum and minimum of a pay scale to calculate the average pay for any level.

Annexure –II

Constitution of Screening cum Evaluation / Selection Committee

The AICTE has evolved following guidelines on**:**

(a) Constitution of Selection Committees for selection of Assistant Professor, Associate Professor, Professor for direct recruitment and for promotions**.**

(b) Specified selection procedures for direct recruitment and promotions for Teachers in Universities and Colleges**.**

Selection Proceedings:

All the selection procedures of the selection committee shall be completed immediately after the selection committee meeting itself, wherein, minutes are recorded along with the scoring Proforma and recommendation made on the basis of merit with the list of selected and waitlisted candidates / Panel of names in order of merit, duly signed by all members of the selection committee.

Selection Committee Composition for Assistant Professor, Associate Professor and Professor both for Direct Recruitment and Promotion:

I. For University Faculty Members:

(a) The Selection Committee for the post of Assistant Professor in the University shall have the following composition:

(i) The Vice Chancellor or Acting Vice-Chancellor to be the Chairperson of the Selection Committee.

(ii) Three experts in the concerned subject nominated by the Vice Chancellor or Acting Vice-Chancellor out of the panel of names approved by the relevant statutory body of the university concerned.

(iii) Dean of the concerned Faculty, wherever applicable.

(iv) Head / Chairperson of the Department/School

(v) An academician nominated by the Visitor / Chancellor, wherever applicable.

(vi) An academician representing SC / ST / OBC / Minority / Women / Differently-abled categories to be nominated by the Vice Chancellor or Acting Vice-Chancellor, if any of the candidates representing these categories is the applicant and if any of the above members of the selection committee does not belong to that category.

(b) To constitute the quorum for the meeting, five minimum members out of which at least two must be from the total three subject-experts.

II. For Faculty Members in Technical Institutions:

(a) The Selection Committee for the post of Assistant Professor /Associate Professor and Professor in Colleges, including Private Colleges shall have the following composition:

(i) Chairperson of the Governing Body of the college or his/her nominee from among the members of the Governing body to be the Chairperson of the Selection Committee.

(ii) The Principal/ Director of the College.

(iii) Head of the Department of the concerned subject in the College.

(iv) Two nominees of the Vice-Chancellor or Acting Vice Chancellor of the affiliating university of whom one should be a subject-expert. In case of colleges notified / declared as a minority educational institution, two nominees of the Chairperson of the college from out of a panel of

five names, preferably from the minority communities, recommended by the Vice-Chancellor or Acting Vice-Chancellor of the affiliating university from the list of experts suggested by the relevant statutory body of the college, of whom one should be a subject-expert.

v) Two subject-experts not connected with the college to be nominated by the Chairperson of the governing body of the College out of a panel of five names recommended by the Vice Chancellor or Acting Vice Chancellor from the list of subject experts approved by the relevant statutory body of the University concerned.

(vii) An academician representing SC / ST / OBC / Minority / Women / Differently-abled categories, if any of candidates representing these categories is the applicant, to be nominated by the Vice-Chancellor or Acting Vice Chancellor, if any of the above members of the selection committee does not belong to that category.

(b) To constitute the quorum for the meeting, five of which at least two must be from out of the three subject experts shall be present.

(c) For all levels of teaching positions for Government / Government Aided Colleges / Government Autonomous Colleges, the State Public Services Commission / Teacher Recruitment Boards wherever applicable must invite three subject experts, for which the concerned University be involved in the selection process, by respective appointing authority. The states, where selection in autonomous institutes have been authorized to respective Board of Governors, shall continue but constitution of committee shall be same as directed by AICTE.

III. Senior Professor

(a) The Selection Committee for the post of Senior Professor shall consist of the following persons:

(i) Vice Chancellor who shall be the Chairperson of the Committee.

(ii) An academician not below the rank of Senior Professor/Professor with minimum ten years experience who is the nominee of the Visitor/Chancellor, wherever applicable.

(iii) Three experts not below the rank of a Senior Professor/Professor with a minimum of ten years' experience in the subject/field concerned nominated by the Vice-Chancellor out of the panel of names approved by the relevant statutory body of the university.

(iv) Dean (not below the rank of Senior Professor/Professor with minimum ten years experience) of the faculty, wherever applicable.

(v) Head/Chairperson (not below the rank of Senior Professor/Professor with minimum ten years experience) or Senior-most Professor (not below the rank of Senior Professor/Professor, with a minimum of ten years' experience) of the Department/School, in case Head/ Chairperson does not fulfil the above requirement, if any.

(vi) An academician (not below the rank of a Senior Professor/Professor with minimum ten years experience) representing SC/ST/OBC/ Minority / Women / Differently-abled categories, if any of candidates representing these categories as the applicant, to be nominated by the Vice Chancellor, if any of the above members of the selection committee do not belong to that category.

(b) Four members, including two outside subject experts, shall constitute the quorum.

IV. Technical Institution Principal / Director

(a) The Selection Committee for the post of College Principal shall have the following composition:

i) Chairperson of the Governing Body as Chairperson.

ii) Two members of the Governing Body of the college to be nominated by the Chairperson of whom one shall be an expert in academic administration.

iii) One nominee of the Vice-Chancellor who shall be an expert in Management of Higher Education.

iv) Three experts consisting of the Principal/ Director of a college, a Professor and an accomplished educationist not below the rank of a Professor (to be nominated by the Governing Body of the College) out of a panel of six experts approved b0y the relevant statutory body of the affiliating University concerned.

v) An academician representing SC/ST/OBC/Minority/Women/Differently-abled categories, if any of candidates representing these categories is the applicant, to be nominated by the Vice-Chancellor of the affiliating University.

(b) To constitute the quorum for the meeting, five of which at least two must be from out of the three subject-experts shall be present.

Annexure-III

Training Requirements for Promotions of Teachers from all the Disciplines

For Assistant Professor (Senior Scale): Completion of following training requirements at the level of Assistant Professor.

Two weeks of Faculty Development Programme (FDP) in the relevant area out of which at least one of the FDP shall be in advanced pedagogy recognised by AICTE / UGC / TEQIP / NITTTR / PMMMNMTT / IISc / IIT / University / Government / DTE / Board of Technical Education / CoA / IIA / SPA / ITPI / NRCs / ARPIT research organization / other institute of National Importance / Design Studio.

OR

One week faculty development programme as above and one eight weeks duration MOOCS course with E-Certification by NPTEL-AICTE

OR

Completed two such eight weeks duration MOOCS courses with E-Certification by NPTEL-AICTE.

AND

Completed minimum two weeks of relevant Industrial Training / Professional Training.

For Assistant Professor (Selection Grade): Completion of following training requirements at the level of Assistant Professor (Senior Scale)

Two weeks of Faculty Development Programme (FDP) in the relevant area recognised by AICTE / UGC / TEQIP / NITTTR / PMMMNMTT / IISc / IIT / University / Government / DTE / Board of Technical Education / CoA / IIA / SPA / ITPI / NRCs / ARPIT / research organization / other institute of National Importance / Design Studio.

OR

One week faculty development programme as above and one eight weeks duration MOOCS course with E-Certification by NPTEL-AICTE

OR

Completed two such eight weeks duration MOOCS courses with E-Certification by NPTEL-AICTE.

AND

Completed minimum two weeks of relevant Industrial Training / Professional Training

For Associate Professor: Completion of following training requirements at the level of Assistant Professor (Selection Grade)

Two weeks of Faculty Development Programme (FDP) in the relevant area recognised by AICTE / UGC / TEQIP / NITTTR / PMMMNMTT / IISc / IIT / University / Government / DTE / Board of Technical Education / CoA / IIA / SPA / ITPI / NRCs / ARPIT / research organization / other institute of National Importance / Design Studio.

OR

One week faculty development programme as above and one eight weeks duration MOOCS course with E-Certification by NPTEL-AICTE

OR

Completed two such eight weeks duration MOOCS courses with E-Certification by NPTEL-AICTE.

AND

Completed minimum two weeks of relevant Industrial Training / Professional Training.

Annexure - IV

CALCULATION OF 360^0 FEEDBACK SCORE

The 360 Degree Score shall be determined on the basis of following parameters.

a. Teaching Process (Maximum Point 25)

b. Students' Feedback (Maximum Point 25)

c. Departmental Activities (Maximum Point 20)

d. Institute Activity (Maximum Point 10)

e. ACR (Maximum Point 10)

f. Contribution to Society (Maximum Point 10)

The candidate shall submit calculation sheet for each academic year to be considered and a summary sheet exhibiting his score on a 10 point scale

a. Teaching - Process (Maximum Points 25)

The calculation shall be presented in a table as presented in this Annexure. The table will have the details of courses taught in the academic year in consideration, like Semester, course Code / Name, No. of scheduled classes, actually held classes. The total shall be reduced on 25 point scale.

b. Students' Feedback (Maximum Points 25)

The candidate shall submit average score for each course taught during academic year under consideration on a scale of 25. The average of total of all such score shall be used.

c. Departmental Activities (Maximum Points 20)

This section summarizes all the responsibilities assigned by Head of the Department to a teacher during academic year under consideration through a proper office order. This may include responsibilities like Lab I/C, Time Table I/C, NBA - AICTE work, sponsored projects, departmental newsletter etc. The candidate will earn 3 points per semester for each activity up to a maximum of 20.

d. Institute Activity (Maximum Points 10)

This section summaries all the responsibilities assigned by Head of the institute to the candidate during academic year under consideration through a proper office order. This may include responsibilities like Head of Department, Coordinator, Warden, Training and Placement officer, Estate Officer etc. The candidate will earn 5 points per semester for each activity up to a maximum of 10.

e. ACR (Maximum points 10)

ACR maintained at institute level shall have 10 points based on grading.

f. Contribution to Society (Maximum Points 10)

The candidate involved in different initiatives by AICTE. The candidate will earn 5 points per semester for each activity. The claim should be supported by an office order/ official communication from Head of Institute.

The grand total of points for all academic years shall be converted to a 10 points scale.

Note: The activities mentioned in above criterion are indicative. Principal / Director / HoD may add or remove some of the activities at department and institute level as per the requirements of the institute. Weightage of 10 Marks may be given for ACRs maintained at institute level out of 20 Marks as per following grading.

Calculation of Credit Points

(Sample Calculations Page-1)

Name	
Present Position	
Academic Year	
Teaching Process	

A. Teaching Process (Max Point 25)

S. No.	Semester	Course Code/ Name	No. of Scheduled Classes	No. of actually held classes	Points earned	Enclosure No.
1	1/ 2018-19	CET-100	42	39		
2	1/ 2018-19	CET-200	39	38		
3	2/ 2018-19	MED-100	41	39		
4	2/ 2018-19	BSE-100	42	41		
		Total	**164**	**157**	**23.93**	

B. Students' feedback (Max Point 25)

S. No.	Semester	Course Code/ Name	Average Student feedback on the scale of 25	Enclosure No.
	1/ 2018-19	CET-100	22.3	
	1/ 2018-19	CET-200	21.8	
	2/ 2018-19	MED-100	19.6	
	2/ 2018-19	BSE-100	22.8	
		Total	**86.5**	

C. Departmental Activities (Max credit 20)

S. No.	Semester	Activity	Credit Point	Criteria	Enclosure No.
1	1/ 2018-19	Lab I/C	3	3 Point/ semester	
2	1/ 2018-19	Consultancy	3	3 Point/ semester	
3	1/ 2018-19	Timetable I/C	3	3 Point/ semester	
4	2/ 2018-19	Timetable I/C	3	3 Point/ semester	
5	2/ 2018-19	NBA work	3	3 Point/ event	
6	2/ 2018-19	Lab I/C	3	3 Point/ event	
7	2/ 2018-19	Consultancy	3	3 Point/ semester	
		Total	**21**		

Calculation of Credit Points

(Sample Calculations Page-2)

D. Institute Activities (Max Credit 10)

S. No	Semester	Activity	Credit Point	Criteria	Enclosure No.
1	1/ 2018-19	HoD /Dean	4	4 Point/semester	
2	2/ 2018-19	Coordinator appointed by Head of Institute	2	2 Point/semester	
3	2/ 2018-19	Organized Conference	2	2 Point/event	
4	2/ 2018-19	FDP/Conference	2	1 point /event, to be divided between all co-coordinators	

E. ACR maintained at institute level (Max Credit 10)

Extraordinary	Excellent	Very Good	Good	Satisfactory
10	**9**	**8**	**7**	**5**

S.No.	Year	Activity	Credit Point	Criteria	Enclosure No.
1	**2018-19**	**ACR**	**10**	**Extraordinary**	
2		**ACR**	**8**	**Very Good**	
3		**ACR**	**9**	**Excellent**	
4		**ACR**	**10**	**Extraordinary**	
Average			**37/4=9.25**		

F. Contribution to Society (Max Credit 10)

S. No.	Semester	Activity	Credit Point	Criteria	Enclosure No.
1		Induction Program	5		
2		Unnat Bharat Abhiyan	5		
3		Yoga Classes	5		
4		Blood Donation	5		

Calculation of Credit Points

(Blank Format)

Name	
Present Position	
Academic Year	
Teaching- Process	

A. Teaching Process (Max Points 25)

S. No.	Semester	Course Code/ Name	No. of Scheduled Classes	No. of actually held classes	Point	Enclosure no.
1						
2						

B. Students' feedback (Max Points 25)

S. No.	Semester	Course Code/ Name	Average Student feedback on the scale of 25	Enclosure no.
1				
2				

C. Departmental Activities (Max Points 20)

S. No.	Semester	Activity	Credit Point	Criteria	Enclosure no.
1					
2					

D. Institute Activities (Max Points 10)

S. No.	Semester	Activity	Credit Point	Criteria	Enclosure no.
1					
2					

E. ACR maintained at institute level (Maximum Points 10)

S. No.	Year	Activity	Credit Point	Criteria	Enclosure no.
1					
2					

F. Contribution to Society (Maximum Points 10)

S. No.	Semester	Activity	Credit Point	Criteria	Enclosure no.
1					
2					

Summary

Summary	Academic Year	Academic Year	Academic Year
	1	2	3
A. Teaching Process (Max Points 25)			
B. Students' feedback (Max Points 25)			
C. Departmental Activities (Max Points 20)			
D. Institute Activities (Max Points 10)			

E. ACR (Max Points 10)			
F. Contribution to Society (Max Points 10)			
Total (Max Points 100)			
Total on 10 Point scale			

STUDENT'S FEEDBACK FORM

(*To be used by institutions*)

Academic Year:		Name of the Faculty	
Course		Semester	
		Date of the feedback	

For getting filled in through student

S. No.	Description	**Very Poor**	**Poor**	**Good**	**Very Good**	**Excellent**
		(1)	**(2)**	**(3)**	**(4)**	**(5)**
1	Has the Teacher covered entire Syllabus as prescribed by University/ College/ Board?					
2	Has the Teacher covered relevant topics beyond syllabus					
3	Effectiveness of Teacher in terms of:					
	(a) Technical content/course content					
	(b) Communication skills					
	(c) Use of teaching aids					
4	Pace on which contents were covered					
5	Motivation and inspiration for students to learn					
6	Support for the development of Students' skill					
	(i) Practical demonstration					
	(ii) Hands on training					
7	Clarity of expectations of students					
8	Feedback provided on Students' progress					
9	Willingness to offer help and advice to students.					
	Total					

Uploaded by Dte. of Printing at Government of India Press, Ring Road, Mayapuri, New Delhi-110064
and Published by the Controller of Publications, Delhi-110054.

Abstract

Higher Education – Technical Universities, Government and Government Aided Engineering Colleges – Revision of pay and other conditions to the teachers and other academic staff in degree level Engineering Colleges and other degree level technical institutions including Architecture, Town Planning, Pharmacy and Applied Arts and Crafts Institutions etc., governed by All India Council for Technical Education – Orders – Issued.

Higher Education (C2) Department

G.O. (Ms) No.19 Dated : 14.01.2020

விகாரி வருடம், மார்கழி – **29**

திருவள்ளுவர் ஆண்டு – 2050

Read :-

1. From the Advisor-I AICTE Letter No.F.No.61-1/RIFD/7th CPC/2016-17, dated 8.3.2019. (AICTE Notification dated. 1.3.2019).
2. From the Director of Technical Education Letter No. 8713/A3/2019, dated 29.3.2019, 22.8.2019 and 14.11.2019.
3. From the Registrar (i/c), Anna University, Letter dated 23.1.2019, 26.2.2019, 3.4.2019 and 7.6.2019.

Read also :-

4. G.O. (Ms) No.303, Finance (Pay Cell) department, dated 11.10.2017.

* * * * * *

Order:

All India Council for Technical Education has notified the All India Council for Technical Education Regulations on Pay Scales, service conditions and minimum qualifications for the appointment of Teachers and other Academic staff such as Library, Physical Education and Training and Placement Personnel in Technical Institutions and measures for the maintenance of standards in Technical Education – (Degree) Regulation, 2019 on 1.3.2019 vide the Notification 1st read above.

2. The Director of Technical Education and the Registrar, Anna University have submitted their remarks on the above Notification vide letters 2nd and 3rd read above.

3. After careful examination, the Government have decided to implement the 7th Central Pay Commission notified by the All India Council for Technical Education Regulations on Pay Scales, Service Conditions and Minimum Qualifications for the Appointment of Teachers and other Academic staff such as Library, Physical Education and Training & Placement Personnel in Technical Institutions and measures for the maintenance of standards in Technical Education – (Degree) Regulation, 2019 to the Government / Government Aided Engineering Colleges and Anna University and its Constituent colleges in toto with minor modifications. Accordingly, the Government pass the following orders:-

1. General

All India Council for Technical Education Regulations on Pay Scales, Service Conditions and Minimum Qualifications for the appointment of Teachers and other Academic staff such as Library, Physical Education and Training & Placement Personnel in Technical Institutions and measures for the maintenance of standards in Technical Education – (Degree) Regulation–2019, shall be applicable to Teachers and other Academic staff such as Library, Physical Education and Training and Placement Personnel of Government / Government Aided Engineering Colleges and Anna University and its Constituent Colleges.

2**. Date of effect**

The revised pay scales shall take notional effect from 1.1.2016 and with monetory benefit from 1.10.2017. Other allowances as per State Government rules in force.

3**. Effective date of application of Service conditions**

a) All other service conditions including Qualifications, Experience, Recruitment, Promotions, publications, training and course requirements etc. shall come into force with effect from 1.3.2019.

b) The Qualifications, Experience, Recruitment and Promotions etc. during 01-01-2016 till the issue of AICTE Notification dated 1.3.2019, shall be governed by All India Council for Technical Education Pay Scales, Service Conditions and Qualifications for the Teachers and other Academic Staff in Technical Institutions (Degree) Regulation, 2010 dated 5th March 2010 and subsequent notifications issued from time to time.

c) Those who are eligible for promotions on or after the date of 01.03.2019 shall have to meet the necessary conditions such as additional qualification, undergoing industrial training, pedagogical training, faculty induction program, publishing research papers etc. as per 7th pay CPC and subsequent notifications issued by AICTE thereof from time to time.

However, these requirements shall be permitted to be fulfilled till 31st July, 2022 so as to enable faculty members in equipping them for requisite mandatory requirements and to avail promotions with

(i) Notional fixation of pay from the date of actual eligibility and

(ii) Monetary benefit from the date of acquiring additional qualification on or before 31.07.2022.

d) The incumbent faculty members who are eligible from 01.01.2006 to 28.02.2019, shall have to meet the necessary conditions such as additional qualification, undergoing industrial training, pedagogical training, faculty induction program, publishing research papers etc. as per 6th pay CPC Gazette notification published on 08.11.2012 and G.O. (Ms) No.62, Higher Education (C2) department, dated 2.4.2018. G.O. (Ms) No.119, Higher Education (C2) department, dated 12.5.2017.

However, these requirements shall be permitted to be fulfilled till 31st July, 2022 so as to enable faculty members in equipping them for requisite mandatory requirements and to avail promotions with

(i) Notional fixation of pay from the date of actual eligibility and
(ii) Monetary benefit from the date of acquiring additional qualification on or before 31.07.2022.

e) It may be noted that, no further extension would be given beyond 31st July, 2022 and those who do not meet the essential criteria despite the above grace period, shall lose an opportunity for getting promotion retrospectively. However, they will be eligible for promotion from the date they meet these criteria thereafter.

f) In cases, wherein interviews are already conducted either for direct recruitment or for promotions but candidates did not join, such candidates may be allowed to join. Their further up-gradation will be governed by AICTE notification dated 1.3.2019.

g) In cases, where advertisement was published, applications invited but interviews have not been conducted till publication of this notification, the institutes / employers are required to publish corrigendum and processing of applications must be done in accordance with the provisions given in the AICTE notification dated 1.3.2019.

4. Revised Designations and Mode of Appointments

There shall be only three designations in respect of teachers in degree level technical institutions as far as cadre structure is concerned, namely

Assistant Professor, Associate Professor and **Professor** as given below in **Table 1**. Also there shall be no change in the present designations in respect of **Library, Physical Education** and **Training & Placement** Personnel at various levels.

Following mode of appointment shall henceforth be used:

Table 1: Cadre Structure and Mode of Appointment

Sl. No.	Designations of Teaching Faculty	Entry Pay	Level	Mode of Appointment
1	Assistant Professor	57700	10	Direct Recruitment
2	Assistant Professor (Senior Scale)	68900	11	Promotion
3	Assistant Professor (Selection Grade)	79800	12	Promotion
4	Associate Professor	131400	13A1	Promotion / Direct Recruitment
5	Professor	144200	14	Promotion / Direct Recruitment
6	Senior Professor	182200	15	Promotion
7	Principal / Director	144200	14	Promotion / Direct Recruitment

5. New Pay Structure

The new pay structure shall involve a pay matrix with an ascending series of levels and ascending cells in each level. The new pay matrix shall subsume the pay band and grade pay in one simple chart as given in **Annexure – I**. The pay matrix shall comprise of two dimensions – a horizontal range of levels starting from the lowest level in the hierarchy and ascending to the highest level, with the levels being numbered from 10 to 15 covering the entire gamut of Teachers and other Academic Staff. Within each level, the salary increases as one goes down vertically, with each progression of going down represented by a “Cell”. Each Cell within that level represents the steps of annual financial progression of 3%. On recruitment / promotion, an employee shall join at a particular level and progress within the level as per the vertical range. The movement shall be

based on annual increments till the time of his /her next promotion. When the employee will receive a promotion, he/she will progress to the next level in the horizontal range till it exhausts.

6. Levels and Cells

The method followed by the 7th CPC shall be adopted in the academic pay structure also, moving from the concept of Pay Band and Academic Grade Pay to that of Levels and Cells. The changes will appear only due to the existing difference between the two streams in terms of Academic Grade Pay vis-à-vis the corresponding Grade Pay. The levels for academic pay shall be numbered as per the corresponding non-academic level. Thus, the levels are numbered as 10, 11, 12, 13A1, 14, &15 corresponding to the present AGP of Rs. 6000, 7000, 8000, 9000, 10000 and 12000 respectively.

7. Pay Matrix and Fixation of Revised Pay

For Fixation of pay of an Employee in the Pay Matrix as on 1st January 2016, the existing pay (Pay in Pay Band plus Academic Grade Pay) in the pre-revised structure as on 31st December, 2015 shall be multiplied by a **factor of 2.57,** rounded off to the nearest Rupee, and the figure so arrived at, will be located in that level in the Pay Matrix and if such an identical figure corresponds to any cell in the applicable level of the Pay Matrix, the same shall be the pay, and if no such cell is available in the applicable level, the pay shall be fixed at the immediate next higher cell in that applicable level of the Pay Matrix. If the figure arrived at in this manner is less than the first cell in that level, then the pay shall be fixed at the first cell of that level of Pay Matrix.

If more than two stages are bunched together, one additional increment equal to 3% may be given for every two stages bunched, and pay fixed in the subsequent cell in the pay matrix.

8. Pay Bands with AGP and IOR (Index of Rationalization)

Based on the above, the various levels of pay with its Academic Grade Pay (AGP) are as per **Annexure-I**.

9. Entry Pay

The Entry Pay for Academic Pay Structures and Levels shall be as per **Table 1.**

10. Pay Fixation in case of Direct Recruitment / Promotion

The pay of employees appointed by direct recruitment on or after 1st day of January 2016 shall be fixed at the minimum pay or the first cell in the level, applicable to the post to which such employee is appointed. In case

of promotion, candidate would be given a notional increment in his existing Level of Pay, by moving him/her to the next higher cell at that level. The pay shown in this cell would now be located in the new level corresponding to the post to which candidate has been promoted. If a cell identical with that pay is available in the new level, that cell shall be the new pay; otherwise the next higher cell at that level shall be the new pay of the employee. If the pay arrived at in this manner is less than the first cell in the new level, then the pay shall be fixed at the first cell of that level.

11. Date of Increment

(i) Annual increment is given in the Pay Matrix at 3%, with each cell being higher by 3% over the previous cell in the same level, rounded off to nearest 100. Annual increments to each employee would move up in the same academic level, with an employee moving from the existing cell in the academic level to the immediate next cell in the same academic level.

(ii) The date of increment in the revised pay structure will be on par with State Government Employees i.e. on "Quarterly basis".

12. Annual Process of Promotion

Every University / College / DTE shall ensure that the selection process for direct recruitment for various positions is carried out annually so as to maintain required faculty numbers and cadre ratio as per AICTE norms so that no loss is caused to students. Interviews for the promotions of the faculty members shall be carried out at a regular span annually to avoid any stagnation in career growth of faculty members.

Candidates who do not fulfill the minimum requirement proposed in the Regulation, will have to be re-assessed after a period of one year. The date of promotion shall be the date on which he / she satisfies all the minimum requirements and successfully reassessed.

The constitution of the selection committee as applicable to these appointments / promotions of the Assistant Professor to Associate Professor and Associate Professor to Professor or Professor to Senior Professor is enumerated in **Annexure-II.** Various stages of promotions/ direct recruitment and mode of selection are given in Table 2 below.

A teacher who wishes to be considered for promotion may submit in writing in the prescribed proforma as evolved by the concerned University / College duly supported by all credentials to the Principal / Director of the College, within three months in advance of the due date, that he / she fulfils all requisite qualifications

The entry level and consecutive stages of promotions are shown in Table 2.

Table 2: Stages of Promotion/ Direct Recruitment and mode of selection

Stage	Designation
Entry Level, Stage-I	Assistant Professor
Stage-II	Assistant Professor (Senior Scale)
Stage-III	Assistant Professor (Selection Grade)
Stage-IV	Associate Professor
Stage-V	Professor
Stage-VI	Senior Professor

13. Research Promotion Grant

The thrust has to be given for improving quality of research and development in the Universities / Institutions, therefore, all the AICTE recognized Institutions shall create a separate budget and provide financial assistance to their faculty members for strengthening research activities.

14. Age of Superannuation

The present system of retirement age shall be continued ie. **58** years for college teachers and **60** years for University teachers and re-employment shall also be continued with present system till the completion of Academic year i.e. May of every year.

15. Health Insurance Scheme

As per the State Government Rules inforce.

16. Pension, Gratuity, Family Pension, GPF, Leave Encashment and Other Pensionary Benefits

As per the State Government Rules inforce.

17. Industrial Training

Since a requirement of industrial training has been stipulated for vertical movement of faculty members, the AICTE, State / UT Government/ DTEs, in consultation with the Confederation of Indian Industries (CII), FICCI, NASSCOM and other such industry bodies, devise a suitable mechanism for facilitating all faculty members to undergo industrial training.

18. Teaching Engagement

The faculty members working in technical institutions under the purview of AICTE shall have an engagement of not less than 40 hours per week including teaching contact hours and other activities. The work of tutorial / project / research / administration may be distributed among the faculty members as per the need and availability of staff. The laboratory engagement will also be counted towards teaching hours. The minimum teaching contact hours for various positions shall be as given in **Table 3** below:-

Table 3: Teaching Engagement of Faculty Members in Degree Level Institutions

Designation	(Teaching / Laboratory hours) / week
Assistant Professor	16
Associate Professor	14
Professor / Senior Professor	14
Director / Principal	6

Relaxation of 2 hours per week in teaching contact hours shall be granted to faculty members handling additional responsibilities like HOD / Dean.

19. Incentives for New Entrants

New entrants as well as existing faculty members of degree level institutions should be provided with a desktop computer / laptop / office furniture and a printer with internet connectivity in their office so as to make a faculty member computer savvy and to enable them to have access to the latest technology.

20. Grant for Professional Development

All teachers may be given a grant upto Rs.75,000/- per year on a reimbursement basis, which may be permitted to be accumulated upto 3 years towards acquiring the membership of Professional Societies and for participating in national / international conferences/workshops etc.

21. Consultancy

(i) Consultancy work may be undertaken by members of the faculty to generate resources, either for institutions or for themselves.

(ii) Not only the faculty members should be encouraged to undertake consultancy work, but also an appropriate environment be created by the state governments / managements of institutions to facilitate faculty members to undertake such work.

(iii) Suitable parameters for sharing the generated resources between the institution and individual faculty member may be evolved and adopted by the universities and institutions where consultancy work is undertaken by faculty members.

(iv) The faculty members engaged in consultancy / industry interaction / research / start-up activities / community services may be allowed some adjustment in teaching time table without compromising their teaching engagement hours.

22. Sabbatical Leave for faculty

To encourage interface between technical education and industry, the faculty members shall be entitled to sabbatical leave of six months for working in industry / professional development, subject to the condition that the faculty has a teaching experience of minimum five years. Such leave, however, shall be available to a teacher only twice in his / her teaching career.

23. Start-up

Presently, the institutions are ranked based on academic performance and placement of students. In future, it may also be based on a number of start-ups and entrepreneurs created by the institute. Therefore, technology incubation centres shall be established and frequent interactions between entrepreneurs / industrialists / alumni and students shall be arranged for motivating students to initiate start-up.

24. Incentives for Ph. D. and other Higher Qualification

(i) Five non-compounded advance increments shall be admissible at the entry level of a recruitee as an Assistant Professor possessing a Ph.D. awarded in a relevant discipline by the recognized University following the due process of admission test, course work and external evaluation as prescribed by the UGC or the admission process adopted by the institutes established under the Act of Parliament or students having valid GATE / GPAT score for admission to Ph.D. or students selected for Ph.D. program under National Doctoral Fellowship program of AICTE / Prime Minister's Research Fellowship program.

(ii) There shall be no incentive for those possessing Post-graduate degree in M.Tech. / M. Arch. / M. Plan. / M.E./ M.Pharm. / M.Des. / M.S. etc. because their entry level qualification itself is Post graduate.

(ii) Teachers who complete their Ph.D. degree while in service as Assistant Professor shall be entitled to three non-compounded increments fixed at increment applicable at entry level as Assistant Professor only if such Ph.D. is in a relevant discipline of the discipline of employment and has been awarded by a recognized University following the due process of admission test, course work and external evaluation as prescribed by the UGC or the admission process adopted by the institutes established under the Act of Parliament or students having valid GATE / GPAT score for admission to Ph.D. or students selected for Ph.D. program under Quality Improvement Program (QIP) / Teacher Research Fellowship (TRF).

25. Statutory Reservation

The statutory reservation policy for recruitment of candidates must be adhered to as per the existing Tamil Nadu Government Rules.

26. Counting of Past Service for Direct Recruitment and Promotion

Previous regular service, whether national or international, as Assistant Professor, Associate Professor or Professor or equivalent in a University, College, National Laboratories or other scientific / professional organizations such as the CSIR, ICAR, DRDO, UGC, ICSSR, ICHR, ICMR, DBT or state PSUs etc., should be counted for direct recruitment as an Assistant Professor / Associate Professor / Professor provided that:

a) The qualifications for the post held are not lower than the qualifications prescribed by the AICTE for Assistant Professor, Associate Professor and Professor as the case may be.

b) The post is / was in an equivalent grade or of the pre-revised scale of pay as the post of Assistant Professor / Associate Professor / Reader and Professor.

c) The candidate for direct recruitment has applied through proper channel.

d) The concerned Assistant Professor, Associate Professor and Professor should possess the same minimum qualifications as prescribed by the AICTE for appointment to the post of Assistant Professor, Associate Professor and Professor, as the case may be.

e) The post was filled in accordance with the prescribed selection procedure as laid down in the Regulations of University / State Government / Central Government / concerned institutions, for such appointments.

f) The previous appointment was not as guest faculty for any duration or ad-hoc or in a leave vacancy of less than one year duration. Ad-hoc or temporary service of more than one year duration can be counted provided that:

(i) The period of service was of more than one year.

(ii) The incumbent was appointed on the recommendation of the duly constituted Selection Committee.

(iii) The incumbent was selected for the permanent post in continuation to the ad-hoc or temporary service;

(iv) An artificial break in service shall not be used to the prejudice of employee, appointed on permanent basis. The person appointed on a permanent basis shall be given the benefit of the entire service rendered by him with effect from the date of initial appointment (temporary/contract/ad-hoc) notwithstanding the artificial break / breaks in service.

(v) The incumbent was drawing total gross emoluments not less than the monthly gross salary at the initial stage of a regularly appointed Assistant Professor, Associate Professor and Professor, as the case may be; and

(vi) At the time of selection, the negotiated terms and conditions clearly mention the period of experience, nature of experience and same has been consented by the employer.

g) No distinction should be made with reference to the nature of the management (Private /Local Body/ Government) of the institution where previous services were rendered while counting past services under this clause.

27. Equivalence of Experience of Diploma Level Institutions and Degree Level Institutions

Experience at Diploma Level Polytechnic shall be considered equivalent to experience in the degree level institutions at appropriate level, as applicable provided, scale of pay, qualifications, experience and research contribution are same for the post under consideration as per the present notification.

28. Cadre Structure

a. Minimum Cadre Ratio

(i) The minimum 1 : 2 : 6 of cadre ratio be maintained for Professor : Associate Professor: Assistant Professor respectively.
(ii) Minimum number of faculty requirements for an approved institute shall be calculated on the basis of faculty : student ratio prescribed by AICTE.
(iii) Faculty: student ratio would be applicable as per the approval process handbook published by AICTE from time to time.
(iv) For the purposes of this cadre ratio, Assistant Professor, Assistant Professor (Senior Scale), Assistant Professor (Selection Grade) shall be grouped together and be termed as Assistant Professors.
(v) Similarly, Professors and Senior Professors will be grouped together and be termed as Professors.
(vi) Principal / Director shall be outside the purview of cadre ratio.

b. Flexible Cadre Structure

While promoting the incumbent, flexible cadre structure be followed as below:

(i) Incumbent faculty members be upgraded to higher positions, after being eligible, through a process of promotion to be held annually, irrespective of availability of vacancy in that cadre.
(ii) The incumbent so upgraded to a higher position shall be re-designated as Assistant Professor (Senior Scale) / Assistant Professors (Selection Grade) / Associate Professor / Professor as the case may be.
(iii) With this cadre structure, more faculty members may become Professors / Associate Professors at some point of time as a result of which, cadre ratio as an example may become skewed such as 9:0:0 or 8:1:0 or 5:1:3 etc. but in any case it should not be 0:0:9 or 0:1:8 or 0:2:7.
(iv) The total numbers of minimum faculty positions remain the same as calculated from faculty : student ratio, though the cadre ratio is improving with these promotions.
(v) The lower post can be treated vacant once the incumbent moves on higher post through promotions or through direct selection by keeping total sanctioned posts of all cadres put together as fixed.
(vi) This vacant post will be filled by suitable eligible incumbent possessing required qualifications.
(vii) If a suitable candidate is not available, the post shall be filled by open selection.

(viii) The open selection / promotion shall be made by a committee constituted as per norms published in this gazette.

(ix) The candidate shall be promoted from lower cadre to higher cadre as and when they complete eligibility criteria for the higher cadre, irrespective of availability of post in that cadre.

c. Inter-se seniority between the directly recruited teachers and promoted

The inter-se seniority of a directly recruited teacher shall be determined with reference to the date of joining and for the teachers promoted with reference to the date of eligibility as indicated in the recommendations of the selection committee of the respective candidates. The rules and regulations of the respective Central / State Government/ UT Government shall apply for all other matters of seniority. Similar issues of seniority between directly selected and under CAS in the past, if any, be fixed on the same basis. The seniority list thus prepared be posted on the institute website.

d. Position of Principal / Director

(i) Principal / Director of AICTE approved institution has to be a full time faculty selected in accordance with the State Government rules.

(ii) Principal / Director of AICTE approved institution shall continue to be as per seniority as per norms hitherto be followed.

29. Mandatory Teacher Trainings

(i) Every teacher appointed / promoted to any position here onwards with effect from 1.3.2019 i.e. the publication of AICTE gazette shall have to mandatorily undergo 8 online modules of MOOCs in SWAYAM as per the AICTE teacher training policy preferably within first year of service.

(ii) No newly appointed faculty member shall be completing the probation without getting the certification of completion of these 8 modules. The teacher training policy document may be downloaded from AICTE website.

(iii) The requirement of completing these modules as envisioned in AICTE gazette dated 1.3.2019 is applicable to all the incumbent teachers also while applying for promotion / selection to next higher cadre only once in the career.

(iv) Those who are eligible for promotions after the date of publication of AICTE gazette dated 1.3.2019 shall have to meet the necessary conditions such as additional qualification, undergoing industrial

training, pedagogical training, faculty induction program, publishing research papers etc. However, these requirements shall be permitted to be fulfilled till 31st July, 2022 so as to enable faculty members in equipping them for requisite mandatory requirements of this gazette to avail the benefit of promotion retrospectively from the date of eligibility.

30. Minimum Qualification for Recruitments

Minimum Qualification, experience, research contribution, feedback and requisite training requirements for different levels for direct recruitment and promotions for the faculty members are as follows:-

31. Minimum Qualifications for direct recruitment as an Assistant Professor (Level – 10, Entry Pay 57700/-)

(a) Engineering / Technology

B.E. / B. Tech. / B. S. and M. E. / M. Tech. / M. S. or Integrated M.Tech. in relevant branch with first class or equivalent in any one of the degrees.

(b) Management

Bachelor's Degree in any discipline and Master's Degree in Business Administration / PGDM / C.A. / ICWA/ M. Com. with First Class or equivalent and two years of professional experience after acquiring the degree of Master's degree.

(c) Pharmacy

B. Pharm. and M. Pharm. in the relevant specialization with First Class or equivalent in any one of the two degrees.

(d) MCA

B.E. / B.Tech. / B.S. and M.E. / M.Tech. / M.S. or Integrated M.Tech. in relevant branch with First Class or equivalent in any one of the degrees.

OR

B.E., B.Tech. and MCA with First Class or equivalent in any one of the two degrees.

OR

Graduation of three years' duration with Mathematics as a compulsory subject and MCA with First Class or equivalent with 2 years of relevant experience after acquiring degree of MCA.

(e) Hotel Management and Catering Technology

Minimum 4 years Bachelor's Degree in HMCT and Master's Degree in HMCT or in relevant disciplines with First Class or equivalent in any one of the two degrees.

OR

Minimum 4 years Bachelor's Degree in HMCT with First Class or equivalent and minimum of 5 years of relevant experience at a managerial level not less than Assistant Manager in a 4 - star Hotel or in a similar position in the hospitality industry / tourism industry.

(f) Architecture

B. Arch. and M. Arch. or equivalent Master's degree in an allied field with First Class in any one of the two degrees, and minimum 2 years experience in the Architecture profession.

OR

B. Arch. with First class or equivalent and minimum of 5 years' experience in the Architecture profession.

(g) Town Planning

Bachelor's degree in Architecture / Planning / Civil Engineering or Master's degree in Geography / Economics / Sociology or equivalent AND Master of Planning or equivalent with First class or equivalent in either in Master of Planning or any above degrees with 2 years of relevant experience.

(h) Design

Bachelor's Degree or minimum 4 year Diploma in any one of the streams of Design, Fine Arts, Applied Arts and Architecture or Bachelor's degree in Engineering with First class or equivalent

AND

Master's degree or equivalent Post Graduate Diploma in relevant disciplines with First Class or equivalent in a concerned / relevant /allied subject of Industrial Design / Visual Communication / Fine Arts / Applied Arts / Architecture / Interaction Design / New Media Studies / Design Management / Ergonomics / Human Factors Engineering / Indian Craft Studies and related fields of Engineering or Design.

AND

Minimum 2 years of professional design experience in Industry / research organization / Design studios.

(i) Fine Arts

Bachelor's and Master's degree in the relevant branch with First Class or equivalent in any one of the two degrees and minimum 2 years of relevant professional experience.

(j) Qualifications for Faculties in Science and Humanities:

The qualifications for recruitment and promotions for faculty in the disciplines of Basic Sciences, Social Science and Humanities shall be as per the UGC Notification No. F.1-2/2017(EC/PS) Dated 18th July, 2018 and UGC guidelines issued from time to time.

Note: Candidates who have done Ph.D. after the Bachelor's Degree from institution of National importance with GATE/ GPAT/ CEED shall be eligible for the post of Assistant Professor.

32. Minimum Qualification Norms for Direct Recruitments / Promotions for Stage –II to Stage –VI

(a) Qualification for Assistant Professor (Senior Scale, Level – 11, Entry Pay 68900/-)
For Promotion of Incumbents

a. Qualifications prescribed for the post of Assistant Professor

AND

b. Should have completed minimum training requirements as per Annexure - III.

AND

c. Should have satisfied any one of the below mentioned set of requirements.

Set No.	Additional Qualification	To have acquired in the cadre of Assistant Professor		
		Experience (Years)	Research publications in SCI journals /UGC /AICTE approved list of journals	Avg. 360^{O} feedback score (out of 10)
1	-	4	2	8 to 10
2	-	5	1	8 to 10
3	-	5	2	5 to < 8

(b) Qualifications for Assistant Professor (Selection Grade, Level – 12, Entry Pay 79800/-)

For Promotion of Incumbents

a. Qualifications as prescribed for the post of Assistant Professor (Senior Scale)

AND

b. Should have completed minimum training requirements as per Annexure - III.

AND

c. Should have satisfied any one of the below mentioned set of requirements.

Set No.	To have acquired in the cadre of Assistant Professor (Senior Scale)			
	Additional Qualification	**Experience (Years)**	**Research publications in SCI journals /UGC / AICTE approved list of journals**	**Avg. 360^{O} feedback score (out of 10)**
1	-	4	1	8 to 10
2	-	4	2	5 to < 8

(c) Qualifications for Associate Professor (Level – 13A1, Entry Pay 131400/-)

i. For Direct Recruitment

a. Ph.D. degree in the relevant field and First class or equivalent at either Bachelor's or Master's level in the relevant branch

AND

b. At least total 6 research publications in SCI journals **/** UGC **/** AICTE approved list of journals.

AND

c. Minimum of 8 years of experience in teaching / research / industry out of which at least 2 years shall be Post Ph.D. experience.

Note:In case of HMCT, 8 years of industry experience at a managerial level not below the position of Head of Department handling a team of 20 persons or more in a 4 star hotel or above category or in a similar position in the hospitality industry / tourism industry.

ii For Promotion of Incumbents

a. Ph. D. degree in relevant field and First class or equivalent at either Bachelor's or Master's level in the relevant branch.

AND

b. Should have completed minimum training requirements as per Annexure – III.

AND

c. Should have satisfied any one of the below mentioned set of requirements.

Set No.	To have acquired in the cadre of Assistant Professor (Selection Grade).		
	Experience (Years)	**Research publications in SCI journals UGC AICTE approved list of journals**	**Avg. 360^{o} feedback score (out of 10)**
1	3	2	5 to < 8
2	3	1	8 to 10

(d) Qualifications for Professor (Level – 14, Entry Pay 144200/-)

(i) Direct Recruitment

a. Ph. D. degree in relevant field and First class or equivalent at either Bachelor's or Master's level in the relevant branch.

AND

b. Minimum of 10 years of experience in teaching / research / industry out of which at least 3 years shall be at a post equivalent to that of an Associate Professor.

AND

c. At least 6 research publications at the level of Associate Professor in SCI journals **/** UGC **/** AICTE approved list of journals and at least 2 successful Ph.D. guided as Supervisor / Co- supervisor till the date of eligibility of promotion.

OR

At least 10 research publications at the level of Associate Professor in SCI journals / UGC / AICTE approved list of journals till the date of eligibility of promotion.

(ii) For Promotion of the Incumbents

a. Ph. D. degree in relevant field and First Class or equivalent at either Bachelor's or Master's level in the relevant branch.

AND

b. Should have satisfied any one of the below mentioned set of requirements.

Set No.	Ph.D. guided	Total Experience (Years)	To have acquired in the cadre of Associate Professor.		
			Experience (Years)	Research publications in SCI journals /UGC / AICTE approved list of journals	Avg. 360^{o} feedback score (out of 10)
1	1	15	3	6	8 to 10
2	2	15	3	6	5 to < 8
3	-	16	3	4	8 to 10

Note: 360° Feedback

1. The feedback obtained every year, till the date of eligibility of next stage, shall be taken as an average of all the preceding years added together required for promotions.
2. In case the candidate fails to achieve the maximum feedback score, the subsequent year's may be taken into consideration while dropping the lowest feedback score in any one of the year.

(e) Qualifications for Promotion to Senior Professor (Level –15, Entry Pay 182200/-)

a. Ph. D. degree in the relevant field

AND

b. Minimum ten years of experience in the cadre of Professor

AND

c. At least 8 research publications in SCI journals **/** UGC **/** AICTE approved list of journals, should have at least 2 successful Ph.D. guided as Supervisor / Co-Supervisor as a Professor.

OR

c. At least 8 research publications in SCI journals **/** UGC **/** AICTE approved list of journals, should have provided academic leadership as institution head at least for 3 years at the level of Professor.

OR

c. At least 8 research publications in SCI journals / UGC / AICTE approved list of journals, should have provided educational leadership at state / national level at least for 3 years at the level of Professor.

AND

d. At least one patent awarded

OR

d. Development of one MOOC course applicable at national platform

Notes:

1. The selection of Senior Professor shall also be based on academic achievements, favourable review of academic, research and administrative work from three eminent subject experts not below the post of Senior Professor or a Professor of at least ten years of experience.
2. The selection shall be based on ten best publications and award of Ph. D. degrees to at least two candidates under his / her supervision during the last 10 years and interaction with the Selection Committee constituted as per this regulation.

(f) Qualifications for Direct Recruitment of Principal / Director (Level – 14, Entry Pay 144200/- with the special allowance of Rs. 6750/- per month)

a. Ph. D. degree and First Class or equivalent at either Bachelor's or Master's level in the relevant branch
b. At least two successful Ph.D. guided as supervisor / Co-Supervisor and minimum 8 research publications in SCI journals **/** UGC **/** AICTE approved list of journals.
c. Minimum 15 years of experience in teaching / research/ industry, out of which at least 3 years shall be at the post equivalent to that of Professor.

Notes:

1. This position shall be of contractual in nature for 5 years and can be extended for one more term depending upon the performance.
2. Performance assessment shall be carried out through a committee appointed by the affiliating university.
3. After completing the final term, the incumbent shall join back his / her parent organization in the previous designation from where he / she has proceeded with the designation as Professor / Senior Professor as the case may be.

33. Minimum Qualifications for Direct Recruitment and promotion of other staff

34. Workshop Superintendent

Initial recruitment of Workshop Superintendent shall be at par with Assistant Professor with the qualification as prescribed for the Assistant Professor in Mechanical/ Production Engineering.

Upward movement and designations shall be as per stage I to stage V of the present notification indicated in Table 3.

Table 3: Stages of Promotion and Designations for Workshop Superintendent

Stage	Designation
Entry Level, Stage-I	Workshop Superintendent
Stage-II	Workshop Superintendent (Senior Scale)
Stage-III	Workshop Superintendent (Selection Grade)
Stage-IV	Associate Professor (Workshop)
Stage-V	Professor (Workshop)

35. Qualifications for Training and Placement Officer

a. Qualifications, service conditions and Pay scales of Training and Placement Officer shall be same as Professor in Engineering & Technology or concerned Technical Program.
b. One of the Professors in the Institute shall be entrusted with additional responsibility of Training and Placement Officer on rotation basis.
c. If Professor is not available, Associate Professor / Assistant Professor may be identified for this post.

36. Minimum Qualifications for direct recruitment of Assistant Librarian (Level – 10, Entry Pay 57700/-)

a. Master's Degree in Library Science/Information Science/ Documentation Science or an Equivalent Professional Degree with at least First Class or equivalent and a consistently good academic record with knowledge of computerization of library.

b. Qualifying in the National Level Test conducted for the purpose by UGC or other equivalent test as approved by the UGC.

37. Minimum Qualifications for direct recruitment of Assistant Director-Physical Education (Level – 10, Entry Pay 57700/-)

a. Master's Degree in Physical Education or Master's Degree in Sports Science or equivalent degree with at least First Class or its equivalent with good academic record from a recognized University/ Institute.

b. Record of having represented the University / College at the inter-University / Inter-collegiate competitions or the state and / or national championships;

c. Qualifying in the National-Level Test conducted for the purpose by the UGC or any other agency approved by the UGC and passed the physical fitness test conducted in accordance with these regulations.

d. Record of strong involvement and proven track record of participation in sports, drama, music, films, painting, photography, journalism event management or other student / event management activities during college / University studies.

e. Record of organizing such events as student's convener or in later part of life.

38. Methodology of Promotion for Assistant Librarians and Assistant Director-Physical Education

The qualifications for promotions for Assistant Librarians and Assistant Director-Physical Education shall be as per the UGC Notification No. F.1-2/2017(EC/PS) Dated 18th July, 2018.

39. Additional Requirements

a. **Research Publications**

In order to ensure quality of publications for promotions, a minimum standard would be ensured through the following**.**

i. For the purpose of promotions, candidates must have published research papers in SCI journals OR UGC approved Journals OR AICTE approved list of journals OR jointly approved by AICTE with respective councils / institute such as Council of Architecture / Pharmacy Council of India / Institute of Town Planners, India**.**

ii. In case of HMCT, 1 live case study or 1 live industry project as research / consultancy having credential of very high standing would be recognized as equivalent to 1 publication.

iii. In case of Design, Architecture and Town Planning, 1 live case study, 1 live industry project as research / consultancy or 1 exceptional design having credential of very high standing / obtained high level recognition would be recognized as equivalent to 1 publication.

b. **Equivalence for Ph.D.**

Equivalence for PhD is based on publication of 5 International Journal papers, each Journal having a cumulative impact index of not less than 2.0, with incumbent as the main author and all 5 publications being in the authors' area of specialization. Alternatively, the person should have obtained at least two patents or contributed to the increased productivity in the place of work recognized at state or national level or elected as a Fellow of any of the national academies. However, the procedure of providing equivalence shall be devised by concerned affiliating university.

40. Eligibility of direct Ph.D. after B.E./ B.Tech

The qualification of Ph.D acquired for the various level of posts directly after B.E/ B.Tech. is applicable in Technical Institutions, provided degree of Ph. D awarded is in relevant discipline by a recognised University following the process of registration, course work and evaluation etc. as prescribed by UGC or has been awarded by the Institutes of national importance (i.e. IITs/IISc/ NITs etc.), duly recognized by the MHRD. Further, candidate should have obtained at least first class at Bachelor's level in Engineering / Technology.

41. Class / Division

If a class / division is not awarded, 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 below.

Grade Point	Equivalent Percentage
6.25	55 %
6.75	60 %
7.25	65 %
7.75	70 %
8.25	75 %

a. **Nomenclature of relevant degrees**
The qualifications for various faculty posts specify that the degree shall be in the appropriate / relevant branch of specialization. Many IITs, NITs, Central Universities start interdisciplinary programs of new nomenclatures. In view of the increasing importance of interdisciplinary nature of engineering, the inter-disciplinary courses for both UG and PG specializations may be considered. The selection committee may take a final decision in this regard depending on the requirement of the program of study and institution. AICTE has already clarified this issue vide Government of India Gazette F.No.27/RIFD/ Pay/01/2017-18 dated 28.04.2017. If any specialization is not available in the AICTE basket, the Board / University shall decide the equivalence based on the curriculum of the program. Hence, incumbent faculty recruited in the past based on their qualifications / specializations acquired will continue to be eligible for promotion as well as direct recruitment in the same or other institutions, subject to fulfillment of other eligibility criteria and higher qualifications as prescribed, if any, for various teaching posts.

b. **Incumbent faculty Members with previous qualifications**
Existing incumbents recruited as a Faculty with the basic minimum qualifications such as M.Sc. (Mathematics), M.Sc. (Biotechnology), M.Sc. (Electronics), M.Sc. (Computer Science & allied subjects), M.Sc. (Physics), M.Sc. (Chemistry), MCA, PGDM, AMIE / M.Com and any other similar qualifications which were considered eligible at the time of recruitment or taken admission in such courses before publication of the AICTE Gazette dated 13th March 2010 are to be considered as eligible for promotion as well as direct recruitment in the same or other institutions, subject to fulfilment of other eligibility criteria and higher qualifications as prescribed, if any, for various teaching posts.

c. **Faculty Members on deputation**
Any Faculty Member on deputation to some Government Organization / Autonomous Bodies such as DTE / AICTE / UGC / MHRD / DST etc. on academic / administrative positions shall be deemed to have experience of academics and academic administration and be exempted from the requirement of FDP, Industrial Training and 360^{O} feedback. If the faculty has secured at least **Very Good** rating, it shall be considered equivalent to 8 points on a 10 point scale of 360^{O} feedback in reference to this notification for the period of deputation.

4. The Director of Technical Education and the Registrar, Anna University are directed to issue necessary instructions to all the Drawing and Disbursing Officers under their control to fix the pay of the teachers and equivalent cadres in the revised scales of pay and make payment in the manner as ordered above and based on the options exercised by the individuals in writing in the form as given in the Annexure V within three months from the date of issue of order.

5. The Director of Technical Education and the Registrar, Anna University are also directed to issue necessary instruction to all the Drawing and Disbursing Officers under their control to obtain an undertaking from every beneficiary under this Scheme to the effect that any excess payment made on account of incorrect fixation of pay in the revised Pay Level or grant of inappropriate Pay Level and Pay Cells or any other excess payment made shall be adjusted against the future payments due or otherwise to the beneficiary. A specimen form of undertaking in this regard is at Annexure-VI to this order.

6. The Government will take the financial liabilities only for the approved posts and not for the posts created from University funds.

7. The expenditure shall be debited to the appropriate heads of accounts.

8. This order issues with the concurrence of Finance Department vide its U.O. No.02/DS (AR)/Edn – I/2020, dated 13.01.2020. .

(BY ORDER OF THE GOVERNOR)

MANGAT RAM SHARMA
PRINCIPAL SECRETARY TO GOVERNMENT

To
The Director of Technical Education, Chennai – 25.
The Registrar, Anna University, Chennai-25,
The Registrar, Annamalai University, Chidambaram.
The Director of Legal Studies, Chennai – 35.
The Director of Treasuries and Accounts, Chennai – 15.
The Director of Local Fund Audit, Chennai – 35.
The Principals of all Engineering Colleges
(Government / Government Aided) in Tamil Nadu
through the Director of Technical Education.
The Accountant General (A&E)., Chennai – 18.
The Principal Accountant General (Audit. I), Chennai – 18.
The Accountant General (Audit II), Chennai – 18.
The Accountant General (CAB), Chennai – 9 / Madurai.
The Director of Pension, DMS Complex, Chennai – 6.
The Pension Pay Officer, Chennai – 6.

The Secretary, Ministry of Human Resources Development, Department of Education, Government of India, New Delhi
The Secretary, All India Council for Technical Education, New Delhi.
The Chairman,
All India Council for Technical Education, Southern Regional Committee, Chennai.
The Pay and Accounts Officer, Secretariat, Chennai – 9.
The Pay and Accounts Officer, (North/South/East), Chennai – 1/35/5.
The Pay and Accounts Officer, Madurai – 625 001.
All Treasury Officers in Tamilnadu
All Recognised Service Associations

Copy to

The Principal Secretary II to Chief Minister, Chennai – 9.
The Principal Secretary to Deputy Chief Minister, Chennai – 9.
The Senior Personal Assistant to Minister, Finance, Chennai – 9.
The Special Personal Assistant to Minister, Higher Education, Chennai – 9.
All Sections in Higher Education Department.
The Senior Research Officer, Pay Research Unit, Ministry of Finance (Department of Expenditure) Room No.261, North Block, New Delhi.
The Private Secretary to Additional Chief Secretary to Government, Finance Department, Chennai – 9.
The Personal Assistant to Principal Secretary to Government, Higher Education Department, Chennai – 9.
Stock File / Spare Copies.

// Forwarded / By Order //

Section Officer. 14/1/20

Annexure-I

Pay Matrix Table for Degree Level Technical Institutions

(All figures are in Rupees)						
Pay Band in VI CPC	15600 – 39100			37400 - 67000		67000-79000
Cadre Title	Assistant Professor			Associate Professor	Professor	Senior Professor
Grade Pay in VI CPC	6000	7000	8000	9000	10000	0
Index of Rationalisation	2.67	2.67	2.67	2.67	2.72	2.72
Entry Pay	21600	25790	29900	49200	53000	67000
Cell No. / Level	10	11	12	13A1	14	15
1	57700	68900	79800	131400	144200	182200
2	59400	71000	82200	135300	148500	187700
3	61200	73100	84700	139400	153000	193300
4	63000	75300	87200	143600	157600	199100
5	64900	77600	89800	147900	162300	205100
6	66800	79900	92500	152300	167200	211300
7	68800	82300	95300	156900	172200	217600
8	70900	84800	98200	161600	177400	224100
9	73000	87300	101100	166400	182700	
10	75200	89900	104100	171400	188200	
11	77500	92600	107200	176500	193800	
12	79800	95400	110400	181800	199600	
13	82200	98300	113700	187300	205600	
14	84700	101200	117100	192900	211800	
15	87200	104200	120600	198700	218200	
16	89800	107300	124200	204700		
17	92500	110500	127900	210800		

18	95300	113800	131700	217100		
19	98200	117200	135700			
20	101100	120700	139800			
21	104100	124300	144000			
22	107200	128000	148300			
23	110400	131800	152700			
24	113700	135800	157300			
25	117100	139900	162000			
26	120600	144100	166900			
27	124200	148400	171900			
28	127900	152900	177100			
29	131700	157500	182400			
30	135700	162200	187900			
31	139800	167100	193500			
32	144000	172100	199300			
33	148300	177300	205300			
34	152700	182600	211500			
35	157300	188100				
36	162000	193700				
37	166900	199500				
38	171900	205500				
39	177100					
40	182400					

Note: The end-points of any column do not signify the end points of the pay received at that level. As was the case in the earlier provision of traditional pay scales, the last point does not represent the maximum pay of that level for calculation purposes. The end-points of the column should not be treated as the maximum and minimum of a pay scale to calculate the average pay for any level.

MANGAT RAM SHARMA
PRINCIPAL SECRETARY TO GOVERNMENT

// True copy //

Section Officer. 14/1/20

Annexure –II

Constitution of Screening cum Evaluation / Selection Committee

The AICTE has evolved following guidelines on:

(a) Constitution of Selection Committees for selection of Assistant Professor, Associate Professor, Professor for direct recruitment and for promotions.

(b) Specified selection procedures for direct recruitment and promotions for Teachers in Universities and Colleges.

Selection Proceedings:

All the selection procedures of the selection committee shall be completed immediately after the selection committee meeting itself, wherein, minutes are recorded along with the scoring Proforma and recommendation made on the basis of merit with the list of selected and waitlisted candidates / Panel of names in order of merit, duly signed by all members of the selection committee.

Selection Committee Composition for Assistant Professor, Associate Professor and Professor both for Direct Recruitment and Promotion:

I. For University Faculty Members:

(a) The Selection Committee for the post of Assistant Professor in the University shall have the following composition:

(i) The Vice Chancellor or Acting Vice-Chancellor to be the Chairperson of the Selection Committee.

(ii) Three experts in the concerned subject nominated by the Vice Chancellor or Acting Vice- Chancellor out of the panel of names approved by the relevant statutory body of the university concerned.

(iii) Dean of the concerned Faculty, wherever applicable.

(iv) Head / Chairperson of the Department/School

(v) An academician nominated by the Visitor / Chancellor, wherever applicable.

(vi) A nominee from Government.

(vii) An academician representing SC / ST / OBC / Minority / Women / Differently-abled categories to be nominated by the Vice Chancellor or Acting Vice-Chancellor, if any of the candidates representing these categories is the applicant and if any of the above members of the selection committee does not belong to that category.

(b) To constitute the quorum for the meeting, five minimum members out of which at least two must be from the total three subject-experts.

II. For Faculty Members in Technical Institutions:

(a) The Selection Committee for the post of Assistant Professor /Associate Professor and Professor in Colleges, including Private Colleges shall have the following composition:

(i) Chairperson of the Governing Body of the college or his/her nominee from among the members of the Governing body to be the Chairperson of the Selection Committee.

(ii) The Principal/ Director of the College.

(iii) Head of the Department of the concerned subject in the College.

(iv) Two nominees of the Vice-Chancellor or Acting Vice Chancellor of the affiliating university of whom one should be a subject-expert. In case of colleges notified / declared as a minority educational institution, two nominees of the Chairperson of the college from out of a panel of five names, preferably from the minority communities, recommended by the Vice-Chancellor or Acting Vice-Chancellor of the affiliating university from the list of experts suggested by the relevant statutory body of the college, of whom one should be a subject-expert.

(v) Two subject-experts not connected with the college to be nominated by the Chairperson of the governing body of the College out of a panel of five names recommended by the Vice Chancellor or Acting Vice Chancellor from the list of subject experts approved by the relevant statutory body of the University concerned.

(vi) An academician representing SC / ST / OBC / Minority / Women / Differently-abled categories, if any of candidates representing these categories is the applicant, to be nominated by the Vice-Chancellor or Acting Vice Chancellor, if any of the above members of the selection committee does not belong to that category.

(b) To constitute the quorum for the meeting, five of which at least two must be from out of the three subject experts shall be present.

(c) For all levels of teaching positions for Government / Government Aided Colleges / Government Autonomous Colleges, the State Public Services Commission / Teacher Recruitment Boards wherever applicable must invite three subject experts, for which the concerned University be involved in the selection process, by respective appointing authority. The states, where selection in autonomous institutes have been authorized to respective Board of Governors, shall continue but constitution of committee shall be same as directed by AICTE.

III. Senior Professor

(a) The Selection Committee for the post of Senior Professor shall consist of the following persons:

(i) Vice Chancellor who shall be the Chairperson of the Committee.

(ii) An academician not below the rank of Senior Professor/Professor with minimum ten years experience who is the nominee of the Visitor/Chancellor, wherever applicable.

(iii) Three experts not below the rank of a Senior Professor/Professor with a minimum of ten years' experience in the subject/field concerned nominated by the Vice-Chancellor out of the panel of names approved by the relevant statutory body of the university.

(iv) Dean (not below the rank of Senior Professor/Professor with minimum ten years experience) of the faculty, wherever applicable.

(v) Head/Chairperson (not below the rank of Senior Professor/Professor with minimum ten years experience) or Senior-most Professor (not below the rank of Senior Professor/Professor, with a minimum of ten years' experience) of the Department/School, in case Head/ Chairperson does not fulfil the above requirement, if any.

(vi) An academician (not below the rank of a Senior Professor/Professor with minimum ten years experience) representing SC/ST/OBC/ Minority / Women / Differently-abled categories, if any of candidates representing these categories as the applicant, to be nominated by the Vice Chancellor, if any of the above members of the selection committee do not belong to that category.

(b) Four members, including two outside subject experts, shall constitute the quorum.

IV. Technical Institution Principal / Director

(a) The Selection Committee for the post of College Principal shall have the following composition:

i) Chairperson of the Governing Body as Chairperson.

ii) Two members of the Governing Body of the college to be nominated by the Chairperson of whom one shall be an expert in academic administration.

iii) One nominee of the Vice-Chancellor who shall be an expert in Management of Higher Education.

iv) Three experts consisting of the Principal/ Director of a college, a Professor and an accomplished educationist not below the rank of a Professor (to be nominated by the Governing Body of the College) out of a panel of six experts approved by the relevant statutory body of the affiliating University concerned.

v) An academician representing SC/ST/OBC/Minority/Women/Differently-abled categories, if any of candidates representing these categories is the applicant, to be nominated by the Vice-Chancellor of the affiliating University.

(b) To constitute the quorum for the meeting, five of which at least two must be from out of the three subject-experts shall be present.

MANGAT RAM SHARMA
PRINCIPAL SECRETARY TO GOVERNMENT

// True copy //

Section Officer. 14/1/20

Annexure-III

Training Requirements for Promotions of Teachers from all the Disciplines

For Assistant Professor (Senior Scale): Completion of following training requirements at the level of Assistant Professor.

Two weeks of Faculty Development Programme (FDP) in the relevant area out of which at least one of the FDP shall be in advanced pedagogy recognised by AICTE / UGC / TEQIP / NITTTR / PMMMNMTT / IISc / IIT / University / Government / DTE / Board of Technical Education / CoA / IIA / SPA / ITPI / NRCs / ARPIT research organization / other institute of National Importance / Design Studio.

OR

One week faculty development programme as above and one eight weeks duration MOOCS course with E-Certification by NPTEL-AICTE

OR

Completed two such eight weeks duration MOOCS courses with E-Certification by NPTEL-AICTE.

AND

Completed minimum two weeks of relevant Industrial Training / Professional Training.

For Assistant Professor (Selection Grade): Completion of following training requirements at the level of Assistant Professor (Senior Scale)

Two weeks of Faculty Development Programme (FDP) in the relevant area recognised by AICTE / UGC / TEQIP / NITTTR / PMMMNMTT / IISc / IIT / University / Government / DTE / Board of Technical Education / CoA / IIA / SPA / ITPI / NRCs / ARPIT / research organization / other institute of National Importance / Design Studio.

OR

One week faculty development programme as above and one eight weeks duration MOOCS course with E-Certification by NPTEL-AICTE

OR

Completed two such eight weeks duration MOOCS courses with E-Certification by NPTEL-AICTE.

AND

Completed minimum two weeks of relevant Industrial Training / Professional Training

For Associate Professor: Completion of following training requirements at the level of Assistant Professor (Selection Grade)

Two weeks of Faculty Development Programme (FDP) in the relevant area recognised by AICTE / UGC / TEQIP / NITTTR / PMMMNMTT / IISc / IIT / University / Government / DTE / Board of Technical Education / CoA / IIA / SPA / ITPI / NRCs / ARPIT / research organization / other institute of National Importance / Design Studio.

OR

One week faculty development programme as above and one eight weeks duration MOOCS course with E-Certification by NPTEL-AICTE

OR

Completed two such eight weeks duration MOOCS courses with E-Certification by NPTEL-AICTE.

AND

Completed minimum two weeks of relevant Industrial Training/Professional Training.

MANGAT RAM SHARMA
PRINCIPAL SECRETARY TO GOVERNMENT

// True copy //

Section Officer. 14/1/20

Annexure – IV

CALCULATION OF 360^0 FEEDBACK SCORE

The 360 Degree Score shall be determined on the basis of following parameters.

a. Teaching Process (Maximum Point 25)
b. Students' Feedback (Maximum Point 25)
c. Departmental Activities (Maximum Point 20)
d. Institute Activity (Maximum Point 10)
e. ACR (Maximum Point 10)
f. Contribution to Society (Maximum Point 10)

The candidate shall submit calculation sheet for each academic year to be considered and a summary sheet exhibiting his score on a 10 point scale

a. Teaching - Process (Maximum Points 25)

The calculation shall be presented in a table as presented in this Annexure. The table will have the details of courses taught in the academic year in consideration, like Semester, course Code / Name, No. of scheduled classes, actually held classes. The total shall be reduced on 25 point scale.

b. Students' Feedback (Maximum Points 25)

The candidate shall submit average score for each course taught during academic year under consideration on a scale of 25. The average of total of all such score shall be used.

c. Departmental Activities (Maximum Points 20)

This section summarizes all the responsibilities assigned by Head of the Department to a teacher during academic year under consideration through a proper office order. This may include responsibilities like Lab I/C, Time Table I/C, NBA - AICTE work, sponsored projects, departmental newsletter etc. The candidate will earn 3 points per semester for each activity up to a maximum of 20.

d. Institute Activity (Maximum Points 10)

This section summaries all the responsibilities assigned by Head of the institute to the candidate during academic year under consideration through a proper office order. This may include responsibilities like Head of Department, Coordinator, Warden, Training and Placement officer, Estate Officer etc. The candidate will earn 5 points per semester for each activity up to a maximum of 10.

e. ACR (Maximum points 10)

ACR maintained at institute level shall have 10 points based on grading.

f. Contribution to Society (Maximum Points 10)

The candidate involved in different initiatives by AICTE. The candidate will earn 5 points per semester for each activity. The claim should be supported by an office order/ official communication from Head of Institute.
The grand total of points for all academic years shall be converted to a 10 points scale.

Note: The activities mentioned in above criterion are indicative. Principal / Director / HoD may add or remove some of the activities at department and institute level as per the requirements of the institute. Weightage of 10 Marks may be given for ACRs maintained at institute level out of 20 Marks as per following grading.

Calculation of Credit Points

(Sample Calculations Page-1)

Name	
Present Position	
Academic Year	
Teaching Process	

A. Teaching Process (Max Point 25)

S. No.	Semester	Course Code/ Name	No. of Scheduled Classes	No. of actually held classes	Points earned	Enclosure No.
1	1/ 2018-19	CET-100	42	39		
2	1/ 2018-19	CET-200	39	38		
3	2/ 2018-19	MED-100	41	39		
4	2/ 2018-19	BSE-100	42	41		
		Total	**164**	**157**	**23.93**	

B. Students' feedback (Max Point 25)

S. No.	Semester	Course Code/ Name	Average Student feedback on the scale of 25	Enclosure No.
1	1/ 2018-19	CET-100	22.3	
2	1/ 2018-19	CET-200	21.8	
3	2/ 2018-19	MED-100	19.6	
4	2/ 2018-19	BSE-100	22.8	
		Total	**86.5**	

C. Departmental Activities (Max credit 20)

S. No.	Semester	Activity	Credit Point	Criteria	Enclosure No.
1	1/ 2018-19	Lab I/C	3	3 Point/ semester	
2	1/ 2018-19	Consultancy	3	3 Point/ semester	
3	1/ 2018-19	Timetable I/C	3	3 Point/ semester	
4	2/ 2018-19	Timetable I/C	3	3 Point/ semester	
5	2/ 2018-19	NBA work	3	3 Point/ event	
6	2/ 2018-19	Lab I/C	3	3 Point/ event	
7	2/ 2018-19	Consultancy	3	3 Point/ semester	
		Total	**21**		

Calculation of Credit Points

(Sample Calculations Page-2)

D. Institute Activities (Max Credit 10)

S. No	Semester	Activity	Credit Point	Criteria	Enclosure No.
1	1/ 2018-19	HoD /Dean	4	4 Point/semester	
2	2/ 2018-19	Coordinator appointed by Head of Institute	2	2 Point/semester	
3	2/ 2018-19	Organized Conference	2	2 Point/event	
4	2/ 2018-19	FDP/Conference	2	1 point /event, to be divided between all co-coordinators	

E. ACR maintained at institute level (Max Credit 10)

Extraordinary	Excellent	Very Good	Good	Satisfactory
10	9	8	7	5

S.No.	Year	Activity	Credit Point	Criteria	Enclosure No.
1	2018-19	ACR	10	Extraordinary	
2		ACR	8	Very Good	
3		ACR	9	Excellent	
4		ACR	10	Extraordinary	
Average			37/4=9.25		

F. Contribution to Society (Max Credit 10)

S. No.	Semester	Activity	Credit Point	Criteria	Enclosure No.
1		Induction Program	5		
2		Unnat Bharat Abhiyan	5		
3		Yoga Classes	5		
4		Blood Donation	5		

Calculation of Credit Points

(Blank Format)

Name	
Present Position	
Academic Year	
Teaching- Process	

A. Teaching Process (Max Points 25)

S. No.	Semester	Course Code/ Name	No. of Scheduled Classes	No. of actually held classes	Point	Enclosure No.
1						
2						

B. Students' feedback (Max Points 25)

S. No.	Semester	Course Code/ Name	Average Student feedback on the scale of 25	Enclosure No.
1				
2				

C. Departmental Activities (Max Points 20)

S. No.	Semester	Activity	Credit Point	Criteria	Enclosure No.
1					
2					

D. Institute Activities (Max Points 10)

S. No.	Semester	Activity	Credit Point	Criteria	Enclosure No.
1					
2					

E. ACR maintained at institute level (Maximum Points 10)

S. No.	Year	Activity	Credit Point	Criteria	Enclosure No.
1					
2					

F. Contribution to Society (Maximum Points 10)

S. No.	Semester	Activity	Credit Point	Criteria	Enclosure No.
1					
2					

Summary

Summary	Academic Year	Academic Year	Academic Year
	1	2	3
A. Teaching Process (Max Points 25)			
B. Students' feedback (Max Points 25)			
C. Departmental Activities (**Max Points 20)**			
D. Institute Activities (Max Points 10)			
E. ACR (Max Points 10)			
F. Contribution to Society (Max Points 10)			
Total (Max Points 100)			
Total on 10 Point scale			

STUDENT'S FEEDBACK FORM

(To be used by institutions)

Academic Year:		Name of the Faculty	
Course		Semester	
		Date of the feedback	

For getting filled in through student

S. No.	Description	Very Poor	Poor	Good	Very Good	Excellent
		(1)	(2)	(3)	(4)	(5)
1	Has the Teacher covered entire Syllabus as prescribed by University/ College/ Board?					
2	Has the Teacher covered relevant topics beyond syllabus					
3	Effectiveness of Teacher in terms of:					
	(a) Technical content/course content					
	(b) Communication skills					
	(c) Use of teaching aids					
4	Pace on which contents were covered					
5	Motivation and inspiration for students to learn					
6	Support for the development of Students' skill					
	(i) Practical demonstration					
	(ii) Hands on training					
7	Clarity of expectations of students					
8	Feedback provided on Students'					
9	Willingness to offer help and advice to students.					
	Total					

MANGAT RAM SHARMA
PRINCIPAL SECRETARY TO GOVERNMENT

// True copy //

Section Officer. 14/1/20

Annexure - V

FORM FOR EXERCISING OPTION TO COME OVER TO THE REVISED AICTE SCALES OF PAY

I, ... holding the post of .....in the scale of pay of Rs..... do hereby elect * to come under the revised scale of pay before / after earning increment in the existing scale of pay with effect from 1ST January, 2016 / to retain the existing scale of pay and rate of dearness allowance for the period upto .....and come under the revised scale with effect from .....

2. The option hereby exercised is final and will not be modified at any subsequent date.

3. I hereby also undertake that any excess payment that may be found to have been made as a result of incorrect fixation of pay or any excess payment detected in the light of discrepancies noticed subsequently will be refunded by me to the Government either by adjustment against future payments due to me or otherwise without insisting for any prior notice.

Dated:.....

Signature:

Signed before me

Signature
(with date)

Head of the Office
(in the case of Non-self drawing Officers)

Accounts Officer
(in the case of Self drawing Officers)

Received the above declaration.
Dated :.....

Signature.

Assistant Accountant – General /
Pay and Accounts Officer,
Head of Office.

---

* Strike out whichever is not applicable.

MANGAT RAM SHARMA
PRINCIPAL SECRETARY TO GOVERNMENT

// True copy //

Section Officer. 14/1/16

Annexure – VI

UNDERTAKING

I hereby undertake that any excess payment made that may be found to have been made as a result of incorrect fixation of pay in the revised scales or grant of inappropriate pay level or any excess payment detected in the light of discrepancies noticed subsequently will be refunded by me to the institute either by adjustment against future payments due to me or otherwise.

Signature _____

Name _____

Designation _____

Date _____

MANGAT RAM SHARMA
PRINCIPAL SECRETARY TO GOVERNMENT

// True copy //

Section Officer. 14/1/12

Dir, RC

Office of the Recruitment Cell
11 DEC 2020
1140
Anna University, Chennai - 600 025.

OFFICE OF THE REGISTRAR
11 DEC 2020
ANNA UNIVERSITY, CHENNAI-600 025

ABSTRACT

Higher Education – Technical Universities, Government and Government Aided Engineering Colleges – Revision of pay and other conditions to the teachers and other academic staff in degree level Engineering Colleges and other degree level technical institutions including Architecture, Town Planning, Pharmacy and Applied Arts and Crafts Institutions etc., governed by All India Council for Technical Education – Amendment –Orders – Issued.

Higher Education (C2) Department

G.O. (Ms) No.177 — Dated : 7.12.2020
சார்வரி, கார்த்திகை – 22
திருவள்ளுவர் ஆண்டு–2051

Read :-

1. G.O. (Ms) No.19, Higher Education (C2) Department, dated 14.1.2020.
2. AICTE Regulation 20.5.2020.
3. The Registrar, Anna University, Letter No.002/CAS/RC/PR10 & 20/2018, dated 17.3.2020.
4. The Director of Technical Education, Letter No.11541/A3/2020, dated 10.11.2020.

******

Order:-

As per the AICTE Regulation 2nd read above the following amendment shall be made in the G.O. (Ms) No.19, Higher Education (C2) Department, dated 14.1.2020.

Amendment

Sub paragraph **'(d)'** under the heading **"3) Effective date of application of Service Conditions"** in para 3 of the said **Government Order is here by deleted.**

(BY ORDER OF THE GOVERNOR)

APOORVA
PRINCIPAL SECRETARY TO GOVERNMENT

To
The Director of Technical Education, Chennai – 25.
The Registrar, Anna University, Chennai-25,
The Registrar, Annamalai University, Chidambaram.
The Director of Legal Studies, Chennai – 35.

..2..

The Director of Treasuries and Accounts, Chennai – 15.
The Director of Local Fund Audit, Chennai – 35.
The Principals of all Engineering Colleges
(Government / Government Aided) in Tamil Nadu
through the Director of Technical Education.
The Accountant General (A&E)., Chennai – 18.
The Principal Accountant General (Audit. I), Chennai – 18.
The Accountant General (Audit II), Chennai – 18.
The Accountant General (CAB), Chennai – 9 / Madurai.
The Director of Pension, DMS Complex, Chennai – 6.
The Pension Pay Officer, Chennai – 6.
The Secretary, Ministry of Human Resources Development,
Department of Education, Government of India, New Delhi
The Secretary,
All India Council for Technical Education, New Delhi.
The Chairman,
All India Council for Technical Education,
Southern Regional Committee, Chennai.
The Pay and Accounts Officer, Secretariat, Chennai – 9.
The Pay and Accounts Officer, (North/South/East), Chennai – 1/35/5.
The Pay and Accounts Officer, Madurai – 625 001.
All Treasury Officers in Tamilnadu
The Resident Audit Officer, O/o. Principal Accountant General, Chennai-9.
All Recognised Service Associations.

Copy to

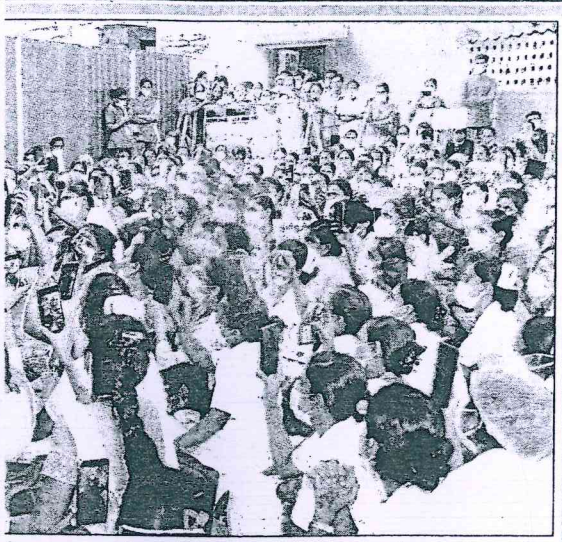
The Principal Secretary II to Chief Minister, Chennai – 9.
The Principal Secretary to Deputy Chief Minister, Chennai – 9.
The Senior Personal Assistant to Minister, Finance, Chennai – 9.
The Special Personal Assistant to Minister, Higher Education, Chennai – 9.
All Sections in Higher Education Department.
The Senior Research Officer, Pay Research Unit, Ministry of Finance
(Department of Expenditure) Room No.261, North Block, New Delhi.
The Private Secretary to Additional Chief Secretary to Government,
Finance Department, Chennai – 9.
The Personal Assistant to Principal Secretary to Government,
Higher Education Department, Chennai – 9.
Stock File / Spare Copies.

// Forwarded by order //

Section Officer

7/12/20

Daily thanthi.



ன்னை டி.எம்.எஸ் வளாகத்தில் 800–க்கும் மேற்பட்ட
ர். இந்த போராட்டத்துக்கு மக்கள் நீதி மய்யம் கட்சி
ு ஆதரவு தெரிவித்தபோது எடுத்த படம்.

..எம்.எஸ். வளாகத்தில்

ாரி நர்சுகள் போராட்டம்

ல் ஆதரவு

ந அடிப்படையில் பணி
யமிக்கப்பட்டனர்.
வாறு பணியில் சேர்க்
ட நர்சுகளுக்கு மாத
ம் ரூ.14 ஆயிரத்துடன்
இடம், உணவு இலவச
ழங்கப்பட்டது. இந்தநி
ல், தற்போது சில ஆஸ்
களில் பணி புரியும்
ானா எம்.ஆர்.பி. நர்
க்கு உணவு, தங்கும்
வழங்குவது நிறுத்தப்
ளது. அதோடுமட்டும்
ாமல், கொரோனா
காக நியமிக்கப்பட்ட 3
துக்கும் மேற்பட்ட நர்
ர் அந்தந்த மாவட்ட
டர் அலுவலகத்தின்
பாட்டின் கீழ் பணிய
ப்படுவதாக தெரிவிக்
டது.

பணி நிரந்தரம்

ு கொரோனா எம்.
நர்சுகள் எதிர்ப்புதெரி
ர்.இந்தநிலையில் தங்க
பணி பாதுகாப்பு
,பணி நிரந்தரம்செய்ய
நும் என்று நேற்று தமிழ
ழுவதும் இருந்து வந்த
ும் மேற்பட்ட நர்சுகள்
ன் டி.எம்.எஸ். வளா
போராட்டத்தில்
னர்.

போது, கடந்த ஆட்சி
போது, எதிர்க்கட்சி
ராகஇருந்தமு.க.ஸ்டா
கொரோனாவுக்காக
அமர்த்தப்பட்ட நர்சு
நிரந்தரம் செய்ய

டிருக்கிறார்கள். கொரோனா போராட்டம் முடிந்தது போன்றதோரணை அரசுக்கு எழ தேவையில்லை. இன்னமும் கொரோனா இருந்து கொண்டுதான் இருக்கிறது.

கோரிக்கை நியாயமானது

எண்ணிக்கைகுறைந்திருக்கலாம். அது அதிகரிக்காமல் இருக்க வேண்டும் என்பதே அனைவரின் ஆசையாக இருக்கிறது.தொற்று அதிகரித்தால் என்ன செய்வது என்பதற்கு முன்னெச்சரிக்கையாக அரசு யோசிக்க வேண்டும். எனவே நர்சுகளின் பணி முடிந்து விட்டது போல், இவர்களை சிதறடிப்பது நியாயம் இல்லை. போராட்டத்தில் ஈடுபடும் நர்சுகளின் கோரிக்கை மிக நியாயமானது. இவர்களின் சேவை நமக்கு தேவை. எனவே இவர்களின் பணியை தமிழக அரசு நிரந்தரம் செய்யவேண்டும்.

ஒரு நல்ல அரசு வேலை வாய்ப்புகளை அதிகரிக்கும். அதற்கு மாறாக, இருக்கும் வேலை வாய்ப்புகளை சிதறடிக்காது. எனவே அரசு கொரோனா எம்.ஆர்.பி. நர்சுகளின் தேவைகளை பூர்த்தி செய்ய வேண்டும்'.

இவ்வாறு அவர் கூறினார். மேலும், சமூக சமத்துவத்துக்கான டாக்டர்கள் சங்கம் உள்பட பல்வேறு அமைப்பினர் நர்சுகளின் போராட்டத்துக்கு ஆதரவு தெரிவித்து போராட்டத்தில் கலந்து கொண்டனர்.

3 ஆண்டுகளுக்கு பிறகு

காவிரி மேலாண்மை ஆணையத்துக்கு முழுநேர தலைவர் நியமனம்

புதுடெல்லி, செப்.29-

காவிரி மேலாண்மை ஆணையம் அமைக்கப்பட்டு 3 ஆண்டுகளுக்கு பிறகு அதன் முழு நேர தலைவராக எஸ்.கே.ஹல்தார் நியமிக்கப்பட்டு உள்ளார்.



எஸ்.கே.ஹல்தார்

நதிநீர் மேலாண்மை ஆணையம்

காவிரி நதி நீர் பங்கீட்டில் உள்ள பிரச்சினைகளை களைவதற்காக நீண்ட கால சட்ட போராட்டத்துக்கு பிறகு, காவிரி நதிநீர் மேலாண்மை ஆணையமும், காவிரி ஒழுங்காற்றுக்குழுவும் அமைக்க கடந்த 2018-ம் ஆண்டு பிப்ரவரி 16-ந்தேதி சுப்ரீம்கோர்ட்டு உத்தரவிட்டது.

அதன்படி, அக்குழுக்கள் அமைக்கப்பட்டன. 2018-ம் ஆண்டு ஜூன் 1-ந் தேதி இதற்கான அறிவிப்பு வெளியிடப்பட்டது.

மு.க.ஸ்டாலின் வலியுறுத்தல்

காவிரி மேலாண்மை ஆணையம் அமைக்கப்பட்டு இந்த 3 ஆண்டுகளில் அதற்கென தனிப்பட்ட தலைவர் (முழுநேர தலைவர்) நியமிக்கப்படவில்லை. மத்திய நீர்வள ஆணைய தலைவரே, காவிரி மேலாண்மை ஆணையத்தின் தலைவர் பொறுப்பையும் கூடுதலாக கவனித்து வந்தார்.

முழுநேர தலைவரை நியமிக்கவேண்டும்என்று தமிழக அரசு மட்டுமின்றி அனைத்துக்கட்சிகள் மற்றும் விவசாய சங்கங்களும் கோரிக்கை விடுத்து வந்தன. முதல்-அமைச்சர் மு.க.ஸ்டாலின், பிரதமரை சந்தித்தபோது இந்த கோரிக்கையை வலியுறுத்தியதாக தெரிவித்தார். இதற்காக கோர்ட்டில் வழக்கும் தொடரப்பட்டது.

முழுநேர தலைவர் நியமனம்

இந்த நிலையில் தற்போது காவிரிமேலாண்மை ஆணையத்துக்கு முழுநேர தலைவர் நியமிக்கப்பட்டு உள்ளார். மத்திய நீர்வள ஆணைய தலைவராக உள்ள சவுமித்ரா குமார் ஹல்தார் என்ற எஸ்.கே.ஹல்தார் முழுநேர தலைவராக நியமிக்கப்பட்டு இருக்கிறார்.

இதற்கு, மத்திய மந்திரி சபையின் நியமனக் குழு ஒப்புதல் வழங்கியதைத் தொடர்ந்து மத்திய பணியாளர் மற்றும் பயிற்சித்துறை இதற்கான அறிவிப்பை வெளியிட்டுள்ளது.

முழுநேர தலைவரின் பதவிக்காலம் என்பது 5 ஆண்டுகள் அல்லது அடுத்த உத்தரவு வரும் வரை செல்லுபடி ஆகும். எஸ்.கே.ஹல்தாரின் பணிக்காலம் வருகிற நவம்பர் 30-ந் தேதியுடன் நிறைவு பெறுகிறது. இருப்பினும் அதன்பிறகு அவர் ஒப்பந்த முறையில் முழுநேர தலைவராக தொடர்வார் என தெரிவிக்கப்பட்டு உள்ளது.

ANNA UNIVERSITY
Sardar Patel Road, Chennai - 600 025.

Addenda to the Notifications (i) No.001/RC/UD-FR / PR 10 & 20 / 2020-1, dated 30.09.2020 for Assistant Professor & Assistant University Librarian Grade I, (ii) No.001/RC/UD-FR/PR 10 & 20 / 2020-2, dated 30.09.2020 for Associate Professor, Deputy Librarian & Deputy Director of Physical Education and (iii) No.001/RC/UD-FR /PR 10 & 20 / 2020-3, dated 30.09.2020 for Professor, University Librarian & Director of Physical Education.

Candidates who had applied against the above Notifications may update their data already submitted via online, if they wish, by using their login credentials without paying the necessary application processing fee.

For more details, please visit the University web-portal **www.annauniv.edu**

DIPR/857/DIS/2021 REGISTRAR (i/c)

சோதனை கடந்து சுதந்திரம் அடைந்தோம். சாதனை புரிந்து சரித்திரம் படைப்போம்

பொது அறிவிப்பு

பொது மக்களுக்கு, குறிப்பாக திரைப்பட வர்த்தகத்தில் உள்ள மக்களுக்குத் தெரிவித்துக் கொள்வது. NA மோஷன் பிக்சர்ஸ், மினி ஸ்டுடியோஸ் நிறுவனத்திடமிருந்து, இங்கு கீழே குறிப்பிடப்பட்டுள்ள திரைப்படத்தை ("அசல் திரைப்படம்"). யாதொரு விலைக்குமுன்றி, இந்தி மொழியில் ("மறு ஆக்கத் திரைப்படம்") உருவாக்கவும், படமெடுக்கவும், தயாரிக்கவும் மற்றும் சுயபயன்பாட்டிற்கு உட்படுத்திக் கொள்ளவுமான ஒதுக்கீட்டு உரிமைகள் மற்றும் தனியுரிமையை இதனால் பெற்றுள்ளது.

அசல் படத்தின் பெயர்	-	நீட்டம் இரண்டு; இயக்குநர் - விக்னேஷ் காந்தித்
தயாரிப்பு	-	மினி ஸ்டுடியோஸ் மற்றும் சிக்னர் என்டர்டெயின்மெண்ட்
நடிப்பு	-	ஸ்ரீவ்யா ரமேஷ், பாவெல் நவகீதன் & கோகுல் ஆனந்த்
வெளியீட்டு நாள்	-	30.07.2021 சோனலைஸ் ஸ்ட்ரீமிங் தளத்தில்
அசல் மொழி	-	தமிழ்

உரிமைகள்: அசல் திரைப்படம் சம்பந்தமாகப் பெறப்பட்டுள்ள மறுஆக்க உரிமைகளில் பின்வருவன சேர்த்துக்கொள்ளப்படும்: (i) மேலே குறிப்பிடப்பட்டுள்ள அசல் படத்தின் அடிப்படையில் உருவாக்கப்படும் யாதொரு வழித்தோன்றல் படைப்பின் இந்தி மறுஆக்கத்தையும் தயாரிப்பதற்கான NA மோஷன் பிக்சர்ஸின் முதல் மறுப்பு உரிமை: (ii) தற்போது உள்ள மற்றும் இனிவருங்காலங்களில் அனைத்து முறைகள், ஊடகங்கள் மற்றும் வடிவங்களில் தயாரிக்கப்படும் மறுஆக்கத் திரைப்படத்தையும் மற்றும் அத்தகைய ஏதைய துணை மற்றும் கிளைப் படைப்புகளையும் நிர்ந்தரமாகவும் உலகளாவிய அளவிலும் சுயபயன்பாட்டிற்கு உட்படுத்திக் கொள்வதற்கான உரிமை (iii) மறுஆக்கத் திரைப்படத்தை அனைத்து உலக மொழிகளிலும் மொழிமாற்றம் (டப்பிங்) செய்யவும் வசன வரிகளை அமைக்கவுமான (சப் டைட்லிங்) உரிமை. மேலும், 29.07.2021 தொடங்கி 30 (முப்பது) மாதங்கள் காலம் முடியும் வரை, அல்லது NA மோஷன் பிக்சர்ஸ் அல்லது அதன் அங்கீகரிக்கப்பட்ட துணை ஒதுக்குநர்கள் அதன் இந்தி மொழி வடிவத்தைத் திரையிடும் வரை. இவற்றில் எது முன்னதோ அத்தகைய காலம் வரை, மேற்சொன்ன அசல் திரைப்படத்தை மராத்தி மொழியில் மறுஆக்கம் செய்வதற்கான உரிமையை யாதொரு தரப்பினருக்கும் வழங்குவதில்லை என மினி ஸ்டுடியோஸ் நிறுவனம் இதனால் ஒப்புக்கொள்கிறது.

மேற்சொன்ன திரைப்படத்திற்கான மேலே குறிப்பிடப்பட்டுள்ள உரிமைகெதிராக, யாதொரு நபர், நிறுவனம், அமைப்பு அல்லது தரப்பினருக்கு, ஒதுக்கீடு, உறுதிமொழி, அன்பளிப்பு, உரிமம், விற்பனை, யாதொரு வகையிலான பரிமாற்றம் போன்ற வழிகளில், யாதொரு தன்மையுடைய எவ்விதக் கோரிக்கைகளும் அல்லது மறுப்புரைகள் இருக்கும் நோவில், இந்த அறிவிப்பு வெளியான 14 நாட்களுக்குள், கீழே கொடுக்கப்பட்டுள்ள முகவரியில் ஒப்படிட்டுள்ளவரிடம், அதற்கான ஆவணச் சான்று அல்லது உரிமைகோரல் ஆதாரத்துடன் எழுத்துவடிவில் (ஆங்கிலத்தில்) தெரியப்படுத்த வேண்டும் என இதனால் கோரப்படுகிறது. தவறும் நோவில், மேற்சொன்ன பரிமாற்ற நடவடிக்கை நிறைவு செய்யப்பட்டதாகக் கருதப்பட்டு, அதன் பின்னர், யாதொரு தன்மையுடைய எவ்விதக் கோரிக்கைகளும் ஏற்றுக்கொள்ளப்படமாட்டாது மற்றும் அத்தகைய கோரிக்கைகள் எவையேனுமிருப்பின், அவை தள்ளுபடி செய்யப்பட்டதாகக் கருதப்படும்.

ஆவணச் சான்றுகள் அல்லது ஆதாரங்களுடன் இணைக்கப்படும் கோரிக்கைகள் மட்டுமே பரிசீலிக்கப்படும். ஆவணச் சான்றுகள் இல்லாமல் (சான்றளிக்கப்பட்ட அசல் ஆவணங்கள்) உரிமைக்கோரல்களைக் குறிப்பிடுவது, யாதொரு தரப்பினரிடமிருந்தும் ஏற்றுக்கொள்ளப்பட மாட்டாது மற்றும் அத்தகைய உரிமைகளை விட்டுவிடப்பட்டதாக அல்லது தள்ளுபடி செய்யப்பட்டதாகக் கருதப்படும். மேலும் அதற்கு NA மோஷன் பிக்சர்ஸ் யாதொரு வகையிலும் பொறுப்பேற்காது என்பதும் தெரிவித்துக் கொள்ளப்படுகிறது.

எம்.செந்தில் குமரன், வழக்கறிஞர்கள் மற்றும் சட்ட ஆலோசகர்கள், பிளாட் எண் F - 3, ஆனந்தி அபார்ட்மெண்ட்ஸ், 49/24 சாந்தோம் ஹைரோடு, மைலாப்பூர், சென்னை - 600 004
இடம்: சென்னை, இந்தியா: நாள்: 29.09.2021

ANNA UNIVERSITY, CHENNAI

Addendum to the Notification No.001/RC/UD-FR/PR10&20/2020-1, dated 30.09.2020



College of Engineering, Guindy Campus



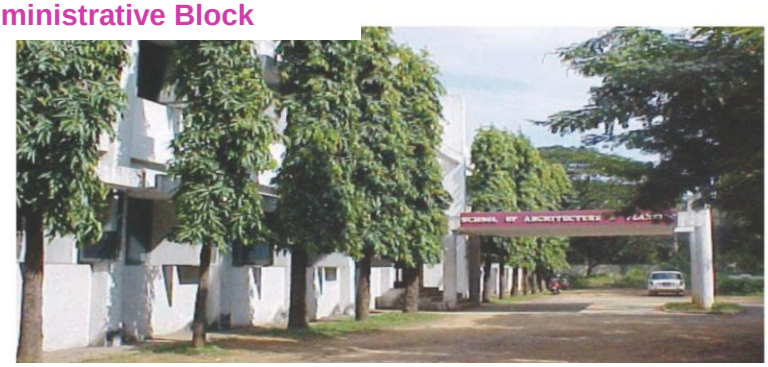
Alagappa College of Technology Campus



Anna University - Administrative Block



Madras Institute of Technology Campus



School of Architecture and Planning Campus

Direct Recruitment of

- **Assistant Professors**
- **Assistant University Librarian Grade-I**

Information and Instructions to the Already Applied Candidates

Direct Recruitment for the posts of

ASSISTANT PROFESSOR
&
ASSISTANT UNIVERSITY LIBRARIAN GRADE-I

INFORMATION AND INSTRUCTIONS TO THE ALREADY APPLIED CANDIDATES (DIRECT RECRUITMENT OF ASSISTANT PROFESSORS IN VARIOUS UNIVERSITY DEPARTMENTS & CENTRES AND ASSISTANT UNIVERSITY LIBRARIAN GRADE-I IN UNIVERSITY LIBRARY)

Last date for updating the application through online is 20.10.2021 (17.30 Hrs. IST)

Last date for the receipt of hard copy of the updated application with all the relevant enclosures is 27.10.2021 (17.30 Hrs. IST)

Candidates should possess the required educational qualifications in relevant branch / specialization, experience and other requirements specified as on 29.09.2020 only.

For updating online application(s), the candidate(s) shall use the URL

https://www.annauniv.edu

https://aurecruitment.annauniv.edu

IMPORTANT INFORMATION TO THE ALREADY APPLIED CANDIDATES

i. Candidates who had applied against the Notification No.001/RC/UD-FR/PR10&20/2020-1, dated 30.09.2020 may update their data already submitted via online, if they wish by using their login credentials **without** paying the necessary application processing fee.

ii. Hard copy of the duly updated application form(s) along with the supporting documents should reach the Registrar, Anna University, Chennai-25 on or before the due date.

The following details are available in this Information and Instructions to the candidates:

1. **Department-wise & Centre-wise Vacancy Positions along with Roster at the Level of Assistant Professor and Assistant University Librarian Grade-I.**
2. **Minimum Qualifications & Experience (as applicable) for the Posts of Assistant Professor in University Departments & Centres.**
3. **Minimum Qualifications for the Post of Assistant University Librarian Grade-I in University Library.**
4. **General Information and Instructions.**
5. **Important Instructions.**

1. Department-wise & Centre-wise Vacancy Positions along with Roster at the Level of Assistant Professor and Assistant University Librarian Grade-I

Sl. No.	Department/ Centre Code No.	Name of the Department/Centre (Campus: CEG/ACT/MIT/SAP)	Total No. of Vacancies	Roster Vacancies including Backlog Vacancies
A. Engineering & Technology				
1.	1001	Aerospace Engineering (MIT)	1	SC(A)(W) (PSTM)
2.	1003	Automobile Engineering (MIT)	2	GT(W)
				SC(A)(W) (PSTM)
3.	1005	Biotechnology (ACT)	5	MBC/DNC
				MBC/DNC(W)
				BC (Other than Backward Class Muslims)
				BC (Other than Backward Class Muslims) (W)
				BC (Other than Backward Class Muslims) (PSTM)
4.	1006	Ceramic Technology (ACT)	1	GT
5.	1007	Chemical Engineering (ACT)	4	GT(PSTM)
				SC(W)
				MBC/DNC(W)
				BC (Other than Backward Class Muslims)
6.	1008	Civil Engineering (CEG)	15	GT – 2
				GT (PSTM)
				GT (Differently Abled)
				GT(W) – 2
				SC (PSTM)
				SC(W)
				MBC/DNC
				MBC/DNC (PSTM)
				MBC/DNC(W)
				BC (Other than Backward Class Muslims) - 2
				BC (Other than Backward Class Muslims) (W)
				BCM

7.	**1010**	**Computer Technology (MIT)**	3	**GT** **SC(A)(W) (PSTM)** **MBC/DNC**
8.	**1011**	**Computer Science and Engineering (CEG)**	7	**GT – 3** **GT (W)** **MBC /DNC** **MBC/DNC(W)** **BCM**
9.	**1012**	**Electronics and Communication Engineering (CEG)**	7	**GT - 2** **GT(PSTM)** **GT(W)** **MBC/DNC(PSTM)** **BC (Other than Backward Class Muslims) (W)** **BCM**
10.	**1013**	**Electrical and Electronics Engineering (CEG)**	1	**GT(W)**
11.	**1014**	**Electronics Engineering (MIT)**	4	**GT** **GT(PSTM)** **MBC/DNC(PSTM)** **BCM**
12.	**1016**	**Industrial Engineering (CEG)**	3	**GT(W)** **MBC/DNC** **BC(Other than Backward Class Muslims)**
13.	**1017**	**Information Technology (MIT)**	2	**GT(W)** **BCM**
14.	**1018**	**Instrumentation Engineering (MIT)**	1	**SC(A)(W)(PSTM)**
15.	**1019**	**Information Science and Technology (CEG)**	4	**GT** **SC(A)(W) (PSTM)** **MBC/DNC** **BC(Other than Backward Class Muslims)**
16.	**1021**	**Manufacturing Engineering (CEG)**	1	**GT**
17.	**1022**	**Mechanical Engineering (CEG)**	9	**GT(PSTM)**

				GT(W)
				SC
				SC(W)
				MBC/DNC
				MBC/DNC(PSTM)
				BC (Other than Backward Class Muslims) (PSTM)
				BC (Other than Backward Class Muslims) (W)
				BCM
18.	**1023**	**Mining Engineering (CEG)**	3	GT(W)
				SC(A)(W)(PSTM)
				MBC/DNC
19.	**1025**	**Printing Technology (CEG)**	2	SC(A)(W) (PSTM)
				MBC/DNC – **Backlog Vacancy**
20.	**1026**	**Production Technology (MIT)**	4	GT(W)
				SC(A)(W)(PSTM)
				MBC/DNC(W)
				BC(Other than Backward Class Muslims)
21.	**1027**	**Ramanujan Computing Centre (CEG)**	3	GT(W)
				SC(A)(W)(PSTM)
				BC(Other than Backward Class Muslims)
22.	**1029**	**Textile Technology (ACT)**	1	GT(W)
B. Management				
23.	**1030**	**Management Studies (CEG)**	3	GT(W)
				MBC/DNC
				BC(Other than Backward Class Muslims)
C. Architecture				
24.	**1031**	**Architecture (SAP)**	22	GT – 3
				GT(PSTM)

			(Core Discipline-20, Allied Discipline-I - 1 and Allied Discipline-II - 1)	GT(Differently Abled)
				GT(W)
				SC – 2
				SC(PSTM)
				SC(W) – 2
				MBC/DNC – 2
				MBC/DNC(PSTM)
				MBC/DNC(W)
				BC(Other than Backward Class Muslims)– 3
				BC(Other than Backward Class Muslims)(PSTM)
				BC(other than Backward Class Muslims)(W) – 2
				BCM
D. Town Planning				
25.	**1032**	**Town Planning (SAP)**	1	GT
E. Science and Humanities				
26.	**1033**	**Chemistry (CEG)**	4	SC(W)
				MBC/DNC
				BC(Other than Backward Class Muslims)(PSTM)
				BCM
27.	**1034**	**English (CEG)**	3	GT(W)
				SC
				SC(A)(W)(PSTM)
28.	**1035**	**Geology (CEG)**	2	SC(A)(W)(PSTM)
				MBC/DNC
29.	**1036**	**Mathematics (CEG)**	11	SC – 2
				SC(W)
				SC(A)(W)(PSTM)
				MBC/DNC
				MBC/DNC(PSTM)
				MBC/DNC(W) - **Backlog Vacancy**
				BC(Other than Backward Class Muslims)(PSTM)
				BC(Other than Backward Class Muslims)(W)– 2
				BCM
30.	**1037**	**Media Sciences (CEG)**	1	GT
31.	**1038**	**Medical Physics (CEG)**	1	GT
32.	**1039**	**Physics (CEG)**	3	SC(W)
				MBC/DNC

				BCM
F. University Library				
33.	**1040**	**University Library**	5	**GT**
				GT(W)
				SC(A)(W)(PSTM)
				MBC/DNC
				BC(Other than Backward Class Muslims)

Abbreviations:

CEG – College of Engineering Guindy Campus
ACT – Alagappa College of Technology Campus
MIT – Madras Institute of Technology Campus
SAP – School of Architecture and Planning Campus

A – Arunthathiyar, BC – Backward Class, BCM - Backward Class Muslims, GT – General Turn, MBC/DNC – Most Backward Class/De-Notified Communities, PSTM – Persons Studied in Tamil Medium, SC - Scheduled Caste, W – Women

2. Minimum Qualifications & Experience (as applicable) for the Posts of Assistant Professor in University Departments & Centres

Branch / Stream	Qualifications & Experience
A. Engineering & Technology	B.E. / B.Tech., M.E. / M.Tech. in relevant branch* of Engineering and Technology with First Class in U.G. and First Class in P.G. and Ph.D. in the relevant area of specialization*. Post-doctoral experience is desirable. (OR) B.E./ B.Tech. in relevant branch* of Engineering and Technology with First Class in U.G. and M.S. (First Class or not less than 70 percentage#& in the appropriate Grade point scale) in the relevant area of specialization* and Ph.D. in the relevant area of specialization*. Post-doctoral experience is desirable. (OR) B.E. / B.Tech. in relevant branch* of Engineering and Technology with First Class in U.G. and Direct Ph.D. in the relevant area of specialization* awarded by a recognized University following the process of registration, course work and evaluation as prescribed by UGC or awarded by the Institutes of national importance (i.e. IITs/IISc/NITs etc.), duly recognized by the MHRD. Post-doctoral experience is desirable.
B. Management	First Class Bachelor's Degree in any discipline and Master's Degree in Business Administration (First Class or not less than 70 percentage#& in the appropriate Grade point scale) / First Class in 2-year Post Graduate Diploma in Management and Ph.D. in the relevant area of specialization*. (OR) First Class Bachelor's Degree in any discipline and M.S. (First Class or not less than 70 percentage#& in the appropriate Grade point scale) in the relevant area of specialization* and Ph.D. in the relevant area of specialization*.
C. Architecture	**Core Discipline** First Class Bachelor's Degree in Architecture and Master's Degree in relevant specialization* (First Class or not less than 70 percentage#& in the appropriate Grade Point scale) and Ph.D. in the relevant area of specialization*.
	Allied Discipline – I Minimum 4 years Bachelor's Degree in Fine Arts with First Class and First Class Master's Degree in Fine Arts / Applied Arts and Ph.D. in the relevant area of specialization*.

	Allied Discipline – II First Class Bachelor's Degree in Civil Engineering and First Class Master's Degree in Structural Engineering and Ph.D. in Structural Engineering.
D. Town Planning	First Class Bachelor's Degree in Architecture / Planning / Civil Engineering AND First Class Master's Degree in Planning / Urban Planning / Town Planning / Regional Planning / Urban and Regional Planning / Town and Country Planning / Infrastructure Planning / Traffic and Transportation Planning / Environmental Planning / Housing and Ph.D. in the relevant area of specialization*. (OR) First Class Bachelor's Degree in any discipline and First Class Master's Degree in Geography / Applied Geography / Economics / Sociology. AND First Class Master's Degree in Planning / Urban Planning / Town Planning / Regional Planning / Urban and Regional Planning / Town and Country Planning / Infrastructure Planning / Traffic and Transportation Planning / Environmental Planning / Housing and Ph.D. in the relevant area of specialization*. (OR) First Class Integrated Master's Degree in Geography / Applied Geography / Economics / Sociology. AND First Class Master's Degree in Planning / Urban Planning / Town Planning / Regional Planning / Urban and Regional Planning / Town and Country Planning / Infrastructure Planning / Traffic and Transportation Planning / Environmental Planning / Housing and Ph.D. in the relevant area of specialization*.
E. Science & Humanities	First Class both in Bachelor's Degree and Master's Degree in relevant branch* in Science & Humanities and Ph.D. in the relevant area of specialization* and 1-year Post Ph.D. experience. (OR) First Class Integrated Master's Degree in relevant branch* in Science & Humanities and Ph.D. in the relevant area of specialization* and 1- year Post Ph.D. experience.

(*) - Department-wise & Centre-wise Branch & specialization are presented in Annexure – I

(#&) - Proof to be produced. If degree classification has not been given by the University, then, the candidate should have obtained not less than 70% in the relevant grade point scale based on the courses studied.

3. Minimum Qualifications for the Post of Assistant University Librarian Grade-I in University Library

Branch / Stream	Qualifications
F. University Library	First Class Bachelor's Degree in any discipline and First Class Master's Degree in Library Science / Information Science / Documentation Science / Any equivalent Library Professional Degree with knowledge of computerization of library and Ph.D. in relevant area of specialization[#]

(#) - Ph.D. specialization is presented in Annexure – I

Note:
Those candidates who had completed their P.G. and / or Ph.D. degree(s) from foreign Universities should upload the Equivalence Certificate issued by Association of Indian Universities (AIU), www.aiu.ac.in.

4. General Information and Instructions

4.1. a. Candidates must be Indian Nationals only with excellent academic record and excellent commitment to quality in teaching and research.

b. Candidates should possess the required educational qualifications in relevant branch / specialization experience and other requirements (as applicable) specified as on 29.09.2020.

c. In addition to U.G. and P.G. Degrees, Ph.D. Degree shall also be a mandatory educational qualification for the appointment of Assistant Professors and Assistant University Librarian Grade – I in Anna University.

d. Educational qualifications, experiences etc. mentioned in this Notification indicate the minimum eligibility.

4.2. The last date for updating the application through online mode is 20.10.2021 (17.30 Hrs. IST).

4.3 a. After successful submission of the updated online application(s), the candidate shall download the same, affix signatures at appropriate places and send them along with all the relevant enclosures to the Registrar, Anna University, Chennai – 600 025 **only by Speed / Registered Post with acknowledgement due** so as to reach him on or before 27.10.2021 (17.30 Hrs. IST). The envelope containing the application and enclosures should be superscribed on the left hand top corner as "Application for the post of _____ in the Department(s) / Centre of _____ and code No(s). _____. b. The self-attested photocopies of the documents (as given in **Annexure V**) have to be sent along with the hard copy of each application.

4.4 The candidates are requested to send the scanned copy of the Speed Post / Registered Post receipt to annauniversityrecruitmentcell@gmail.com immediately after sending the hard copy.

4.5 The hard copy of the updated online application(s) along with supporting documents received on or before the due date at the office of the Registrar, Anna University Chennai – 25 shall be considered for further processing. Hand written application shall not be accepted. The applications received after the last date will be summarily rejected.

4.6 Experience

a. Teaching experience is not mandatory for Assistant Professor in Engineering & Technology, Management, Architecture, Town Planning and Assistant University Librarian Grade-I in University Library. However, for Assistant Professor in Science & Humanities, post Ph.D. experience that includes Research Experience and / or Teaching Experience is mandatory.

b. The Service rendered in regular Scale of Pay / Pay Band / Pay Matrix as per AICTE Regulations alone shall be considered as teaching experience.

c. For post Ph.D. teaching experience, candidates are requested to enclose the following documents Institution-wise in chronological order without fail, while forwarding hard copy of application:

i. Advertisement for Recruitment of post concerned indicating the qualifications and other requirements as per the norms of regulatory bodies,

ii. Interview / Call Letter,

iii. Appointment Letter,

iv. Joining Report,

v. Salary Certificates issued by the Institution indicating the Scale of Pay / Pay Band / Pay Matrix for the Posts held

vi. Last Pay Drawn Certificates,

vii. Income Tax Returns for the period of service claimed

viii. Service Certificate at the time of relieving.

The post Ph.D. teaching service shall be counted only based on the valid documents submitted by the candidates while screening the application and any request for relaxation to submit the above documents at a later date shall not be strictly entertained. Further, if any one of the above documents is not submitted along with hard copy of application, such application will be summarily rejected without any communication.

4.7. Applications from candidates who are already employed shall be considered only if the applications are forwarded through proper channel (Head of the Institution / Organization) with a "No Objection Certificate" (as per **FORMAT-III**) from the present employer failing which the application is liable to be summarily rejected. **Advance copy of the application will not be accepted.**

4.8. Applications without satisfying educational qualifications in relevant branch / specialization & experience (as applicable) / Incomplete Applications / Applications without proper enclosures / Applications filled with discrepancy / **Applications which are not forwarded through proper channel** will be summarily rejected and no information will be sent to the candidate to this effect.

4.9. Reservation policy shall be as per Tamil Nadu Government Servants (Conditions of Service) Act, 2016

4.10. Appointment on deputation basis will not be considered under any circumstances.

4.11. All the Original documents shall be produced at the time of Interview for verification.

4.12. Canvassing in any form shall be a disqualification.

4.13. The online applications / hard copy of applications of the candidates who are not selected will be retained only for six months from the date of completion of the recruitment process.

4.14. In case of any disputes, any suit or legal proceedings shall be filed within six months from the date of issue of appointment order to any cadre and the territorial Jurisdiction shall be Madras High Court, Chennai.

4.15. Candidates should necessarily fill in the information regarding pending court cases, criminal cases, disciplinary actions or equivalent etc. against him / her in the relevant column of the application form. Any changes in this information as and when takes place after the submission of application form till the completion of recruitment process shall be brought to the notice of the University by the candidate, failing which the University reserves the right to cancel the candidature and to debar the candidate from all selections at any point of time.

4.16. Candidates possessing Ph.D. Degree in relevant specialization with all other requirements specified in this notification and having equivalent U.G. / P.G. Degree as approved by the Higher Education Department, Government of Tamil Nadu are also eligible to apply.

4.17. The pay and other allowances shall be as per 7th Pay Commission for the candidates.

4.18. The selected candidates shall be governed by Contributory Pension Scheme as per the prevailing rules of Government of Tamil Nadu.

4.19. Age shall not be less than 24 years on 1st July 2020.

4.20. The selection process consists of

- Written Test
- Presentation before the Subject Experts and
- Personal Interview with the Members of the Selection Committee

4.21. No correspondence whatsoever will be entertained from candidates regarding reason for not being called for Written Test / Interview / outcome of Interview.

4.22.a. The date and time of Written Test, Presentation and Interview will be hosted in the Anna University website. In addition, communication will be sent to the registered e-Mail id.

b. Requests for change of date of Written Test, Presentation and Interview will not be entertained.

c. No TA/DA will be paid to the candidates for attending the Written Test, Presentation and Interview.

d. The Selection process may not be completed on the same day.

5. Important Instructions

- Candidates should have obtained Bachelor's Degree from a recognized University, under 10+2+4 / 10+3+3 / 10+2+3+3 / 10+2+2+3 system for Engineering & Technology, 10+2+3 / 10+2+4 system for Management, 10+2+5 / 10+3+5 system for Architecture (Core Discipline), 10+2+4 system for Architecture (Allied Discipline-I), 10+2+4 / 10+3+3 / 10+2+3+3 / 10+2+2+3 system for Architecture (Allied Discipline-II), 10+2+4 / 10+3+3 / 10+2+3+3 /10+2+2+3 / 10+2+3 system for Town Planning, 10+2+3 system for Science

& Humanities and University Library.

- Application of the candidates who have completed U.G. / P.G. / Ph.D. in Engineering and Technology and Architecture under Distance Mode shall not be considered.
- Application of the candidates who have completed M.Phil. and Ph.D. under Correspondence / Distance Education / Open University System from the academic year 2007-2008 shall not be considered as per G.O.(Ms) No.91, Higher Education (K2) Department, dated 03.04.2009.
- Experience shall be considered only from the date of successful completion of Ph.D. (from the date of Ph.D. viva-voce examination) in the relevant area of specialization for all positions in Science and Humanities.
- In any cadre, the roster-turn indicated as 'PSTM' means Persons Studied in Tamil Medium. For all the other roster turns the medium of instruction shall be only English.
- Medium (English / Tamil) of instruction means, school studies, under-graduate, post-graduate, and research degrees shall be in the same medium. Even if anyone of the above studies / Degrees has been completed with Tamil as the medium of instruction, then the medium of study of the candidate shall be considered as English and not as Tamil Medium.
- If a qualified and suitable candidate who has acquired relevant degrees including school studies in Tamil medium is not available for selection for appointment in the turn allotted for Tamil Medium candidate in the cycle, then, the turn so allotted shall be filled by a candidate studied in English Medium in the respective category in roster.
- If a qualified and suitable woman candidate belonging to Scheduled Castes, Scheduled Castes (Arunthathiyar), Backward Class Muslims, Backward Classes, Most Backward Classes (Vanniakula Kshatriya), Most Backward Class and Denotified Communities, Most Backward Classes and General Turn is not available for selection for appointment in the turn allotted for women in the cycle, then, the turn so allotted shall be filled by a male candidate in the same category in roster.
- Provided that if even after filling up of the required appointments or posts reserved for Arunthathiyars amongst the Scheduled Castes, if more number of qualified Arunthathiyars are available, such excess number of candidates of Arunthathiyars shall be entitled to compete with the other Scheduled Castes in the inter-se-merit among them and if any appointment or post reserved for Arunthathiyars remain unfilled for want of adequate number of qualified candidates, it shall be filled up by Scheduled Castes other than Arunthathiyars.
- **Reservation for differently abled: -** 4% of the posts are reserved for Differently Abled candidates as per G.O.(Ms.) No. 21, Welfare of Differently Abled Persons (DAP-3.2) Department dated: 30.05.2017. The details of disabilities suitable for the post of Assistant Professor as per G.O.(Ms) No.20, Welfare of Differently Abled Persons (DAP.3.2) Department, dated: 20.06.2018, are furnished in the Table shown below.

ABBREVIATIONS	
Code	**Physical Requirements**
HI	Hearing impaired
HH	Hard of Hearing (with Assistive Device)
LD	Loco-motor Disability (OA,OL,BL,BA,OAL,BLOA,BABL) **Functional Classification** OA - One Arm OL - One Leg BL - Both Legs BA - Both Arm OAL - One Arm One Leg BLOA - Both Leg One Arm BABL - Both Arm Both Leg
LC	Leprosy Cured
DF	Dwarfism
AC	Acid attack victims
MD	Multiple Disability, (except for those multiple disabilities which are individually excluded)

Such candidates have to upload the certificate obtained from the Medical Board of the District concerned certifying the nature and extent of disability in percentage.

- The candidate should upload the community certificate obtained from the competent authorities in Tamil Nadu as indicated in the table shown below.

COMMUNITY	COMPETENT AUTHORITY NOT BELOW THE RANK OF
ST	Revenue Divisional Officer / P.A. to Collector for candidates from the Metropolitan Cities
SC / SC(A)	Tahsildar of native Taluk of the candidate
BC / BCM / MBC/DNC	Head Quarter Deputy Tahsildar or Special Deputy Tahsildar

- Candidate(s) who have obtained Community Certificate other than authorities of Tamil Nadu and other State Candidate(s) shall compete under General Turn Category.
- Married women should possess Community Certificate issued in their father's name only.

For submission to
Anna University, Chennai –25.

FORMAT – I

TEACHING EXPERIENCE CERTIFICATE / POST PH.D. TEACHING EXPERIENCE CERTIFICATE
(Separate form should be used for each Institution)

1. Name of the Candidate :
2. Name of the Institution with full Address and email ID :
3. Details of Teaching Experience :

Sl. No.	Post(s) held	Scale of Pay	Period of service		Duration		
			From	To	Y	M	D
				Total			

Certified that the above particulars have been verified against the records maintained in the Institution / College are found correct. It is also certified that a copy of this certificate issued along with records shall be maintained by this office for future reference.

Endorsement No : Dated :

Place : **Principal / Head of the Institution**

Date :

(Office Seal & date)

FORMAT – II

Tamil Medium: Persons Studied in Tamil Medium (PSTM) have to produce evidence, such as Transfer Certificate, Provisional Certificate / Degree Certificate / Mark sheets received from the Board (or) University (or) from the Institution, with a recording that he / she studied the **prescribed educational Qualification in Tamil Medium**. If there is no mention about the medium of instructions as Tamil in the above certificates, then a certificate from the Head of the Institution as given below must be furnished:-

PSTM Certificate

(To be issued only by the Principal / Head of the Institution)

This is to certify that Dr. _____ (Name)

has studied _____ (course Name) during the years _____ to _____ in Tamil Medium. This certificate is issued after verifying the Statement of Marks / Transfer Certificate.

Endorsement No : Dated :

Principal / Head of the Institution

Place :

Date :

(Office Seal & date)

FORMAT – III

NO OBJECTION CERTIFICATE BY THE PRESENT EMPLOYER

1. Name of the candidate :
2. Name of the Post held :
3. Nature of Appointment (Part-Time / Full-Time) :
4. Period of Employment From (date) : To (date) :

a. I have no objection to the candidate`s application being considered for the post(s).

b. Certified that Dr. _____ has the following punishment / has no punishment to his / her credit.

c. It is also certified that no charges and / or criminal case are / is pending against him / her. (If there is any case pending, copy of documents to be enclosed).

Endorsement No : Dated :

Place :
Date :

Principal / Head of the Institution

(Office Seal & date)

ANNA UNIVERSITY, CHENNAI

Addendum to the Notification No.001/RC/UD-FR/PR10&20/2020-2, dated 30.09.2020



College of Engineering, Guindy Campus



Alagappa College of Technology Campus



Anna University - Administrative Block



Madras Institute of Technology Campus



School of Architecture and Planning Campus

Direct Recruitment of

- **Associate Professors**
- **Deputy Librarian**
- **Deputy Director of Physical Education**

Information and Instructions to the Already Applied Candidates

Direct Recruitment for the posts of

Associate Professor, Deputy Librarian, & Deputy Director of Physical Education

INFORMATION AND INSTRUCTIONS TO THE ALREADY APPLIED CANDIDATES (DIRECT RECRUITMENT OF ASSOCIATE PROFESSORS IN VARIOUS UNIVERSITY DEPARTMENTS & CENTRES, DEPUTY LIBRARIAN IN UNIVERSITY LIBRARY AND DEPUTY DIRECTOR OF PHYSICAL EDUCATION IN ANNA UNIVERSITY SPORTS BOARD)

Last date for updating the application through online is 20.10.2021 (17.30 Hrs. IST)

Last date for the receipt of hard copy of the updated application with all the relevant enclosures is 27.10.2021 (17.30 Hrs. IST)

Candidates should possess the required educational qualifications in relevant branch / specialization, experience and other requirements specified as on 29.09.2020 only.

For updating online application(s), the candidate(s) shall use the URL

https://www.annauniv.edu

https://aurecruitment.annauniv.edu

IMPORTANT INFORMATION TO THE ALREADY APPLIED CANDIDATES

i. Candidates who had applied against the Notification No.001/RC/UD-FR/PR10&20/2020-2, dated 30.09.2020 may update their data already submitted via online, if they wish, by using their login credentials **without** paying the necessary application processing fee.

ii. Hard copy of the duly updated application form(s) along with the supporting documents should reach the Registrar, Anna University, Chennai-25 on or before the due date.

The following details are available in this Information and Instructions to the candidates:

1. Department-wise & Centre-wise Vacancy Positions along with Roster at the Level of Associate Professor, Deputy Librarian and Deputy Director of Physical Education.
2. Minimum Qualifications, Experience and other requirements for the Posts of Associate Professor in University Departments & Centres.
3. Minimum Qualifications, Experience and other requirements for the Post of Deputy Librarian in University Library.
4. Minimum Qualifications, Experience and other requirements for the Post of Deputy Director of Physical Education in Anna University Sports Board.
5. Methodology for calculating Academic / Research Score as presented in Table-A for faculty members of Faculty of Science & Humanities (excluding Library and Physical Education Personnel).
6. General Information and Instructions.
7. Important Instructions.

1. Department-wise & Centre-wise already notified Vacancy Positions along with Roster at the Level of Associate Professor, Deputy Librarian and Deputy Director of Physical Education

Sl. No.	Department / Centre Code No.	Name of the Department / Centre (Campus: CEG/ACT/MIT/SAP)	Total No. of Vacancies	Roster Vacancies including Backlog Vacancies
A. Engineering & Technology				
1	1001	Aerospace Engineering (MIT)	1	SC(A)(W) (PSTM)
2	1002	Applied Science and Technology (ACT)	1	GT
3	1003	Automobile Engineering (MIT)	1	SC(A)(W) (PSTM)
4	1005	Biotechnology (ACT)	4	SC(W) SC(A)(W) (PSTM) MBC/DNC(W) BC (Other than Backward Class Muslims) (W)
5	1006	Ceramic Technology (ACT)	2	SC(A)(W) (PSTM) MBC/DNC
6	1007	Chemical Engineering (ACT)	5	GT(PSTM) SC(W) MBC/DNC BC (Other than Backward Class Muslims) (PSTM) BCM
7	1008	Civil Engineering (CEG)	9	GT(W) SC SC(W) MBC/DNC – 2 (Current Vacancy - 1, Backlog Vacancy - 1) MBC/DNC(PSTM) BC (Other than Backward Class Muslims) (PSTM) BC (Other than Backward Class Muslims) (W) BCM
8	1009	Computer Centre (MIT)	1	GT

9	**1010**	**Computer Technology (MIT)**	2	**GT** **SC(A)(W) (PSTM)**
10	**1011**	**Computer Science and Engineering (CEG)**	5	**GT(PSTM)** **SC(W)** **MBC/DNC** **BC (Other than Backward Class Muslims)** **BC (Other than Backward Class Muslims) (PSTM)**
11	**1012**	**Electronics and Communication Engineering (CEG)**	10	**GT** **GT(PSTM)** **SC(W)** **SC(A)(W) (PSTM)** **MBC/DNC** **MBC/DNC(W)** **BC (Other than Backward Class Muslims)** **BC (Other than Backward Class Muslims) (PSTM)** **BC (Other than Backward Class Muslims) (W)** **BCM**
12	**1013**	**Electrical and Electronics Engineering (CEG)**	5	**GT(W)** **SC** **SC(A)(W) (PSTM)** **MBC/DNC** **BC (Other than Backward Class Muslims)**
13	**1014**	**Electronics Engineering (MIT)**	4	**GT(W)** **SC(A)(W) (PSTM)** **MBC/DNC** **BC (Other than Backward Class Muslims)**
14	**1015**	**Food Technology (ACT)**	2	**MBC/DNC** **BC (Other than Backward Class Muslims)**
15	**1017**	**Information Technology (MIT)**	2	**GT(W)** **SC**
16	**1018**	**Instrumentation Engineering (MIT)**	1	**MBC/DNC**

17	**1019**	**Information Science and Technology (CEG)**	4	**GT**
				SC(A)(W) (PSTM)
				MBC/DNC
				BC (Other than Backward Class Muslims)
18	**1021**	**Manufacturing Engineering (CEG)**	2	**SC(A)(W) (PSTM)**
				MBC/DNC
19	**1022**	**Mechanical Engineering (CEG)**	10	**GT**
				GT(PSTM)
				GT(W)
				SC(W)
				SC(A)(W) (PSTM)
				MBC/DNC
				MBC/DNC(W)
				BC (Other than Backward Class Muslims) - 2
				BC (Other than Backward Class Muslims) (W)
20	**1023**	**Mining Engineering (CEG)**	2	**GT**
				SC(A)(W) (PSTM)
21	**1025**	**Printing Technology (CEG)**	1	**SC(A)(W) (PSTM)**
22	**1026**	**Production Technology (MIT)**	2	**SC(A)(W) (PSTM)**
				BC (Other than Backward Class Muslims)
23	**1028**	**Rubber & Plastics Technology (MIT)**	1	**SC(A)(W) (PSTM)**
24	**1029**	**Textile Technology (ACT)**	1	**MBC/DNC – Backlog Vacancy**
B. Management				
25	**1030**	**Management Studies (CEG)**	1	**SC(A)(W) (PSTM)**
C. Architecture				
26	**1031**	**Architecture (SAP)**	8 (Core Discipline-7, Allied Discipline-I - 1)	**GT**
				GT(W)
				SC
				SC(A)(W) (PSTM)
				MBC/DNC
				MBC/DNC(W)
				BC (Other than Backward Class Muslims)
				BC (Other than Backward Class Muslims) (W)

D. Science and Humanities				
27	**1033**	**Chemistry (CEG)**	2	**SC(A)(W) (PSTM)**
				MBC/DNC
28	**1034**	**English (CEG)**	2	**English – 1 → GT**
				Humanities – 1 → GT
29	**1036**	**Mathematics (CEG)**	6	**GT**
				GT(W)
				SC
				SC(A)(W) (PSTM)
				MBC/DNC(W)
				BC (Other than Backward Class Muslims) (W)
30	**1037**	**Media Sciences (CEG)**	1	**GT**
31	**1038**	**Medical Physics (CEG)**	1	**GT**
32	**1039**	**Physics (CEG)**	5	**GT**
				SC
				SC(A)(W) (PSTM)
				MBC/DNC(W)
				BC (Other than Backward Class Muslims)
E. University Library				
33	**1040**	**University Library**	1	**GT**
F. Anna University Sports Board				
34	**1041**	**Anna University Sports Board**	1	**GT**

Abbreviations:

CEG – College of Engineering Guindy Campus
ACT – Alagappa College of Technology Campus
MIT – Madras Institute of Technology Campus
SAP – School of Architecture and Planning Campus

A – Arunthathiyar, BC – Backward Class, BCM - Backward Class Muslims, GT – General Turn, MBC/DNC – Most Backward Class/De-Notified Communities, PSTM – Persons Studied in Tamil Medium, SC - Scheduled Caste, W – Women

2. Minimum Qualifications, Experience and Other Requirements for the Posts of Associate Professor in University Departments & Centres

Branch / Stream	Qualifications, Experience & other Requirements
A. Engineering & Technology	B.E. / B.Tech., M.E. / M.Tech. in relevant branch** of Engineering and Technology with First Class in U.G. and First Class in P.G. and Ph.D. in the relevant area of specialization** AND At least total of 6 research publications in SCI/SCIE journals at the level of Assistant Professor. AND Minimum of 8 years of experience at the level of Assistant Professor or higher with at least 2 years shall be Post Ph.D. experience. (OR) B.E. / B.Tech. in relevant branch** of Engineering and Technology with First Class in U.G. and M.S. (First Class or not less than 70 percentage#& in the appropriate Grade point scale) in the relevant area of specialization** and Ph.D. in the relevant area of specialization** AND At least total of 6 research publications in SCI/SCIE journals at the level of Assistant Professor. AND Minimum of 8 years of experience at the level of Assistant Professor or higher with at least 2 years shall be Post Ph.D. experience. (OR) B.E. / B.Tech. in relevant branch** of Engineering and Technology with First Class in U.G. and Direct Ph.D. in the relevant area of specialization** awarded by a recognized University following the process of registration, course work and evaluation as prescribed by UGC or awarded by the Institutes of national importance (i.e. IITs/IISc/NITs etc.), duly recognized by the MHRD. AND At least total of 6 research publications in SCI/SCIE journals at the level of Assistant Professor. AND Minimum of 8 years of experience at the level of Assistant Professor or higher with at least 2 years shall be Post Ph.D. experience.
B. Management	First Class Bachelor's Degree in any discipline and Master's Degree in Business Administration (First Class or not less than 70 percentage#& in the appropriate Grade point scale) / First Class in 2-year Post Graduate Diploma in Management and Ph.D. in the relevant area of specialization** AND At least total of 6 research publications in SCI/SCIE/SSCI journals at the level of Assistant Professor.

	AND Minimum of 8 years of experience at the level of Assistant Professor or higher with at least 2 years shall be Post Ph.D. experience. (OR) First Class Bachelor's Degree in any discipline and M.S. (First Class or not less than 70 percentage[#&] in the appropriate Grade point scale) in the relevant area of specialization** and Ph.D. in the relevant area of specialization** AND At least total of 6 research publications in SCI/SCIE/SSCI journals at the level of Assistant Professor. AND Minimum of 8 years of experience at the level of Assistant Professor or higher with at least 2 years shall be Post Ph.D. experience.
C. Architecture	**Core Discipline** First Class Bachelor's Degree in Architecture and Master's Degree in relevant specialization** (First Class or not less than 70 percentage[#&] in the appropriate Grade point scale) and Ph.D. in the relevant area of specialization** AND At least total of 6 research publications in SCI/SCIE/SSCI journals at the level of Assistant Professor. AND Minimum of 8 years of experience at the level of Assistant Professor or higher with at least 2 years shall be Post Ph.D. experience. **Allied Discipline** First Class Bachelor's Degree in Civil Engineering and First Class Master's Degree in Structural Engineering and Ph.D. in Structural Engineering. AND At least total of 6 research publications in SCI/SCIE/SSCI journals at the level of Assistant Professor. AND Minimum of 8 years of experience at the level of Assistant Professor or higher with at least 2 years shall be Post Ph.D. experience.

D. Science & Humanities	First Class both in Bachelor's Degree and Master's Degree in relevant branch** in Science & Humanities and Ph.D. in the relevant area of specialization** AND At least total of 8 research publications in SCI^/SCIE^/AHCI^^/SSCI^^^ journals at the level of Assistant Professor. AND Minimum of 8 years of experience at the level of Assistant Professor or higher with at least 3 years shall be Post Ph.D. experience. AND A total research score of seventy-five (75) as per criteria given in Table-A. (OR) First Class Integrated Master's Degree in relevant branch** in Science & Humanities and Ph.D. in the relevant area of specialization** AND At least total of 8 research publications in SCI^/SCIE^/AHCI^^/SSCI^^^ journals at the level of Assistant Professor. AND Minimum of 8 years of experience at the level of Assistant Professor or higher with at least 3 years shall be Post Ph.D. experience. AND A total research score of seventy-five (75) as per criteria given in Table-A.
^ - By the candidates applying for faculty positions in the Department of Physics, Chemistry, Mathematics and Medical Physics **^^ - By the candidates applying for faculty positions in the Department of English including Humanities** **^^^ - By the candidates applying for faculty positions in the Department of Media Sciences**	

(**) – Department-wise & Centre-wise Branch & specialization are presented in Annexure – II

(#&) - Proof to be produced. If degree classification has not been given by the University, then, the candidate should have obtained not less than 70% in the relevant grade point scale based on the courses studied.

Abbreviations

SCI - Science Citation Index
SCIE - Science Citation Index Expanded
SSCI - Social Sciences Citation Index
AHCI - Arts & Humanities Citation Index

3. Minimum Qualifications, Experience and Other Requirements for the Post of Deputy Librarian in University Library

Branch / Stream	Qualifications, Experience & other Requirements
E. University Library	First Class Bachelor's Degree in any discipline and First Class Master's Degree in Library Science / Information Science / Documentation Science / Any equivalent Library Professional Degree with knowledge of computerization of library and Ph.D. in relevant area of specialization[##] AND Minimum of 9 years of experience at the level of Assistant University Librarian Grade – I / Assistant University Librarian with at least 3 years shall be Post Ph.D. experience. AND Evidence of innovative library services including integration of ICT in library. (OR) First Class Bachelor's Degree in any discipline and First Class Master's Degree in Library Science / Information Science / Documentation Science/ Any equivalent Library Professional Degree with knowledge of computerization of library and Ph.D. in relevant area of specialization[##] AND Minimum of 11 years of experience at the level of College Librarian with at least 3 years shall be Post Ph.D. experience. AND Evidence of innovative library services including integration of ICT in library.

([##]) – Ph.D. specialization is presented in Annexure – II

4. Minimum Qualifications, Experience and Other Requirements for the Post of Deputy Director of Physical Education in Anna University Sports Board

Branch / Stream	Qualifications, Experience & other Requirements
F. Anna University Sports Board	First Class Bachelor's Degree in any discipline and First Class Master's Degree in Physical Education / Sports / Sports Science. AND Ph.D. in the relevant area of specialization[$$] AND Minimum of 9 years of experience at the level of Assistant Director of Physical Education/University Assistant Director of Physical Education & Sports with at least 2 years shall be Post Ph.D. experience. AND Evidence of organizing competitions and conducting coaching camps of at least two weeks duration.

	AND Evidence of having produced good performance of teams/athletes for competitions like State/National/Inter-University/combined University, etc. AND Should pass the physical fitness test in accordance with UGC Regulations at the time of selection. (OR) First Class Bachelor's Degree in any discipline and First Class Master's Degree in Physical Education / Sports / Sports Science. AND Ph.D. in the relevant area of specialization[$$] AND Minimum of 11 years of experience at the level of College Director of Physical Education and Sports with at least 3 years shall be Post Ph.D. experience. AND Evidence of organizing competitions and conducting coaching camps of at least two weeks duration. AND Evidence of having produced good performance of teams/athletes for competitions like State/National/Inter-University/combined University, etc. AND Should pass the physical fitness test in accordance with UGC Regulations at the time of selection.

($$) – Ph.D. specialization is presented in Annexure – II

Note:

1. Those candidates who had completed their P.G. and / or Ph.D. degree(s) from foreign Universities should upload the Equivalence Certificate issued by Association of Indian Universities (AIU), www.aiu.ac.in

2. Incumbent faculty members with previous qualifications as specified in G.O.Ms.No.19 Higher Education (C2) Department dated 14.01.2020 clause 41(b) and with M.E. / M.Tech. and Ph.D. in the relevant Branch / Specialization along with all other conditions as specified in this notification are eligible to apply for the post of Associate Professor in the relevant University Departments / Centres.

5. Methodology for Calculating Academic / Research Score for Faculty Members of Faculty of Science & Humanities (excluding Library and Physical Education Personnel)

Table–A

(Assessment must be based on evidence produced by the teacher such as: copy of publications, project sanction letter, utilization and completion certificates issued by the University and acknowledgements for patent filing and approval letters, students' Ph.D. award letter, etc.)

Sl. No.	Academic / Research Activity	Faculty of Sciences & Humanities (excluding Library & Physical Education Personnel) - points
5.1.	Research Papers in SCI/SCIE/AHCI/SSCI journals	1. English & Humanities: 10 per paper 2. For others : 08 per paper
5.2.	Publications (other than Research papers)	
	(5.2a) Books authored which are published by;	
	International publishers	12
	National Publishers	10
	Chapter in Edited Book	05
	Editor of Book by International Publisher	10
	Editor of Book by National Publisher	08
	(5.2b)Translation works in Indian and Foreign Languages by qualified faculties	
	Chapter or Research paper	03
	Book	08
5.3.	Creation of ICT mediated Teaching Learning Pedagogy and content and development of new and innovative course and curricula	
	(5.3a) Development of Innovative pedagogy	05
	(5.3b) Design of new curricula and courses	02 per curricula / course
	(5.3c) MOOCs	
	Development of complete MOOCs in 4 quadrants (4 credit course) (In case of MOOCs of lesser credits 05 marks/credit)	20
	MOOCs (developed in 4 quadrant) per module / lecture	05
	Content writer/subject matter expert for each module of MOOCs (at least one quadrant)	02
	Course coordinator for MOOCs (4 credit course) (In case of MOOCs of lesser credits 02 marks/credit)	08
	(5.3d) E-Content	
	Development of e-Content in 4 quadrants for a complete course/e-book	12
	e-Content (developed in 4 quadrants) per module	05
	Contribution to development of e-content module in complete course/paper/e-book (at least one quadrant)	02
	Editor of e-content for complete course/ paper /e-book	10
5.4	(5.4a) Research guidance	
	Ph.D.	10 per degree awarded 05 per degree submitted
	M.Phil. / P.G. dissertation	02 per degree awarded
	(5.4b) Research Projects Completed	
	More than 10 lakhs	10
	Less than 10 lakhs	05

	(5.4c) Research Projects Ongoing:	
	More than 10 lakhs	05
	Less than 10 lakhs	02
	(5.4d) Consultancy	03
5.5	(5.5a) Patents	
	International	10
	National	07
	(5.5b) *$Policy Document (Submitted to an International body / organisation like UNO / UNESCO / World Bank / International Monetary Fund etc. or Central Government or State Government)	
	International	10
	National	07
	State	04
	(5.5c) Awards / Fellowship	
	International	07
	National	05
5.6	*$Invited lectures / Resource Person/ paper presentation in Seminars/ conferences/full paper in Conference Proceedings (Paper presented in Seminar/Conferences and also published as full paper in Conference Proceedings will be counted only once)	
	International (Abroad)	07
	International (within country)	05
	National	03
	State/University	02

The Research score for research papers would be augmented as follows:

SCI/SCIE/AHCI/SSCI Journals (Impact factor to be determined as per Thomson Reuters list):

i) Paper with impact factor less than 1 - 10 Points

ii) Paper with impact factor between 1 and less than 2 - 15 Points

iii) Paper with impact factor between 2 and less than 5 - 20 Points

iv) Paper with impact factor between 5 and 10 - 25 Points

v) Paper with impact factor >10 - 30 Points

- Two authors: 70% of total points of publication for each author.
- More than two authors: 70% of total points of publication for the First/Principal/Corresponding author and 30% of total points of publication for each of the joint authors.
- Joint Projects: Principal Investigator and Co-investigator would get 50% each of total points.

Note:

- Paper presented, if it is part of edited book (or) proceeding then it can be claimed only once.
- *$For the purpose of calculating research score of the teacher, the combined research score from the categories of 5.5(b) and 5.6 shall have an upper cap of thirty percent of the total research score of the teacher concerned.
- The research score shall be from the minimum of three categories out of six categories (Sl.No.5.1 to 5.6)
- Candidates are requested to submit the proof for the data pertaining to Sl.No.5.1 to 5.6 along with hard copy of the application(s).

6. General Information and Instructions

6.1. a. Candidates must be Indian Nationals only with excellent academic record and excellent commitment to quality in teaching and research.

b. Candidates should possess the required educational qualifications in relevant branch / specialization, experience and other requirements specified as on 29.09.2020.

c. In addition to U.G. and P.G. Degrees, Ph.D. Degree shall also be a mandatory educational qualification for the appointment of Associate Professor, Deputy Librarian and Deputy Director of Physical Education in Anna University.

d. Educational qualifications, experiences etc. mentioned in this Notification indicate the minimum eligibility.

6.2. The last date for updating the application through online mode is 20.10.2021 (17.30 Hrs. IST).

6.3 a. After successful submission of the updated online application(s), the candidate shall download the same, affix signatures at appropriate places and send them along with all the relevant enclosures to the Registrar, Anna University, Chennai – 600 025 **only by Speed / Registered Post with acknowledgement due** so as to reach him on or before 27.10.2021 (17.30 Hrs. IST). The envelope containing the application and enclosures should be superscribed on the left hand top corner as "Application for the post of _____ in the Department(s) / Centre of _____ and code No(s). _____.

b. The self-attested photocopies of the documents (as given in **Annexure V**) have to be sent along with the hard copy of each application.

6.4 The candidates are requested to send the scanned copy of the Speed Post / Registered Post receipt to annauniversityrecruitmentcell@gmail.com immediately after sending the hard copy.

6.5. The hard copy of the updated online application(s) along with supporting documents received on or before the due date at the office of the Registrar, Anna University shall be considered for further processing. Hand written application shall not be accepted. The applications received after the last date will be summarily rejected.

6. 6. **Experience**

a. The Service rendered in regular Scale of Pay / Pay Band / Pay Matrix as per AICTE Regulations alone shall be considered as teaching experience.

b. Candidates who are teachers in regular scale of pay and obtained Ph.D. degree by pursuing research simultaneously with teaching assignment without availing Extra-ordinary Leave (EOL) on any grounds, and the candidates who pursued research and obtained degree by availing study leave in regular scale of pay shall be counted as teaching experience for the purpose of direct recruitment.

6.7. Applications from candidates who are already employed shall be considered only if the applications are forwarded through proper channel (Head of the Institution / Organization) with a "No Objection Certificate" (as per **FORMAT-III**) from the present employer failing which the application is liable to be summarily rejected. **Advance copy of the application will not be accepted.**

6.8. Applications without satisfying educational qualifications in relevant branch / specialization, experience, necessary publications and other requirements / Incomplete Applications / Applications without proper enclosures / Applications filled with discrepancy / **Applications which are not forwarded through proper channel** will be summarily rejected and no information will be sent to the candidate to this effect.

6.9 Reservation policy shall be as per Tamil Nadu Government Servants (Conditions of service) Act, 2016.

6.10. Appointment on deputation basis will not be considered under any circumstances.

6.11. Original documents as claimed in Sl.No.6.4b & 6.20 shall have to be produced at the time of interview for verification.

6.12. Canvassing in any form shall be a disqualification.

6.13. The online applications / hard copy of applications of the candidates who are not selected will be retained only for six months from the date of completion of the recruitment process.

6.14. In case of any disputes, any suit or legal proceedings shall be filed within six months from the date of issue of appointment order to any cadre and the territorial Jurisdiction shall be Madras High Court, Chennai.

6.15 Candidates should necessarily fill in the information regarding pending court cases, criminal cases, disciplinary actions or equivalent etc. against him / her in the relevant column of the application form. Any changes in this information as and when takes place after the submission of application form till the completion of recruitment process shall be brought to the notice of the University by the candidate, failing which the University reserves the right to cancel the candidature and to debar the candidate from all selections at any point of time.

6.16 Candidates possessing Ph.D. Degree in relevant specialization with all other requirements specified in this notification and having equivalent U.G. / P.G. Degree as approved by the Higher Education Department, Government of Tamil Nadu are also eligible to apply.

6.17 The pay and other allowances shall be as per 7th Pay Commission for the candidates.

6.18. The selected candidates shall be governed by Contributory Pension Scheme as per the prevailing rules of Government of Tamil Nadu.

6.19. Age shall not be less than 30 years on 1st July 2020.

6.20. Counting of past Services for Direct Recruitment of Associate Professor, Deputy Librarian & Deputy Director of Physical Education is as per clause 26 of G.O.(Ms) No.19, Higher Education (C2) Department, dated 14.01.2020. Candidates are requested to enclose the following documents (Institution-wise) in chronological order without fail, towards counting of past services while forwarding hard copy of application:

- Advertisement for Recruitment of post concerned indicating the qualifications and other requirements as per the norms of regulatory bodies,
- Interview / Call Letter,

- Appointment Letter,
- Joining Report,
- Salary Certificates issued by the Institution indicating the Scale of Pay / Pay Band / Pay Matrix for the Posts held
- Last Pay Drawn Certificates,
- Income Tax Returns for the period of service year-wise and
- Service Certificate at the time of relieving.

The past service shall be counted only based on the valid documents submitted by the candidates while screening the application and any request for relaxation to submit the above documents at a later date shall not be strictly entertained. Further, if any one of the above documents is not submitted along with hard copy of application, such application will be summarily rejected without any communication.

6.21. The selection process consists of

- Presentation before the Subject Experts and
- Personal Interview with the Members of the Selection Committee.

6.22. No correspondence whatsoever will be entertained from candidates regarding reason for not being called for interview / outcome of interview.

6.23 a. The date and time of Presentation and Interview will be hosted in the Anna University website. In addition, communication will be sent to the registered e-Mail id.

b. Requests for change of date of Presentation and Interview will not be entertained.

c. No TA/DA will be paid to the candidates for attending the Presentation and interview.

d. The Selection process may not be completed on the same day.

7. Important Instructions

- Candidates should have obtained Bachelor's Degree from a recognized University, under 10+2+4 / 10+3+3 / 10+2+3+3 / 10+2+2+3 system for Engineering & Technology, 10+2+3 / 10+2+4 system for Management, 10+2+5 / 10+3+5 system for Architecture (Core Discipline), 10+2+4 / 10+3+3 / 10+2+3+3 / 10+2+2+3 system for Architecture (Allied Discipline), 10+2+3 system for Science & Humanities, University Library and Anna University Sports Board.
- Application of the candidates who have completed U.G. / P.G. / Ph.D. in Engineering and Technology and Architecture under Distance Mode shall not be considered.
- Application of the candidates who have completed M.Phil. and Ph.D. under Correspondence / Distance Education / Open University System from the academic year 2007-2008 shall not be considered as per G.O.(Ms) No.91, Higher Education (K2) Department, dated 03.04.2009.
- Three years Post Ph.D. experience shall be considered only from the date of successful completion of Ph.D. (from the date of Ph.D. viva-voce examination) in relevant area of specialization for all the faculty positions in Science and Humanities.
- In any cadre, the roster-turn indicated as 'PSTM' means Persons Studied in Tamil Medium. For all the other roster turns the medium of instruction shall be only English.
- Medium (English /Tamil) of instruction means, school studies, under-graduate, post-graduate, and research degrees shall be in the same medium. Even if anyone of the above studies / Degrees has been completed with Tamil as the medium of instruction, then the medium of study of the candidate shall be considered as English and not as Tamil Medium.
- If a qualified and suitable candidate who has acquired relevant degrees including school studies in Tamil medium is not available for selection for appointment in the turn allotted for Tamil Medium candidate in the cycle, then, the turn so allotted shall be filled by a candidate studied in English Medium in the respective category in roster.
- If a qualified and suitable woman candidate belonging to Scheduled Castes, Scheduled Castes (Arunthathiyar), Backward Class Muslims, Backward Classes, Most Backward Classes (Vanniakula Kshatriya), Most Backward Classes and Denotified Communities, Most Backward Classes and General Turn is not available for selection for appointment in the turn allotted for women in the cycle, then, the turn so allotted shall be filled by a male candidate in the same category in roster.
- Provided that if even after filling up of the required appointments or posts reserved for Arunthathiyars amongst the Scheduled Castes, if more number of qualified Arunthathiyars are available, such excess number of candidates of Arunthathiyars shall be entitled to compete with the other Scheduled Castes in the inter-se-merit among them and if any appointment or post reserved for Arunthathiyars remain unfilled for want of adequate number of qualified candidates, it shall be filled up by Scheduled Castes other than Arunthathiyars.

- The candidate should upload the community certificate obtained from the competent authorities in Tamil Nadu as indicated in the table shown below.

COMMUNITY	COMPETENT AUTHORITY NOT BELOW THE RANK OF
ST	Revenue Divisional Officer / P.A. to Collector for candidates from the Metropolitan Cities
SC / SC(A)	Tahsildar of native Taluk of the candidate
BC / BCM / MBC/DNC	Head Quarter Deputy Tahsildar or Special Deputy Tahsildar

- Candidate(s) who have obtained Community Certificate other than authorities of Tamil Nadu and other State Candidate(s) shall compete under General Turn Category.
- Married women should possess Community Certificate issued in their father's name only.

For submission to
Anna University, Chennai –25.

FORMAT – I

TEACHING EXPERIENCE CERTIFICATE
(Separate form should be used for each Institution)

1. Name of the Candidate :
2. Name of the Institution with full Address and email ID :
3. Details of Teaching Experience :

Sl. No.	Post(s) held	Scale of Pay	Period of service		Duration		
			From	To	Y	M	D
				Total			

Certified that the above particulars have been verified against the records maintained in the Institution / College are found correct. It is also certified that a copy of this certificate issued along with records shall be maintained by this office for future reference.

Endorsement No : Dated :

Place : **Principal / Head of the Institution**

Date :

(Office Seal & date)

FORMAT – II

Tamil Medium: Persons Studied in Tamil Medium (PSTM) have to produce evidence, such as Transfer Certificate, Provisional Certificate / Degree Certificate / Mark sheets received from the Board (or) University (or) from the Institution, with a recording that he / she studied the **prescribed educational Qualification in Tamil Medium**. If there is no mention about the medium of instructions as Tamil in the above certificates, then a certificate from the Head of the Institution as given below must be furnished:-

PSTM Certificate

(To be issued only by the Principal / Head of the Institution)

This is to certify that Dr. _____ (Name)

has studied _____ (course Name) during the years _____ to _____ in Tamil Medium. This certificate is issued after verifying the Statement of Marks / Transfer Certificate.

Endorsement No : Dated :

Principal / Head of the Institution

Place :

Date :

(Office Seal & date)

FORMAT – III

NO OBJECTION CERTIFICATE BY THE PRESENT EMPLOYER

1. Name of the candidate :
2. Name of the Post held :
3. Nature of Appointment (Part-Time / Full-Time) :
4. Period of Employment From (date): To (date) :

a. I have no objection to the candidate`s application being considered for the post(s).

b. Certified that Dr. _____ has the following punishment / has no punishment to his / her credit.

c. It is also certified that no charges and / or criminal case are / is pending against him / her. (If there is any case pending, copy of documents to be enclosed).

Endorsement No : Dated :

Place : **Principal / Head of the Institution**

Date :

(Office Seal & date)

Addendum to the Notification No.001/RC/UD-FR/PR10&20/2020-3, dated 30.09.2020



College of Engineering, Guindy Campus



Alagappa College of Technology Campus



Anna University - Administrative Block



Madras Institute of Technology Campus



School of Architecture and Planning Campus

Direct Recruitment of

- **Professors**
- **University Librarian**
- **Director of Physical Education**

Information and Instructions to the Already Applied Candidates

Direct Recruitment for the posts of

Professor, University Librarian, & Director of Physical Education

INFORMATION AND INSTRUCTIONS TO THE ALREADY APPLIED CANDIDATES (DIRECT RECRUITMENT OF PROFESSORS IN VARIOUS UNIVERSITY DEPARTMENTS & CENTRES, UNIVERSITY LIBRARIAN IN UNIVERSITY LIBRARY AND DIRECTOR OF PHYSICAL EDUCATION IN ANNA UNIVERSITY SPORTS BOARD)

Last date for updating the Application through Online is 20.10.2021 (17.30 Hrs. IST)

Last date for the receipt of hard copy of the updated application with all the relevant enclosures is 27.10.2021 (17.30 Hrs. IST)

Candidates should possess the required educational qualifications in relevant branch / specialization, experience and other requirements specified as on 29.09.2020 only.

For updating online application(s), the candidate(s) shall use the URL

https://www.annauniv.edu

https://aurecruitment.annauniv.edu

IMPORTANT INFORMATION TO THE ALREADY APPLIED CANDIDATES

i. Candidates who had applied against the Notification No.001/RC/UD-FR/PR10&20/2020-3, dated 30.09.2020 need not fill-up fresh application again for the same post. However, they may update their data already submitted via online by using their login credentials **without** paying the necessary application processing fee.

ii. Hard copy of the duly updated application form(s) along with the supporting documents should reach the Registrar, Anna University, Chennai-25 on or before the due date.

The following details are available in this Information and Instructions to the candidates:

1. **Department-wise & Centre-wise Vacancy Positions along with Roster at the Level of Professor, University Librarian and Director of Physical Education.**
2. **Minimum Qualifications, Experience and other requirements for the Posts of Professor in University Departments & Centres.**
3. **Minimum Qualifications, Experience and other requirements for the Post of University Librarian in University Library.**
4. **Minimum Qualifications, Experience and other requirements for the Post of Director of Physical Education in Anna University Sports Board.**
5. **Methodology for calculating Academic / Research Score as presented in Table-A for faculty members of Faculty of Science & Humanities (excluding Library and Physical Education Personnel).**
6. **General Information and Instructions.**
7. **Important Instructions.**

1. Department-wise & Centre-wise already notified Vacancy Positions along with the Roster at the Level of Professor, University Librarian and Director of Physical Education

Sl. No.	Department / Centre Code No.	Name of the Department / Centre (Campus: CEG/ACT/MIT/SAP)	Total No. of Vacancies	Roster Vacancies including Backlog Vacancies
A. Engineering & Technology				
1	1001	Aerospace Engineering (MIT)	2	SC(A)(W) (PSTM) MBC/DNC
2	1002	Applied Science and Technology (ACT)	1	GT
3	1003	Automobile Engineering (MIT)	2	SC(A)(W) (PSTM) MBC/DNC
4	1005	Biotechnology (ACT)	2	SC(A)(W) (PSTM) MBC/DNC
5	1007	Chemical Engineering (ACT)	4	GT SC(A)(W) (PSTM) MBC/DNC(W) – Backlog Vacancy BC (Other than Backward Class Muslims) (W)
6	1008	Civil Engineering (CEG)	4	GT(PSTM) SC(W) MBC/DNC BC (Other than Backward Class Muslims)
7	1011	Computer Science and Engineering (CEG)	3	SC(A)(W) (PSTM) MBC/DNC BC (Other than Backward Class Muslims)
8	1012	Electronics and Communication Engineering (CEG)	6	GT GT(W) SC MBC/DNC(W) BC (Other than Backward Class Muslims) BC (Other than Backward Class Muslims) (W)
9	1013	Electrical and	5	GT(W)

		Electronics Engineering (CEG)		SC(A)(W) (PSTM)
				MBC/DNC
				MBC/DNC(W)
				BC (Other than Backward Class Muslims)
10	1014	Electronics Engineering (MIT)	2	MBC/DNC
				BC (Other than Backward Class Muslims)
11	1015	Food Technology (ACT)	1	SC(A)(W) (PSTM)
12	1016	Industrial Engineering (CEG)	1	SC(A)(W) (PSTM)
13	1017	Information Technology (MIT)	1	MBC/DNC
14	1018	Instrumentation Engineering (MIT)	1	SC(A)(W) (PSTM)
15	1019	Information Science and Technology (CEG)	3	GT
				SC(A)(W) (PSTM)
				MBC/DNC
16	1021	Manufacturing Engineering (CEG)	1	SC(A)(W) (PSTM)
17	1022	Mechanical Engineering (CEG)	4	GT
				SC(A)(W) (PSTM)
				MBC/DNC(W)
				BC (Other than Backward Class Muslims) (W)
18	1023	Mining Engineering (CEG)	1	GT
19	1025	Printing Technology (CEG)	1	GT
20	1026	Production Technology (MIT)	2	GT
				SC(A)(W) (PSTM)
21	1029	Textile Technology (ACT)	2	GT
				SC(A)(W) (PSTM)
B. Management				
22	1030	Management Studies (CEG)	2	SC(A)(W) (PSTM)
				MBC/DNC

C. Architecture				
23	**1031**	**Architecture (SAP)**	5 (Core Discipline)	**GT(W)**
				SC
				SC(A)(W) (PSTM)
				MBC/DNC
				BC (Other than Backward Class Muslims)
D. Town Planning				
24	**1032**	**Town Planning (SAP)**	1	**GT**
E. Science and Humanities				
25	**1033**	**Chemistry (CEG)**	2	**SC(A)(W) (PSTM)**
				MBC/DNC
26	**1034**	**English (CEG)**	1	**GT**
27	**1036**	**Mathematics (CEG)**	3	**SC**
				SC(A)(W) (PSTM)
				MBC/DNC(W)
28	**1039**	**Physics (CEG)**	2	**SC – Backlog Vacancy**
				SC(A)(W) (PSTM)
F. University Library				
29	**1040**	**University Library**	1	**GT**
G. Anna University Sports Board				
30	**1041**	**University Sports Board**	1	**GT**

Abbreviations:

CEG – College of Engineering Guindy Campus
ACT – Alagappa College of Technology Campus
MIT – Madras Institute of Technology Campus
SAP – School of Architecture and Planning Campus

A – Arunthathiyar, BC – Backward Class, GT – General Turn, MBC/DNC – Most Backward Class/De-Notified Communities, PSTM – Persons Studied in Tamil Medium, SC - Scheduled Caste, W – Women

2. Minimum Qualifications, Experience and Other Requirements for the Posts of Professor in University Departments & Centres

Branch / Stream	Qualifications, Experience & other Requirements
A. Engineering & Technology	B.E. / B.Tech., M.E. / M.Tech. in relevant branch*** of Engineering and Technology with First Class in both U.G. and P.G. and Ph.D. in the relevant area of specialization*** AND At least 6 research publications at the level of Associate Professor in SCI/SCIE journals and at least 2 successful Ph.D. guidance as Supervisor. AND Minimum of 10 years of experience in teaching out of which at least 3 years at the level of Associate Professor or Higher. (OR) B.E. / B.Tech. in relevant branch*** of Engineering and Technology with First Class in U.G. and M.S. (First Class or not less than 70 percentage[#&] in the appropriate Grade point scale) in the relevant area of specialization*** and Ph.D. in the relevant area of specialization*** AND At least 6 research publications at the level of Associate Professor in SCI/SCIE journals and at least 2 successful Ph.D. guidance as Supervisor. AND Minimum of 10 years of experience in teaching out of which at least 3 years at the level of Associate Professor or Higher. (OR) B.E. / B.Tech. in relevant branch*** of Engineering and Technology with First Class in U.G. and Direct Ph.D. in the relevant area of specialization*** awarded by a recognized University following the process of registration, course work and evaluation as prescribed by UGC or awarded by the Institutes of national importance (i.e. IITs/IISc/NITs etc.), duly recognized by the MHRD. AND At least 6 research publications at the level of Associate Professor in SCI/SCIE journals and at least 2 successful Ph.D. guidance as Supervisor. AND Minimum of 10 years of experience in teaching out of which at least 3 years at the level of Associate Professor or Higher.

B. Management	First Class in Bachelor's Degree in any discipline and Master's Degree in Business Administration (First Class or not less than 70 percentage[#&] in the appropriate Grade point scale) / First Class in 2-year Post Graduate Diploma in Management and Ph.D. in the relevant area of specialization*** AND At least 6 research publications at the level of Associate Professor in SCI/SCIE/SSCI journals and at least 2 successful Ph.D. guidance as Supervisor. AND Minimum of 10 years of experience in teaching out of which at least 3 years at the level of Associate Professor or Higher.
C. Architecture	**Core Discipline** First Class Bachelor's Degree in Architecture and Master's Degree in relevant specialization*** (First Class or not less than 70 percentage[#&] in the appropriate Grade point scale) and Ph.D. in the relevant area of specialization*** AND At least 6 research publications at the level of Associate Professor in SCI/SCIE/SSCI journals and at least 2 successful Ph.D. guidance as Supervisor. AND Minimum of 10 years of experience in teaching out of which at least 3 years at the level of Associate Professor or Higher. (OR) First Class Bachelor's Degree in Architecture and M.S. (First Class or not less than 70 percentage[#&] in the appropriate Grade point scale) in the relevant area of specialization*** and Ph.D. in the relevant area of specialization*** AND At least 6 research publications at the level of Associate Professor in SCI/SCIE/SSCI journals and at least 2 successful Ph.D. guidance as Supervisor. AND Minimum of 10 years of experience in teaching out of which at least 3 years at the level of Associate Professor or Higher.
D. Town Planning	First Class Bachelor's Degree in Architecture / Planning / Civil Engineering. AND First Class Master's Degree in Planning / Urban Planning / Town Planning / Regional Planning / Urban and Regional Planning / Town and Country Planning / Infrastructure Planning / Traffic and Transportation Planning / Environmental Planning / Housing and Ph.D. in the relevant area of specialization***

	AND At least 6 research publications at the level of Associate Professor in SCI/SCIE/SSCI journals and at least 2 successful Ph.D. guidance as Supervisor. AND Minimum of 10 years of experience in teaching out of which at least 3 years at the level of Associate Professor or Higher. (OR) First Class Bachelor's Degree in any discipline and First Class Master's Degree in Geography / Applied Geography / Economics / Sociology. AND First Class Master's Degree in Planning / Urban Planning / Town Planning / Regional Planning / Urban and Regional Planning / Town and Country Planning / Infrastructure Planning / Traffic and Transportation Planning / Environmental Planning / Housing and Ph.D. in the relevant area of specialization*** AND At least 6 research publications at the level of Associate Professor in SCI/SCIE/SSCI journals and at least 2 successful Ph.D. guidance as Supervisor. AND Minimum of 10 years of experience in teaching out of which at least 3 years at the level of Associate Professor or Higher. (OR) First Class Integrated Master's Degree in Geography / Applied Geography / Economics / Sociology. AND First Class Master's Degree in Planning / Urban Planning / Town Planning / Regional Planning / Urban and Regional Planning / Town and Country Planning / Infrastructure Planning / Traffic and Transportation Planning / Environmental Planning / Housing and Ph.D. in the relevant area of specialization*** AND At least 6 research publications at the level of Associate Professor in SCI/SCIE/SSCI journals and at least 2 successful Ph.D. guidance as Supervisor. AND Minimum of 10 years of experience in teaching out of which at least 3 years at the level of Associate Professor or Higher.

E. Science & Humanities	First Class both in Bachelor's Degree and Master's Degree in relevant branch*** in Science & Humanities and Ph.D. in the relevant area of specialization*** AND At least 6 research publications at the level of Associate Professor in SCI^/SCIE^/AHCI^^ journals and at least 2 successful Ph.D. guidance as Supervisor. AND Minimum of 10 years of experience in teaching out of which at least 3 years at the level of Associate Professor or Higher. AND A total research score of one hundred and twenty (120) as per criteria given in Table-A. (OR) First Class Integrated Master's Degree in relevant branch*** in Science & Humanities and Ph.D. in the relevant area of specialization*** AND At least 6 research publications at the level of Associate Professor in SCI^/SCIE^/AHCI^^ journals and at least 2 successful Ph.D. guidance as Supervisor. AND Minimum of 10 years of experience in teaching out of which at least 3 years at the level of Associate Professor or Higher. AND A total research score of one hundred and twenty (120) as per criteria given in Table-A.
^ - **By the candidates applying for faculty positions in the Department of Physics, Chemistry and Mathematics** ^^ - **By the candidates applying for faculty positions in the Department of English.**	

(***) – Department-wise & Centre-wise Branch & specialization are presented in Annexure – III

(#&) - Proof to be produced. If degree classification has not been given by the University, then, the candidate should have obtained not less than 70% in the relevant grade point scale based on the courses studied.

Abbreviations:

SCI - Science Citation Index
SCIE - Science Citation Index Expanded
SSCI - Social Sciences Citation Index
AHCI - Arts & Humanities Citation Index

3. Minimum Qualifications, Experience and Other Requirements for the Post of University Librarian in University Library

Branch / Stream	Qualifications, Experience & other Requirements
F. University Library	First Class Bachelor's Degree in any discipline and First Class Master's Degree in Library Science / Information Science / Documentation Science / Any equivalent Library Professional Degree with knowledge of computerization of library and Ph.D. in relevant area of specialization[###] AND Minimum 11 years of experience at the level of Assistant University Librarian Grade – I / Assistant University Librarian / Deputy Librarian out of which at least 3 years of experience at the level of Deputy Librarian. AND Evidence of innovative library services including integration of ICT in library.

([###]) – Ph.D. specialization is presented in Annexure – III

4. Minimum Qualifications, Experience and Other Requirements for the Post of Director of Physical Education in Anna University Sports Board

Branch / Stream	Qualifications, Experience & other Requirements
G. Anna University Sports Board	First Class Bachelor's Degree in any discipline and First Class Master's Degree in Physical Education / Sports / Sports Science. AND Ph.D. in the relevant area of specialization[$$$] AND Minimum 11 years of experience at the level of Assistant Director of Physical Education / University Assistant Director of Physical Education and Sports / Deputy Director of Physical Education / Deputy Director of Physical Education and Sports out of which at least 3 years of experience at the level of Deputy Director of Physical Education / Deputy Director of Physical Education and Sports. AND Evidence of organizing competitions and conducting coaching camps of at least two weeks duration. AND Evidence of having produced good performance of teams/athletes for competitions like State/National/Inter-University/Combined University, etc.

($$$) – Ph.D. specialization is presented in Annexure – III

Note:

1. Those candidates who had completed their P.G. and / or Ph.D. degree(s) from foreign Universities should upload the Equivalence Certificate issued by Association of Indian Universities (AIU), www.aiu.ac.in.
2. Incumbent faculty members with previous qualifications as specified in G.O.Ms.No.19 Higher Education (C2) Department dated 14.01.2020 clause 41(b) and with M.E. / M.Tech. and Ph.D. in the relevant Branch / Specialization along with all other conditions as specified in this notification are eligible to apply for the post of Professor in the relevant University Departments / Centres.

5. Methodology for Calculating Academic / Research Score for Faculty Members of Faculty of Science & Humanities (excluding Library and Physical Education Personnel)

Table-A

(Assessment must be based on evidence produced by the teacher such as: copy of publications, project sanction letter, utilization and completion certificates issued by the University and acknowledgements for patent filing and approval letters, students' Ph.D. award letter, etc.)

Sl. No.	Academic / Research Activity	Faculty of Sciences & Humanities (excluding Library and Physical Education Personnel) - points
5.1.	Research Papers in SCI/SCIE/AHCI journals	1. English & Humanities: 10 per paper 2. For others : 08 per paper
5.2.	Publications (other than Research papers)	
	(5.2a) Books authored which are published by;	
	International publishers	12
	National Publishers	10
	Chapter in Edited Book	05
	Editor of Book by International Publisher	10
	Editor of Book by National Publisher	08
	(5.2b)Translation works in Indian and Foreign Languages by qualified faculties	
	Chapter or Research paper	03
	Book	08
5.3.	Creation of ICT mediated Teaching Learning Pedagogy and content and development of new and innovative course and curricula	
	(5.3a) Development of Innovative pedagogy	05
	(5.3b) Design of new curricula and courses	02 per curricula / course
	(5.3c) MOOCs	
	Development of complete MOOCs in 4 quadrants (4 credit course) (In case of MOOCs of lesser credits 05 marks/credit)	20
	MOOCs (developed in 4 quadrant) per module / lecture	05
	Content writer/subject matter expert for each module of MOOCs (at least one quadrant)	02
	Course coordinator for MOOCs (4 credit course) (In case of MOOCs of lesser credits 02 marks/credit)	08
	(5.3d) E-Content	
	Development of e-Content in 4 quadrants for a complete course/e-book	12
	e-Content (developed in 4 quadrants) per module	05
	Contribution to development of e-content module in complete course/paper/e-book (at least one quadrant)	02
	Editor of e-content for complete course/ paper /e-book	10
5.4	(5.4a) Research guidance	
	Ph.D.	10 per degree awarded 05 per degree submitted
	M.Phil. / P.G. dissertation	02 per degree awarded
	(5.4b) Research Projects Completed	
	More than 10 lakhs	10
	Less than 10 lakhs	05
	(5.4c) Research Projects Ongoing:	

	More than 10 lakhs	05
	Less than 10 lakhs	02
	(5.4d) Consultancy	03
5.5	(5.5a) Patents	
	International	10
	National	07
	(5.5b) *$Policy Document (Submitted to an International body / organisation like UNO / UNESCO / World Bank / International Monetary Fund etc. or Central Government or State Government)	
	International	10
	National	07
	State	04
	(5.5c) Awards / Fellowship	
	International	07
	National	05
5.6	*$Invited lectures / Resource Person/ paper presentation in Seminars/ conferences/full paper in Conference Proceedings (Paper presented in Seminar/Conferences and also published as full paper in Conference Proceedings will be counted only once)	
	International (Abroad)	07
	International (within country)	05
	National	03
	State/University	02

The Research score for research papers would be augmented as follows:

SCI/SCIE/AHCI Journals (Impact factor to be determined as per Thomson Reuters list):

i) Paper with impact factor less than 1 - 10 Points

ii) Paper with impact factor between 1 and less than 2 - 15 Points

iii) Paper with impact factor between 2 and less than 5 - 20 Points

iv) Paper with impact factor between 5 and 10 - 25 Points

v) Paper with impact factor >10 - 30 Points

- Two authors: 70% of total points of publication for each author.
- More than two authors: 70% of total points of publication for the First/Principal/Corresponding author and 30% of total points of publication for each of the joint authors.
- Joint Projects: Principal Investigator and Co-investigator would get 50% each of total points.

Note:

- Paper presented, if it is part of edited book (or) proceeding then it can be claimed only once.
- *$For the purpose of calculating research score of the teacher, the combined research score from the categories of 5.5(b) and 5.6 shall have an upper cap of thirty percent of the total research score of the teacher concerned.
- The research score shall be from the minimum of three categories out of six categories (Sl.No.5.1 to 5.6).
- Candidates are requested to submit the proof for the data pertaining to Sl.No.5.1 to 5.6 along with hard copy of the application(s).

6. General Information and Instructions

6.1. a. Candidates must be Indian Nationals only with excellent academic record and excellent commitment to quality in teaching and research.

b. Candidates should possess the required educational qualifications in relevant branch / specialization, experience and other requirements specified as on 29.09.2020.

c. In addition to U.G. and P.G. Degrees, Ph.D. Degree shall also be a mandatory educational qualification for the appointment of Professor, University Librarian and Director of Physical Education in Anna University.

d. Educational qualifications, experiences etc. mentioned in this Notification indicate the minimum eligibility.

6.2 The last date for updating the application through online mode is 20.10.2021 (17.30 Hrs. IST).

6.3 a. After successful submission of the updated filled-in online application(s), the candidate shall download the same, affix signatures at appropriate places and send them along with all the relevant enclosures to the Registrar, Anna University, Chennai – 600 025 only by Speed / Registered Post with acknowledgement due so as to reach him on or before 27.10.2021 (17.30 Hrs. IST). The envelope containing the application and enclosures should be superscribed on the left hand top corner as "Application for the post of _____ in the Department(s) / Centre of _____ and code No(s). _____.

b. The self-attested photocopies of the documents (as given in **Annexure V**) have to be sent along with the hard copy of each application.

6.4 The candidates are requested to send the scanned copy of the Speed Post / Registered Post receipt to annauniversityrecruitmentcell@gmail.com immediately after sending the hard copy.

6.5. The hard copy of the updated online application(s) along with supporting documents received on or before the due date at the office of the Registrar, Anna University shall be considered for further processing. Hand written application shall not be accepted. The applications received after the last date will be summarily rejected.

6.6. **Experience**

a. The Service rendered in regular Scale of Pay / Pay Band / Pay Matrix as per AICTE Regulations alone shall be considered as teaching experience.

b. Candidates who are teachers in regular scale of pay and obtained Ph.D. Degree by pursuing research simultaneously with teaching assignment without availing Extra-ordinary Leave (EOL) on any grounds, and the candidates who pursued research and obtained degree by availing study leave in regular scale of pay shall be counted as teaching experience for the purpose of direct recruitment.

6.7. Applications from candidates who are already employed shall be considered only if the applications are forwarded through proper channel (Head of the Institution / Organization) with a "No Objection Certificate" (as per **FORMAT-III**) from the present employer failing which the application is liable to be summarily rejected. **Advance copy of the application will not be accepted.**

6.8. Applications without satisfying educational qualifications in relevant branch / specialization, experience, necessary publications and other requirements / Incomplete Applications / Applications without proper enclosures / Applications filled with discrepancy / **Applications which are not forwarded through proper channel** will be summarily rejected and no information will be sent to the candidate to this effect.

6.9. Reservation policy shall be as per Tamil Nadu Government Servants (Conditions of service) Act, 2016.

6.10. Appointment on deputation basis will not be considered under any circumstances.

6.11. Original documents as claimed in Sl.No.6.4b & 6.20 shall have to be produced at the time of interview for verification.

6.12. Canvassing in any form shall be a disqualification.

6.13. The online applications / hard copy of applications of the candidates who are not selected will be retained only for six months from the date of completion of the recruitment process.

6.14. In case of any disputes, any suit or legal proceedings shall be filed within six months from the date of issue of appointment order to any cadre and the territorial Jurisdiction shall be Madras High Court, Chennai.

6.15. Candidates should necessarily fill in the information regarding pending court cases, criminal cases, disciplinary actions or equivalent etc. against him / her in the relevant column of the application form. Any changes in this information as and when takes place after the submission of application form till the completion of recruitment process shall be brought to the notice of the University by the candidate, failing which the University reserves the right to cancel the candidature and to debar the candidate from all selections at any point of time.

6.16. Candidates possessing Ph.D. Degree in relevant specialization with all other requirements specified in this notification and having equivalent U.G. / P.G. Degree as approved by the Higher Education Department, Government of Tamil Nadu are also eligible to apply.

6.17. The pay and other allowances shall be as per 7th Pay Commission for the candidates.

6.18. The selected candidates shall be governed by Contributory Pension Scheme as per the prevailing rules of Government of Tamil Nadu.

6.19. Age shall not be less than 35 years on 1st July 2020.

6.20 Counting of past Services for Direct Recruitment of Professor, Librarian & Director of Physical Education is as per clause 26 of G.O.(Ms) No.19, Higher Education (C2) Department, dated 14.01.2020. Candidates are requested to enclose the following documents Institution-wise in chronological order without fail, towards counting of past services while forwarding hard copy of application:

- Advertisement for Recruitment of post concerned indicating the qualifications and other requirements as per the norms of regulatory bodies,
- Interview / Call Letter,

- Appointment Letter,
- Joining Report,
- Salary Certificates issued by the Institution indicating the Scale of Pay / Pay Band / Pay Matrix for the Posts held
- Last Pay Drawn Certificates,
- Income Tax Returns for the period of service year-wise and
- Service Certificate at the time of relieving.

The past service shall be counted only based on the valid documents submitted by the candidates while screening the application and any request for relaxation to submit the above documents at a later date shall not be strictly entertained. Further, if any one of the above documents is not submitted along with hard copy of application, such application will be summarily rejected without any communication.

6.21. The selection process consists of

- Presentation before the Subject Experts and
- Personal Interview with the Members of the Selection Committee

6.22. No correspondence whatsoever will be entertained from candidates regarding reason for not being called for interview / outcome of interview.

6.23.a. The date and time of Presentation and Interview will be hosted in the Anna University website. In addition, communication will be sent to the registered e-Mail id.

b. Requests for change of date of Presentation and Interview will not be entertained.

c. No TA/DA will be paid to the candidates for attending the Presentation and interview.

d. The Selection process may not be completed on the same day.

7. Important Instructions

- Candidates should have obtained Bachelor's Degree from a recognized University, under 10+2+4 / 10+3+3 / 10+2+3+3 / 10+2+2+3 system for Engineering & Technology, 10+2+3 / 10+2+4 system for Management, 10+2+5 / 10+3+5 system for Architecture (Core Discipline), 10+2+4 / 10+3+3 / 10+2+3+3 /10+2+2+3 / 10+2+3 system for Town Planning, 10+2+3 system for Science & Humanities, University Library and Anna University Sports Board.
- Application of the candidates who have completed U.G. / P.G. / Ph.D. in Engineering and Technology and Architecture under Distance Mode shall not be considered.
- Application of the candidates who have completed M.Phil. and Ph.D. under Correspondence / Distance Education / Open University System from the academic year 2007-2008 shall not be considered as per G.O.(Ms) No.91, Higher Education (K2) Department, dated 03.04.2009.
- Experience shall be considered only from the date of successful completion of Ph.D. (from the date of Ph.D. viva-voce examination) in relevant area of specialization for all the faculty positions in Science and Humanities.
- In any cadre, the roster-turn indicated as 'PSTM' means, Persons Studied in Tamil Medium. For all the other roster turns the medium of instruction shall be only English.
- Medium (English /Tamil) of instruction means, school studies, under-graduate, post-graduate, and research degrees shall be in the same medium. Even if anyone of the above studies / Degrees has been completed with Tamil as the medium of instruction, then the medium of study of the candidate shall be considered as English and not as Tamil Medium.
- If a qualified and suitable candidate who has acquired relevant degrees including school studies in Tamil medium is not available for selection for appointment in the turn allotted for Tamil Medium candidate in the cycle, then, the turn so allotted shall be filled by a candidate studied in English Medium in the respective category in roster.
- If a qualified and suitable woman candidate belonging to Scheduled Castes, Scheduled Castes (Arunthathiyar), Backward Class Muslims, Backward Classes, Most Backward Classes (Vanniakula Kshatriya), Most Backward Class and Denotified Communities, Most Backward Classes and General Turn is not available for selection for appointment in the turn allotted for women in the cycle, then, the turn so allotted shall be filled by a male candidate in the same category in roster.
- Provided that if even after filling up of the required appointments or posts reserved for Arunthathiyars amongst the Scheduled Castes, if more number of qualified Arunthathiyars are available, such excess number of candidates of Arunthathiyars shall be entitled to compete with the other Scheduled Castes in the inter-se-merit among them and if any appointment or post reserved for Arunthathiyars remain unfilled for want of adequate number of qualified candidates, it shall be filled up by Scheduled Castes other than Arunthathiyars.

- The candidate should upload the community certificate obtained from the competent authorities in Tamil Nadu as indicated in the table shown below.

COMMUNITY	COMPETENT AUTHORITY NOT BELOW THE RANK OF
ST	Revenue Divisional Officer / P.A. to Collector for candidates from the Metropolitan Cities
SC / SC(A)	Tahsildar of native Taluk of the candidate
BC / BCM / MBC/DNC	Head Quarter Deputy Tahsildar or Special Deputy Tahsildar

- Candidate(s) who have obtained Community Certificate other than authorities of Tamil Nadu and other State Candidate(s) shall compete under General Turn Category.

- Married women should possess Community Certificate issued in their father's name only.

For submission to
Anna University, Chennai –25.

FORMAT – I

TEACHING EXPERIENCE CERTIFICATE
(Separate form should be used for each Institution)

1. Name of the Candidate :
2. Name of the Institution with full Address and email ID :
3. Details of Teaching Experience :

Sl. No.	Post(s) held	Scale of Pay	Period of service		Duration		
			From	To	Y	M	D
				Total			

Certified that the above particulars have been verified against the records maintained in the Institution / College are found correct. It is also certified that a copy of this certificate issued along with records shall be maintained by this office for future reference.

Endorsement No : Dated :

Place : **Principal / Head of the Institution**

Date :

(Office Seal & date)

FORMAT – II

Tamil Medium: Persons Studied in Tamil Medium (PSTM) have to produce evidence, such as Transfer Certificate, Provisional Certificate / Degree Certificate / Mark sheets received from the Board (or) University (or) from the Institution, with a recording that he / she studied the **prescribed educational Qualification in Tamil Medium**. If there is no mention about the medium of instructions as Tamil in the above certificates, then a certificate from the Head of the Institution as given below must be furnished:-

PSTM Certificate

(To be issued only by the Principal / Head of the Institution)

This is to certify that Dr. _____ (Name)

has studied _____ (course Name) during the years _____ to _____ in Tamil Medium. This certificate is issued after verifying the Statement of Marks / Transfer Certificate.

Endorsement No : Dated :

Principal / Head of the Institution

Place :

Date :

(Office Seal & date)

FORMAT – III

NO OBJECTION CERTIFICATE BY THE PRESENT EMPLOYER

1. Name of the candidate :
2. Name of the Post held :
3. Nature of Appointment (Part-Time / Full-Time) :
4. Period of Employment From (date) : To (date) :

a. I have no objection to the candidate`s application being considered for the post(s).

b. Certified that Dr. _____ has the following punishment / has no punishment to his / her credit.

c. It is also certified that no charges and / or criminal case are / is pending against him / her. (If there is any case pending, copy of documents to be enclosed).

Endorsement No : Dated :

Place : **Principal / Head of the Institution**

Date :

(Office Seal & date)

ANNA UNIVERSITY, CHENNAI

Department-wise & Centre-wise Vacancy Positions along with Roster at the Level of Assistant Professors and Assistant University Librarian Grade-I

Sl. No.	Department /Centre Code No.	Name of the Department/Centre (Campus: CEG/ACT/MIT/SAP)	Total No. of Vacancies	Roster Vacancies including Backlog Vacancies
A. Engineering & Technology				
1.	1001	Aerospace Engineering (MIT)	1	SC(A)(W) (PSTM)
2.	1003	Automobile Engineering (MIT)	2	GT(W)
				SC(A)(W) (PSTM)
3.	1005	Biotechnology (ACT)	5	MBC/DNC
				MBC/DNC(W)
				BC (Other than Backward Class Muslims)
				BC (Other than Backward Class Muslims) (W)
				BC (Other than Backward Class Muslims) (PSTM)
4.	1006	Ceramic Technology (ACT)	1	GT
5.	1007	Chemical Engineering (ACT)	4	GT(PSTM)
				SC(W)
				MBC/DNC(W)
				BC (Other than Backward Class Muslims)
6.	1008	Civil Engineering (CEG)	15	GT – 2
				GT (PSTM)
				GT (Differently Abled)
				GT(W) – 2
				SC (PSTM)
				SC(W)
				MBC/DNC
				MBC/DNC (PSTM)
				MBC/DNC(W)
				BC (Other than Backward Class Muslims) - 2
				BC (Other than Backward Class Muslims) (W)
				BCM

7.	1010	Computer Technology (MIT)	3	GT SC(A)(W) (PSTM) MBC/DNC
8.	1011	Computer Science and Engineering (CEG)	7	GT – 3 GT (W) MBC /DNC MBC/DNC(W) BCM
9.	1012	Electronics and Communication Engineering (CEG)	7	GT - 2 GT(PSTM) GT(W) MBC/DNC(PSTM) BC (Other than Backward Class Muslims) (W) BCM
10.	1013	Electrical and Electronics Engineering (CEG)	1	GT(W)
11.	1014	Electronics Engineering (MIT)	4	GT GT(PSTM) MBC/DNC(PSTM) BCM
12.	1016	Industrial Engineering (CEG)	3	GT(W) MBC/DNC BC(Other than Backward Class Muslims)
13.	1017	Information Technology (MIT)	2	GT(W) BCM
14.	1018	Instrumentation Engineering (MIT)	1	SC(A)(W)(PSTM)
15.	1019	Information Science and Technology (CEG)	4	GT SC(A)(W) (PSTM) MBC/DNC BC(Other than Backward Class Muslims)
16.	1021	Manufacturing Engineering (CEG)	1	GT

17.	1022	**Mechanical Engineering (CEG)**	9	**GT(PSTM)** **GT(W)** **SC** **SC(W)** **MBC/DNC** **MBC/DNC(PSTM)** **BC (Other than Backward Class Muslims) (PSTM)** **BC (Other than Backward Class Muslims) (W)** **BCM**
18.	1023	**Mining Engineering (CEG)**	3	**GT(W)** **SC(A)(W)(PSTM)** **MBC/DNC**
19.	1025	**Printing Technology (CEG)**	2	**SC(A)(W) (PSTM)** **MBC/DNC – Backlog Vacancy**
20.	1026	**Production Technology (MIT)**	4	**GT(W)** **SC(A)(W)(PSTM)** **MBC/DNC(W)** **BC(Other than Backward Class Muslims)**
21.	1027	**Ramanujan Computing Centre (CEG)**	3	**GT(W)** **SC(A)(W)(PSTM)** **BC(Other than Backward Class Muslims)**
22.	1029	**Textile Technology (ACT)**	1	**GT(W)**
B. Management				
23.	1030	**Management Studies (CEG)**	3	**GT(W)** **MBC/DNC** **BC(Other than Backward Class Muslims)**
C. Architecture				
24.	1031	**Architecture (SAP)**	22 (Core Discipline-20, Allied Discipline-I - 1 and Allied Discipline-II - 1)	**GT – 3** **GT(PSTM)** **GT(Differently Abled)** **GT(W)** **SC – 2** **SC(PSTM)** **SC(W) – 2** **MBC/DNC – 2** **MBC/DNC(PSTM)** **MBC/DNC(W)** **BC(Other than Backward Class Muslims)– 3** **BC(Other than Backward Class Muslims)(PSTM)** **BC(other than Backward Class Muslims)(W) – 2** **BCM**

D. Town Planning				
25.	1032	Town Planning (SAP)	1	GT
E. Science and Humanities				
26.	1033	Chemistry (CEG)	4	SC(W)
				MBC/DNC
				BC(Other than Backward Class Muslims)(PSTM)
				BCM
27.	1034	English (CEG)	3	GT(W)
				SC
				SC(A)(W)(PSTM)
28.	1035	Geology (CEG)	2	SC(A)(W)(PSTM)
				MBC/DNC
29.	1036	Mathematics (CEG)	11	SC – 2
				SC(W)
				SC(A)(W)(PSTM)
				MBC/DNC
				MBC/DNC(PSTM)
				MBC/DNC(W) - Backlog Vacancy
				BC(Other than Backward Class Muslims)(PSTM)
				BC(Other than Backward Class Muslims)(W)– 2
				BCM
30.	1037	Media Sciences (CEG)	1	GT
31.	1038	Medical Physics (CEG)	1	GT
32.	1039	Physics (CEG)	3	SC(W)
				MBC/DNC
				BCM
F. University Library				
33.	1040	University Library	5	GT
				GT(W)
				SC(A)(W)(PSTM)
				MBC/DNC
				BC(Other than Backward Class Muslims)

Abbreviations:

CEG – College of Engineering Guindy Campus
ACT – Alagappa College of Technology Campus
MIT – Madras Institute of Technology Campus
SAP – School of Architecture and Planning Campus

A – Arunthathiyar, BC – Backward Class, BCM - Backward Class Muslims, GT – General Turn, MBC/DNC – Most Backward Class/De-Notified Communities, PSTM – Persons Studied in Tamil Medium, SC - Scheduled Caste, W – Women

ANNA UNIVERSITY, CHENNAI

Department-wise & Centre-wise Vacancy Positions along with Roster at the Level of Associate Professors, Deputy Librarian and Deputy Director of Physical Education

Sl. No.	Department / Centre Code No.	Name of the Department / Centre (Campus: CEG/ACT/MIT/SAP)	Total No. of Vacancies	Roster Vacancies including Backlog Vacancies
A. Engineering & Technology				
1	1001	Aerospace Engineering (MIT)	1	SC(A)(W) (PSTM)
2	1002	Applied Science and Technology (ACT)	1	GT
3	1003	Automobile Engineering (MIT)	1	SC(A)(W) (PSTM)
4	1005	Biotechnology (ACT)	4	SC(W) SC(A)(W) (PSTM) MBC/DNC(W) BC (Other than Backward Class Muslims) (W)
5	1006	Ceramic Technology (ACT)	2	SC(A)(W) (PSTM) MBC/DNC
6	1007	Chemical Engineering (ACT)	5	GT(PSTM) SC(W) MBC/DNC BC (Other than Backward Class Muslims) (PSTM) BCM
7	1008	Civil Engineering (CEG)	9	GT(W) SC SC(W) MBC/DNC – 2 (Current Vacancy - 1, Backlog Vacancy - 1) MBC/DNC(PSTM) BC (Other than Backward Class Muslims) (PSTM) BC (Other than Backward Class Muslims) (W) BCM
8	1009	Computer Centre (MIT)	1	GT

9	1010	Computer Technology (MIT)	2	GT
				SC(A)(W) (PSTM)
10	1011	Computer Science and Engineering (CEG)	5	GT(PSTM)
				SC(W)
				MBC/DNC
				BC (Other than Backward Class Muslims)
				BC (Other than Backward Class Muslims) (PSTM)
11	1012	Electronics and Communication Engineering (CEG)	10	GT
				GT(PSTM)
				SC(W)
				SC(A)(W) (PSTM)
				MBC/DNC
				MBC/DNC(W)
				BC (Other than Backward Class Muslims)
				BC (Other than Backward Class Muslims) (PSTM)
				BC (Other than Backward Class Muslims) (W)
				BCM
12	1013	Electrical and Electronics Engineering (CEG)	5	GT(W)
				SC
				SC(A)(W) (PSTM)
				MBC/DNC
				BC (Other than Backward Class Muslims)
13	1014	Electronics Engineering (MIT)	4	GT(W)
				SC(A)(W) (PSTM)
				MBC/DNC
				BC (Other than Backward Class Muslims)
14	1015	Food Technology (ACT)	2	MBC/DNC
				BC (Other than Backward Class Muslims)
15	1017	Information Technology (MIT)	2	GT(W)
				SC
16	1018	Instrumentation Engineering (MIT)	1	MBC/DNC
17	1019	Information Science and Technology (CEG)	4	GT
				SC(A)(W) (PSTM)
				MBC/DNC
				BC (Other than Backward Class Muslims)

18	1021	**Manufacturing Engineering (CEG)**	2	**SC(A)(W) (PSTM)** **MBC/DNC**
19	1022	**Mechanical Engineering (CEG)**	10	**GT** **GT(PSTM)** **GT(W)** **SC(W)** **SC(A)(W) (PSTM)** **MBC/DNC** **MBC/DNC(W)** **BC (Other than Backward Class Muslims) - 2** **BC (Other than Backward Class Muslims) (W)**
20	1023	**Mining Engineering (CEG)**	2	**GT** **SC(A)(W) (PSTM)**
21	1025	**Printing Technology (CEG)**	1	**SC(A)(W) (PSTM)**
22	1026	**Production Technology (MIT)**	2	**SC(A)(W) (PSTM)** **BC (Other than Backward Class Muslims)**
23	1028	**Rubber & Plastics Technology (MIT)**	1	**SC(A)(W) (PSTM)**
24	1029	**Textile Technology (ACT)**	1	**MBC/DNC – Backlog Vacancy**
B. Management				
25	1030	**Management Studies (CEG)**	1	**SC(A)(W) (PSTM)**
C. Architecture				
26	1031	**Architecture (SAP)**	8 (Core Discipline-7, Allied Discipline-I - 1)	**GT** **GT(W)** **SC** **SC(A)(W) (PSTM)** **MBC/DNC** **MBC/DNC(W)** **BC (Other than Backward Class Muslims)** **BC (Other than Backward Class Muslims) (W)**
D. Science and Humanities				
27	1033	**Chemistry (CEG)**	2	**SC(A)(W) (PSTM)** **MBC/DNC**
28	1034	**English (CEG)**	2	**English – 1 → GT** **Humanities – 1 → GT**

30	1036	Mathematics (CEG)	6	GT
				GT(W)
				SC
				SC(A)(W) (PSTM)
				MBC/DNC(W)
				BC (Other than Backward Class Muslims) (W)
31	1037	Media Sciences (CEG)	1	GT
32	1038	Medical Physics (CEG)	1	GT
33	1039	Physics (CEG)	5	GT
				SC
				SC(A)(W) (PSTM)
				MBC/DNC(W)
				BC (Other than Backward Class Muslims)
E. University Library				
34	1040	University Library	1	GT
F. Anna University Sports Board				
35	1041	Anna University Sports Board	1	GT

Abbreviations:

CEG – College of Engineering Guindy Campus
ACT – Alagappa College of Technology Campus
MIT – Madras Institute of Technology Campus
SAP – School of Architecture and Planning Campus

A – Arunthathiyar, BC – Backward Class, BCM - Backward Class Muslims, GT – General Turn, MBC/DNC – Most Backward Class/De-Notified Communities, PSTM – Persons Studied in Tamil Medium, SC - Scheduled Caste, W – Women

ANNA UNIVERSITY, CHENNAI

Department-wise & Centre-wise Vacancy Positions along with Roster at the Level of Professors, University Librarian and Director of Physical Education

Sl. No.	Department / Centre Code No.	Name of the Department / Centre (Campus: CEG/ACT/MIT/SAP)	Total No. of Vacancies	Roster Vacancies including Backlog Vacancies
A. Engineering & Technology				
1	1001	Aerospace Engineering (MIT)	2	SC(A)(W) (PSTM) MBC/DNC
2	1002	Applied Science and Technology (ACT)	1	GT
3	1003	Automobile Engineering (MIT)	2	SC(A)(W) (PSTM) MBC/DNC
4	1005	Biotechnology (ACT)	2	SC(A)(W) (PSTM) MBC/DNC
5	1007	Chemical Engineering (ACT)	4	GT SC(A)(W) (PSTM) MBC/DNC(W) – Backlog Vacancy BC (Other than Backward Class Muslims) (W)
6	1008	Civil Engineering (CEG)	4	GT(PSTM) SC(W) MBC/DNC BC (Other than Backward Class Muslims)
7	1011	Computer Science and Engineering (CEG)	3	SC(A)(W) (PSTM) MBC/DNC BC (Other than Backward Class Muslims)
8	1012	Electronics and Communication Engineering (CEG)	6	GT GT(W) SC MBC/DNC(W) BC (Other than Backward Class Muslims) BC (Other than Backward Class Muslims) (W)

9	1013	Electrical and Electronics Engineering (CEG)	5	GT(W) SC(A)(W) (PSTM) MBC/DNC MBC/DNC(W) BC (Other than Backward Class Muslims)
10	1014	Electronics Engineering (MIT)	2	MBC/DNC BC (Other than Backward Class Muslims)
11	1015	Food Technology (ACT)	1	SC(A)(W) (PSTM)
12	1016	Industrial Engineering (CEG)	1	SC(A)(W) (PSTM)
13	1017	Information Technology (MIT)	1	MBC/DNC
14	1018	Instrumentation Engineering (MIT)	1	SC(A)(W) (PSTM)
15	1019	Information Science and Technology (CEG)	3	GT SC(A)(W) (PSTM) MBC/DNC
16	1021	Manufacturing Engineering (CEG)	1	SC(A)(W) (PSTM)
17	1022	Mechanical Engineering (CEG)	4	GT SC(A)(W) (PSTM) MBC/DNC(W) BC (Other than Backward Class Muslims) (W)
18	1023	Mining Engineering (CEG)	1	GT
19	1025	Printing Technology (CEG)	1	GT
20	1026	Production Technology (MIT)	2	GT SC(A)(W) (PSTM)
21	1029	Textile Technology (ACT)	2	GT SC(A)(W) (PSTM)
B. Management				
22	1030	Management Studies (CEG)	2	SC(A)(W) (PSTM) MBC/DNC
C. Architecture				
23	1031	Architecture (SAP)	5 (Core Discipline)	GT(W) SC SC(A)(W) (PSTM) MBC/DNC BC (Other than Backward Class Muslims)

D. Town Planning				
24	1032	Town Planning (SAP)	1	GT
E. Science and Humanities				
25	1033	Chemistry (CEG)	2	SC(A)(W) (PSTM) MBC/DNC
26	1034	English (CEG)	1	GT
27	1036	Mathematics (CEG)	3	SC SC(A)(W) (PSTM) MBC/DNC(W)
28	1039	Physics (CEG)	2	SC – Backlog Vacancy SC(A)(W) (PSTM)
F. University Library				
29	1040	University Library	1	GT
G. Anna University Sports Board				
30	1041	University Sports Board	1	GT

Abbreviations:

CEG – College of Engineering Guindy Campus
ACT – Alagappa College of Technology Campus
MIT – Madras Institute of Technology Campus
SAP – School of Architecture and Planning Campus

A – Arunthathiyar, BC – Backward Class, GT – General Turn, MBC/DNC – Most Backward Class/De-Notified Communities, PSTM – Persons Studied in Tamil Medium, SC - Scheduled Caste, W – Women

ANNA UNIVERSITY, CHENNAI

ANNEXURE - I

DIRECT RECRUITMENT OF ASSISTANT PROFESSOR / ASSISTANT UNIVERSITY LIBRARIAN GRADE - I

DEPARTMENT-WISE / CENTRE-WISE BRANCH / SPECIALIZATION

1001. DEPARTMENT OF AEROSPACE ENGINEERING

UG Degree	PG Degree		Ph.D. Degree
B.E. / B.Tech.	M.E. / M.Tech. / M.S. (Course-based)	M.S. (By Research)	
Branch:- Aeronautical Engineering / Aerospace Engineering	**Branch:-** Aeronautical Engineering / Avionics / Aerospace Technology / Aerospace Engineering	**Area(s) of Specialization:-** Aircraft Structure / Aerodynamics / Propulsion / Avionics and its relevant areas	**Area(s) of Specialization:-** Aircraft Structure / Aerodynamics / Propulsion / Avionics and its relevant areas

1003. DEPARTMENT OF AUTOMOBILE ENGINEERING

UG Degree	PG Degree		Ph.D. Degree
B.E. / B.Tech.	M.E. / M.Tech. / M.S. (Course-based)	M.S. (By Research)	
Branch:- Automobile Engineering	**Branch:-** Automobile Engineering / Internal Combustion Engineering	**Area(s) of Specialization:-** Automobile Engineering and its relevant areas	**Area(s) of Specialization:-** Automobile Engineering and its relevant areas

1005. DEPARTMENT OF BIOTECHNOLOGY

UG Degree	PG Degree		Ph.D. Degree
B.E. / B.Tech.	M.E. / M.Tech. / M.S. (Course-based)	M.S. (By Research)	
Branch:- Food Engineering and Technology / Food Technology / Food Processiing and Preservation / Food Technology and Management / Food Processing Technology / Food Process Engineering	**Branch:-** Food Technology / Food Engineering and Technology / Food Plant Operations Management / Food Process Engineering and Management / Food Processing / Food Processing Technology / Food Safety and Quality Management / Food Biotechnology / Food Technology and Manangement / Process and Food Engineering / Dairy Technology / Food Science and Technology	**Area(s) of Specialization:-** Food Science / Food Technology and its Allied areas	**Area(s) of Specialization:-** Food Science, Food Technology and its Allied areas

1006. DEPARTMENT OF CERAMIC TECHNOLOGY

UG Degree	PG Degree		Ph.D. Degree
B.E. / B.Tech.	M.E. / M.Tech. / M.S. (Course-based)	M.S. (By Research)	
Branch:- Ceramic Engineering and Technology / Ceramic Technology / Ceramics Engineering / Cement and Ceramic Technology	**Branch:-** Ceramic Engineering and Technology / Ceramics Engineering / Ceramic Technology	**Area(s) of Specialization:-** Ceramic Technology and its Allied areas	**Area(s) of Specialization:-** Ceramic Technology and its Allied areas

1007. DEPARTMENT OF CHEMICAL ENGINEERING

UG Degree	PG Degree		Ph.D. Degree
B.E. / B.Tech.	M.E. / M.Tech. / M.S. (Course-based)	M.S. (By Research)	
Branch:- Chemical Engineering / Chemical Technology / Chemical and Electrochemical Engineering	**Branch:-** Chemical Engineering / Biochemical Engineering / Chemical Reaction Engineering / Chemical Technology / Industrial Catalysis / Petrochem and Petroleum Refinery Engineering / Petrochemical Engineering / Petrochemical Technology / Petroleum Engineering / Petroleum Refining and Petrochemicals / Petroleum Technology / Plant Design	**Area(s) of Specialization:-** Fluid Mechanics / Thermodynamics / Heat Transfer / Mass Transfer / Reaction Engineering / Process Control / Modelling & Simulation and other related areas of Chemical Engineering	**Area(s) of Specialization:-** Fluid Mechanics / Thermodynamics / Heat Transfer / Mass Transfer / Reaction Engineering / Process Control / Modelling & Simulation and other related areas of Chemical Engineering

1008. DEPARTMENT OF CIVIL ENGINEERING

UG Degree	PG Degree		Ph.D. Degree
B.E. / B.Tech.	M.E. / M.Tech. / M.S. (Course-based)	M.S. (By Research)	
Branch:- Civil Engineering / Geoinformatics / Agricultural and Irrigation Engineering	**Branch:-** Structural Engineering / Construction Engineering & Management / Soil Mechanics & Foundation Engineering / Geotechnical Engineering / Geo-Informatics / Remote Sensing / Transportation Engineering / Hydrology and Water Resources Engineering / Irrigation Water Management	**Area(s) of Specialization:-** Structural Engineering / Construction Engineering & Management / Soil Mechanics and Foundation Engineering / Geotechnical Engineering / Geo-Informatics / Remote Sensing / Transportation Engineering / Hydrology and Water Resources Engineering / Irrigation Water Management	**Area(s) of Specialization:-** Structural Engineering / Construction Engineering & Management / Soil Mechanics and Foundation Engineering / Geotechnical Engineering / Geo-Informatics / Remote Sensing / Transportation Engineering / Hydrology and Water Resources Engineering / Irrigation Water Management

1010. DEPARTMENT OF COMPUTER TECHNOLOGY

UG Degree	PG Degree		Ph.D. Degree
B.E. / B.Tech.	M.E. / M.Tech. / M.S. (Course-based)	M.S. (By Research)	
Branch:- Computer Science and Engineering / Information Technology	**Branch:-** Computer Science and Engineering / Computer Science and Engineering with any specialization / Information Technology with any specialization / Software Engineering / System Engineering and Operations Research / Multimedia Technology	**Area(s) of Specialization:-** Relevant Domains of Computer Science and Engineering / Information Technology	**Area(s) of Specialization:-** Relevant Domains of Computer Science and Engineering / Information Technology

1011. DEPARTMENT OF COMPUTER SCIENCE AND ENGINEERING

UG Degree	PG Degree		Ph.D. Degree
B.E. / B.Tech.	M.E. / M.Tech. / M.S. (Course-based)	M.S. (By Research)	
Branch:- Computer Science and Engineering / Information Technology / Computer Science / Computer Science Engineering	**Branch:-** Computer Science and Engineering / Computer Science Engineering / Information Technology / Computer Science and Engineering with any specialization / Information Technology with any specialization / Computer Science / Software Engineering / Multimedia Technology / Systems Engineering and Operations Research	**Area(s) of Specialization:-** Information Security / Computer Vision / Big Data Analytics / Theoretical Computer Science / Computer Networks / Embedded Systems / Software Engineering / Computer Architecture / Multimedia / Data and Text Analytics / High Performance Computing / Databases / Human Computer Interaction / System Engineering / Machine Learning and Artificial Intelligence / Internet of things / Cloud Computing / Other Allied areas of Computer Science	**Area(s) of Specialization:-** Information Security / Computer Vision / Big Data Analytics / Theoretical Computer Science / Computer Networks / Embedded Systems / Software Engineering / Computer Architecture / Multimedia / Data and Text Analytics / High Performance Computing / Databases / Human Computer Interaction / System Engineering / Machine Learning and Artificial Intelligence / Internet of things / Cloud Computing / Other Allied areas of Computer Science

1012. DEPARTMENT OF ELECTRONICS AND COMMUNICATION ENGINEERING

UG Degree	PG Degree		Ph.D. Degree
B.E. / B.Tech.	M.E. / M.Tech. / M.S. (Course-based)	M.S. (By Research)	
Branch:- Electronics and Communication Engineering / Biomedical Engineering / Medical Electronics / Electronics and Instrumentation Engineering	**Branch:-** Communication Systems / Applied Electronics / VLSI Design / VLSI Design and Embedded Systems / Medical Electronics / Biomedical Engineering / Other PG Programmes relevant to Electronics and Communication Engineering	**Area(s) of Specialization:-** Relevant areas of Electronics and Communication Engineering / Biomedical Engineering	**Area(s) of Specialization:-** Relevant areas of Electronics and Communication Engineering / Biomedical Engineering

1013. DEPARTMENT OF ELECTRICAL AND ELECTRONICS ENGINEERING

UG Degree	PG Degree		Ph.D. Degree
B.E. / B.Tech.	M.E. / M.Tech. / M.S. (Course-based)	M.S. (By Research)	
Branch:- Electrical and Electronics Engineering	**Branch:-** High Voltage Engineering / Power Systems Engineering / Embedded System Technologies / Power Engineering and Management / Power Electronics and Drives / Control and Instrumentation / Instrumentation Engineering	**Area(s) of Specialization:-** Electrical Engineering and its Allied areas.	**Area(s) of Specialization:-** Electrical Engineering and its Allied areas.

1014. DEPARTMENT OF ELECTRONICS ENGINEERING

UG Degree	PG Degree		Ph.D. Degree
B.E. / B.Tech.	M.E. / M.Tech. / M.S. (Course-based)	M.S. (By Research)	
Branch:- Electronics and Communication Engineering	**Branch:-** Communication Systems / Wireless Technology / Electronics Engineering / Communication and Networking / VLSI Design / Wireless Communications / Microwave and Optical Engineering / VLSI Design and Embedded Systems / Embedded Systems	**Area(s) of Specialization:-** Relevant areas of Communications / Networking / Signal Processing / Image Processing / VLSI Design	**Area(s) of Specialization:-** Relevant areas of Communications / Networking / Signal processing / Image Processing / VLSI Design

1016. DEPARTMENT OF INDUSTRIAL ENGINEERING

UG Degree	PG Degree		Ph.D. Degree
B.E. / B.Tech.	M.E. / M.Tech. / M.S. (Course-based)	M.S. (By Research)	
Branch:- Industrial Engineering / Industrial & Production Engineering / Industrial Engineering & Management / Production & Industrial Engineering / Mechanical Engineering / Production Engineering / Manufacturing Engineering	**Branch:-** Industrial Engineering / Quality Engineering & Management / Industrial Engineering & Management	**Area(s) of Specialization:-** Industrial Engineering and its relevant areas	**Area(s) of Specialization:-** Industrial Engineering and its relevant areas

1017. DEPARTMENT OF INFORMATION TECHNOLOGY

UG Degree	PG Degree		Ph.D. Degree
B.E. / B.Tech.	M.E. / M.Tech. / M.S. (Course-based)	M.S. (By Research)	
Branch:- Information Technology / Computer Science & Engineering	**Branch:-** Information Technology / Computer Science & Engineering / Computer Science and Engineering with relevant specialization / Information Technology with relevant specialization / Computer Networks / Mobile and Pervasive Computing / Computer Vision and Image Processing / Multimedia Technology / Software Engineering	**Area(s) of Specialization:-** Relevant areas of Information and Communication Technology / Computer Science	**Area(s) of Specialization:-** Relevant areas of Information and Communication Technology / Computer Science

1018. DEPARTMENT OF INSTRUMENTATION ENGINEERING

UG Degree	PG Degree		Ph.D. Degree
B.E. / B.Tech.	M.E. / M.Tech. / M.S. (Course-based)	M.S. (By Research)	
Branch:- Electronics and Instrumentation Engineering / Instrumentation and Control Engineering / Instrument Technology / Instrumentation Engineering	**Branch:-** Instrumentation Engineering / Control & Instrumentation / Electronics and Instrumentation Engineering / Control Systems / Process Control and Instrumentation / Measurements & Instrumentation	**Area(s) of Specialization:-** Process Control / Measurements and Instrumentation / Allied areas of Electronics, Instrumentation and Control Engineering	**Area(s) of Specialization:-** Process Control / Measurements and Instrumentation / Allied areas of Electronics, Instrumentation and Control Engineering

1019. DEPARTMENT OF INFORMATION SCIENCE AND TECHNOLOGY

UG Degree	PG Degree		Ph.D. Degree
B.E. / B.Tech.	M.E. / M.Tech. / M.S. (Course-based)	M.S. (By Research)	
Branch:- Information Technology / Computer Science and Engineering / Computer Science / Computer Science Engineering	**Branch:-** Information Technology / Computer Science and Engineering / Information Technology with any specialization / Computer Science and Engineering with any specialization / Computer Science / Software Engineering / Systems Engineering and Operations Research / VLSI / Embedded Systems / Embedded System and VLSI / Distributed & Mobile Computing / Robotics and Automation / Multimedia Technology	**Area(s) of Specialization:-** Relevant areas of Information Technology/ Computer Science and Engineering	**Area(s) of Specialization:-** Relevant areas of Information Technology/ Computer Science and Engineering

1021. DEPARTMENT OF MANUFACTURING ENGINEERING

UG Degree	PG Degree		Ph.D. Degree
B.E. / B.Tech.	M.E. / M.Tech. / M.S. (Course-based)	M.S. (By Research)	
Branch:- Manufacturing Engineering / Mechanical Engineering / Production Engineering	**Branch:-** CAD-CAM / Computer Integrated Manufacturing / Manufacturing Engineering / Manufacturing Engineering and Automation / Manufacturing Systems and Management / Mechatronics / Product Design and Development / Production Engineering / Production Technology / Robotics and Mechatronics / Manufacturing and Precision Engineering / Manufacturing Science and Engineering	**Area(s) of Specialization:-** Manufacturing and its allied areas.	**Area(s) of Specialization:-** Manufacturing and its allied areas.

1022. DEPARTMENT OF MECHANICAL ENGINEERING

UG Degree	PG Degree		Ph.D. Degree
B.E. / B.Tech.	M.E. / M.Tech. / M.S. (Course-based)	M.S. (By Research)	
Branch:- Mechanical Engineering / Manufacturing Engineering / Production Engineering / Metallurgical Engineering / Materials Science and Engineering	**Branch:-** Mechanical Engineering / Advanced Materials Technology / Production Engineering / Design of Mechanical Systems / Industrial and Production Engineering / Industrial Design / Industrial Engineering and Management / Internal Combustion Engines and Turbo Machinery / Advanced Manufacturing Systems / Engineering Design / Advanced Computer Aided Design / Computer Aided Design / Computer Integrated Manufacturing / Manufacturing Engineering / Industrial Engineering / Thermal Engineering / Thermal Engineering with Specialization in Refrigeration and Air Conditioning / Refrigeration and Air Conditioning / Manufacturing Systems and Management / Heat Power Engineering / Internal Combustion Engineering / Solar Energy / Energy Engineering / Power and Energy Engineering / Product Design / Thermal Power Engineering / Metallurgical Engineering / Materials Science and Engineering	**Area(s) of Specialization:-** Mechanical / Thermal / Design / Production / Manufacturing / Energy Engineering / Solar Energy / Internal Combustion Engineering / Materials Engineering / Metallurgical Engineering	**Area(s) of Specialization:-** Mechanical / Thermal / Design / Production / Manufacturing / Energy Engineering / Solar Energy / Internal Combustion Engineering / Materials Engineering / Metallurgical Engineering

1023. DEPARTMENT OF MINING ENGINEERING

UG Degree	PG Degree		Ph.D. Degree
B.E. / B.Tech.	M.E. / M.Tech. / M.S. (Course-based)	M.S. (By Research)	
Branch:- Mining Engineering	**Branch:-** Mining Engineering / Mineral Exploration / Mine Planning / Mine Planning with Mechanization / Mine Planning and Design / Rock Mechanics / Mine Environment / Opencast Mining / Rock Excavation Engineering / Tunneling and Underground Space Technology / Mining Machinery	**Area(s) of Specialization:-** Mine Planning and Design / Rock Mechanics and Ground Control / Ventilation / Mine Environment / Mine Safety / Rock Excavation / Drilling and Blasting / Mining Machinery / Applied Engineering related to Mining.	**Area(s) of Specialization:-** Mine Planning and Design / Rock Mechanics and Ground Control / Ventilation / Mine Environment / Mine Safety / Rock Excavation / Drilling and Blasting / Mining Machinery / Applied Engineering related to Mining.

1025. DEPARTMENT OF PRINTING TECHNOLOGY

UG Degree	PG Degree		Ph.D. Degree
B.E. / B.Tech.	M.E. / M.Tech. / M.S. (Course-based)	M.S. (By Research)	
Branch:- Printing Technology / Printing Engineering	**Branch:-** Printing and Packaging Technology	**Area(s) of Specialization:-** Printing / Packaging / Areas relevant to Printing and Packaging.	**Area(s) of Specialization:-** Printing / Packaging / Areas relevant to Printing and Packaging.

1026. DEPARTMENT OF PRODUCTION TECHNOLOGY

UG Degree	PG Degree		Ph.D. Degree
B.E. / B.Tech.	M.E. / M.Tech. / M.S. (Course-based)	M.S. (By Research)	
Branch:- Production Engineering / Manufacturing Engineering / Mechanical Engineering	**Branch:-** Production Engineering / Manufacturing Engineering / Computer Integrated Manufacturing / Computer Aided Design / Mechatronics / Refrigeration and Air Conditioning / Thermal Engineering / Industrial Engineering	**Area(s) of Specialization:-** Allied fields of Production Engineering / Mechanical Engineering	**Area of Specialization:-** Allied fields of Production Engineering / Mechanical Engineering

1027. RAMANUJAN COMPUTING CENTRE, MAIN CAMPUS

UG Degree	PG Degree		Ph.D. Degree
B.E. / B.Tech.	M.E. / M.Tech. / M.S. (Course-based)	M.S. (By Research)	
Branch:- Computer Science and Engineering / Information Technology	**Branch:-** Computer Science and Engineering / Information Technology / Computer Science and Engineering with any Specialization / Information Technology with any Specialization / Computer Science / Software Engineering / Multimedia Technology / System Engineering and Operations Research	**Area(s) of Specialization:-** Information Security / Computer Vision / Big Data Analytics / Theoretical Computer Science / High Performance Computing / Machine Learning and Artificial Intelligence / Databases / Computer Networking / Internet of Things / Cloud Computing / Other Allied areas of Computer Science	**Area(s) of Specialization:-** Information Security / Computer Vision / Big Data Analytics / Theoretical Computer Science / High Performance Computing / Machine Learning and Artificial Intelligence / Databases / Computer Networking / Internet of Things / Cloud Computing / Other Allied areas of Computer Science

1029. DEPARTMENT OF TEXTILE TECHNOLOGY

UG Degree	PG Degree		Ph.D. Degree
B.E. / B.Tech.	**M.E. / M.Tech. / M.S. (Course-based)**	**M.S. (By Research)**	
Branch:- Textile Technology / Textile Engineering / Fashion Technology / Apparel Technology / Fibres and Textiles Processing Technology	**Branch:-** Textile Technology / Textile Engineering / Fibre Science and Technology / Fibres and Textiles Processing Technology	**Area(s) of Specialization:-** Textile Technology and its Allied areas	**Area(s) of Specialization:-** Textile Technology and its Allied areas

1030. DEPARTMENT OF MANAGEMENT STUDIES

UG Degree	PG Degree / M.S. (Course-based)	M.S.(By Research)	Ph.D. Degree
Any recognized Bachelor's degree	Master's Degree in Business Administration / 2-year Post Graduate Diploma in Management	**Area(s) of Specialization:-** Management / Business Administration / Tourism	**Area(s) of Specialization:-** Management / Business Administration / Tourism

1031. DEPARTMENT OF ARCHITECTURE - Core Discipline

UG Degree	PG Degree		Ph.D. Degree
	M.Arch. or equivalent / M.Plan. or equivalent / M.Des. / M.Tech.	**M.S. (By Research)**	
Bachelor's Degree in Architecture (B.Arch.)	**Area of Specialization:-** Architecture / Architectural Conservation / Urban Design / Landscape Architecture / Product Design / Sustainable Design / Housing / Urban Planning / Urban and Regional Planning / Town and Country Planning / Environmental Planning / Construction Management / Project Management / Appropriate Technology / Building Energy Performance / Building Services / Architecture Technology / Digital Architecture / Habitat Studies / Cultural Studies.	**Area(s) of Specialization:-** Architecture / Architectural Conservation / Urban Design / Landscape Architecture / Product Design / Sustainable Design / Housing / Urban Planning / Urban and Regional Planning / Town and Country Planning / Environmental Planning / Construction Management / Project Management / Appropriate Technology / Building Energy Performance / Building Services / Architecture Technology / Digital Architecture / Habitat Studies / Cultural Studies.	**Area(s) of Specialization:-** Architecture / Architectural Conservation / Urban Design / Landscape Architecture / Product Design / Sustainable Design / Housing / Urban Planning / Urban and Regional Planning / Town and Country Planning / Environmental Planning / Construction Management / Project Management / Appropriate Technology / Building Energy Performance / Building Services / Architecture Technology / Digital Architecture / Habitat Studies / Cultural Studies.

DEPARTMENT OF ARCHITECTURE - Allied Discipline - I

UG Degree	PG Degree	M.S. (By Research)	Ph.D. Degree
Bachelor's Degree in Fine Arts	Master's Degree in Fine Arts / Applied Arts	**Area(s) of Specialization:-** Fine Arts / Applied Arts	**Area(s) of Specialization:-** Fine Arts / Applied Arts

DEPARTMENT OF ARCHITECTURE - Allied Discipline - II

UG Degree	PG Degree		Ph.D. Degree
B.E / B.Tech.	**M.E / M.Tech. / M.S. (Course-based)**	**M.S. (By Research)**	
Branch:- Civil Engineering	**Branch:-** Structural Engineering	**Area(s) of Specialization:-** Structural Engineering	**Area(s) of Specialization:-** Structural Engineering

1032. DEPARTMENT OF TOWN PLANNING

UG Degree	PG Degree	Ph.D. Degree
Bachelor's Degree in Planning / Architecture / Civil Engineering	Master's Degree in Planning / Urban Planning / Town Planning / Regional Planning / Urban and Regional Planning / Town and Country Planning / Infrastructure Planning / Traffic and Transportation Planning / Environmental Planning / Housing	**Area(s) of Specialization:-** Traffic and Transportation Planning / Environmental Planning / Infrastructure Planning / Housing / Urban and Regional Planning / Urban Design / Allied areas of Planning
Bachelor's Degree in any discipline	Master's Degree in Geography / Economics / Sociology / Applied Geography **(AND)** Master's Degree in Planning / Urban Planning / Town Planning / Regional Planning / Urban and Regional Planning / Town and Country Planning / Infrastructure Planning / Traffic and Transportation Planning / Environmental Planning / Housing	
Integrated PG Degree in Geography / Economics / Sociology / Applied Geography **(AND)** Master's Degree in Planning / Urban Planning / Town Planning / Regional Planning / Urban and Regional Planning / Town and Country Planning / Infrastructure Planning / Traffic and Transportation Planning / Environmental Planning / Housing		

1033. DEPARTMENT OF CHEMISTRY

UG Degree	PG Degree	Ph.D. Degree
B.Sc.	**M.Sc.**	
Branch:- Chemistry / Applied Chemistry / Applied Science - with Physics, Mathematics & Chemistry / Honours Chemistry	**Branch:-** Chemistry / Applied Chemistry / Organic Chemistry / Inorganic Chemistry / Physical Chemistry / Analytical Chemistry / Polymer Chemistry / Industrial Chemistry / Physical and Materials Chemistry / Honours Chemistry / Chemical Sciences	**Area(s) of Specialization:-** Organic Chemistry / Inorganic Chemistry / Physical Chemistry / Analytical Chemistry / Polymer Chemistry / Industrial Chemistry / Catalysis / Corrosion Sciences / Environmental Chemistry / Quantum Chemistry / Computational Chemistry / Nanochemistry / Any other allied areas of Chemistry
Integrated PG Degree		
Five-years Integrated M.Sc. Programme in Chemistry		

1034. DEPARTMENT OF ENGLISH

UG Degree	PG Degree	Ph.D. Degree
B.A.	**M.A.**	
Branch:- English Language & Literature	**Branch:-** English Language & Literature	**Area(s) of Specialization:-** English Language Teaching / Literature

1035. DEPARTMENT OF GEOLOGY

UG Degree	PG Degree	Ph.D. Degree
B.Sc.	**M.Sc.**	
Branch:- Geology / Applied Geology	**Branch:-** Geology / Applied Geology	**Area(s) of Specialization:-** Geology / Applied Geology

1036. DEPARTMENT OF MATHEMATICS

UG Degree	PG Degree	Ph.D. Degree
B.Sc.	M.Sc.	
Branch:- Mathematics	**Branch:-** Mathematics / Applied Mathematics	**Area(s) of Specialization:-** Any area in Mathematics / Applied Mathematics

1037. DEPARTMENT OF MEDIA SCIENCES

UG Degree	PG Degree	Ph.D. Degree
B.Sc. / B.A.	M.Sc. / M.A.	
Any Branch / Specialization	**Branch:-** Electronics Media / Journalism / Mass Communication / Visual Communication / Broadcast Media / Fine Arts	**Area(s) of Specialization:-** Electronics Media / Media Studies / Communication / Any other relevant areas of specialization in Media Science

1038. DEPARTMENT OF MEDICAL PHYSICS

UG Degree	PG Degree	Ph.D. Degree
B.Sc.	M.Sc.	
Branch:- Physics	**Branch:-** Medical Physics / Physics	**Area(s) of Specialization:-** Medical Physics / Radiation Dosimetry / Biomaterials / Biophotonics / Nanomaterials / Optical Spectroscopy

1039. DEPARTMENT OF PHYSICS

UG Degree	PG Degree	Ph.D. Degree
B.Sc.	M.Sc.	
Branch:- Physics / Applied Science – with Physics, Mathematics & Chemistry	**Branch:-** Physics / Materials Science	**Area(s) of Specialization:-** Optics / Laser Physics / Materials Science / Condensed Matter Physics / Nonlinear Science

1040. UNIVERSITY LIBRARY

UG Degree	PG Degree	Ph.D. Degree
Any recognized Bachelor's degree	**Branch:-** Library Science / Information Science / Documentation Science / Any equivalent Library Professional Degree	**Area(s) of Specialization:-** Application of ICT / Bibliometrics / Digital Library / Knowledge Management / Library Automation / Library Management / Scientometrics / User Studies / Webometrics

ANNA UNIVERSITY, CHENNAI

ANNEXURE - II

DIRECT RECRUITMENT OF ASSOCIATE PROFESSOR / DEPUTY LIBRARIAN / DEPUTY DIRECTOR OF PHYSICAL EDUCATION

DEPARTMENT-WISE / CENTRE-WISE BRANCH / SPECIALIZATION

1001. DEPARTMENT OF AEROSPACE ENGINEERING

UG Degree	PG Degree		Ph.D. Degree
B.E. / B.Tech.	M.E. / M.Tech. / M.S. (Course-based)	M.S. (By Research)	
Branch:- Aeronautical Engineering / Aerospace Engineering / Mechanical Engineering	**Branch:-** Aeronautical Engineering / Avionics / Aerospace Technology / Aerospace Engineering	**Area(s) of Specialization:-** Aircraft Structure / Aerodynamics / Propulsion / Avionics and its relevant areas	**Area(s) of Specialization:-** Aircraft Structure / Aerodynamics / Propulsion / Avionics and its relevant areas

1002. DEPARTMENT OF APPLIED SCIENCE AND TECHNOLOGY

UG Degree	PG Degree		Ph.D. Degree
B.E. / B.Tech.	M.E. / M.Tech. / M.S. (Course-based)	M.S. (By Research)	
Branch:- Petroleum Engineering and Technology / Petroleum Engineering / Petroleum Technology / Petroleum Refining and Petrochemicals	**Branch:-** Petroleum Engineering / Petroleum Technology / Petroleum Refining and Petrochemicals	**Area(s) of Specialization:-** Petroleum Engineering / Petroleum Technology / Petroleum Refining & Petrochemicals and its relevant areas	**Area(s) of Specialization:-** Petroleum Engineering / Petroleum Technology / Petroleum Refining & Petrochemicals and its relevant areas

1003. DEPARTMENT OF AUTOMOBILE ENGINEERING

UG Degree	PG Degree		Ph.D. Degree
B.E. / B.Tech.	M.E. / M.Tech. / M.S. (Course-based)	M.S. (By Research)	
Branch:- Automobile Engineering	**Branch:-** Automobile Engineering / Internal Combustion Engineering	**Area(s) of Specialization:-** Automobile Engineering and its relevant areas	**Area(s) of Specialization:-** Automobile Engineering and its relevant areas

1005. DEPARTMENT OF BIOTECHNOLOGY

UG Degree	PG Degree		Ph.D. Degree
B.E. / B.Tech.	M.E. / M.Tech. / M.S. (Course-based)	M.S. (By Research)	
Branch:- Biotechnology / Biotechnology and Biochemical Engineering / Industrial Biotechnology	**Branch:-** Biochemical Engineering and Biotechnology / Bioinformatics / Bioprocess Engineering / Biotechnology / Biotechnology and Biochemical Engineering / Environmental Biotechnology / Industrial Biotechnology / Bioprocess Technology / Nano Biotechnology / Biopharmaceutical Technology / Food Biotechnology / Computational Biology	**Area(s) of Specialization:-** Biotechnology / Biological Sciences / Biochemical Engineering / Allied areas of Biotechnology	**Area(s) of Specialization:-** Biotechnology / Biological Sciences / Biochemical Engineering / Allied areas of Biotechnology

1006. DEPARTMENT OF CERAMIC TECHNOLOGY

UG Degree	PG Degree		Ph.D. Degree
B.E. / B.Tech.	M.E. / M.Tech. / M.S. (Course-based)	M.S. (By Research)	
Branch:- Ceramic Engineering and Technology / Ceramic Technology / Ceramics Engineering / Cement and Ceramic Technology	**Branch:-** Ceramic Engineering and Technology / Ceramics Engineering / Ceramic Technology	**Area(s) of Specialization:-** Ceramic Technology and its Allied areas	**Area(s) of Specialization:-** Ceramic Technology and its Allied areas

1007. DEPARTMENT OF CHEMICAL ENGINEERING

UG Degree	PG Degree		Ph.D. Degree
B.E. / B.Tech.	M.E. / M.Tech. / M.S. (Course-based)	M.S. (By Research)	
Branch:- Chemical Engineering / Chemical Technology / Chemical and Electrochemical Engineering / Petroleum Refining and Petochemicals	**Branch:-** Chemical Engineering / Biochemical Engineering / Chemical Reaction Engineering / Chemical Technology / Industrial Catalysis / Petrochem and Petroleum Refinery Engineering / Petrochemical Engineering / Petrochemical Technology / Petroleum Engineering / Petroleum Refining and Petrochemicals / Petroleum Technology / Plant Design / Process Design Engineering	**Area(s) of Specialization:-** Fluid Mechanics / Thermodynamics / Heat Transfer / Mass Transfer / Reaction Engineering / Process Control / Modelling & Simulation and other related areas of Chemical Engineering	**Area(s) of Specialization:-** Fluid Mechanics / Thermodynamics / Heat Transfer / Mass Transfer / Reaction Engineering / Process Control / Modelling & Simulation and other related areas of Chemical Engineering

1008. DEPARTMENT OF CIVIL ENGINEERING

UG Degree	PG Degree		Ph.D. Degree
B.E. / B.Tech.	M.E. / M.Tech. / M.S. (Course-based)	M.S. (By Research)	
Branch:- Civil Engineering / Geoinformatics	**Branch:-** Structural Engineering / Construction Engineering & Management / Soil Mechanics & Foundation Engineering / Geotechnical Engineering / Urban Engineering / Transportation Engineering / Highway Engineering / Geo - Informatics / Remote Sensing / Environmental Engineering / Hydraulics Engineering / Hydrology and Water Resources Engineering / Irrigation Water Management	**Area(s) of Specialization:-** Structural Engineering / Construction Engineering & Management / Soil Mechanics and Foundation Engineering / Geotechnical Engineering / Environmental Engineering / Urban Engineering / Transportation Engineering / Highway Engineering / Geo-Informatics / Remote Sensing / Hydrology / Hydraulics / Water Resources / Irrigation and Water Management	**Area(s) of Specialization:-** Structural Engineering / Construction Engineering & Management / Soil Mechanics and Foundation Engineering / Geotechnical Engineering / Environmental Engineering / Urban Engineering / Transportation Engineering / Highway Engineering / Geo-Informatics / Remote Sensing / Hydrology / Hydraulics / Water Resources / Irrigation and Water Management

1009. COMPUTER CENTRE, MIT CAMPUS

UG Degree	PG Degree		Ph.D. Degree
B.E. / B.Tech.	M.E. / M.Tech. / M.S. (Course-based)	M.S. (By Research)	
Branch:- Computer Science and Engineering / Information Technology / Electrical and Electronics Engineering	**Branch:-** Computer Science and Engineering / Information Technology / Computer Science and Engineering with any Specialization / Information Technology with any Specialization / Computer Science / Software Engineering / Multimedia Technology / System Engineering and Operations Research / Digital Communication and Networking / Electronics	**Area(s) of Specialization:-** Information Security / Computer Vision / Big Data Analytics / Theoretical Computer Science / High Performance Computing / Machine Learning and Artificial Intelligence / Databases / Computer Networking / Internet of Things / Cloud Computing / Other Allied areas of Computer Science	**Area(s) of Specialization:-** Information Security / Computer Vision / Big Data Analytics / Theoretical Computer Science / High Performance Computing / Machine Learning and Artificial Intelligence / Databases / Computer Networking / Internet of Things / Cloud Computing / Other Allied areas of Computer Science

1010. DEPARTMENT OF COMPUTER TECHNOLOGY

UG Degree	PG Degree		Ph.D. Degree
B.E. / B.Tech.	M.E. / M.Tech. / M.S. (Course-based)	M.S. (By Research)	
Branch:- Computer Science and Engineering / Information Technology / Electronics and Communication Engineering	**Branch:-** Computer Science and Engineering / Computer Science and Engineering with any specialization / Information Technology / Information Technology with any specialzation / Software Engineering / Systems Engineering and Operations Research / Multimedia Technology / Applied Electronics	**Area(s) of Specialization:-** Relevant Domains of Computer Science and Engineering / Information Technology	**Area(s) of Specialization:-** Relevant Domains of Computer Science and Engineering / Information Technology

1011. DEPARTMENT OF COMPUTER SCIENCE AND ENGINEERING

UG Degree	PG Degree		Ph.D. Degree
B.E. / B.Tech.	M.E. / M.Tech. / M.S. (Course-based)	M.S. (By Research)	
Branch:- Computer Science and Engineering / Information Technology / Computer Science / Computer Science Engineering / Electronics and Communication Engineering/ Electrical and Electronics Engineering	**Branch:-** Computer Science and Engineering / Computer Science Engineering / Information Technology / Computer Science and Engineering with any specialization / Information Technology with any specialization / Computer Science / Software Engineering / Multimedia Technology / Systems Engineering and Operations Research / Multimedia Development / Computer Engineering / Computer Network Engineering	**Area(s) of Specialization:-** Information Technology / Computer Vision / Big Data Analytics / Theoretical Computer Science / Computer Networks / Embedded Systems / Software Engineering / Computer Architecture / Multimedia / Data and Text Analytics / High Performance Computing / Databases / Human Computer Interaction / System Engineering / Machine Learning and Artificial Intelligence / Internet of things / Cloud Computing / Other Allied areas of Computer Science	**Area(s) of Specialization:-** Information Technology / Computer Vision / Big Data Analytics / Theoretical Computer Science / Computer Networks / Embedded Systems / Software Engineering / Computer Architecture / Multimedia / Data and Text Analytics / High Performance Computing / Databases / Human Computer Interaction / System Engineering / Machine Learning and Artificial Intelligence / Internet of things / Cloud Computing / Other Allied areas of Computer Science

1012. DEPARTMENT OF ELECTRONICS AND COMMUNICATION ENGINEERING

UG Degree	PG Degree		Ph.D. Degree
B.E. / B.Tech.	M.E. / M.Tech. / M.S. (Course-based)	M.S. (By Research)	
Branch:- Electronics and Communication Engineering / Biomedical Engineering / Medical Electronics / Electronics and Instrumentation Engineering	**Branch:-** Communication Systems / Applied Electronics / VLSI Design / VLSI Design and Embedded Systems / Medical Electronics / Biomedical Engineering / Other PG Programmes relevant to Electronics and Communication Engineering	**Area(s) of Specialization:-** Relevant areas of Electronics and Communication Engineering / Biomedical Engineering	**Area(s) of Specialization:-** Relevant areas of Electronics and Communication Engineering / Biomedical Engineering

1013. DEPARTMENT OF ELECTRICAL AND ELECTRONICS ENGINEERING

UG Degree	PG Degree		Ph.D. Degree
B.E. / B.Tech.	M.E. / M.Tech. / M.S. (Course-based)	M.S. (By Research)	
Branch:- Electrical and Electronics Engineering	**Branch:-** High Voltage Engineering / Power Systems Engineering / Embedded System Technologies / Power Engineering and Management / Power Electronics and Drives / Control and Instrumentation / Instrumentation Engineering	**Area(s) of Specialization:-** Electrical Engineering and its Allied areas	**Area(s) of Specialization:-** Electrical Engineering and its Allied areas.

1014. DEPARTMENT OF ELECTRONICS ENGINEERING

UG Degree	PG Degree		Ph.D. Degree
B.E. / B.Tech.	M.E. / M.Tech. / M.S. (Course-based)	M.S. (By Research)	
Branch:- Electronics and Communications Engineering / Electronics and Instrumentation Engineering	**Branch:-** VLSI Design / Applied Electronics / VLSI Design and Embedded Systems / Electronics Engineering / Communication Systems / Communication and Networking / Wireless Technology / Wireless Communications / Microwave and Optical Engineering / Optical Communication	**Area(s) of Specialization:-** Relevant areas of Communications / Networking / Signal Processing / Image Processing / VLSI Design	**Area(s) of Specialization:-** Relevant areas of Communications / Networking / Signal Processing / Image Processing / VLSI Design

1015. CENTRE FOR FOOD TECHNOLOGY

UG Degree	PG Degree		Ph.D. Degree
B.E. / B.Tech.	M.E. / M.Tech. / M.S. (Course-based)	M.S. (By Research)	
Branch:- Food Engineering and Technology / Food Technology / Food Processing and Preservation / Food Technology and Management / Food Processing Technology / Food Process Engineering	**Branch:-** Food Biotechnology / Food Engineering and Technology / Food Plant Operations Management / Food Process Engineering and Management / Food Processing / Food Processing Technology / Food Safety and Quality Management / Food Technology / Food Technology and Management / Process and Food Engineering / Dairy Technology / Food Science and Technology	**Area(s) of Specialization:-** Food Science / Food Technology and its Allied areas	**Area(s) of Specialization:-** Food Science / Food Technology and its Allied areas

1017. DEPARTMENT OF INFORMATION TECHNOLOGY

UG Degree	PG Degree		Ph.D. Degree
B.E. / B.Tech.	M.E. / M.Tech. / M.S. (Course-based)	M.S. (By Research)	
Branch:- Information Technology / Computer Science & Engineering / Electronics & Communication Engineering	**Branch:-** Information Technology / Computer Science & Engineering / Computer Science and Engineering with relevant specialization / Information Technology with relevant specialization / Computer Networks / Mobile and Pervasive Computing / Computer Vision and Image Processing / Multimedia Technology / Software Engineering / Applied Electronics	**Area(s) of Specialization:-** Relevant areas of Information and Communication Technology / Computer Science	**Area(s) of Specialization:-** Relevant areas of Information and Communication Technology / Computer Science

1018. DEPARTMENT OF INSTRUMENTATION ENGINEERING

UG Degree	PG Degree		Ph.D. Degree
B.E. / B.Tech.	M.E. / M.Tech. / M.S. (Course-based)	M.S. (By Research)	
Branch:- Electronics and Instrumentation Engineering / Instrumentation and Control Engineering / Instrument Technology / Instrumentation Engineering	**Branch:-** Instrumentation Engineering / Control & Instrumentation / Electronics and Instrumentation Engineering / Control Systems / Process Control and Instrumentation / Measurements & Instrumentation	**Area(s) of Specialization:-** Process Control / Measurements and Instrumentation / Allied areas of Electronics, Instrumentation and Control Engineering.	**Area(s) of Specialization:-** Process Control / Measurements and Instrumentation / Allied areas of Electronics, Instrumentation and Control Engineering.

1019. DEPARTMENT OF INFORMATION SCIENCE AND TECHNOLOGY

UG Degree	PG Degree		Ph.D. Degree
B.E. / B.Tech.	**M.E. / M.Tech. / M.S. (Course-based)**	**M.S. (By Research)**	
Branch:- Computer Science and Engineering / Information Technology / Computer Science / Computer Science Engineering / Electronics and Communication Engineering / Electrical and Electronics Engineering	**Branch:-** Information Technology / Computer Science and Engineering / Information Technology with any specialization / Computer Science and Engineering with any specialization / Computer Science / Software Engineering / Systems Engineering and Operations Research / Multimedia Technology / Multimedia Development / Computer Network Engineering / Computer Engineering	**Area(s) of Specialization:-** Relevant areas of Information Technology / Computer Science and Engineering	**Area(s) of Specialization:-** Relevant areas of Information Technology / Computer Science and Engineering

1021. DEPARTMENT OF MANUFACTURING ENGINEERING

UG Degree	PG Degree		Ph.D. Degree
B.E. / B.Tech.	**M.E. / M.Tech. / M.S. (Course-based)**	**M.S. (By Research)**	
Branch:- Manufacturing Engineering / Mechanical Engineering / Production Engineering	**Branch:-** CAD-CAM / Computer Integrated Manufacturing / Manufacturing Engineering / Manufacturing Engineering and Automation / Manufacturing Systems and Management / Mechatronics / Product Design and Development / Production Engineering / Production Technology / Robotics and Mechatronics / Manufacturing and Precision Engineering / Manufacturing Science and Engineering	**Area(s) of Specialization:-** Manufacturing and other its allied areas	**Area(s) of Specialization:-** Manufacturing and other its allied areas

1022. DEPARTMENT OF MECHANICAL ENGINEERING

UG Degree	PG Degree		Ph.D. Degree
B.E. / B.Tech.	**M.E. / M.Tech. / M.S. (Course-based)**	**M.S. (By Research)**	
Branch:- Mechanical Engineering / Manufacturing Engineering / Production Engineering / Metallurgical Engineering / Materials Science and Engineering	**Branch:-** Mechanical Engineering / Production Engineering / Engineering Design / Computer Aided Design / Computer Integrated Manufacturing / Manufacturing Engineering / Industrial Engineering / Thermal Engineering / Thermal Engineering with Specialization in Refrigeration and Air Conditioning / Refrigeration and Air Conditioning / Manufacturing Systems and Management / Heat Power Engineering / Internal Combustion Engineering / Solar Energy / Energy Engineering / Applied Mechanics / Metallurgical Engineering / Materials Science	**Area(s) of Specialization:-** Mechanical / Thermal / Design / Production / Manufacturing / Energy Engineering / Solar Energy / Internal Combustion Engineering / Materials Engineering / Metallurgical Engineering	**Area(s) of Specialization:-** Mechanical / Thermal / Design / Production / Manufacturing / Energy Engineering / Solar Energy / Internal Combustion Engineering / Materials Engineering / Metallurgical Engineering

1023. DEPARTMENT OF MINING ENGINEERING

UG Degree	PG Degree		Ph.D. Degree
B.E. / B.Tech.	**M.E. / M.Tech. / M.S. (Course-based)**	**M.S. (By Research)**	
Branch:- Mining Engineering	**Branch:-** Mining Engineering / Mineral Exploration / Mine Planning / Mine Planning with Mechanization / Mine Planning and Design / Rock Mechanics / Mine Environment / Opencast Mining / Rock Excavation Engineering / Tunneling and Underground Space Technology / Mining Machinery	**Area(s) of Specialization:-** Mine Planning and Design / Rock Mechanics and Ground Control / Ventilation / Mine Environment / Mine Safety / Rock Excavation / Drilling and Blasting / Mining Machinery / Applied Engineering in related to Mining	**Area(s) of Specialization:-** Mine Planning and Design / Rock Mechanics and Ground Control / Ventilation / Mine Environment / Mine Safety / Rock Excavation / Drilling and Blasting / Mining Machinery / Applied Engineering in related to Mining

1025. DEPARTMENT OF PRINTING TECHNOLOGY

UG Degree	PG Degree		Ph.D. Degree
B.E. / B.Tech.	M.E. / M.Tech. / M.S. (Course-based)	M.S. (By Research)	
Branch:- Printing Technology / Printing Engineering / Mechanical Engineering	**Branch:-** Printing and Packaging Technology / Computer Science and Engineering	**Area(s) of Specialization:-** Printing / Packaging / Areas relevant to Printing and Packaging	**Area(s) of Specialization:-** Printing / Packaging / Areas relevant to Printing and Packaging

1026. DEPARTMENT OF PRODUCTION TECHNOLOGY

UG Degree	PG Degree		Ph.D. Degree
B.E. / B.Tech.	M.E. / M.Tech. / M.S. (Course-based)	M.S. (By Research)	
Branch:- Production Engineering / Manufacturing Engineering / Mechanical Engineering	**Branch:-** Manufacturing Engineering / Production Engineering / Computer Integrated Manufacturing / Computer Aided Design / Mechatronics / CAD - CAM	**Area(s) of Specialization:-** Allied fields of Production Engineering / Mechanical Engineering / Metal Forming - Super Plastic Forming and Incremental Forming / Advanced Machining - EDM / Robotics / Product Design / Metal Cutting / Optimization / Mechatronics / Casting / Welding - Friction Stir Welding / Materials Engineering	**Area(s) of Specialization:-** Allied fields of Production Engineering / Mechanical Engineering / Metal Forming - Super Plastic Forming and Incremental Forming / Advanced Machining - EDM / Robotics / Product Design / Metal Cutting / Optimization / Mechatronics / Casting / Welding - Friction Stir Welding / Materials Engineering

1028. DEPARTMENT OF RUBBER AND PLASTICS TECHNOLOGY

UG Degree	PG Degree		Ph.D. Degree
B.E. / B.Tech.	M.E. / M.Tech. / M.S. (Course-based)	M.S. (By Research)	
Branch:- Rubber Technology / Rubber and Plastics Technology / Polymer Technology / Plastics Technology / Production Engineering	**Branch:-** Rubber Technology / Plastics Technology / Polymer Science and Engineering / Polymer Technology	**Area(s) of Specialization:-** Polymer Technology / Plastics Technology / Rubber Technology / Polymer Composites and its Allied Areas	**Area(s) of Specialization:-** Polymer Technology / Plastics Technology / Rubber Technology / Polymer Composites and its Allied Areas

1029. DEPARTMENT OF TEXTILE TECHNOLOGY

UG Degree	PG Degree		Ph.D. Degree
B.E. / B.Tech.	M.E. / M.Tech. / M.S. (Course-based)	M.S. (By Research)	
Branch:- Textile Technology / Textile Engineering	**Branch:-** Textile Technology / Textile Engineering / Fibre Science and Technology	**Area(s) of Specialization:-** Textile Technology and its Allied areas	**Area(s) of Specialization:-** Textile Technology and its Allied areas

1030. DEPARTMENT OF MANAGEMENT STUDIES

UG Degree	PG Degree / M.S. (Course-based)	M.S. (By Research)	Ph.D. Degree
Any recognized Bachelor's degree	Master's Degree in Business Administration / 2-year Post Graduate Diploma in Management	**Area(s) of Specialization:-** Management / Business Administration / Tourism	**Area(s) of Specialization:-** Management / Business Administration / Tourism

1031. DEPARTMENT OF ARCHITECTURE - Core Discipline

UG Degree	PG Degree		Ph.D. Degree
	M.Arch. or equivalent / M.Plan. or equivalent / M.Des. / M.Tech.	M.S. (By Research)	
Bachelor's Degree in Architecture (B.Arch.)	**Area of Specialization:-** Architecture / Architectural Conservation / Urban Design / Landscape Architecture / Product Design / Sustainable Design / Housing / Urban Planning / Urban and Regional Planning / Town and Country Planning / Environmental Planning / Construction Management / Project Management / Appropriate Technology / Building Energy Performance / Building Services / Architecture Technology / Digital Architecture / Habitat Studies / Cultural Studies	**Area(s) of Specialization:-** Architecture / Architectural Conservation / Urban Design / Landscape Architecture / Product Design / Sustainable Design / Housing / Urban Planning / Urban and Regional Planning / Town and Country Planning / Environmental Planning / Construction Management / Project Management / Appropriate Technology / Building Energy Performance / Building Services / Architecture Technology / Digital Architecture / Habitat Studies / Cultural Studies	**Area(s) of Specialization:-** Architecture / Architectural Conservation / Urban Design / Landscape Architecture / Product Design / Sustainable Design / Housing / Urban Planning / Urban and Regional Planning / Town and Country Planning / Environmental Planning / Construction Management / Project Management / Appropriate Technology / Building Energy Performance / Building Services / Architecture Technology / Digital Architecture / Habitat Studies / Cultural Studies

DEPARTMENT OF ARCHITECTURE - Allied Discipline

UG Degree	PG Degree		Ph.D. Degree
B.E / B.Tech.	M.E / M.Tech. / M.S. (Course-based)	M.S. (By Research)	
Branch:- Civil Engineering	**Branch:-** Structural Engineering	**Area(s) of Specialization:-** Structural Engineering	**Area(s) of Specialization:-** Structural Engineering

1033. DEPARTMENT OF CHEMISTRY

UG Degree	PG Degree	Ph.D. Degree
B.Sc.	M.Sc.	
Branch:- Chemistry / Applied Chemistry / Applied Science - with Physics, Mathematics & Chemistry / Honours Chemistry	**Branch:-** Chemistry / Applied Chemistry / Organic Chemistry / Inorganic Chemistry / Physical Chemistry / Analytical Chemistry / Polymer Chemistry / Industrial Chemistry / Physical and Materials Chemistry / Honours Chemistry / Chemical Sciences	**Area(s) of Specialization:-** Organic Chemistry / Inorganic Chemistry / Physical Chemistry / Analytical Chemistry / Polymer Chemistry/ Industrial Chemistry / Catalysis / Corrosion Sciences / Environmental Chemistry / Quantum Chemistry / Computational Chemistry / Nanochemistry / Any other allied areas of Chemistry
Integrated PG Degree		
Five-years Integrated M.Sc. Programme in Chemistry		

1034. DEPARTMENT OF ENGLISH

(A) ENGLISH

UG Degree	PG Degree	Ph.D. Degree
B.A.	M.A.	
Branch:- English Language & Literature	**Branch:-** English Language & Literature	**Area(s) of Specialization:-** English Language Teaching / Literature

(B) HUMANITIES

UG Degree	PG Degree	Ph.D. Degree
B.A.	**M.A.**	
Branch:- Economics	**Branch:-** Economics	**Area(s) of Specialization:-** Economics and Econometrics
Branch:- Philosophy	**Branch:-** Philosophy	**Area(s) of Specialization:-** Indian Philosophy and Culture

1036. DEPARTMENT OF MATHEMATICS

UG Degree	PG Degree	Ph.D. Degree
B.Sc.	**M.Sc.**	
Branch:- Mathematics	**Branch:-** Mathematics / Applied Mathematics	**Area(s) of Specialization:-** Any area in Mathematics / Applied Mathematics

1037. DEPARTMENT OF MEDIA SCIENCES

UG Degree	PG Degree	Ph.D. Degree
B.Sc. / B.A.	**M.Sc. / M.A.**	
Any Branch / Specialization	**Branch:-** Electronics Media / Journalism / Mass Communication / Visual Commincation / Broadcast Media / Fine Arts	**Area(s) of Specialization:-** Electronics Media / Media Studies / Communication / Any other relevant areas of specialization in Media Science

1038. DEPARTMENT OF MEDICAL PHYSICS

UG Degree	PG Degree	Ph.D. Degree
B.Sc.	**M.Sc.**	
Branch:- Physics	**Branch:-** Medical Physics	**Area(s) of Specialization:-** Medical Physics / Radiation Dosimetry / Biomaterials / Biophotonics / Nanomaterials / Optical Spectroscopy

1039. DEPARTMENT OF PHYSICS

UG Degree	PG Degree	Ph.D. Degree
B.Sc.	**M.Sc.**	
Branch:- Physics / Applied Science – with Physics, Mathematics & Chemistry	**Branch:-** Physics / Materials Science	**Area(s) of Specialization:-** Optics / Laser Physics / Materials Science / Condensed Matter Physics / Nonlinear Science

1040. UNIVERSITY LIBRARY

UG Degree	PG Degree	Ph.D. Degree
Any recognized Bachelor's degree	**Branch:-** Library Science / Information Science / Documentation Science / Any equivalent Library Professional Degree	**Area(s) of Specialization:-** Application of ICT / Bibliometrics / Digital Library / Knowledge Management / Library Automation / Library Management / Scientometrics / User Studies / Webometrics

1041. UNIVERSITY SPORTS BOARD

UG Degree	PG Degree	Ph.D. Degree
Any recognized Bachelor's degree	**Branch:-** Physical Education / Sports / Sports Science	**Area(s) of Specialization:-** Physical Education & Sports

ANNA UNIVERSITY, CHENNAI

ANNEXURE - III

DIRECT RECRUITMENT OF PROFESSOR / UNIVERSITY LIBRARIAN / DIRECTOR OF PHYSICAL EDUCATION

DEPARTMENT-WISE / CENTRE-WISE BRANCH / SPECIALIZATION

1001. DEPARTMENT OF AEROSPACE ENGINEERING

UG Degree	PG Degree		Ph.D. Degree
B.E. / B.Tech.	**M.E. / M.Tech. / M.S. (Course-based)**	**M.S. (By Research)**	
Branch:- Aeronautical Engineering / Aerospace Engineering	**Branch:-** Aeronautical Engineering / Avionics / Aerospace Technology / Aerospace Engineering / Thermal Engineering	**Area(s) of Specialization:-** Aircraft Structures / Aerodynamics / Propulsion / Avionics and its relevant areas	**Area(s) of Specialization:-** Aircraft Structures / Aerodynamics / Propulsion / Avionics and its relevant areas

1002. DEPARTMENT OF APPLIED SCIENCE AND TECHNOLOGY

UG Degree	PG Degree		Ph.D. Degree
B.E. / B.Tech.	**M.E. / M.Tech. / M.S. (Course-based)**	**M.S. (By Research)**	
Branch:- Petroleum Engineering and Technology / Petroleum Engineering / Petroleum Technology / Petroleum Refining and Petrochemicals / Chemical Engineering	**Branch:-** Petroleum Engineering / Petroleum Technology / Petroleum Refining and Petrochemicals / Chemical Engineering	**Area(s) of Specialization:-** Petroleum Engineering / Petroleum Technology / Petroleum Refining and Petrochemicals / Chemical Engineering and its relevant areas	**Area(s) of Specialization:-** Petroleum Engineering / Petroleum Technology / Petroleum Refining and Petrochemicals / Chemical Engineering and its relevant areas

1003. DEPARTMENT OF AUTOMOBILE ENGINEERING

UG Degree	PG Degree		Ph.D. Degree
B.E. / B.Tech.	**M.E. / M.Tech. / M.S. (Course-based)**	**M.S. (By Research)**	
Branch:- Automobile Engineering / Mechanical Engineering	**Branch:-** Automobile Engineering / Internal Combustion Engineering / Refrigeration and Air-conditioning / Energy Engineering	**Area(s) of Specialization:-** Automobile Engineering and its relevant areas	**Area(s) of Specialization:-** Automobile Engineering and its relevant areas

1005. DEPARTMENT OF BIOTECHNOLOGY

UG Degree	PG Degree		Ph.D. Degree
B.E. / B.Tech.	**M.E. / M.Tech. / M.S. (Course-based)**	**M.S. (By Research)**	
Branch:- Biotechnology / Biotechnology and Biochemical Engineering / Industrial Biotechnology	**Branch:-** Biochemical Engineering and Biotechnology / Bioinformatics / Bioprocess Engineering / Biotechnology / Biotechnology and Biochemical Engineering / Environmental Biotechnology / Industrial Biotechnology / Bioprocess Technology / Nano Biotechnology / Biopharmaceutical Technology / Food Biotechnology / Computational Biology	**Area(s) of Specialization:-** Biotechnology / Biological Sciences / Biochemical Engineering / Alied areas of Biotechnology	**Area(s) of Specialization:-** Biotechnology / Biological Sciences / Biochemical Engineering / Alied areas of Biotechnology

1007. DEPARTMENT OF CHEMICAL ENGINEERING

UG Degree	PG Degree		Ph.D. Degree
B.E. / B.Tech.	M.E. / M.Tech. / M.S. (Course-based)	M.S. (By Research)	
Branch:- Chemical Engineering / Chemical Technology / Chemical and Electrochemical Engineering	**Branch:-** Chemical Engineering / Biochemical Engineering / Chemical Reaction Engineering / Chemical Technology / Industrial Catalysis / Petrochem and Petroleum Refinery Engineering / Petrochemical Engineering / Petrochemical Technology / Petroleum Engineering / Petroleum Refining and Petrochemicals / Petroleum Technology / Plant Design / Biotechnology	**Area(s) of Specialization:-** Fluid Mechanics / Thermodynamics / Heat Transfer / Mass Transfer / Reaction Engineering / Process Control / Modelling & Simulation and other related areas of Chemical Engineering	**Area(s) of Specialization:-** Fluid Mechanics / Thermodynamics / Heat Transfer / Mass Transfer / Reaction Engineering / Process Control / Modelling & Simulation and other related areas of Chemical Engineering

1008. DEPARTMENT OF CIVIL ENGINEERING

UG Degree	PG Degree		Ph.D. Degree
B.E. / B.Tech.	M.E. / M.Tech. / M.S. (Course-based)	M.S. (By Research)	
Branch:- Civil Engineering / Geoinformatics	**Branch:-** Structural Engineering / Construction Engineering & Management / Soil Mechainics & Foundation Engineering / Environmental Engineering / Transportation Engineering / Highway Engineering / Urban Engineering / Hydraulics Engineering / Remote Sensing / Geotechnical Engineering / Integrated Water Resources Management / Hydrology and Water Resources Engineering / Irrigation Water Management	**Area(s) of Specialization:-** Structural Engineering / Soil Mechanics and Foundation Engineering / Geotechnical Engineering / Environmental Engineering / Urban Engineering / Transportation Engineering / Highway Engineering / Geo-Informatics / Remote Sensing / Hydrology / Hydraulics / Water Resources / Irrigation and Water Management	**Area(s) of Specialization:-** Structural Engineering / Soil Mechanics and Foundation Engineering / Geotechnical Engineering / Environmental Engineering / Urban Engineering / Transportation Engineering / Highway Engineering / Geo-Informatics / Remote Sensing / Hydrology / Hydraulics / Water Resources / Irrigation and Water Management

1011. DEPARTMENT OF COMPUTER SCIENCE AND ENGINEERING

UG Degree	PG Degree		Ph.D. Degree
B.E. / B.Tech.	M.E. / M.Tech. / M.S. (Course-based)	M.S. (By Research)	
Branch:- Computer Science and Engineering / Information Technology / Computer Science / Computer Science Engineering / Electronics and Communication Engineering / Electrical and Electronics Engineering / Instrumentation and Control Engineering	**Branch:-** Computer Science and Engineering / Computer Science Engineering / Information Technology / Computer Science and Engineering with any specialization / Information Technology with any specialization / Computer Science / Software Engineering / Multimedia Technology / Systems Engineering and Operations Research / Communication Systems / Multimedia Development	**Area(s) of Specialization:-** Information Technology / Computer Vision / Big Data Analytics / Theoretical Computer Science / Computer Networks / Embedded Systems / Software Engineering / Computer Architecture / Multimedia / Data and Text Analytics / High Performance Computing / Databases / Human Computer Interaction / System Engineering / Machine Learning and Artificial Intelligence / Internet of things / Cloud Computing / Other Allied areas of Computer Science	**Area(s) of Specialization:-** Information Technology / Computer Vision / Big Data Analytics / Theoretical Computer Science / Computer Networks / Embedded Systems / Software Engineering / Computer Architecture / Multimedia / Data and Text Analytics / High Performance Computing / Databases / Human Computer Interaction / System Engineering / Machine Learning and Artificial Intelligence / Internet of things / Cloud Computing / Other Allied areas of Computer Science

1012. DEPARTMENT OF ELECTRONICS AND COMMUNICATION ENGINEERING

UG Degree	PG Degree		Ph.D. Degree
B.E. / B.Tech.	M.E. / M.Tech. / M.S. (Course-based)	M.S. (By Research)	
Branch:- Electronics and Communication Engineering / Biomedical Engineering / Medical Electronics / Electronics and Instrumentation Engineering	**Branch:-** Communication Systems / Applied Electronics / VLSI Design / VLSI Design and Embedded Systems / Medical Electronics / Biomedical Engineering / Other PG Programmes relevant to Electronics and Communication Engineering	**Area(s) of Specialization:-** Relevant areas of Electronics and Communication Engineering / Biomedical Engineering	**Area(s) of Specialization:-** Relevant areas of Electronics and Communication Engineering / Biomedical Engineering

1013. DEPARTMENT OF ELECTRICAL AND ELECTRONICS ENGINEERING

UG Degree	PG Degree		Ph.D. Degree
B.E. / B.Tech.	M.E. / M.Tech. / M.S. (Course-based)	M.S. (By Research)	
Branch:- Electrical and Electronics Engineering / Electronics and Communication Engineering / Instrumentation and Control Engineering / Electronics and Instrumentation Engineering	**Branch:-** High Voltage Engineering / Power Systems Engineering / Embedded System Technologies / Power Engineering and Management / Power Electronics and Drives / Control and Instrumentation / Instrumentation Engineering / Electrical Engineering	**Area(s) of Specialization:-** Electrical Engineering and its Allied areas	**Area(s) of Specialization:-** Electrical Engineering and its Allied areas

1014. DEPARTMENT OF ELECTRONICS ENGINEERING

UG Degree	PG Degree		Ph.D. Degree
B.E. / B.Tech.	M.E. / M.Tech. / M.S. (Course-based)	M.S. (By Research)	
Branch:- Electronics and Communication Engineering	**Branch:-** Communication Systems / Wireless Technology / Electronics Engineering / Wireless communications / Applied Electronics / Power Electronics / Optical Communication / Microwave and Optical Engineering / VLSI Design and Embedded systems	**Area(s) of Specialization:-** Relevant areas of Communications / Networking / Signal processing / Image Processing / VLSI Design	**Area(s) of Specialization:-** Relevant areas of Communications / Networking / Signal processing / Image Processing / VLSI Design

1015. CENTRE FOR FOOD TECHNOLOGY

UG Degree	PG Degree		Ph.D. Degree
B.E. / B.Tech.	M.E. / M.Tech. / M.S. (Course-based)	M.S. (By Research)	
Branch:- Food Engineering and Technology / Food Technology / Food Processing and Preservation / Food Technology and Management / Food Processing Technology / Food Process Engineering	**Branch:-** Food Biotechnology / Food Engineering and Technology / Food Plant Operations Management / Food Process Engineering and Management / Food Processing / Food Processing Technology / Food Safety and Quality Management / Food Technology / Food Technology and Management / Process and Food Engineering / Dairy Technology / Food Science and Technology	**Area(s) of Specialization:-** Food Science / Food Technology and its Allied areas	**Area(s) of Specialization:-** Food Science / Food Technology and its Allied areas

1016. DEPARTMENT OF INDUSTRIAL ENGINEERING

UG Degree	PG Degree		Ph.D. Degree
B.E. / B.Tech.	M.E. / M.Tech. / M.S. (Course-based)	M.S. (By Research)	
Branch:- Industrial Engineering / Industrial & Production Engineering / Industrial Engineering & Management / Production & Industrial Engineering / Mechanical Engineering / Production Engineering / Manufacturing Engineering / Agricultural Engineering	**Branch:-** Industrial Engineering / Quality Engineering & Management / Industrial Engineering & Management	**Area(s) of Specialization:-** Industrial Engineering and its relevant areas	**Area(s) of Specialization:-** Industrial Engineering and its relevant areas

1017. DEPARTMENT OF INFORMATION TECHNOLOGY

UG Degree	PG Degree		Ph.D. Degree
B.E. / B.Tech.	M.E. / M.Tech. / M.S. (Course-based)	M.S. (By Research)	
Branch:- Information Technology / Computer Science & Engineering / Electronics & Communication Engineering	**Branch:-** Information Technology / Computer Science & Engineering / Computer Science and Engineering with relevant specialization / Information Technology with relevant specialization / Computer Networks / Mobile and Pervasive Computing / Computer Vision and Image Processing / Multimedia Technology / Software Engineering / Applied Electronics / Electronics Engineeing	**Area(s) of Specialization:-** Relevant areas of Information and Communication Technology / Computer Science	**Area(s) of Specialization:-** Relevant areas of Information and Communication Technology / Computer Science

1018. DEPARTMENT OF INSTRUMENTATION ENGINEERING

UG Degree	PG Degree		Ph.D. Degree
B.E. / B.Tech.	M.E. / M.Tech. / M.S. (Course-based)	M.S. (By Research)	
Branch:- Electronics and Instrumentation Engineering / Instrumentation and Control Engineering / Instrument Technology / Instrumentation Engineering / Electrical & Electronics Engineering	**Branch:-** Instrumentation Engineering / Control & Instrumentation / Electronics and Instrumentation Engineering / Control Systems / Process Control and Instrumentation / Measurements & Instrumentation	**Area(s) of Specialization:-** Process Control / Measurements and Instrumentation / Allied areas of Electronics, Instrumentation and Control Engineering.	**Area(s) of Specialization:-** Process Control / Measurements and Instrumentation / Allied areas of Electronics, Instrumentation and Control Engineering.

1019. DEPARTMENT OF INFORMATION SCIENCE AND TECHNOLOGY

UG Degree	PG Degree		Ph.D. Degree
B.E. / B.Tech.	M.E. / M.Tech. / M.S. (Course-based)	M.S. (By Research)	
Branch:- Information Technology / Computer Science and Engineering / Computer Science / Computer Science Engineering / Electronics and Communication Engineering / Electrical and Electronics Engineering / Instrumentation and Control Engineering	**Branch:-** Computer Science and Engineering / Information Technology / Computer Science and Engineering with any specialization / Information Technology with any specialization / Computer Science / Software Engineering / Multimedia Technology / Systems Engineering and Operations Research / Communication Systems / Multimedia Development / Applied Electronics	**Area(s) of Specialization:-** Relevant areas of Information Technology / Computer Science and Engineering	**Area(s) of Specialization:-** Relevant areas of Information Technology / Computer Science and Engineering

1021. DEPARTMENT OF MANUFACTURING ENGINEERING

UG Degree	PG Degree		Ph.D. Degree
B.E. / B.Tech.	M.E. / M.Tech. / M.S. (Course-based)	M.S. (By Research)	
Branch:- Manufacturing Engineering / Mechanical Engineering / Production Engineering	**Branch:-** CAD-CAM / Computer Integrated Manufacturing / Manufacturing Engineering / Manufacturing Engineering and Automation / Manufacturing Systems and Management / Mechatronics / Product Design and Development / Production Engineering / Production Technology / Robotics and Mechatronics / Manufacturing and Precision Engineering / Manufacturing Science and Engineering	**Area(s) of Specialization:-** Manufacturing and its allied areas	**Area(s) of Specialization:-** Manufacturing and its allied areas

1022. DEPARTMENT OF MECHANICAL ENGINEERING

UG Degree	PG Degree		Ph.D. Degree
B.E. / B.Tech.	**M.E. / M.Tech. / M.S. (Course-based)**	**M.S. (By Research)**	
Branch:- Mechanical Engineering / Manufacturing Engineering / Production Engineering / Metallurgical Engineering	**Branch:-** Energy Engineering / Engineering Design / Computer Aided Design / Computer Integrated Manufacturing / Manufacturing Engineering / Industrial Engineering / Thermal Engineering / Internal Combustion Engineering / Production Engineering / Manufacturing Systems and Management / Thermal Power Engineering / Applied Mechanics / Materials Science	**Area(s) of Specialization:-** Mechanical / Thermal / Design / Production / Manufacturing / Energy Engineering / Solar Energy / Internal Combustion Engineering / Materials Engineering	**Area(s) of Specialization:-** Mechanical / Thermal / Design / Production / Manufacturing / Energy Engineering / Solar Energy / Internal Combustion Engineering / Materials Engineering

1023. DEPARTMENT OF MINING ENGINEERING

UG Degree	PG Degree		Ph.D. Degree
B.E. / B.Tech.	**M.E. / M.Tech. / M.S. (Course-based)**	**M.S. (By Research)**	
Branch:- Mining Engineering	**Branch:-** Mining Engineering / Mineral Exploration / Mine Planning / Mine Planning with Mechanization / Mine Planning and Design / Rock Mechanics / Mine Environment / Opencast Mining / Rock Excavation Engineering / Tunneling and Underground Space Technology / Mining Machinery	**Area(s) of Specialization:-** Mine Planning and Design / Rock Mechanics and Ground Control / Ventilation / Mine Environment / Mine Safety / Rock Excavation / Drilling and Blasting / Mining Machinery / Applied Engineering related to Mining	**Area(s) of Specialization:-** Mine Planning and Design / Rock Mechanics and Ground Control / Ventilation / Mine Environment / Mine Safety / Rock Excavation / Drilling and Blasting / Mining Machinery / Applied Engineering related to Mining

1025. DEPARTMENT OF PRINTING TECHNOLOGY

UG Degree	PG Degree		Ph.D. Degree
B.E. / B.Tech.	**M.E. / M.Tech. / M.S. (Course-based)**	**M.S. (By Research)**	
Branch:- Printing Technology / Printing Engineering	**Branch:-** Printing and Packaging Technology / Computer Science and Engineering	**Area(s) of Specialization:-** Printing / Packaging / Areas relevant to Printing and Packaging	**Area(s) of Specialization:-** Printing / Packaging / Areas relevant to Printing and Packaging

1026. DEPARTMENT OF PRODUCTION TECHNOLOGY

UG Degree	PG Degree		Ph.D. Degree
B.E. / B.Tech.	**M.E. / M.Tech. / M.S. (Course-based)**	**M.S. (By Research)**	
Branch:- Production Engineering / Manufacturing Engineering / Mechanical Engineering	**Branch:-** Production Engineering / Manufacturing Engineering / Computer Integrated Manufacturing	**Area(s) of Specialization:-** Allied fields of Production Engineering / Mechanical Engineering / Metallurgical and Materials Engineering / Biomaterials / Fine Blanking / Robotics	**Area(s) of Specialization:-** Allied fields of Production Engineering / Mechanical Engineering / Metallurgical and Materials Engineering / Biomaterials / Fine Blanking / Robotics

1029. DEPARTMENT OF TEXTILE TECHNOLOGY

UG Degree	PG Degree		Ph.D. Degree
B.E. / B.Tech.	M.E. / M.Tech. / M.S. (Course-based)	M.S. (By Research)	
Branch:- Textile Technology / Textile Engineering	Branch:- Textile Technology / Textile Engineering / Fibre Science and Technology	Area(s) of Specialization:- Textile Technology and its Allied areas	Area(s) of Specialization:- Textile Technology and its Allied areas

1030. DEPARTMENT OF MANAGEMENT STUDIES

UG Degree	PG Degree / M.S. (Course-based)	M.S. (By Research)	Ph.D. Degree
Any recognized Bachelor's degree	Master's Degree in Business Administration / 2-year Post Graduate Diploma in Management	Area(s) of Specialization:- Management / Business Administration / Tourism	Area(s) of Specialization:- Management / Business Administration / Tourism

1031. DEPARTMENT OF ARCHITECTURE - Core Discipline

UG Degree	PG Degree		Ph.D. Degree
	M.Arch. or equivalent / M.Plan. or equivalent / M.Des. / M.Tech.	M.S. (By Research)	
Bachelor's Degree in Architecture (B.Arch.)	Area of Specialization:- Architecture / Architectural Conservation / Urban Design / Landscape Architecture / Product Design / Sustainable Design / Housing / Urban Planning / Urban and Regional Planning / Town and Country Planning / Environmental Planning / Construction Management / Project Management / Appropriate Technology / Building Energy Performance / Building Services / Architecture Technology / Digital Architecture / Habitat Studies / Cultural Studies	Area(s) of Specialization:- Architecture / Architectural Conservation / Urban Design / Landscape Architecture / Product Design / Sustainable Design / Housing / Urban Planning / Urban and Regional Planning / Town and Country Planning / Environmental Planning / Construction Management / Project Management / Appropriate Technology / Building Energy Performance / Building Services / Architecture Technology / Digital Architecture / Habitat Studies / Cultural Studies	Area(s) of Specialization:- Architecture / Architectural Conservation / Urban Design / Landscape Architecture / Product Design / Sustainable Design / Housing / Urban Planning / Urban and Regional Planning / Town and Country Planning / Environmental Planning / Construction Management / Project Management / Appropriate Technology / Building Energy Performance / Building Services / Architecture Technology / Digital Architecture / Habitat Studies / Cultural Studies

1032. DEPARTMENT OF TOWN PLANNING

UG Degree	PG Degree	Ph.D. Degree
Bachelor's Degree in Planning / Architecture / Civil Engineering	Master's Degree in Planning / Urban Planning / Town Planning / Regional Planning / Urban and Regional Planning / Town and Country Planning / Infrastructure Planning / Traffic and Transportation Planning / Environmental Planning / Housing	Area(s) of Specialization:- Traffic and Transportation Planning / Environmental Planning / Infrastructure Planning / Housing / Urban and Regional Planning / Urban Design / Allied areas of Planning
Bachelor's Degree in any discipline	Master's Degree in Geography / Economics / Sociology / Applied Geography **(AND)** Master's Degree in Planning / Urban Planning / Town Planning / Regional Planning / Urban and Regional Planning / Town and Country Planning / Infrastructure Planning / Traffic and Transportation Planning / Environmental Planning / Housing	
Integrated PG Degree in Geography / Economics / Sociology / Applied Geography **(AND)** Master's Degree in Planning / Urban Planning / Town Planning / Regional Planning / Urban and Regional Planning / Town and Country Planning / Infrastructure Planning / Traffic and Transportation Planning / Environmental Planning / Housing		

1033. DEPARTMENT OF CHEMISTRY

UG Degree	PG Degree	Ph.D. Degree
B.Sc.	**M.Sc.**	
Branch:- Chemistry / Applied Chemistry / Applied Science - with Physics, Mathematics & Chemistry / Honours Chemistry	**Branch:-** Chemistry / Applied Chemistry / Organic Chemistry / Inorganic Chemistry / Physical Chemistry / Analytical Chemistry / Polymer Chemistry / Industrial Chemistry / Physical and Materials Chemistry / Honours Chemistry / Chemical Sciences	**Area(s) of Specialization:-** Organic Chemistry / Inorganic Chemistry / Physical Chemistry / Analytical Chemistry / Polymer Chemistry / Industrial Chemistry / Catalysis / Corrosion Sciences / Environmental Chemistry / Quantum Chemistry / Computational Chemistry / Nanochemistry / Any other allied areas of Chemistry
Integrated PG Degree		
Five-years Integrated M.Sc. Programme in Chemistry		

1034. DEPARTMENT OF ENGLISH

UG Degree	PG Degree	Ph.D. Degree
B.A.	**M.A.**	
Branch:- English Language & Literature	**Branch:-** English Language & Literature	**Area(s) of Specialization:-** English Language Teaching / Literature

1036. DEPARTMENT OF MATHEMATICS

UG Degree	PG Degree	Ph.D. Degree
B.Sc.	**M.Sc.**	
Branch:- Mathematics	**Branch:-** Mathematics / Applied Mathematics	**Area(s) of Specialization:-** Any area in Mathematics / Applied Mathematics

1039. DEPARTMENT OF PHYSICS

UG Degree	PG Degree	Ph.D. Degree
B.Sc.	**M.Sc.**	
Branch:- Physics / Applied Science – with Physics, Mathematics & Chemistry	**Branch:-** Physics / Materials Science	**Area(s) of Specialization:-** Optics / Laser Physics / Materials Science / Condensed Matter Physics / Nonlinear Science

1040. UNIVERSITY LIBRARY

UG Degree	PG Degree	Ph.D. Degree
Any recognized Bachelor's degree	**Branch:-** Library Science / Information Science / Documentation Science / Any equivalent Library Professional Degree	**Area(s) of Specialization:-** Application of ICT / Bibliometrics / Digital Library / Knowledge Management / Library Automation / Library Management / Scientometrics / User Studies / Webometrics

1041. UNIVERSITY SPORTS BOARD

UG Degree	PG Degree	Ph.D. Degree
Any recognized Bachelor's degree	**Branch:-** Physical Education / Sports / Sports Science	**Area(s) of Specialization:-** Physical Education & Sports

தமிழ்
10 ஏப்ர 2009
சென்னை-600 002

30

064585

ABSTRACT

Higher Education - M.Phil. and Ph.D. degrees obtained through correspondence / Distance Education / Open University System declared as ineligible for appointment - Orders - Issued.

Higher Education (K2) Department

G.O. (Ms) No:91 Dated: 3-4-2009
Panguni-21
Thiruvalluvar Aandu-2040

Read:

Letter (Ms) No:268, Higher Education (K2) Department, dated 29.8.2006.

****

ORDER:-

During the meeting of the Vice-Chancellors of Universities under the aegis of Higher Education Department held on 21.6.2006 under the Chairmanship of Hon'ble Minister for Higher Education, the Vice-Chancellors have informed that no Ph.D. programme is available in Distance Education. Since the UGC has done away with acquiring of SLET / NET qualification for Ph.D and M.Phil candidates, it has become essential to improve the quality of M.Phil / Ph.D. course. To strengthen this, it was suggested that from the academic year 2007-2008 onwards, M.Phil / Ph.D. programme may not be offered through Distance Education and the same will be offered only in regular courses.

2. Based on the decision taken in the meeting, the Government in Letter (Ms) read above, directed all the Universities under the aegis of Higher Education Department that M.Phil / Ph.D. courses should not be offered through distance education from the academic year 2007-2008 and they should be offered only in the regular stream.

3. The Government have now examined the mater in detail and hereby declare that the M.Phil and Ph.D degrees obtained through the Correspondence / Distance Education / Open University System are ineligible for Government appointments and appointment as Lecturers in Colleges / Universities including self-financing colleges.

(BY ORDER OF THE GOVERNOR)

K.GANESAN
Principal Secretary to Government.

To
The Registrars of all Universities.
The University Grants Commission, New Delhi.
The All India Council for Technical Education, New Delhi.
The Distance Education Council, New Delhi.
The Director of Collegiate Education, Chennai-6.
The Principal Secretary / Commissioner of Technical Education, Chennai-25.
The Secretary, Tamil Nadu Public Service Commission, Chennai-2.
All Sections in Higher Education Department.
Personnel and Administrative Reforms Department, Chennai-9.
All Head of the Departments.

Copy to: National Information Centre, Chennai-9
to put in Govt. Web Site

//forwarded/by order//

3/4/09.
Section Officer.

ABSTRACT

Ordinance – Tamil Nadu Appointment on preferential basis in the Services under the State of Persons Studied in Tamil medium Ordinance, 2010 – Rules framed – Notified.

PERSONNEL AND ADMINISTRATIVE REFORMS (S) DEPARTMENT

G.O.Ms.No.145 **Dated:30.09.2010**

Read:

Tamil Nadu Ordinance No.3 of 2010

ORDER:

The following Notification will be published in the Tamil Nadu Government Gazette:-

NOTIFICATION.

In exercise of the powers conferred by sub-section (1) of section 8 of the Tamil Nadu Appointment on preferential basis in the Services under the State of Persons Studied in Tamil medium Ordinance, 2010 (Tamil Nadu Ordinance 3 of 2010), the Governor of Tamil Nadu hereby makes the following rules, namely :-

RULES

1. **Short title.**- These rules may be called the Tamil Nadu Appointment on preferential basis in the Services under the State of Persons Studied in Tamil medium Rules, 2010.

2. **Definition**:- In these rules, unless the context otherwise requires,-

(a) "direct recruitment" means first appointment of a person to any service under the State in accordance with the rules or regulations or orders in force;

(b)"persons studied in Tamil medium" means persons who have obtained the educational qualification or qualifications prescribed for direct recruitment in the rules or regulations or orders applicable to any appointment in the services under the State through Tamil medium of instruction;

(c) "services under the State" includes the services under-

(i) Government;
(ii) the Legislature of the State;
(iii) any local authority;

(iv) any Corporation or company owned or controlled by the Government; and

(v) any other authority in respect of which the State Legislature has power to make laws.

3. **Manner of selection for appointment**.- Twenty percent of all vacancies in the appointment in the services under the State which are to be filled through direct recruitment shall be set apart on preferential basis to persons studied in Tamil medium as illustrated below:-

ILLUSTRATION

Out of 200 seats, 40 seats shall be set apart on preferential basis to persons studied in Tamil medium, in their respective category, in the following manner:-

General Turn	19	31	48	65	81	100	115	131
	148	165	181	200				
Backward Classes (Other than Backward Classes Muslims)	18	38	58	74	94	114	134	149
	170	190	199					
Most Backward Classes/ De-notified Communities	23	46	73	96	123	146	173	196
Scheduled Castes	26	62	92	126	162	192		
Backward Classes Muslims	188							
Scheduled Caste Arunthathiars	166							
Scheduled Tribes	150							

(BY ORDER OF THE GOVERNOR)

K. N. VENKATARAMANAN
SECRETARY TO GOVERNMENT

To

All Secretaries to Government, Chennai - 600 009.
All Departments of Secretariat, Chennai - 600 009.
All Heads of Departments including District Collectors and District Judges,
The Secretary, Tamil Nadu Public Service Commission, Chennai-600 006.
The Registrar, High Court of Madras, Chennai – 600 104.
The Works Manager, Government Central Press, Chennai – 600 079.
(for publication in the Tamil Nadu Government Gazette)
The Accountant General, Chennai – 6 / 9/ 18 / 35.
The Chairman, Teachers' Recruitment Board/ TamilNadu Unformed Services Recruitment Board, Chennai 2

Copy to:

The Secretary to Hon'ble Chief Minister, Chennai – 600 009.

The Law (P & AR / Scrutiny) Department, Chennai – 600 009.
All Sections / All Officers in Personnel and Administrative Reforms Department,
Chennai – 600 009.
Personnel and Administrative Reforms (CC/AR-II) Department, Chennai –600 009.
Stock File / Spare Copy.

//Forwarded/By Order//

30/09/2010
SECTION OFFICER

ABSTRACT

Tamil Nadu Appointment on preferential basis in the services under the State of Persons Studied in Tamil Medium Rules, 2010 – Amendment to Rule 3 – Issued.

PERSONNEL AND ADMINISTRATIVE REFORMS (S) DEPARTMENT

G.O.Ms.No.40. Dated : 30.04.2014.
ஐய, சித்திரை 17,
திருவள்ளுவர் ஆண்டு, 2045.

Read :

1. Tamil Nadu Act No.40 of 2010.
2. G.O.(Ms) No.145, Personnel and Administrative Reforms (S) Department, dated 30.09.2010.
3. From the Secretary, Tamil Nadu Public Service Commission, Letter No.4422/RND-02/2000, dated 08.02.2012.

* * * * *

ORDER:

The following notification will be published in the **Tamil Nadu Government Gazette.**

NOTIFICATION.

In exercise of the powers conferred by sub section (1) of section 8 of the Tamil Nadu Appointment on preferential basis in the Services under the State of Persons Studied in Tamil Medium Act, 2010 (Tamil Nadu Act 40 of 2010), the Governor of Tamil Nadu hereby makes the following Amendment to Tamil Nadu Appointment on preferential basis in the Services under the State of Persons Studied in Tamil Medium Rules, 2010.

AMENDMENT.

In the said Rules, in Rule 3 under the heading ILLUSTRATION, the revised illustration as annexed to this Government Order shall be substituted.

(BY ORDER OF THE GOVERNOR)

P.W.C.DAVIDAR,
PRINCIPAL SECRETARY TO GOVERNMENT.

To
All Secretaries to Government, Chennai- 600 009.
All Departments of Secretariat, Chennai – 600 009.

All Heads of Department, including District Collectors/Judges/
Chief Judicial Magistrates.
The Secretary, Tamil Nadu Public Service Commission,
Chennai – 600 003. (10 copies)
The Registrar, High Court of Madras, Chennai – 600 104.
The Registrar, Madurai Bench of Madras High Court,
Madurai – 625 023.
The Works Manager, Government Central Press,
Chennai – 600 079. (for publication in the Tamil
Nadu Government Gazette)
The Accountant General, Chennai – 6/9/18/35.
The Chairman, Teachers' Recruitment Board, Chennai – 600 006.
The Chairman, Tamil Nadu Uniformed Services Recruitment Board,
Chennai – 600 020.
The Director, Employment and Training, Guindy,
Chennai – 600 032.

Copy to :
The Officers/Sections in Personnel and Administrative Reforms
Department, Chennai – 600 009.
All Departments of Secretariat (OP), Chennai -600 009 (to
communicate it to all sections.)
Law (P&AR /Scrutiny) Department, Chennai – 600 009
Personnel and Administrative Reforms (CC/AR-II) Department,
Chennai – 600 009.
SF/SC.

/Forwarded by order/

7.50 15/5/2014

SECTION OFFICER.

05/05/14

ANNEXURE

PERSONS STUDIED IN TAMIL MEDIUM

GENERAL TURN

Rotation	Turn
1,51	11,35,59,85,105,129,151,175,198
2,52	21,45,69,111,135,159,181
3,53	5,29,51,75,98,119,141,169,191
4,54	35,59,81,103,129,151,175,198
5,55	21,41,65,91,111,159,181
6,56	1,27,51,75,98,119,141,165,189
7,57	11,35,81,103,125,148,175,198
8,58	21,41,65,89,109,135,159
9,59	1,27,48,71,98,119,141,165,189
10,60	9,31,59,81,125,148,171,195
11,61	21,41,65,89,109,131,155,181
12,62	1,48,71,95,115,141,165,189
13,63	9,31,55,79,103,125,171,195
14,64	19,39,65,89,109,131,155,179,200
15,65	27,48,95,115,139,161,189
16,66	9,31,55,79,100,121,148,171
17,67	19,39,61,85,109,131,155,179,200
18,68	25,45,71,95,139,161,185
19,69	5,31,55,79,100,121,145,169,195
20,70	19,61,85,105,129,155,179,200
21,71	25,45,69,91,115,139,185
22,72	5,29,51,79,100,121,145,169,191
23,73	11,39,61,105,129, 151,175,200
24,74	25,45,69,91,111,135,161,185
25,75	29,51,75,98,121,145,169,191
26,76	11,35,59,85,105,151,175,198
27,77	21,45,69,91,111,135,159,181
28,78	5,29,75,98,119,141,169,191
29,79	11,35,59,81,103,129,151,198
30,80,	21,41,65,91,111,135,159,181
31,81	1,27,51,75,119,141,165,189
32,82	11,35,59,81,103,125,148,175,198
33,83	41,65,89,109,135,159,181
34,84	1,27,48,71,98,119,165,189
35,85	9,31,59,81,103,125,148,171,195
36,86	21,41,89,109,131,155,181,
37,87	1,27,48,71,95,115,141,165
38,88	9,31,55,79,103,125,148,171,195
39,89	19,39,65,89,131,155,179,200
40,90	27,48,71,95,115,139,161,189
41,91	9,55,79,100,121,148,171,195
42,92	19,39,61,85,109,131,179,200
43,93	25,45,71,95,115,139,161,185
44,94	5,31,55,100,121,145,169,195

45,95	19,39,61,85,105,129,155,179
46,96	25,45,69,91,115,139,161,185
47,97	5,29,51,79,100,145,169,191
48,98	11,39,61,85,105,129,151,175,200
49,99	25,69,91,111,135,161,185
50,100	5,29,51,75,98,121,145,191

GENERAL TURN – WOMEN

Rotation	Turn
1	39,95,159
2	9,75,139,195
3,23	59,111,179
4,99	29,95,148
5,25	11,79,131,198
6	48,111,169
7	31,89,151
8,28	19,69,131,189
9	51,105,171
10	25,89,151
11,31	5,71,125,191
12	41,105,161
13,33	27,91,145
14	9,61,125,181
15	45,100,165
16,36	29,81,145,200
17	65,119,185
18	35,100,165
19,39	21,85,139
20	1,55,119,175
21,41	39,103,159
22	25,75,139,195
24,44	41,95,159
26	48,111,179
27,47	31,98,151
29,49	51,115,171
30,50	35,89,151
32,52	55,105,171
34	9,61,125,191
35,55	45,109,165
37	65,129,185
38,58	48,100,165
40,60	1,69,119,185
42	25,75,139
43,63	1,59,121,179
45	11,79,141,198
46,66	61,111,179
48,68	19,81,131,198
51,71	19,71,135,191
53	27,91,155
54,74	9,75,125,191
56,76	29,95,145

57	9,65,129,185
59,79	29,85,148
61	39,103,169
62,82	25,89,139
64,84	41,105,159
65	25,79,141,198
67,87	41,98,161
69	51,115,181
70,90	35,100,151
72,92	55,119,171
73,93	35,91,155
75,95	55,109,175
77	9,65,129,195
78,98	48,111,165
80	1,69,131,185
81	48,103,169
83	1,69,121,189
85	25,79,141
86	5,61,125,179
88	19,81,145,198
89	61,115,181
91	19,81,135,200
94	21,75,139,191
96	29,95,159
97	9,75,129,195
99	29,95,148
100	11,69,131,185

GENERAL TURN – EX-SERVICEMEN

Rotation	Turn
2,52	91
4,54	11
5,55	135
7,57	59
8,58	181
10,60	103
12,62	27
13,63	148
15,65	71
16,66	195
18,68	115
20,70	39
21,71	161
23,73	85
25,75	5
26,76	129
28,78	51
29,79	175
31,81	98
33,83	21
34,84	141

36,86	65
37,87	189
39,89	109
41,91	31
42,92	155
44,94	79
45,95	200
47,97	121
49,99	45
50,100	169

GENERAL TURN – DESTITUTE WIDOWS

Rotation	Turn
3	35
5	175
8,51	111
11	48
13	189
16,59	125
19	61
21	200
24,67	139
27	75
30	11
32,75	151
35	89
38	27
40,83	165
43	100
46	39
48,91	179
54	51
56,99	191
62	65
65	1
70	79
73	19
78	91
81	29
86	103
89	41
94	115
97	55

BACKWARD CLASSES

Rotation	Turn
1	14, 49, 74, 104, 138, 164, 194
2	20, 49, 80, 108, 138, 168, 194
3	24, 54, 80, 114, 140, 170, 199
4	24, 58, 84, 114, 144, 170

5	4, 30, 58, 90, 118, 147, 178
6	4, 34, 60, 90, 120, 147, 180
7	8, 34, 68, 94, 124, 154, 180
8	10, 38, 68, 97, 124, 160, 184
9	10, 47, 70, 104, 134, 160, 190
10	14, 47, 74, 104, 138, 164, 190
11	20, 49, 80, 110, 138, 168, 194
12	20, 54, 80, 114, 140, 168, 199
13	24, 58, 88, 114, 144, 170, 199
14	30, 58, 90, 118, 144, 178
15	4, 34, 64, 90, 120, 147, 178
16	8, 34, 68, 94, 120, 154, 180
17	10, 44, 68, 97, 124, 154, 184
18	10, 47, 70, 97, 134, 160, 190
19	18, 47, 74, 104, 134, 164, 190
20	20, 49, 74, 110, 138, 168, 197
21	20, 54, 80, 110, 140, 168, 199
22	24, 54, 88, 114, 144, 174, 199
23	30, 58, 88, 118, 144, 178
24	4, 30, 64, 90, 120, 149, 178
25	8, 34, 64, 94, 120, 154, 180
26	8, 44, 68, 97, 128, 154, 184
27	10, 44, 70, 97, 134, 160, 184
28	18, 47, 74, 108, 134, 164, 190
29	18, 49, 74, 110, 138, 164, 197
30	20, 54, 84, 110, 140, 168, 197
31	24, 54, 88, 114, 140, 174, 199
32	30, 60, 88, 118, 144, 174
33	4, 30, 64, 90, 118, 149, 178
34	8, 38, 64, 94, 120, 149, 180
35	8, 44, 68, 94, 128, 154, 184
36	14, 44, 70, 97, 128, 160, 184
37	18, 47, 70, 108, 134, 164, 194
38	18, 49, 74, 108, 138, 164, 197
39	20, 49, 84, 110, 140, 170, 197
40	24, 54, 84, 114, 140, 174, 199
41	24, 60, 88, 118, 147, 174
42	4, 30, 60, 90, 118, 149, 178
43	4, 38, 64, 94, 124, 149, 180
44	8, 38, 68, 94, 128, 154, 180
45	14, 44, 70, 104, 128, 160, 184
46	14, 47, 70, 108, 134, 160, 194
47	18, 49, 80, 108, 138, 164, 194
48	20, 49, 84, 110, 138, 170, 197
49	24, 58, 84, 114, 140, 170, 199
50	24, 60, 88, 114, 147, 174
51	4, 34, 60, 90, 118, 147, 178
52	4, 38, 64, 90, 124, 149, 180
53	10, 38, 68, 94, 124, 154, 180
54	14, 44, 68, 104, 128, 160, 190
55	14, 47, 70, 104, 134, 160, 194

56	18, 47, 80, 108, 138, 168, 194
57	20, 49, 80, 110, 138, 170, 197
58	20, 58, 84, 114, 144, 170, 199
59	24, 58, 88, 114, 147, 174, 199
60	34, 60, 90, 120, 147, 178
61	4, 34, 64, 90, 124, 149, 178
62	10, 38, 68, 97, 124, 154, 180
63	10, 44, 68, 104, 128, 154, 190
64	14, 47, 74, 104, 134, 160, 190
65	18, 47, 80, 108, 134, 168, 194
66	20, 54, 80, 110, 138, 168, 197
67	20, 58, 84, 110, 144, 170, 199
68	30, 58, 88, 114, 144, 174, 199
69	34, 60, 88, 120, 147, 178
70	8, 34, 64, 90, 120, 149, 178
71	10, 38, 64, 97, 124, 154, 184
72	10, 44, 68, 97, 128, 154, 190
73	14, 44, 74, 104, 134, 164, 190
74	18, 47, 74, 108, 134, 168, 194
75	18, 54, 80, 110, 140, 168, 197
76	20, 54, 84, 110, 144, 170, 197
77	30, 58, 88, 118, 144, 174, 199
78	30, 60, 88, 120, 147, 174
79	8, 34, 64, 94, 120, 149, 178
80	8, 38, 64, 97, 124, 149, 184
81	10, 44, 70, 97, 128, 154, 184
82	14, 44, 74, 104, 128, 164, 190
83	18, 49, 74, 108, 134, 164, 194
84	18, 54, 80, 108, 140, 168, 197
85	24, 54, 84, 110, 140, 170, 197
86	30, 58, 84, 118, 144, 174
87	4, 30, 60, 88, 118, 147, 174
88	8, 34, 60, 94, 120, 149, 180
89	8, 38, 64, 94, 124, 149, 184
90	10, 38, 70, 97, 128, 160, 184
91	14, 44, 70, 104, 128, 164, 190
92	14, 49, 74, 108, 138, 164, 194
93	18, 49, 80, 108, 140, 168, 194
94	24, 54, 84, 114, 140, 170, 197
95	24, 58, 84, 118, 144, 170
96	4, 30, 60, 90, 118, 147, 174
97	4, 34, 60, 94, 120, 147, 180
98	8, 38, 68, 94, 124, 149, 180
99	10, 38, 70, 97, 124, 160, 184
100	14, 47, 70, 104, 128, 160, 190

BACKWARD CLASSES - WOMEN

Rotation	Turn
1	47,108,180
2	47,120,197
3,83	60,138,197

4,33	70,138
5	10,74,149
6,86	24,88,164
7,58	24,104,168
8	44,104,178
9,38,89	54,118,194
10	58,134,194
11	68,134
12,63,92	8,84,147
13,93	20,84,160
14	20,97,164
15,95	38,114,174
16,45	49,114,190
17	54,128,190
18,47	64,140
19,70,99	4,80,144
20	18,80,154
21	18,94,170
22	34,110,170
23,52	47,110,184
24,46	49,124,199
25, 54	60,138,199
26,77	74,140
27	14,74,149
28,57	24,90,168
29	30,108,168
30	44,108,180
31,82	58,120,197
32,61	58,134,197
34	10,88,147
35,64	20,88,164
36	24,104,164
37,66	38,114,178
39	54,128,194
40	68,144
41	8,84,144
42	18,84,160
43,65	20,97,174
44,73	34,110,174
48	4, 80,140
49	14,80,154
50	30,94,170
51,80	30,108,170
53	60,120,197
55	74,138
56,85	10,88,149
59	44,118,180
60	58, 118,194
62, 84	70,147
67	54,114,190
68	54,128

69	4,68,144
71	18,84,160
72	34,94,170
74	49,110,184
75	60,124,199
76	64,140,199
78	14,90,154
79	30,90,168
81	47,120,180
87	24,104,178
88	44,118,178
90	58,134
91	8,68,144
94	34,97,174
96	49,114,190
97	64,128
98	4,64,140
100	18,94,154

BACKWARD CLASSES – EX-SERVICEMEN

Rotation	Turn
1	190
3	168
5	144
7	120
9	97
11	74
13	54
15	30
17	8
18	184
20	164
22	140
24	118
26	94
28	70
30	49
32	24
34	4
35	180
37	160
39	138
41	114
43	90
45	68
47	47
49	20
50	199
52	178
54	154
56	134

58	110
60	88
62	64
64	44
66	18
67	197
69	174
71	149
73	128
75	108
77	84
79	60
81	38
83	14
84	194
86	170
88	147
90	124
92	104
94	80
96	58
98	34
100	10

BACKWARD CLASSES – DESTITUTE WIDOWS

Rotation	Turn
2	58
5	88
8,30	118
11	144
14	174
18,40	4
21	30
24	60
27,49	90
33	147
36,58	178
43	34
46,68	64
52	120
55,77	149
62	8
65,87	38
71	94
74,96	124
80	180
84	10
90	68
93	97
99	154

BACKWARD CLASS MUSLIMS

Rotation	Turn
1,11,12,22,56,66,67,77,78,88,89,90,100	99
2,3,4,14,15,25,26,36,70,80,81,91,92	158
6,7,17,18,19,29,30,40,41,51,85,95,96	15
8,42,52,53,63,64,74,75,76,86,87,97,98	40
9,10,20,21,32,33,43,44,54,55,65,99	78
13,23,24,34,35,45,46,47,57,58,68,69,79	130
27,37,38,48,49,59,60,61,71,72,82,83,93	188

BACKWARD CLASS MUSLIMS– WOMEN

Rotation	Turn
2,31,52,60,81,92	130
4,15,36,44,65,94	188
7,28,39,57,68,89,97	158
10,21,50,71,79,100	40
13,34,42,74	15
18,26,47,76,87	78
23,55,63,84	99

BACKWARD CLASS MUSLIMS– EX-SERVICEMEN

Rotation	Turn
8	15
22	78
36	130
50	188
65	40
79	99
93	158

BACKWARD CLASS MUSLIMS– DESTITUTE WIDOWS

Rotation	Turn
10	130
34	99
58	78
82	15

MOST BACKWARD CLASSES AND DENOTIFIED COMMUNITIES

Rotation	Turn
1,6,11,16,21,26,31,36,41,46,51,56, 61,66,71,76,81,86, 91,96	17,63,96,133,177
2,7,12,17,22,27,32,37,42,47,52,57, 62,67,72,77,82,87,92,97	13,53,87,127,167
3,8,13,18,23,28,33,38,43,48,53,58, 63,68,73,78,83,88,93,98	3,37,83,117,163,196
4,9,14,19,24,29,34,39,44,49,54,59, 64,69,74,79,84,89,94,99	33,77,113,153,187
5,10,15,20,25,30,35,40,45,50,55, 60,65,70,75,80,85,90,95,100	28,67,101,137,183

MOST BACKWARD CLASSES AND DENOTIFIED COMMUNITIES – WOMEN

Rotation	Turn
1,20,26,45,51,70,76,95	57,143
2,21,27,46,52,71,77,96	43,123
3,9,15,28,34,40,53,59,65,78,84,90	23,123
4,10,29,35,54,60,79,85	7,107,193
5,24,30,49,55,74,80,99	93,173
6,25,31,50,56,75,81,100	73,157
7,13,19,32,38,44,57,63,69,82,88,94	57,157
8,14,33,39,58,64,83,89	43,143
11,36,61,86	93,193
12,18,37,43,62,68,87,93	73,173
16,22,41,47,66,72,91,97	23,107
17,23,42,48,67,73,92,98	7,93,193

MOST BACKWARD CLASSES AND DENOTIFIED COMMUNITIES – EX-SERVICEMEN

Rotation	Turn
2,7,12,17,22,27,32,37,42,47,52,57,62, 67,72,77,82,87,92,97	46
4,9,14,19,24,29,34,39,44,49,54,59,64, 69,74,79,84,89,94,99	146

MOST BACKWARD CLASSES AND DENOTIFIED COMMUNITIES – DESTITUTE WIDOWS

Rotation	Turn
2,27,52,77	143
6,31,56,81	173
11,36,61,86	7
15,40,65,90	43
19,44,69,94	73
23,48,73,98	107

SCHEDULED CASTE

Rotation	Turn
1,11,21,31,41,51,61,71,81,91	22,82,126,176
2,12,22,32,42,52,62,72,82,92	36,82,136,186
3,13,23,33,43,53,63,73,83,93	36,86,136,186
4,14,24,34,44,54,64,74,84,94	42,86,152,192
5,15,25,35,45,55,65,75,85,95	42,106,152
6,16,26,36,46,56,66,76,86,96	6,56,106,156
7,17,27,37,47,57,67,77,87,97	6,56,112,156
8,18,28,38,48,58,68,78,88,98	16,62,112,172
9,19,29,39,49,59,69,79,89,99	16,72,122,172
10,20,30,40,50,60,70,80,90,100	22,72,122,176

SCHEDULED CASTE – WOMEN

Rotation	Turn
1,22,30,43,51,72,80,93	76, 182
2,15,23,31,44,52,65,73,81,94	116
3,16,24,37,45,53,66,74,87,95	26,162
4,7,12,20,28,33,36,41,49,54,57,62,70,78, 83,86,91,99	92
5,13,26,34,42,55,63,76,84,92	12,142
6,14,27,35,48,56,64,77,85,98	52,182
8 ,21, 29,50,58,71,79,100	26,142
9,17,25,38,46,59,67,75,88,96	76
10,18,39,47,60,68,89,97	12,116
11,19,32,40,61,69,82,90	52,162

SCHEDULED CASTE – EX-SERVICEMEN

Rotation	Turn
2,12,22,32,42,52,62,72,82,92	126
5,15,25,35,45,55,65,75,85,95	192
9,19,29,39,49,59,69,79,89,99	62

SCHEDULED CASTE – DESTITUTE WIDOWS

Rotation	Turn
3, 53	52
8, 58	162
14,64	76
19,69	182
25,75	92
31,81	12
36,86	116
42,92	26
47,97	142

SCHEDULED CASTE ARUNTHATHIYAR

Rotation	Turn
1,10,15,24,37,42,46,51,60,65,74,87,92,96	32
2,6,11,33,38,47,52,56,61,83,88,97	66
3,8,12,17,26,31,40,53,58,62,67,76,81,90	166
5,14,19,23,28,50,55,64,69,73,78,100	2
7,20,25,29,34,43,48,57,70,75,79,84,93,98	102
16,21,30,35,39,44,66,71, 80,85,89, 94	132

SCHEDULED CASTE ARUNTHATHIYAR - WOMEN

Rotation	Turn
1,16,41,81	102
4,10,29,35,44,50,69,75	66
7,13,22,47,53,87,93	132

19,59,84	166
26,32, 57,66,72,91,97	2
38,63,78	32

SCHEDULED CASTE ARUNTHATHIYAR – EX-SERVICEMEN

Rotation	Turn
2,52	102
19,69	32
35,85	166

SCHEDULED CASTE ARUNTHATHIYAR – DESTITUTE WIDOWS

Rotation	Turn
1	2
28	132
56	102
84	66

SCHEDULED TRIBES

Rotation	Turn
1,9,24,28,36,43,51,59,74, 78, 86, 93	50
4,12,16,20,31,39,47, 54, 62,66,70,81,89,97	150

SCHEDULED TRIBES – WOMEN

Rotation	Turn
3,48,58	150
12,22,30,40,67,77,87, 95	50

SCHEDULED TRIBES – EX-SERVICEMEN

Rotation	Turn
5,55	150

SCHEDULED TRIBES – DESTITUTE WIDOWS

Rotation	Turn
2	50

P.W.C.DAVIDAR,
PRINCIPAL SECRETARY TO GOVERNMENT.

/True Copy/

D. 5/5/2014
SECTION OFFICER.
05/05/14

FOR OFFICE USE ONLY

TAMIL NADU GOVERNMENT SERVANTS (CONDITIONS OF SERVICE) ACT, 2016.

TAMIL NADU ACT NO. 14 OF 2016

[As Published in Part IV-Section 2 of the Tamil Nadu Government Gazette Extraordinary dated the 15th September 2016 (Issue No. 207)]

PERSONNEL AND ADMINISTRATIVE REFORMS(S) DEPARTMENT SECRETARIAT, CHENNAI-600 009.

THE TAMIL NADU GOVERNMENT SERVANTS

(CONDITIONS OF SERVICE) ACT, 2016.

ARRANGEMENT OF SECTIONS.

SECTIONS.

1. Short title and commencement.
2. Application.
3. Definitions.
4. Classification.
5. Pay, allowances, leave, leave salary, pension and other conditions of service.
6. Cadre.
7. Approved candidates.
8. Application fee for recruitment.
9. Method of recruitment.
10. Right of probationers and approved probationers to re-appointment.
11. Discharge and re-appointment of probationers, approved probationers and full members.
12. Members absent from duty.
13. Right to be a probationer or approved probationer, in two or more services.
14. Service right in former service.
15. Age concession for appointment on compassionate grounds.
16. Employment concession for outstanding Scouts.
17. Temporary appointments.
18. Recruitment to posts, which are outside the purview of the Commission.
19. Appointment by agreement.
20. Qualifications.
21. Linguistic qualification.
22. Language Test.
23. Special provisions relating to certain degrees.
24. Exemption from special qualification to be acquired or special test to be passed during probation.
25. Special qualifications.
26. Appointment of women.
27. Reservation of appointments.
28. Date of commencement of probation of persons first appointed temporarily.
29. Service in a different service counting for probation.
30. Completion of probation and drawal of arrears of increment.
31. Termination or extension of probation.
32. Probationer's suitability for full membership.
33. Extension of probation.

34. Exercise of certain powers of appointing authority by higher authorities.

35. Exercise of certain powers of appointing authority by lower authorities.

36. Appeal against discharge.

37. Appointment of full members.

38. Appointment as full member, discharge and re-appointment of member who are not probationers or approved probationers.

39. Penalty for failure to pass prescribed test.

40. Fixation of seniority.

41. Promotion.

42. Appointment to higher category not to be considered if he had been on leave for three or four years or more continuously.

43. Appointment by recruitment by transfer.

44. Promotion or recruitment by transfer during extension of service.

45. Revision of list of approved candidates for appointment by promotion or by recruitment by transfer.

46. Annulment or modification of list of approved candidates for appointment or promotion by Government.

47. Temporary promotion.

48. Posting and transfer.

49. Consequence of resignation.

50. Acceptance of resignation.

51. Military duty to count for pension.

52. Reversion and re-appointment of full member.

53. Appointment in place of members dismissed, removed, compulsorily retired or reduced in rank.

54. Savings.

55. Re-employment of pensioners.

56. Appointment of All India Service Officers to State posts.

57. Relinquishment of rights by members.

58. Power to deal with certain cases.

59. Alteration of date of birth.

60. Correction of date of birth.

61. Age concession for discharged Government employees or temporary Government employees.

62. Application of adhoc rules.

63. Concession for Ex-servicemen.

64. Age concession for Differently abled.

65. Age concession for persons affected due to the ban on direct recruitment.

66. Appeal or Review.

67. Committee on Appeals.

68. Overriding effect of special rules.
69. Application of certain rules.
70. Validation.
71. Special provisions.
72. Power to remove difficulties.
73. Power to amend Schedules.

SCHEDULE-I

SCHEDULE-II

SCHEDULE-III

SCHEDULE-IV

SCHEDULE-V

SCHEDULE-VI

SCHEDULE-VII

SCHEDULE-VIII

SCHEDULE-IX

SCHEDULE-X

SCHEDULE-XI

SCHEDULE-XII

The following Act of the Tamil Nadu Legislative Assembly received the assent of the Governor on the 14th September 2016 and is hereby published for general information:—

ACT No. 14 OF 2016

An Act to regulate the Service conditions of the Tamil Nadu Government Servants.

BE it enacted by the Legislative Assembly of the State of Tamil Nadu in the Sixty-seventh Year of the Republic of India as follows:—

Short title and Commencement.

1. (1) This Act may be called the Tamil Nadu Government Servants (Conditions of Service) Act, 2016.

(2) Sub-section (1) of section 40 shall be deemed to have come into force on the 1st January 1955 and all the remaining provisions of this Act shall come into force at once.

Application

2. This Act shall apply to the holders of all posts, whether temporary or permanent, in all State and Subordinate Services except to the extent otherwise expressly provided—

(a) by or under any law for the time being in force; or

(b) in respect of any member of such service by a contract or agreement subsisting between such member and the Government.

Definitions.

3. In this Act, unless the context otherwise requires,—

(a) "appointed by transfer" means appointment of a member of a service from one category to another category in the same service carrying identical scale of pay or pay band;

(b) "appointed to a service" means when a person appointed in accordance with this Act or in accordance with the rules applicable at the time, as the case may be, discharges, for the first time the duties of a post borne on the cadre of such service or commences the probation, instruction or training prescribed for members thereof.

Explanation.— The appointment of a person holding a post borne on the cadre of one service to hold additional charge of a higher post in the same service or a post borne on the cadre of another service or to discharge the current duties thereof does not amount to appointment to the latter service;

(c) "approved candidate" means a candidate whose name appears in an authoritative list of candidates approved for appointment to any service, class or category;

(d) "approved probationer" means member of a service, class or category, who has satisfactorily completed his probation and awaits appointment as a full member of such service, class or category;

(e) "Arunthathiyars" means the castes, Arunthathiyar, Chakkiliyan, Madari, Madiga, Pagadai, Thoti and Adi Andhra within the list of 76 Scheduled Castes notified by the President of India under Article 341 of the Constitution by the Constitution (Scheduled Castes) Order, 1950;

(f) "Backward Classes" means the communities specified as Backward Classes, Backward Class Muslims, Most Backward Classes and Denotified Communities in Parts A, B, C and D respectively, of Schedule-I.

Explanation.— Persons who belong to the State of Tamil Nadu alone, who belong to one of the communities specified in Schedule-I, shall be treated as persons who belong to one of such communities;

(g) "Commission" means the Tamil Nadu Public Service Commission;

(h) "committee on appeals" means the committee specified in section 67;

(i) "discharge of a probationer" means, in case the probationer is a full member or an approved probationer of another service, class or category reverting him to such service, class or category and in any other case, dispensing with his services;

(j) "ex-servicemen" means,—

(i) any person, who had served in any rank (whether as combatant or not) in the Armed Forces of the Union and has been released therefrom on or before the 30th June 1968 otherwise than by way of dismissal or discharge on account of misconduct or inefficiency; or

(ii) any person, who had served in any rank (whether as combatant or not) in the Armed Forces of the Union for a continuous period of not less than six months after attestation and released therefrom between 1st July 1968 and 30th June 1979 (both days inclusive) otherwise than by way of dismissal or discharge on account of misconduct or inefficiency; or

(iii) any person, who had served in any rank (whether as combatant or not) in the Armed Forces of the Union for a continuous period of not less than six months after attestation, if released between 1st July 1979 and 30th June 1987 (both days inclusive),—

(a) for reasons other than at his own request or by way of dismissal or discharge on account of misconduct or inefficiency; or

(b) at his own request after serving for a period of not less than five years; or

(iv) any person, who had served in any rank (whether as combatant or not) in the Armed Forces of the Union, and had retired or had been released on or after 1st July 1987 from such service,—

(a) at his own request after earning his pension; or

(b) on medical grounds attributable to military service or circumstances beyond his control and awarded medical or other disability pension; or

(c) otherwise than at his own request after earning his pension, as a result of reduction in establishment; or

(d) after completing specific period of engagement, otherwise than at his own request or by way of dismissal or discharge on account of misconduct or inefficiency and has been given a gratuity;

(v) any person of the Territorial Army of the following categories, namely, pension holder for continuous embodied service, person with disability attributable to military service and gallantry award winner retired on or after 15th November 1986;or

(vi) any person of the Army Postal Service who retired on or after 19th July 1989 directly from the said service without reversion to Postal and Telegraph Department with pension or who has been released on or after 19th July 1989 from such service on medical grounds attributable to military service or circumstances beyond his control and awarded medical or other disability pension; or

(vii) any person discharged on or after July 1987 under Army Rule 13(3) III (V) for the reason that his service is no longer required and in receipt of pension:

Provided that in all cases, an ex-serviceman once recruited to a post in any service or class or category, cannot claim the concession of being called an ex-serviceman for his further recruitment:

Provided further that a person discharged before July 1987 under Army Rule 13 (3) III (V) for the reason that his service is no longer required is not an ex-serviceman;

(k) "full member" means a member whose service has been confirmed in the service in which he has been first appointed;

(l) "Government" means the State Government;

(m) "member of a service" means a person who has been appointed to that service and who has not retired or resigned, been removed or dismissed, been substantively transferred or reduced to another service or been discharged otherwise than for want of vacancy. He may be a probationer, an approved probationer or a full member of that service;

(n) "military duty" means,—

(i) duty of any kind (including a course of training) involving subjection to Naval, Military or Air Force Law; or

(ii) duty (including a course of training), with a liability to serve overseas or in any operational area in Naval, Military or Air Force unit or formation or under Military, Munitions or Stores authorities or in factories; or

(iii) whole time duty in—

(a) the Civil Pioneer Force, the Madras Civil Labour Units or the Madras Labour Units for Ceylon; or

(b) the Armed Reserve Police or any other Civil Defence Organisation specified by the Central Government; or

(c) any post created for the efficient prosecution of the war of 1939-1946 or associated with the training of war technicians, if duty in such post is declared by the Central Government to be military duty.

***Explanation*.**— No duty shall be treated as military duty unless either of the following condition is satisfied:—

(i) It must have been rendered within the period commencing on the 3rd September 1939 and ending with the 21st November 1948:

Provided that if it commenced on or after the 2nd April 1946, it shall not be reckoned as military duty; or

(ii) It must have been rendered within the period commencing on the 26th October 1952 and ending with the 10th January 1968;

(o) "on duty" means a person as a member of a service,—

(i) when he is performing the duties of a post borne on the cadre of such service or is undergoing the probation, instruction or training prescribed for such service;

(ii) when he is on joining time; or

(iii) when he is absent from duty during vacation or on authorised holidays or on casual leave taken in accordance with the instructions regulating such leave issued by the Government having been on duty immediately before and immediately after such absence;

(iv) when he has compulsorily to wait for orders of posting on return from leave;

(p) "probationer in a service" means a member of that service who has been placed on probation as prescribed in the special rules applicable to him and not completed his probation;

(q) "promotion" means the appointment of a member of any category or grade of service or class of service to a higher category or grade of such service or class;

(r) "recruited direct to a service" means when a candidate, in case his first appointment to a service, class or category has to be made in consultation with the Commission, on the date of its notification inviting applications for the recruitment and in any other case, at the time of his first appointment thereto, he is not in the service of the Government of India or the Government of a State:

Provided that, for the purpose of this definition, a person shall be deemed to be not in the service of the Government of India or the Government of a State—

(i) if a period of five years has not elapsed since his first appointment to a service of the Government of India or the Government of a State; or

(ii) if he belongs to the Scheduled Castes, Schedules Tribes or Backward Classes;

(s) "recruited by transfer to a service" means,-

(i) if, at the time of his first appointment to a service, class or category, he is either a full member or an approved probationer in the Madras High Court Service or in any other service, the rules for which prescribe a period of probation for member thereof; or

(ii) in case, at the time of his first appointment thereto, he is the holder of a post which has been included in another service but for which no probation has been prescribed, if he has put in that post satisfactory service for a total period of two years on duty within a continuous period of three years.

Explanation.— Where the special rules for a service provide for recruitment to that service or to any class or category thereof by transfer from any specified service, class or category, a candidate need not, for the purpose of such recruitment, be a full member or an approved probationer in the service, class or category so specified, provided he is a full member or an approved probationer in any other service, class or category;

(t) "recruitment agency" means the Tamil Nadu Public Service Commission, the Teachers Recruitment Board, the Tamil Nadu Uniformed Service Recruitment Board, the Tamil Nadu Medical Services Recruitment Board and such other bodies constituted by the Government for selection of candidates for appointment to any service;

(u) "reserve list" means a list which is prepared so as to contain not less than twenty five per cent of the candidates of each reservation group including General Turn in the regular list and shall be in force until the regular list is drawn up subsequently;

(v) “Schedule” means the Schedule appended to this Act;

(w) “Scheduled Castes” means the communities mentioned in Part-A of Schedule-II.

Explanation.— No person who professes a religion different from Hinduism or Sikhism or Buddhism shall be deemed to be a member of a Scheduled Caste:

Provided that nothing contained in this Explanation shall adversely affect the notifications issued and selections or appointments made during the period on and from the 3rd June 1990 to the 1st August 2008;

(x) “Scheduled Tribes” means the communities mentioned in Part-B of Schedule-II;

(y) “service” means a group of persons classified by the Government as a State Service or Subordinate Service, as the case may be.

Explanation.— Where the context so requires, “service” means the period during which a person holds a post or a lien on a post or is a member of a service as above defined;

(z) “Special Rules” means the rules in Part-III of the Tamil Nadu State and Subordinate Service Rules applicable to each service or class of service;

(za) “war service” means—

(i) service of any kind in a unit or formation liable for service overseas or in any operational area or in the Indian National Army (I.N.A);

(ii) service in India under military, munitions or stores authorities or in factories with a liability to serve overseas or in any operational area;

(iii) all other service involving subjection to Naval, Military or Air Force Law;

(iv) a period of training with a Military unit or formation involving liability to serve overseas or in any operational area;

(v) valuable service rendered to the fighting forces in otherways, e.g., by way of recruiting;

(vi) service in Armed Reserve Police or any other civil defence organisation specified in this behalf by the Central Government or any Government;

(vii) any service connected with the prosecution of the war which a person was required to undertake by a competent authority under the provisions of any law for the time being in force;

(viii) service in any of the following:—

(a) National war front organisation;

(b) Camouflage organization;

(c) Special organisation for the production of war supplies through small scale industries;

(d) any post associated with the training of war technicians if duty, in such post is declared by the Central Government to be, Military duty;

(e) post of Special Constable on coastal patrol duty; and

(f) survey of India if the service was temporary and involved liability for service overseas.

Explanation.— (1) Only whole time service of any of the kinds specified above will be recognised as war service.

(2) *S*ervice in the Civil Pioneer Force, Madras Civil Labour Units and Madras Labour Units for Ceylon will be deemed to fall within the scope of sub-clause (iii).

(3) *P*ersons whose service of any of the kinds specified above has been characterized in their discharge certificate or other documents as 'indifferent' or 'bad' shall not be eligible for the concessions allowed by this Act.

(4) *P*ersons who have been discharged from the Army, Navy or Air Force or from any other kind of war service for any reasons other than those specified below shall not be eligible for the concessions allowed by this Act,—

(i) medical invalidations;

(ii) demobilization;

(iii) completion of engagement;

(iv) unlikely to become an efficient solider or airman, etc;

(v) services no longer required;

(vi) character not tested;

(vii) compassionate grounds;

(viii) unfit for service;

(ix) below standard;

(5) The service shall be in connection with the war of 1939-1946.

Classification

4. Persons holding posts under the Government shall be classified into following groups, namely:—

Group A Employees in posts drawing Grade Pay of Rs.6,600/- and b above;

Group B Employees in posts drawing Grade Pay of Rs.4,400/- and above, but below Rs.6,600/-;

Group C Employees in posts drawing Grade Pay of Rs.1,400/- and above, but below Rs.4,400/-;

Group D Employees in posts drawing Grade Pay of Rs.1,300/-.

Pay, allowances, leave, leave salary, pension and other conditions of service.

5. The Tamil Nadu Civil Services (Discipline and Appeal) Rules, the rules regulating the pay of the services, the Tamil Nadu Government Servants' Conduct Rules, 1973, the Fundamental Rules, the Tamil Nadu Leave Rules, 1933 and the Tamil Nadu Pension Rules, 1978, shall in so far as they may be applicable and except to the extent expressly provided in this Act, govern members of every service in the matter of their pay, allowance, leave, leave salary, pension and other conditions of service:

Provided that save as otherwise expressly provided in the special rules nothing contained in this Act shall affect the operation of the provisions of rule 16 of the Tamil Nadu Pension Rules, 1978 relating to the fixation of pay of a member of a service who is in receipt of a military pension:

Provided further that a person appointed in a department, performing agency functions on behalf of the Central Government in pursuance of the provisions of clause (1) of Article 258 of the Constitution shall be governed in the matter of his leave and pension by the rules issued by the Central Government in that behalf:

Provided also that the said rules shall, in their application to the members of the Secretariat staff of the Governor, be construed as if the functions of the Government under those rules were the functions of the Governor.

Cadre.

6. The permanent cadre of each service, class, category and grade shall be determined by the Government.

Approved candidates.

7. (1) All first appointments to any class or category or grade in any State Service or Subordinate Service, whether by direct recruitment or by recruitment by transfer or by promotion, shall be made by the appointing authority from a list of approved candidates. All appointments made by transfer, from one class to another class and from one category to another category, in the same service carrying identical scale of pay shall be made by the appointing authority from a list of approved candidates. Such list shall be prepared in the manner as specified in Schedule-XI by the appointing authority or any other authority empowered in the special rules in that behalf and shall be displayed in the notice board in the office of the appointing authority. The list shall also be communicated to all persons concerned by registered post whose names are found in the list as well as to persons senior to the junior most person included in the list whose names have not been included in the list. Where the candidates in such list are arranged in their order of preference, appointments to the service shall be made in such order:

Provided that the list of approved candidates for appointment by promotion and by recruitment by transfer to all the categories of posts in the State and Subordinate Services shall be prepared annually against the estimated number of vacancies expected to arise during the course of a year. The estimate of vacancies shall be prepared taking into account the total number of permanent post in a category; the number of temporary posts in existence; the anticipated sanction of new posts in the next year; the recruitment post of leave reserves; the anticipated vacancies due to retirement and promotion, etc., in the course of the year and the number of candidates already in position in that category. The list of approved candidates, so prepared, shall be in force for a period of one year only and shall lapse at the end of the year. The candidates whose names were included in the previous list, but were not appointed, shall be considered, if eligible for inclusion in the list of next year along with their seniors, if any, whose names were not included in the previous list either because they were found not suitable or because they were not technically qualified when the previous list was drawn up:

Provided further that, for preparing such lists to fill up vacancies, the names of the qualified candidates in the seniority list in a class, category or service shall be considered in the following proportions (rounding off fractions to the next whole number):—

Number of vacancies.	Number of qualified candidates to be considered.
1-20	200% of the actual number of estimated vacancies;
21-80	175% of the actual number of estimated vacancies, subject to a minimum of 40;
81 and above	150% of the actual number of estimated vacancies, subject to a minimum of 140:

Provided also that if the qualified candidates, after consideration of their claims, are found not suitable for the post, the names of the next qualified candidates, to the extent necessary, shall be considered:

Provided also that in respect of each reserved vacancy to be filled up by the candidate belonging to the Backward Class, Backward Class Muslims or the Most Backward Class and Denotified Community or the Scheduled Caste or the Scheduled

Tribe, the names of the first two qualified candidates belonging to the Backward Classes, Backward Class Muslims or Most Backward Classes and Denotified Communities or the Scheduled Castes and Scheduled Tribes, as the case may be, shall be considered, subject to their availability and if the first two qualified candidates belonging to the Backward Classes, Backward Class Muslims or Most Backward Classes and Denotified Communities or the Scheduled Castes and Scheduled Tribes, as the case may be, are found not suitable for the post, the claims of the next two qualified candidates belonging to that reserved category shall be considered. No reserved vacancy shall be left unfilled, except when no qualified candidates in the seniority list in a class, category or service belonging to that reserved category are available for consideration. In respect of a vacancy to be filled up by General Turn, the names of the qualified candidates including those belonging to the Backward Classes, Backward Class Muslims, the Most Backward Classes and Denotified Communities, the Scheduled Castes and the Scheduled Tribes in the seniority in a class, category or service shall also be considered:

Provided also that in respect of filling up vacancies in the post of Head of Department, the number of names of qualified candidates to be considered shall be fixed as twice the number of vacancies plus three in the seniority list in a class, category or service.

Explanation I.—The period of one year validity for the list of approved candidates shall be reckoned from the date of approval of the panel by the competent authority.

***Explanation* II**.—In respect of appointment to the posts, which are under the purview of the Commission, temporary list may be drawn and published as aforesaid with reference to the qualification on the date fixed for the regular lists to meet out the exigencies of service and to avoid administrative delay. Once a qualified candidate is included in the temporary list with reference to the qualification on the crucial date fixed for regular list, his rights for temporary appointment should be protected and he should not be overlooked in preference to a person, who was not included in the temporary list as he was not qualified on the crucial date, but subsequently qualified. The temporary list shall be adopted for giving temporary appointments till the regular list is approved and regular appointments are made with reference to the regular list.

Explanation III.—No temporary list shall be prepared in respect of the posts for which the consultation of the Commission is not required and the list of names prepared, if any, shall be a regular one:

Provided also that wherever, advancement to Higher temporary posts, under the scheme of "Flexible complementing" has been provided, a panel of persons who will be completing ten years of satisfactory service during the period from 1st June of a year to 31st May of the next year and are suitable for advancement to the next higher post, shall be kept ready every year so that the advancement may be sanctioned on completion of ten years of satisfactory service. Leave other than extraordinary leave without allowances should be taken into account while computing the ten years period. The period of ten years in the lower post will be reckoned from the date of regular appointment to that post, but will exclude the periods of reversion. The panel so prepared shall be utilised for promotion to higher posts in the regular line, except in respect of posts, for which consultation with the Commission is necessary for preparing the panel for appointment to higher posts in the regular line.

Explanation.— The scheme of "Flexible complementing" provides for advancement to the next higher posts, on completion of ten years of satisfactory service in the lower post.

(2) *W*here a candidate's name has been included in the list of approved candidates for more than one service, the appointing authority who proposes to appoint such a

candidate first shall require him to elect the service to which he wishes to be appointed. On such election, the candidate's name shall be removed from the list or lists of approved candidates for the service or services to which he does not wish to be appointed.

(3) An approved candidate for any service or for any class or category thereof who joins the Armed Forces in connection with the National Emergency before he is appointed to the service, class or category for which he has been selected or a person who while on such military duty is selected for a civil post and included in the list of approved candidates for appointment to a service or class or category thereof shall be appointed to such service, class or category on his due turn with effect from the date on which he would have been so appointed, but for his absence on military duty. With effect from the date on which he is so appointed, he shall be entitled to count the period of his military duty towards probation on his civil post. He shall be deemed to have entered the time scale or pay band applicable to the civil post with effect from the same date. The military duty shall count for increments to which he shall be eligible in the time scale or pay band in the same manner in which they would have been admissible, if he had not taken up the military duty. On discharge from military duty, he shall, within a period of six months from the date of such discharge, take up his civil post and thereafter undergo such portion of the period of probation as remains after counting the period of military duty under this sub-section. He shall also undergo such training and pass such tests as may have been prescribed in the Special Rules for the said post, within a period equal to the prescribed period of probation or such other period as may have been prescribed in the said Special Rules from the date of joining the civil post after discharge from military duty:

Provided that the time limit of six months referred in this sub-section shall not apply to a person who is wounded while on military duty or as a result of such duty is otherwise rendered unfit to take up his civil post within that time. He may take up his civil post after he is declared on medical examination to be fit for duty, within a period of two years or such further period as may be granted by the appointing authority from the date of his discharge from military duty.

(4) The inclusion of a candidate's name in any list of approved candidates for any class or category in a service shall not confer on him any claim to appointment to the class or category in that service.

(5) If an approved candidate selected by the Commission for appointment by direct recruitment fails to join duty ordinarily within three months from the date of receipt of the order directing him to join duty or within an earlier date, if so specified by the appointing authority in special circumstances, he shall forfeit his right for appointment to the post and his name shall be removed from the approved list:

Provided that in special circumstances, the appointing authority may extend the time limit referred to in this sub-section upto six months for valid reasons:

Provided further that in exceptional circumstances, if any candidate is allowed to join duty beyond the time limit of six months, his seniority in that post shall be fixed below the junior most candidate appointed to that post in that service on the date of his joining duty.

Application fee for recruitment.

8. Every candidate for appointment to any service, who, in response to a notification issued by the Commission, makes an application, shall remit the fee that may be prescribed by the Government, from time to time:

Provided that this section shall not apply to a candidate belonging to any of the Backward Classes, who has taken a degree whatever may be the post or service with reference to which the application is made:

Provided further that this section shall not apply to a candidate belonging to any of the Scheduled Castes or Scheduled Tribes whatever may be the post or service with reference to which the application is made:

Provided also that this section shall not apply to candidates who have rendered war service:

Provided also that this section shall not apply to the members of the Operation Subordinate Service and work-charged establishment of the Electricity Department who apply for the posts reserved for such members only:

Provided also that this section shall not apply to the members of the work-charged establishment under the Electrical Engineer (General) who apply for recruitment to the posts of Supervisors (Electrical), II Grade, in the Tamil Nadu Electrical Subordinate Service:

Provided also that the concession under the first proviso shall be restricted to three free chances in the case of candidates belonging to any of the Backward Classes.

Explanation.— The examination for each group will be a combined one for the purpose of filling vacancies in the services included in that Group A candidate may apply to be admitted to all or any of the services in each group if he wishes to be admitted as a candidate for more than one service in the same group, he shall send only one application. But, if he wishes to be admitted as a candidate for services in more than one group, he shall send one application for each group. He will be required to pay the fees mentioned in this section one for each group and will not be required to pay separate fees for each service in a group for which he applies. If, however, he applies for more than one group, he will be required to pay separate fees for each group:

Provided also that this section shall not apply to Ex-servicemen as defined in clause (j) of section 3. But, the exemption herein granted shall be restricted to two free chances:

Provided also that this section shall not apply to a Differently abled candidate:

Provided also that this section shall not apply to destitute widows defined in Explanation I under sub-section (8) of section 20.

Method of recruitment.

9. Notwithstanding anything contained in the Special Rules for various State and Subordinate Services, where the normal method of recruitment to any service, class or category is neither solely by direct recruitment nor solely by recruitment by transfer but is both by direct recruitment and by recruitment by transfer,—

(a) the proportion or order in which the special rules concerned may require vacancies to be filled by direct recruitment and by recruitment by transfer shall be applicable only to vacancies in the permanent cadre;

(b) a person shall be recruited direct only against vacancy in such permanent cadre, and only if the vacancy is one which should be filled by a direct recruit under the special rules referred to in clause (a); and

(c) recruitment to all other vacancies shall be made by recruitment by transfer:

Provided that any temporary post, which is in existence for more than five years, shall be treated as a permanent post for the purpose of this section.

Right of probationers and approved probationers to re appointment.

10. A vacancy in any service, class or category not being a vacancy which shall be filled by direct recruitment under the special rules referred to in clause (a) of section 9 shall not be filled by the appointment of a person who has not yet commenced his probation in such service, class or category when an approved probationer or a probationer therein is available for such appointment.

Discharge and re appointment of probationers, approved probationers and full members.

11. (1) Probationers, approved probationers and full members shall be discharged for want of vacancies in the order of juniority.

(2) Full members, approved probationers and probationers who have been discharged for want of vacancies shall be reappointed in vacancies which arise in the order of seniority.

Members absent from duty.

12. The absence of a member of a service from duty in such service, whether on leave, or on foreign service or on deputation or for any other reason and whether his lien in a post borne on the cadre of such service is suspended or not, shall not, if he is otherwise fit, render him ineligible in his turn,—

(a) for re - appointment to a substantive or officiating vacancy in the class, category, grade or post in which he may be a probationer or an approved probationer;

(b) for promotion to a higher category in such service;

(c) for appointment to any substantive or officiating vacancy in another service for which he may be an approved candidate, as the case may be, in the same manner as if he had not been absent. He shall be entitled to all the privileges in respect of appointment, seniority, promotion and appointment as full member which he would have enjoyed, but for his absence, subject to his completing satisfactorily the period of probation on his return;

(d) for appointment to any substantive or officiating vacancy in another service, if according to the provisions governing appointment to such other service—

(i) he is entitled to such appointment; and

(ii) the normal method of recruitment to such other service is by transfer from the service of which he is a member or any class or category thereof:

Provided that a member of a service who is appointed to another service outside his regular line and is continuing in that service beyond five years shall not be considered for promotion or for appointment by recruitment by transfer to a higher post in his regular line eventhough he is otherwise qualified for such promotion or appointment, unless he returns to the former service and puts in a fresh service for a period of not less than one year in the former service.

Right to be a probationer or approved probationer, in two or more services.

13. A member of a service, who has been appointed to another service and is a probationer or approved probationer in the latter service, shall not be appointed to any other service for which he may be an approved candidate, unless he relinquishes his right in the latter service.

Service right in former service.

14. A member of a service, whenever selected by direct recruitment for appointment in any other service of the Government or in other State Governments, Central Government, Universities, or any other quasi-government organisations, shall hold the service right in the former service for a period not exceeding one year only from the date of relief from the former service:

Provided that the persons appointed to the services of other State Governments, Central Government, Public Sector Undertakings, or Local Bodies, Corporations, Universities or any other quasi-government organisations, shall hold such service right in their former services only if the pay, leave salary and pensionary contributions for the said period of one year are paid by such other State Governments, Central Government, Public Sector Undertakings, Local Bodies, Corporations, Universities or any other quasi-government organisations or by the individual concerned.

Age concession for appointment on compassionate grounds.

15. Notwithstanding anything contained in the Special Rules for various State and Subordinate Services regarding the maximum age limit for appointment by direct recruitment, in the case of appointment on compassionate grounds, the maximum age limit shall be thirty five years of age in respect of the sons or the unmarried daughters and fifty years of age in respect of wife or husband of the Government servant, who died in harness while in service, or retired from service on medical invalidation before attaining the age of fifty three years, as the case may be.

Explanation I.— For the purpose of considering the maximum age limit, the date of death of the Government servant or the date of retirement on medical invalidation before he attains the age of fifty three years, as the case may be, shall be taken into account.

Explanation II.— The expression 'sons and daughters' in this section shall includes a widowed daughter, divorced daughter, or a married daughter deserted by her husband and living with the family of the deceased Government servant, a legally adopted son or a legally adopted daughter, whose adoption was made during the life time of the deceased Government servant:

Provided that in respect of legally adopted son, it shall be with effect on and from the 11th March 1982; in respect of legally adopted unmarried daughter, it shall be with effect on and from the 26th October 1983; in respect of a widowed daughter or a divorced daughter, it shall be with effect on and from the 17th June 1991; and in respect of a married daughter deserted by her husband and living with the family of the deceased Government servant, it shall be with effect on and from 16th July 1993:

Provided further that the widowed daughter or divorced daughter or a married daughter deserted by her husband and living with the family of the deceased Government servant shall not be eligible to avail the concession of appointment on compassionate grounds, unless they are nominated in writing by the widow or widower of the deceased Government servant.

Employment concession for Outstanding Scouts.

16. Notwithstanding anything contained in this Act or in the special rules for various State and Subordinate Services, other things being equal, preference shall be given to the Outstanding Scouts for appointment to any post by direct recruitment.

Explanation.— For the purpose of this section, "Outstanding Scout" means a Scout who has received the award of the President of India.

Temporary appointments.

17. (1) Where it is necessary in the public interest owing to an emergency which has arisen to fill immediately a vacancy in a post borne on the cadre of a service, class or category and there would be undue delay in making such appointment in accordance with the provisions of this Act and the special rules, the appointing authority may temporarily appoint a person, who possesses the qualifications prescribed for the post otherwise than in accordance with this Act and the said rules:

Provided that no appointment by direct recruitment under this section shall be made of any person other than the one sponsored by the Commission from its regular or reserve list of successful candidates to any of the posts within the purview of the Commission:

Provided further that appointment by direct recruitment under this section in respect of posts within the purview of the Commission shall be made, only where new posts with new qualifications are created temporarily and where the Commission does not have a regular or reserve list of successful candidates for sponsoring.

(2) Where it is necessary to fill a short vacancy in a post borne on the cadre of service, class or category and the appointment of the person who is entitled to such appointment under this Act and the special rules, would involve excessive expenditure on travelling allowance or exceptional administrative inconvenience, the appointing authority may appoint any other person who possess the qualifications, if any prescribed for the said service, class or category.

(3) A person appointed under sub-section (1) shall be replaced as soon as possible by a member of a service or an approved candidate qualified to hold the post under this Act, and in any case, he shall not be continued for a period of more than one year from the date of his temporary appointment.

(4) Where it is necessary to appoint an officer against whom an enquiry into allegations of corruption or misconduct is pending, but no charge sheet has been filed in the criminal case or where no charge under sub-rule (b) of rule 17 of the Tamil Nadu Civil Services (Discipline and Appeal) Rules have been framed or no proceedings before the Tribunal for Disciplinary Proceedings is pending, the appointing authority may appoint him temporarily pending enquiry into the allegations against him.

(5) A person appointed under sub-sections (1), (2) or (4) shall not be regarded as a probationer in such service, class or category or be entitled by reason only of such appointment to any preferential claim to future appointment to such service, class or category. The services of a person appointed under sub-sections (1), (2) or (4) shall be liable to be terminated by the appointing authority at any time without notice and without any reason being assigned.

(6) A person appointed to any part-time post created in lieu of a whole time post borne on the cadre of a service, class or category shall not be regarded as a probationer in such service nor shall be entitled by reason only of such appointment to any preferential claim to future appointment to such service, class or category.

(7) Notwithstanding anything contained in this Act, if and when a temporary post is created as addition to the cadre of any service, class or category and the holder thereof is required by the Government to possess any special qualification, knowledge or experience, any person who possesses such qualification, knowledge or experience and is considered to be best fitted to discharge the duties of such post may, irrespective of other considerations, be appointed to that post by the appointing authority, but the person so appointed shall not, by reason only of such appointment, be regarded as a probationer in such service, class or category nor shall he acquire any preferential right to future appointment to such service, class or category.

Recruitment to posts, which are outside the purview of the Commission.

18. (1) Where the posts are outside the purview of the Commission, recruitment shall be made by calling for names of eligible candidates from the employment exchange besides inviting applications by giving advertisements in two prominent dailies (one in vernacular language):

Provided that this sub-section shall not apply in the case of appointments of dependants of Government servants who die in harness or the Government servants who retire from service on medical invalidation before attaining the age of fifty three years.

(2) The candidates to be appointed shall be selected on the basis of merit by the appointing authority or by an officer designated by the appointing authority or by a Committee of Officers not exceeding three duly constituted by the appointing authority, subject to the rule of reservation of posts wherever applicable after subjecting the candidates to an oral interview and, if necessary, a short written test which can be evaluated in a short time.

Appointment by agreement.

19. (1) When in the opinion of the Government, special provisions inconsistent with any of the provisions of this Act or of any other rules made under the proviso to Article 309 of the Constitution or continuing by Article 313 of that Constitution (hereinafter referred to in this section as the said rules) are required in respect of conditions of service, pay and allowances, pension, discipline and conduct with reference to any particular post, or any of them, it shall be open to the Government to make an appointment to such post otherwise than in accordance with this Act or the said rules and to provide by agreement with the person so appointed for any of

the matters in respect of which in the opinion of the Government special provisions are required to be made and to the extent to which such provisions are made in the agreement, nothing in this Act or the said rules shall apply to any person so appointed in respect of any matter for which provision is made in the agreement:

Provided that in every agreement made in exercise of the powers conferred by this section, it shall further be provided that in respect of any matter in respect of which no provision has been made in the agreement, the provisions of this Act or of the said rules shall apply.

(2) A person appointed under sub-section (1) shall not be regarded as a member of the service in which the post to which he is appointed is included and shall not be entitled by reason only of such appointment to any preferential claim to any other appointment in that service or any other service.

Qualifications.

20. (1) The minimum general educational qualification wherever referred to in the special rules shall mean the qualification specified in Schedule-III.

(2) Where the special rules for any service prescribe the possession of the minimum general educational qualification referred to in sub-section (1) as a qualification for appointment as full member in such service or in any class or category thereof or for promotion to any other class or category in such service or for appointment by transfer to any other service, a person who is already a member of a service who does not possess the minimum general educational qualification, but who is certified by the head of the department concerned to be otherwise deserving of appointment as full member or promotion or transfer, as the case may be, shall be deemed to possess the minimum general educational qualification, if he appears for the examination of the S.S.L.C. Standard conducted by the Commission and obtains the minimum percentage of marks specified below:—

Subject for the Examination	Minimum percentage of marks
(1) English	35
(2) General knowledge	35

Provided that persons in service without adequate knowledge of Tamil or whose knowledge of Tamil is not of such standard as to write the examinations referred to in this sub-section in Tamil may write them in any one of the languages, namely, Telugu, Malayalam, Kannada, Urdu or Hindi and they need not pass the language test in Tamil on their appointment to higher post by transfer or promotion.

(3) The rule relating to possession of minimum general educational Qualification will not be relaxed in any case of appointment to a higher post from a lower post.

(4) No person shall be eligible for appointment to any service by direct recruitment unless he satisfies the Commission in cases where the appointment has to be made in consultation with it or the appointing authority, in other cases—

(i) that his character and antecedents are such as to qualify him for such service;

(ii) that such a person does not have more than one wife living or if such a person is a woman, that she is not married to any person who has a wife living;

(iii) that such a person satisfies the age prescribed in the special rules on the first July of the year in which the vacancy is notified; and

(iv) that, notwithstanding anything contained in the special rules, such a person also possesses the qualifications including experience prescribed for a post, on the date of notification of the vacancy:

Provided that the candidates who have written the final year degree examination shall be admitted to the preliminary examination for recruitment to the posts included in Group I Service conducted by the Commission, subject to the condition that such candidates shall produce proof of having passed the degree examination, with their application for the main written examination, failing which they will not be admitted to the main written examination.

(5) No person shall be eligible for appointment to any service by direct recruitment unless he satisfies the appointing authority regarding his physical fitness for the post for which production of physical fitness certificate is prescribed, whether such post is within or outside the purview of the Commission:

Provided that Differently abled persons may be appointed if the defect is not such as it would render the candidates unfit for efficiently discharging the duties attached to the post and their fitness for service is assessed on the basis of the nature and degree of their disability and their functional capacity relating to the job which they seek.

(6) (a) No person shall be eligible for appointment to any service by direct recruitment, unless he has completed eighteen years of age on the first July of the year in which the vacancy is notified.

(b) No person shall be eligible for appointment to any service on compassionate grounds, unless he has completed eighteen years of age on the date of submission of application, to the appropriate authority within the period of three years from the date of death of the Government servant.

(7) A candidate for appointment to a post under the State shall be,—

(a) a citizen of India, or

(b) a subject of Nepal, or

(c) a subject of Bhutan, or

(d) a person of Indian origin who has migrated from Pakistan, Myanmar, Sri Lanka, or East African Countries of Kenya, Uganda, the United Republic of Tanzania, Zambia, Malawi, Zaire and Ethiopia with the intention of permanently settling in India:

Provided that a candidate specified in clauses (b), (c) and (d) shall be a person in whose favour a certificate of eligibility has been given by the Government:

Provided further that a candidate in whose case a certificate of eligibility is necessary may be admitted to an examination or interview conducted by the Commission or other recruiting authority and he may also provisionally be appointed subject to the necessary certificate being given to him by the Government.

(8) The maximum age limit prescribed in the special rules shall not apply—

(i) to the appointment of a candidate belonging to any of the Scheduled Castes, Scheduled Tribes, Backward Class Muslims, Backward Classes, Most Backward Class or Denotified Communities or of destitute widows of all castes to a post included in a service for which the special rules prescribe a qualification lower than a degree of any University recognized by the University Grants Commission, if such candidate possesses a general educational qualification which is higher than that referred to in sub-section (1) and he is otherwise qualified for appointment; or

(ii) to the appointment to a post included in a service of a candidate belonging to any of the Scheduled Castes, Scheduled Tribes, Backward Class Muslims, Backward Classes, Most Backward Classes and Denotified Communities or of destitute widows of all castes who holds a degree of any University recognized by the University Grants Commission, if the degree he holds is not lower than the

degree prescribed in the special rules for appointment to such post and if he is otherwise qualified for appointment:

Provided that, for direct recruitment to a post included in a service for which the minimum qualification required is not higher than the minimum general educational qualification, the age limit prescribed shall be increased by five years in respect of candidates belonging to Scheduled Castes or Scheduled Tribes or in respect of destitute widows of all castes, who do not possess a general educational qualification, which is higher than the minimum general educational qualification:

Provided further that for direct recruitment to a post included in a service for which the minimum qualification required is not higher than the minimum general educational qualification, the age limit prescribed shall be increased by two years in respect of candidates belonging to Backward Class Muslims, Backward Classes, Most Backward Classes or Denotified Communities, who do not possess a general educational qualification, which is higher than the minimum general educational qualification.

Explanation-I.—(i) For the purpose of this section, “destitute widow” shall mean a widow whose total monthly income from all sources shall not be more than Rs.4,000/- (Rupees four thousand only) including any family pension or other receipts including income from private practice in the case of professionals, but shall not include a divorcee.

(ii) A “destitute widow” shall include a candidate born outside the State of Tamil Nadu and became a widow after her marriage to a person belonging to the State of Tamil Nadu and residing permanently in the State of Tamil Nadu and shall also include a candidate born in the State of Tamil Nadu and became a widow after her marriage to a person belonging to any other State and settled permanently in the State of Tamil Nadu, but shall not include a candidate belonging to other State not covered under the above said categories.

(iii) Every candidate claiming to be a “destitute widow” shall produce a certificate in the Form specified in Schedule-X, from the Revenue Divisional Officer or the Assistant Collector or the Sub-Collector concerned.

Explanation-II.— (i) For the purpose of clause (i) of sub-section (8), a pass in the Pre-University Examination or Higher Secondary Examination or Diploma awarded by the State Board of Technical Education and Training, Tamil Nadu or by any Institution or Board recognised by the Government or any other State Government or the Central Government shall be deemed to be a qualification higher than that referred to in sub-section (1).

(ii) To the appointment, in special circumstances to be recorded in writing, of a person selected for appointment to one service or a class or category thereof to another service or a class or category thereof, the qualifications prescribed for appointment to which are identical with those prescribed for appointment to the former service, class or category.

(9) (i) In the case of a candidate who has rendered war service, the period of his war service shall be excluded in computing his age for appointment;

(ii) A candidate who is appointed temporarily under sub-section (1) of section 17 and takes up military duty shall, on discharge from such military duty, be entitled to deduct the period of his military duty for the purpose of computing his age for appointment; and

(iii) A candidate who is appointed temporarily under sub-section (1) of section 17 and takes up duty in General Reserve Engineer Force under the Border Roads Development Board of the Central Government shall, on discharge from such service on completion of their tenure as stipulated by the Central Government, be entitled

to deduct the period of his service, in the General Reserve Engineer Force for the purpose of computing his age for appointment, provided they had put in at least six months service in the General Reserve Engineer Force.

(10) In the case of extra temporary employees already discharged or facing retrenchment from the Census Organisation in the State, a period of three years shall be excluded in computing their age for appointment, provided they have rendered temporary service of not less than six months in the Census Organisation in the State:

Provided that persons availing themselves of the concession under this sub-section shall be eligible for only one chance to appear for the competitive examination conducted by the Commission.

Linguistic qualification.

21. (1) No person shall be eligible for appointment to any service by direct recruitment unless he has an adequate knowledge of the official language of the State, namely, Tamil:

Provided that a person, being otherwise qualified for appointment to the post to which recruitment is to be made, may apply for recruitment to the post, despite the fact that, at the time of such application, he does not possess an adequate knowledge of Tamil.

Explanation.—For the purpose of this section, a person shall be deemed to have an adequate knowledge of Tamil, if—

(i) in the case of a post for which the educational qualification prescribed is the minimum general educational qualification and above, he has passed the S.S.L.C. Examination or its equivalent examination with Tamil as one of the languages; or Studied the High School Course in Tamil medium and passed the S.S.L.C. Examination or its equivalent examination in Tamil medium; or passed the Second Class Language Test in Tamil conducted by the Commission;

(ii) in the case of a post for which the educational qualification prescribed is VIII Standard and above, but below S.S.L.C., he has studied in Tamil medium in those standards or passed the Language Test in Tamil referred to in sub-section (1) of section 22; and

(iii) in the case of a post for which the educational qualification prescribed is below VIII Standard, he has studied in Tamil medium in those standards or passed the oral test in Tamil referred to in sub-section (2) of section 22.

(2) Every such candidate as is referred to in the proviso to sub-section (1) shall, if selected and appointed on or after the 9th February 1996, pass the Second Class Language Test in Tamil conducted by the Commission, or pass the language Test in Tamil referred to in sub-section (1) of section 22 conducted by the appointing authority or pass the oral test referred to in sub-section (2) of section 22 conducted by the appointing authority, as the case may be, within a period of two years from the date of his appointment. If he fails to pass the said Language Test within the said period of two years, he shall be discharged from service.

(3) The syllabus for the Second Class Language Test in Tamil referred to in this section shall be as specified in Schedule-IV.

Language test.

22. (1) A language test of the standard for VIII Standard, shall be conducted by the appointing authority for those whose educational qualification is VIII Standard and above, but below S.S.L.C. and for those who do not possess an adequate knowledge of Tamil, as specified below:—

Item of Syllabus	*Maximum marks*	*Minimum marks for a pass*	*Aggre gate marks for a pass*	*Duration of test.*
(1)	*(2)*	*(3)*	*(4)*	*(5)*
Part I – Dictation of half a page typed matter	60	24		10 minutes
Part II–Reading	40	16	50	

(2) An oral test of the standard for IV Standard shall be conducted by the appointing authority for those, whose educational qualification is below VIII Standard and for those who do not possess an adequate knowledge of Tamil to find out whether a person is able to converse freely and fluently in Tamil.

Special provisions relating to certain degrees.

23. Where the special rules for a service prescribe any of the degree specified in column (1) of the Table below as a special qualification for appointment to any post included therein, a person who holds the degree specified in the corresponding entry in column (2) thereof, shall, except where a contrary intention appears from the said special rules, be deemed to possess the said special qualification.

THE TABLE

(1)	(2)
(1) B.A. (Hons.) or B.Sc. (Hons.) or M.A. or M.Sc. degree.	B.Com. (Hons) or M.Com. degree of any University recognized by the University Grants Commission.
(2) B.A. or B.Sc., degree.	(i) B.Com., degree of any University recognized by the University Grants Commission. (ii) B.O.L. of Annamalai University. (iii) B.B.A. of Madurai-Kamaraj University. (iv) B.Litt. of Madras University.
(3) B.A., B.Sc., or B.Com. degree.	(i) B.O.L. of Annamalai University. (ii) B.B.A. of Madurai-Kamaraj University. (iii) B. Litt. of Madras University (iv) B.B.M. and B.Litt. of Bharathiar University.

Exemption from special qualification to be acquired or special test to be passed during probation.

24. Where a probationer has, before he commenced his probation, already acquired any special qualification or passed any special test prescribed by the special rules, or has acquired such other qualification as may be considered by the Government or by the appointing authority with the approval of the Government to be equivalent to the said special qualification or special test, he shall not be required to acquire such special qualification or to pass such special test again after the commencement of his probation.

Special qualifications.

25. No person shall be eligible for appointment to any service, class, category or grade or any post borne on the cadre thereof unless he,—

(a) possesses such special qualifications and has passed such special tests as may be prescribed in that behalf in the special rules; or

(b) possesses such other qualifications as have been declared to be higher than or equivalent to the said special qualifications or special tests—

(i) by the Government in consultation with the Committee constituted under the Chairmanship of the Chairman, Tamil Nadu Public Service Commission for the purpose, in cases where the appointment has to be made in consultation with the Commission; and

(ii) by the Government or by the appointing authority with the approval of the Government in other cases.

Explanation-I.—In cases where the special rules prescribe a diploma or a degree or a post-graduate degree as a qualification for appointment, then,—

(a) a diploma obtained, after completion of S.S.L.C. or Higher Secondary Course [10+3 (3 Years Diploma)] or [10+2+2 (Lateral Entry)]; or

(b) a degree obtained, after completion of S.S.L.C. and Higher Secondary Course (10+2+3 or more); or

(c) a post-graduate degree obtained, after completion of S.S.L.C., Higher Secondary Course and a degree (10+2+3+2 or 3) from any University or Institution, recognized by the University Grants Commission shall be recognized as the qualification.

Explanation-II.—In cases where the special rules prescribe a diploma in a particular subject as qualification, then, a degree in that subject shall be deemed to be a higher qualification.

Explanation-III.—In cases where the special rules prescribe a period of practical or other experience in addition to educational or technical qualification, for an appointment, such a period of practical or other experience, as the case may be, should have been acquired after obtaining the educational or technical qualification prescribed for such appointment unless otherwise specified in the special rules.

Appointment of women.

26. (1) Women alone shall be appointed to a post in any institution or establishment specially provided for them:

Provided that men may be appointed, if suitable and qualified women are not available for such appointment.

(2) A minimum of thirty per cent of all vacancies which are to be filled through direct recruitment shall be set apart for women candidates irrespective of the fact whether the rule of reservation of appointment applies to the posts or not. In respect of the posts to which the rule of reservation of appointment applies, thirty per cent of vacancies shall be set apart for female candidates following the reservation for Scheduled Castes and Scheduled Tribes, Backward Class Muslims, Backward Classes, Most Backward Classes or Denotified communities and General Turn. Women candidates shall also be entitled to compete for the remaining seventy per cent of vacancies along with male candidates:

Provided that in the case of direct recruitment to the posts with Grade Pay which does not exceed rupees two thousand and eight hundred, ten per cent of vacancies out of the thirty per cent vacancies set apart for women shall be set apart for destitute widows and the first vacancy in every ten vacancies set apart for destitute widows and the first vacancy in every ten vacancies set apart for women

in each category, namely, the General Turn, Backward Class Muslims, Backward Classes, Most Backward Classes or Denotified Communities, Scheduled Castes or Scheduled Tribes shall be set apart for destitute widows. If no qualified and suitable destitute widow is available, then, the turn so set apart for destitute widow shall go to the women (other than destitute widow) belonging to the respective category.

Explanation.— In this section, "destitute widow" shall have the same meaning as in Explanation-I under sub-section (8) of section 20.

(3) Every candidate claiming to be a "destitute widow" shall produce a certificate in the form specified in Schedule-X from the Revenue Divisional Officer or the Assistant Collector or the Sub-Collector concerned.

(4) Selection for appointment under this section shall be made in the order of rotation specified in Schedule-VIII.

(5) If a qualified and suitable woman candidate belonging to Scheduled Castes, Scheduled Tribes, Backward Class Muslims, Backward Classes, Most Backward Classes or Denotified Communities or General Turn is not available for selection for appointment in the turn allotted for women in the cycle, then, the turn so allotted shall go to a male candidate within the respective category. In respect of the posts to which the rule of reservation of appointments does not apply, then, the turn so allotted shall go to the next male candidate.

Reservation of appointments.

27. Where the special rules lay down that the principle of reservation of appointments shall apply to any service, class or category, selection for appointment thereto shall be made on the following basis:—

(a) The unit of selection for appointment, for the purpose of this section, shall be two hundred, of which thirty six shall be reserved for the Scheduled Castes including six offered to Arunthathiyars on preferential basis amongst the Scheduled Castes, two for the Scheduled Tribes, fifty three for the Backward Classes (other than Backward Class Muslims, Most Backward Classes and Denotified Communities), seven for the Backward Class Muslims, forty for the Most Backward Classes and the Denotified Communities and sixty two shall be filled on the basis of merit:

Provided that if even after filling up of the required appointments or posts reserved for Arunthathiyars amongst the Scheduled Castes in Schedule-V, if more number of qualified Arunthathiyars are available, such excess number of candidates of Arunthathiyars shall be entitled to compete with the other Scheduled Castes in the inter-se-merit among them and if any appointment or post reserved for Arunthathiyars remain unfilled for want of adequate number of qualified candidates, it shall be filled up by Scheduled Castes other than Arunthathiyars.

(b) Out of the total number of appointments reserved in the categories referred to in clause (a), in the case of appointment made by direct recruitment, one per cent in each such category shall be separately reserved for the blind, deaf and orthopaedically challenged candidates and the appointment shall be made in the turn and in the order of rotation specified in Schedule-VI:

Provided that the appointment of Differently abled candidates, against the reserved turns shall be subject to availability of such candidates:

Provided further that if no qualified and suitable candidate is available from a particular category of differently abled, namely, the blind, the deaf or the orthopaedically challenged, the vacancy shall be filled up by candidates belonging to any of the other two categories. This shall, however, be subject to the third proviso to this clause:

Provided also that in the teaching posts of School Education Department, Adi Dravidar and Tribal Welfare Department, Social Welfare Department and Backward Classes and Most Backward Classes Department, besides orthopaedically challenged, the reservation for the blind shall be two per cent, and thereshall be no reservation for the deaf. In the non-teaching postsin the above Departments, besides orthopaedically challenged, the reservation for the deaf shall be two per cent, and there shall be no reservation for the blind:

Provided also that if no qualified and suitable differently abled candidate belonging to Scheduled Caste or Scheduled Tribe or Most Backward Class/Denotified Community is available for selection for appointment against the reserved turn, such turn shall be filled up by a candidate other than differently abled belonging to that category and if no such candidate is available in that category for selection for appointment against the reserved turn, then, such turn shall be carried forward as provided in clause (d):

Provided also that in the case of appointment of candidates belonging to Backward Classes (other than Most Backward Classes/Denotified Communities), Backward Class Muslims or in the case of appointment of candidates on the basis of merit, if no qualified and suitable differently abled candidate is available for selection for appointment against the reserved turn, such turn shall be filled up by a candidate other than Differently abled belonging to that category and if no such candidate is available in that category for selection for appointment against the reserved turn, such turn shall be allowed to lapse:

Provided also that in so far as the Executive Posts are concerned, the reservation for Differently abled candidates shall be made applicable in respect of suitable posts in Groups ‘A’ and ‘B’ as identified in the list approved by the Government and to all posts in Groups ‘C’ and ‘D’ , subject to the condition that the Differently abled candidate shall, before appointment, produce a certificate of physical fitness from the Medical Board to the effect that his handicap will not affect the performance of the job to which he has been selected:

Provided also that if the vacancies notified are identified suitable for only any two of the three categories of the differently abled, namely, blind and deaf or deaf and orthopeadically challenged or blind and orthopeadically challenged and if the total number of vacancies meant for the ineligible category of the differently abled is even, it shall be distributed equally between the other two eligible categories, or if the said total number of vacancies is odd, the extra vacancy shall be allotted to either of the two eligible category of differently abled, which has higher population as per the latest census:

Provided also that if the vacancies notified or identified suitable for only one category of Differently abled, then, the entire three per cent vacancy shall be allotted to that particular category of differently abled.

(c) Out of the total number of appointments reserved in the categories referred to in clause (a), in the case of appointment made by direct recruitment to Group ‘C’ posts, five per cent in each such category shall be reserved for Ex-servicemen and subject to availability of such candidates, the appointment shall be made in turn and in the order of rotation as specified in Schedule-VII:

Provided that if no qualified and suitable Ex-serviceman belonging to a particular category is available for selection for appointment against the reserved turn, such turn shall be filled up by a candidate other than an Ex-serviceman but belonging to the particular category and if no such candidates is available even in that category for selection for appointment against the reserved turn, such turn shall be carried forward as provided in clause (d).

(d) The claims of members of the Scheduled Castes, the Scheduled Tribes, the Backward Classes (other than Most Backward Classes/Denotified Communities), Backward Class Muslims and the Most Backward Classes/Denotified Communities shall also be considered for the thirty one appointments, which shall be filled on the

basis of merit and where a candidate belonging to a Scheduled Caste, Scheduled Tribe, Backward Class (Other than Most Backward Class/Denotified Community) Backward Class Muslims or Most Backward Class/Denotified Community is selected on the basis of merit, the number of posts reserved for the Scheduled Castes, the Scheduled Tribes, the Backward Classes (other than Most Backward Classes/ Denotified Communities), Backward Class Muslims or the Most Backward Classes/ Denotified Communities, as the case may be, shall not in any way be affected.

(e) Selection for appointment under this section shall be made in the order of rotation specified in Schedule-V.

Explanation.—The vacancies arising on and from the 29th April 2009 shall be filled up as per Schedule-V and all selections for appointment shall be started afresh from serial number one in the said Schedule-V with effect on and from the said date.

(f) If qualified and suitable candidates belonging to any of the Backward Classes, Backward Class Muslims including the Most Backward Classes and Denotified Communities are not available for selection for appointment by recruitment by transfer or by promotion in the turns allotted to them, the turns so allotted shall lapse and the selection for appointment for the vacancies shall be made by the next turn in the order of rotation:

Provided that if qualified and suitable candidates belonging to any of the Scheduled Castes and Scheduled Tribes are not available for selection for appointment by recruitment by transfer or by promotion in the turns allotted to them in the cycle, the turns so allotted to them shall not lapse and the number of candidates to be selected in that recruitment shall be reduced by the number of candidates belonging to Scheduled Castes and Scheduled Tribes not available for selection against the turn allotted to them. The unfilled vacancies reserved for the Scheduled Castes and Scheduled Tribes to be filled by recruitment by transfer or by promotion shall be carried over to four consecutive recruitment years, namely, year of recruitment plus three subsequent recruitment years. The selection for appointment to the vacancies in the next recruitment shall be made first for the carried over turns and then the normal rotation shall be followed. If qualified and suitable candidates belonging to any of the Scheduled Castes and Scheduled Tribes are not available for selection for appointment by recruitment by transfer or by promotion even thereafter, the vacancies reserved for those categories shall first be dereserved by obtaining the orders of the Government before filling them by candidates in the next turn in the order of rotation:

Provided further that the normal number of vacancies reserved for the candidates belonging to the Scheduled Castes and Scheduled Tribes and the carried forward vacancies as specified in the first proviso shall not exceed fifty per cent of the total number of vacancies for a particular recruitment. If there be two vacancies only, one of them shall be treated as a reserved vacancy. If there be one vacancy only, it shall be treated as unreserved. The surplus of the fifty per cent shall be carried forward to the subsequent recruitment, subject to the condition that the vacancies carried forward do not become time barred due to their continued existence for more than three years. Selection for appointment to the earliest carried forward vacancies shall be made first:

Provided also that in the case of selection for appointment by direct recruitment, with effect on and from the 1st April 1989, there shall be a ban on dereservation of vacancies reserved for the candidates belonging to any of the Scheduled Castes and Scheduled Tribes, Most Backward Classes and Denotified Communities to be appointed by direct recruitment. But, the above ban on dereservation of vacancies shall not be applicable to the vacancies reserved for the Backward Classes (other than Most Backward Classes and Denotified Communities), Backward Class Muslims and, therefore, if qualified and suitable candidates belonging

to any of the Backward Classes (other than Most Backward Classes and Denotified Communities), Backward Class Muslims are not available for appointment, the turn so allotted to them shall lapse and the vacancy shall be filled by the next turn in the order of rotation. If sufficient number of qualified and suitable candidates belonging to any of the Scheduled Castes and Scheduled Tribes, Most Backward Classes and Denotified Communities are not available for selection for appointment for the vacancies reserved for them by direct recruitment in the first attempt of recruitment, then, a second attempt shall be made for selection of the candidates belonging to the respective communities by direct recruitment in the same recruitment year or as early as possible before the next direct recruitment for selection of candidates against such vacancies. If the required number of candidates belonging to such communities are not available even then, the vacancies for which selection could not be made shall remain unfilled until the next recruitment year treating them as "backlog" vacancies. In the subsequent year, when direct recruitment is made for the vacancies of that year, namely, the current vacancies, the "backlog" vacancies shall also be announced for direct recruitment, keeping the vacancies of the particular recruitment year, namely, the current year vacancies and the "backlog" vacancies as two distinct groups as illustrated in Schedule-IX. The selection for appointment for the next direct recruitment shall be made first for the "backlog" vacancies and then the normal rotation shall be followed:

Provided also that, in exceptional cases, for posts in Groups A and B for which suitable candidates belonging to the Scheduled Castes, Scheduled Tribes, Most Backward Classes or Denotified Communities are not available against the respective reserved vacancies and the non-filling up of posts causes hardship for running the administration, the Government may grant exemption from carrying forward of such vacancies and the procedure therefor shall be as specified in Schedule-IX:

Provided also that when a candidate selected for appointment against a vacancy for Scheduled Castes, Scheduled Tribes, Most Backward Classes / Denotified Communities, Backward Classes, Backward Class Muslims or General Turn, does not join duty in the post for which he is appointed or his provisional selection for that post is cancelled for any reason, a candidate in his place shall be appointed from the respective category and in accordance with the ranking from the reserve list:

Provided also that the candidates appointed from the reserve list shall be placed below all the candidates appointed from the regular list in the same order in which the vacancies have arisen:

Provided also that the reserve list shall be operated even against the vacancies caused due to the fact that the candidates have joined duty, but left thereafter while the reserve list is in force.

(g) Notwithstanding anything contained in this section and in the Special Rules for various State and Subordinate Services, the rule of reservation shall not apply to the appointments on compassionate grounds.

(h) Notwithstanding anything contained in this section, in order to restore the representation of Scheduled Castes and Scheduled Tribes in a service, where their representation is less than eighteen per cent and one per cent, respectively, each department shall furnish such vacancies treating them as shortfall vacancies of Scheduled Castes and Scheduled Tribes in the lowest level of posts in each of the Groups A,B,C and D, besides the posts of Junior Assistants, Typist and Steno-Typist Grade III in the Tamil Nadu Ministerial Service and the Tamil Nadu Judicial Ministerial Service, to the Government and the Government, in turn, shall inform the same to the recruiting agencies for notifying the vacancies for direct recruitment as a one time measure:

Provided that reservation for Women, Differently abled person and Ex-servicemen shall not apply to the said recruitment.

Date of commencement of probation of persons first appointed temporarily.

28. (1) If a person appointed temporarily either under sub-section (1) or sub-section (2) of section 17 to fill a vacancy in any service, class or category otherwise than in accordance with the provisions governing the appointment thereto, such vacancy being a vacancy which may be filled by direct recruitment, is subsequently appointed to the service, class or category, he shall commence his probation, if any, in such category either from the date of his first temporary appointment or from such subsequent date, as the appointing authority may determine. If the post is one to which appointment may be made by transfer, and the person who had been appointed thereto either under sub-section (1) or sub-section (4) of section 17 is subsequently recruited thereto by transfer and included in the list of approved candidates, the appointing authority may, in his discretion, allow such person to commence his probation, if any, from the date of his first temporary appointment or from such subsequent date, as the appointing authority may determine:

Provided that the date so determined by the appointing authority to commence probation in this section, shall not be earlier than the date of commencement of probation of the junior most person already in service:

Provided further that on the date so determined by the appointing authority to commence probation in this section, the person shall not only possess all the qualifications prescribed for appointment to the service, but also be fit for inclusion in the list of approved candidates drawn up by the Commission or the appointing authority, as the case may be.

(2) A person who commences probation under sub-section (1) shall also be eligible to draw increments in the time scale of pay or pay band applicable to him from the date of commencement of his probation. Where commencement of probation is ordered from a date earlier than the date of the order and if this had not been enabled by relaxation of any rule, he shall draw increments, including arrears, in the time scale of pay or pay band applicable to him from such earlier date. The appointing authority shall include a provision to this effect while issuing orders in all such cases.

Service in a different service counting for probation.

29. (1) A probationer in a service or a class or category of service shall be eligible to count for probation, his service, if any, performed otherwise than in a substantive capacity on regular appointment to another service in accordance with the rules if the normal method of recruitment to the latter service is, according to the rules, by transfer from the former service or the class or category thereof, as the case may be.

(2) A probationer in any category of a service or class of a service shall be eligible to count for probation, his service, if any, performed otherwise than in substantive capacity on regular appointment to a higher category of the same service or class of service, as the case may be:

Provided that nothing contained in this sub-section shall be construed as authorising the promotion of a probationer in a category to a higher category in contravention of section 41.

(3) A probationer in one service who is appointed temporarily to another service, under sub-section (1) or sub-section (4) of section 17 shall be entitled to count towards his probation in the former service the period of duty performed by him in the latter service during which he would have held a post in the former service but for such temporary appointment.

(4) A probationer in any category of a service who is promoted temporarily under the provisions of section 47 to a higher category in the same service shall be entitled to count towards his probation, if any, in the former category the period

of duty performed by him in the latter category during which he would have held a post in the former category but for such temporary promotion.

(5) The period of military duty of a probationer shall count towards his probation in the post held by him prior to his joining military duty; it shall also count towards his probation in the post to which he may be appointed under section 12.

(6) A probationer in a category or class of a service who is or has been deputed to foreign service shall be entitled to count towards his probation in that particular category or class of the former service, the period of duty performed by him under foreign service during which he would have held a post in the former service:

Provided that the scale of pay or pay band applicable to the post in foreign service is either equal or higher than that applicable to the post in the parent department and that the duties and responsibilities of the posts are comparable.

Completion of probation and drawal of arrears of increment.

30. A probationer shall be eligible for sanction of increments on normal dates irrespective of declaration of satisfactory completion of probation, subject to the provisions in section 33 so far as it relates to extension of probation on the grounds of unsuitability. In cases where the probationer is to acquire any special qualification or to pass any prescribed test within the period of probation, or within the extended period of probation referred to in section 33, the first increment, in case where the period of probation is one year and the second increment, in case where the period of probation is two years, shall be sanctioned only after acquiring the qualification or passing the test.

Termination or extension of probation.

31. (1) Where the special rules of any service prescribe a period of probation for appointment as a full member of the service, or where such period of probation has been extended under section 33, the appointing authority may, at any time before the expiry of the prescribed period of probation or the extended period of probation, as the case may be—

(i) discharge a probationer from the service for want of a vacancy; or

(ii) at its discretion, by order, either extend the period of probation of the probationer in case the probation has not been extended under section 33 or terminate his probation and discharge him from service after giving him a reasonable opportunity of showing cause against the proposed termination of probation:

Provided that where a probationer has been given reasonable opportunity of showing cause against the imposition on him of any of the penalties specified in clauses (iv), (vi), (vii) and (viii) of rule 8 of the Tamil Nadu Civil Services (Discipline and Appeal) Rules and at the conclusion of the disciplinary proceedings a tentative conclusion is arrived as to terminate his probation, a further opportunity of showing cause specifically against termination of his probation need not be given to him.

(2) If within the period of probation, a probationer fails to acquire the special qualification or to pass the special test if any, prescribed in the special rules or to acquire such other qualification as may be declared by the Government or by the appointing authority with the approval of the Government to be equivalent to the said special qualification or special test, the appointing authority shall, by order, discharge him from the service unless the period of probation is extended under section 33.

(3) If within the period of probation prescribed in the special rules for the service or within the extended period of probation, as the case may be, a probationer has appeared for any such test or for any examination in connection with the acquisition of any such qualification and the result of the test or examination for which he has so appeared are not known before the expiry of such period, he shall continue to be on probation until the publication of the result of the test or examination for which he has appeared or the first of them in which he fails to pass, as the case

may be. In case the probationer fails to pass any of the test or examination for which he has so appeared, the appointing authority shall, by order, discharge him from the service.

(4) The maximum period upto which the probation of a Government servant shall be extended so as to enable him to acquire the test qualification, be fixed as five years. If he does not acquire the test qualification even within the maximum period of five years, he shall be reverted and the qualified and the eligible junior shall be considered for promotion. If such a person is appointed by direct recruitment and has not acquired the test qualification even within the maximum period of five years, his probation shall be terminated.

(5) Any delay in the issue of an order discharging a probationer under sub-section (2) or sub-section (3) shall not entitle him to be deemed to have satisfactorily completed his probation.

Probationer's suitability for full membership.

32. (1) At the end of the prescribed or extended period of probation, as the case may be, the appointing authority shall consider the probationer's suitability for full membership of the service, class or category for which he was selected.

(2) If the appointing authority decides that a probationer is suitable for such membership, it shall, as soon as possible, issue an order declaring the probationer to have satisfactorily completed his probation. If no such order is issued within six months from the date on which he is eligible for such declaration, the probationer shall be deemed to have satisfactorily completed his probation on the date of expiry of the prescribed or extended period of probation. A formal order declaring the completion of probation shall, however, be issued by the competent authority. In all cases in which serious charges are pending, and therefore, probation cannot be declared, an order to the effect that the question of declaration of probation cannot be considered till the charges are disposed of shall be issued by the competent authority within six months from the due date for completion of probation and the final order on probation shall be passed as early as possible and in any case within one month after the disposal of the charges or six months after the due date for completion of probation, whichever is later.

Explanation.— For the purpose of calculating the period of probation of a probationer, complete calendar months, irrespective of the number of days in each month, shall first be calculated and then the odd number of days calculated subsequently. Period of leave, if any, taken during the period of probation shall be excluded while calculating the period of probation.

(3) If the appointing authority decides that the probationer is not suitable for such membership, it shall, unless the period of probation is extended under section 33, by order, discharge him from the service after giving him a reasonable opportunity of showing cause against the action proposed to be taken in regard to him:

Provided that where a probationer has been given a reasonable opportunity of showing cause against the imposition on him of any of the penalties specified in clauses (iv), (vi), (vii) and (viii) of rule 8 of the Tamil Nadu Civil Services (Discipline and Appeal) Rules and at the conclusion of the disciplinary proceeding, a tentative conclusion is arrived as to discharge him from the service, a further opportunity of showing cause specifically against such discharge need not be given to him.

Explanation I.— The decision of the appointing authority that the probationer is not suitable for full membership may be based also on his work and conduct till the date of the decision, inclusive of the period subsequent to the prescribed or extended period of probation.

Explanation II. — Where the competent authority proposes to terminate the probation of a member of a service for general unsatisfactory work or incapacity without the need for enquiry into specific charges, he shall do so under section 31

or under this section, as the case may be. In cases where he proposes to terminate the probationer of such member for specific charges in addition to, or distinct from, general inefficiency or incapacity, he shall frame specific charges and follow the procedure laid down in rule 17 (b) of the Tamil Nadu Civil Services (Discipline and Appeal) Rules, as such termination of probation by way of penalty will attract the provisions of Article 311(2) of the Constitution.

Extension of probation.

33. (1) In the case of any probationer falling under section 31 or 32, the appointing authority may extend his probation to enable him to acquire the special qualifications or pass the prescribed tests, or, as the case may be, to enable the appointing authority to decide whether the probationer is suitable for full membership or not.

(2) The period of probation as extended under section 31 or 32 or in a case where a probationer is reverted due to want of vacancy during the extended period shall terminate at the latest when the probationer has, after the date of expiry of the period of probation prescribed for the service, class or category in which he is on probation, completed three years on duty in such service, class or category. The period of probation as extended under section 31 shall terminate at the latest when the probationer, has, after the date of expiry of the period of probation prescribed for the service, class or category in which he is on probation, completed three years of duty in such service, class or category.

(3) In cases where the probation of probationer is extended, a condition shall, unless there are special reason to the contrary, be attached to the order of extension of probation that the probationer's increment shall be stopped until he is declared to have satisfactorily completed his probation. Such stoppage of increment shall not be treated as a penalty, but only as a condition of extension of probation and shall not have the effect of postponing future increments after he has passed the prescribed tests, or examinations or after he is declared to have satisfactorily completed his probation.

Exercise of certain powers of appointing authority by higher authorities.

34. The powers conferred on the appointing authority, other than the Government, may be exercised also by any higher authority to whom the appointing authority is administratively subordinate whether directly or indirectly, in the following cases:—

(a) Termination of probation of a probationer under clause (ii) of sub-section (1) of section 31;

(b) Discharge of probationer under sub-section (3) of section 32; and

(c) Extension of probation under clause (ii) of sub-section (1) of section 31 or under this section.

Exercise of certain powers of appointing authority by lower authorities.

35. The powers conferred on the appointing authority or the competent authority, as the case may be, to declare the satisfactory completion of probation under section 32 or to extend the period of probation under section 31 or section 33 shall also be exercised by an authority competent to withhold the increment of a Government servant:

Provided that the Head of an office shall also exercise the powers conferred on the appointing authority to declare the satisfactory completion of probation under section 32 of Government servants in Group 'D'.

Appeal against discharge.

36. (1) A probationer who is discharged under clause (ii) of sub-section (1) of section 31 or under sub-section (3) of section 32 shall be entitled to appeal against the order of discharge passed by the competent authority to the authority to which and within the period of limitation within which an appeal would lie against an order of dismissal passed by the competent authority against a full member of his service, class or category, as the case may be:

Provided that in the case of a probationer in a State Service who is discharged from service by an authority subordinate to the Government, an appeal shall lie to the Government.

(2) The authority competent to entertain an appeal under sub-section (1) may, either of its own motion or otherwise, revise any order discharging a probationer under any of the provisions referred to in the said sub-section within one year of the date of such order.

(3) (i) When an order discharging a probationer is set aside on appeal under sub-section (1) or on revision under sub-section (2) and the probationer is restored to the service, the period on and from the date of discharge, to the date of such restoration may, with the previous sanction of the Government, be treated as on duty except for purposes of probation. The period of probation undergone by such probationer at the time of his discharge shall, however, count towards the period of probation. Such probationer may, during the period on and from the date of his discharge to the date of his restoration, be paid such pay and allowances not exceeding the pay and allowances to which he would have been entitled if he had not been discharged, as the authority passing the order under sub-section (1) or (2) may, with the previous sanction of the Government, determine.

Appointment of full members.

37. Subject to the provisions of section 12 and sub-section (1) of section 40, an approved probationer shall be considered for confirmation of service immediately after the declaration of his probation. Such confirmation of service shall be made in the entry level post to which he was first appointed. A specific order of confirmation of service shall be issued.

Appointment as full member, discharge and re-appointment of member who are not probationers or approved probationers.

38. In regard to person appointed to any class or category of a service by promotion, in respect of whom the special rules of the service do not prescribe a period of probation in the class or a category to which they have been promoted, sections 10, 11 and 37 shall be construed as if 'probation' and 'probationer' or 'approved probationer' meant 'officiating service' and 'person officiating' respectively.

Penalty for failure to pass prescribed test.

39. Where the special rules prescribe stoppage of increments as a penalty for failure to pass a special test or acquire a special qualification prescribed in those rules, such failure shall, in the case of member who has reached the maximum of the time scale of pay applicable to him, render him liable to the penalty of reduction to the next lower stage in his time scale.

Fixation of seniority.

40. (1) The seniority of a person in a service, class, category or grade shall, unless he has been reduced to a lower rank as a punishment, be determined in the order of his placement in the list prepared by the recruitment agency or appointing authority, as the case may be, in accordance with the rule of reservation and the order of rotation specified in Schedule-V, where it applies. The date of commencement of his probation shall be the date on which he joins duty irrespective of his seniority.

(2) The seniority of a person in a service, class, category or grade shall, where the normal method of recruitment to that service, class, category or grade is by more than one method of recruitment, unless the individual has been reduced to a lower rank as a punishment, be determined with reference to the date on which he is appointed to the services, class, category or grade:

Provided that where the junior appointed by a particular method of recruitment happens to be appointed to a service, class, category or grade, earlier than the senior appointed by the same method of recruitment, the senior shall be deemed

to have been appointed to the service, class, category or grade on the same day on which the junior was so appointed:

Provided further that the benefit of the above proviso shall be available to the senior only for the purpose of fixing inter-se-seniority:

Provided also that where persons appointed by more than one method of recruitment are appointed or deemed to have been appointed to the service, class, category or grade on the same day, their inter-se-seniority shall be decided with reference to their age.

(3) The transfer of a person from one class or category of a service to another class or category carrying the same scale of pay or pay band shall not be treated as first appointment to the latter for purpose of seniority and the seniority of a person so transferred shall be determined with reference to the rank in the class or category from which he was transferred; where any difficulty or doubt arises in applying this provision, seniority shall be determined by the appointing authority.

(4) Where a member of any service, class, category or grade is reduced to a lower service, class, category or grade he shall be placed at the top of the latter unless the authority ordering such reduction directs that he shall take rank in such lower service, class, category or grade, next below any specified member thereof.

(5) The seniority of any person in a service or post of the merged territory of Pudukkottai, who is absolutely in a service or post under the Government of Tamil Nadu shall be determined as follows:—

(i) If he is absorbed in a post similar to that which he was formerly holding in the service of the merged territory of Pudukkottai, his seniority shall be determined by the date from which he was holding the former post continuously.

(ii) If he is absorbed in a post of a higher cadre carrying a higher scale of pay than that which he was formerly holding in the service of the merged territory of Pudukottai his seniority shall be determined by the date on which he joined the post under the Government of Tamil Nadu.

(iii) If he is absorbed in a post other than those specified in clauses (i) and (ii), which does not improve his cadre and scale of pay in the service of the merged territory of Pudukottai, his seniority shall be determined on the basis of merit.

(6) Application for the revision of seniority of a person in a service, class, category or grade shall be submitted to the appointing authority within a period of three years from the date of appointment to such service, class, category or grade or within a period of three years from the date of order fixing the seniority, as the case may be. Any application received after the said period of three years shall be summarily rejected. This shall not, however, be applicable to cases of rectifying orders, resulting from mistake of facts.

Promotion.

41. (1) No member of a service or class of a service shall be eligible for promotion from the category in which he was appointed to the service unless he has satisfactorily completed his probation in that category:

Provided that a member of a service or class of a service who, having satisfactorily completed his probation in the category in which he was appointed to the service, has been promoted to the next higher category shall, notwithstanding that he has not been declared to have satisfactorily completed his probation in such higher category be eligible for promotion from such higher category :

Provided further that if the scale of pay or pay band of posts in the feeder categories are different, the persons holding post carrying a higher scale of pay or pay band in the feeder category shall be considered first and that, if no qualified and suitable persons holding post in that feeder category are available, the persons holding post carrying the next higher scale of pay or pay band in descending order in other feeder categories shall be considered.

(2) Promotions in a service or class to a selection category or to a selection grade shall be made on grounds of merit and ability, seniority, being considered only where merit and ability are approximately equal. The inter-se-seniority among the persons found suitable for such promotion shall be with reference to the inter-se-seniority of such persons in the lower post.

(3) Promotions made other than to a selection category or a selection grade shall be made in accordance with seniority unless—

(i) the promotion of a member has been withheld as a penalty, or

(ii) a member is given special promotion for conspicuous merit and ability.

Appointment to higher category not to be considered if he had been on leave for three or four years or more continuously.

42. Notwithstanding anything contained in sections 41 and 43, a member of a service who had been on leave for a period of three years continuously for any reason except higher studies or for a period of four years continuously for higher studies, shall not be considered for appointment to a higher category either by promotion or by recruitment by transfer unless he has completed service for a period of one year from the date on which he joins duty on return from leave.

Appointment by recruitment by transfer.

43. Appointments by recruitment by transfer to a class or category in a State Service from among the holders of posts in a Subordinate Service shall be made on grounds of merit and ability, seniority being considered only where merit and ability are approximately equal.

Promotion or recruitment by transfer during extension of service.

44. No member of a service, who is on extension of service after superannuation, shall be considered for appointment either by promotion or by recruitment by transfer to a higher category, during the period of extension of service.

Revision of list approved candidates for appointment by promotion or by recruitment by transfer.

45. The list of approved candidates for appointment by promotion or by recruitment by transfer may be revised by an authority to which an appeal or review would lie against an order of dismissal passed on a full member of the service, class, category or grade, as the case may be. Such revision may be made by the appellate authority or the reviewing authority, as the case may be, aforesaid after consulting the Commission where such consultation is necessary in respect of posts which are within the Commission's purview either *suo motu* at any time, or on a petition submitted by an aggrieved member within two months in the case of State Services and within three months in the case of Subordinate Services, from the date on which the list is displayed in the Notice Board in the office of the appointing authority. If no representation is received within the said period, the list communicated shall be deemed to be final:

Provided that the above said period may be extended by the appellate authority or the reviewing authority, as the case may be, if sufficient cause is shown for the delay in the submission of the petition.

Annulment or modification of list of approved candidates for appointment or promotion by Government.

46. Notwithstanding anything contained in this Act or in the special rules, the Government shall have power to annul, modify a list of approved candidates for appointment or promotion to any category, class or service prepared by the head of a department or any other lower authority.

Temporary promotion.

47. (1) Where it is necessary in the public interest owing to an emergency which has arisen to fill immediately a vacancy in a post borne on the cadre of a higher category in a service or class by promotion from lower category and there would be undue delay in making such promotion in accordance with the provisions of the Act, the appointing authority may temporarily promote a person, who possesses the qualifications prescribed for the post, otherwise than in accordance with the provisions of this Act.

(2) Where it is necessary to fill a short vacancy in a post borne on the cadre of a higher category in service or class by promotion from lower category and the appointment of the person who is entitled to such promotion under the provisions of the Act would involve excessive expenditure on travelling allowance or exceptional administrative inconvenience, the appointing authority may promote any other person who possesses the qualification, if any, prescribed for the higher category.

(3) A person temporarily promoted under sub-section (1) shall be replaced as soon as possible by the member of the service, who is entitled to promotion under the Act.

(4) Where it is necessary to promote an officer against whom an enquiry into allegations of corruption or misconduct is pending, but no charge sheet has been filed in the criminal case or where no charge under sub-rule (b) of rule 17 of the Tamil Nadu Civil Services (Discipline and Appeal) Rules have been framed or no proceedings before the Tribunal for Disciplinary Proceedings is pending, the appointing authority may promote him temporarily pending enquiry into the allegations against him.

(5) A person promoted under sub-section (1), (2) or (4) shall not be regarded as a probationer in the higher category or be entitled by reason only of such promotion to any preferential claim to future promotion to such higher category. The services of a person promoted under sub-section (1), (2) or (4) shall be liable to be terminated by the appointing authority at any time without notice and without any reason being assigned.

(6) (i) A person promoted under sub-section (1), (2) or (4) shall commence his probation, if any, in such category either from the date of his temporary promotion or from such subsequent date as the appointing authority may determine:

Provided that on the date so determined, the person possesses all the qualifications prescribed for promotion to the service, class or category, as the case may be.

(ii) He shall also be eligible to draw increments in the time scale of pay or pay band applicable to him from the date of commencement of his probation. Where commencement of probation is ordered from a date earlier than the date of the order and if this has not been enabled by relaxation of any provisions of the Act, he shall draw increments, including arrears, in the time scale of pay or pay band applicable to him from such earlier date. The appointing authority shall include a provision to this effect while issuing order in all such cases.

(7) A person promoted under the Act to hold a post borne on the cadre of a service, class or category, who has rendered continuous temporary service shall be eligible to draw annual increments in the scale of pay or pay band for the post, subject to the condition that this Act do not prescribe any special qualification to be acquired or test to be passed as a condition precedent to the drawal of such increment or increment is not denied as a measure of penalty.

Posting and transfer.

48. (1) A member of a service or class of service may be required to serve in any post borne on the cadre of such service or class for which he is qualified.

(2) All postings and transfers shall be made by the appointing authority:

Provided that where the appointing authority is not the Government, any authority to whom the appointing authority is administratively subordinate shall, in respect of any post within the jurisdiction of the appointing authority also be competent to effect postings and transfers to a post within their jurisdiction aforesaid:

Provided further that where leave not involving extra cost to the Government is granted to an officer by virtue of the delegation under Fundamental Rule 66, the Head of Department or the subordinate authority concerned may re-post the officer on return from leave granted by it to the same place.

(3) Notwithstanding anything contained in this Act or in any special rules or adhoc rules, the Government may transfer any Government servant from one revenue district to another revenue district within the State, on administrative grounds.

Consequence of resignation.

49. A member of a service shall, if he resigns his appointment, forfeit not only the service rendered by him in the particular post held by him at the time of resignation, but all his previous service under the Government. The re-appointment of such person to any service shall be treated in the same way as a first appointment to such service by direct recruitment and all the provisions governing such appointment shall apply and on such re-appointment, he shall not be entitled to count any portion of his previous service for any benefit or concession admissible under this Act:

Provided that nothing contained in this section shall affect the operation of the proviso to rule 23 or of rule 25 of the Tamil Nadu Liberalised Pension Rules, 1978:

Provided further that a member of a service, who has resigned his appointment and contested in the General Election to Parliament or State Legislature or in the elections to local bodies either as a party candidate or as an independent candidate shall not be eligible for re-appointment to any service.

Acceptance of resignation.

50. (1) A Government servant may resign his appointment by giving notice of not less than three months in writing direct to the appointing authority with a copy marked to his immediate superior officer. The period of three months notice shall be reckoned from the date of receipt of such notice by the appointing authority.

(2) The Government servant may withdraw the notice of his resignation before its acceptance and withdrawal of resignation shall not be permitted after its acceptance by the appointing authority.

(3) The appointing authority shall issue orders on the notice of resignation before the date of expiry of notice, either accepting the resignation from a date not later than the date of expiry of the notice or rejecting the same, giving the reasons therefor. If no such order is passed, the resignation shall be deemed to have been accepted on the expiry of the period of notice.

(4) Notice of resignation given by the Government servant shall be accepted by the appointing authority, subject to the conditions—

(i) that no disciplinary proceeding is contemplated or pending against the Government servant concerned under sub-rule (b) of rule 17 of the Tamil Nadu Civil Services (Discipline and Appeal) Rules;

(ii) that a report from the Director of Vigilance and Anti-Corruption has been obtained to the effect that no enquiry is contemplated or pending against the Government servant concerned;

(iii) that no dues are pending to be recovered by the Government from the Government servant concerned; and

(iv) that there is no contractual obligation of any kind including contractual obligation to serve the Government during the period in which the Government servant concerned seeks to resign.

(5) Notwithstanding anything contained in clauses (i) and (ii) of sub-section (4), where a Government servant, under suspension or against whom disciplinary or criminal action or vigilance enquiry is pending, seeks to resign, the appointing authority shall examine the nature and gravity of the case and may accept the resignation, if the case is not such as would warrant rejection of the notice of resignation.

Military duty to count for pension.

51. (1) Notwithstanding anything contained in this Act or any special rules or the Fundamental Rules or the Tamil Nadu Pension Rules, 1978, the member of a service who was deputed for military duty shall be entitled to count the period spent on military duty for the purpose of pension if he would have counted for that purpose his service in the civil department, but for his deputation for military duty.

Explanation I.— This sub-section shall in its application to a member who was called to or employed in service paid for from Defence Services Estimates, be subject to the conditions specified in the letter of the Government of India, War Department (Army Branch) to the Accountant General in India, No.11008/A.G.13(a), dated the 11th June 1944, recorded in G.O.No.465, Finance, dated the 6th September 1944.

Explanation II.— (a) Nothing contained in this sub-section shall be deemed to authorize a person who held any post in any of the temporary services mentioned in the Madras Armed Reserve Police Service Rules, 1941, who had not already been a member of any of the State or Subordinate Services to count his service in such post towards pension.

(b) A member of a officers shall, in respect of the Regulations for Army in service who is serving in the Army in India Reserve of such service be governed by the rules in Appendix 'A' to India Reserve of Officers, 1939.

Reversion and re-appointment of full member.

52. A full member shall be liable to be reverted to the lower post from which he has been promoted at any time, if the number of persons so entitled for reversion is more than the number of posts available in the higher category.

Explanation.— If a person who is confirmed or whose probation in a higher category has been declared as having been completed or one who is holding a post in a higher category on a regular basis, for which there is no probation, reverts from deputation or foreign service and if there is no vacancy in that category to accommodate him, the junior most person in the category appointed to the post shall be reverted. If, however, the person reverted from deputation or foreign service himself is the junior most, he shall be reverted to the next lower category from which he was earlier promoted.

Appointment in place of members dismissed, removed, compulsorily retired or reduced in rank.

53. Where a person has been dismissed, removed, compulsorily retired or substantively reduced from any service, class, category or grade, no vacancy caused thereby or arising subsequently in such service, class, category or grade, shall be substantively filled to the prejudice of such person until the expiry of a period of one year from the date of such dismissal, removal, compulsory retirement or reduction in rank or until the appeal, if any, preferred by him against such dismissal, removal, compulsory retirement or reduction in rank is decided, whichever is later.

Savings.

54. (1) Unless a contrary intention is expressly indicated therein, nothing contained in this Act shall adversely affect any person who was a member of any service on the date of coming into force of the provisions of this Act.

(2) Unless a contrary intention is expressly indicated therein, nothing contained in any special rules governing a service shall adversely affect any person who was a member of such service on the date of coming into force of the provisions of this Act.

(3) Subject to the provision of sub-section (4), where this Act or the special rules would adversely affect in respect of any matter a person who was a member of any service before the date of coming into force thereof, he shall, in respect of such matter, be governed by the rules and orders, if any, which were applicable to him immediately prior to such date.

(4) A person who before the issue of the special rules for a service had officiated in a post which was subsequently included in the service or a class or category thereof, but who is not entitled to be regarded as a probationer or as an approved probationer under sub-section (5) shall, if he is again appointed to such post after the issue of the special rules without contravening any orders of the Government, be entitled to count his previous service in such post towards the prescribed period of probation:

Provided that such previous service shall not count towards probation if there was an interval of a continuous period of two years or more during which he was not holding a post in the same or higher category.

Explanation.—The re-appointment of a person under this sub-section shall not, for the purpose of regulating recruitment, be regarded as first appointment to the service, class or category concerned.

(5) If before the issue of the special rules, a person had been exempted under the orders then in force from the possession of any qualification or the passing of any test and the possession of such qualification or the passing of such test is prescribed by such special rules, they shall not apply to such person to the extent and in respect of the category, grade or post, specially covered by the order of exemption.

Re-employment of pensioners.

55. Nothing in the Act or the special rules shall be construed to limit or abridge the powers of the Government and of subordinate authorities to re-employ persons who have retired on a civil pension or gratuity or who while in service were subscribers to a Contributory Provident Fund, in any service in accordance with the provisions contained in the Tamil Nadu Pension Rules, 1978. The re-employment of such a person in any service shall not be regarded as a first appointment to that service.

Appointment of All India Service Officers to State posts.

56. Notwithstanding anything contained in the Act or the special rules, an officiating or permanent officer of an All India Service may be appointed to any State service or class or category thereof, such officer shall not, by reason of such appointment, cease to be a member of an All India Service:

Provided that no member of the Indian Administrative Service or the Indian Police Service shall be appointed to a post in any State Service, or class or category thereof, unless such post is declared by the Government to be equivalent in status and responsibility to a post specified in Schedule III to the Indian Administrative Service (Pay) Rules, 1954, or as the case may be, in Schedule III to the Indian Police Service (Pay) Rules, 1954 as may be in force, from time to time.

Relinquishment of rights by members.

57. (1) Any person may, in writing, relinquish any right or privilege to which he may be entitled under this Act or the special rules if, in the opinion of the appointing authority, such relinquishment is not opposed to public interest; and nothing contained in this Act or the special rules shall be deemed to require the recognition of any right or privilege to the extent to which it has been so relinquished.

(2) Relinquishment of a right or privilege for a temporary period shall be accepted if it is made for a period of not less than three years, subject to the condition that after the expiry of the said period, the claim of the right or privilege relinquished will be with reference to the state of affairs that exist on the date of expiry of the period of relinquishment and without restoration of original seniority. If relinquishment of right or privilege is made permanently and is accepted, subsequent claim of the relinquished rights or privileges shall not be entertained.

Power to deal with certain cases.

58. Notwithstanding anything contained in this Act or in the special rules, the Governor shall have power to deal with the case of any person or class of persons serving in a civil capacity under the Government or of any person who has or of any class of persons who have served as aforesaid or any candidate or class of candidates for appointment to a service in such manner as may appear to him to be just and equitable:

Provided that, where any provision of this Act or the special rules is applicable to the case of any person or class of persons, the case shall not be dealt with in any manner less favourable to him or them than that provided by that rule.

Alteration of date of birth.

59. (1) If, at the time of appointment, a candidate claims that his date of birth is different from that entered in his S.S.L.C. or Matriculation Register or school records, he shall make an application to the Commission in cases where the appointment is made in consultation with the Commission and, in other cases, to the appointing authority stating the evidence on which he relies and explaining how the mistake occurred. The application shall be forwarded to the Commissioner of Revenue Administration for report after investigation by an officer not below the rank of a Deputy Collector and, on receipt of the report, the Commission or the appointing authority, as the case may be, shall decide whether the alteration of date of birth may be permitted or the application may be rejected:

Provided that in case of a candidate who was born outside the State of Tamil Nadu, the investigation through the Commissioner of Revenue Administration shall be dispensed with and the Commission or the appointing authority, as the case may be, shall examine and scrutinize the records that may be produced by the candidate and shall decide whether the alteration of date of birth may be permitted or the application may be rejected.

(2) After a person has entered service, an application to alter the date of his birth as entered in the official records shall be entertained only if such an application is made within five years of such entry into service. Such an application shall be made to the authority competent to make an appointment to the post held by the applicant at the time of his application and shall be disposed of in accordance with the procedure laid down in sub-section (1).

(3) Any application received after five years after entry into service or any application, which is not supported by entries in Secondary School Leaving Certificate, School, College or University records, birth extract from records of local bodies or military discharge certificates, shall be summarily rejected.

(4) In considering the question of permitting an alteration of the date of birth as entered in the official records even when such entry is proved to have been due to a bona fide mistake, the Government or the appointing authority shall take into consideration the circumstance whether the applicant would normally be eligible for appointment to the post at the time of entry into service had his age been correctly stated and what would have been its effect on his service and the service conditions of other officers in the service and may permit the alteration, subject to such condition as they or it may deem fit to impose:

Provided that the Commission shall be consulted in the case of an applicant who has been initially recruited through the Commission, if it is proposed to accept his request for alteration of date of birth.

(5) The procedure laid down in sub-section (1) shall be followed in all cases where alteration of date of birth is proposed *suo motu* by the Head of Office on the basis of medical opinion, in the absence of any other authoritative records.

Explanation.—For the purpose of this sub-section, "authoritative records" are the Secondary School Leaving Certificate or University, college, or school records or Discharge Certificate of Army.

(6) The decision of the Commission, the appointing authority or the Government, as the case may be, shall be final.

Correction of date of birth.

60. (1) After a person has entered service, if it is found that his date of birth entered in his Service Register is different from that entered in the Secondary School Leaving Certificate or Military Discharge Certificate, which may be due to some clerical error or otherwise wrong entries, application for correction of such clerical error or wrong entries, shall be made to the appointing authority. Such corrections in the Service Register shall be made straightway by the appointing authority. If the date of birth in the Service Register was entered on the basis of the Secondary School Leaving Certificate, correction of clerical error or wrong entries shall be made only with reference to Secondary School Leaving Certificate and if the date of birth in the Service Register was entered on the basis of the Military Discharge Certificate, correction of clerical error or wrong entries shall be made only with reference to the Military Discharge Certificate. Where the Secondary School Leaving Certificate and the Military Discharge Certificate contain different dates of birth, the date of birth entered in the Secondary School Leaving Certificate shall be accepted. But, the date of birth entered in the Military Discharge Certificate shall be accepted in the absence of the Secondary School Leaving Certificate.

(2) Where the date of birth of a person, whose qualification is less than the minimum general educational qualification, is entered in the Service Register on the basis of the medical certificate or the transfer certificate obtained from the school in which he studied or an affidavit sworn before a Magistrate and if there is any error in the entry so made, the appointing authority may, on application, make necessary correction only with reference to the original record on the basis of which an entry relating to the date of birth is made in the Service Register.

Age concession for discharged Government employees or temporary Government employees.

61. Notwithstanding anything contained in the Act or in the special rules for the various State and Subordinate Services, in the case of discharged Government employee or a temporary Government employee who has not completed forty years of age, the actual period of his service under the Government, whether continuous or non-continuous shall be excluded in computing his age for appointment to any post under the Government including the appointment made through the Commission.

Explanation.— For the purpose of this section, a discharged Government employee is a person who was in the employment of the State and was discharged because of reduction in establishment or for any other reason but not as disciplinary measure.

Application of adhoc rules.

62. Where a temporary post is made permanent and, if for any reason, no special rules governing such post are made, the *adhoc* rules applicable to the said post shall continue to apply to the said post, until special rules are made for the said post.

Concession for Ex-servicemen.

63. (1) Notwithstanding anything contained in the Act or in the special rules for the various State and Subordinate Services, an ex-serviceman who has not completed forty eight years of age, if he does not belong to Scheduled Caste, Scheduled Tribe or Backward Class and fifty three years, if he belongs to Scheduled Caste, Scheduled Tribe or Backward Class on 1st July of the year in which the selection for appointment is made, but is otherwise qualified and whose name is suggested by a local Employment Exchange for appointment to a vacancy under the Government notified to it shall be eligible for such appointment.

(2) Persons serving in the Armed Forces shall be eligible to apply for posts under the Government if they are due to complete the specified term of their engagement in the Armed Forces within one year from the last date prescribed by the appropriate authority for receipt of the application in respect of a particular recruitment. All such candidates while making their applications shall submit a self undertaking and a form of certificate from their Commanding Officer in the format given in Schedule-XII.

Age concession for Differently abled.

64. Notwithstanding anything contained in the Act or in the special rules for the various State and Subordinate Services, a Differently abled person shall be eligible for age concession upto ten years over and above the age limits prescribed for the appointment to the post by direct recruitment only, provided the applicant is otherwise fully suitable and the handicap is not such as would render his incapable of efficiently discharging the duties of the post for which he is selected.

Age concession for persons affected due to the ban on direct recruitment.

65. Notwithstanding anything contained in the special rules for the various State and Subordinate Services or in any *adhoc* rules applicable to any temporary post in the case of a person who has been affected due to the ban on direct recruitment that was imposed on the 29th November 2001, the upper age limit shall be raised to a maximum period of five years reckoned on and from the 17th July 2006, ending with the 16th July 2011, in computing his age for appointment to any post under the Government, except the categories of posts of Teachers, Doctors and Police Constabulary and shall be applicable in respect of notifications issued or selections made by the recruitment agencies or appointments made by the appointing authorities during the aforesaid period.

Appeal or review.

66. (1) Where no specific provision for appeal or review is made in this Act, or in the special rules against any order passed under the said rules for redressal of grievances, an appeal or review, as the case may be, shall lie to the authority to which an appeal or review petition would lie against an order of dismissal.

(2) An appeal or review under sub-section (1) shall be preferred within two months from the date of receipt of the orders by the appellant on the review petitioner, as the case may be.

(3) Every appeal or review under sub-section (1) shall be disposed of within four months from the date of the receipt of the appeal or review petition.

(4) The appellate or reviewing authority may issue interim directions as it deems fit, pending final decision thereon in order to avoid any irreparable loss to the appellant or review petitioner or to avoid administrative inconvenience.

Committee on appeals.

67. (1) The Committee on appeals shall consist of,—

Vigilance Commissioner and Commissioner for Administrative Reforms.	..	Chairperson.
Secretary to Government, Personnel and Administrative Reforms Department.	..	Convenor.
Secretary to Government of the administrative department concerned.	..	Member.
Secretary to Government, Law Department.	..	Member.
Secretary to Government, Finance Department or his nominee (Financial matters).	..	Member.
Secretary, Tamil Nadu Public Service Commission (Special invitee, in cases where, the views of the Commission is required).	..	Member.

(2) Notwithstanding anything contained in this Act or in the special rules subject to the period of limitation specified in this regard, an application for revision of seniority under sub-section (6) of section 40, a petition for revision of list of approved candidates under section 45, or an appeal or review under section 66, in which the Government are the appointing, appellate, revisionary or reviewing authority, as the case may be, shall be disposed of as hereinafter provided.

(3) An application or petition referred to in sub-section (2), shall be referred to the Committee on Appeals by the administrative department concerned apprising the full facts of the case for its advice. The Committee on Appeals shall consider the same and tender its advice on the matters so referred to the Committee, for getting orders from the Government. The administrative department concerned shall, thereafter without again referring the matter to the advisory departments such as Personnel and Administrative Reforms, Law and Finance referred to in sub-section (1), subject to consultation with the Commission, where such consultation is necessary as per the Constitution and the Tamil Nadu Public Service Commission Regulations, 1954, pass order on the application or petition, as the case may be, which shall be final.

Overriding effect of special rules.

68. If any provision of this Act is inconsistent with any provision of the special rules applicable to any particular service, the special rules shall, in respect of that service, prevail over the provisions of this Act.

Application of certain rules.

69. Any rule continued by Article 313 of the Constitution or made under the proviso to Article 309 of the Constitution in respect of any service, class or category thereof shall be applicable to all persons holding posts intended to be held by members of that service, class or category on the date on which such rule was made:

Provided that nothing in any such rule shall, unless a contrary intention is expressly indicated therein, operate to deprive any such person of any right or privilege to which he is entitled by or under any rule or applicable to him prior to the making of such rule:

Provided further that no such rule shall be applicable to candidates who had been approved for appointment to any such service, class or category by the Commission or by any other authority competent in that behalf prior to the making of such rule or who had applied for such approval in response to any advertisement inviting applications, published by the Commission or any other authority competent in that behalf prior to the making of such rule.

Validation.

70. Notwithstanding anything contained in any judgment, decree or order of Court or other authority, the seniority of the candidates selected for appointment to a service, class or category determined on the basis of the roster specified in Schedule-III under clause (c) of General Rule 22 of the Tamil Nadu State and Subordinate Services Rules and anything done or any action taken on the basis of such seniority, during the period commencing on the 1st day of January 1955 and ending with the date of publication of this Act in the *Tamil Nadu Government Gazette* shall, for all purposes, be deemed to be, and to have always been, validly determined, done or taken in accordance with law, as if this Act had been in force at all material times when such determination of seniority has been made and such thing done or action taken.

Special provisions.

71. All acts done or proceedings taken under the Tamil Nadu State and Subordinate Services Rules during the period commencing on the 1st day of January 1955 and ending with the date of publication of the Tamil Nadu Government Servants (Conditions of Service) Act, 2016 in the *Tamil Nadu Government Gazette* shall, for all purpose, be deemed to be, and to have always been, validly done or taken in accordance with the corresponding provisions of this Act, as if the provisions of this Act had been in force at the relevant point of time.

Power to remove difficulties.

72. If any difficulty arises in giving effect to the provisions of this Act, the Government may, by an order publish in the *Tamil Nadu Government Gazette***,** make such provisions not inconsistent with the provisions of this Act as appear to them to be necessary or expedient for removing the difficulty:

Provided that no such order shall be made after the expiry of three years from the date of publication of this Act in the *Tamil Nadu Government Gazette.*

Power to amend Schedules.

73. (1) The Government may, by notification, alter, add to or cancel any of the Schedules

(2) Every notification or order issued under this Act shall, as soon as possible, after it is issued, be placed on the Table of the Legislative Assembly, and if, before the expiry of the session in which it is so placed or the next session, the Assembly makes any modification in any notification or order, or the Assembly decides that the notification or order should not be issued the notification or order shall thereafter have effect only in such modified form or be of no effect, as the case may be, so, however, that any such modification or annulment shall be without prejudice to the validity of anything previously done under that notification or order.

SCHEDULE-I

[*See clause (f) of section 3*]

PART - A

BACKWARD CLASSES (Other than Backward Class Muslims, Most Backward Classes and Denotified Communities)

1. Agamudayar including Thozhu or Thuluva Vellala
2. Agaram Vellan Chettiar
3. Alwar, Azhavar and Alavar (in Kanniyakumari District and Shencottah Taluk of Tirunelveli District.)
4. Servai (except Tiruchirapalli, Karur, Perambalur and Pudukottai Districts).
5. Nulayar (in Kanniyakumari District and Shencottah Taluk of Tirunelveli District)
6. Archakarai Vellala
7. Aryavathi (in Kanniyakumari District and Shencottah Taluk of Tirunelveli District)
8. Ayira Vaisyar
9. Badagar
10. Billava
11. Bondil
12. Boyas (except Tiruchirapalli, Karur, Perambalur, Pudukottai, The Nilgiris, Salem, Namakkal, Dharmapuri and Krishnagiri Districts).

    Pedda Boyar (except Tiruchirapalli, Karur, Perambalur and Pudukottai Districts)

    Oddars (except Thanjavur, Nagapattinam, Tiruvarur, Tiruchirapalli, Karur, Perambalur, Pudukottai, Madurai,Theni and Dindigul Districts)

    Kaloddars (except Kancheepuram, Tiruvallur, Ramanathapuram, Sivaganga, Virudhunagar, Madurai, Theni, Dindigul, Pudukottai, Tiruchirapalli, Karur, Perambalur, Tirunelveli, Thoothukudi, Salem and Namakkal Districts)

    Nellorepet Oddars (except Vellore and Tiruvannamalai Districts) Sooramari Oddars (except Salem and Namakkal Districts)
13. Chakkala (except Sivaganga, Virudhunagar, Ramanathapuram, Thanjavur,Nagapattinam,Tiruvarur, Pudukottai, Tiruchirapalli, Karur, Perambalur, Madurai, Theni, Dindigul and The Nilgiris Districts)
14. Chavalakarar (in Kanniyakumari District and Shencottah Taluk of Tirunelveli District)
15. Chettu or Chetty (including Kottar Chetty, Elur Chetty, Pathira Chetty,Valayal Chetty,Pudukadai Chetty) (in Kanniyakumari District and Shencottah Taluk of Tirunelveli District)
16. Chowdry

17. Converts to Christianity from Scheduled Castes irrespective of the generation of conversion (except the Paravar converts Christianity of Kanniyakumari District and Shencottah Taluk of Tirunelveli District)

18. C.S.I formerly S.I.U.C (in Kanniyakumari District and Shencottah Taluk of Tirunelveli District)

19. Donga Dasaris (except Kancheepuram, Tiruvallur, Tiruchirapalli,Karur, Perambalur, Pudukottai, Chennai, Salem and Namakkal Districts)

20. Devangar, Sedar

21. Dombs (except Pudukottai, Tiruchirapalli, Karur and Perambalur Districts) Dommars (except Thanjavur, Nagapattinam,Tiruvarur, Pudukottai,Vellore and Thiruvannamalai Districts)

22. Enadi

23. Ezhavathy (in Kanniyakumari District and Shencottah Taluk of Tirunelveli District)

24. Ezhuthachar (in Kanniyakumari District and Shencottah Taluk of Tirunelveli District)

25. Ezhuva (in Kanniyakumari District and Shencottah Taluk of Tirunelveli District)

26. Gangavar

27. Gavara, Gavarai and Vadugar (Vaduvar) (other than Kamma, Kapu, Balija and Reddi)

28. Gounder

29. Gowda (including Gammala, Kalali and Anuppa Gounder)

30. Hegde

31. Idiga

32. IllathuPillaimar, Illuvar, Ezhuvar and Illathar

33. Jhetty

34. Jogis (Except Kancheepuram, Tiruvallur, Madurai, Theni, Dindigul, Cuddalore, Villupuram, Vellore and Tiruvannamalai Districts)

35. Kabbera

36. Kaikolar, Sengunthar

37. Kaladi (except Sivaganga, Virudhunagar, Ramanathapuram, Madurai, Theni, Dindigul,Thanjavur, Nagapattinam, Tiruvarur, Pudukottai, Tiruchirapalli, Karur and Perambalur Districts)

38. Kalari Kurup including Kalari Panicker (in Kanniyakumari District and Shencottah Taluk of Tirunelveli District)

39. Kalingi

40. Kallar, Easanattu kallar

    Gandharva Kottai Kallars- (except Thanjavur, Nagapattinam, Tiruvarur and Pudukottai Districts)

    Kootappal Kallars- (except Pudukottai, Tiruchirapalli, Karur and Perambalur Districts)

Piramalai Kallars-(except Sivaganga,Virudhunagar, Ramanathapuram. Madurai, Theni, Dindigul, Pudukottai, Thanjavur, Nagapattinam and Tiruvarur Districts)

Periyasooriyur Kallars-(except Tiruchirapalli, Karur, Perambalur and Pudukottai Districts)

41. Kallar Kula Thondaman
42. Kalveli Gounder
43. Kambar
44. Kammalar or Viswakarma, Viswakarmala (including Thattar, Porkollar, Kannar, Karumar, Kollar, Thacher, Kal Thacher, Kamsala and Viswa Brahmin).
45. Kani, Kanisu, Kaniyar Panicker
46. Kaniyala Vellalar
47. Kannada Saineegar, Kannadiyar (Throughout the State) and Dasapalanjika (Coimbatore, Erode and the Nilgiris Districts)
48. Kannadiya Naidu
49. Karpoora Chettiar
50. Karuneegar (Seer Karuneegar, Sri Karuneegar, Sarattu Karuneegar, Kaikatti Karuneegar, Mathuvazhi Kanakkar, Sozhi Kanakkar and Sunnambu Karuneegar)
51. Kasukkara Chettiar
52. Katesar, Pattamkatti
53. Kavuthiyar
54. Kerala Mudali
55. Kharvi
56. Khatri
57. Kongu Vaishnava
58. Kongu Vellalars (including Vellala Gounder, Nattu Gounder, Narambukkatti Gounder, Tirumudi Vellalar, Thondu Vellalar, Pala Gounder, Poosari Gounder, Anuppa Vellala Gounder, Padaithalai Gounder, Chendalai Gounder, Pavalankatti Vellala Gounder, Palavellala Gounder, Sanku Vellala Gounder and Rathinagiri Gounder).
59. KoppalaVelama
60. Koteyar
61. Krishnanvaka (in Kanniyakumari District and Shencottah Taluk of Tirunelveli District)
62. Kudikara Vellalar
63. Kudumbi (in Kanniyakumari District and Shencottah Taluk of Tirunelveli District)
64. Kuga Vellalar
65. Kunchidigar

66. Latin Catholics except Latin Catholic Vannar in Kanniyakumari District

67. Latin Catholics in Shencottah Taluk of Tirunelveli District.

68. Lambadi

69. Lingayat (Jangama)

70. Mahratta (Non-Brahmin) (including Namdev Mahratta)

71. Malayar

72. Male

73. Maniagar

74. Maravars (except Thanjavur, Nagapattinum, Tiruvarur, Pudukottai, Ramanathapuram, Sivaganga, Virudhunagar, Tirunelveli and Thoothukudi Districts)

    Karumaravars

    Appanad Kondayam kottai Maravar–(except Sivaganga, Virudhunagar, Ramanathapuram, Madurai, Theni and Dindigul Districts.)

    Sembanad Maravars- (except Sivaganga, Virudhunagar, and Ramanathapuram Districts)

75. Moondrumandai Enbathunalu (84) Ur. Sozhia Vellalar

76. Mooppan

77. Muthuraja, Muthuracha, Muttiriyar, Mutharaiyar

78. Nadar, Shanar and Gramani (including Christian Nadar, Christian Shanar and Christian Gramani).

79. Nagaram

80. Naikkar (in Kanniyakumari District and Shencottah Taluk of Tirunelveli District)

81. Nangudi Vellalar

82. Nanjil Mudali (in Kanniyakumari District and Shencottah Taluk of Tirunelveli District)

83. Odar (in Kanniyakumari District and Shencottah Taluk of Tirunelveli District)

84. Odiya

85. Oottruvalanattu Vellalar

86. O.P.S. Vellalar

87. Ovachar

88. Paiyur Kotta Vellalar

89. Pamulu

90. Panar (except in Kanniyakumari District and Shencottah Taluk of Tirunelveli District where the community is a Scheduled Caste)

91. Pandiya Vellalar

92. Kathikarar in Kanniyakumari District

93. Pannirandam Chettiar or Uthama Chettiar

94. Parkavakulam (including Surithimar, Nathamar, Malayamar, Moopanar and Nainar)

95. Perike (including Perike Balija)

96. Perumkollar (in Kanniyakumari District and Shencottah Taluk of Tirunelveli District)

97. Podikara Vellalar

98. Pooluva Gounder

99. Poraya

100. Pulavar (in Coimbatore and Erode Districts)

101. Pulluvar or Pooluvar

102. Pusala

103. Reddy (Ganjam)

104. Sadhu Chetty (including Telugu Chetty, Twenty four Manai Telugu Chetty)

105. Sakkaravar or Kavathi (in Kanniyakumari District and Shencottah Taluk of Tirunelveli District)

106. Salivagana

107. Saliyar, Padmasaliyar, Pattusaliyar, Pattariyar and Adhaviyar

108. Savalakkarar

109. Senaithalaivar, Senaikudiyar and Illaivaniar

110. Serakula Vellalar

111. Sourashtra (Patnulkarar)

112. Sozhiavellalar (including Sozha Vellalar, Vetrilaikarar, Kodikalkarar and Keeraikarar)

113. Srisayar

114. Sundaram Chetty

115. Thogatta Veerakshatriya

116. Tholkollar (in Kanniyakumari District and Shencottah Taluk of Tirunelveli District)

117. Tholuva Naicker and Vetalakara Naicker

118. Thoriyar

119. Ukkirakula Kshatriya Naicker

120. Uppara, Uppillia and Sagara

121. Urali Gounder (except Tiruchirapalli, Karur , Perambalur and Pudukottai District) and Orudaya Gounder or Oorudaya Gounder (in Madurai, Theni, Dindigul, Coimbatore, Erode, Tiruchirapalli, Karur , Perambalur, Pudukottai, Salem and Namakkal Districts)

122. Urikkara Nayakkar

123. Virakodi Vellala

124. Vallambar

125. Vallanattu Chettiar

126. Valmiki

127. Vaniyar, Vania Chettiar (including Gandla, Ganika, Telikula and Chekkalar)

128. Veduvar and Vedar (except in Kanniyakumari District and Shencottah Taluk of Tirunelveli District where the community is a Scheduled Caste)

129. Veerasaiva (in Kanniyakumari District and Shencottah Taluk of Tirunelveli District)

130. Velar

131. Vellan Chettiar

132. Veluthodathu Nair (in Kanniyakumari District and Shencottah Taluk of Tirunelveli District)

133. Vokkaligar (including Vakkaligar, Okkaligar, Kappiliyar, Kappiliya, Okkaliga Gowda, Okkaliya-Gowda, Okkaliya- Gowder, Okkaliya Gowda)

134. Wynad Chetty (The Nilgiris District)

135. Yadhava (including Idaiyar, Telugu Speaking Idaiyar known as Vaduga Ayar or Vaduga Idaiyar or Golla and Asthanthra Golla)

136. Yavana

137. Yerukula

138. Converts to Christianity from any Hindu Backward Class Community or Most Backward Class Community (except the converts to Christianity from Meenavar, Parvatharajakulam, Pattanavar, Sembadavar, Mukkuvar or Mukayar and Paravar) or Denotified Communities.

139. Orphans and destitute children who have lost their parents before reaching the age of ten and are destitutes; and who have nobody else to take care of them either by law or custom; and also who are admitted into any of the schools or orphanages run by the Government or recognized by the Government.

PART - B

BACKWARD CLASS MUSLIMS

1. Ansar

2. Dekkani Muslims

3. Dudekula

4. Labbais including Rowthar and Marakayar (whether their spoken language is Tamil or Urdu)

5. Mapilla

6. Sheik

7. Syed

PART – C

MOST BACKWARD CLASSES

1. Ambalakarar
2. Andipandaram
3. Arayar (in Kanniyakumari District)
4. Bestha, Siviar
5. Bhatraju (other than Kshatriya Raju)
6. Boyar, Oddar
7. Dasari
8. Dommara
9. Eravallar (except in Kanniyakumari District and Shencottah Taluk of Tirunelveli District where the community is a Scheduled Tribe)
10. Isaivellalar
11. Jambuvanodai
12. Jangam
13. Jogi
14. Kongu Chettiar (in Coimbatore and Erode Districts only)
15. Koracha
16. Kulala (including Kuyavar and Kumbarar)
17. Kunnuvar Mannadi
18. Kurumba, Kurumba Gounder
19. Kuruhini Chetty
20. Latin Catholic Christian Vannar (in Kanniyakumari District)
21. Maruthuvar, Navithar, Mangala, Velakattalavar, Velakatalanair and Pronopakari
22. Mond Golla
23. Moundadan Chetty
24. Mahendra, Medara
25. Mutlakampatti
26. Narikoravar (Kuruvikars)
27. Nokkar
28. Panisaivan/Panisivan
29. Vanniakula Kshatriya (including Vanniyar, Vanniya, Vannia Gounder, Gounder or Kander, Padayachi, Palli and Agnikula Kshatriya)
30. Paravar (except in Kanniyakumari District and Shencottah Taluk of Tirunelveli District where the Community is a Scheduled Caste)
31. Paravar converts to Christianity including the Paravar converts to Christianity of Kanniyakumari District and Shencottah Taluk in Tirunelveli District

32. Meenavar (Parvatharajakulam, Pattanavar, Sembadavar) (including converts to Christianity)

33. Mukkuvar or Mukayar (including converts to Christianity)

34. Punnan Vettuva Gounder

35. Pannayar (other than Kathikarar in Kanniyakumari District)

36. Sathatha Srivaishnava (including Sathani, Chattadi and Chattada Srivaishnava)

37. Sozhia Chetty

38. Telugupatty Chetty

39. Thottia Naicker (including Rajakambalam, Gollavar, Sillavar, Thockalavar, Thozhuva Naicker and Erragollar)

40. Thondaman

41. Thoraiyar (Nilgiris)

42. Thoraiyar (Plains)

43. Transgender or Eunuch (Thirunangai or Aravani)

44. Valaiyar (including Chettinad Valayars)

45. Vannar (Salavai Thozhilalar) (including Agasa, Madivala, Ekali, Rajakula, Veluthadar and Rajaka) (except in Kanniyakumari District and Shencottah Taluk of Tirunelveli District where the community is a Scheduled Caste)

46. Vettaikarar

47. Vettuva Gounder

48. Yogeeswarar

PART - D

DENOTIFIED COMMUNITIES

1. Attur Kilnad Koravars (Salem,Namakkal, Cuddalore, Villupuram, Ramanathapuram, Sivaganga and Virudhunagar Districts)

2. Attur Melnad Koravars (Salem and Namakkal District)

3. Appanad Kondayam kottai Maravar (Sivaganga, Virudhunagar, Ramanathapuram, Madurai,Theni and Dindigul Districts)

4. Ambalakarar (Thanjavur, Nagapattinam, Tiruvarur, Tiruchirapalli, Karur, Perambalur and Pudukottai Districts)

5. Ambalakkarar (Suriyanur, Tiruchirapalli District)

6. Boyas (Tiruchirapalli, Karur, Perambalur, Pudukottai, The Nilgiris, Salem, Namakkal, Dharmapuri and Krishnagiri Districts)

7. Battu Turkas

8. C.K. Koravars (Cuddalore and Villupuram Districts)

9. Chakkala (Sivaganga, Virudhunagar, Ramanathapuram, Thanjavur, Nagapattinam,Tiruvarur, Pudukottai Tiruchirapalli, Karur, Perambalur, Madurai, Theni, Dindigul and The Nilgiris Districts)

10. Changyampudi Koravars (Vellore and Tiruvannamalai Districts)

11. Chettinad Valayars (Sivaganga, Virudhunagar and Ramanathapuram Districts)

12 Dombs (Pudukottai,Tiruchirapalli, Karur and Perambalur Districts)

13 Dobba Koravars (Salem and Namakkal Districts)

14 Dommars (Thanjavur, Nagapattinam,Tiruvarur, Pudukottai, Vellore and Tiruvannamalai Districts)

15 Donga Boya

16 Donga Ur.Korachas

17 Devagudi Talayaris

18 Dobbai Korachas (Tiruchirapalli, Karur, Perambalur and Pudukottai Districts)

19 Dabi Koravars (Thanjavur, Nagapattinam, Tiruvarur, Tiruchirapalli, Karur, Perambalur, Pudukottai, Vellore and Tiruvannamalai Districts)

20 Donga Dasaris (Kancheepuram, Tiruvallur, Tiruchirapalli, Karur, Perambalur, Pudukottai, Chennai, Salem and Namakkal Districts)

21 Gorrela Dodda Boya

22 Gudu Dasaris

23 Gandarvakottai Koravars (Thanjavur, Nagapattinam,Tiruvarur, Tiruchirapalli, Karur,Perambalur, Pudukottai, Cuddalore and Villupuram Districts)

24 Gandarvakottai Kallars (Thanjavur, Nagapattinam,Tiruvarur & Pudukottai Districts)

25 Inji Koravars (Thanjavur, Nagapattinam, Tiruvarur, Tiruchirapalli, Karur, Perambalur and Pudukottai Districts)

26 Jogis (Kancheepuram,Tiruvallur, Chennai, Cuddalore, Villupuram, Vellore and Tiruvannamalai Districts)

27 Jambavanodai

28 Kaladis (Sivaganga, Virudhunagar, Ramanathapuram, Madurai,Theni, Dindigul, Thanjavur, Nagapattinam,Tiruvarur, Pudukottai,Tiruchirapalli, Karur and Perambalur Districts)

29 Kal Oddars (Kancheepuram, Tiruvallur, Ramanathapuram, Sivaganga, Virudhunagar, Madurai, Theni, Dindigul,Pudukottai, Thanjavur, Nagapattinam,Tiruvarur, Tiruchirapalli, Karur,Perambalur, Tirunelveli, Thoothukudi, Salem and Namakkal Districts)

30 Koravars (Kancheepuram, Tiruvallur, Ramanathapuram, Sivaganga, Virudhunagar, Pudukottai,Thanjavur, Nagapattinam, Thiruvarur, Tiruchirapalli, Karur, Perambalur, Tirunelveli, Thoothukudi, Chennai,Madurai, Theni, Dindigul and The Nilgiris Districts)

31 Kalinji Dabikoravars (Thanjavur, Nagapattinam, Tiruvarur and Pudukottai Districts)

32 Kootappal Kallars (Tiruchirapalli, Karur, Perambalur and Pudukottai Districts)

33 Kala Koravars (Thanjavur, Nagapattinam, Tiruvarur, Tiruchirapalli, Karur, Perambalur and Pudukottai Districts)

34 Kalavathila Boyas

35 Kepmaris (Kancheepuram,Tiruvallur, Pudukottai, Tiruchirapalli, Karur and Perambalur Districts)

36 Maravars (Thanjavur, Nagapattinam, Tiruvarur, Pudukottai, Ramanathapuram, Sivaganga, Virudhunagar, Tirunelveli and Thoothukudi Districts)

37 Monda Koravars

38 Monda Golla (Salem and Namakkal Districts)

39 Mutlakampatti (Tiruchirapalli, Karur, Perambalur and Pudukottai Districts)

40 Nokkars (Tiruchirapalli, Karur, Perambalur and Pudukottai Districts)

41 Nellorepet Oddars (Vellore and Tiruvannamalai Districts)

42 Oddars (Thanjavur, Nagapattinam, Tiruvarur, Tiruchirapalli,Karur, Perambalur, Pudukottai, Madurai, Theni and Dindigul Districts)

43 Pedda Boyas (Tiruchirapalli, Karur, Perambalur and Pudukottai Districts)

44 Ponnai Koravars (Vellore and Tiruvannamalai Districts)

45 Piramalai Kallars (Sivaganga, Virudhunagar, Ramanathapuram, Madurai, Theni, Dindigul, Pudukottai, Thanjavur, Nagapattinam and Tiruvarur Districts)

46 Peria Suriyur Kallars (Tiruchirapalli, Karur, Perambalur and Pudukottai Districts)

47 Padayachi (Vellayan Kuppam in Cuddalore District and Tennore in Tiruchirapalli District)

48 Punnan Vettuva Gounder (Tiruchirapalli, Karur, Perambalur and Pudukottai Districts)

49 Servai (Tiruchirapalli, Karur, Perambalur and Pudukottai Districts)

50 Salem Melnad Koravars (Madurai, Theni, Dindigul, Coimbatore, Erode, Pudukottai, Tiruchirapalli, Karur, Perambalur, Salem, Namakkal, Vellore and Tiruvannamalai Districts)

51 Salem Uppu Koravars (Salem and Namakkal Districts)

52 Sakkaraithamadai Koravars (Vellore and Tiruvannamalai Districts)

53 Saranga Palli Koravars

54 Sooramari Oddars (Salem and Namakkal Districts)

55 Sembanad Maravars (Sivaganga, Virudunagar and Ramanathapuram Districts)

56 Thalli Koravars(Salem and Namakkal Districts)

57 Telungapattti Chettis (Tiruchirapalli, Karur, Perambalur and Pudukottai Districts)

58 Thottia Naickers (Sivaganga, Virudunagar, Ramanathapuram, Kancheepuram,Tiruvallur, Thanjavur, Nagapattinam, Tiruvarur, Tiruchirapalli, Karur,Perambalur, Pudukottai, Tirunelveli, Thoothukudi, Salem, Namakkal, Vellore, Tiruvannamalai, Coimbatore and Erode Districts)

59 Thogamalai Koravars or Kepmaris (Tiruchirapalli, Karur, Perambalur and Pudukottai Districts)

60 Uppukoravars or Settipalli Koravars (Thanjavur, Nagapattinam, Tiruvarur, Pudukottai, Madurai, Theni, Dindigul, Vellore and Tiruvannamalai Districts)

61 Urali Gounders (Tiruchirapalli, Karur, Perambalur and Pudukottai Districts)

62 Wayalpad or Nawalpeta Korachas

63 Vaduvarpatti Koravars (Madurai, Theni, Dindigul, Ramanathapuram, Sivaganga, Virudunagar, Tirunelveli, Thoothukudi, Tiruchirapalli, Karur, Perambalur and Pudukottai Districts)

64 Valayars (Madurai, Theni, Dindigul, Tiruchirapalli, Karur, Perambalur, Pudukottai,Erode and Coimbatore Districts)

65 Vettaikarar (Thanjavur, Nagapattinam, Tiruvarur and Pudukottai Districts)

66 Vetta Koravars (Salem and Namakkal Districts)

67 Varaganeri Koravars (Tiruchirapalli, Karur, Perambalur and Pudukottai Districts)

68 Vettuva Gounder (Tiruchirapalli, Karur, Perambalur and Pudukottai Districts)

SCHEDULE-II

PART A

SCHEDULED CASTES.

[*See* clause (w) in section 3]

1. Adi Andhra.
2. Adi Dravida.
3. Adi Karnataka.
4. Ajila.
5. Arunthathiyar.
6. Ayyanavar (in Kanyakumari District and Shenkottah taluk of Tirunelveli District).
7. Baira.
8. Bakuda.
9. Bandi.
10. Bellara.
11. Bharatar (in Kanyakumari District and Shenkottah taluk of Tirunelveli District).
12. Chakkiliyan.
13. Chalavadi.
14. Chamar, Muchi.
15. Chandala.
16. Cheruman.
17. Devendrakulathan.
18. Dom, Dombara, Paidi, Pane.
19. Domban.
20. Godagali.
21. Godda.
22. Gosangi.
23. Holeya.
24. Jaggali.
25. Jambuvulu.
26. Kadaiyan.
27. Kakkalan (in Kanyakumari District and Shenkottah taluk of Tirunelveli District).
28. Kalladi.
29. Kanakkan, Padanna (in The Nilgiris District).
30. Karimpalan.

31. Kavara (in Kanyakumari District and Shenkottah taluk of Tirunelveli District).
32. Koliyan.
33. Koosa.
34. Kootan, Koodan (in Kanyakumari District and Shenkottah taluk of Tirunelveli District).
35. Kudumban.
36. Kuravan Sidhanar.
37. Madari.
38. Madiga.
39. Maila.
40. Mala.
41. Mannan (in Kanyakumari District and Shenkottah taluk of Tirunelveli District).
42. Mavilan.
43. Moger.
44. Mundala.
45. Nalakeyava.
46. Nayadi.
47. Padannan (in Kanyakumari District and Shenkottah taluk of Tirunelveli District).
48. Pagadai.
49. Pallan.
50. Palluvan.
51. Pambada.
52. Panan (in Kanyakumari District and Shenkottah taluk of Tirunelveli District).
53. Panchama.
54. Pannadi.
55. Panniandi.
56. Paraiyan, Parayan, Sambavar.
57. Paravan (in Kanyakumari District and Shenkottah taluk of Tirunelveli District).
58. Pathiyan (in Kanyakumari District and Shenkottah taluk of Tirunelveli District).
59. Pulayan, Cheramar.
60. Puthirai Vannan.
61. Raneyar.
62. Samagara.

63. Samban.

64. Sapari.

65. Semman.

66. Thandan (in Kanyakumari District and Shenkottah taluk of Tirunelveli District).

67. Thoti.

68. Tiruvalluvar.

69. Vallon.

70. Valluvan.

71. Vannan (in Kanyakumari District and Shenkottah taluk of Tirunelveli District).

72. Vathiriyan.

73. Velen.

74. Vetan (in Kanyakumari District and Shenkottah taluk of Tirunelveli District).

75. Vettiyan.

76. Vettuvan (in Kanyakumari District and Shenkottah taluk of Tirunelveli District).

PART B

SCHEDULED TRIBES.

(See clause (x) in section 3)

1. Adiyan.

2. Aranadan.

3. Eravallan.

4. Irular.

5. Kadar.

6. Kammara (excluding Kanyakumari district and Shenkottah taluk of Tirunelveli district).

7. Kanikaran, Kanikkar (in Kanyakumari district and Shenkottah and Ambasamudram taluks of Tirunelveli district).

8. Kaniyan, Kanyan.

9. Kattunayakan.

10. Kochu Velan.

11. Konda Kapus.

12. Kondareddis.

13. Koraga.

14. Kota (excluding Kanyakumari district and Shenkottah taluk of Tirunelveli district).

15. Kudiya, Melakudi.

16. Kurichchan.
17. Kurumbas (in The Nilgiris District).
18. Kurumans.
19. Maha Malasar.
20. Malai Arayan.
21. Malai Pandaram.
22. Malai Vedan.
23. Malakkuravan.
24. Malasar.
25. Malayali (in Dharmapuri, Krishnagiri, Vellore, Thiruvannamali, Pudukottai, Salem, Namakkal, Villuppuram, Cuddalore, Tiruchirappalli, Karur, Ariyalur and Perambalur Districts).
26. Malayekandi.
27. Mannan.
28. Mudugar, Muduvan.
29. Muthuvan.
30. Palleyan.
31. Palliyan.
32. Palliyar.
33. Paniyan.
34. Sholaga.
35. Toda (excluding Kanyakumari district and Shenkottah taluk of Tirunelveli district).
36. Uraly.

SCHEDULE-III

[See section 20 (1)]

MINIMUM GENERAL EDUCATIONAL QUALIFICATION

(1) A pass in the Secondary School Leaving Certificate Examination with eligibility for admission to College Course of studies in the Universities in this State; or

(2) A pass in the Secondary School Leaving Certificate Examination of this State.

Explanation—(i) A person who had appeared for 11 year S.S.L.C. Public Examination and obtained 35% marks in each subject either in one sitting or compartmentally, shall be deemed to have passed the S.S.L.C. Public Examination.

Explanation—(ii) A person who had appeared for 11 year S.S.L.C. Public Examination and had failed to obtain 35% marks in one or more subjects, but who has appeared and obtained 35% marks in the corresponding subject or subjects in 10 year S.S.L.C. Public Examination, shall be deemed to have passed the S.S.L.C. Public Examination.

Explanation—(iii) A person who had studied optional subjects in 11 year S.S.L.C. and failed in the optional subjects but had obtained 35% marks in all other subjects except the optional subjects in 11 year S.S.L.C. Public Examination shall be deemed to have passed the S.S.L.C. Public Examination.

Explanation—(iv) A person who had appeared and passed the X standard Government Examination conducted by the Board of Open School, Tamil Nadu shall be deemed to have passed S.S.L.C. Public Examination.

SCHEDULE-IV

SECOND CLASS LANGUAGE TEST

(See section 21)

Item of *Syllabus of Test*	*Number of Marks*		*Duration*
	Maximum	*Minimum*	
(1)	*(2)*	*(3)*	*(4)*
WRITTEN — **PART A**			
Translation:—			
This passage shall have 20 to 30 sentences of which 10 to 15 sentences shall be in simple and another 10 to 15 sentences in complex sentences. The expressions used in these sentences shall be on common subjects and not be related to any technical subject like engineering, medicine or mathematics.	100	50 (Single Paper)	3 hours
Composition:—			
Writing composition on any three topics on the following subjects in not exceeding 15 sentences each. (1) Glory of Tamil Language (2) Population Growth (3) Environment (4) Mass Education (5) Patriotism (6) Greatness of Virtues (7) Rural Development (8) Co-operation (9) Women's Development (10) Public Services (11) Need for Scientific knowledge	100	50 (Single Paper)	3 hours

(The standard of the written test shall be in accordance with the syllabus prescribed for Tamil Paper for the X Std. S.S.L.C. Public Examination.)

VIVA VOCE - **PART B**		
(i) Conversing with accuracy and fluency in Tamil	100	60
(ii) Dictating an order or delivering a short address on a given subject in Tamil.	50	25

PART C

Taking down in English evidence given in Tamil and asking questions in Tamil	50	25

PART D

Reading with fluency and translating correctly three petitions in Tamil or other official manuscripts written in a plain running hand.	100	50

Explanation—In the case of candidates who are required to pass the Second Class Language Test (full test) they will be allowed to appear for part D separately and will be required to appear for all other parts at the same time.

SCHEDULE-V

(See sections 27(e) and 40 (1))

1. General Turn
2. Scheduled Castes (Arunthathiyars on preferential basis)
3. Most Backward Classes and Denotified Communities
4. Backward Classes (Other than Backward Class Muslims)
5. General Turn
6. Scheduled Castes
7. Most Backward Classes and Denotified Communities
8. Backward Classes (Other than Backward Class Muslims)
9. General Turn
10. Backward Classes (Other than Backward Class Muslims)
11. General Turn
12. Scheduled Castes
13. Most Backward Classes and Denotified Communities
14. Backward Classes (Other than Backward Class Muslims)
15. Backward Class Muslims
16. Scheduled Castes
17. Most Backward Classes and Denotified Communities
18. Backward Classes (Other than Backward Class Muslims)
19. General Turn
20. Backward Classes (Other than Backward Class Muslims)
21. General Turn
22. Scheduled Castes
23. Most Backward Classes and Denotified Communities
24. Backward Classes (Other than Backward Class Muslims)
25. General Turn
26. Scheduled Castes
27. General Turn
28. Most Backward Classes and Denotified Communities
29. General Turn
30. Backward Classes (Other than Backward Class Muslims)
31. General Turn
32. Scheduled Castes (Arunthathiyars on preferential basis)
33. Most Backward Classes and Denotified Communities

34. Backward Classes (Other than Backward Class Muslims)
35. General Turn
36. Scheduled Castes
37. Most Backward Classes and Denotified Communities
38. Backward Classes (Other than Backward Class Muslims)
39. General Turn
40. Backward Class Muslims
41. General Turn
42. Scheduled Castes
43. Most Backward Classes and Denotified Communities
44. Backward Classes (Other than Backward Class Muslims)
45. General Turn
46. Most Backward Classes and Denotified Communities
47. Backward Classes (Other than Backward Class Muslims)
48. General Turn
49. Backward Classes (Other than Backward Class Muslims)
50. Scheduled Tribes
51. General Turn
52. Scheduled Castes
53. Most Backward Classes and Denotified Communities
54. Backward Classes (Other than Backward Class Muslims)
55. General Turn
56. Scheduled Castes
57. Most Backward Classes and Denotified Communities
58. Backward Classes (Other than Backward Class Muslims)
59. General Turn
60. Backward Classes (Other than Backward Class Muslims)
61. General Turn
62. Scheduled Castes
63. Most Backward Classes and Denotified Communities
64. Backward Classes (Other than Backward Class Muslims)
65. General Turn
66. Scheduled Castes (Arunthathiyars on preferential basis)
67. Most Backward Classes and Denotified Communities
68. Backward Classes (Other than Backward Class Muslims)

69. General Turn
70. Backward Classes (Other than Backward Class Muslims)
71. General Turn
72. Scheduled Castes
73. Most Backward Classes and Denotified Communities
74. Backward Classes (Other than Backward Class Muslims)
75. General Turn
76. Scheduled Castes
77. Most Backward Classes and Denotified Communities
78. Backward Class Muslims
79. General Turn
80. Backward Classes (Other than Backward Class Muslims)
81. General Turn
82. Scheduled Castes
83. Most Backward Classes and Denotified Communities
84. Backward Classes (Other than Backward Class Muslims)
85. General Turn
86. Scheduled Castes
87. Most Backward Classes and Denotified Communities
88. Backward Classes (Other than Backward Class Muslims)
89. General Turn
90. Backward Classes (Other than Backward Class Muslims)
91. General Turn
92. Scheduled Castes
93. Most Backward Classes and Denotified Communities
94. Backward Classes (Other than Backward Class Muslims)
95. General Turn
96. Most Backward Classes and Denotified Communities
97. Backward Classes (Other than Backward Class Muslims)
98. General Turn
99. Backward Class Muslims
100. General Turn.
101. Most Backward Classes and Denotified Communities
102. Scheduled Castes (Arunthathiyars on preferential basis)
103. General Turn

104. Backward Classes (Other than Backward Class Muslims)
105. General Turn
106. Scheduled Castes
107. Most Backward Classes and Denotified Communities
108. Backward Classes (Other than Backward Class Muslims)
109. General Turn
110. Backward Classes (Other than Backward Class Muslims)
111. General Turn
112. Scheduled Castes
113. Most Backward Classes and Denotified Communities
114. Backward Classes (Other than Backward Class Muslims)
115. General Turn
116. Scheduled Castes
117. Most Backward Classes and Denotified Communities
118. Backward Classes (Other than Backward Class Muslims)
119. General Turn
120. Backward Classes (Other than Backward Class Muslims)
121. General Turn
122. Scheduled Castes
123. Most Backward Classes and Denotified Communities
124. Backward Classes (Other than Backward Class Muslims)
125. General Turn
126. Scheduled Castes
127. Most Backward Classes and Denotified Communities
128. Backward Classes (Other than Backward Class Muslims)
129. General Turn
130. Backward Class Muslims
131. General Turn
132. Scheduled Castes (Arunthathiyars on preferential basis)
133. Most Backward Classes and Denotified Communities
134. Backward Classes (Other than Backward Class Muslims)
135. General Turn
136. Scheduled Castes
137. Most Backward Classes and Denotified Communities
138. Backward Classes (Other than Backward Class Muslims)

139. General Turn
140. Backward Classes (Other than Backward Class Muslims)
141. General Turn
142. Scheduled Castes
143. Most Backward Classes and Denotified Communities
144. Backward Classes (Other than Backward Class Muslims)
145. General Turn
146. Most Backward Classes and Denotified Communities
147. Backward Classes (Other than Backward Class Muslims)
148. General Turn
149. Backward Classes (Other than Backward Class Muslims)
150. Scheduled Tribes
151. General Turn
152. Scheduled Castes
153. Most Backward Classes and Denotified Communities
154. Backward Classes (Other than Backward Class Muslims)
155. General Turn
156. Scheduled Castes
157. Most Backward Classes and Denotified Communities
158. Backward Class Muslims
159. General Turn
160. Backward Classes (Other than Backward Class Muslims)
161. General Turn
162. Scheduled Castes
163. Most Backward Classes and Denotified Communities
164. Backward Classes (Other than Backward Class Muslims)
165. General Turn
166. Scheduled Castes (Arunthathiyars on preferential basis)
167. Most Backward Classes and Denotified Communities
168. Backward Classes (Other than Backward Class Muslims)
169. General Turn
170. Backward Classes (Other than Backward Class Muslims)
171. General Turn
172. Scheduled Castes
173. Most Backward Classes and Denotified Communities

174. Backward Classes (Other than Backward Class Muslims)
175. General Turn
176. Scheduled Castes
177. Most Backward Classes and Denotified Communities
178. Backward Classes (Other than Backward Class Muslims)
179. General Turn
180. Backward Classes (Other than Backward Class Muslims)
181. General Turn
182. Scheduled Castes
183. Most Backward Classes and Denotified Communities
184. Backward Classes (Other than Backward Class Muslims)
185. General Turn
186. Scheduled Castes
187. Most Backward Classes and Denotified Communities
188. Backward Class Muslims
189. General Turn
190. Backward Classes (Other than Backward Class Muslims)
191. General Turn
192. Scheduled Castes
193. Most Backward Classes and Denotified Communities
194. Backward Classes (Other than Backward Class Muslims)
195. General Turn
196. Most Backward Classes and Denotified Communities
197. Backward Classes (Other than Backward Class Muslims)
198. General Turn
199. Backward Classes (Other than Backward Class Muslims)
200. General Turn.

SCHEDULE-VI

[See section 27 (b)]

RESERVATION FOR BLIND, DEAF AND ORTHOPAEDICALLY CHALLENGED PERSONS

The following turns indicated against the rotation shall be reserved for the particular Differently abled person:—

BLIND

General Turn

Rotation	*Turn*	*Rotation*	*Turn*
1	100	45,86	89
7,48	15	50	39
9	45	55,96	55
11	69	60	5
16,57	85	65	21
19	11	69	75
21	35	74	91
26,67	51	79	41
28	81	84	59
31	1	89	9
36,77	19	94	25
38	48	98	79
40	71		

Backward Classes

Rotation	*Turn*
5,15,25,35,45,55,65,75,85,95	8
7,17,27,37,47,57,67,77,87,97	47
9,19,29,39,49,59,69,79,89,99	88

Most Backward Classes and Denotified Communities

Rotation	*Turn*
5,20,35,50, 65,80,95	57
9,24,39,54,69,84,99	27
11,26,41,56,71,86	83

Scheduled Castes

Rotation	*Turn*
2,52	76
11,61	92
15,65	52
19,69	42
28,78	62
32,82	16
36,86	12
45,95	26
48,98	82

Scheduled Tribes

Rotation	*Turn*
33	50

DEAF

General Turn

Rotation	*Turn*	*Rotation*	*Turn*
2	100	43	95
5	21	49,90	9
10,51	39	53	61
12	69	58,99	79
14	91	63	29
20,61	5	68	45
22	35	72	98
24	59	78	11
29,70	75	82	65
32	1	87	81
34	25	92	31
39,80	41	97	48
41	71		

BACKWARD CLASSES

Rotation	*Turn*
3,13,23,33,43,53,63,73,83,93	20
8,18,28,38,48,58,68,78,88,98	40
10,20,30,40,50,60,70,80,90,100	80

Most Backward Classes and Denotified Communities

Rotation	*Turn*
1,16,31,46,61,76,91	83
10,25,40,55,70,85,100	57
14,29,44,59,74,89	27

Scheduled Castes

Rotation	*Turn*
4,54	36
8,58	32
17,67	52
21,71	6
25,75	2
34,84	16
37,87	72
41,91	66
50,100	82

Scheduled Tribes

Rotation	*Turn*
62	50

ORTHOPAEDICALLY CHALLENGED

General Turn

Rotation	*Turn*	*Rotation*	*Turn*
3,44	95	47	15
6	21	52,93	31
8	45	56	85
13,54	61	61	100
15	91	66	51
18	11	71	69
23,64	29	76	19
25	59	81	35
27	81	85	89
32,73	98	91	1
35	25	95	55
37	48	100	71
42,83	65		

BACKWARD CLASSES

Rotation	*Turn*
1,11,21,31,41,51,61,71,81,91	74
4,14,24,34,44,54,64,74,84,94	14
6,16,26,36,46,56,66,76,86,96	54

Most Backward Classes and Denotified Communities

Rotation	*Turn*
4,19,34,49,64,79,94	27
6,21,36,51,66,81,96	83
15,30,45,60,75,90	57

Scheduled Castes

Rotation	*Turn*
6,56	36
9,59	92
13,63	86
23,73	6
26,76	62
30,80	56
39,89	72
43,93	26
47,97	22

Scheduled Tribes

Rotation	*Turn*
98	50

SCHEDULE-VII

(See section 27(c))

RESERVATION FOR EX-SERVICEMEN IN GROUP 'C' POSTS

The following turns indicated against the rotation shall be reserved for the Ex-servicemen:-

GENERAL TURN – EXSERVICEMEN

Sl.No.	*ROTATION*	*TURN*
(1)	1,11,21,31,41,51,61,71,81,91	31, 98,161
(2)	2,12,22,32,42,52,62,72,82,92	27, 91,155
(3)	3,13,23,33,43,53,63,73,83,93	21, 85,148
(4)	4,14,24,34,44,54,64,74,84,94	11, 79, 141
(5)	5,15,25,35,45,55,65,75,85,95	5, 71, 135, 200
(6)	6,16,26,36,46,56,66,76,86,96	65, 129, 195
(7)	7,17,27,37,47,57,67,77,87,97	59, 121, 189
(8)	8,18,28,38,48,58,68,78,88,98	51, 115, 181
(9)	9,19,29,39,49,59,69,79,89,99	45, 109, 175
(10)	10,20,30,40,50,60,70,80,90,100	39, 103, 169

BACKWARD CLASSES (OTHER THAN BACKWARD CLASS MUSLIMS) - EX-SERVICEMEN

Sl.No.	*ROTATION*	*TURN*
(1)	1, 21, 41, 61, 81	38, 114, 190
(2)	2, 22, 42, 62, 82	64, 140
(3)	3, 23, 43, 63, 83	14, 90, 168
(4)	4, 24, 44, 64, 84	44, 118, 194
(5)	5, 25, 45, 65, 85	68, 144
(6)	6, 26, 46, 66, 86	18, 94, 170
(7)	7, 27, 47, 67, 87	47, 120, 197
(8)	8, 28, 48, 68, 88	70, 147
(9)	9, 29, 49, 69, 89	20, 97, 174
(10)	10, 30, 50, 70, 90	49, 124, 199
(11)	11, 31, 51, 71, 91	74, 149
(12)	12, 32, 52, 72, 92	24, 104, 178
(13)	13, 33, 53, 73, 93	54, 128
(14)	14, 34, 54, 74, 94	4, 80, 154
(15)	15, 35, 55, 75, 95	30, 108, 180
(16)	16, 36, 56, 76, 96	58, 134
(17)	17, 37, 57, 77, 97	8, 84, 160
(18)	18, 38, 58, 78, 98	34, 110, 184
(19)	19, 39, 59, 79, 99	60, 138
(20)	20, 40, 60, 80, 100	10, 88, 164

BACKWARD CLASS MUSLIMS - EXSERVICEMEN

Sl.No.	*ROTATION*	*TURN*
(1)	2, 22, 42, 62, 82	78
(2)	5, 25, 45, 65, 85	40
(3)	8, 28, 48, 68, 88	15
(4)	10, 30, 50, 70, 90	188
(5)	13, 33, 53, 73, 93	158
(6)	16, 36, 56, 76, 96	130
(7)	19, 39, 59, 79, 99	99

MOST BACKWARD CLASSES AND DENOTIFIED COMMUNITIES - EXSERVICEMEN

ROTATION	*TURN*
In every rotation	46,146

SCHEDULED CASTE – EXSERVICEMEN

1,3,5,7,9,11,13,15,17,19,21,23,25,27,29,31,33,35,37, 39,41,43,45,47,49,51,53,55,57,59,61,63,65,67,69,71, 73,75,77,79,81,83,85,87, 89,91,93,95,97,99	62,192
2,4,6,8,10,12,14,16,18,20,22,24,26,28,30,32,34,36, 38,40,42,44,46,48,50,52,54,56,58,60,62,64,66,68,70, 72,74,76,78,80,82,84,86, 88,90,92,94,96,98,100	126

SCHEDULED CASTE – (ARUNTHATHIYARS ON PREFERENTIAL BASIS) – EXSERVICEMEN

ROTATION	*TURN*
2, 12, 22, 32, 42, 52, 62, 72, 82, 92	102
5, 15, 25, 35, 45, 55, 65, 75, 85, 95	166
9, 19, 29, 39, 49, 59, 69, 79, 89, 99	32

SCHEDULED TRIBES - EXSERVICEMEN

ROTATION	*TURN*
5, 15, 25, 35, 45, 55, 65, 75, 85, 95	150

SCHEDULE-VIII

[See section 26(4)]

(i) In respect of posts to which the rule of reservation of appointment applies, with reference to the roster of rotation specified in SCHEDULE-V, all the turns noted against each of the rotation as specified below shall be set apart for women.

GENERAL TURN - WOMEN

	ROTATION	*TURN*
1)	1,6,11,16,21,26,31,36,41,46, 51,56,61,66,71,76,81,86,91,96	5,19,29,39,48,61,71,81,95,103,111 125,135,145,159,169,179,191,200
2)	2,7,12,17,22,27,32,37,42,47,52 57,62,67,72,77,82,87,92,97	9,25,31,41,55,65,75,89,98,105,119, 129,139,151,161,171,185,195
3)	3,8,13,18,23,28,33,38,43,48,53 58,63,68,73,78,83,88,93,98	1,19,27,35,48,59,69,81,91,100,111, 121,131,145,155,165,179,189,198
4)	4,9,14,19,24,29,34,39,44,49,54 59,64,69,74,79,84,89,94,99	9,21,29,41,51,61,75,85,95,105,115 125,139,148,159,171,181,191
5)	5,10,15,20,25,30,35,40,45,50,55 60,65,70,75,80,85,90,95,100	1,11,25,35,45,55,69,79,89,100,109 119,131,141,151,165,175,185,198

BACKWARD CLASSES (OTHER THAN BACKWARD CLASS MUSLIMS) - WOMEN

Sl. No.	*ROTATION*	*TURN*
(1)	1, 11, 21, 31, 41, 51, 61, 71, 81, 91	8,18,30,47,58,68,84,94,108,120, 134,144,160,170,180,197
(2)	2, 12, 22, 32, 42, 52, 62, 72, 82, 92	8,18,34,47,58,70,84,94,110,120, 134,147,160, 170, 184,197
(3)	3, 13, 23, 33, 43, 53, 63, 73, 83, 93	8,20,34,47,60,70,84,97,110,120, 138, 147, 160, 174, 184, 197
(4)	4, 14, 24, 34, 44, 54, 64, 74, 84, 94	10,20,34,49,60,70,88,97,110,124, 138,147,164,174,184,199
(5)	5, 15, 25, 35, 45, 55, 65, 75, 85, 95	10,20,38,49,60,74,88,97,114, 124,138, 149,164,174,190,199
(6)	6, 16, 26, 36, 46, 56, 66, 76, 86, 96	10,24,38,49,64,74,88,104,114,124, 140,149,164, 178,190,199
(7)	7, 17, 27, 37, 47, 57, 67, 77, 87, 97	14,24,38,54,64,74,90,104,114,128, 140,149, 168,178,190
(8)	8, 18, 28, 38, 48, 58, 68, 78, 88, 98	4,14,24,44,54,64,80,90,104,118, 128,140,154,168,178,194
(9)	9, 19, 29, 39, 49, 59, 69, 79, 89, 99	4,14,30,44,54,68,80,90,108, 118,128,144,154, 168,180,194
(10)	10, 20, 30, 40, 50, 60,70, 80, 90, 100	4,18,30,44,58,68,80,94,108,118, 134,144, 154,170,180,194

BACKWARD CLASS MUSLIMS – WOMEN

	ROTATION	*TURN*
(1)	1,10,11,20,21,30,31,40,41,50, 51,60, 61,70,71,80,81,90,91,100	40, 130
(2)	2,12,22,32,42,52,62,72,82,92	15, 130
(3)	3,13,23,33,43,53,63,73,83,93	15, 99
(4)	4,14,24,34,44,54,64,74,84,94	15,99,188
(5)	5,15,25,35,45,55,65,75,85,95	99, 188
(6)	6,16,26,36,46,56,66,76,86,96	78, 188
(7)	7, 8, 17,18 ,27,28,37,38,47,48, 57,58,67,68,77,78,87,88,97,98	78, 158
(8)	9,19,29,39,49,59,69,79,89,99	40, 158

MOST BACKWARD CLASSES AND DENOTIFIED COMMUNITIES – WOMEN

ROTATION	*TURN*
In every rotation	7,23,43,57,73,93,107,123,143,157,173,193

SCHEDULED CASTE – WOMEN

ROTATION	*TURN*
In every rotation	12,26,52,76,92,116,142,162,182

SCHEDULED CASTE (ARUNTHATHIYARS ON PREFERENTIAL BASIS)-WOMEN

	ROTATION	*TURN*
(1)	1,6,11,16,21,26,31,36,41,46,51,56,61,66,71,76,81,86,91,96	2, 102
(2)	2,7,12,17,22,27,32,37,42,47,52,57,62,67,72,77,82,87,92,97	2, 132
(3)	3,8,13,18,23,28,33,38,43,48,53,58,63,68,73,78,83,88,93,98	32, 132
(4)	4,9,14,19,24,29,34,39,44,49,54,59,64,69,74,79,84,89,94,99	66, 166
(5)	5,10,15,20,25,30,35,40,45,50,55,60,65,70,75,80,85,90,95,100	66

SCHEDULED TRIBES – WOMEN

	ROTATION	*TURN*
(1)	2,5,7,10,12,15,17,20,22,25,27,30, 32,35, 37,40,42,45,47,50,52,55,57, 60,62,65,67, 70,72,75,77,80,82,85,87,90,92,95,97,100	50
(2)	3,8,13,18,23,28,33,38,43,48,53,58,63,68,73,78, 83,88,93,98	150

(ii) In respect of posts to which the rule of reservation of appointments does not apply, for every ten vacancies, the roster of reservation shall be follows:-

1. General
2. General
3. Women
4. General
5. General
6. Women
7. General
8. General
9. Women
10. General

(iii) In respect of posts to which the rule of reservation of appointment applies, with reference to the existing roster of rotation specified in SCHEDULE-V, all the turns noted under each category against each of the rotation as specified below shall be set apart for destitute widow:-

GENERAL TURN - DESTITUTE WIDOWS

Sl.No.	*ROTATION*	*TURN*
(1)	1, 51	5, 111
(2)	2, 52	25, 129
(3)	3, 53	35, 145
(4)	4, 54	51, 159
(5)	5, 55	69, 175
(6)	6, 56	81, 191
v7)	7, 57	98
(8)	8, 58	1, 111
(9)	9, 59	21, 125
(10)	10, 60	35, 141
(11)	11, 61	48, 159
(12)	12, 62	65, 171
(13)	13, 63	81, 189
(14)	14, 64	95
(15)	15, 65	1, 109
(16)	16, 66	19, 125
(17)	17, 67	31, 139
(18)	18, 68	48, 155
(19)	19, 69	61, 171
(20)	20, 70	79, 185
(21)	21, 71	95, 200
(22)	22, 72	105
(23)	23, 73	19, 121
(24)	24, 74	29, 139
(25)	25, 75	45, 151
(26)	26, 76	61, 169
(27)	27, 77	75, 185
(28)	28, 78	91, 198
(29)	29, 79	105
(30)	30, 80	11, 119
(31)	31, 81	29, 135
(32)	32, 82	41, 151
(33)	33, 83	59, 165

(34)	34, 84	75, 181
(35)	35, 85	89, 198
(36)	36, 86	103
(37)	37, 87	9, 119
(38)	38, 88	27, 131
(39)	39, 89	41, 148
(40)	40, 90	55, 165
(41)	41, 91	71, 179
(42)	42, 92	89, 195
(43)	43, 93	100
(44)	44, 94	9, 115
(45)	45, 95	25, 131
(46)	46, 96	39, 145
(47)	47, 97	55, 161
(48)	48, 98	69, 179
(49)	49, 99	85, 191
(50)	50, 100	100

BACKWARD CLASSES (OTHER THAN BACKWARD CLASS MUSLIMS) - DESTITUTE WIDOWS

Sl.No.	*ROTATION*	*TURN*
(1)	1, 62	8,134
(2)	2	58, 184
(3)	3,42, 64	110
(4)	4	34, 164
(5)	5, 44, 66	88
(6)	6	10, 140
(7)	7, 46	64, 190
(8)	8, 30, 69	118
(9)	9, 48	44, 168
(10)	10, 32, 71	94
(11)	11, 50	18, 144
(12)	12, 73	70, 197
(13)	13, 52, 91	120
(14)	14, 75	49, 174
(15)	15, 54, 93	97
(16)	16, 77	24, 149
(17)	17	74
(18)	18, 79	4, 128
(19)	19	54, 180
(20)	20, 59, 81	108

(21)	21	30, 160
(22)	22, 61, 83	84
(23)	23	8, 138
(24)	24,63	60, 184
(25)	25, 47, 86	114
(26)	26, 65	38, 164
(27)	27,49, 88	90
(28)	28, 67	14, 140
(29)	29, 90	68, 194
(30)	31, 92	47, 170
(31)	33, 94	20, 147
(32)	34	70, 199
(33)	35, 74,96	124
(34)	36	49, 178
(35)	37, 76,98	104
(36)	38	24, 154
(37)	39, 78, 100	80
(38)	40	4, 134
(39)	41, 80	58, 180
(40)	43, 82	34, 160
(41)	45, 84	10, 138
(42)	51	68, 197
(43)	53	47, 174
(44)	55	20, 149
(45)	56, 95	74, 199
(46)	57	128
(47)	58, 97	54, 178
(48)	60, 99	30, 154
(49)	68	64, 194
(50)	70	44, 170
(51)	72	18, 147
(52)	85	60, 190
(53)	87	38, 168
(54)	89	14, 144

BACKWARD CLASS MUSLIMS - DESTITUTE WIDOWS

Sl. No.	*ROTATION*	*TURN*
(1)	1, 20, 39	40
(2)	5, 24, 86	188
(3)	10, 72, 91	130
(4)	15, 34, 53	99

(5)	29, 48, 67	158
(6)	44, 63, 82	15
(7)	58, 77, 96	78

MOST BACKWARD CLASSES AND DENOTIFIED COMMUNITIES –DESTITUTE WIDOWS

Sl. No.	*ROTATION*	*TURN*
(1)	1,6,11,16,21,26,31,36,41,46,51, 56,61,66,71,76,81,86,91,96	7,173
(2)	2,7,12,17,22,27,32,37,42,47,52, 57,62,67,72,77,82,87,92,97	143
(3)	3,8,13,18,23,28,33,38,43,48,53, 58,63,68,73,78,83,88,93,98	107
(4)	4,9,14,19,24,29,34,39,44,49,54, 59,64,69,74,79,84,89,94,99	73
(5)	5,10,15,20,25,30,35,40,45,50,55, 60,65,70,75,80,85,90,95,100	43

SCHEDULED CASTE - DESTITUTE WIDOWS

Sl. No.	*ROTATION*	*TURN*
(1)	1,11,21,31,41,51,61,71,81,91	12
(2)	2,12,22,32,42,52,62,72,82,92	26
(3)	3,13,23,33,43,53,63,73,83,93	52
(4)	4,14,24,34,44,54,64,74,84,94	76
(5)	5,15,25,35,45,55,65,75,85,95	92
(6)	6,16,26,36,46,56,66,76,86,96	116
(7)	7,17,27,37,47,57,67,77,87,97	142
(8)	8,18,28,38,48,58,68,78,88,98	162
(9)	9,19,29,39,49,59,69,79,89,99	182

SCHEDULED CASTE (ARUNTHATHIYARS ON PREFERENTIAL BASIS) – DESTITUTE WIDOWS

Sl. No.	*ROTATION*	*TURN*
(1)	1, 12, 51, 62	2
(2)	6, 56	102
(3)	17, 28, 67, 78	132
(4)	23, 73	32
(5)	34, 45 ,84 ,95	66
(6)	39, 89	166

SCHEDULED TRIBES – DESTITUTE WIDOWS

Sl. No.	ROTATION	TURN
(1)	2, 35 ,52, 85	50
(2)	18, 68	150

SCHEDULE-IX

(See section 27)

The method of carrying forward of vacancies reserved for the Scheduled Castes and Scheduled Tribes candidates by direct recruitment is illustrated below:—

If five vacancies reserved for the candidates belonging to Scheduled Castes and Scheduled Tribes remain unfilled in earlier years and they are carried forward as “backlog” vacancies and fifty new vacancies arise in the year of recruitment of which nine vacancies are to be reserved for the Scheduled Castes and Scheduled Tribes fifteen vacancies for the Backward Classes, ten vacancies for the Most Backward Classes and Denotified Communities and sixteen vacancies for open competition following the existing instructions on reservation, the number of vacancies to be announced shall be as follows:—

	Current Vacancies				***Backlog vacancies***
	Open competition	***Scheduled Castes and Scheduled Tribes***	***Backward Classes***	***Most Backward Classes and Denotified Communities***	***Scheduled Castes and Scheduled Tribes***
Number of posts	***16***	***9***	***15***	***10***	***5***

It may be seen from the above that while the vacancies reserved for the Scheduled Castes and Scheduled Tribes which remain unfilled shall be carried forward to the next year of recruitment as “backlog” vacancies, the carried forward reservation for the Scheduled Castes and Scheduled Tribes on the 1st April 1989 as a result of the filling up of the relevant vacancies after dereservation, shall continue to be operated against “current” vacancies. If such reserved vacancies are still not filled up, they shall be carried forward as “back log” vacancies.

While the ban on dereservation comes into effect on the 1st April 1989 in respect of direct recruitment to Group A, B, C & D in case of vacancies in Groups A and B Services, there may be rare and exceptional cases where after the non-availability of suitable candidates belonging to the Scheduled Castes and Scheduled Tribes posts cannot be allowed to remain vacant in public interest. In such situations, the Administrative Department under which the recruitment is being made shall make a proposal for dereservation giving full justification for such action, and consult the Director of Adi Dravidar and Tribal Welfare and the Secretary to Government, Adi Dravidar and Tribal Welfare and obtain the comments on each proposal. After obtaining the comments of the Director of Adi Dravidar and Tribal Welfare and the Secretary, Adi Dravidar and Tribal Welfare Department, the administrative department shall then place the proposal for dereservation along with the comments of the Director of Adi Dravidar and Tribal Welfare before a committee comprising the Secretary to Government, Adi Dravidar and Tribal Welfare Department, the Secretary to Government, Personnel and Administrative Reforms Department and the Secretary to Government in charge of the Department to which the recruitment is being made for consideration and recommendation. The recommendation of this committee shall be placed before the Minister in charge of the Personnel and Administrative Reforms Department and the Minister for Adi Dravidar and Tribal Welfare, for a final decision.

In case of such vacancies reserved for Most Backward Classes and Denotified Communities, the administrative department in which the recruitment is being made shall make a proposal for dereservation giving full justification for such action, and consult the Director of Most Backward Classes and Denotified Communities and obtain the comments on each proposal. After obtaining the comments of the Director of Most Backward Classes and Denotified Communities and the Secretary to Government in charge of the department for the welfare of the Most Backward Classes and Denotified Communities, the Administrative Department shall then place the proposal for dereservation along with the comments of the Director of Most Backward Classes and Denotified Communities before a committee comprising the Secretary to Government in charge of the Department for the welfare of the Most Backward Classes and Denotified Communities, the Secretary to Government, Personnel and Administrative Reforms Department and the Secretary to Government in charge of the Department in which the recruitment is being made for consideration and recommendation. The recommendation of this Committee shall be placed before the Minister in charge of the Personnel and Administrative Reforms Department and the Minister for Backward Classes, Most Backward Classes and Denotified Communities Welfare for a final decision.

SCHEDULE-X

[See section 20 (8) and 26 (3)]

(1) Name of the individual :

(2) Full Postal Address :

(3) Details of job held, if any :

(4) Particulars of her children, if any :

(5) Name and last occupation of her late husband :

(6) Date of demise of her husband :

(7) Monetary benefits received after her husband's death by way of family pension, insurance, etc., if any :

(8. Details of Properties if any immovable and movable left behind by him :

(9. Present monthly income.—

(a) From salaries/wages :

(b) From family pension :

(c) From private properties :

(d) Rents received

(e) From private practice :

(f) Other sources, if any :

(g) Total :

10. Whether living alone or living with her husband's parents/in-laws/ parents/brother (s) :

11. Whether she satisfies the definition of the term "Destitute Widow" as defined in section 20(8) and 26 of this Act :

Certified that I have verified the particulars furnished by the individual and satisfied myself as to the correctness of her claim with reference to the definition of the term "Destitute Widow" in section 20(8) and 26 of this Act

Certificate Reference No.:	Signature	:
Place:	Name	:
Date:	Designation	:

Revenue Divisional Officer/
Assistant Collector/Sub-Collector.

Explanation- The above certificate should be issued only by the Revenue Divisional Officer or the Assistant Collector or the Sub-Collector concerned.

SCHEDULE-XI

[See section 7 (1)]

PART–A

I. Procedure for preparation of approved list:-

(1) Based on the estimate of vacancies arrived, promotion or appointment to a post shall be made from a list of approved candidates prepared on the basis of merit, ability and seniority and other qualifications as prescribed in the Special Rule for the post. The seniority of a member of service shall be determined by the rank obtained by him in the list of approved candidates drawn up by the Tamil Nadu Public Service Commission or the Appointing Authority, as the case may be, subject to the rule of reservation where it applies. The merit, ability and other aspects shall be assessed over a period of five years as per Annual Confidential Reports and punishments, if any, imposed.

(2) The proposal for preparation of approved list shall be submitted to the appointing authority as per the proforma prescribed in Part–B of this Schedule and the seniority list and other particulars shall be furnished as per Part–C of this Schedule.

(3) Particulars about members of service to be considered for inclusion in the approved lists shall be examined in seriatim in the proforma, as prescribed in Part–D of this Schedule.

II. Consideration of members for inclusion in the approved lists:-

(1) In cases where enquiry (except Tribunal for Disciplinary Proceedings enquiry) including preliminary or detailed enquiry by the appropriate Investigating Authority is pending against a member of service and no specific charges have been framed, promotion or appointment of such member of service shall be considered on the basis of the merit revealed through Annual Confidential Reports, Record Sheets and Punishments imposed. In cases where specific charges have been framed or charge sheet has been filed in criminal case against a member of service, promotion or appointment of such member of service shall be deferred till such proceedings are concluded. On exoneration or acquittal from the charges, a member of service shall be considered for promotion or appointment with retrospective effect from the date on which his immediate junior was promoted, if he is otherwise qualified for such promotion.

(2) If the disciplinary proceedings under rule 17(b) of the Tamil Nadu Civil Services (Discipline and Appeal) Rules pending against a member of service are merely stayed by a Court, his case shall be deferred till the judicial proceedings are concluded, unless a contrary order is passed by the Court and it is decided not to challenge the same. If the Court quashes the charge memo, then the name of the member of service concerned shall be considered for inclusion in the approved list for promotion or for appointment, if he is otherwise qualified.

(3) The name of a member of service shall not be considered for inclusion in the approved list, if any enquiry is pending against him in the Tribunal for Disciplinary Proceedings.

(4) Issuance of a show cause notice or charges framed under rule 17(a) of the Tamil Nadu Civil Services (Discipline and Appeal) Rules against a member of service shall not be a bar for inclusion of his name in the approved list.

(5) Mere filing of cases in Courts by the appropriate Investigating Authority against a member of service, shall not be a bar for inclusion of his name in the approved list. If specific charges are framed or charge sheet has been filed in the criminal case on the crucial date his name shall not be considered for inclusion in the approved list.

(6) The name of a member of service shall not be considered for inclusion in the approved list if he is arrested for an offence under the Prevention of Corruption Act, 1988.

(7) The remittal orders issued by the Government directing the appropriate authority to initiate disciplinary action against a member of service shall not be a bar for inclusion of his name in the approved list. If charges are framed under rule 17(b) of the Tamil Nadu Civil Services (Discipline and Appeal) Rules as a result of such remittal orders, the name of the member of service shall not be considered for inclusion in the approved list.

(8) Pendency of charges framed under rule 17(b) of the Tamil Nadu Civil Services (Discipline and Appeal) Rules against a member of a service shall be a bar for inclusion of his name in the approved list.

(9) If the disciplinary proceedings under rule 17(b) of the Tamil Nadu Civil Services (Discipline and Appeal) Rules pending against a member of the service are merely stayed by a Court, his case shall be deferred till the judicial proceedings are concluded, unless a contrary order is passed by the Court and it is decided not to challenge the same. If the Court quashes the charge memo, then the name of the member of service concerned shall be considered for inclusion in the approved list for promotion or for appointment, if he is otherwise qualified.

(10) The name of a member of service placed under suspension on the crucial date or on the date of consideration for actual promotion shall not be considered for inclusion in the approved list or for actual promotion, as the case may be and his name shall be deferred till finalisation of disciplinary proceedings.

(11) Any punishment (other than 'Censure') imposed on a member of service within a period of five years prior to the crucial date and a punishment of 'Censure' imposed within a period of one year prior to the crucial date shall be held against the member of service and his name shall not be considered for inclusion in the approved list. Any punishment, including 'Censure' imposed on a member of service after the crucial date, but before actual promotion or appointment shall be held against the member of service and he shall not be given promotion or appointment.

(12) A member of service whose name has not been included in the approved list for a punishment shall not be overlooked in the subsequent years' list for the same punishment or punishments, provided the member of service is not undergoing any punishment on the crucial date for preparation of approved list.

(13) If a member of service is imposed with punishment for irregularities or delinquencies that were committed five years prior to the crucial date, his name shall be considered for promotion or appointment to a post, if the member of service is not undergoing such punishment on the crucial date or on the date of consideration for actual promotion.

(14) The punishment of 'Censure' imposed on a member of service within a period of one year preceeding the crucial date shall not be held against

a member of service, if the delinquency in respect of which such punishment is imposed had occurred prior to five years preceeding the crucial date. In such cases the name of the member of service shall be considered for inclusion in the approved list.

(15) No member of service shall be promoted or appointed to a post, if the member is undergoing any punishment imposed under rule 8 of the Tamil Nadu Civil Services (Discipline and Appeal) Rules, either on the crucial date or on the date of consideration for actual promotion.

(16) In cases where recovery to make good the monetary loss caused to the Government is ordered against a member of service, his name shall not be considered for inclusion in the approved list during the period of such recovery, subject to a maximum period of 24 months from the date of issue of order irrespective of the fact whether it is recovered in full or not.

(17) Any punishment imposed on a member of service under rule 8 of the Tamil Nadu Civil Services (Discipline and Appeal) Rules shall take effect from the date on which the said punishment order is served to the member of service concerned and the name of such member of service shall not be considered for inclusion in the approved list until the said punishment is over.

(18) The performance of a member of service for promotion or appointment shall be assessed on the basis of the Annual Confidential Report or Record Sheet written for a period of five years prior to the crucial date. If any adverse remarks are recorded against a member of service in the Annual Confidential Report or Record Sheet within a period of five years prior to the crucial date, his name shall not be considered for inclusion in the approved list. Any adverse remarks relating to a period of five years prior to the crucial date which have not been shown to and acknowledged by the member of service shall be ignored and his name shall be considered for inclusion in the approved list.

(19) The case of a member of service whose promotion or appointment has been deferred on account of any pending charges, shall be reopened after disposal of the charges and appropriate orders shall be passed on merits, either giving him promotion or appointment if he is exonerated or acquitted of the charges and if there is no other adverse factor to be reckoned or denying him promotion or appointment or giving promotion or appointment from a later date, depending upon the nature of punishment and other factors to be reckoned in other cases. In all such cases, the appointing authority shall take *suo moto* action within fifteen days from the date of issue of final orders in the departmental disciplinary case or criminal case.

(20) Whenever a temporary post is newly created and ‘adhoc’ rules are not framed for the post, appointment to such post shall be made on ‘adhoc’ basis. In case of posts governed by rules, promotion or appointment shall not be made with reference to the proposed amendment to rules but shall be made only with reference to the existing rules. No promotion or appointment shall be made on the basis of the executive orders seeking to modify the rules. While selecting candidates for appointment or promotion, the claim of contesting candidate shall be weighed with reference to the rules in force and not with reference to executive orders or contemplated changes in rules.

(21) The appointing authority shall take into account the provisions of section 12 and 42 of this Act, while preparing approved list for promotion or appointment.

PART–B

PARTICULARS / DOCUMENTS REQUIRED FOR PREPARATION OF APPROVED LISTS:-

Particulars / Documents to be submitted to the Appointing authority for preparation of approved list.

(1) Grade of post to which appointment by promotion or by recruitment by transfer is to be made.

(2) Whether the post is a selection category post or not and the scale of pay attached to the post.

(3) Year of the approved list.

(4) Crucial date for preparation of the approved list.

(5) The estimate of vacancies for the post under reference.

(6) Whether the posts are within the purview of the Tamil Nadu Public Service Commission.

(7) Whether the last approved list has been exhausted and the persons, if any, not promoted are considered for this approved list, if not, the reason therefor.

(8) Whether all the persons overlooked in the previous approved list are being considered in this approved list.

(9) (i) Whether all the persons on other duty have been considered for inclusion in this approved list.

(ii) Details of the persons who are outside the regular line for over five years.

(10) Whether all the eligible persons in all the feeder categories for the post have been considered for this approved list.

(11) If there is more than one feeder category, indicate the scale of pay of each category.

(12) Whether rule of reservation is applicable to the post and, if so, to state whether it has been followed.

(13) Original of the order approving the previous approved list.

(14) Updated copy of the Special/Adhoc Rules governing the post (copy to be furnished).

(15) The seniority list covering all the feeder categories for the post should be furnished. If there is more than one feeder category, enclose separate seniority list for each category together with the combined seniority list.

(16) Copies of orders of punishments imposed on a member of service, in the zone of consideration to be added to Sectional Notes.

(17) (a) Where Personal Files could not be written for short periods, a certificate of the Heads of Departments that the persons concerned has not come to adverse notice during the relevant period and that no punishment has been awarded, should be furnished.

(b) A similar certificate to be given by the Department of Secretariat, whether charges under rule 17(b) of the Tamil Nadu Civil Services (Discipline and Appeal) Rules are pending as on date.

PART–C

Seniority List

(1) The seniority list should be a printed or cyclostyled one, published and communicated to all the persons concerned. (With number and date of reference in which the list was communicated)

(2) While furnishing the seniority list in the approved list files, the following particulars should also be typed against the name of each individuals:-

(i) Date of birth :

(ii) Date of superannuation :

(iii) Whether he is now in service or whether he has voluntarily retired, resigned, dismissed or removed from service after publication of the list :

(iv) The post now held by him :

(v) If the member of service has relinquished his right for appointment to the post, state whether the relinquishment was temporary or permanent. (Number and date of order of acceptance to be indicated). In case of temporary relinquishment, the date on which the temporary relinquishment would expire should be indicated.

(3.) Typed seniority list which has not been published / communicated should not be sent or accepted.

PART–D

Brief Particulars about the Members to be Considered for Inclusion in the Approved List

(1) (a) Name and designation of the member and the scale of pay attached to the post now held. :

(b) Classification of community (S.C./ S.T./B.C./M.B.C./D.N.C./O.C.) :

(c) Name of the Community as specified in this Act (except OC)(columns (b) and (c) are applicable only for the posts for which rule of reservation is followed for recruitment by transfer/ promotion to higher posts) :

(2) Age and date of birth :

(3) Date of retirement :

(4) Educational qualifications, Special qualifications, if any :

(5) Training undergone

(6) Date of regular appointment, date of completion of probation and total service in the post presently held. If, on O.D., period from which he is on O.D.

(7) Whether the member of service has acquired all the qualifications prescribed in the Special or Ad-hoc Rules for higher posts including previous experience, teaching experience, special training, etc., on the crucial date.

Crucial Date	*Qualifications / Tests, experience etc. prescribed*	*Date of acquiring the qualification/ experience etc. and date of passing the test*
(1)	*(2)*	*(3)*

(8) Whether any charges are pending againstthe member of service, and if so, indicate the period to which charges relate, nature of charges and date from which pending, the present stage. Reasons for delay in finalizing the disciplinary proceedings. Whether any appeals are pending and if so, the present stage.

(a) Extract of charges pending under rule 17(b) of the Tamil Nadu Civil Services (Discipline and Appeal) Rules (i)

(ii)

(iii)

(b) Extract of lapses for which disciplinary action under rule 17(a) of the Tamil Nadu Civil Services (Discipline and Appeal) Rules have been instituted.

(9) (a) Whether any vigilance or other enquires are pending against the member of service and, if so, indicate the details thereof, nature of irregularities, lapses for which he is proceeded against; period to which lapses relate.

(b) Present stage of disciplinary proceedings.

(10)	(a) Whether any criminal case is pending against the member of service in the official capacity and if so, indicate the details thereof; nature of crime for which he is proceeded against	:
	(b) Whether charge sheet has been filed	:
	(c) Present stage of the criminal case	:
(11)(a)	Whether any criminal case is pending againstthe member of service in the personal capacity / private in nature and if so, indicate the details thereof, nature of crime for which he is proceeded against	:
	(b) Whether charge sheet has been filed	:
	(c) Present stage of the criminal case	:
(12)(a)	Whether charges have been framed by the Tribunal for Disciplinary Proceedings and theenquiry by the Tribunal for Disciplinary Proceedings is pending	:
	(b) Whether the case was referred to the Tribunal for Disciplinary Proceedings by the Government themselves or on recommendation of the Vigilance Commission	:
	(c) Present stage of the enquiry by the Tribunal for Disciplinary Proceedings.	:
(13)	Whether any penalties have been imposed on the member of service and, if so, the nature of lapses and penalties imposed and date of imposition of the punishment. Copies of orders imposing punishment should be attached.	:
	(a) Whether the penalties have been given effect to, if not, the reasons therefor.	:
	(b) Whether on suspension or undergoing punishment at the time of consideration.	:
(14)(i)	Whether there are any adverse remarks in his personal file and, if so, indicate the details therefor and whether they have been communicated to the individual.	:
	(ii) Resume of Personal File for the last 5 years	:

From	*To*	*Rating*	*Adverse remarks, if any; If there are no Adverse remarks put 'nil'.(if) no case, it should be left blank)*
(1)	*(2)*	*(3)*	*(4)*

(15) Whether the individual has been considered earlier in the last approved list, and passed over. If so, the reasons therefor may be indicated.

(16) Specific recommendation of the Head of the Department

(17) Special remarks of the Secretary to Government of the Administrative Department.

NOTE.- (a) Particulars in respect of persons retired and those whose relinquishment of right for promotion has been accepted and final orders accepting such relinquishment have been issued by Government, need not be furnished.

(b) Proforma particulars in respect of persons who have relinquished but whose relinquishment has not been accepted and orders issued by Government should be furnished.

(c) The terminologies viz. Fit / Not Fit / Deferred / Not eligible /Not qualified/ Relinquished / Over aged / Retired should be used by the appointing authorities while offering their remarks.

SCHEDULE-XII

[See section 63(2) *]*

UNDERTAKING TO BE GIVEN BY THE CANDIDATE

I hereby accept that, if selected on the basis of the recruitment / examination to which this application relates, I will produce documentary evidence to the satisfaction of the appointing authority that I have been duly released / retired / discharged from the Armed Forces and I am entitled to the benefits admissible to Ex-servicemen given under section 63 of this Act.

Place: *Signature of the candidate.*

FORM OF CERTIFICATE FOR SERVING PERSONNEL

I hereby certify that, according to the information available with me (No) (Rank) (Name) is due to complete the specified term of his engagement with the Armed Forces on the (date)

Place :

Date : *Signature of the Commanding Officer.*

ABSTRACT

Public services - Welfare of Differently Abled Persons Department – Four Percentage Reservation for Differently Abled Persons – Reservation of appointment in all Government Establishments under Section 34 of the Rights of Persons with Disabilities Act, 2016 – Orders - Issued.

Welfare of Differently Abled Persons (DAP-3.2) Department

G.O. (Ms) No. 21 **Dated: 30.05.2017**
ஹேவிளம்பி, வைகாசி 16,
திருவள்ளுவர் ஆண்டு 2048

Read:

1. G.O.(Ms)No.602, Social Welfare Department, dated 14.08.1981.
2. G.O.(Ms)No.2093, Social Welfare Department, dated 30.10.1987.
3. G.O. (Ms) No. 99, Personnel and Administrative Reforms (per-s) Department, dated 26.02.1988.
4. The Rights of Persons with Disabilities Act, 2016 [Government of India Act, No.49 of 2016].
5. Government of India Gazette No.1074, dated 19.04.2017.
6. The State Commissioner for the Differently Abled Letter No.5234/DAW 3.1/2016, dated 24.01.2017.

ORDER:

In the Government Order first read above, orders were issued reserving 3% of vacancies in Government and Government undertakings for Differently Abled Persons.

2. In the Government Order second and third read above, 3% reservation was extended to Differently Abled Persons to all posts in C & D categories.

3. As per section 34(1) of the Rights of Persons with Disabilities Act, 2016 (Central Act No.49 of 2016) "Every appropriate Government shall appoint in every Government establishment, not less than four percent of the total number of vacancies in the cadre strength in each group of posts meant to be filled with persons with benchmark disabilities of which, one percent each shall be reserved for persons with benchmark disabilities under clauses (a), (b) and (c) and one percent for persons with benchmark disabilities under clauses (d) and (e), namely:-

(a) blindness and low vision;
(b) deaf and hard of hearing;
(c) locomotor disability including cerebral palsy, leprosy cured, dwarfism, acid attack victims and muscular dystrophy;
(d) autism, intellectual disability, specific learning disability and mental illness;
(e) multiple disabilities from amongst persons under clauses (a) to (d) including deaf-blindness in the posts identified for each disabilities".

4. In the letter 5th read above, the State Commissioner for the Differently Abled has sent proposal to increase the reservation of differently abled persons from 3% to 4% and to provide reservation in all State Public Services / Public Sector Undertakings / Boards / Corporations / Educational Institutions under all kinds of Managements (like Government, Local Bodies and Aided Management including Universities).

5. After careful examination of the proposal of State Commissioner for the Differently Abled, Government have decided to provide for reservation of differently abled persons at 4% in all State Public Services / Public Sector Undertakings / Boards / Corporations / Educational Institutions under all kinds of Managements (like Government, Local Bodies and Aided Management including Universities) in the following manner:-

(a)	blindness and low vision	-	1%
(b)	deaf and hard of hearing	-	1%
(c)	locomotor disability including cerebral palsy, leprosy cured, dwarfism, acid attack victims and muscular dystrophy		1%
(d)	autism, intellectual disability, specific learning disability and mental illness and		
(e)	multiple disabilities from amongst persons under clauses (a) to (d) including deaf-blindness in the posts identified for each disabilities.		1%

6. Necessary amendment to Section 27(b) of Tamil Nadu Government Servants (Conditions of Service) Act, 2016 (Tamil Nadu Act 14 of 2016) providing for not less than four percentage of reservation for disabled persons with retrospective effect i.e. from the date of coming into force of the said Central Act, 49 of 2016 (i.e. 19.04.2017) shall be issued separately by the Personnel and Administrative Reforms Department.

(By Order of the Governor)

Md. Nasimuddin,
Principal Secretary to Government (FAC).

To

The State Commissioner for the Differently Abled, Chennai-5.
All Departments of Secretariat, Chennai-9.
The Secretary, Tamil Nadu Public Service Commission, Chennai-3.
The Chairman, Teachers Recruitment Board, Chennai-6.
The Chairman, Medical Services Recruitment Board, Chennai-6.
The Director of Employment and Training, Chennai-5.
All Heads of Department/All Districts Collectors/All Public Sector Undertakings/Boards/ Universities/Corporations/All District Magistrates/All District Judges.
(Through the State Commissioner for the Differently Abled)
The Registrar, High Court, Chennai-104.
The Accountant General, Chennai-18/35.
The Pay and Accounts Officer, (S), (N) & (E), Chennai-35/79/5.
Sub Pay and Accounts Officer, Chennai-9.
(Through the State Commissioner for the Differently Abled)

Copy to:-

Government of India, Ministry of Social Justice and Empowerment, New Delhi.
Personnel and Administrative Reforms (S) Department, Chennai-9.
The Editor, Tamil Arasu.
SC/SF.

// Forwarded By Order //

Aswathi 30/5/2017

Section officer

30/5/17

ABSTRACT

Welfare of Differently Abled Persons Department – Identification of suitable posts for Differently Abled Persons under Group A & B Categories as per section 33(i) of the Rights of Persons with Disabilities Act, 2016 – Orders - Issued.

Welfare of Differently Abled Persons (DAP.3.2) Department

G.O. (Ms) No.20 **Dated: 20.06.2018**
விளம்பி, ஆனி 06,
திருவள்ளுவர் ஆண்டு 2049

Read:

1. The Rights of Persons with Disabilities Act, 2016 (Central Act 49 of 2016).
2. G.O.(Ms) No.13, Welfare of Differently Abled Persons Department, dated 02.03.2016.
3. G.O.(Ms) No.21, Welfare of Differently Abled Persons Department, dated 30.05.2017.
4. G.O.(Ms) No.31, Welfare of Differently Abled Persons Department, dated 28.08.2017.
5. G.O.(Ms) No.41, Welfare of Differently Abled Persons Department, dated 30.10.2017.
6. G.O.(Ms) No.52, Welfare of Differently Abled Persons Department, dated 28.12.2017.
7. G.O.(Ms) No.06, Welfare of Differently Abled Persons Department, dated 21.03.2018.
8. From the State Commissioner for the Differently Abled, Letter Rc.No.5234/DAW 3.1/2016, dated 22.12.2017.

ORDER:

The Hon'ble Minister (SW&NNMP) among others have made the following announcement on the floor of the House on 06.06.2018:-

மாற்றுத் திறனாளிகள் நலனில் மிகுந்த அக்கறை கொண்ட இந்த அரசு மாற்றுத் திறனாளிகளுக்கான உரிமைகள் சட்டம், 2016-ன் படி மாற்றுத் திறனாளிகளுக்கு அரசுப் பணிகளில் 4% இடஒதுக்கீடு வழங்க ஏற்கனவே ஆணை வழங்கியுள்ளது. இந்த இடஒதுக்கீட்டினை செயல்படுத்தும் விதமாக தொகுதி 'A' மற்றும் 'B' பிரிவு, நேரடி நியமனங்களில் மாற்றுத் திறனாளிகளுக்கு உகந்த பணியிடங்கள் கண்டறியப்பட்டு, விரைவில் ஆணை வெளியிடப்படும்.

2. As per section 33(i) of the Rights of Persons with Disabilities Act, 2016 (Central Act 49 of 2016) "the appropriate Government shall identify posts in the establishments which can be held by respective category of persons with benchmark disabilities in respect of the vacancies reserved in accordance with the provisions of section 34" of the said Act.

3. In the Government order second read above, 263 posts under group A & B category were identified as suitable for differently abled persons under 3% reservation. In the Government order third read above Government have issued orders for increasing the percentage of reservation of differently abled persons in employment from 3% to 4%.

4. In the Government order fifth read above, an Expert Committee for identifying Groups 'A', 'B', 'C' and 'D' posts have been constituted as per section 33(i) of the Rights of Persons with Disabilities Act, 2016.

5. In the Government order fourth read above, in Group 'A' and 'B' categories three posts like Civil Judge and District Judge (entry level), Post Graduate Teacher and Physical Director (Grade-I) were identified, in the Government order sixth read above certain amendment was made for the Civil Judge and District Judge (entry level) and in the Government order seventh read above, Personal Assistant to Hon'ble High Court Judge, Interpreter and Senior system analyst were identified for most suitable for differently abled persons.

6. In the letter eight read above, the State Commissioner for the Differently Abled has sent proposals for identifying posts suitable for differently abled persons under Group 'A' and 'B' categories based on the opinion of the Expert Committee for consideration.

7. The Government after careful examination of the proposal of the State Commissioner for the Differently Abled, in consultation with all the concerned departments have decided to approve 229 posts under 'A' and 'B' categories and six posts already identified in Government orders 5th , 6th and 7th read above. Totally 235 posts under Group 'A' and 'B' categories are most suitable for differently abled persons. In respect of posts comes under other departments, boards and corporations will be identified and issue orders separately.

8. The Government also direct that 4% of the vacancies in direct recruitment for the identified posts in 'A' and 'B' Groups, where the rule of reservation is applicable for the SCs / STs / BCs and other communities, shall be reserved for the Differently Abled Persons. If only one post is available for recruitment in these categories, the usual procedure for recruitment will be followed. The Government has also directed that,

(i) The reservation of 4% vacancies earmarked for the differently abled persons will be applicable to indentified posts in respect of 'A' and 'B' categories for direct recruitment posts only.

(ii) The reservation of 4% vacancies for differently abled persons need not be made applicable in the case of recruitment by transfer/promotion as it would amount to giving double preference to these candidates.

(iii) If any department / establishment is of the view that any particular post in 'A' and 'B' category is not suitable for differently abled persons, in such case, it may specifically request the Government for exemption. The administrative department in consultation with the State Commissioner for the Differently Abled and the Government shall issue appropriate orders.

(iv) The individuals selected for 'A' and 'B' categories of posts should be asked to produce certificate of physical fitness and the disability certificate as stated in section 3(oo) of Tamil Nadu Government Servants (Conditions of Service) Act, 2017.

9. The list of 235 categories of posts identified as most suitable for the different categories of the Differently Abled Persons for 4% reservation in 'A' and 'B' groups is given in the Annexure to this order.

10. Government also direct that the effect of the Government Order will be from the date of notification.

(By Order of the Governor)

C.Vijayaraj Kumar,
Secretary to Government.

To

The State Commissioner for the Differently Abled, Chennai-5.
The Secretary to Government, School Education, Secretariat, Chennai-9.
The Registrar, High Court of Madras, Chennai-104.
The Secretary, Tamil Nadu Public Service Commission, Chennai-3.
The Chairman, Teachers Recruitment Board, Chennai-6.
The Chairman, Medical Services Recruitment Board, Chennai-6.
The Director of Employment and Training, Chennai-5.
All Heads of Departments/All Districts Collectors/All Public Sector Undertakings/Boards/Universities/Corporations/All District Magistrates/All District Judges.
(Through the State Commissioner for the Differently Abled)
The Accountant General (A&E), Chennai-18.

Copy to:-

The Government of India, Ministry of Social Justice and Empowerment, New Delhi.
The Chief Minister's Office, Chennai-9.
The Senior Personnel Assistant to Hon'ble Minister for School Education, Chennai-9.
The Senior Personnel Assistant to Hon'ble Minister for Fisheries, Personnel & Administrative Reforms, Chennai-9.
The Senior Personnel Assistant to Hon'ble Minister for Law, Courts and Prisons,
Chennai-9.
The Senior Personnel Assistant to Hon'ble Minister for Social Welfare & Nutritious Noon Meal Programme, Chennai-9.
All Departments of Secretariat, Chennai-9.
The Editor, Tamil Arasu.

// Forwarded By Order //

Section Officer.
20/6/18

ANNEXURE - I

(G.O. (MS) No.20, Welfare of Differently Abled persons (DAP.3.2) Department, Dated 20.06.2018)

LIST OF POSTS IDENTIFIED UNDER GROUP A & B CATEGORY – SUITABLE FOR DIFFERENTLY ABLED PERSONS

Sl. No.	Name of the Post	Name of the Service	Categories of disabilities is to be accommodated for the post
		Agriculture Department	
1.	Junior Engineer	Tamil Nadu Agricultural Engineering Subordinate Service	LV, HI, HH, LD, LC, DF, AC
2.	Assistant Geologist	Tamil Nadu Agricultural Engineering Subordinate Service	LV, HI, HH, LD, LC, DF, AC
3.	Assistant Horticultural Officer(B)	Tamil Nadu Horticulture Subordinate Service	LV,HH,LD,CP,LC,DF,AC,MuD, ASD,SLD, MI
4.	Assistant Director (Extension)	Tamil Nadu Agriculture Extension Service	LV, HI, HH, LD, LC, DF, AC
5.	Agriculture Officer (Extension)	Tamil Nadu Agriculture Extension Service	LV, HH, LD, CP, LC, DF, AC, MuD
6.	Assistant Engineer	Tamil Nadu Agricultural Engineering Service	LV, HI, HH, LD, LC, DF, AC
7.	Engineering Supervisor	Tamil Nadu Agricultural Service	LV, HI, HH, LD, LC, DF, AC
8.	Assistant Executive Engineer	Tamil Nadu Agricultural Service	VI, LV, HI, HH, LD, CP, LC, DF, AC, MuD,MD
9.	Agricultural officer	Tamil Nadu Agricultural Service	VI, LV, HH,LD(OA, OL), CP, LC,DF,AC, MuD,ASD, SLD, DB, MI
10.	Agricultural officer (Chemistry) (B)	Tamil Nadu Agricultural Service	VI,LV,HH,HI,LD(OA,OL),CP,LC,DF,AC,MuD, ASD,SLD,DB, MI
11.	Assistant Director of Horticulture (B)	Tamil Nadu Horticulture Service	LV, HI, HH, LD, LC, DF, AC
12.	Horticulture Officer (B)	Tamil Nadu Horticulture Service	LV, HI, HH, LD, LC, DF, AC
		Commercial Taxes and Registration Department	
13.	District Registrar (B)	Tamil Nadu Registration Service	LV, HH, LD, CP, DF, AC
14.	Sub Registrar Grade – II (B)	Tamil Nadu Registration Subordinate Service	LV,LD(OA, OL), HH, AC, LC, DF

15.	Deputy Commercial Tax officer(B)	Tamil Nadu Commercial Taxes Subordinate Service	LV,HH,HI,LD, CP,LC,DF,AC, MuD, SLD,MD
16.	Assistant Commissioner (B)	Tamil Nadu Civil Services	VI,LV,HH,HI,LD,CP,LC,DF,AC, MuD,ASD, SLD,MD,MI
		Finance Department	
17.	Accounts Officer (Class III officer)	Tamil Nadu State Treasuries and Accounts service	HH, LD (with mobility), AC, DF, LC
18.	Assistant Pay and Account Officer (Class III officer)	Tamil Nadu State Treasuries and Accounts service	HH, LD (with mobility), AC, DF, LC
19.	Steno Typist Grade-I (B)	Tamil Nadu Ministerial Service	VI, LV, HI, HH, LD, CP, LC, DF, AC, MuD, SLD, MD
20.	Assistant Section Officer	Tamil Nadu Secretariat Service	LV,HH,LD(OA,OL,BL,OAL,BLOA) , LC,DF,AC
		Health and Family Welfare Department	
21.	Vocational Councillor (B) GIRM	Tamil Nadu Medical Subordinate Service	VI, LV, HI, HH, LD, CP, LC, DF, AC, ASD, SLD, MD
22.	Junior Analyst in Drugs Testing Laboratory (B)	Tamil Nadu Medical Subordinate Service	LV,HH,LD,LC, DF,AC,ASD, SLD
23.	Junior Analyst(B)	Tamil Nadu Medical Subordinate Service	LV,HH,LD,LC,DF, ASD,SLD
24.	Assistant Medical Officer (Sidha)	Tamil Nadu Medical Service	LV, HH, LD, CP, LC, DF, AC, MD,SLD
25.	Assistant Medical Officer (Ayurveda)	Tamil Nadu Medical Service	LV, LD, LC, DF, AC,HH,SLD
26.	Assistant Medical Officer (Unnani)	Tamil Nadu Medical Service	LV, LD, LC, DF, AC,HH,SLD
27.	Assistant Medical Officer (Homeopathy)	Tamil Nadu Medical Service	LV, LD, LC, DF, AC,HH,SLD
28.	Assistant Medical Officer (Yoga & Naturopathy)	Tamil Nadu Medical Service	LV, HH, LC, DF,LD,SLD
29.	Assistant Professor of Psychology cum Clinical Psychologist	Tamil Nadu Medical Service	HH, LD, LC, DF, AC
30.	Speech Therapist	Tamil Nadu Medical Service	VI, LV, HH, LD (with mobility), CP, LC, DF, AC, MuD, ASD, SLD, MD,DB
31.	Dietician in Government Hospital	Tamil Nadu Medical Service	LV,VI,HH, LD, CP, LC, DF, AC, MuD, SLD, MD
32.	Rehabilitation Teacher	Tamil Nadu Medical Service	VI, LV, HI, HH, LD, CP, LC, DF, AC, MuD, ASD, SLD, MD

33.	Social Scientist	Tamil Nadu Medical Service	VI, LV, HI, HH, LD, CP, LC, DF, AC, MuD, ASD, SLD, MD
34.	Non Medical Tutor in Micro Biology	Tamil Nadu Medical Service	HH, LD, CP, LC, DF, AC, MuD, SLD
35.	Publicity Officer	Tamil Nadu Medical Service	LV, HI, HH, LD, CP, LC, DF, AC, MuD, ASD, MD
36.	Lecturer in Pharmacy	Tamil Nadu Medical Service	HH, LD, CP, LC, DF, AC, MuD, SLD
37.	Drugs Inspector	Tamil Nadu Medical Service	LV, HH, LD, CP, LC, DF, AC
38.	Tutor in various specialities (Non-Clinical)	Tamil Nadu Medical Service	HH, LD, LC, DF, AC, SLD
39.	Bio Chemist	Tamil Nadu Medical Service	HH, LD, CP, LC, DF, AC, MuD, ASD, SLD, MD
40.	Non Medical Tutor in Anatomy	Tamil Nadu Medical Service	HH, LD, LC, DF, AC, MuD, SLD, MD
41.	Non Medical Tutor in Pharmacology	Tamil Nadu Medical Service	HH, LD, LC, DF, AC, MuD, SLD, MD
42.	Non Medical Tutor in Physiology	Tamil Nadu Medical Service	HH, LD, LC, DF, AC, MuD, SLD, MD
43.	Research Assistant (Non – Medical)	Tamil Nadu Medical Service	LD, LC, DF, AC, MD
44.	Statistical Officer in the State Family Welfare Bureau	Tamil Nadu Medical Service	LV, HI, HH, LD, CP, LC, DF, AC, MuD, MD
45.	Nursing Tutor Grade – I	Tamil Nadu Medical Service	LD, DF, AC,SLD
46.	Nursing Tutor Grade – II	Tamil Nadu Medical Service	LD, DF, AC,SLD
47.	Associate Professor in Pharmaceutics in Government Medical Colleges	Tamil Nadu Medical Service	HH, LD, LC, DF, AC, MuD, MD
48.	Associate Professor in Pharmacology in Government Medical Colleges	Tamil Nadu Medical Service	HH, LD, LC, DF, AC, MuD, MD
49.	Associate Professor in Pharmaceutical chemistry in Government Medical colleges	Tamil Nadu Medical Service	HH, LD, LC, DF, AC, MuD, MD

50.	Librarian in the Directorate of Indian Medicine and Homeopathy	Tamil Nadu Medical Service	VI, LV, HI, HH, LD, CP, LC, DF, AC, MuD, ASD, SLD, MD
51.	Statistician	Tamil Nadu Medical Service	LV, HI, HH, LD, CP, LC, DF, AC, MuD, MD
52.	Nurse	Tamil Nadu Medical Service	LD, DF, AC, SLD
53.	Non – Medical Assistant to Professors of Pharmacology	Tamil Nadu Medical Service	HH, LD, CP, LC, DF, AC, MuD, ASD, SLD, MD
54.	Librarian in the Directorate of Medical Education	Tamil Nadu Medical Service	VI, LV, HI, HH, LD, CP, LC, DF, AC, MuD, ASD, SLD, MD
55.	Junior Engineer (Electronics) in Government General Hospital, Chennai	Tamil Nadu Medical Service	LV, HI, HH, LD, LC, DF, AC, SLD
Indian Medicine and Homeopathy			
56.	Special Officer (Translation) (B)	Tamil Nadu Medical Service	LV, HH, LD, CP, LC, DF, AC, MD
57.	Assistant Professor in botany (B)	Tamil Nadu Medical Service Group	LV, HH, LD, CP, LC, DF, AC, MD
58.	Pathologist(B)	Tamil Nadu Medical Service	LV, HH, LD, CP, LC, DF, AC, MuD, MD,SLD
59.	Radiologist (B)	Tamil Nadu Medical Service	LV, HH, LD, CP, LC, DF, AC, MuD, MD,SLD
60.	Demonstrator (Yoga and Naturo)(B)	Tamil Nadu Medical Service	LV, HH, LD, LC, DF, AC, ASD, SLD, MD
61.	Demonstrator (Anatomy) (B)	Tamil Nadu Medical Service	LV, HH, LD, LC, DF, AC, MD
62.	Nurses (B)	Tamil Nadu Medical Service	LV, HH, LD, LC, DF, AC, MD,SLD
63.	Legal Advisor (B)	Tamil Nadu Medical Service	LV, HH, LD, CP, LC, DF, AC, MD
64.	Demonstrator in Botany (B)	Tamil Nadu Medical Service	LV, HH, LD, LC, DF, AC, ASD, SLD, MD
65.	Physical Director(B)	Tamil Nadu Medical Service	LV, HH, LD, LC, DF, AC, ASD, SLD, MD
66.	Assistant Professor of Radiology Physics(B)	Tamil Nadu Medical Service	HH,CP,LC,DF,AC,SLD,OL
67.	Tutor in various specialties (Non-clinical)	Tamil Nadu Medical Service	LV,HH,LD,LC, DF,AC,MuD, ASD,SLD,MI

68.	Senior Resident in Dental Surgery (B)	Tamil Nadu Medical Service	LV,HH,LD,LC,DF,AC, MuD,ASD,SLD
69.	Resident Medical Officer (B) Director of Medical Science	Tamil Nadu Medical Service	LV,HH,LD,LC,DF,AC, MuD,ASD,SLD
70.	Physiotherapist Grade-II	Tamil Nadu Medical Service	LV,HH,CP,LC,OL,DF,AC, ASD,SLD,MI
71.	Assistant to the Director of Medical Services and Family Welfare (Nursing) (B)	Tamil Nadu Medical service	LV,HH,LD,CP,LC,DF,AC,MuD, ASD,SLD,MI
72.	Maternal and Child health officer(B) Public Health Department	Tamil Nadu Medical Service	LV,HH,LD,CP,LC,DF,AC, MuD
73.	Director of Family Welfare	Tamil Nadu Medical Service	VI,LV,HH,LD, CP,LC,DF,AC,MuD, SLD, MI,ASD
74.	Health officer (B)	Tamil Nadu Public Health Service	HH, LD(with mobility),CP,LC,DF, AC,SLD
75.	Micro biologist (B)	Tamil Nadu Public Health Service	LD (OL), AC, LC, DF, HH, SLD,
76.	Health Educator (B)	Tamil Nadu Public Health Service	HH,LD (OL/BL), AC, LC, DF
77.	Entomological Assistant(B)	Tamil Nadu Public Health Service	HH,LD (OL/BL), AC, LC, DF
78.	Statistical Assistant (B)	Tamil Nadu Public Health Service	LV, HI, HH, LD, CP, LC, DF, AC, MuD, MD
79.	Librarian(B)	Tamil Nadu Public Health Service	LV, HI, HH, LD, CP, LC, DF, AC, MuD, ASD, SLD, MD
80.	Computer Cum Vaccine store keeper (B)	Tamil Nadu Public Health Service	LV,HH,LD(OL), AC, LC, DF,SLD
81.	Health Education Technical Officer	Tamil Nadu Public Health Service	HH,LD (OL/BL), AC, LC, DF
82.	Multipurpose Health Supervisor (Health Inspector Grade-1)	Tamil Nadu Public Health Service	LV,HH, LD(OA/OL/BL) AC, LC, DF
83.	Mass Education Information Officer(B) Public Health Department	Tamil Nadu Public Health Service	LV,HH,LD,CP, LC, DF, AC, MuD, ASD,SLD ,MI

Medical Rural Health Service			
84.	Assistant Surgeon (OM) (B)	Tamil Nadu Medical Rural Health Service	LV,HH,LD,(OL,BL) LC, DF, AC
85.	Physiotherapist	Tamil Nadu Medical Rural Health Service	LV,HH, LD (with mobility),DF,AC,LC
86.	Assistant Surgeon (Specialties in anatomy)	Tamil Nadu Medical Rural Health Service	LV,HH,LD, LC, DF,AC
87.	Assistant Surgeon (Specialties in Community Medicine)	Tamil Nadu Medical Rural Health Service	LV,HH,LD, LC,DF,AC
88.	Assistant Surgeon(Specialties in Dermatology)	Tamil Nadu Medical Rural Health Service	LV,HH,LD, LC, DF,AC
89.	Assistant Surgeon (Specialities in Physiology)	Tamil Nadu Medical Rural Health Service	LV,HH,LD, LC, DF,AC
90.	Assistant Surgeon (Specialties in Radiology)	Tamil Nadu Medical Rural Health Service	LV,HH,LD, LC, DF,AC
91.	Assistant Surgeon (Specialties in Radio Therapy)	Tamil Nadu Medical Rural Health Service	LV,HH,LD, LC, DF,AC
92.	Assistant Surgeon (Dental)	Tamil Nadu Medical Rural Health Service	LV,HH,LD, LC, DF,AC
Planning, Development and Special Initiatives Department			
93.	Research Officer (B)	Tamil Nadu General Service	LV, HH, LD, CP, LC, DF, AC, SLD
94.	Research Assistant(B)	Tamil Nadu General Subordinate Service	LV, HH, LD, CP, LC, DF, AC, ASD
Revenue and Disaster Management Department			
95.	Deputy Collector	Tamil Nadu Civil Service	LV,HH, LD (with mobility), CP, LC, DF AC, SLD, MD
School Education Department			
96.	B. T. Assistant	Tamil Nadu School Educational Subordinate Service	VI, LV, HI, HH, LD, CP, LC, DF, AC, MuD, ASD, DB, MD
97.	Physical Director (B)	Tamil Nadu School Educational Subordinate Service	LV, HI, HH, LD, LC, DF, AC, SLD

98.	Computer instructor (Vocational)(B)	Tamil Nadu School Educational Subordinate Service (Adhoc rule)	LV, HH, LD, LC, DF, AC, ASD, SLD, MD, CP
99.	Agricultural instructor (Vocational)(B)	Tamil Nadu School Educational Subordinate Service (Adhoc rule)	VI,LV,HH, LD (BL,BA,OAL,OABL), LC, DF, AC, MuD, SLD, MD, CP
100.	Block resource teacher educators (B)	Tamil Nadu School Educational Subordinate Service (Adhoc rule)	VI, LV,LD, (OA, OL, OAL) LC, DF, AC, HH, CP, SLD
101.	Post Graduate Assistant (Teacher)(B)	Tamil Nadu Higher Secondary Educational Service	LV, HH, LD, CP, LC, DF, AC, MuD, ASD, MD
102.	District Library Officer(B)	Tamil Nadu Educational Service	VI,LV,HH,HI,LD,CP,LC,DF,AC, MuD,ASD,SLD,MI
103.	District Educational Officer(B)	Tamil Nadu School Educational Service	VI, LV, HH, LD (BL), CP, LC, DF, AC, DB, MD
104.	District Elementary Educational Officer(B)	Tamil Nadu School Educational Service	VI, LV, HH, LD (BL), CP, LC, DF, AC, DB, MD
105.	Inspector of Matriculation Schools (B)	Tamil Nadu School Educational Service	VI,LV,HH,LD(OA,OL,OAL) LC,DF,AC, SLD,DF, CP
106.	Inspector of Anglo Indian Schools (B)	Tamil Nadu School Educational Service	VI,LV,HH,LD(OA,OL,OAL), LC, AC,SLD,CP,DF
107.	Physical Director Grade- I	Tamil Nadu Higher Secondary Education Service	LV, HH, CP, LC, DF, AC, SLD,
108.	Post Graduate Teacher in a) School Education Department b) Adi-dravidar Welfare Department c) Most Backward Class / Denotified Communities welfare department (include kallar reclamation schools) d) Social welfare department e) All corporation schools (Group 'B')	Tamil Nadu Higher Secondary Education Service	VI, LV, HH, LD, CP, LC, DF, AC, MuD, ASD, SLD, MD

Transport Department			
109.	Assistant Manager (Accounts) (B)	TNSTC Villupuram	LV,HI, HH, LD, CP, LC, DF, AC,MuD, MD,
110.	Assistant Manager (Personal, IR / Wages) (B)	TNSTC Villupuram	VI,LV, HH, LD, CP, LC, DF, AC,MuD, MD
111.	Assistant Manager (Personal, Legal & Bills) (B)	State Express Transport Corporation (SETC)	LV, HH, LD, CP, LC, DF, AC, MuD, MD
112.	Superintendent (Legal)(B)	State Express Transport Corporation (SETC)	LV, HH, LD, CP, LC, DF, AC, MuD, MD
113.	Assistant Manager (Accounts) (B)	TNSTC, Salem	LV, HH, LD, CP, LC, DF, AC, MuD, MD
114.	Assistant Manager (Personal) (B)	TNSTC, Salem	LV, HH, LD, CP, LC, DF, AC, MuD, MD
115.	Assistant Manager (B)	TNSTC, Kumbakonam	LV, HI, HH, LD, CP, LC, DF, AC, ASD, MD
116.	Assistant Manager (Admin & Accounts)(B)	Metropolitan Transport Corporation	LV, HH, LD, CP, LC, DF, AC, Mud, MD
117.	Assistant Manager (B)	TNSTC, Madurai	LV, HI, HH, LD, CP, LC, DF, AC, ASD, MD
118.	Assistant Manager (Admin & Accounts)(B)	TNSTC, Tirunelveli	LV, HI, HH, LD, CP, LC, DF, AC, ASD, MD
Welfare of Differently Abled Persons Department			
119.	Project Officer (B) in GIMR	Tamil Nadu General service	VI, LV, HI, HH, LD, CP, LC, DF, AC, SLD, MD
120.	B.T Assistant (B) in special schools	-	VI, LV, HI, HH, LD, CP, LC, DF, AC, MuD, ASD, DB, MD
121.	P.G. Assistant in special schools	-	VI, LV, HI, HH, LD, CP, LC, DF, AC, MuD, ASD, DB, MD
122.	Psychologist (B)	-	VI, HH, LD, LC, DF, AC, SLD
123.	Assistant Director Special School (B)	-	VI, HH, LD, LC, DF, AC, SLD
Animal Husbandry, Dairying and Fisheries Department			
124.	Veterinary Asst. Surgeon, (B)	Tamil Nadu General Service	HH, LD, AC
125.	Asst. Director of Fisheries (B)	Tamil Nadu Fisheries Service	LC, DF, LV
126.	Sub-Inspector of fisheries (B)	Tamil Nadu Fisheries Subordinate fisheries Service	LC, DF, LV
127.	Foreman (Marine)(B)	Tamil Nadu Fisheries Subordinate fisheries Service	LC, DF, LV

128.	Junior Engineer(B) Fisheries Department	Tamil Nadu Fisheries Engineering Subordinate Service	LC, DF, LV, LD (OA), MD
129.	Inspector of Fisheries Research Assistant in Fisheries (B)	Tamil Nadu Fisheries Subordinate fisheries Service	LV,LC,DF
130.	Bio Chemist (Institute of Veterinary Preventive Medicine)	Tamil Nadu Animal Husbandry Services.	HI, HH, LC, DF, AC, MD
131.	Research Assistant (Institute of Veterinary Preventive Medicine)	Tamil Nadu Animal Husbandry Services.	LV, HI, HH, LD, CP, LC, DF, AC, MuD, SLD,MD
132.	Assistant Engineer (Cilvil)(B)	Tamil Nadu Fisheries Engineering Service	LC, DF, LV, LD (OA), MD
133.	Dairy Chemist (B)	-	LD,OL,AC,LC,DF
BC, MBC & Minorities Welfare Department			
134.	Tutor-cum-Warden (B)	Tamil Nadu Backward Class Welfare Subordinate service	LV, LD, CP, LC, DF, AC, MD
135.	Tutor-cum-Matron(B)	Tamil Nadu Backward Class Welfare Subordinate service	LV, LD, CP, LC, DF, AC, MD
136.	Computer Programmer (B)	Tamil Nadu Backward Class Welfare Subordinate service	LV, HI, HH, LD, CP, LC, DF, AC, ASD, SLD, MD
137.	Tamil Pandit	-	VI, LV, HI, LD, HH, CP, LC, DF, AC, MuD, MD
138.	B.T. Assistant	-	VI, LV, HI, LD, HH, CP, LC, DF, AC, MuD, MD
Co-operation, Food and Consumer Protection Department			
139.	Deputy registrar of Co-operative societies	Tamil Nadu Co-operative Service	LV, HI, HH, LD, CP, DF, AC
Environment and Forest Department			
140.	System Analyst (B)	Tamil Nadu Forest Subordinate service	LV, HI, HH, LD, CP, LC, DF, AC, MuD, MD
141.	Senior system manager (B)	Tamil Nadu Forest Subordinate service	LV, HI, HH, LD, CP, LC, DF, AC, MuD, MD
142.	Console operator (B)	Tamil Nadu Forest Subordinate service	LV, HI, HH, LD, CP, LC, DF, AC, MuD, ASD, SLD, MD
143.	Programmer(B)	Tamil Nadu Forest Subordinate service	LV, HI, HH, LD, CP, LC, DF, AC, MuD, ASD, SLD, MD
144.	Statistical inspector (B)	Tamil Nadu Forest Subordinate service	LV, HI, HH, LD, CP, LC, DF, AC, MuD, ASD, MD
145.	Post Graduate Assistant (Teacher)(B)	Tamil Nadu Forest Subordinate service	LV, HH, LD, CP, LC, DF, AC, MuD, ASD, MD

146.	Legal officer	Tamil Nadu Forest Subordinate service	LV, HI, HH, LD, CP, LC, DF, AC, MuD, ASD, MD,VI
147.	Forest Apprentice(B)	Tamil Nadu Forest Subordinate Service	LC, AC, HH
148.	Assistant Conservator (B)	Tamil Nadu Forest Service (Group-I-A-Service)	LC,AC, HH
Handlooms, Handicrafts, Textiles and Khadi Department			
149.	Handloom Inspector	Tamil Nadu Handloom and Textile Subordinate Service	LD
150.	Senior Technical Assistant	Tamil Nadu Handloom and Textile Subordinate Service	LD
151.	Junior Engineer (Civil)	Tamil Nadu Handloom and Textile Subordinate Service	HH
152.	Assistant Director Handlooms and Textiles	Tamil Nadu Handloom and Textile Subordinate Service	LD, CP, LC, DF, AC, SLD
Higher Education Department			
153.	Librarian (Tamil Nadu Archieves)	Tamil Nadu General Service	VI,HI,HH, LD (OA), DF, AC
154.	Research officer	Tamil Nadu General Service	HH, LD (OAL), LC, DF, AC
155.	Assistant professor / lecturer (B) (Commissioner of Technical Education)	Tamil Nadu Education service	HI, HH, LD (with mobility), LC, DF, AC, MD
156.	Librarian (B)	Tamil Nadu General subordinate service	HI, HH, LD (OA), DF, AC
157.	Assistant programmer (B) (Director of Collegiate Education)	Tamil Nadu General Subordinate service (class–XIV)	LV, HI, HH, LC, DF, MD
158.	Assistant professor (B), (Director of collegiate Education)	Tamil Nadu Educational service	VI, LV, HH, LD, CP, LC, DF, AC, MuD, MD
159.	Librarian (B) (Director of collegiate Education)	Tamil Nadu Educational service	LV, HH, LD, CP, LC, DF, AC, MuD, ASD, SLD, DB, MD
160.	Librarian (B) (Commissioner of Technical Education)	Tamil Nadu Educational service	HH, HI, LD (with mobility), DF, AC
161.	Bursar (B) (Director of collegiate Education)	Tamil Nadu Educational service	LV,HH, LC, DF, MD
162.	Physical Director (Commissioner of Technical Education)	Tamil Nadu Educational Service	HI,HH, LC, DF, AC

163.	Director of Physical Education in Government Arts & Science Colleges(B)	Tamil Nadu College Educational Service	LV,HH,HI,LD, CP,LC,DF,AC, SLD,MI
Highways and Minor Ports Department			
164.	Assistant Engineer (Mechanical)(B)	Combined Engineering Services	HH
165.	Assistant Engineer (B)	Tamil Nadu Highways Engineering service	HH
Home, Prohibition and Excise Department			
166.	Civil judge and District Judge (entry level)	Tamil Nadu State Judicial Service	LV,HH,OA,OL,BL,LC,DF,AC
167.	Personal Assistant to Hon'ble High Court Judge	Tamil Nadu Judicial service	LV,HH,LD(OL,BL),LC, DF,AC
168.	Interpreter	Tamil Nadu Judicial service	LV,HH,LD(OA,OL,BL), LC,DF,AC
169.	Senior system analyst	Tamil Nadu Judicial service	LV,HH,LD(OA,OL,BL), LC,DF,AC
Housing and Urban Development Department			
170.	Research Assistant (Statistics)	Tamil Nadu Town and Country Planning Subordinate service	LV, HH, LD(OA, OL), AC, LC, DF
171.	Research Assistant (Economics)	Tamil Nadu Town and Country Planning Subordinate service	LV, HH, LD(OA, OL), AC, LC, DF
172.	Research Assistant (Sociology)	Tamil Nadu Town and Country Planning Subordinate service	LV, HH, LD(OA, OL), AC, LC, DF
173.	Research Assistant (Geography)	Tamil Nadu Town and Country Planning Subordinate service	LV, HH, LD(OA, OL), AC, LC, DF
174.	Architectural Assistant / Planning Assistant	Tamil Nadu Town and Country Planning Subordinate service	LV, HH, LD(OA, OL), AC, LC, DF
175.	Assistant Director	Tamil Nadu General Service	LV, HH, LD(OA, OL), AC, LC, DF
Industries Department			
176.	Assistant Geologist	Tamil Nadu Geology and mining Subordinate service	LV, HI, HH, LD (with mobility), LC, DF, AC
177.	Chemist	Tamil Nadu Geology and mining Subordinate service	HI, HH, LD (with mobility), LC, DF, AC, SLD, MD
178.	Drilling Assistant	Tamil Nadu Geology and mining Subordinate service	LD (with mobility), LC, DF, AC, SLD
179.	Drilling Operator	Tamil Nadu Geology and mining Subordinate service	HI, HH, LD, LC, DF, CP, AC, SLD, MD
180.	Assistant Engineer (Drilling).	Tamil Nadu Geology and mining Subordinate service	LD (with mobility), LC, DF, AC, SLD,MI

181.	Mechanical Foreman	Tamil Nadu Geology and mining Subordinate service	LD (with mobility), LC, DF, AC, SLD
182.	Assistant Director	Tamil Nadu Geology and Mining Service	LV, HI, HH, LD (with mobility), LC, DF
Labour and Employment Department			
183.	Labour officer (B)	Tamil Nadu Labour Service	LV, HH, LD, CP, LC, DF, AC, MuD
184.	Assistant Inspector of Labour	Tamil Nadu Labour Sub-ordinate service	LV, HI, HH, LD, LC, DF, AC, MD
185.	Junior employment officer	Tamil Nadu Subordinate service	LV,HH, LD (OA,OL, OAL) LC, DF, AC, SLD, MD
186.	District Employment officer	Tamil Nadu State services	LV,HH,LD (OA,OL,OAL) LC, DF, AC, SLD
187.	Principal Industrial Training Institute	Tamil Nadu State Services	LV, HH, LD (OA, OL, BL)
188.	Assistant Director	Tamil Nadu State Services	LV, HH, LD (OA, OL, BL)
Legislative Assembly Secretariat			
189.	Librarian(B) Tamil Nadu Legislative Assembly	Legislative Assembly Secretariat Services	LD, LC, DF, AC
190.	Assistant Section Officer(B)	Tamil Nadu Legislative Assembly Secretariat Service	LV,HH, LD (OA,OL,BL, OAL,BLOA), LC,DF, AC
191.	English Reporter(B)	Legislative Assembly Secretariat Services	LD, LC, DF, AC
Law Department			
192.	Librarian(B)	Tamil Nadu General Service	LV,HH,HI,CP,LC,DF, AC
193.	Assistant Section Officer(B)	Tamil Nadu Secretariat Service	LV,HH, LD (OA,OL,BL, OAL,BLOA), LC,DF, AC
Micro, Small and Medium Enterprises Department			
194.	Senior Chemist(B)	Tamil Nadu Industries Services	LC,DF,AC
Personnel and Administrative Reforms Department			
195.	Assistant Section Officer(B)	Tamil Nadu Secretariat Service	LV,HH, LD (OA,OL,BL, OAL,BLOA),LC,DF, AC
Public Department			
196.	Welfare Organiser (B)	General Subordinate Service	AC, LC, DF
197.	Assistant Director (B)	Tamil Nadu Public Service	AC, LC, DF
Public Works Department			
198.	Assistant Geophysics in the Ground Water Wing (B)	Tamil Nadu Engineering Subordinate Service	LC,DF,AC

199.	Junior Architect(B)	Tamil Nadu General Subordinate Service (Tamil Nadu Architect Service amendment to be issued)	LV,HH,LD,CP,LC,DF,AC,MuD, ASD, SCD,MD,MI
200.	Computer Programmer (B) PWD	Tamil Nadu General Subordinate Service	LV,HH,HI,LD,CP, LC,DF,AC,
201.	Junior Architect(B)	Tamil Nadu Architectural Service	HI, LD (OL,BL), AC
Rural Development and Panchayat Raj Department			
202.	Assistant Director (B)	State Service	LD, LC, DF, AC
Tamil Nadu Corporation for Development for Women			
203.	Financial Adviser (A)	Women Development Corporation Service	LV, HH, LD, CP, LC, DF, AC, MD
204.	Deputy Financial Adviser/PE (Finance) (A)	Women Development Corporation Service	LV, HH, LD, CP, LC, DF, AC, MD
205.	Sr. Manager (System)/Project Manager (A)	Women Development Corporation Service	LV, HH, LD, CP, LC, DF, AC, MD
206.	Manager (Administration)/ PE (Admin) (B)	Women Development Corporation Service	LV, HH, LD, CP, LC, DF, AC, MD
207.	Manager (Marketing)/PE (Business Development & Marketing) (B)	Women Development Corporation Service	LV, HH, LD, CP, LC, DF, AC, MD
208.	Manager (Development)/PE (SM&IB)	Women Development Corporation Service	LV, HH, LD, CP, LC, DF, AC, MD
209.	Deputy Manager (Accounts)/PE (Procurement)	Women Development Corporation Service	LV, HH, LD, CP, LC, DF, AC, MD
210.	Assistant Co-ordinator (Training)/PE (Capacity Building)	Women Development Corporation Service	LV, HH, LD, CP, LC, DF, AC, MD
211.	Assistant Coordinator (Communication)/Publi c Relations officer/PE (Communication)	Women Development Corporation Service	LV, HH, LD, CP, LC, DF, AC, MD

212.	Assistant Co-ordinator (Micro Credit)/PE (Finance Inclusion)	Women Development Corporation Service	LV, HH, LD, CP, LC, DF, AC, MD
Tourism, Culture and Religious Endowments Department			
213.	Assistant Commissioner (B)	Tamil Nadu General Service	HH, AC
214.	Tourist Officer (B)	Tamil Nadu General services	CP, LC, DF, AC, MuD, SLD,MD,MI
215.	Executive officer Grade-I (B)	Tamil Nadu Subordinate Service	HH, AC,
216.	Deputy Director	Tamil Nadu General Service	LV, HI, HH, LD, LC, DF, AC, MD
217.	Deputy superintendenting archaeologist (B)	Tamil Nadu general service	LV, HI, HH, LD, LC, DF, AC, MD
218.	Assistant director (regional)(B)	Tamil Nadu general service	LV, HI, HH, LD, LC, DF, AC, MD
219.	Assistant Director (HQ)(B)	Tamil Nadu general service	LV, HI, HH, LD, LC, DF, AC, MD
220.	Assistant superintending epigraphist (B)	Tamil Nadu general service	LV, HI, HH, LD, LC, DF, AC, MD
221.	Librarian(B)	Tamil Nadu General Service	VI,LV,HH,HI,LD,CP, LC,DF, AC, MuD,ASD, SLD,MI
222.	Epigraphist (B)	Tamil Nadu general subordinate service	LV, HI, HH, LD, CP, LC, DF, AC, SLD
223.	Archaeological officer (B)	Tamil Nadu general subordinate service	LV, HI, HH, LD, LC, DF, AC, MD
224.	Archaeologist (B)	Tamil Nadu general subordinate service	LV, HI, HH, LD, LC,DF, AC, MD
225.	Pre-historic archaeology (B)	Tamil Nadu general subordinate service	LV, HI, HH, LD, LC,DF, AC, MD
226.	Archaeology junior engineer (B)	Tamil Nadu general subordinate service	LV, HI, HH, LD, LC, DF, AC, MD
227.	Archaeological chemist (B)	Tamil Nadu general subordinate service	LV, HI, HH, LD, LC, DF, AC, MD
228.	Pandit (B)	Madras Educational subordinate service	VI, LV, HI, HH, LD, CP, LC, DF, AC, MuD, ASD, DB, MD
229.	Librarian (B)	Madras Ministerial service	VI, LV, HI, HH, LD, CP, LC, DF, AC, MuD, ASD, SLD, MI, MD
230.	Physical director (B)	Tamil Nadu subordinate service	LV, HI, HH, LC, DF, AC

231.	Lectures in Music college (Courses offered in vocal, veena, violin, nadaswaram, thavil, kadam, kanjira, miruthuangam)	Music college educational subordinate services	VI, LV, ASD, AC, LC, DF
232.	lecturer/ instructor in fine arts colleges (Courses offered painting/ industrial design in textile)	Educational subordinate services	LD (with mobility), ASD, AC, LC, DF
233.	lecturer/ instructor in government college of architecture &Sculpture Courses offered (Traditional Drawing & painting)	Educational subordinate services	LD(with mobility), ASD, AC, LC, DF
234.	Assistant Professor Music College (Courses offered in vocal, veena, violin)	University Grant Commission	VI, LV, ASD, AC, LC, DF
235.	Assistant Executive engineer (B)	Tamil Nadu engineering service	LV, HI, HH, LD, LC, DF, AC, MD

C.Vijayaraj Kumar,
Secretary to Government.

// True copy //

Section Officer.

20/6/18

ABBREVIATIONS

(G.O. (MS) No.20, Welfare of Differently Abled Persons (DAP.3.2) Department, Dated 20.06.2018)

Sl.No.	Code	Functional classification
1.	**VI**	Visually Impaired
2.	**LV**	Low Vision
3.	**HH**	Hard of Hearing (with Assistive device)
4.	**HI**	Hearing Impaired
5.	**LD**	Loco-motor Disability (**OA-** One Arm, **OL-** One Leg, **BL-** Both Legs, **BA**-Both Arms, **OAL**-One Arm One leg, **BLOA**-Both Leg One Arm, **BABL** – Both Arm Both leg)
6.	**CP**	Cerebral palsy
7.	**LC**	Leprosy Cured
8.	**DF**	Dwarfism
9.	**AC**	Acid attack victims
10.	**Mud**	Muscular Dystrophy
11.	**ASD**	Autism Spectrum Disorder
12.	**SLD**	Specific Learning Disability
13.	**DB**	Deaf Blindness
14.	**MD**	Multiple Disability, (except for those multiple disabilities which are individually excluded).

C.Vijayaraj Kumar,
Secretary to Government.

// True copy //

Section Officer.

20/6/18