

Recruitment Rules for the post of MEDICAL OFFICER in NITs

1.	Name of the Post	Medical Officer
2.	Number of posts	As per sanctioned strength
3.	Classification	Group-A
4.	Scale of pay (Grade Pay, Band Pay)	PB : 3 (Rs.15,600 – 39,100/-) with Grade Pay of Rs 5400/- + NPA as per Govt. instructions
5.	Whether Selection Post or non-Selection Posts	Not Applicable
6.	Age limit for direct recruits	Not exceeding 35 years
7.	Educational and other qualifications required for direct recruits	Essential: MBBS Degree or equivalent qualification included in any one of the Schedules to the Indian Medical Council Act, 1956 (102 of 1956) and must be registered in a State Medical Register or Indian Medical Register. Desirable: Post Graduate qualification preferably MD in General medicine.
8.	Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotees	Not Applicable
9.	Period of probation, if any	1 year for direct recruits as per NIT Statutes
10.	Method of Recruitment whether by direct recruitment or by promotion or by deputation or transfer & percentage of the vacancies to be filled by various methods	100% Direct Recruitment failing which through deputation (including short term contract)
11.	In case of recruitment, by promotion/ deputation /transfer, grades from which promotion/ deputation/ transfer to be made	Deputation: Officers of the Central/State Govt. or similar organized services / semi-Govt. / PSU / Statutory or Autonomous organization / University / Institute of national importance. a) Holding analogous post on regular basis; or b) Possession the educational qualification as prescribed in Column No. 7.
12.	If DPC exists, what is its composition	As per the provisions contained in the NITSER Act, 2007, First Statutes and the subsequent Statute.
13.	Circumstances in which UPSC is to be consulted in making recruitment	Not Applicable

Note:

- i) The Medical qualifications possessed by the candidates should have the recognition of the Medical Council of India.
- ii) Completion of compulsory Rotating Internship Certificate, [Registration Certificate, an official document showing name of College / Institution from where degree / diploma has been done and official document showing name of the institution from where experience has been gained are required.]

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Recruitment Rules for the post of JUNIOR ASSISTANT in NITs

1.	Name of the Post	Junior Assistant
2.	Number of posts	As per sanctioned strength.
3.	Classification	Group-C
4.	Scale of pay (Grade Pay, Band Pay)	PB : 1 (Rs 5,200 – 20,200/-) with Grade Pay of Rs.2000/-
5.	Whether Selection Post or non-Selection Posts	Not Applicable
6.	Age limit for direct recruits	Not exceeding 27 years Note:- Relaxable for Departmental Candidates upto five years in accordance with the instructions or orders issued by the Central Government
7.	Educational and other qualifications required for direct recruits	Senior secondary (10+2) from a recognized board with a minimum Typing speed of 35 w.p.m. and proficiency in Computer Word Processing and Spread Sheet. Desirable: Proficiency in other computer skills; stenography skills.
8.	Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotees	Age bar: Not applicable Qualifications and Experience: No, but must possess at least 10+2 and having proficiency in Computer Word Processing.
9.	Period of probation, if any	1 Year for direct recruits as per NIT Statutes
10.	Method of Recruitment whether by direct recruitment or by promotion or by deputation or transfer & percentage of the vacancies to be filled by various methods	75% Direct recruitment through an examination to be conducted by the Institute. 25% from amongst departmental employees Group - C in NITs and possessing the educational qualifications as prescribed in column (7) on the basis on a Limited Departmental Competitive Examination to be held by the NITs with minimum 6 years of experience (Erstwhile Group D employees)
11.	In case of recruitment. by promotion/ deputation /transfer, grades from which promotion/ deputation/ transfer to be made	Not Applicable
12.	If DPC exists, what is its composition	As per the provisions contained in the NITSER Act, 2007, First Statutes and the subsequent Statutes.
13.	Circumstances in which UPSC is to be consulted in making recruitment	Not Applicable

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Recruitment Rules for the post of SENIOR ASSISTANT in NITs

1.	Name of the Post	Senior Assistant
2.	Number of posts	As per sanctioned strength.
3.	Classification	Group-C
4.	Scale of pay (Grade Pay, Band Pay)	PB: 1 (Rs.5,200 – 20,200/-) with Grade Pay of Rs.2400/-.
5.	Whether Selection Post or non-Selection Posts	Not applicable
6.	Age limit for direct recruits	Not exceeding 33 years Note:- Relaxable for Departmental Candidates upto five years in accordance with the instructions or orders issued by the Central Government
7.	Educational and other qualifications required for direct recruits	Senior secondary (10+2) from a recognized board with a minimum Typing speed of 35 w.p.m. and proficiency in Computer Word Processing and Spread Sheet. Desirable: Proficiency in other computer skills ; stenography skills, Bachelor's degree in direct recruitment (Selection)
8.	Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotees	Age bar: Not applicable Educational Qualifications: No, but must possess at least 10+2 and having proficiency in Computer Word Processing.
9.	Period of probation, if any	1 year for direct recruits as per NIT Statutes
10.	Method of Recruitment whether by direct recruitment or by promotion or by deputation or transfer & percentage of the vacancies to be filled by various methods	50% by Promotion failing which by Deputation (including short term contract) 50% by Direct Recruitment
11.	In case of recruitment by promotion/ deputation /transfer, grades from which promotion/ deputation/ transfer to be made	Promotion Junior Assistant with 5 years regular service with Grade Pay of Rs.2000/- selected on the basis of DPC and service record, as specified under these regulations. Deputation (including short term contract): Officers of the Central / State Govt. or similar organized services / semi-Govt. / PSU / autonomous organization / University / Institute of national importance: a) i) Holding analogous post; ii) 5 years regular service with Grade Pay of Rs. 2000/- as Junior Assistant or its equivalent post b) Possessing educational qualifications and experience as prescribed in Col. 7
12.	If DPC exists, what is its composition	As per the provisions contained in the NITSER Act, 2007, First Statutes and the subsequent Statutes.
13.	Circumstances in which UPSC is to be consulted in making recruitment	Not Applicable

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Recruitment Rules for the post of ASSISTANT (SELECTION GRADE – II) in NITs

1.	Name of the Post	Assistant (Selection Grade-II)
2.	Number of posts	As per sanctioned strength.
3.	Classification	Group-C
4.	Scale of pay (Grade Pay, Band Pay)	PB : 1 (Rs.5,200 – 20,200/-) with Grade Pay of Rs.2800/-
5.	Whether Selection Post or non-Selection Posts	Not applicable
6.	Age limit for direct recruits	Not applicable
7.	Educational and other qualifications required for direct recruits	Not applicable
8.	Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotees	Not applicable
9.	Period of probation, if any	Not applicable
10.	Method of Recruitment whether by direct recruitment or by promotion or by deputation or transfer & percentage of the vacancies to be filled by various methods	100% by promotion failing which by deputation (including short term contract)
11.	In case of recruitment, by promotion/ deputation /transfer, grades from which promotion/ deputation/ transfer to be made	Promotion Senior Assistant with 5 Years regular service with Grade Pay of Rs.2400/- selected on the basis of DPC and service record, as specified under these regulations. Deputation: Officers of the Central/State Govt. or similar organized services / semi-Govt. / PSU / autonomous organization / University / Institute of national importance. a) i) Holding analogous post, ii) 5 years regular service with Grade Pay of Rs.2400/- as Senior Assistant or its equivalent post. b) Possessing educational qualifications and experience as prescribed in Col. 7
12.	If DPC exists, what is its composition	As per the provisions contained in the NITSER Act, 2007, First Statutes and the subsequent Statutes.
13.	Circumstances in which UPSC is to be consulted in making recruitment	Not Applicable

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Recruitment Rules for the post of ASSISTANT (SELECTION GRADE-I) in NITs

1	Name of the Post	Assistant (Selection Grade-I)
2	Number of posts	As per sanctioned strength.
3	Classification	Group – B
4	Pay Band and Grade Pay or Pay Scale	PB : 2 (Rs.9,300 – 34,800/-) with Grade Pay of Rs.4200/-
5	Whether selection post or non-selection post	Not applicable
6	Age limit for direct recruits	Not applicable
7	Educational and other qualifications required for direct recruits	Not applicable
8	Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotees	Not applicable
9	Period of probation, if any	Not Applicable
10	Method of Recruitment whether by direct recruitment or by promotion or by deputation or transfer & percentage of the vacancies to be filled by various methods	100% by promotion failing which by deputation (including short term contract)
11	In case of recruitment by promotion/ deputation /transfer, grades from which promotion/ deputation/ transfer to be made	<p>Promotion Assistant SG-II with 6 Years regular service with Grade Pay of Rs.2800/- selected on the basis of DPC and service record, as specified under these regulations.</p> <p>Deputation (including short term Contract): Officers of the Central/State Govt. or similar organized services/ semi-Govt./ PSU/ autonomous organization/ University/ Institute of national importance: a) i) Holding analogous post; ii) 6 years regular service with Grade Pay of Rs.2800/- as Assistant SG-II or its equivalent post. b) Possessing educational qualifications and experience as prescribed in Col. 7</p>
12	If Departmental Promotion Committee exists, what is its composition	As per the provisions contained in the NITSER Act, 2007, First Statutes and the subsequent Statutes.
13	Circumstances in which Union Public Service Commission is to be consulted in making recruitment	Not Applicable

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Recruitment Rules for the post of STENOGRAPHER in NITs

1.	Name of the Post	Stenographer
2.	Number of posts	As per sanctioned strength.
3.	Classification	Group-C
4.	Scale of pay (Grade Pay, Band Pay)	PB-1 (Rs.5,200-20,200) with Grade Pay of Rs.2400/-
5.	Whether Selection Post or non-Selection Posts	Not applicable
6.	Age limit for direct recruits	Not exceeding 27 years
7.	Educational and other qualifications required for direct recruits	Essential: Senior secondary (10+2) from a recognized board with minimum speed in short hand 80 w.p.m. in Stenography. Desirable: Proficiency in Computer Word processing and spread sheet with advance skills.
8.	Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotees	Not applicable
9.	Period of probation, if any	1 year for direct recruits as per NIT Statutes
10.	Method of Recruitment : whether by direct recruitment or by promotion or by deputation or transfer & percentage of the vacancies to be filled by various methods	100% Direct Recruitment through examinations conducted by the Institute.
11.	In case of recruitment, by promotion/ deputation /transfer, grades from which promotion/ deputation/ transfer to be made	Not Applicable
12.	If DPC exists, what is its composition	As per the provisions contained in the NITSER Act, 2007, First Statutes and the subsequent Statutes.
13.	Circumstances in which UPSC is to be consulted in making recruitment	Not Applicable

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Recruitment Rules for the post of SENIOR STENOGRAPHER in NITs

1.	Name of the Post	Senior Stenographer
2.	Number of posts	As per sanctioned strength
3.	Classification	Group-C
4.	Scale of pay (Grade Pay, Band Pay)	PB-1 (Rs.5,200-20,200) with Grade Pay of Rs.2800/-
5.	Whether Selection Post or non-Selection Posts	Not applicable
6.	Age limit for direct recruits	Not exceeding 33 years Note:- Relaxable for Departmental Candidates upto five years in accordance with the instructions or orders issued by the Central Government
7.	Educational and other qualifications required for direct recruits	Essential: 12th standard pass or equivalent from a recognized Board or University. Minimum speed in short hand 100 w.p.m. in Stenography. Desirable: Bachelor's degree in case of direct recruitment. Proficiency in Computer Word Processing and Spread Sheet with advance skills.
8.	Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotees	Age bar: Not applicable Educational Qualifications: No, but must possess at least 12 th standard or equivalent and knowledge of stenography.
9.	Period of probation, if any	1 year for direct recruits only as per NIT Statutes.
10.	Method of Recruitment whether by direct recruitment or by promotion or by deputation or transfer & percentage of the vacancies to be filled by various methods	i) 50% by Promotion, failing which by deputation (including short term contract) ii) 50% by direct recruitment.
11.	In case of recruitment, by promotion/ deputation /transfer, grades from which promotion/ deputation/ transfer to be made	Promotion : Stenographer with 5 years regular service with Grade Pay of Rs. 2400/- selected or the basis of DPC, trade test, interview and service record, as specified under these regulations. Deputation (including short term Contract): Officers of the Central/State Govt. or similar organized services/semi-Govt./PSU/ autonomous organization/ University/Institute of national importance: a) i) holding analogous post; ii) 5 years regular service with Grade Pay of Rs.2400/- as Stenographer or its equivalent post. b) Possessing educational qualifications and experience as prescribed in Col. 7
12.	If DPC exists, what is its composition	As per the provisions contained in the NITSER Act, 2007, First Statutes and the subsequent Statutes.
13.	Circumstances in which UPSC is to be consulted in making recruitment	Not Applicable

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Recruitment Rules for the post of STENOGRAPHER SELECTION GRADE-II in NITs

1.	Name of the Post	Stenographer SG-II
2.	Number of posts	As per sanctioned strength
3.	Classification	Group-B
4.	Scale of pay (Grade Pay, Band Pay)	PB-2 (Rs.9,300-34,800/-) with Grade Pay of Rs.4200/-
5.	Whether Selection Post or non-Selection Posts	Not applicable
6.	Age limit for direct recruits	Not applicable
7.	Educational and other qualifications required for direct recruits	Not applicable
8.	Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotees	Not applicable
9.	Period of probation, if any	Not applicable
10.	Method of Recruitment whether by direct recruitment or by promotion or by deputation or transfer & percentage of the vacancies to be filled by various methods	100% by promotion failing which by deputation (including short term contract)
11.	In case of recruitment, by promotion / deputation / transfer, grades from which promotion / deputation / transfer to be made	<p>Promotion: Senior Stenographer with 6 years regular service with Grade Pay of Rs. 2800/- selected on the basis of DPC, trade test, Interview and service record as specified under these regulations.</p> <p>Deputation (including short term Contract): Officers of the Central / State Govt. or similar organized services / semi-Govt. / PSU / Statutory or Autonomous organization / University / Institute of national importance: a) i) Holding analogous post; ii) 6 years regular service with Grade Pay of Rs. 2800/- as Senior Stenographer or its equivalent post. b) Educational qualifications and experience</p> <p>Essential: 12th standard pass or equivalent from a recognized Board or University. Minimum speed in short hand 100 w.p.m. in Stenography.</p> <p>Desirable: Proficiency in Computer Word Processing and spread sheet with advance skills.</p>
12.	If DPC exists, what is its composition	As per the provisions contained in the NITSER Act, 2007, First Statutes and the subsequent Statutes.
13.	Circumstances in which UPSC is to be consulted in making recruitment	Not Applicable

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Recruitment Rules for the post of STENOGRAPHER SELECTION GRADE-I in NITs

1	Name of the Post	Stenographer SG-I
2	Number of posts	As per sanctioned strength
3	Classification	Group-B
4	Pay Band and Grade Pay or Pay Scale	PB-2 (Rs.9,300-34,800/-) with Grade Pay of Rs.4600/-
5	Whether selection post or non-selection post	Not applicable
6	Age limit for direct recruits	Not applicable
7	Educational and other qualifications required for direct recruits	Not applicable
8	Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotees	Not applicable
9	Period of probation, if any	Not applicable
10	Method of Recruitment whether by direct recruitment or by promotion or by deputation or transfer & percentage of the vacancies to be filled by various methods	100% by Promotion failing which by Deputation (including short term contract)
11	In case of recruitment by promotion/ deputation /transfer, grades from which promotion/ deputation/ transfer to be made.	<p>Promotion: Senior Stenographer (SG-II) with 5 years regular service with Grade Pay of Rs. 4200/- selected on the basis of DPC, trade test, interview and service record as specified under these regulations.</p> <p>Deputation (including short term Contract): Officers of the Central/State Govt. or similar organized services/semi-Govt./PSU/Statutory or Autonomous organization/ University/ Institute of national importance: a) i) Holding analogous post; ii) 5 years regular service with Grade Pay of Rs. 4200/- as Senior Stenographer SG-II or its equivalent post. b) Educational qualifications and experience</p> <p>Essential: 12th standard pass or equivalent from a recognized Board or University. Minimum speed in short hand 100 w.p.m. in Stenography.</p> <p>Desirable: Proficiency in Computer Word Processing and spread sheet with advance skills.</p>
12	If Departmental Promotion Committee exists, what is its composition	As per the provisions contained in the NITSER Act, 2007, First Statutes and the subsequent Statutes.
13	Circumstances in which Union Public Service Commission is to be consulted in making recruitment	Not Applicable

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**Recruitment Rules for the post of TECHNICIAN, LABORATORY ASSISTANT,
WORK ASSISTANT In NITs**

1.	Name of the Post	Technician, Laboratory Assistant, Work Assistant
2.	Number of posts	As per sanctioned strength.
3.	Classification	Group-C
4.	Scale of pay (Grade Pay, Band Pay)	PB : 1 (Rs.5,200 – 20,200/-) with Grade Pay of Rs.2000/-
5.	Whether Selection Post or non-Selection Posts	Not Applicable
6.	Age limit for direct recruits	Not exceeding 27 years Note:- Relaxable for Departmental Candidates upto five years in accordance with the instructions or orders issued by the Central Government
7.	Educational and other qualifications required for direct recruits	Essential: Technician/ Work Assistant Senior secondary (10+2) from a recognized board and ITI Course of one year or higher duration in appropriate trade. Or Matric with at least 60% marks and ITI Certificate of 2 years duration in appropriate trade. Or Diploma in Engineering of three year's duration in relevant field from a recognized Polytechnic / Institute. Laboratory Assistant B Sc Degree in relevant field from a recognized University/Institute
8.	Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotees	Age bar: Not applicable Educational Qualifications: No, but must possess at least matric and ITI certificate of 2 years duration in appropriate trade.
9.	Period of probation, if any	1 year for direct recruits as per NIT Statutes
10.	Method of Recruitment : whether by direct recruitment or by promotion or by deputation or transfer & percentage of the vacancies to be filled by various methods	i) 75% Direct recruitment ii) 25% from amongst departmental employees in NITs on the basis of a Limited Departmental Competitive Examination to be held by the NITs with minimum 6 years of experience (Erstwhile Group D employees).
11.	In case of recruitment by promotion/deputation/absorption, grades from which promotion/deputation/ absorption to be made.	Not Applicable
12.	If DPC exists, what is its composition	As per provisions contained in the NITSER Act, 2007, First Statutes and the subsequent Statutes.
13.	Circumstances in which UPSC is to be consulted in making recruitment	Not Applicable

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**Recruitment Rules for the post of
SENIOR TECHNICIAN, SENIOR LABORATORY ASSISTANT,
SENIOR WORK ASSISTANT in NITs**

1.	Name of the Post	Senior Technician, Senior Laboratory Assistant, Senior Work Assistant
2.	Number of posts	As per sanctioned strength.
3.	Classification	Group-C
4.	Scale of pay (Grade Pay, Band Pay)	PB- 1 (Rs. 5,200 – 20,200) with Grade Pay of Rs 2400/-
5.	Whether Selection Post or non-Selection Posts	Not Applicable
6.	Age limit for direct recruits	Not applicable
7.	Educational and other qualifications required for direct recruits	Not applicable
8.	Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotees	Not applicable
9.	Period of probation, if any	Not applicable
10.	Method of Recruitment whether by direct recruitment or by promotion or by deputation or transfer & percentage of the vacancies to be filled by various methods	100% by promotion, failing which by deputation (including short term contract).
11.	In case of recruitment by promotion/deputation/absorption, grades from which promotion/deputation/ absorption to be made	<p>Promotion : Technician, Laboratory Assistant, Work Assistant with 5 years regular service at Grade Pay of Rs. 2000/- selected on the basis of trade test, interview and service record, as specified under these regulations.</p> <p>Deputation (including short term Contract): Employees of the Central/ State Govt. Or similar organized services/ Semi - Govt./ PSU/ autonomous organization/ University Institute of national importance: a) i) holding analogous post; ii) 5 years regular service with Grade Pay of Rs 2000/- as Technician/Lab Assistant/Work Assistant or equivalent. b) Educational qualifications and experience</p> <p>Essential: Technician/ Work Assistant Senior secondary (10+2) from a recognized board and ITI Course of one year or higher duration in appropriate trade. Or Matric with at least 60% marks and ITI Certificate of 2 years duration in appropriate trade. Or Diploma in Engineering of three year's duration in relevant field from a recognized Polytechnic / Institute. Laboratory Assistant B Sc Degree in relevant field from a recognized University/Institute Experience: 5 years experience of handling laboratory equipment and carrying out laboratory experiment in any University / College / Research Institute / State Government / Central Government / Government Undertaking / PSU / Institution of nation importance / Reputed Private Industry / Organization.</p>
12.	If DPG exists, what is its composition	As per provisions contained in the NITSER Act, 2007, First Statutes and the subsequent Statutes.
13.	Circumstances in which UPSC is to be consulted in making recruitment	Not Applicable

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Recruitment Rules for the post of TECHNICIAN (SELECTION GRADE-II), LABORATORY ASSISTANT (SELECTION GRADE-II), WORK ASSISTANT (SELECTION GRADE-II) in NITs

1.	Name of the Post	Technician (Selection Grade-II), Laboratory Assistant (Selection Grade-II), Work Assistant (Selection Grade-II)
2.	Number of posts	As per Sanctioned strength.
3.	Classification	Group-C
4.	Scale of pay (Grade Pay, Band Pay)	PB:1 (Rs.5,200 – 20,200) with Grade Pay of Rs.2800/-
5.	Whether Selection Post or non-Selection Posts	Not applicable
6.	Age limit for direct recruits	Not applicable
7.	Educational and other qualifications required for direct recruits	Not applicable
8.	Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotees	Not applicable
9.	Period of probation, if any	Not applicable
10.	Method of Recruitment whether by direct recruitment or by promotion or by deputation or transfer & percentage of the vacancies to be filled by various methods	By promotion, failing which by deputation (including short term contract).
11.	In case of recruitment. By promotion/deputation/absorption, grades from which promotion/ deputation/ absorption to be made	<p>Promotion : Senior Technician, Senior Laboratory Assistant, Senior Work Assistant with 5 years regular service at Grade Pay of Rs. 2400/- selected on the basis of trade test, interview and service record, as specified under these regulations.</p> <p>Deputation (including short term Contract): Employees of the Central/ State Govt. Or similar organized services/ Semi – Govt./ PSU/ autonomous organization/ University Institute of national importance: a) i) holding analogous post; ii) 5 years regular service with Grade Pay of Rs 2400/- as Senior Technician, Senior Laboratory Assistant, Senior Work Assistant b) Educational qualifications and experience</p> <p>Essential : Technician/ Work Assistant Senior secondary (10+2) from a recognized board and ITI Course of one year or higher duration in appropriate trade. Or Matric with at least 60% marks and ITI Certificate of 2 years duration in appropriate trade. Or Diploma in Engineering of three year's duration in relevant field from a recognized Polytechnic / Institute.</p> <p>Laboratory Assistant B.Sc. Degree in relevant field from a recognized University/Institute</p> <p>Experience: 10 years experience of handling laboratory equipment and Engineering equipment and carrying out laboratory experiment in any University / College / Research institute / State Government / Central Government / Government Undertaking / PSU / Institution of nation importance / Reputed Private Industry / Organization of which at least 5 years at level of Senior Technician with GP of Rs.2400/- or equivalent.</p>
12.	If DPC exists, what is its composition	As per the provisions contained in the NITSER Act, 2007, First Statutes and the subsequent Statutes.
13.	Circumstances in which UPSC is to be consulted in making recruitment	Not Applicable

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**Recruitment Rules for the post of TECHNICIAN (SELECTION GRADE-I),
LABORATORY ASSISTANT (SELECTION GRADE-I),
WORK ASSISTANT (SELECTION GRADE-I) in NITs**

1	Name of the post	Technician (Selection Grade-I), Laboratory Assistant (Selection Grade-I), Work Assistant (Selection Grade-I)
2	Number of posts	As per Sanctioned strength.
3	Classification	Group-B
4	Pay Band and Grade Pay or Pay Scale	PB:2 (Rs.9,300 – 34,800) with Grade Pay of Rs.4200/-
5	Whether selection post or non-selection post	Not applicable
6	Age-limit for direct recruits	Not applicable
7	Educational and other qualifications required for direct recruits	Not applicable
8	Whether age and education qualifications prescribed for direct recruits will apply in the case of promotees	Not applicable
9	Period of probation, if any	Not applicable
10	Method of Recruitment Whether by direct recruitment or by promotion or by deputation or transfer & percentage of the vacancies to be filled by various methods	By promotion, failing which by deputation (including short term contract).
11	In case of recruitment, by promotion / deputation / absorption, grades from which promotion/ deputation/ absorption to be made	<p>Promotion : Technician (Selection Grade-II), Laboratory Assistant (Selection Grade-II), Work Assistant (Selection Grade-II) with 6 years regular service at Grade Pay of Rs. 2800/- selected on the basis of trade test, interview and service record, as specified under these regulations.</p> <p>Deputation (including short term Contract): Employees of the Central/ State Govt. Or similar organized services/ Semi - Govt./ PSU/ autonomous organization/ University Institute of national importance: a) i) holding analogous post; ii) 6 years regular service with Grade Pay of Rs 2800/- as Technician (Selection Grade-II), Laboratory Assistant (Selection Grade-II), Work Assistant (Selection Grade-II) b) Educational qualifications and experience</p> <p>Essential : Technician/ Work Assistant Senior secondary (10+2) from a recognized board and ITI Course of one year or higher duration in appropriate trade. Or Matric with at least 60% marks and ITI Certificate of 2 years duration in appropriate trade. Or Diploma in Engineering of three year's duration in relevant field from a recognized Polytechnic / Institute.</p> <p>Laboratory Assistant B Sc Degree in relevant field from a recognized University/Institute</p> <p>Experience: 16 years experience of handling laboratory equipment and Engineering equipment and carrying out laboratory experiment in any University / College / Research Institute / State Government / Central Government / Government Undertaking / PSU / Institution of nation importance / Reputed Private Industry / Organization of which at least 6 years at level</p>

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		of Technician (Selection Grade-II), Laboratory Assistant (Selection Grade-II), Work Assistant (Selection Grade-II) with GP of Rs.2800/- or equivalent.
12	If Departmental Promotion Committee exists, what is its composition	As per the provisions contained in the NITSER Act, 2007, First Statutes and the subsequent Statutes.
13	Circumstances in which Union Public Service Commission is to be consulted in making recruitment	Not Applicable

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Recruitment Rules for the post of SUPERINTENDENT / ACCOUNTANT in NITs

1.	Name of the Post	Superintendent / Accountant
2.	Number of posts	As per Sanctioned strength.
3.	Classification	Group B
4.	Scale of pay (Grade Pay, Band Pay)	PB : 2 (Rs. 9,300 – 34,800/-) with Grade Pay of Rs.4200/-
5.	Whether Selection Post or non-Selection Posts	Not Applicable
6.	Age limit for direct recruits	Not exceeding 30 years. Note:- Relaxable for Departmental Candidates upto five years in accordance with the instructions or orders issued by the Central Government
7.	Educational and other qualifications required for direct recruits	Essential: A. Superintendent: i) First Class Bachelor's Degree or its equivalent from a recognized University or Institute in any discipline (In universities without a system of Honours degree, equivalent number of courses) Or ii) Master's Degree from a recognized University or Institute with excellent academic record. iii) Knowledge of Computer applications viz., Word processing, Spread Sheet. B. Accountant: i) First Class Bachelor's Degree in Commerce with Honours in Accountancy / Finance or equivalent in grade from a recognized University or institute. Or Master's Degree in Commerce / MBA (Finance) from a recognized University or institute with excellent academic record. ii) Knowledge of computer application viz. word processing, Spread Sheet and computer - based accounting software.
8.	Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotees	Age bar: Not applicable Educational Qualification: A. Superintendent No, but must possess at least Bachelor's Degree or its equivalent from a recognized University or Institute in any discipline B. Accountant No, but must possess at least Bachelor's Degree in Commerce or its equivalent from a recognized University or Institute
9.	Period of probation, if any	1 year for direct recruits as per NIT Statutes
10.	Method of Recruitment whether by direct recruitment or by promotion or by deputation or transfer & percentage of the vacancies to be filled by various methods	75% by direct Recruitment 25% by promotion from Assistant (SG-I) with GP of Rs.4200/- [failing which by deputation (including short term contract)]
11.	In case of recruitment, by promotion/ deputation /transfer, grades from which promotion/ deputation/ transfer to be made	Promotion: Assistant (SG-I) with 2 years regular service with Grade Pay of Rs.4200/- selected on the basis of DPC, interview and service record, as specified under these regulations. Deputation (including short term Contract): Officers of the Central/State Govt. or similar organized services/semi-Govt./PSU/ autonomous organization/ University/ Institute of national importance: a) i) holding analogous post; ii) 2 years regular service with Grade Pay of Rs. 4200/- as Superintendent or its equivalent post. b) Possessing educational qualification and experience as prescribed in Col. 7

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12.	If DPC exists, what is its composition	As per provisions contained in the NITSER Act, 2007, First Statutes and the subsequent Statutes.
13.	Circumstances in which UPSC is to be consulted in making recruitment	Not Applicable

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Recruitment Rules for the post of SENIOR SUPERINTENDENT in NITs

1.	Name of the Post	Senior Superintendent
2.	Number of posts	As per Sanctioned strength
3.	Classification	Group-B
4.	Scale of pay (Grade Pay, Band Pay)	PB : 2 (Rs 9,300 – 34,800/-) with Grade Pay of Rs.4600/-
5.	Whether Selection Post or non-Selection Posts	Not applicable
6.	Age limit for direct recruits	Not applicable
7.	Educational and other qualifications required for direct recruits	Not applicable
8.	Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotees	Not applicable
9.	Period of probation, if any	Not applicable
10.	Method of Recruitment whether by direct recruitment or by promotion or by deputation or transfer & percentage of the vacancies to be filled by various methods	By promotion, failing which by deputation (including short term contract).
11.	In case of recruitment, by promotion/ deputation /transfer, grades from which promotion/ deputation/ transfer to be made	<p>Promotion: Superintendent or Accountant with 5 years regular service (out of which 2 years in Assistant (SG-I) in case of promotees from Assistant (SG-I) to Superintendent) with Grade Pay of Rs.4200/- selected on the basis of DPC, interview and service record, as specified under these regulations.</p> <p>A. Superintendent No, but must possess at least Bachelor's Degree or its equivalent from a recognized University or Institute in any discipline</p> <p>B. Accountant No, but must possess at least Bachelor's Degree in Commerce or its equivalent from a recognized University or Institute</p> <p>Deputation (including short term Contract): Officers of the Central/State Govt. or similar organized services/semi-Govt./PSU/ autonomous organization/ University/ Institute of national importance: a) i) holding analogous post; ii) 5 years regular service with Grade Pay of Rs. 4200/- as Superintendent or its equivalent post. b) Educational qualification and experience</p> <p>Essential: First Class Bachelor's Degree or equivalent grade from a recognized University or Institute in any discipline (In universities without a system of Honours degree, equivalent number of courses)</p> <p>Or i) Master's Degree from a recognized University or Institute with excellent academic record. ii) Knowledge of Computer applications viz. Word processing, Spread Sheet.</p> <p>Experience: 5 years experience as Superintendent/ Accountant with GP of Rs.4200/-</p>
12.	If DPC exists, what is its composition	As per provisions contained in the NITSER Act, 2007, First Statutes and the subsequent Statutes.
13.	Circumstances in which UPSC is to be consulted in making recruitment	Not Applicable

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Recruitment Rules for the post of SUPERINTENDENT (SELECTION GRADE – II) in NITs

1.	Name of the Post	Superintendent (Selection Grade-II)
2.	Number of posts	As per Sanctioned Strength
3.	Classification	Group-B
4.	Scale of pay (Grade Pay, Band Pay)	PB - 2 (Rs.9,300 – 34,800/-) with Grade Pay of Rs.4800/-
5.	Whether Selection Post or non-Selection Posts	Not applicable
6.	Age limit for direct recruits	Not applicable
7.	Educational and other qualifications required for direct recruits	Not applicable
8.	Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotees	Not Applicable
9.	Period of probation, if any	Not applicable
10.	Method of Recruitment whether by direct recruitment or by promotion or by deputation or transfer & percentage of the vacancies to be filled by various methods	By promotions, failing which by deputation (including short term contract).
11.	In case of recruitment, by promotion/ deputation / transfer, grades from which promotion / deputation / transfer to be made	<p>Promotion: Senior Superintendent with 2 years regular service with Grade Pay of Rs. 4600/- selected on the basis of DPC, interview and service, as specified under these regulations.</p> <p>A. Superintendent No, but must possess at least Bachelor's Degree or its equivalent from a recognized University or Institute in any discipline</p> <p>B. Accountant No, but must possess at least Bachelor's Degree in Commerce or its equivalent from a recognized University or Institute</p> <p>Deputation (including short term Contract): Officers of the Central/State Govt. or similar organized services/semi-Govt./PSU/ autonomous organization /University/Institute of national importance: a) i) Holding analogous post; ii) 2 years regular service with Grade Pay of Rs. 4600/- as Senior Superintendent or its equivalent post. b) Educational qualification and experience</p> <p>Essential: Superintendent: First Class Bachelor's Degree or equivalent grade from a recognized University or Institute in any discipline (in universities without a system of honours Degree with equivalent number of courses) Or i) Master's Degree from a recognized University or Institute with excellent academic record. ii) Knowledge of Computer applications viz. Word processing, Spread Sheet.</p> <p>Experience: 2 years experience as Senior Superintendent with GP of Rs.4600/-</p>
12.	If DPC exists, what is its composition	As per the provisions contained in the NITSER Act, 2007, First Statutes and the subsequent Statutes.
13.	Circumstances in which UPSC is to be consulted in making recruitment	Not Applicable

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Recruitment Rules for the post of SUPERINTENDENT (SELECTION GRADE – I) in NITs

1	Name of the Post	Superintendent (Selection Grade-I)
2	Number of posts	As per Sanctioned Strength
3	Classification	Group-B
4	Pay Band and Grade Pay or Pay Scale	PB - 2 (Rs. 9,300 – 34,800/-) with Grade Pay of Rs.5400/-
5	Whether selection post or non-selection post	Not Applicable
6	Age limit for direct recruits	Not Applicable
7	Educational and other qualifications required for direct recruits	Not Applicable
8	Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotees	Not Applicable
9	Period of probation, if any	Not Applicable
10	Method of Recruitment whether by direct recruitment or by promotion or by deputation or transfer & percentage of the vacancies to be filled by various methods	By promotions, failing which by deputation (including short term contract).
11	In case of recruitment, by promotion/ deputation /transfer, grades from which promotion/ deputation/ transfer to be made	<p>Promotion: Superintendent SG-II with 2 years regular service with Grade Pay of Rs. 4800/- selected on the basis of DPC, interview and service, as specified under these regulations.</p> <p>Educational Qualification: A. Superintendent No, but must possess at least Bachelor's Degree or its equivalent from a recognized University or Institute in any discipline B. Accountant No, but must possess at least Bachelor's Degree in Commerce or its equivalent from a recognized University or Institute</p> <p>Deputation (including short term Contract): Officers of the Central/State Govt. or similar organized services/semi-Govt./PSU/ autonomous organization /University/Institute of national importance: a) i) Holding analogous post; ii) 2 years regular service with Grade Pay of Rs. 4800/- as Superintendent SG-II or its equivalent post. b) Educational qualification and experience</p> <p>Essential: Superintendent: First Class Bachelor's Degree or equivalent grade from a recognized University or Institute in any discipline (in universities without a system of honours Degree with equivalent number of courses) Or i) Master's Degree from a recognized University or Institute with excellent academic record. ii) Knowledge of Computer applications viz. Word processing, Spread Sheet.</p> <p>Experience: 2 years experience as Superintendent SG-II with GP of Rs.4800/-</p>

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12	If Departmental Promotion Committee exists, what is its composition	As per the provisions contained in the NITSER Act, 2007, First Statutes and the subsequent Statutes.
13	Circumstances in which Union Public Service Commission is to be consulted in making recruitment	Not Applicable



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Recruitment Rules for the post of PERSONAL ASSISTANT in NITs

1.	Name of the Post	Personal Assistant
2.	Number of posts	As per sanctioned strength.
3.	Classification	Group-B
4.	Scale of pay (Grade Pay, Band Pay)	PB - 2 (Rs.9300-34800) with Grade Pay of Rs.4200/-
5.	Whether Selection Post or non-Selection Posts	Not Applicable
6.	Age limit for direct recruits	Not exceeding 30 years.
7.	Educational and other qualifications required for direct recruits	Essential: Graduate in any discipline or its equivalent from a recognized Board or University. Minimum speed of 100 w.p.m. In stenography.
8.	Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotees	Not Applicable
9.	Period of probation, if any	1 Year for Direct recruits as per NIT Statutes
10.	Method of Recruitment whether by direct recruitment or by promotion or by deputation or transfer & percentage of the vacancies to be filled by various methods	100% Direct Recruitment through examination to be conducted by the Institute.
11.	In case of recruitment, by promotion/ deputation /transfer, grades from which promotion/ deputation/ transfer to be made	
12.	If DPC exists, what is its composition	As per the provisions contained in the NITSER Act, 2007, First Statutes and the subsequent Statutes.
13.	Circumstances in which UPSC is to be consulted in making recruitment	Not applicable

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Recruitment Rules for the post of SENIOR PERSONAL ASSISTANT in NITs

1.	Name of the Post	Senior Personal Assistant
2.	Number of posts	As per sanctioned strength
3.	Classification	Group-B
4.	Scale of pay (Grade Pay, Band Pay)	PB - 2 (Rs.9300-34800) with Grade Pay of Rs.4600/-
5.	Whether Selection Post or non-Selection Posts	Not applicable
6.	Age limit for direct recruits	Not applicable
7.	Educational and other qualifications required for direct recruits	Not applicable
8.	Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotees	Not applicable
9.	Period of probation, if any	Not applicable
10.	Method of Recruitment whether by direct recruitment or by promotion or by deputation or transfer & percentage of the vacancies to be filled by various methods	By promotions, failing which by deputation (including short term contract).
11.	In case of recruitment by promotion/ deputation /transfer, grades from which promotion/ deputation/ transfer to be made	<p>Promotion/ Deputation (including short term Contract): Personal Assistant with 5 years regular service at Grade Pay of Rs.4200/- selected on the-basis of DPC, trade test, interview and service record, as specified under these regulations.</p> <p>Deputation (including short term Contract): Officers of the Central/State Govt. or similar organized services/semi-Govt./ PSU/ autonomous organization /University/Institute of national importance:</p> <p>a) i) Holding analogous post; ii) 5 Years regular service with Grade Pay of Rs. 4200/- as Personal Assistant or its equivalent post.</p> <p>b) Educational qualifications and experience as prescribed in Col. 7 Essential: Graduate in any discipline or its equivalent from a recognized board or university. Minimum speed of 100 w.p.m in stenography.</p>
12.	If DPC exists, what is its composition	As per the provisions contained in the NITSER Act, 2007, First Statutes and the subsequent Statutes.
13.	Circumstances in which UPSC is to be consulted in making recruitment	Not Applicable

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Recruitment Rules for the post of TECHNICAL ASSISTANT in NITs

1.	Name of the Post	Technical Assistant
2.	Number of posts	As per sanctioned strength.
3.	Classification	Group-B
4.	Scale of pay (Grade Pay, Band Pay)	PB -2 (Rs.9,300 – 34,800/-) with Grade Pay of Rs. 4200/-
5.	Whether Selection Post or non-Selection Posts	Not Applicable
6.	Age limit for direct recruits	Not exceeding 30 years. Note:- Relaxable for Departmental Candidates upto five years in accordance with the instructions or orders issued by the Central Government
7.	Educational and other qualifications required for direct recruits	Essential: First Class in B.E./B Tech. in relevant subject or equivalent grade from a recognized University / Institute. OR First Class Diploma in Engineering in relevant Field with excellent academic record
8.	Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotees	Age bar: Not applicable Educational Qualification: No, but must possess atleast Diploma in Engineering of three year's duration in relevant field from a recognized Polytechnic / Institute.
9.	Period of probation, if any	1 Year for direct recruits as per NIT Statutes.
10.	Method of Recruitment whether by direct recruitment or by promotion or by deputation or transfer & percentage of the vacancies to be filled by various methods	75% by direct Recruitment 25% by promotion from Technician (SG-I) with GP of Rs.4200/- [failing which by deputation (including short term contract)]
11.	In case of recruitment, by promotion/ deputation /transfer, grades from which promotion/ deputation/ transfer to be made	Promotion: Technician (SG-I) with 2 years regular service with Grade Pay of Rs.4200/- selected on the basis of DPC, interview and service record, as specified under these regulations. Deputation (including short term Contract): Officers of the Central/State Govt. or similar organized services/semi-Govt./PSU/ autonomous organization/ University/ Institute of national importance: a i) holding analogous post; ii) 2 years regular service with Grade Pay of Rs. 4200/- as Technician (SG-I) or its equivalent post. b) Possessing educational qualification and experience as prescribed in Col. 7
12.	If DPC exists, what is its composition	As per the provisions contained in the NITSER Act, 2007, First Statutes and the subsequent Statutes.
13.	Circumstances in which UPSC is to be consulted in making recruitment	Not Applicable

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Recruitment Rules for the post of SENIOR TECHNICAL ASSISTANT in NITs

1.	Name of the Post	Senior Technical Assistant
2.	Number of posts	As per sanctioned strength.
3.	Classification	Group-B
4.	Scale of pay (Grade Pay, Band Pay)	PB : 2 (Rs.9,300 – 34,800/-) with Grade Pay of Rs.4600/-
5.	Whether Selection Post or non-Selection Posts	Not Applicable
6.	Age limit for direct recruits	Not Applicable
7.	Educational and other qualifications required for direct recruits	Not Applicable
8.	Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotees	Not Applicable
9.	Period of probation, if any	Not applicable
10.	Method of Recruitment whether by direct recruitment or by promotion or by deputation or transfer & percentage of the vacancies to be filled by various methods	100% by promotion failing which by deputation (including short term contract)
11.	In case of recruitment, by promotion/ deputation /transfer, grades from which promotion/ deputation/ transfer to be made	<p>Promotion: Technical Assistant with 5 years regular service with Grade Pay of 4200/- selected on the basis of DPC, trade test, interview and service record, as specified under these regulations.</p> <p>Deputation (including short term Contract): Officers under the Central / State Governments / Universities recognized Research Institutes or Institutes of national importance or Govt. laboratory or PSU:- a) i) Holding analogous post or ii) With at least 5 years regular service in posts with GP of 4200/- as per 6th Central Pay Commission or equivalent. b) Educational qualification and experience</p> <p>Essential: First Class Bachelor's Degree in Sciences or Engineering in relevant subject or equivalent grade from a recognized University / Institute. Experience: 5 years as Technical Assistant with GP of Rs.4200/-</p>
12.	If DPC exists, what is its composition	As per the provisions contained in the NITSER Act, 2007, First Statutes and the subsequent Statutes.
13.	Circumstances in which UPSC is to be consulted in making recruitment	Not Applicable

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**Recruitment Rules for the post of TECHNICAL ASSISTANT (SELECTION GRADE II)
in NITs**

1.	Name of the Post	Technical Assistant (Selection Grade II)
2.	Number of posts	As per sanctioned strength.
3.	Classification	Group-B
4.	Scale of pay (Grade Pay, Band Pay)	PB : 2 (Rs.9,300 – 34,800/-) with Grade Pay of Rs.4800/-
5.	Whether Selection Post or non-Selection Posts	Not applicable
6.	Age limit for direct recruits	Not applicable
7.	Educational and other qualifications required for direct recruits	Not applicable
8.	Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotees	Not Applicable
9.	Period of probation, if any	Not applicable
10.	Method of Recruitment whether by direct recruitment or by promotion or by deputation or transfer & percentage of the vacancies to be filled by various methods	100% by promotion failing which by deputation (including short term contract)
11.	In case of recruitment. by promotion/ deputation /transfer, grades from which promotion/ deputation/ transfer to be made	<p>Promotion: Senior Technical Assistant with 2 years regular service with Grade Pay of Rs. 4600/- selected on the basis of DPC, trade test, interview and service record, as specified under these regulations.</p> <p>Deputation (including short term Contract): Officers of the Central/ State Govt. Or similar organized services/ Semi - Govt./ PSU/ autonomous organization/ University institute of national importance: - a) i) holding analogous post or ii) With at least 2 years regular service in posts with GP of 4600/- as per 6th Central Pay Commission or equivalent post. b) Educational qualification and experience</p> <p>Essential: First Class Bachelor's Degree in Sciences or Engineering in relevant subject or equivalent grade from a recognized University / Institute.</p> <p>Experience: 2 years as Technical Assistant with GP of Rs.4600/-</p>
12.	If DPC exists, what is its composition	As per the provisions contained in the NITSER Act, 2007, First Statutes and the subsequent Statutes.
13.	Circumstances in which UPSC is to be consulted in making recruitment	Not Applicable

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**Recruitment Rules for the post of TECHNICAL ASSISTANT (SELECTION GRADE I)
in NITs**

1	Name of the Post	Technical Assistant (Selection Grade I)
2	Number of posts	As per sanctioned strength.
3	Classification	Group-B
4	Pay Band and Grade Pay or Pay Scale	PB : 2 (Rs.9,300 – 34,800/-) with Grade Pay of Rs.5400/-
5	Whether selection post or non-selection post	Not applicable
6	Age limit for direct recruits	Not applicable
7	Educational and other qualifications required for direct recruits	Not applicable
8	Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotees	Not Applicable
9	Period of probation, if any	Not Applicable
10	Method of Recruitment whether by direct recruitment or by promotion or by deputation or transfer & percentage of the vacancies to be filled by various methods	100% by promotion failing which by deputation (including short term contract)
11	In case of recruitment by promotion/ deputation /transfer, grades from which promotion/ deputation/ transfer to be made	<p>Promotion: Technical Assistant(Selection Grade II) with 2 years regular service with Grade Pay of Rs. 4800/- selected on the basis of DPC, trade test, interview and service record, as specified under these regulations.</p> <p>Educational Qualifications: No, but must possess at least Diploma in engineering of 3 years duration in relevant field from a recognized polytechnic or institute</p> <p>Deputation (including short term Contract): Officers of the Central/ State Govt. Or similar organized services/ Semi - Govt./ PSU/ autonomous organization/ University Institute of national importance: -</p> <p>a) i) holding analogous post or ii) With at least 2 years regular service in posts with GP of 4800/- as per 6th Central Pay Commission or equivalent post.</p> <p>b) Educational qualification and experience</p> <p>Essential: First Class Bachelor's Degree in Sciences or Engineering in relevant subject or equivalent grade from a recognized University / Institute.</p> <p>Experience: 2 years as Technical Assistant SG-II with GP of Rs.4800/-</p>
12	If Departmental Promotion Committee exists, what is its composition	As per the provisions contained in the NITSER Act, 2007, First Statutes and the subsequent Statutes.
13	Circumstances in which Union Public Service Commission is to be consulted in making recruitment	Not Applicable

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Recruitment Rules for the post of ASSISTANT ENGINEER / SENIOR SAS ASSISTANT / SENIOR LIBRARY AND INFORMATION ASSISTANT in NITs

1.	Name of the Post	Assistant Engineer /Senior SAS Assistant / Senior Library and Information Assistant
2.	Number of posts	As per sanctioned strength.
3.	Classification	Group-B
4.	Scale of pay (Grade Pay, Band Pay)	PB : 2 (Rs.9,300 – 34,800/-) with Grade Pay of Rs.4600/-
5.	Whether Selection Post or non-Selection Posts	Not applicable
6.	Age limit for direct recruits	Not applicable
7.	Educational and other qualifications required for direct recruits	Not applicable
8.	Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotees	Not applicable
9.	Period of probation, if any	Not applicable
10.	Method of Recruitment whether by direct recruitment or by promotion or by deputation or transfer & percentage of the vacancies to be filled by various methods	100% by promotion failing which by deputation (including short term contract)
11.	In case of recruitment, by promotion/ deputation /transfer, grades from which promotion/ deputation/ transfer to be made	<p>Promotion: Jr. Engineer/ SAS Assistant/ LIA with 5 years regular service with Grade Pay of 4200/- selected on the basis of DPC, trade test, interview and service record, as specified under these regulations.</p> <p>Educational Qualifications:</p> <p>A. Assistant Engineer No, but must possess at least Diploma in engineering of 3 years duration in relevant field from a recognized polytechnic or institute</p> <p>B. Senior SAS Assistant No, but must possess at least bachelor's degree in physical education from a recognized university or institute</p> <p>C. Senior Library & Information Assistant No, but must possess at least bachelor's degree in library science from a recognized university or institute</p> <p>Deputation (including short term contract): Officers under the Central / State Governments / Universities recognized Research Institutes or Institutes of national importance or Govt. laboratory or PSU:-</p> <p>a) i) Holding analogous post or ii) With at least 5 years regular service in posts with GP of 4200/- as per 6th Central Pay Commission or equivalent.</p> <p>b) Educational qualification and experience</p> <p>Essential:</p> <p>A. Assistant Engineer First Class Degree in B.E. / B.Tech in relevant field from a recognized University or Institute.</p> <p>Experience: 5 years as Junior Engineer with GP of Rs.4200/-</p> <p>B. Senior SAS Assistant (i) First Class Bachelor's Degree in Physical Education from a recognized University or Institution. (ii) Strong record of participation in college activities including arts (paints, photographs, drama, dance, music), event-management, journalism etc.</p> <p>Experience: 5 years as SAS Assistant with GP of Rs.4200/-</p> <p>C. Senior Library & Information Assistant</p>

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		First Class Bachelors Degree in Science /Arts/ Commerce from recognized University /Institute and Bachelors Degree in library Science. Experience: 5 years as Library and information Assistant with GP of Rs.4200/- Desirable: PG Diploma in Library Automation and Networking or PGDCA or equivalent from a recognized Institution.
12.	If DPC exists, what is its composition	As per the provisions contained in the NITSER Act, 2007, First Statutes and the subsequent Statutes.
13.	Circumstances in which UPSC is to be consulted in making recruitment	Not Applicable

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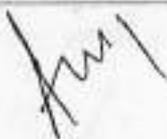
Recruitment Rules for the post of ASSISTANT ENGINEER / SAS ASSISTANT / LIBRARY INFORMATION ASSISTANT (SELECTION GRADE – II) in NITs

1.	Name of the Post	Assistant Engineer/ SAS Assistant(Selection Grade II)/ Library and Information Assistant (Selection Grade II)
2.	Number of posts	As per sanctioned strength.
3.	Classification	Group-B
4.	Scale of pay (Grade Pay, Band Pay)	PB : 2 (Rs. 9,300 – 34,800/-) with Grade Pay of Rs.4800/-
5.	Whether Selection Post or non-Selection Posts	Not applicable
6.	Age limit for direct recruits	Not applicable
7.	Educational and other qualifications required for direct recruits	Not applicable
8.	Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotees	Not applicable
9.	Period of probation, if any	Not applicable
10.	Method of Recruitment whether by direct recruitment or by promotion or by deputation or transfer & percentage of the vacancies to be filled by various methods	100% by promotion failing which by deputation (including short term contract)
11.	In case of recruitment, by promotion/ deputation /transfer, grades from which promotion/ deputation/ transfer to be made	<p>Promotion: Assistant Engineer/Senior SAS Assistant/Senior LIA with 2 years regular service with Grade Pay of Rs. 4600/- selected on the basis of DPC, trade test, interview and service record, as specified under these regulations.</p> <p>Educational Qualifications:</p> <p>A. Assistant Engineer No, but must possess at least Diploma in engineering of 3 years duration in relevant field from a recognized polytechnic or institute</p> <p>B. SAS Assistant(SG-II) No, but must possess at least bachelor's degree in physical education from a recognized university or institute</p> <p>C. Library & Information Assistant(SG-II) No, but must possess at least bachelor's degree in library science from a recognized university or institute</p> <p>Deputation (including short term Contract): Officers of the Central/ State Govt. Or similar organized services/ Semi - Govt./ PSU/ autonomous organization/ University Institute of national importance:-</p> <p>a) i) holding analogous post or ii) With at least 2 years regular service in posts with GP of 4600/- as per 6th Central Pay Commission or equivalent post.</p> <p>b) Educational qualification and experience</p> <p>Essential:</p> <p>A. Assistant Engineer First Class Degree B.E. / B.Tech. in relevant field from a recognized University or Institute.</p> <p>Experience: 2 years as Assistant Engineer with GP of Rs.4600/-</p> <p>B. SAS Assistant (SG-II) (i) First Class Bachelor's Degree in Physical Education from a recognized University or Institution. (ii) Strong record of participation in college activities including arts (paints, photographs, drama, dance, music), event management, journalism etc.</p> <p>Experience: 2 years as SAS Assistant with GP of Rs.4600/-</p>

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		C. Library & Information Assistant (SG-II) First Class Bachelors Degree in Science /Arts/ Commerce from recognized University /Institute and Bachelors Degree in library Science. Experience: 2 years as Library and information Assistant with GP of Rs.4600/- Desirable: i) PG Diploma in Library Automation and Networking or PGDCA or equivalent from a recognized Institution.
12.	If DPC exists, what is its composition	As per the provisions contained in the NITSER Act, 2007, First Statutes and the subsequent Statutes.
13.	Circumstances in which UPSC is to be consulted in making recruitment	Not Applicable



		(paints, photographs, drama, dance, music), event management, journalism etc. Experience: 2 years as SAS Assistant SG-II with GP of Rs.4800/- C. Library & Information Assistant (SG-I) First Class Bachelors Degree in Science /Arts/ Commerce from recognized University /Institute and Bachelors Degree in library Science. Experience: 2 years as Library and information Assistant SG-II with GP of Rs.4800/- Desirable: i) PG Diploma in Library Automation and Networking or PGDCA or equivalent from a recognized Institution.
12	If Departmental Promotion Committee exists, what is its composition	As per the provisions contained in the NITSER Act, 2007, First Statutes and the subsequent Statutes.
13	Circumstances in which Union Public Service Commission is to be consulted in making recruitment	Not Applicable

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Recruitment Rules for the post of PHARMACIST (SELECTION GRADE – II) in NITs

1.	Name of the Post	Pharmacist (Selection Grade -II)
2.	Number of posts	As per sanctioned strength.
3.	Classification	Group-B
4.	Scale of pay (Grade Pay, Band Pay)	PB : 2 (Rs.9,300 – 34,800/-) with Grade Pay of Rs.4600/-
5.	Whether Selection Post or non-Selection Posts	Not Applicable
6.	Age limit for direct recruits	Not Applicable
7.	Educational and other qualifications required for direct recruits	Not Applicable
8.	Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotees	Not Applicable
9.	Period of probation, if any	Not applicable
10.	Method of Recruitment whether by direct recruitment or by promotion or by deputation or transfer & percentage of the vacancies to be filled by various methods	100% by promotion failing which by deputation (including short term contract)
11.	In case of recruitment, by promotion/ deputation /transfer, grades from which promotion/ deputation/ transfer to be made	<p>Promotion: Senior Pharmacist with 5 years regular service with Grade Pay of 4200/- selected on the basis of DPC, trade test, interview and service record, as specified under these regulations.</p> <p>Deputation (including short term Contract): Officers under the Central / State Governments / Universities recognized Research Institutes or Institutes of national importance or Govt. laboratory or PSU:- a) i) Holding analogous post or ii) With at least 5 years regular service in posts with GP of 4200/- as per 6th Central Pay Commission or equivalent. b) Educational qualification and experience</p> <p>Essential: (i) 10+2 or equivalent in Science subjects from recognized Board or University. (ii) 2 Years Diploma with First class and minimum 6months' internship in Pharmacy from an Institute recognized by the Pharmacy Council of India. (iii) Registered as Pharmacist with State Pharmacy Council.</p> <p>Experience: 5 years as Sr. Pharmacist in the recognized Institute/ Hospital.</p>
12.	If DPC exists, what is its composition	As per the provisions contained in the NITSER Act, 2007, First Statutes and the subsequent Statutes.
13.	Circumstances in which UPSC is to be consulted in making recruitment	Not Applicable

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Recruitment Rules for the post of PHARMACIST (SELECTION GRADE – I) in NITs

1.	Name of the Post	Pharmacist (Selection Grade I)
2.	Number of posts	As per sanctioned strength.
3.	Classification	Group-B
4.	Scale of pay (Grade Pay, Band Pay)	PB - 2 (Rs.9,300 – 34,800/-) with Grade Pay of Rs.4800/-
5.	Whether Selection Post or non-Selection Posts	Not applicable
6.	Age limit for direct recruits	Not applicable
7.	Educational and other qualifications required for direct recruits	Not applicable
8.	Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotees	Not applicable
9.	Period of probation, if any	Not applicable
10.	Method of Recruitment whether by direct recruitment or by promotion or by deputation or transfer & percentage of the vacancies to be filled by various methods	100% by promotion failing which by deputation (including short term contract)
11.	In case of recruitment, by promotion/ deputation /transfer, grades from which promotion/ deputation/ transfer to be made	<p>Promotion: Pharmacist (SG II) with 2 years regular service with Grade Pay of Rs. 4600/- selected on the basis of DPC, trade test, interview and service record, as specified under these regulations.</p> <p>Deputation (including short term Contract): Officers of the Central/ State Govt. Or similar organized services/ Semi - Govt./ PSU/ autonomous organization/ University Institute of national importance: - a) i) holding analogous post or ii) With at least 2 years regular service in posts with GP of 4600/- as per 6th Central Pay Commission or equivalent post. b) Educational qualification and experience</p> <p>Essential: (i) 10+2 or equivalent in Science subjects from recognized Board or University. (ii) 2 Years Diploma with First class and minimum 6months' internship in Pharmacy from an Institute recognized by the Pharmacy Council of India (iii) Registered as Pharmacist with State Pharmacy Council. Experience: 2 years as Pharmacist SG(II) in the recognized Institute/ Hospital</p>
12.	If DPC exists, what is its composition	As per the provisions contained in the NITSER Act, 2007, First Statutes and the subsequent Statutes.
13.	Circumstances in which UPSC is to be consulted in making recruitment	Not Applicable

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Recruitment Rules for the post of MULTI TASKING STAFF (ATTENDANT / MALI / DRIVER etc.) in NITs

1.	Name of the Post	Multi Tasking Staff (Attendant / Mali / Driver etc.)
2.	Number of posts	As per sanctioned strength.
3.	Classification	Group-C
4.	Scale of pay (Grade Pay, Band Pay)	PB : 1 (Rs.5,200 – 20,200/-) with Grade Pay of Rs.1800/-
5.	Whether Selection Post or non-Selection Posts	Not Applicable
6.	Age limit for direct recruits	Between 18 - 27 years
7.	Educational and other qualifications required for direct recruits	Essential: Matriculation or ITI pass in relevant subject / area from a recognized board or Institute. May be adopted as per special requirements of the post in the Institute, if any Driver (PB-1 with Grade Pay of Rs.1900/-) i) Matriculation or ITI pass in relevant subject / area from a recognized board or Institute ii) Possessing a valid driving license for driving an LMV/HMV iii) Knowledge of motor mechanism iv) Experience of driving a motor vehicle for at least 3 years v) Age relaxation may be given to the experienced candidates
8.	Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotees	Not Applicable
9.	Period of probation, if any	1 year for direct recruits as per NIT Statutes
10.	Method of Recruitment : whether by direct recruitment or by promotion or by deputation or transfer & percentage of the vacancies to be filled by various methods	100% Direct Recruitment
11.	In case of recruitment, by promotion/ deputation /transfer, grades from which promotion/ deputation/ transfer to be made	Not Applicable
12.	If DPC exists, what is its composition	As per the provisions contained in the NITSER Act, 2007, First Statutes and the subsequent Statutes.
13.	Circumstances in which UPSC is to be consulted in making recruitment	Not Applicable

Amj

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BoG 43.13 To consider the revision of Pay of Faculty and Scientific/Design Staff in Centrally Funded Technical Institutions (CFTIs) following the pay revision of the Central Government employees on the recommendation of 7th Central Pay Commission (7th CPC).

The Deputy Secretary to the Government of India, Ministry of Human Resource Development, New Delhi has informed vide OM F.No.15-4/2017-TC dated 27.10.2017 Annexure – 43.13.(i) from pages 179 to 185 for Revision of Pay of Faculty & Scientific/Design Staff of the Centrally Funded Technical Institutions (CFTIs) on the following terms and conditions:

1. (a) The pay fitment in respect of the Faculty would be as per fitment table at Annexure-I of OM dated 27.10.2017.

- (b) The nomenclature of Assistant Professors (Contractual) is changed into Assistant Professor Grade-II (Presently in AGP 6,000 and AGP 7,000) and Assistant Professor Grade-I (Presently in AGP 8,000 and AGP 9,000). There shall be no change in the terms and conditions of appointment, or nature of appointment as done earlier as per MHRD letter no. 23-01/2008-TS-II dated 18.08.2009 read with 16.09.2009. Institutes should put in place a process for discontinuation of non-performers. The initial pay for Assistant Prof. Grade-II (level 10) be mapped to cell no.8 of the Annexure-I of OM dated 27.10.2017 i.e. Rs.70,900 instead of the 7 non-compounded increments.
- (c) The pay of Directors of IITs/IIMs/IISc/IISERs/NITIE whose pay scale in 6th CPC was Rs.80,000 (fixed) shall only be fixed at level 17 (i.e. Rs.2,25,000/- fixed) and pay in respect of all other Directors who were in the existing pay scales of Rs.75,000 + Rs.5000 (Special Allowance) shall be fixed at Rs 2,10,000/- (fixed). However, the present Special Allowance of Rs.5000/- shall continue till a final decision is taken on revision of Special Allowance after consultation with the Ministry of Finance.

2. The revised pay structure for different categories of Faculty is based on the following as per the Pay Fixation Method stated below:

- (a) The Pay Fixation formula followed in the 7th CPC for Central Government is being followed in the academic pay structure too, moving from the concept of Pay Band and Academic Grade Pay to that of Academic Levels and Cells.
- (b) The first academic level (corresponding to AGP of Rs.6000) is numbered as academic level 10. Similarly, the other academic levels are 11, 12, 13A1, 13A2, 14, 14A and 15.

- (c) Each cell in an academic level is 3% higher than the previous cell in that level.
- (d) The Index of Rationalization (IOR) is 2.67 for AGP less than Rs.10,000 and 2.72 for the AGP of Rs.10,000 and above.
- (e) The entry pay for each level is as follows:

Level	Academic Grade Pay (Rs.)	Entry Pay (Rs.)
10	6,000	21,600
11	7,000	25,790
12 (Annx.-I)	8,000	38,000
12 (Annx.-II)	8,000	29,900
13A1	9,000	49,200
13A2 (Annx.-I)	9,500	52,300
14	10,000	53,000
14A (Annx.-I)	10,500	58,500
15	-	67,000

The Pay Matrix based on the above propositions on Academic Levels, Cells and Entry Pay is at Annexure I & II of OM dated 27.10.2017.

- (f) For fixation of pay of an employee in the Pay Matrix as on 1st January, 2016, the existing pay (Pay in the 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. The figure so arrived at is to be located in the Academic Level corresponding to employee's Pay Band and Academic Grade Pay in the new Pay Matrix. If a Cell identical with the figure so arrived at is available in the appropriate Academic Level, that Cell shall be the revised pay; otherwise the next higher cell in that Academic Level shall be the revised pay of the employee. If the figure arrived at in this manner is less than the first cell in that Academic Level, then the pay shall be fixed at the first cell of that Academic Level.

If a situation arises where 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.

3. Increment

- (i) The 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. The 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 for grant of increment namely, 1st January and 1st July of every year, instead of existing date of 1st July, 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 up-gradation.

4. Promotion

When an individual gets a promotion, his new pay on promotion would be fixed in the Pay Matrix as follows:

On promotion, he would be given a notional increment in his existing Academic Level of Pay, by moving him to the next higher cell at that level. The pay shown in this cell would now be located in the new Academic level corresponding to the post to which he 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 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.

5. Allowances

The decision on allowances of faculty of CFTIs will be taken after consultation with the Ministry of Finance. Till a final decision on Allowances is taken, all allowances will continue to be paid at existing pay structure, as if the pay had not been revised with effect from 01.01.2016.

Superannuation and Re-employment

The existing provision on superannuation and re-employment of faculty shall continue as per extant provisions.

6. Scientific/Design Staff:

The revised pay of Scientific/Design Staff shall be mapped into the normal replacement pay of 7th CPC.

7. Date of implementation of revised pay and allowances and payment of arrears:

- (i) The revised pay and revised rates of Dearness Allowance shall be with effect from 01.01.2016.
 - (ii) Payment of arrears shall be made during the current financial year 2017-18, after deduction of income tax as admissible.
 - (iii) An undertaking shall be taken from every beneficiary 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 in the same manner as provided in Ministry of Finance (Department of Expenditure) O.M. No.1-5/2016-IC dated 29th July, 2016.
 - (iv) The revised pay in the relevant Level and Cell together with the applicable allowances including arrears of salary as mentioned above shall be paid to all eligible faculty.
8. The above revision is in line with the guidelines issued by the Ministry of Finance (Department of Expenditure) vide O.M. No.1-5/2016-IC dated 29th July, 2016.
9. All other provisions/conditions not mentioned in OM dated 27.10.2017 shall continue to apply as per MHRD letter no.23-1/2008-TS-II dated 18.08.2009 read with 16.09.2009.
10. Anomalies, if any, in the implementation of the OM dated 27.10.2017 may be brought to the notice of the Department of Higher Education, Ministry of Human Resource Development, Government of India, for clarification/decision of the Central Government.

The matter is placed before the Board of Governors *for revision of pay scales of Faculty and Scientific/Design Staff of the Institute as per terms and conditions of OM F.No.15-4/2017-TC dated 27.10.2017 issued by the Ministry of Human Resource Development, Government of India, New Delhi.*

F.No 78-4/2017-TC
Government of India
Ministry of Human Resource Development
Department of Higher Education
TC Section

Shastri Bhawan, New Delhi
Dated: 27 October, 2017

To,

The Directors,
All Centrally Funded Technical Institutions.

Sub:- Revision of pay of Faculty and Scientific/Design Staff in Centrally Funded Technical Institutions (CFTIs) following the pay revision of the Central Government employees on the recommendation of 7th Central Pay Commission (7th CPC).

Sir,

I am directed to say that the Government of India have decided, after taking into consideration the recommendations made by the Pay Review Committee to revise the Pay of Faculty and Scientific/Design Staff of Centrally Funded Technical Institutions following the pay revision of the Central Government employees on the recommendation of 7th Central Pay Commission (CPC). The revised pay and other service conditions as approved by the Government of India for the Faculty and Scientific/Design Staff in Centrally Funded Technical Institutions (CFTIs) are as under:-

1. For Indian Institutes of Technology (IITs), Indian Institute of Science (IISc.), Bangalore, Indian Institutes of Management (IIMs), National Institute of Industrial Engineering (NITIE), Mumbai and Indian Institutes of Science Education & Research (IISERs), National Institutes of Technology (NITs) and Indian Institutes of Information Technology (IIITs).
 - (a) The pay fitment in respect of the Faculty would be as per fitment table at Annexure-I.
 - (b) The nomenclature of Assistant Professors (Contractual) is changed into Assistant Professor Grade-II (Presently in AGP 6,000 and AGP 7,000) and Assistant Professor Grade - I (Presently in AGP 8,000 and AGP 9,000). There shall be no change in the terms and conditions of appointment, or nature of appointment as done earlier as per MHRD letter no. 23-01/2008-TS-I dated 18.09.2009 read with 16.09.2009. Institutes should put in place a process for discontinuation of non-performers. The initial pay for Assistant Prof. Grade -II (level 10) be mapped to cell no. 8 of the Annexure-II.e. Rs. 70,900 instead of the 7 non-compounded increments.
 - (c) The pay of Directors of IITs/IIMs/IISc/IISERs/NITIE whose pay scale in 6th CPC was Rs. 80,000 (fixed) shall only be fixed at level 17 (i.e. Rs. 2,25,000/- fixed) and pay in respect of all other Directors who were in the existing pay scales of Rs. 75,000 + Rs.5000 (Special Allowance) shall be fixed at Rs 2,10,000/- (fixed). However, the

present Special Allowance of Rs.5000/- shall continue till a final decision is taken on revision of Special Allowance after consultation with the Ministry of Finance.

2. For SPA, SLIET & NERIST:-

- (i) The pay fitment in respect of the Faculty would be as per fitment table at **Annexure-II**.
- (ii) The pay in respect of all Directors who were in the existing pay scales of Rs. 75,000 + Rs.5000 (Special Allowance) shall be fixed at Rs 2,10,000/- (fixed). However, the present Special Allowance of Rs.5000/- shall continue till a final decision is taken on revision of Special Allowance after consultation with the Ministry of Finance.

3. For CIT, GKCIET, NIFFT & NITTTR :-

- (i) For Academic posts other than those contained in **Annexure-II** of this order, they shall follow AICTE Pay Revision orders.
- (ii) For Directors, the **Annexure-II** above shall apply as per 2(ii) above.

4. Pay Fixation Method.

The revised pay structure for different categories of Faculty is based on the following:

- a) The Pay Fixation formula followed in the 7th CPC for Central Government is being followed in the academic pay structure too, moving from the concept of Pay Band and Academic Grade Pay to that of Academic Levels and Cells.
- b) The first academic level (corresponding to AGP of Rs.6000) is numbered as academic level 10. Similarly, the other academic levels are 11, 12, 13A1, 13A2, 14, 14A and 15.
- c) Each cell in an academic level is 3% higher than the previous cell in that level.
- d) The Index of Rationalisation (IOR) is 2.67 for AGP less than Rs.10,000 and 2.72 for the AGP of Rs.10,000 and above.
- e) The entry pay for each level is as follows:

Level	Academic Grade Pay (Rs.)	Entry Pay (Rs.)
10	6,000	21,600
11	7,000	25,790
12 (Annx.-I)	8,000	38,000
12 (Annx.-II)	8,000	29,900
13A1	9,000	49,200
13A2 (Annx.-I)	9,500	52,300
14	10,000	53,000
14A (Annx.-I)	10,500	58,500
15		67,000

The Pay Matrix based on the above propositions on Academic Levels, Cells and Entry Pay is at Annexure I & II.

- (f) 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. The figure so arrived at is to be located in the Academic Level corresponding to employee's Pay Band and Academic Grade Pay in the new Pay Matrix. If a Cell identical with the figure so arrived at is available in the appropriate Academic Level, that Cell shall be the revised pay; otherwise the next higher cell in that Academic Level shall be the revised pay of the employee. If the figure arrived at in this manner is less than the first cell in that Academic Level, then the pay shall be fixed at the first cell of that Academic Level.

If a situation arises where 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.

5. Increment

- (i) The 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. The 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 for grant of increment namely, 1st January and 1st July of every year, instead of existing date of 1st July, 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 up-gradation.

6. Promotion

When an individual gets a promotion, his new pay on promotion would be fixed in the Pay Matrix as follows:

On promotion, he would be given a notional increment in his existing Academic Level of Pay, by moving him to the next higher cell at that level. The pay shown in this cell would now be located in the new Academic level corresponding to the post to which he 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 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.

7. Allowances

The decision on allowances of faculty of GFTIs will be taken after consultation with the Ministry of Finance. Till a final decision on Allowances is taken, all allowances will continue to be paid at existing pay structure, as if the pay had not been revised with effect from 01.01.2016.

8. Superannuation and Re-employment

The existing provisions on superannuation and re-employment of faculty shall continue as per extant provisions.

9. Scientific/Design Staff:-

The revised pay of Scientific/Design Staff shall be mapped into the normal replacement pay of 7th CPC.

10. Date of implementation of revised pay and allowance and payment of arrears:

- (i) The revised Pay and revised rates of Dearness Allowance shall be with effect from 01.01.2016.
- (ii) Payment of arrears shall be made during the current financial year 2017-18, after deduction of income tax as admissible.
- (iii) An undertaking shall be taken from every beneficiary 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 in the same manner as provided in Ministry of Finance (Department of Expenditure) O.M.No.1-5/2016-IC dated 29th July, 2016.
- (iv) The revised pay in the relevant Level and Cell together with the applicable allowances including arrears of salary as mentioned above shall be paid to all eligible faculty.

11. The above revision is in line with the guidelines issued by the Ministry of Finance (Department of Expenditure) vide O.M. No.1-5/2016-IC dated 29th July, 2016.

12. All other provisions/conditions not mentioned in this order shall continue to apply as per MHRD letter no. 23-1/2008-TS-II dated 18.08.2009 read with 16.09.2009.

13. Anomalies, if any, in the implementation of this order may be brought to the notice of the Department of Higher Education, Ministry of Human Resource Development, for clarification/ decision of the Central Government.

14. Hindi version will follow.

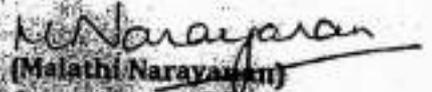
M. Narayanan
(Malathi Narayanan)

Deputy Secretary to the Government of India

Copy to:

1. Directors of all Centrally Funded Technical Institutions (CFTIs).
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. Chairman, All India Council for Technical Education, New Delhi.
9. Secretary, University Grants Commission, 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.


(Malathi Narayanan)

Deputy Secretary to the Government of India

15-4/2017-TC
Government of India
Ministry of Human Resource Development
Department of Higher Education

Pay Matrix Proposed for IIT-JISC/JIMNITE/IASER/NIT/IIIT - in 4-tier structure* (All figures are in Rupees)									
Cadre Title	Asst. Prof. Grade II		Asst. Prof. Grade I		Associate Prof.		Professor		67000-79000
	PB3 15600-39100		PB4 37400-67000		PB4 37400-67000		PB4 37400-67000		
6 th PC Pay Band	6000	7000	8000	9000**	9500	10000	10500	11500	HAG
Grade Pay - IIT etc.	2.67	2.67	2.67	2.67	2.67	2.72	2.72	2.72	2.72
Index of Rationalisation	21600	25700	38000	49200	52300	53000	53000	58500	67000
Entry Pay IIT etc.	10	11	12	13A1	13A2	14	14A	15	15
Cell No.	1	2	3	4	5	6	7	8	9
Pay Level	57700	68900	101500	131400	139600	144200	144200	159100	182200
1	59400	71000	104500	135300	143800	148500	148500	163900	187700
2	61200	73100	107600	139400	148100	153000	153000	168800	193300
3	63000	75300	110800	143600	152500	157600	157600	173900	199100
4	64900	77600	114100	147900	157100	162300	162300	179100	205100
5	66800	79900	117500	152300	161800	167200	167200	184500	211300
6	68800	82300	121000	156900	166700	172200	172200	190000	217600
7	70900	84800	124600	161800	171700	177400	177400	195700	224100
8	73000	87300	128300	166400	176900	182700	182700	201600	
9	75200	89900	132100	171400	182200	188200	188200	207600	
10	77500	92600	136100	176500	187700	193800	193800	213800	
11	79800	95400	140200	181900	193300	199600	199600	220200	
12	82200	98300	144400	187300	199100	205600	205600		
13	84700	101200	148700	192900	205100	211800	211800		
14	87200	104200	153200	198700	211300				
15	89800	107300	157800	204700					
16	92500	110500	162500						
17	95300	113800	167400						
18	98200	117300							
19									

*As ISM, Dhanbad has become IIT, not shown separately; ** 9000 grade pay also has Asso. Prof (pre 4-tier), not shown separately.

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Annexure-II

15-4/2017-TC
 Government of India
 Ministry of Human Resource Development
 Department of Higher Education

Pay Matrix Proposed for SP/AIN/FF/CT/SL/ET/MER/IST/MT/TT/TA/IG/KCIET/A
 (All figures are in Rupees)

Pay Band Cadre Title	15000-35100			37400-67000			67000-79000	
	Assistant Professor			Associate Prof.			Professor	
Grade Pay SPA etc. - Index of Rationalisation	6000	7000	8000	9000	10000	HAG		
Entry Pay SPA etc.	2570	25790	29900	49200	53000	67000		
Cell No.	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	193900		
4.	63000	75300	87200	143600	157600	199100		
5.	64900	77600	89600	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	175500	193800			
12.	79800	95400	110400	181800	199600			
13.	82200	98300	113700	187300	205600			
14.	84700	101200	117100	192900	211800			
15.	87200	104200	120600	198700				
16.	89800	107300	124200	204700				
17.	92500	110500	127900					
18.	95300	113800	131700					
19.	98200	117200						

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BoG 43.14 To consider the revision of Pay of Non-Teaching Staff in Centrally Funded Technical Institutions (CFTIs) following the pay revision of the Central Government employees on the recommendation of 7th Central Pay Commission (7th CPC).

The Deputy Secretary to Government of India, Ministry of Human Resource Development, Department of Higher Education, New Delhi vide Office Memorandum F.No.15-1/2017-TC(Vol-II) dated 29.12.2017 Annexure – 43.14.(i) from pages 189 to 192 informed that the Ministry of Finance, Government of India, Department of Expenditure has approved the proposal for adoption of 7th Central Pay Commission scales for non-teaching staff of all Centrally Funded Technical Institutions (CFTIs) under the Administrative control of the Ministry of Human Resource Development, Government of India, New Delhi as per CCS (Revised Pay) Rules, 2016 and subsequently the OM No.1-5/2016-IC dated 29.07.2016 and OM No.1/1/2016-E.III(A) dated 13.01.2017 issued by the Ministry of Finance, Government of India, Department of Expenditure, New Delhi as Annexure – 43.14.(ii) from pages 193 to 198 and Annexure – 43.14.(iii) from pages 199 to 201 respectively, subject to the following terms and conditions:

1. The revised pay scales based on the 7th CPC strictly in accordance with Ministry of Finance, Department of Expenditure's OM dated 13.1.2017 in case of non-teaching staff of Centrally Funded Technical Institutions (CFTIs) may be allowed. Institutions may ensure that only the revised normal replacement pay scales as per Part 'A' of the Schedule of the CCS (Revised Pay) Rules, 2016 Annexure – 43.14.(iv) from pages 202 to 217 would be considered, as mentioned in the OM dated 13.1.2017.
2. The revision of allowances for non-teaching staff would be issued separately.
3. Since the order dated 13.1.2017 is only for revision of pay scales and not pension. Institutions may ensure that no revision of pension is resorted at this stage on account of the revision of pay.
4. The Institutions which are in a position to fully meet the additional financial impact or the Institutions which are not in a position to meet their 30% or any lesser amount from their internal resources, the revised pay scales are allowed only after adjusting the amount so calculated. It is therefore, mandatory that the internal resources are strictly and realistically kept in view for this purpose. The Competent Authority in the Institute may take a judicious decision to meet the additional financial impact on account of pay revision from the IRG.

5. As per Para 2 of the Department of Expenditure's OM F.No. 1/1/2016-E.III(A) dated 13.01.2017, the revised pay scales as per the Pay Matrix, as contained in Part-A of the Schedule of the CCS (RP) Rules, 2016, as well as the principle of pay fixation as contained in the said rules, may be extended to the employees of CFTIs subject to the following stipulations:
 - (i) The Conditions of service of employees of these organizations, especially those relating to hours of work, payment of OTA etc. are exactly similar to those in case of the Central Government employees.
 - (ii) The revised pay structure shall be admissible to those employees who opt for the same in accordance with the extent Rules.
 - (iii) Deductions on accounts of Provident Fund, Contributory Provident Fund or National Pension System, as may be applicable, will have to be made on the basis of the revised pay w.e.f. the date an employee opts to elect the revised pay structure.
6. In case of those institutions who are not in receipt of budgetary support for meeting recurring expenditure will have to meet the entire liability from their own internal resources.
7. It would be necessary to ensure that the final package of benefits proposed to be extended to the employees of autonomous organizations is not more beneficial than that admissible to the corresponding categories of the Central Government employees.
8. The revised Pay shall be with effect from 01.01.2016. The fixation of pay may be regulated as per O.M. of Ministry of Finance, Department of Expenditure No.1-5/2016-IC dated 29.07.2016.
9. Payment of arrears shall be made, on availability of funds to the Institute for this purpose, after deduction of income tax as admissible.
10. An undertaking shall be taken from every beneficiary 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 in the same manner as provided in Ministry of Finance (Department of Expenditure) O.M. No.1-5/2016-IC dated 29th July, 2016.
11. Anomalies, if any, in the implementation of the OM dated 29.12.2017 may be brought to the notice of the Department of Higher Education, Ministry of Human Resource Development, Government of India, for clarification/decision of the Central Government.

The matter is placed before the Board of Governors *for revision of pay scales of non-teaching employees of the Institute as per terms and conditions of OM F.No.15-1/2017-TC(Vol-II) dated 29.12.2017 issued by the Ministry of Human Resource Development, Government of India, New Delhi*

F.No. 15-1/2017-TC (Vol-II)
Government of India
Ministry of Human Resource Development
Department of Higher Education
TC Section

Shastri Bhawan, New Delhi
Dated:- 29th December, 2017

To,

The Directors,
All Centrally Funded Technical Institutions.

Sub:- Revision of pay of Non-Teaching Staff in Centrally Funded Technical Institutions (CFTIs) following the pay revision of the Central Government employees on the recommendation of 7th Central Pay Commission (7th CPC)-reg.

Sir,

The undersigned is directed to say that the Government of India has issued orders regarding revision of scales of pay of Central Government employees on the recommendations of the 7th Central Pay Commission vide Resolution No. 1-2/2016-IC dated 25th July, 2016 and the Central Civil Services (Revised Pay) Rules, 2016 has been notified in Gazette of India Extraordinary Part-II, Section-3, sub-section (i) vide GSR No. 721E dated 25th July, 2016. Subsequently, the Ministry of Finance (Department of Expenditure) vide Office Memorandum No. 1-5/2016-IC dated 29th July, 2016 has issued guidelines regarding manner of pay fixation in the revised Pay w.e.f. 01.01.2016. The Government of India has further issued guidelines vide OM No.1/1/2016-E.III(A) dated 13th January, 2017 of the Department of Expenditure regarding extension of the revised scales of pay to the employees of the Quasi-Government organizations, Autonomous Organisations, and Statutory Bodies set up and funded/controlled by the Central Government.

2. Accordingly, Ministry of Finance, Department of Expenditure has approved the proposal for adoption of 7th CPC scales for Non-Teaching Staff of all Centrally Funded Technical Institutions (CFTIs), under the administrative control of MHRD subject to the following: -

- (i) The revised pay scales based on the 7th CPC strictly in accordance with Ministry of Finance, Department of Expenditure's OM, dated 13.1.2017 in case of non-teaching staff of Centrally Funded Technical Institutions (CFTIs) may be allowed. Institutions may ensure that only the revised normal replacement pay scales as per Part 'A' of the Schedule of the CSS (Revised Pay) Rules, 2016 would be considered, as mentioned in the OM, dated 13.1.2017;
- (ii) The revision of allowances for non-teaching staff would be issued separately.

- (iii) Since the order, dated 13.1.2017 is only for revision of pay scales and not pension. Institutions may ensure that no revision of pension is resorted at this stage on account of the revision of pay.
- (iv) The Institutions which are in a position to fully meet the additional financial impact or the Institutions which are not in a position to meet their 30% or any lesser amount from their internal resources, the revised pay scales are allowed only after adjusting the amount so calculated. It is therefore, mandatory that the internal resources are strictly and realistically kept in view for this purpose. The Competent Authority in the Institute may take a judicious decision to meet the additional financial impact on account of pay revision from the IRC.

3. As per para 2 of the Department of Expenditure's OM F. No. 1/1/2016-E.III(A) dated 13.01.2017, the revised pay scales as per the Pay Matrix, as contained in Part-A of the Schedule of the CCS (RP) Rules, 2016 as well as the principle of pay fixation as contained in the said rules, may be extended to the employees of CFTIs subject to the following stipulations: -

- (i) The Conditions of service of employees of these organizations, especially those relating to hours of work, payment of OTA etc. are exactly similar to those in case of the Central Government employees.
- (ii) The revised pay structure shall be admissible to those employees who opt for the same in accordance with the extant Rules.
- (iii) Deductions on account of Provident Fund, Contributory Provident Fund or National Pension System, as may be applicable, will have to be made on the basis of the revised pay w.e.f. the date an employee opts to elect the revised pay structure.

3. In the case of those institutions who are not in receipt of budgetary support for meeting recurring expenditure will have to meet the entire liability from their own internal resources.

4. It would be necessary to ensure that the final package of benefits proposed to be extended to the employees of autonomous organizations is not more beneficial than that admissible to the corresponding categories of the Central Government employees.

5. Date of implementation of revised pay:

- (i) The revised Pay shall be with effect from 01.01.2016. The fixation of pay may be regulated as per O.M. of Ministry of Finance, Department of Expenditure No. 1-5/2016-IC dated 29.07.2016.

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- (ii) Payment of arrears shall be made, on availability of funds to the Institute for this purpose, after deduction of income tax as admissible.
- (iii) An undertaking shall be taken from every beneficiary 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 in the same manner as provided in Ministry of Finance (Department of Expenditure) O.M. No.1-5/2016-IC dated 29th July, 2016. A specimen form of undertaking is also enclosed at **Annexure**.
4. Anomalies, if any, in the implementation of this order may be brought to the notice of the Department of Higher Education, Ministry of Human Resource Development, for clarification/ decision of the Central Government.
5. This issues with the approval of IFD vide their note no. 327416/2017 dated 29.12.2017.
6. Hindi version will follow.

M. Narayanan
(Malathi Narayanan)

Deputy Secretary to the Government of India

Copy to:

1. Directors of all Centrally Funded Technical Institutions (CFTIs).
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. Chairman, All India Council for Technical Education, New Delhi
9. Secretary, University Grants Commission, 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.

M. Narayanan
(Malathi Narayanan)

Deputy Secretary to the Government of India

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 band/grade pay or any excess payment detected in the light of discrepancies notices subsequently will be refunded by me to the institute either by adjustment against future payments due to me or otherwise.

Signature _____

Name _____

Designation _____

Date: _____

Am

No. 1-5/2016-IC
193
Government of India/ Bharat Sarkar
Ministry of Finance/ Vitta Mantralaya
Department of Expenditure/ Vyaya Vibhag
(Implementation Cell, 7th CPC)

Room No. 214, The Ashok
New Delhi, the 29th July, 2016

OFFICE MEMORANDUM

Subject: Implementation of the recommendations of the 7th Central Pay Commission - fixation of pay and payment of arrears - instructions- regarding.

The undersigned is directed to refer to the Government of India, Ministry of Finance, Department of Expenditure's Resolution No. 1-2/2016-IC dated 25.07.2016, bringing out the decisions of the Government on the recommendations of the 7th Central Pay Commission as well as the consequent promulgation of the Central Civil Services (Revised Pay) Rules, 2016, notified vide G.S.R No. 721(E) dated 25th July, 2016 regarding fixation of pay in the revised pay structure effective from 01.01.2016 and to say the provisions governing such fixation of pay have been clearly enunciated in the said Rules.

2. Accordingly, in pursuance of the CCS (RP) Rules, 2016, appropriate necessary action to fix the pay of the employees covered thereunder in the revised pay structure needs to be carried out forthwith in accordance with the provisions contained therein. In order to facilitate a smooth and systematic fixation of pay, a proforma for the purpose (Statement of Fixation of Pay) is enclosed at Annexure. The statement of fixation of pay in revised pay structure as per CCS (RP) Rules, 2016 be prepared in triplicate and one copy thereof be placed in the Service Book of the employee concerned and another copy made available to the concerned accounting authorities [Chief Controller of Accounts/Controller of Accounts/Accounts Officer] for post-check.

3. The revised pay structure effective from 01.01.2016 includes the Dearness Allowance of 125% sanctioned from 01.01.2016 in the pre-revised pay structure. Thus, Dearness Allowance in the revised pay structure shall be zero from 01.01.2016. The rate and the date of effect of the first installment of Dearness Allowance in the revised pay structure shall be as per the orders to be issued in this behalf in future.

4. The decision on the revised rates and the date of effect of all Allowances (other than Dearness Allowance), based on the recommendations of the 7th Central Pay Commission shall be notified subsequently and separately. Until then, all such Allowances shall continue to be reckoned and paid at the existing rates under the terms and conditions prevailing in the pre-revised pay structure as if the

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existing pay structure has not been revised under the CCS (RP) Rules, 2016 issued on 25.07.2016.

5. The contributions under the Central Government Employees Group Insurance Scheme (CGEGIS) shall continue to be applicable under the existing rates until further orders.
6. The existing system on interest free advances for medical treatment, Travelling Allowance for family of deceased, Travelling Allowance on tour or transfer and Leave Travel Concession shall continue as hitherto.
7. The arrears as accruing on account of revised pay consequent upon fixation of pay under CCS (RP) Rules, 2016 with effect from 01.01.2016 shall be paid in cash in one installment along with the payment of salary for the month of August, 2016 after making necessary adjustment on account of GPF and NPS, as applicable, in view of the revised pay. DDOs/PAOs shall ensure that action is taken simultaneously in regard to Government's contribution towards enhanced subscription.
8. With a view to expediting the authorization and disbursement of arrears, it has been decided that the arrear claims may be paid without pre-check of the fixation of pay in the revised scales of pay. However, the facilities to disburse arrears without pre-check of fixation of pay will not be available in respect of those Government servants who have relinquished service on account of dismissal, resignation, discharge, retirement etc. after the date of implementation of the Pay Commission's recommendations but before the preparation and drawal of the arrears claims, as well as in respect of those employees who had expired prior to exercising their option for the drawal of pay in the revised scales.
9. The requirement of pre-check of pay fixation having been dispensed with, it is not unlikely that the arrears due in some cases may be computed incorrectly leading to overpayments that might have to be recovered subsequently. Therefore, the Drawing & Disbursing Officers should make it clear to the employees under their administrative control, while disbursing the arrears; that the payments are being made subject to adjustment from amounts that may be due to them subsequently should any discrepancies be noticed later. For this purpose, an undertaking as prescribed as per a "Form of Option" under Rule 6(2) of the CCS(RP) Rules, 2016 shall be obtained in writing from every employee at the time of exercising option under Rule 6(1) thereof.
10. In authorizing the arrears, Income Tax as due may also be deducted and credited to Government in accordance with the instructions on the subject.

Contd.


29.7.2016

11. On receipt of the necessary options, action for drawal and disbursement of arrears should be completed immediately.
12. Hindi version will follow.


- 29.1.2016

(R.K Chaturvedi)

Joint Secretary to the Government of India

Distribution :

1. All Ministries/Departments of the Government of India and others as per standard list.
2. NIC with a request to upload a copy of the OM on the website of this Department.
3. Office Order Folder/Guard File

~~№ 5~~ 5/2016-IC
Government of India/ Bharat Sarkar
Ministry of Finance/ Vitta Mantralaya
Department of Expenditure/ Vyaya Vibhag
(Implementation Cell, 7th CPC)

Room No. 214, The Ashok
New Delhi, the 1st August, 2016

OFFICE MEMORANDUM

Subject: Implementation of the recommendations of the 7th Central Pay Commission – fixation of pay and payment of arrears – instructions regarding.

The undersigned is directed to refer to this Ministry's OM of even number dated 29.07.2016 regarding fixation of pay and payment of arrears and to say that the statement of fixation of pay under Central Civil Services (Revised Pay) Rules, 2016 annexed with the said OM dated 29.07.2016 stands superseded by the statement of fixation of pay under Central Civil Services (Revised Pay) Rules, 2016 enclosed at Annexure to this OM


1.8.2016
(R.K. Chaturvedi)

Joint Secretary to the Government of India

Encl: as above.

Distribution:

1. All Ministries/Departments of the Government of India and others as per standard list.
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Statement of fixation of pay under Central Civil Service (Revised Pay) Rules, 2016

1. Name of the Employee :
2. Designation of the post in which pay is to be Fixed as on January 1, 2016 :
3. Status (substantive/ officiating) :
4. Pre-revised Pay Band and Grade Pay or Scale :
5. Existing Emoluments :
 - a. Basic Pay (Pay in the applicable Pay Band plus applicable Grade Pay or basic pay in the applicable scale) in the pre-revised structure as on January 1, 2016 :
 - b. Dearness Allowance sanctioned w.e.f. 01.01.2016 :
 - c. Existing emoluments (a+b) :
6. Basic pay (Pay in the applicable Pay Band plus applicable Grade Pay or basic pay in the applicable scale) in the pre-revised structure as on January 1, 2016 :
7. Applicable Level in Pay Matrix corresponding to Pay Band and Grade Pay or scale shown at S.No 4 :
8. Amount arrived at by multiplying basic pay as at Sl.No. 6 by 2.57 :
9. Applicable Cell in the Level either equal to or just above the Amount at Sl. No. 8 :
10. Revised Basic Pay (as per Sl. No. 9) :
11. Stepped up pay with reference to the revised Pay of Junior, if applicable [Rule 7(8) and 7(10) of CCS (RP) Rules, 2016]. Name and pay of the junior also to be indicated distinctly. :

Contd...

12. Revised pay with reference to the Substantive Pay in cases where the pay fixed in the officiating post is lower than the pay fixed in the substantive post if applicable [Rule 7(11)]
13. Personal Pay, if any [Rule 7(7) and 7(9)]
14. Non-Practicing Allowance as admissible at present in the existing pre-revised structure (in terms of para 4 of this OM)
15. Date of next increment (Rule 10) and pay pay after grant of increment

Date of Increment

Pay after increment in applicable Level of Pay Matrix

16. Any other relevant information

Date:
Office:

Signature & Designation of Head of Department

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F. No.1/1/2016-E.III(A)
 Government of India
 Ministry of Finance
 Department of Expenditure

New Delhi, 13th January, 2017Office Memorandum

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

The employees working in the Quasi-Government Organizations, Autonomous Organizations, Statutory Bodies etc. set up and funded/controlled by the Central Government, are not Central Government employees and, therefore, the benefits implemented by Central Government in respect of Central Government employees as part of their service conditions, are not directly applicable to the employees working in such autonomous organizations. The application of such benefits as given to Central Government employees in respect of employees of such autonomous organizations as well as the manner and conditions governing such application, including sharing of the additional financial implications arising thereon, requires specific approval of the Central Government. The autonomous organizations are expected to manage their affairs in such a fashion that their dependence on Central Government for financial support to meet the extra financial implications is minimal, as such autonomous organizations are expected to be financially self-sufficient so as not to cause any extra burden on the Central Exchequer.

2. In the above background, the question of extension of the revised pay scales in terms of the GCS (RP) Rules, 2016 as notified on 25.7.2016 in respect of Central Government employees based on the recommendations of the 7th Central Pay Commission, to the employees of the Quasi-Government Organizations, Autonomous Organizations, Statutory Bodies, etc., set up and funded/controlled by the Central Government, where pattern of emolument structure, i.e. pay scales and allowances, in particular Dearness Allowance, House Rent Allowance and Transport Allowance, are identical to those in case of the Central Government employees, has been considered by the Government and it has been decided that the revised pay scales as per the Pay Matrix, as contained in Part-A of the Schedule of the CCS(RP) Rules, 2016 as well as the principle of pay fixation as contained in the said rules, may be extended to the employees of such organizations, subject to the following stipulations:-

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- (i) The conditions of service of employees of these organizations, especially those relating to hours of work, payment of OTA etc. are exactly similar to those in case of the Central Government employees,
- (ii) The revised pay structure shall be admissible to those employees who opt for the same in accordance with the extant Rules.
- (iii) Deductions on account of Provident Fund, Contributory Provident Fund or National Pension System, as may be applicable, will have to be made on the basis of the revised pay w.e.f. the date an employee opts to elect the revised pay structure.

3. The revised pay scales contained in Parts B & Part C of the Schedule of the CCS(RP) Rules, 2016, shall not be automatically applicable to the employees of Autonomous Organizations. The concerned Administrative Ministry shall consider such cases keeping in view whether these pay scales are justified for the category of staff of Autonomous Organizations based on functional considerations, recruitment qualifications, as well as the applicable pre-revised pay scales. Based on such an examination by the concerned Administrative Ministry, appropriate proposals, if justified, would be submitted to the Ministry of Finance, Department of Expenditure, through their Integrated Finance.

4. In case of those categories of employees whose pattern of emoluments structure, i.e., pay scales and allowances and conditions of service are not similar to those of the Central Government employees, a separate 'Group of Officers' in respect of each of the Autonomous Bodies may be constituted in the respective Ministry/Department. The Financial Adviser of the respective Ministry/Department will represent the Ministry of Finance on this Group. The Group would examine the proposals for revision of pay scales etc. taking into account the views, if any, expressed by the staff representatives of the concerned organizations. It would be necessary to ensure that the final package of benefits proposed to be extended to the employees of these Autonomous Organizations etc. is not more beneficial than that admissible to the corresponding categories of the Central Government employees. The final package recommended by the 'Group of Officers' will require the concurrence of the Ministry of Finance.

5. In regard to the additional financial impact arising out of the implementation of the revised pay scales, as provided above, the following parameters shall be kept in view:-

- (i) In respect of those Autonomous Organizations, which have not been depending upon the Government Grants for their operations or for meeting the cost of salary, including those autonomous organisations which are in a position to meet the additional financial impact from their own internal resources, the additional financial impact shall be met by the concerned autonomous organizations without any financial

support whatsoever from the Government. No financial support shall be given by the Central Government in such cases.

- (ii) In respect of the other Autonomous Organizations, which are not in a position to meet the additional financial impact, either fully or partly, on account of the implementation of the revised pay scales, the concerned autonomous organization will take up the proposals with the Financial Advisers of the respective Administrative Ministry/Department, bringing out the extent to which the additional cost could be met internally, the shortfall to be made up and the reasons for the shortfall. While giving concurrence to the implementation of the revised pay scales, the Financial Advisers shall ensure that the extent of Government support is kept at the minimum, and in no case the Government support shall be more than 70% (seventy percent) of the additional financial impact.
- (iii) In respect of Autonomous organisations set up under a specific Act of Parliament, not generating adequate internal resources to meet the additional financial impact, the extent of Government support may be more than 70% of the additional impact, provided in the opinion of the concerned Financial Adviser the nature of functions and the fund position of the organisations so warrant.
- (iv) The mode of payment of arrears, as laid down in Rule 14 of the CCS(RP) Rules, 2016 shall be followed, subject to the overall financial impact and the capacity of the concerned autonomous organization to absorb the cost without putting any avoidable burden on the Governments finances, provided the conditions mentioned above are met.

6. The Central Government has not taken any decision so far in regard to various allowances based on the 7th Central Pay Commission in respect of Central Government employees and, therefore, until further orders the existing allowances in the autonomous organizations shall continue to be admissible as per the existing terms and conditions, irrespective of the revised pay scales having been adopted.


(Amar Nath Singh)
Director

To,

All Ministries/Departments of the Government of India, as per the standard mailing list.

All Financial Advisers (By name)

MINISTRY OF FINANCE
(Department of Expenditure)
NOTIFICATION

New Delhi, the 25th July, 2016

G.S.R. 721(E).—In exercise of the powers conferred by the proviso to article 309, and clause (5) of article 148 of the Constitution and after consultation with the Comptroller and Auditor General in relation to persons serving in the Indian Audit and Accounts Department, the President hereby makes the following rules, namely :-

1. Short title and commencement. -

- (1) These rules may be called the Central Civil Services (Revised Pay) Rules, 2016.
- (2) They shall be deemed to have come into force on the 1st day of January, 2016.

2. Categories of Government servants to whom the rules apply.-

- (1) Save as otherwise provided by or under these rules, these rules shall apply to persons appointed to civil services and posts in connection with the affairs of the Union whose pay is debitable to the Civil Estimates as also to persons serving in the Indian Audit and Accounts Department.
- (2) These rules shall not apply to -
 - (i) persons appointed to the Central Civil Services and posts in Group 'A', 'B' and 'C', under the administrative control of the Administrator of the Union Territory of Chandigarh;
 - (ii) persons locally recruited for services in Diplomatic, Consular or other Indian establishments in foreign countries;
 - (iii) persons not in whole-time employment;
 - (iv) persons paid out of contingencies;
 - (v) persons paid otherwise than on a monthly basis including those paid only on a piece rate basis;

- (vi) persons employed on contract except where the contract provides otherwise;
- (vii) persons re-employed in Government service after retirement;
- (viii) any other class or category of persons whom the President may, by order, specifically exclude from the operation of all or any of the provisions contained in these rules.

3. **Definitions.**—In these rules, unless the context otherwise requires,-

- (i) "existing basic pay" means pay drawn in the prescribed existing Pay Band and Grade Pay or Pay in the existing scale;
- (ii) "existing Pay Band and Grade Pay" in relation to a Government servant means the Pay Band and the Grade Pay applicable to the post held by the Government servant as on the date immediately before the notification of these rules whether in a substantive capacity or in officiating capacity;
- (iii) "existing scale" in relation to a Government servant means the pay scale applicable to the post held by the Government servant as on the date immediately before the notification of these rules in the Higher Administrative Grade, Higher Administrative Grade+, Apex scale and that applicable to Cabinet Secretary whether in a substantive or officiating capacity;
- (iv) "existing pay structure" in relation to a Government servant means the present system of Pay Band and Grade Pay or the Pay Scale applicable to the post held by the Government servant as on the date immediately before the coming into force of these rules whether in a substantive or officiating capacity.

Explanation.-

The expressions "existing basic pay", "existing Pay Band and Grade Pay" and "existing scale", in respect of a Government servant who on the 1st day of January, 2016 was on deputation out of India or on leave or on foreign service, or who would have on that date officiated in one or more lower posts but for his officiating in a higher post, shall mean such basic pay, Pay Band and Grade Pay or scale in relation to the post which he would have held but for his being on deputation out of India or on leave or on foreign service or officiating in higher post, as the case may be;

- (v) "existing emoluments" mean the sum of (i) existing basic pay and (ii) existing dearness allowance at index average as on 1st day of January, 2006;
- (vi) "Pay Matrix" means Matrix specified in Part A of the Schedule, with Levels of pay arranged in vertical cells as assigned to corresponding existing Pay Band and Grade Pay or scale;
- (vii) "Level" in the Pay Matrix shall mean the Level corresponding to the existing Pay Band and Grade Pay or scale specified in Part A of the Schedule;
- (viii) "pay in the Level" means pay drawn in the appropriate Cell of the Level as specified in Part A of the Schedule;
- (ix) "revised pay structure" in relation to a post means the Pay Matrix and the Levels specified therein corresponding to the existing Pay Band and Grade Pay or scale of the post unless a different revised Level is notified separately for that post;
- (x) "basic pay" in the revised pay structure means the pay drawn in the prescribed Level in the Pay Matrix;
- (xi) "revised emoluments" means the pay in the Level of a Government servant in the revised pay structure; and
- (xii) "Schedule" means a schedule appended to these rules.

4. **Level of posts.**— The Level of posts shall be determined in accordance with the various Levels as assigned to the corresponding existing Pay Band and Grade Pay or scale as specified in the Pay Matrix.

5. **Drawal of pay in the revised pay structure.**— Save as otherwise provided in these rules, a Government servant shall draw pay in the Level in the revised pay structure applicable to the post to which he is appointed:

Provided that a Government servant may elect to continue to draw pay in the existing pay structure until the date on which he earns his next or any subsequent increment in the existing pay structure or until he vacates his post or ceases to draw pay in the existing pay structure:

Provided further that in cases where a Government servant has been placed in a higher grade pay or scale between 1st day of January, 2016 and the date of notification of these rules on account of promotion or upgradation, the Government servant may elect to switch over to the revised pay structure from the date of such promotion or upgradation, as the case may be.

Explanation 1.- The option to retain the existing pay structure under the provisos to this rule shall be admissible only in respect of one existing Pay Band and Grade Pay or scale.

Explanation 2.- The aforesaid option shall not be admissible to any person appointed to a post for the first time in Government service or by transfer from another post on or after the 1st day of January, 2016, and he shall be allowed pay only in the revised pay structure.

Explanation 3.- Where a Government servant exercises the option under the provisos to this rule to retain the existing pay structure of a post held by him in an officiating capacity on a regular basis for the purpose of regulation of pay in that pay structure under Fundamental Rule 22, or under any other rule or order applicable to that post, his substantive pay shall be substantive pay which he would have drawn had he retained the existing pay structure in respect of the permanent post on which he holds a lien or would have held a lien had his lien not been suspended or the pay of the officiating post which has acquired the character of substantive pay in accordance with any order for the time being in force, whichever is higher.

6. Exercise of option.-

(1) The option under the provisos to rule 5 shall be exercised in writing in the form appended to these rules so as to reach the authority mentioned in sub-rule (2) within three months of the date of notification of these rules or where any revision in the existing pay structure is made by any order subsequent to the date of notification of these rules, within three months of the date of such order:

Provided that-

- (i) in the case of a Government servant who is, on the date of such notification or, as the case may be, date of such order, out of India on leave or deputation or foreign service or active service, the said option shall be exercised in writing so as to reach the said authority within three months of the date of his taking charge of his post in India; and
- (ii) where a Government servant is under suspension on the 1st day of January, 2016, the option may be exercised within three months of the date of his return to his duty if that date is later than the date prescribed in this sub-rule.

(2) The option shall be intimated by the Government servant to the Head of his Office along with an undertaking, in the form appended to these rules.

(3) If the intimation regarding option is not received by the authority within the time specified in sub-rule (1), the Government servant shall be deemed to have elected to be governed by the revised pay structure with effect from the 1st day of January, 2016.

(4) The option once exercised shall be final.

Note 1: Persons whose services were terminated on or after 1st January, 2016 and who could not exercise the option within the prescribed time limit, on account of discharge on the expiry of the sanctioned posts, resignation, dismissal or discharge on disciplinary grounds, shall be entitled to exercise option under sub-rule (1).

Note 2: Persons who have died on or after the 1st day of January, 2016 and could not exercise the option within prescribed time limit are deemed to have opted for the revised pay structure on and from the 1st day of January, 2016 or such later date as is most beneficial to their dependents if the revised pay structure is more favorable and in such cases, necessary action for payment of arrears shall be taken by the Head of Office.

Note 3: Persons who were on earned leave or any other leave on 1st day of January, 2016 which entitled them to leave salary shall be entitled to exercise option under sub-rule (1).

7. Fixation of pay in the revised pay structure.-

(1) The pay of a Government servant who elects, or is deemed to have elected under rule 6 to be governed by the revised pay structure on and from the 1st day of January, 2016, shall, unless in any

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case the President by special order otherwise directs, be fixed separately in respect of his substantive pay in the permanent post on which he holds a lien or would have held a lien if such lien had not been suspended, and in respect of his pay in the officiating post held by him, in the following manner, namely:-

(A) in the case of all employees-

- (i) the pay in the applicable Level in the Pay Matrix shall be the pay obtained by multiplying the existing basic pay 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.

Illustration:

1. Existing Pay Band : PB-1	2. Existing Grade Pay : 2400	3. Existing Pay in Pay Band : 10160	4. Existing Basic Pay : 12560 (10160+2400)	Pay Band	5200-20200				
					Grade Pay	1800	1900	2000	2400
5. Pay after multiplication by a fitment factor of 2.57 : 12560 x 2.57 = 32279.20 (rounded off to 32279)	6. Level corresponding to GP 2400 : Level 4	7. Revised Pay in Pay Matrix (either equal to or next higher to 32279 in Level 4) : 32300.	Levels	1	2	3	4	5	
				1	18000	19900	21700	25500	29200
				2	18500	20500	22400	26300	30100
				3	19100	21100	23100	27100	31000
				4	19700	21700	23800	27900	31900
				5	20300	22400	24500	28700	32900
				6	20900	23100	25200	29600	33900
				7	21500	23800	26000	30500	34900
				8	22100	24500	26800	31400	35900
				9	22800	25200	27600	32300	37000
				10	23500	26000	28400	33300	38100
				11	24200	26800	29300	34300	39200

- (ii) if the minimum pay or the first Cell in the applicable Level is more than the amount arrived at as per sub-clause (i) above, the pay shall be fixed at minimum pay or the first Cell of that applicable Level.
- (B) In the case of medical officers in respect of whom Non Practicing Allowance (NPA) is admissible, the pay in the revised pay structure shall be fixed in the following manner :
- (i) the existing basic pay shall be multiplied by a factor of 2.57 and the figure so arrived at shall be added to by an amount equivalent to Dearness Allowance on the pre-revised Non-Practicing Allowance admissible as on 1st day of January, 2006. 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.
- (ii) The pay so fixed under sub-clause (i) shall be added by the pre-revised Non Practicing Allowance admissible on the existing basic pay until further decision on the revised rates of Non Practicing Allowance.

Illustration:

- 206 -

1.	Existing Pay Band : PB-3	<table border="1"> <thead> <tr> <th>Pay Band</th> <th colspan="3">15600-39100</th> </tr> <tr> <th>Grade Pay</th> <th>5400</th> <th>6600</th> <th>7600</th> </tr> <tr> <th>Levels</th> <th>10</th> <th>11</th> <th>12</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>56100</td> <td>67700</td> <td>78800</td> </tr> <tr> <td>2</td> <td>57800</td> <td>69700</td> <td>81200</td> </tr> <tr> <td>3</td> <td>59500</td> <td>71800</td> <td>83600</td> </tr> <tr> <td>4</td> <td>61300</td> <td>74000</td> <td>86100</td> </tr> <tr> <td>5</td> <td>63100</td> <td>76200</td> <td>88700</td> </tr> <tr> <td>6</td> <td>65000</td> <td>78500</td> <td>91400</td> </tr> </tbody> </table>	Pay Band	15600-39100			Grade Pay	5400	6600	7600	Levels	10	11	12	1	56100	67700	78800	2	57800	69700	81200	3	59500	71800	83600	4	61300	74000	86100	5	63100	76200	88700	6	65000	78500	91400
Pay Band	15600-39100																																					
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3	59500		71800	83600																																		
4	61300		74000	86100																																		
5	63100		76200	88700																																		
6	65000		78500	91400																																		
2.	Existing Grade Pay : 5400																																					
3.	Existing pay in Pay Band : 15600																																					
4.	Existing Basic Pay : 21000																																					
5.	25% NPA on Basic Pay : 5250																																					
6.	DA on NPA@ 125% : 6563																																					
7.	Pay after multiplication by a fitment factor of 2.57: 21000 x 2.57 = 53970																																					
8.	DA on NPA : 6563 (125% of 5250)																																					
9.	Sum of serial number 7 and 8 = 60533																																					
10.	Level corresponding to Grade Pay 5400 (PB-3) : Level 10																																					
11.	Revised Pay in Pay Matrix (either equal to or next higher to 60540 in Level 10) : 61300																																					
12.	Pre-revised Non Practicing Allowance : 5250																																					
13.	Revised Pay + pre-revised Non Practicing Allowance : 66550																																					

- (2) Where a post has been upgraded as a result of the recommendations of the Seventh Central Pay Commission as indicated in Part B or Part C of the Schedule, the existing basic pay will be arrived at by adding the Pay drawn by the concerned employee in the existing Pay Band plus the Grade Pay corresponding to the Level to which the post has been upgraded and, the fixation of pay shall be done in the manner prescribed in accordance with clause (A) of sub-rule (1).

Illustration:

1.	Existing Pay Band : PB-1	<table border="1"> <thead> <tr> <th>Pay Band</th> <th colspan="5">5200-20200</th> </tr> <tr> <th>Grade Pay</th> <th>1800</th> <th>1900</th> <th>2000</th> <th>2400</th> <th>2800</th> </tr> <tr> <th>Levels</th> <th>1</th> <th>2</th> <th>3</th> <th>4</th> <th>5</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>18000</td> <td>19900</td> <td>21700</td> <td>25500</td> <td>29200</td> </tr> <tr> <td>2</td> <td>18500</td> <td>20500</td> <td>22400</td> <td>26300</td> <td>30100</td> </tr> <tr> <td>3</td> <td>19100</td> <td>21100</td> <td>23100</td> <td>27100</td> <td>31000</td> </tr> <tr> <td>4</td> <td>19700</td> <td>21700</td> <td>23800</td> <td>27900</td> <td>31900</td> </tr> <tr> <td>5</td> <td>20300</td> <td>22400</td> <td>24500</td> <td>28700</td> <td>32900</td> </tr> <tr> <td>6</td> <td>20900</td> <td>23100</td> <td>25200</td> <td>29600</td> <td>33900</td> </tr> <tr> <td>7</td> <td>21500</td> <td>23800</td> <td>26000</td> <td>30500</td> <td>34900</td> </tr> </tbody> </table>	Pay Band	5200-20200					Grade Pay	1800	1900	2000	2400	2800	Levels	1	2	3	4	5	1	18000	19900	21700	25500	29200	2	18500	20500	22400	26300	30100	3	19100	21100	23100	27100	31000	4	19700	21700	23800	27900	31900	5	20300	22400	24500	28700	32900	6	20900	23100	25200	29600	33900	7	21500	23800	26000	30500	34900
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6	20900		23100	25200	29600	33900																																																								
7	21500		23800	26000	30500	34900																																																								
2.	Existing Grade Pay : 2400																																																													
3.	Existing basic pay : 12560																																																													
4.	Upgraded Grade Pay : 2800																																																													
5.	Pay for the purpose of fixation: 12960 (10160+2800)																																																													
6.	Pay after multiplying serial number 5 with a fitment factor of 2.57 : 33307.20 (rounded off to 33307)																																																													
7.	Level corresponding to Grade Pay 2800 : Level 5																																																													
8.	Revised Pay in Pay Matrix (either equal to or next higher to 33307 in Level 5) : 33900.																																																													

- (3) A Government servant who is on leave on the 1st day of January, 2016 and is entitled to leave salary shall be entitled to pay in the revised pay structure from 1st day of January, 2016 or the date of option for the revised pay structure.
- (4) A government servant who is on study leave on the 1st day of January, 2016 shall be entitled to the pay in the revised pay structure from 1st day of January, 2016 or the date of option.

- (5) A Government servant under suspension, shall continue to draw subsistence allowance based on existing pay structure and his pay in the revised pay structure shall be subject to the final order on the pending disciplinary proceedings.
- (6) Where a Government servant holding a permanent post is officiating in a higher post on a regular basis and the pay structure applicable to these two posts are merged into one Level, the pay shall be fixed under sub-rule (1) with reference to the officiating post only and the pay so fixed shall be treated as substantive pay.
- (7) Where the existing emoluments exceed the revised emoluments in the case of any Government servant, the difference shall be allowed as personal pay to be absorbed in future increases in pay.
- (8) Where in the fixation of pay under sub-rule (1), the pay of a Government servant, who, in the existing pay structure, was drawing immediately before the 1st day of January, 2016 more pay than another Government servant junior to him in the same cadre, gets fixed in the revised pay structure in a Cell lower than that of such junior, his pay shall be stepped up to the same Cell in the revised pay structure as that of the junior.
- (9) Where a Government servant is in receipt of personal pay immediately before the date of notification of these rules, which together with his existing emoluments exceed the revised emoluments, then the difference representing such excess shall be allowed to such Government servant as personal pay to be absorbed in future increase in pay.
- (10) (i) In cases where a senior Government servant promoted to a higher post before the 1st day of January, 2016 draws less pay in the revised pay structure than his junior who is promoted to the higher post on or after the 1st day of January, 2016, the pay of senior Government servant in the revised pay structure shall be stepped up to an amount equal to the pay as fixed for his junior in that higher post and such stepping up shall be done with effect from the date of promotion of the junior Government servant subject to the fulfillment of the following conditions, namely:-
- (a) both the junior and the senior Government servants belong to the same cadre and the posts in which they have been promoted are identical in the same cadre;
 - (b) the existing pay structure and the revised pay structure of the lower and higher posts in which they are entitled to draw pay are identical;
 - (c) the senior Government servants at the time of promotion are drawing equal or more pay than the junior;
 - (d) the anomaly is directly as a result of the application of the provisions of Fundamental Rule 22 or any other rule or order regulating pay fixation on such promotion in the revised pay structure:
- Provided that if the junior officer was drawing more pay in the existing pay structure than the senior by virtue of any advance increments granted to him, the provisions of this sub-rule shall not be invoked to step up the pay of the senior officer.
- (ii) The order relating to re-fixation of the pay of the senior officer in accordance with clause (i) shall be issued under Fundamental Rule 27 and the senior officer shall be entitled to the next increment on completion of his required qualifying service with effect from the date of re-fixation of pay.
- (11) Subject to the provisions of rule 5, if the pay as fixed in the officiating post under sub-rule (1) is lower than the pay fixed in the substantive post, the former shall be fixed at the same stage as the substantive pay.

8. **Fixation of pay of employees appointed by direct recruitment on or after 1st day of January, 2016.-** 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 employees are appointed:

Provided that where the existing pay of such employee appointed on or after 1st day of January, 2016 and before the date of notification of these rules, has already been fixed in the existing pay structure and if his existing emoluments happen to exceed the minimum pay or the first Cell in the Level, as applicable to the post to which he is

appointed on or after 1st day of January, 2016, such allowance shall be paid as personal pay to be absorbed in future increments in pay.

9. **Increments in Pay Matrix.**—The increment shall be as specified in the vertical Cells of the applicable Level in the Pay Matrix.

Illustration:

An employee in the Basic Pay of 32300 in Level 4 will move vertically down the same Level in the cells and on grant of increment, his basic pay will be 33300.	Pay Band	5200-20200				
	Grade Pay	1800	1900	2000	2400	2800
	Levels	1	2	3	4	5
	1	18000	19900	21700	25500	29200
	2	18500	20500	22400	26300	30100
	3	19100	21100	23100	27100	31000
	4	19700	21700	23800	27900	31900
	5	20300	22400	24500	28700	32900
	6	20900	23100	25200	29600	33900
	7	21500	23800	26000	30500	34900
	8	22100	24500	26800	31400	35900
	9	22800	25200	27600	32300	37000
					↓	
10	23500	26000	28400	33300	38100	
11	24200	26800	29300	34300	39200	

10. **Date of next increment in revised pay structure.-**

(1) There shall be two dates for grant of increment namely, 1st January and 1st July of every year, instead of existing date of 1st July:

Provided that an employee shall be entitled to only one annual increment either on 1st January or 1st July depending on the date of his appointment, promotion or grant of financial upgradation.

(2) The increment in respect of an employee appointed or promoted or granted financial upgradation including upgradation under Modified Assured Career Progression Scheme (MACPS) 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 or granted financial upgradation including upgradation under MACPS during the period between the 2nd day of July and 1st day of January (both inclusive) shall be granted on 1st day of July.

Illustration:

(a) In case of an employee appointed or promoted in the normal hierarchy or under MACPS during the period between the 2nd day of July, 2016 and the 1st day of January, 2017, the first increment shall accrue on the 1st day of July, 2017 and thereafter it shall accrue after one year on annual basis.

(b) In case of an employee appointed or promoted in the normal hierarchy or under MACPS during the period between 2nd day of January, 2016 and 1st day of July, 2016, who did not draw any increment on 1st day of July, 2016, the next increment shall accrue on 1st day of January, 2017 and thereafter it shall accrue after one year on annual basis:

Provided that in the case of employees whose pay in the revised pay structure has been fixed as on 1st day of January, the next increment in the Level in which the pay was so fixed as on 1st day of January, 2016 shall accrue on 1st day of July, 2016:

Provided further that the next increment after drawal of increment on 1st day of July, 2016 shall accrue on 1st day of July, 2017.

(3) Where two existing Grades in hierarchy are merged and the junior Government servant in the lower Grade happens to draw more pay in the corresponding Level in the revised pay structure than the pay of the senior Government servant, the pay of the senior government servant shall be stepped up to that of his junior from the same date and he shall draw next increment in accordance with this rule.

11. **Revision of pay from a date subsequent to 1st day of January, 2016.**—Where a Government servant who continues to draw his pay in the existing pay structure is brought over to the revised pay structure from a date later than 1st day of January, 2016, his pay in the revised pay structure shall be fixed in the manner prescribed in accordance with clause (A) of sub-rule (1) of rule 7.

12. **Pay protection to officers on Central deputation under Central Staffing Scheme.**—If the pay of the officers posted on deputation to the Central Government under Central Staffing Scheme, after fixation in the revised pay structure either under these rules or as per the instructions regulating such fixation of pay on the post to which they are appointed on deputation, happens to be lower than the pay these officers would have been entitled to, had they been in their parent cadre and would have drawn that pay but for the Central deputation, such difference in the pay shall be protected in the form of Personal Pay with effect from the date of notification of these rules.

13. **Fixation of pay on promotion on or after 1st day of January, 2016.**—The fixation of pay in case of promotion from one Level to another in the revised pay structure shall be made in the following manner, namely:-

- (i) One increment shall be given in the Level from which the employee is promoted and he shall be placed at a Cell equal to the figure so arrived at in the Level of the post to which promoted and if no such Cell is available in the Level to which promoted, he shall be placed at the next higher Cell in that Level.

Illustration:

1.	Level in the revised pay structure : Level 4	Pay Band	5200-20200						
			Grade Pay	1800	1900	2000	2400	2800	
2.	Basic Pay in the revised pay structure : 28700								
3.	Granted promotion/financial upgradation under MACPS in Level 5	Levels	1	2	3	4	5		
		1	18000	19900	21700	25500	29200		
		2	18500	20500	22400	26300	30100		
4.	Pay after giving one increment in Level 4 : 29600	3	19100	21100	23100	27100	31000		
		4	19700	21700	23800	27900	31900		
5.	Pay in the upgraded Level i.e. Level 5 : 30100 (either equal to or next higher to 29600 in Level 5)	5	20300	22400	24500	28700	32900		
		6	20900	23100	25200	29600	33900		
		7	21500	23800	26000	30500	34900		

- (ii) In the case of Government servants receiving Non Practicing Allowance, their basic pay plus Non Practicing Allowance shall not exceed the average of basic pay of the revised scale applicable to the Apex Level and the Level of the Cabinet Secretary.

14. **Mode of payment of arrears of pay.**—The arrears shall be paid during the Financial Year 2016-2017.

Explanation.—For the purpose of this rule, "arrears of pay" in relation to a Government servant, means the difference between—

- (i) the aggregate of the pay and dearness allowance to which he is entitled on account of the revision of his pay under these rules for the period effective from the 1st day of January, 2016; and
- (ii) the aggregate of the pay and dearness allowance to which he would have been entitled (whether such pay and dearness allowance had been received or not) for that period had his pay and allowances not been so revised.

15. **Overriding effect of rules.**—The provisions of the Fundamental Rules, the Central Civil Services (Revision of Pay) Rules, 1947, the Central Civil Services (Revised Pay) Rules, 1960, the Central Civil Services (Revised Pay) Rules, 1973, the Central Civil Services (Revised Pay) Rules, 1986, the Central Civil Services (Revised Pay) Rules, 1997 and the Central Civil Services (Revised Pay) Rules, 2008 shall not save as otherwise provided in these rules, apply to cases where pay is regulated under these rules, to the extent they are inconsistent with these rules.

16. **Power to relax.**—Where the President is satisfied that the operation of all or any of the provisions of these rules causes undue hardship in any particular case, he may, by order, dispense with or relax the requirements of that rule to such extent and subject to such conditions as he may consider necessary for dealing with the case in a just and equitable manner.

17. **Interpretation.**—If any question arises relating to the interpretation of any of the provisions of these rules, it shall be referred to the Central Government for decision.

SCHEDULE

[See rules 3 (vi) and 7(2)]

PART A

Pay Matrix

Pay Band	5200-20200					9300-34800				15600-39100				37400-67000			67000-79000	75500-80900	80000	90000
	1800	1900	2000	2400	2800	4200	4600	4900	5400	5400	6600	7600	8700	8900	10000					
Grade Pay	1	2	3	4	5	6	7	8	9	10	11	12	13	13A	14	15	16	17	18	
1	18000	19900	21700	25500	29200	35400	44200	47600	53100	56100	67700	78800	118500	131100	144200	182200	205400	225000	250000	
2	18500	20500	22400	26300	30100	36500	46200	49000	54700	57800	69700	81200	122100	135000	148500	187700	211600			
3	19100	21100	23100	27100	31400	37800	47600	50500	56300	59500	71800	83600	125800	139700	153000	193300	217500			
4	19700	21700	23800	27900	31900	38700	49000	52000	58000	61300	74000	86100	129600	143300	157600	199100	224400			
5	20300	22400	24500	28700	32900	39900	50500	53600	59700	63100	76200	88700	133500	147600	162300	205100				
6	20900	23100	25200	29600	33900	41100	52000	55200	61500	65000	78500	91400	137500	152000	167200	211300				
7	21500	23800	26000	30500	34900	42300	53600	56900	63300	67000	80900	94100	141600	156600	172200	217600				
8	22100	24500	26800	31400	35900	43600	55200	58600	65200	69000	83300	96900	145800	161300	177400	224100				
9	22800	25200	27600	32300	37000	44900	56900	60400	67200	71100	85800	99800	150200	166100	182700					
10	23500	26000	28400	33300	38100	46200	58600	62200	69200	73200	88400	102800	154700	171100	188300					
11	24200	26800	29300	34300	39200	47600	60400	64100	71300	75400	91100	105900	156300	173200	190800					
12	24900	27600	30200	35300	40400	49000	62000	66000	73600	77700	93800	109100	164100	181500	199600					

Pay Band	5200-20200					9300-34800					-211- 15800-39100				37400-67000			67000-75000	75500-80000	80000	90000
	1800	1900	2000	2400	2800	4200	4600	4800	5400	5800	6600	7600	8700	8900	10000						
Grade Pay	1	2	3	4	5	6	7	8	9	10	11	12	13	13A	14	15	16	17	18		
Level	1	2	3	4	5	6	7	8	9	10	11	12	13	13A	14	15	16	17	18		
13	25600	28400	31100	36600	41600	50500	64100	68000	75600	80000	96600	112400	149000	186900	205600						
14	26400	29300	32800	37900	42800	52000	66000	70000	77900	82400	99500	115800	174100	192500	211800						
15	27200	30200	33900	38600	44100	53600	68000	72100	80200	84900	102500	119300	179300	198300	218200						
16	28000	31100	34000	39800	45400	55200	70000	74300	82600	87400	105600	122900	184700	204200							
17	28100	32000	35000	41000	46800	56900	72100	76500	85100	90000	108800	126600	190200	210300							
18	29700	33000	36100	42200	48200	58600	74300	78800	87700	92700	112100	130400	195900	216600							
19	30600	34000	37200	43500	49600	60400	76500	81200	90300	95500	115500	134300	201800								
20	31500	35000	38300	44800	51100	62200	78800	83600	93000	98400	119000	138300	207900								
21	32400	36100	39400	46100	52600	64100	81200	86100	95800	101400	122600	142400	214100								
22	33400	37200	40600	47500	54200	66000	83600	88700	98700	104400	126300	146700									
23	34400	38300	41800	48900	55800	68000	86100	91400	101700	107500	130100	151100									
24	35400	39400	43100	50400	57500	70600	88700	94100	104800	110700	134000	155600									
25	36500	40600	44400	51900	59200	72100	91400	96900	107900	114000	138000	160300									
26	37600	41800	45700	53500	61000	74300	94100	99800	111100	117400	142100	165100									
27	38700	43100	47100	55100	62800	76500	96900	102800	114400	120900	146400	170100									
28	39800	44400	48500	56800	64700	78800	99800	105900	117800	124500	150800	175200									
29	41100	45700	50000	58500	66600	81200	102800	109100	121300	128200	155300	180500									
30	42300	47100	51500	60300	68600	83600	105900	112400	124900	132000	160000	185900									
31	43600	48500	53000	62100	70700	86100	109100	115800	128600	136000	164800	191500									
32	44900	50000	54600	64000	72800	88700	112400	119300	132500	140100	169700	197200									
33	46200	51500	56200	65900	75000	91400	115800	122900	136500	144300	174800	203100									
34	47600	53000	57900	67900	77300	94100	119300	126600	140600	148600	180000	209200									
35	49000	54600	59600	69900	79600	96900	122900	130400	144800	153100	185400										
36	50500	56200	61400	72000	82000	99800	126600	134500	149100	157700	191000										
37	52000	57900	63200	74200	84500	102800	130400	138100	153600	162400	196700										
38	53600	59600	65100	76400	87000	105900	134300	142400	158200	167300	202600										
39	55200	61400	67100	78700	89600	109100	138300	146700	162900	172300	208700										
40	56900	63200	69100	81100	92300	112400	142400	151100	167800	177500											

PART B

UPGRADED LEVELS FOR MEDICAL AND PARAMEDICAL SERVICES AND COMMON CATEGORIES

The Level in the revised pay structure mentioned in column (5) for the posts mentioned in column (2) of the Table below have been approved by the Government and the initial fixation as on the 1st day of January, 2016 shall be made in accordance with sub-rule (2) of rule 7:

Medical and Paramedical Services					
Sl. No.	Name of the Post	Existing Grade Pay		Revised Pay Structure	
		Existing Grade Pay	Grade Pay corresponding to which revised Levels have been recommended	Level in Pay Matrix	Para No. of the Report
(1)	(2)	(3)	(4)	(5)	(6)
1.	Optometrist	2800	4200	L- 6	7.6.73
2.	Senior Optometrist	4200	4600	L- 7	7.6.73
3.	Optometrist Officer	4600	4800	L- 8	7.6.73
4.	Dental Mechanics and Dental Technician	2400	2800	L- 5	7.6.79
5.	Dresser	1800	2000	L- 3 This is subject to revision of the entry level qualification of Dressers to provide for Class XII with three years' experience of dressing of wounds. The existing incumbents not possessing the revised qualification may be granted replacement pay level for the time being. They may be granted the Level 3 after acquiring the revised qualification or on completion of five years in the pay level corresponding to Grade Pay 1800, whichever is earlier.	7.6.108
Common Category					
6.	Dental Hygienist in Central Government Health Scheme (CGHS)	2400	4200	L- 6 This is subject to the administrative ministry taking steps to bring uniformity in the entry level qualifications on the patterns of those in Central Government hospitals.	7.7.55

PART C

UPGRADED LEVELS FOR CERTAIN POSTS IN MINISTRIES, DEPARTMENTS AND UNION TERRITORIES

The Level in the revised pay structure mentioned in column (5) for the posts mentioned in column (2) of the Table below have been approved by the Government and the initial fixation as on the 1st day of January, 2016 shall be made in accordance with sub-rule (2) of rule 7:

SL No.	Name of the Post	Existing Grade Pay		Revised Pay Structure	
		Existing Grade Pay	Grade Pay corresponding to which revised Levels have been recommended	Level in Pay Matrix	Para No. of the Report
(1)	(2)	(3)	(4)	(5)	(6)
Department of Animal Husbandry, Ministry of Agriculture, Cooperation and Farmers Welfare					
1.	Sheep Shearer cum Supervisor in Central Sheep Breeding Farm	1900	2400	L-4 An appropriate level between Level 4 and Level 2 shall be introduced.	11.1.38
Ministry of Ayurveda, Yoga and Naturopathy, Unani, Siddha and Homeopathy					
2.	Research Assistant of Pharmacopoeia Lab for Indian Medicine	2800	4200	L-6	11.3.11
Department of Posts					
3.	Inspector (Posts)	4200	4600	L-7	11.8.21
4.	Assistant Superintendent (Posts)	4600	4800	L-8	11.8.21
5.	Superintendent (Posts)	4800	5400 (PB-2)	L-9	11.8.21
Ministry of Culture					
6.	Assistant Archivist in National Archives of India	4200	4600	L-7	11.11.17
7.	Archivist in National Archives of India	4600	4800	L-8	11.11.17
8.	Scientific Officer in National archives of India	4600	4800 and Non Functional Selection Grade 5400 (PB-2) after 4 years	L-8 and L-9 as Non Functional Selection Grade after 4 years	11.11.22
9.	Technical Restorer in National Research Laboratory for conservation of Cultural Property	2800	4200	L-6 The post shall be merged with Senior Conservation Assistant	11.11.28
Ministry of Health and Family Welfare					
10.	Junior ECG Technician of Dr. Ram Manohar Lohia Hospital	2400	2800	L-5	11.20.38
Ministry of Home Affairs					
11.	Assistant Central	4600	4800	L-8	11.22.85

	Intelligence Officer-I of Intelligence Bureau		- 214 -		
12.	Assistant Central Intelligence Officer-II of Intelligence Bureau	4200	4600	L-7	11.22.85
Union Territory of Andaman and Nicobar Islands					
13.	Sanitary Inspector in Department of Rural Development	2400	2800	L-5	11.23.46
14.	Seacunny of Department of Shipping	1800	2000	L-3	11.23.54
15.	Junior Agriculture Assistant/Junior Soil Conservation Assistant of Department of Agriculture	2400	2800	L-5 Merger with Agriculture Assistant/Soil conservation Assistant	11.23.60
16.	Bus - Conductors of Transport Department	1800	1900	L-2	11.23.69
Union Territory of Lakshadweep					
17.	Agricultural Supervisor/Junior Technical Assistant of Department of Agriculture	2400	2800	L-5 Merge with Agriculture Demonstrator/Fertiliser Demonstrator etc.	11.23.110
18.	Health Inspector of Department of Health Services	2400	2800	L-5	11.23.112
Delhi					
19.	Extension Assistant (Agriculture)	2400	2800	L-5	11.23.170
Ministry of Human Resource Development					
20.	Evaluators of Central Hindi Directorate	4200	4600	L-7	11.24.15
Ministry of Mines					
21.	Senior Technical Assistant (Chemistry)	4200	4600	L-7	11.29.15
22.	Senior Technical Assistant (Ore Dressing)	4200	4600	L-7	11.29.15
23.	Senior Technical Assistant (Mining)	4200	4600	L-7	11.29.15
24.	Senior Technical Assistant (Publication)	4200	4600	L-7	11.29.15
25.	Junior Technical Assistant (Chemistry)	2800	4200	L-6	11.29.20
26.	Junior Technical Assistant (Ore Dressing)	2800	4200	L-6	11.29.20
27.	Junior Technical Assistant (Publication)	2800	4200	L-6	11.29.20
28.	Store Keeper (Tech) in Indian Bureau of Mines	2800	4200	L-6	11.29.22

29.	Junior Press Assistant in Indian Bureau of Mines	1800	1900	L-2 The post shall be merged with Senior Press Assistant and called Press Man	11.29.26
30.	Machine Man in Indian Bureau of Mines	1800	1900	L-2	11.29.27
31.	Electrical Supervisor in Indian Bureau of Mines	2800	4200	L-6	11.29.28
32.	Lab Assistant Grade- I in Indian Bureau of Mines	2400	2800	L-5	11.29.30
Ministry of Personnel, Public Grievances and Pension					
33.	Sub-Inspector of Central Bureau of Investigation	4200	4600	L-7	11.35.20
34.	Inspector of Central Bureau of Investigation	4600	4800	L-8	11.35.20
Ministry of Shipping					
35.	Light House Attendant of Directorate of Light House and Lightships	1800	1900	L-2	11.44.13
36.	Navigational Assistant Grade III of Directorate of Light House and Lightships	2400	2800	L-5	11.44.13
37.	Navigational Assistant Grade II of Directorate of Light House and Light Ships	2800	4200	L-6	11.44.13
38.	Head Light Keeper of Directorate of Light House and Light Ships	4200	4600	L-7	11.44.13
Ministry of Urban Development					
39.	Planning Assistant of Town and Country Planning Organization	4200	4600	L-7	11.52.43
Ministry of Water Resources, River Development and Ganga Rejuvenation					
40.	Assistant Research Officer, Central Water Commission	4600	4800	L-8	11.53.14
41.	Senior Research Assistant of Central Water Commission	4200	4600	L-7	11.53.14
42.	Technical Operator (Drilling) of Central Ground Water Board	1800	1900	L-2 The post shall be merged with the post of Compressor	11.53.33
Ministry of Defence					
43.	Research/Heraldic Assistant of History Division	4200	4600	L-7	11.12.81
44.	Assistant Director of History Division	4600	4800	L-8	11.12.81
45.	Direct Entry Diploma Holder Yantrik, Indian Coast Guard	2400	2800	L-5 Yantrik Pay to be paid @ Rs. 6200/- p.m.	11.12.18
46.	Sarang Lascar, Indian Coast Guard	1900	2400	L-4	11.12.21
47.	Group "Z" shall be merged into Group "Y" in respect of Enrolled Personnel of the Indian Coast Guard				11.12.15

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FORM OF OPTION

[See rule 6 (2)]

*1. I, _____ hereby elect the revised pay structure with effect from 1st January, 2016.

*2. I, _____ hereby elect to continue on Pay Band and Grade Pay of my substantive / officiating post mentioned below until:

* the date of my next increment / the date of my subsequent increment raising my pay to Rs. _____ / I vacate or cease to draw pay in the existing pay structure / the date of my promotion/upgradation to the post of _____

Existing Pay Band and Grade Pay _____

Signature _____

Name _____

Designation _____

Office in which employed _____

* To be scored out, if not applicable.

UNDERTAKING

I hereby undertake that in the event of my pay having been fixed in a manner contrary to the provisions contained in these Rules, as detected subsequently, any excess payment so made shall be refunded by me to the Government either by adjustment against future payments due to me or otherwise.

Signature _____

Name _____

Designation _____

Date :

Place :

MEMORANDUM EXPLANATORY TO THE CENTRAL CIVIL SERVICES (REVISED PAY) RULES, 2016

Rule 1- This rule is self-explanatory.

Rule 2- This rule lays down the categories of employees to whom the rules apply. Except for the categories excluded under sub-rule (2), the rules are applicable to all persons under the rule making control of the President serving in Departments paid from Civil Estimates. They do not apply to the employees under the Ministry of Railways and civilian personnel paid from Defence Services Estimates, for whom separate rules will be issued by the Ministries concerned. The rules do not also apply to Gramin Dak Sevaks in the Department of Posts. The rules, however, apply to work charged establishments.

Rule 3 and 4- These rules are self-explanatory.

Rule 5- The intention is that all Government servants should be brought over to the revised pay structure except those who elect existing pay structure. The Government servants who exercise the option to continue in the existing pay structure will continue to draw the dearness allowance at the rates in force on 1st January, 2016. If a Government servant is holding permanent post in a substantive capacity and officiating in a higher post, or would have officiated in one or more posts but for his being on deputation etc., he has the option to retain the existing pay structure only in respect of one scale. Such a Government servant may retain the existing scale applicable to a permanent post or any one of the officiating posts. In respect of the remaining posts he will necessarily have to be brought over to the revised pay structure.

Rule 6- This rule prescribes the manner in which option has to be exercised and also the authority who shall be apprised of such option. The option has to be exercised in the form appended to the rules. It should be noted that it is not sufficient for a Government servant to exercise the option within the specified time limit but also to ensure that it reaches the prescribed authority within the time limit. In the case of persons who are outside India at the time of notification of these rules, the period within which the option has to be exercised is three months from the date they

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take over charge of the post in India. In the case of Government servants the revised pay structure of whose posts are announced subsequent to the date of issue of these rules, the period of three months will run from the date of such announcement.

Persons who have retired between 1st January 2016 and the date of notification of these rules are also eligible to exercise option.

Rule 7- This rule deals with the actual fixation of pay in the existing scales on 1st January, 2016 and is self explanatory. The benefit of this rule is not admissible in cases where a Government servant has elected the revised pay structure in respect of his substantive post, but has retained the existing scale in respect of an officiating post.

Rule 8- This rule prescribes the method of fixation of pay of employees appointed on direct recruitment on or after 1st day of January, 2016.

Rule 9 and 10- These rules prescribe the manner in which the next increment in the new pay structure shall be regulated.

Rules 11 to 17- These rules are self-explanatory.

[F. No.1-2/2016-IC]

R. K. CHATURVEDI, Jt. Secy.

BoG 43.15 To apprise the Good Governance Practices of TEQIP-III.

Under Technical Education Quality Improvement Programme (TEQIP) of Govt. of India, Good Governance is an important initiative in assisting the governing bodies to increase awareness of their tasks and duties. The Governing Bodies play a vital role in the development of Technical Institution and contribute to help institution in truly embodying the principles of good governance.

To support the implementation of the Good Governance Practices in the project institutions, MHRD in collaboration with the World Bank organised a Summit on Good Governance on 11th December, 2017 at AICTE Auditorium, New Delhi for the chairpersons of Boards of Governors to meet and interact with one another in order to share common challenges best practices and formulate some solutions. The agenda of the workshop is enclosed as Annexure – 43.15.(i) on page 220.

Prof. Akhilesh Swarup, Professor, Electrical Engineering Department and former Co-ordinator, TEQIP represented for the Hon'ble Chairperson, BoG of the Institute in the aforesaid Workshop. During the Workshop, there were Expert talks and deliberations on the TEQIP-III Good Governance Programme, besides the following activities:

1. A document 'TEQIP Good Practice Guide for Governing Bodies' was provided.
2. During the group discussion, an exercise was conducted to:
 - (i) Do Self-Assessment of Governance, and
 - (ii) Mark the response in the Take Away Form in respect of Action Plan points.

The responses to these exercises, as provided by Prof. Akhilesh Swarup, Professor are enclosed.

As per the document: 'TEQIP Good Practice Guide for Governing Bodies', there are following five principles of Good Governance under TEQIP-III:

- A. Primary Accountabilities
- B. Openness and Transparency in the Operation of Governing Bodies
- C. Key Attributes of Governing Bodies
- D. Effectiveness and Performance Review of Governing Bodies
- E. Regulatory Compliance

Also, for each of the above five principles of Good Governance, there is prescribed a Self- Assessment proforma for self-evaluation. Apart from this, the document contains the following Annexes as well.

Annex 1: Template for the role description for Chairs of governing bodies

Annex 2: Template for reviewing governors/governing bodies

Annex 3: Useful questions for governors

Annex 4: Final scorecard

The success of the Good Governance Programme will be an important indicator of TEQIP-III responsiveness in achieving the overall project objectives, as well as institutional development goals.

The Board may kindly note.

Tentative Agenda

TEQIP - III : SUMMIT ON Good Governance PRACTICES

Date: Dec 11, 2017

Time: 9:30 AM – 16:30 PM

Venue: AICTE Auditorium

9.30AM – 10.00 AM	Registration with Tea
10:00 AM – 10:05 AM	Welcome and Introduction
10:05 AM – 10:10 AM	Inaugural address by AS (T)
10:10 – 10:40 AM	Opening keynote speaker Topic: Why should I care about governance? <ul style="list-style-type: none"> Mr. R.P. Aggrawal, former Secretary of Higher Education, ex-Chairman BoG IIT Delhi & DTU Delhi and Principal Advisor Sharda University
10:40 AM – 11:40 AM	Topic: What is good governance? What is NOT good governance? <ul style="list-style-type: none"> Prof. Ashok Shettar, Vice Chancellor, KLEF Technological University, Hubli (formerly BVB College of Engineering, Hubli), Prof. B.V. Ahuja, Director, CoE Pune VC, ICT Mumbai/ Jadhavpur University
11:40 AM – 12:00 PM	Tea break
12:00 PM – 13:15 PM	Topic: What is my role in good governance? How can I help my institute progress? Format: Facilitated conversations in small groups.
13:15 AM – 14:00 PM	Lunch
14:00 PM – 15:15 PM	Topic: How can I address challenges when trying to practice good governance? Format: Continue with breakout groups.
15:15 PM – 15:30 PM	Tea Break
15:30 PM – 16:30 PM	Closing remarks / Takeaways and action steps (expert to be identified)

BoG 43.16 To note the revised norms/guidelines for utilization of Cumulative Professional Development Allowance (CPDA) in NITs as approved by the Council of NITSER in its 10th meeting held on 26.05.2017.

The MHRD, Govt. of India vide OM F.No.35-6/2016-TS.III dated 08.06.2017 had sent the minutes of the 10th meeting of the Council of National Institutes of Technology, Science Education and Research (NITSER) held on 26.05.2017 for adoption of actionable points arising out of the minutes. One of the actionable points arising out of the minutes of the above meeting of the Council is the guidelines for proper utilization of CPDA by faculty of NITs.

The decision of the Council of NITSER taken in its 10th meeting held on 26.05.2017 for the said purpose is as under:

“The NITSER Council in its previous meeting has decided to revise CPDA guidelines in view of the audit objections for purchase of computers and its peripherals under CPDA. The Council has entrusted the work of formulating the revised CPDA guidelines to the Standing Committee. The Standing Committee in its 8th meeting recommended a set of guidelines to the Council for approval. The same was examined in the Ministry. The final CPDA guidelines were placed before the Council. The Council deliberated the guidelines and accepted the same for circulation among all NITs & IEST for necessary action.”

A copy of the minutes of the Agenda Item No.10.8 of 10th meeting of the Council of NITSER is annexed as Annexure – 43.16.(i) from pages 222 to 226.

The matter is placed before the Board of Governors *for adopting the guidelines for proper utilization of CPDA for the faculty of NITs as approved by the Council of NITSER for implementation in this Institute.*



Minutes of the 10th meeting of the Council of National Institutes of Technology, Science Education and Research (NITSER) held on 28th May, 2017 at IIAS, Shimla

Item No.10.3 : Changes in the Membership of the Council.

The Council noted the changes in its membership. The Council placed its appreciation for the contribution of outgoing members and welcomed all new members who joined the Council.

Item No.10.4 : Inauguration of Students Grievance Cell of NITs.

Hon'ble HRM has launched the portal and directed that it should be made fully functional.

Item No.10.5 : Recommendations of the Standing Committee for review of fee structure of UG and PG programs in NITs.

The matter was deliberated and decided that the Agenda item may require some rationalization and detailed examination.

Item No.10.6 : Placements record in the NITs, IEST and IISERs for past two academic years

The placement record of the Under Graduate (UG) and Post Graduate (PG) students of NITs and IEST were placed. The cases of best performing NITs and the worst performing NITs were discussed. Hon'ble HRM appreciated NITs located at Bhopal, Warangal, Manipur and Rourkela for their good performance in respect of placement. However, he requested other NITs to improve their figures as placement plays very important role in forming perception about the institution. The Council of NITSER decided that NITs who have not performed well may bring out action plan for improvement in placement in the next meeting.

Item No.10.7 : Recommendations of the Oversight Committee constituted to look into the anomalies of the non-teaching staff in NITs.

The recommendations of Oversight Committee constituted for addressing the anomalies of the non-teaching staff in NITs was deliberated. The Council accepted the recommendations of the Oversight Committee.

Item No.10.8 : Recommendations of Standing Committee of NITs for proper utilization of Cumulative Professional Development Allowance (CPDA) by faculty in NITs.

The NITSER Council in its previous meeting has decided to revise CPDA guideline in view of the audit objections for purchase of computers and its peripherals under CPDA. The Council has entrusted the work of formulating the revised CPDA guideline to the Standing Committee. The Standing Committee in its 8th meeting recommended a set of guidelines to the Council for approval. The same was examined in the Ministry. The final CPDA guidelines were placed before the Council. The Council deliberated the guidelines and accepted the same for circulation among all NITs & IEST for necessary action.

Item No.10.8

Recommendations of Standing Committee of NITs for proper utilization of Cumulative Professional Development Allowance (CPDA) by faculty in NITs.

The Ministry of Human Resource Development, following the recommendations of the 6th Central Pay Commission (CPC), vide letter dated 18th August, 2009 made provision for Cumulative Professional Development Allowance (CPDA) for faculty of Centrally Funded Technical Institutes for their professional upgradation. The provision is listed below:

"A Cumulative Professional Development Allowance of Rs.3.00 lakh for every block period of 3 years (Rs.1.00 lakh per year) may be made available to every member of the faculty on reimbursable basis to meet the expenses for participating in both national and international conferences, paying the membership fee of various professional bodies and contingent expenses."

2. However, auditors found that in some of the NITs, faculties made purchases of computer and peripherals, by covering such reimbursement under 'contingent expenses' of CPDA. CAG audit observed that such purchases cannot be carried out as contingent items. Moreover, all the assets item purchased under CPDA must be taken as assets of the Institute including computers peripherals. The same 'assets must be shown in the balance sheet of the Institute because these are the assets of the Institute and not of the faculty's personal asset.

3. The audit observations were placed in the 9th meeting of the Council of NITSER held on 1st October, 2015 which authorized the Standing Committee of the Council to device suitable norms and making suitable recommendations to the Council of NITSER for consideration and approval.

4. Accordingly, Prof. (Mrs.) Geetha Bali, Chairperson of the Standing Committee proposed a set of guidelines in this respect. The guidelines were deliberated in the 8th meeting of the Standing Committee held on 20th April, 2017 which decided to adopt the same with certain modifications.

5. The guidelines have been examined in the NITs Division of the Ministry and keeping in view the letter and spirit of the norms for utilization of CPDA in MHRD's letter dated 18th August, 2009 and the Audit's observations in recent audit in one of the NITs, the guidelines have been modified and submitted at **Annexure – V [pages 75 to 76]**.

6. The Council may kindly consider and approve the draft guidelines for implementation in NITs and IEST, Shibpur. ”

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REVISED NORMS/ GUIDELINES FOR UTILIZATION OF CUMULATIVE PROFESSIONAL DEVELOPMENT ALLOWANCE (CPDA) IN NITS AND IIST SHIBPUR AS A PART OF IMPLEMENTATION OF THE RECOMMENDATIONS OF 6TH CPC AND GOVERNMENT OF INDIA, MINISTRY OF HRD LETTER F.NO.23-1/2008-TS-II DATED 18TH AUGUST 2009 ON REIMBURSEMENT BASIS:-

- Block Period : (a) Duration of Block Period is Three Years.
(b) One financial year shall be considered one year.
- Grant Allocation : (a) Rs. 3.00 Lacs for a block period of three years.
(b) If a faculty member joins the Institute or retires from the Institute service in between a block period, he/she shall be entitled to this allowance on pro-rata basis.

LIST OF ACTIVITIES AND THE NORMS FOR INCURRING EXPENDITURE UNDER CUMULATIVE PROFESSIONAL DEVELOPMENT ALLOWANCE (CPDA):

A. Presenting of Papers and attending National & International Conferences / workshops:

- Presenting papers in National / International Conferences / Workshops / Symposia / special training in India and abroad.

B. Membership Fee for Professional Bodies:

- Acquiring Membership of Professional Bodies/Societies, both National and International. Maximum memberships of three professional bodies/societies from CPDA grant in one block year.

C. Contingent expenses:

- Consumables such as chemicals, laboratory glassware, charges for synthesis & analysis of samples for pursuing research.
➤ Purchase of stationary, books & related items.
➤ Computer related consumables such as external storage devices, cartridges.

GUIDELINES

1. Participating in National / International Conferences / Workshops / Symposia / special training programmes requires prior approval.
2. Normally, participation should be restricted to selected quality events and the Screening Committee shall ensure that participation in the event will be beneficial to the institute.
3. Visits outside the Institution to be restricted to vacation period only.

4. It is mandatory on the part of the faculty member to deliver a seminar in the Institute prior to participation in ~~any~~²²⁶ international conference and submit a report of activities carried out before making claim for reimbursement of expenditure incurred for participating in National / International Conferences / Workshops / Symposia.
5. Institute norms will be applicable for TA/DA. The total expenditure towards all items under the Category A such as TA/DA, registration fee, visa fee, etc. for participating in National/International Conferences/Workshops/Symposia and visits for research interactions shall be up to a maximum of 70% of the CPDA (i.e., Rs.2.1 Lakhs) for the three year period.
6. The faculty members who are on deputation/QIP/leave (beyond 30 days) are NOT entitled for claiming reimbursement under the CPDA funds- during their absence from the institute.
7. The Director shall be responsible for encouraging all the faculty to utilize the budget sanctioned under CPDA to each of them in an effective way so as to promote their academic performance.
8. All regular faculty members who have cleared their probation period shall be eligible for the grant. If a faculty member joins the institute or retires from the institute service/leaves the institute (resignation or deputation or any other reason) in between a block period, the faculty member shall be entitled for this allowance on pro-rata basis
9. The amount sanctioned shall be sanctioned on reimbursable basis.
10. Only one third of the amount sanctioned over a block period shall be made available during the first year of the block period of 3 years. Any unutilized amount shall be rolled over to the second year and the remaining amount sanctioned during the third year.
11. Amount set aside for each year of the block period shall not be paid in advance.
12. The actual amount received during a block period shall be equally earmarked for all eligible faculty members.
13. Prior approval shall be taken for any expenditure under this grant.
14. A Committee of the Deans and HoDs shall scrutinize the applications submitted to ensure that the conference is of Tier I level, the paper presented is related to the work carried in the respective institute and the claims made are in order. The institute may co-opt an external member (s).
15. Admissible expenditure shall include actual travel expenditure by economy class by shortest route following extant Government of India instructions.
16. Foreign travel for attending conferences shall be strictly limited to the period of conference and shall be entertained during vacation period ensuring teaching is not affected.
17. Any expenditure incurred towards participation in a conference including registration fee paid shall not be reimbursable if the faculty fails to attend the conference for any reason.
18. The faculty shall be responsible for submitting the accounts and claiming reimbursement within a month after participation in the conference / expenditure incurred under various categories.
19. The Director of concerned NIT will ensure that the entire proves of CPDA and its implementation is fair and transparent. The details of all traveling abroad should be placed on the website of the Institute.

All expenditure must be strictly as per Government of India norms

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BoG 43.17 To note the status report for refurbishment of Hostels

The Under Secretary, Government of India, Ministry of Human Resource Development, Department of Higher Education, New Delhi vide letter No.F.33-2/2017-TS.III dated 22nd August, 2017 conveyed that Council of National Institutes of Technology, Science Education and Research (NITSER) in its 9th meeting held on 1.10.2015 has emphasized on Students Centric Approaches to be adopted by all the NITs. It was also intimated that the many complaints have been received from the NITs for non-availability/poor conditions of existing infrastructural facilities in the hostels in terms of drinking water, clean mess, centralized heating/cooling etc. Further, it was required that an urgent requirement for making a plan for refurbishment of hostels and it may be executed within three months within the available budgetary allocations. In this context, it was also requested to furnish the details of funds to be spent in the area of repair, mess, furniture and others of each hostel. A copy of letter dated 22nd August, 2017 is enclosed as Annexure – 43.17.(i) from pages 228 to 231. Through this letter dated 22nd August, 2017, the MHRD also instructed to bring the status in respect of above information in every meeting of the Board of Governors.

In view of the above, the requirement of funds in the above said area for refurbishment of each hostel was prepared and forwarded to the MHRD vide letter No. R/2017-18/4191 dated 1.9.2017. A copy of letter dated 1.9.2017 is enclosed as Annexure – 43.17.(ii) on page 232 for kind information of the Board.

Further, the Under Secretary, Government of India, Ministry of Human Resource Development, Department of Higher Education, New Delhi vide e-mail dated 8.11.2017 desired to furnish the status of refurbishment of hostels. The MHRD has been informed accordingly that the work in the area of repair, furniture and others have been completed in all respect. However,

the work is still in progress in the area of mess. A consolidated amount of Rs.118.72 lacs have been spent for the refurbishment of hostels against the estimated cost of Rs.205.45 lacs out of Maintenance of Hostels and Hostels own funds. A detailed status report is enclosed as Annexure – 43.17.(iii) from pages 233 to 241.

The Board may note *the status report for refurbishment of Hostels.*

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F.No.33 - 2 / 2017 - TS.III
 Government of India
 Ministry of Human Resource Development
 Department of Higher Education

Shastri Bhawan, New Delhi,
 dated, the 22nd August, 2017

To

- (i) The Directors of all the 31 NITs; and
 (ii) The Director, IEST, Shibpur.

Subject:- Non-availability / poor conditions of infrastructural facilities - regarding.

Sir / Madam,

I am directed to refer to this Ministry's letter F.No.34-6/2015-TS.III dated 20th October, 2015 vide which the students centric approaches as approved by the Council of NITSER in its 9th meeting held on 1st October, 2015 were communicated for taking suitable action. A copy of the communication is attached for ready reference.

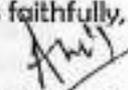
2. Many complaints have been received from the National Institutes of Technology (NITs) regarding non-availability / poor conditions of existing infrastructural facilities in the hostels in terms of drinking water, clean mess, centralized heating / cooling etc., which need immediate redressal.

3. Therefore, it is an urgent requirement for making a plan for refurbishment of hostels at the earliest. The same may be executed within three months within the available budgetary allocations. In this context, information is requested in the following format:-

Details	Funds to be spent (Rs. in lakh)	
	Capital	Recurring
Hostel No. _____		
(a) Repairs		
(b) Mess		
(c) Furniture		
(d) others		
Total		

4. The status in respect of above may please be intimated to this Ministry and brought in every meeting of the Board of Governors.

Yours faithfully,


 [A.K. Singh]

Under Secretary to the Government of India
 Tel: 23384897

Encl.: as above.

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 9/2

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F.No.34 - E-2015 - TS:II
Government of India
Ministry of Human Resource Development
Department of Higher Education
Technical Education Bureau

Shastri Bhawan, New Delhi,
dated, the 20th October, 2015

To

The Directors,
31 NITs, 05 IISERS and IEST - Shibpur.

Subject:- Student Centric Approaches - Decisions taken in the 9th Council of NITSER meeting held on 1st October, 2015 at NIT - Warangal.

Madam / Sir,

The 9th meeting of the Council of National Institutes of Technology, Science Education and Research (NITSER) held under the Chairpersonship of Hon'ble Minister of Human Resource Development on 1st October, 2015 at Senate Hall, NIT - Warangal emphasized on student centric approaches to be adopted by all the National Institutes of Technology (NITs). The actionable points on part of NITs as per decisions of the Council of NITSER are as under:-

a) **System of hand-holding of students to facilitate better academic performance.**

The Council expressed concern that there have been growing incidences of depression among the students due to non performance in studies. The concerns were also placed before the Council vide agenda item No.9/10 for deliberation. The Council adopted the proposal of 'Hand Holding' in toto. Under the initiative, there will be designated mentor students in each Institution for hand holding of two fresh undergraduate entrants. Performance of mentee and mentor students may be reviewed by the Institutes after a semester. Institutions will decide the financial assistance to be provided to mentor students for the purpose.

b) **Mission "Swachh NIT, IISER, IEST": A guarantee to students.**

The Council adopted the proposal of Mission "Swachh NIT, IISER, IEST": A guarantee to students under which each NIT, IISER, and IEST Shibpur will provide a guarantee of clean hostel, clean mess, clean water and hygienic & wholesome food to its students. The Institutions will incorporate the same in the mission statement and indicate the same in their prospectus website of the Institution.

... contd./-

-: 2 :-

c) **Grievance Redressal Cell for students at Council level.**

It was emphasized that the students' grievances should be addressed effectively and in a time bound manner. Current grievance redressal system has been found wanting in this respect. The Council approved to constitute a Student Grievance Redressal Cell at the Council level. The Institutes should have a Grievance Redressal Cell for redressal of student's grievances effectively.

d) **Help desk to facilitate bank loans to students.**

The Council decided to enhance the fee being charged by the NITs. The increased fee would be met 100% by student's loans at zero percent rate of interest. A help desk may be set up in all NITs to facilitate loans to students. Hon'ble Chairperson said that if NITs are facing any difficulties from the banks, which are functioning inside NITs campuses, same may be brought to the notice of Ministry of HRD so that the matter can be taken up with Ministry of Finance.

2. In light of the above decisions, it is requested to kindly take actions immediately as per decisions taken by the Council of NITSER in its 9th meeting held on 1st October, 2015. The actions taken by your Institute may please be informed to the Ministry by 15th November, 2015 so as to enable this Division to apprise Chairperson of the Council of National Institutes of Technology, Science Education and Research (NITSER).

3. This issues with the approval of the competent authority in the Ministry.

Yours faithfully,


[Sanjeev K. Sharma]
Director (NITs)
Tel: 23070186

Copy for information to:-

- (i) The Chairperson, Board of Governors of all the 30 National Institutes of Technology (NITs).
- (ii) The Chairperson, Board of Governors, IEST – Shibpur (West Bengal).
- (iii) The Chairperson, Board of Governors of all IISERs.
- (iv) The Joint Secretary (Admn.), Department of Higher Education, MHRD – for kind information.
- (v) The Director (IISERs), Department of Higher Education, MHRD – for kind information and further necessary actions.

Gir's Hostels:

ANNEXURE - 43.17.iii

Details	-233- Funds to be Spent(Rs. in lakh)	
	Capital	Recurring
Hostel No. K.C.B. (600 sitter)		
(a) Repairs	0.00	12.00
(b) Mess	81.00	1.00
(c) Furniture	0.50	0.00
(d) Others (ACs, Geysers, Heaters, CC TV etc.)	54.27	0.00
Total	135.77	13.00

D B

Details	Funds to be Spent(Rs. in lakh)	
	Capital	Recurring
Hostel No. B.B. (200 sitter)		
(a) Repairs	3.00	6.00
(b) Mess	0.35	0.00
(c) Furniture	0.00	0.00
(d) Others (ACs, Geysers, Heaters, CC TV etc.)	13.87	0.00
Total	17.22	6.00

D B

Details	Funds to be Spent(Rs. in lakh)	
	Capital	Recurring
Hostel No. C.B (300 sitter)		
(a) Repairs	2.00	15.00
(b) Mess	0.35	0.00
(c) Furniture	0.00	0.00
(d) Others (ACs, Geysers, Heaters, CC TV etc.)	13.50	0.00
Total	15.85	15.00

D B D B

Details	Funds to be Spent(Rs. in lakh)	
	Capital	Recurring
Hostel No. AB (120 sitter)		
(a) Repairs	0.00	2.0
(b) Mess	0.00	0.00
(c) Furniture	0.00	0.00
(d) Others (ACs, Geysers, Heaters, CC TV etc.)	8.72	0.00
Total	8.72	2.00

AB

Boys Hostels:

Details	Funds to be spent (Rs. In lakh)	
	Capital	Recurring
Hostel No. 1 (BH- 250 sitters)		
(a) Repairs	0.00	6.00
(b) Mess	2.00	0.00
(c) Furniture	3.00	0.00
(d) Others (ACs, Geysers, Heaters, CC TV etc.)	10.00	0.00
Total	15.00	6.00

AB

Details	Funds to be spent (Rs. In lakh)	
	Capital	Recurring
Hostel No. 2 (BH- 250 sitters)		
(a) Repairs	0.00	6.00
(b) Mess	2.00	0.00
(c) Furniture	3.00	0.00
(d) Others (ACs, Geysers, Heaters, CC TV etc.)	10.00	0.00
Total	15.00	6.00

Single merged.

AA
Q

Details	Funds to be spent (Rs. In lakh)	
	Capital	Recurring
Hostel No. 3 (BH- 250 sitters)		
(a) Repairs	0.00	6.00
(b) Mess	2.00	0.00
(c) Furniture	3.00	0.00
(d) Others (ACs, Geysers, Heaters, CC TV etc.)	10.00	0.00
Total	15.00	6.00

AK

Details	Funds to be spent (Rs. In lakh)	
	Capital	Recurring
Hostel No. 4 (BH- 250 sitters)		
(a) Repairs	0.00	6.00
(b) Mess	1.50	0.00
(c) Furniture	2.00	0.00
(d) Others (ACs, Geysers, Heaters, CC TV etc.)	10.00	0.00
Total	13.50	6.00

AK

Details	Funds to be spent (Rs. In lakh)	
	Capital	Recurring
Hostel No. 5 (BH- 250 sitters)		
(a) Repairs	0.00	6.00
(b) Mess	1.50	0.00
(c) Furniture	4.00	0.00
(d) Others (ACs, Geysers, Heaters, CC TV etc.)	10.00	0.00
Total	15.50	6.00

AK

Details	Funds to be spent (Rs. In lakh)	
	Capital	Recurring
Hostel No. 6 (BH- 150 sitters)		
(a) Repairs	0.00	4.00
(b) Mess	1.50	0.00
(c) Furniture	2.50	0.00
(d) Others (ACs, Geysers, Heaters, CC TV etc.)	8.00	0.00
Total	12.00	4.00

AK

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Details	-236 Funds to be spent (Rs. In lakh)	
	Capital	Recurring
Hostel No. 7 (BH- 350 sitters)		
(a) Repairs	0.00	20.00
(b) Mess	2.50	0.00
(c) Furniture	3.50	0.00
(d) Others (ACs, Geysers, Heaters, CC TV etc.)	12.00	0.00
Total	18.00	20.00

Al

Details	Funds to be spent (Rs. In lakh)	
	Capital	Recurring
Hostel No. 8 (BH- 350 sitters)		
(a) Repairs	0.00	20.00
(b) Mess	2.50	0.00
(c) Furniture	3.50	0.00
(d) Others (ACs, Geysers, Heaters, CC TV etc.)	12.00	0.00
Total	18.00	20.00

Al

Details	Funds to be spent (Rs. In lakh)	
	Capital	Recurring
Hostel No. 9 (BH- 350 sitters)		
(a) Repairs	0.00	20.00
(b) Mess	2.50	0.00
(c) Furniture	3.50	0.00
(d) Others (ACs, Geysers, Heaters, CC TV etc.)	12.00	0.00
Total	18.00	20.00

Al

Details	Funds to be spent (Rs. In lakh)	
	Capital	Recurring
Hostel No. 10 (BH- 1000 sitters)		
(a) Repairs	0.00	40.00
(b) Mess	1.00	0.00
(c) Furniture	6.00	0.00
(d) Others (ACs, Geysers, Heaters, CC TV etc.)	20.00	0.00
Total	27.00	40.00

Al

Al *Handwritten signature* *Handwritten signature*

NATIONAL INSTITUTE OF TECHNOLOGY
KURUKSHETRA

No. R/2017-18/89

Dated: 08.01.2018

Sh. A.K. Singh
(Under Secretary)
Deptt. Of Higher Education
Ministry of Human Resource Development
Shastri Bhawan, New Delhi

Subject: Non-availability/poor conditions of infrastructural facilities – regarding.

Sir,
With reference to E-mail received on dated 8th November, 2017 on subject cited above, the consolidated information regarding infrastructure facilities to provide repairs, mess, furniture & other facilities in various hostels area as follow:

Expenditure (Hostels + Estate)		Cost of work (in lakh)	Amount already released (In lakh)	Physical Completion	Financial Completion	Date of completion of work	Present Status of Work
Details of each hostel building	Details						
	Repair	67.07	67.07	Completed	Completed	Completed	Completed
	Mess	90.44	7.79	In-Completed	In-Completed	---	---
	Furniture	13.39	12.29	Completed	Completed	Completed	Completed
	Others	34.55	31.57	Completed	Completed	Completed	Completed
	Total	205.45	118.72	Completed	Completed	Completed	Completed

The hostel wise break-up of infrastructure facilities has prepared in separate sheet and enclosed herewith.

Thanks & Regard

Yours Faithfully

Registrar (I/C)

Encl. As above

Handwritten notes and signatures:

- of e. [Signature] 5/1/18
- [Signature] 5/1/18

Hostel No. 5 (BH - 250 seaters)							
Details of each hostel building	Details	Cost of work (in lakh)	Amount already released (In lakh)	Physical Completion	Financial Completion	Date of completion of work	Present Status of Work
	Repairs	1.07	1.07	Complete	Complete	09.08.2017	Complete
	Mess	1.17	1.17	Complete	Complete	16.08.2017 & 17.11.2017	Complete
	Furniture	0.17	0.17	Complete	Complete	10.08.2017	Complete
	Others	0.64	0.64	Complete	Complete	09.08.2017	Complete

Hostel No. 6 (BH - 150 seaters)							
Details of each hostel building	Details	Cost of work (in lakh)	Amount already released	Physical Completion	Financial Completion	Date of completion of work	Present Status of Work
	Repairs	1.15	1.15	Complete	Complete	July 2017	Working
	Mess	0.55	0.55	Complete	Complete	Sept 2017	Completed
	Furniture	0.24	0.24	Complete	Complete	Sept 2017	Working
	Others	2.61	2.61	Complete	Complete	Oct 2017	completed

Hostel No. 7 (BH - 350 seaters)							
Details of each hostel building	Details	Cost of work (in lakh)	Amount already released (In lakh)	Physical Completion	Financial Completion	Date of completion of work	Present Status of Work
	Repairs	1.83	1.83	Complete	Complete	08.11.2017	Working
	Mess	0.39	0.39	Complete	Complete	27.10.2017	Working
	Furniture	0.41	0.41	Complete	Complete	10.10.2017	Working
	Others	0.69	0.66	Complete	Not Complete	01.11.2017	Under process

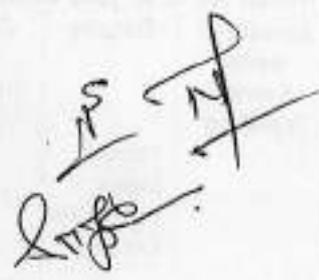
Hostel No. 8 (BH - 350 seaters)							
Details of each hostel building	Details	Cost of work (in lakh)	Amount already released (In lakh)	Physical Completion	Financial Completion	Date of completion of work	Present Status of Work
	Repairs	2.70	2.70	Complete	Complete	11.11.2017	Complete
	Mess	1.83	1.83	Complete	Complete	16.11.2017	Complete
	Furniture	1.21	1.21	Complete	Complete	13.09.2017	Complete
	Others	7.33	7.33	Complete	Complete	11.11.2017	Complete

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Hostel No. 9 (BH - 350 seaters)							
Details of each hostel building	Details	Cost of work (in lakh)	Amount already released (In lakh)	Physical Completion	Financial Completion	Date of completion of work	Present Status of Work
	Repairs	0.79	0.79	Complete	Complete	16.11.2017	Working
	Mess	0.23	0.23	Complete	Complete	13.11.2017	Working
	Furniture	-	-	-	-	-	-
	Others	1.98	1.98	Complete	Complete	16.11.2017 & 18.09.2017	Working

Hostel No. 10 (BH - 1000 seaters)							
Details of each hostel building	Details	Cost of work (in lakh)	Amount already released (In lakh)	Physical Completion	Financial Completion	Date of completion of work	Present Status of Work
	Repairs	2.14	2.14	Complete	Complete	16.11.2017	Working
	Mess	-	-	-	-	-	-
	Furniture	-	-	-	-	-	-
	Others	2.79	2.79	Complete	Complete	16.11.2017	Working


Ch 

- 241 -
STATUS OF REFURBISHMENT OF GIRL HOSTELS

Hostel No. K.C.B. (600 seaters)							
Details of each hostel building	Details	Cost of work (in lakh)	Amount already released (in lakh)	Physical Completion	Financial Completion	Date of completion of work	Present Status of Work
	Repair Mess	81.22	0.22	Not complete	Not complete	Not complete	Retendered under process
	Furniture Others	7.57	5.64	By 25.11.2017	-	By 25.11.2017	90% completed

Hostel No. B.B. (200 seaters)							
Details of each hostel building	Details	Cost of work (in lakh)	Amount already released (in lakh)	Physical Completion	Financial Completion	Date of completion of work	Present Status of Work
	Repair Mess	0.81	0.81	Complete	Complete	23.10.2017	Working
	Furniture Others	0.69	0.69	Complete	Complete	31.10.2017	Working

Hostel No. C.B. (300 seaters)							
Details of each hostel building	Details	Cost of work (in lakh)	Amount already released (in lakh)	Physical Completion	Financial Completion	Date of completion of work	Present Status of Work
	Repair Mess	0.68	0.68	Complete	08.08.2017	08.08.17	Complete
	Furniture Others	0.24	0.24	Complete	27.08.2017	15.09.2017	Complete
	Furniture Others	0.19	0.19	Complete	23.08.2017	20.08.2017	Complete

Hostel No. A.B. (120 seaters)							
Details of each hostel building	Details	Cost of work (in lakh)	Amount already released (in lakh)	Physical Completion	Financial Completion	Date of completion of work	Present Status of Work
	Repair Mess	2.48	2.48	Complete	Complete	16.10.2017	Working
	Furniture Others	7.12	6.10	Complete	Complete	12.11.2017 & 08.08.2017	Complete

BoG 43.18 To report the approval accorded by the Hon'ble Chairperson, Board of Governors.

The Hon'ble Chairperson, BOG accorded approval on the following issues on behalf of the Board in view of the urgency:

1. The constitution of the Adhoc Selection Committee and the recommendation of Adhoc Selection Committees for the engagement of Training & Placement Officer, Consultant and Counselor on contract basis. Copies of the approval are enclosed as Annexure – 43.18.(i) from pages 243 to 248.
2. The resignation of Shri Ashish Mall, Assistant Professor (on contract), Mechanical Engineering Department; appointed under the standard 3 tier rigid faculty structure. A copy of the approval is enclosed as Annexure – 43.18.(ii) from pages 249 to 250.

The Board may note *“the approval accorded by the Hon'ble Chairperson, Board of Governors.”*

No. Gen.-I/ 4250

Dated: 04-09-2017

Subject: Constitution of Ad-hoc Selection Committee for the appointment of a Training and Placement officer in the Institute.

An Agenda Item was placed before the Board of Governors in its 42nd meeting held on 27.06.2017 for the engagement of a Training & Placement Officer on contract basis under Clause 28(2) of the Statutes initially for a period of one year or till further orders and the Board has decided as under:

"In order to improve placement of students through campus selection, also emphasized in 10th meeting of Council of NITSER, the Board allowed the Institute to engage a Training & Placement Officer purely on contract basis, under clause 28(2) of the Statutes, for a period of three years (maximum) subject to satisfactory performance with one month notice period on either side. Further, the Board also approved that the qualification, experience, pay etc. shall be as per details given in the agenda item."

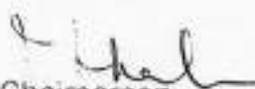
In compliance of the above said BOG decision, a Training & Placement Officer may be engaged purely on contract basis under clause 28(2) of the Statutes through walk-in-interview.

As per Clause-28(3) of the First Statutes of NITs, the Hon'ble Chairperson, Board of Governors is requested to kindly approve the constitution of following Ad-hoc Selection Committee for the above purpose:

- | | | | |
|----|---------------------------------------|---|----------|
| 1. | Director or his nominee | : | Chairman |
| 2. | One Expert from outside the Institute | : | Member |
| 3. | One Expert from the Institute | : | Member |
| 4. | Registrar | : | Member |

It may be mentioned here that as an administration procedure, the approval of the above constitution of Ad-hoc Selection Committee is necessary before advertising the said post. However, to maintain the secrecy in the matter of composition, i.e. the names of External Experts at serial No. 2 & Internal Expert at serial No.3 will be provided by the Director at the time of finalizing the schedule of the Ad-hoc Selection committee meeting.

The approval so accorded will be reported to the Board of Governors in its next meeting for confirmation as per Clause-28(3) of the First Statutes of NITs.


Hon'ble Chairperson
Board of Governors
NIT, Kurukshetra


Director 4/9/17

NATIONAL INSTITUTE OF TECHNOLOGY
KURUKSHETRA-136119

No.Gen.-I/ 4796

Dated: 09/10/17

Subject: Appointment of Training & Placement Officer on contract basis.

The matter to consider for the appointment of Training & Placement Officer on contract basis in the Institute was placed before the Board in its 42nd meeting held on 27.06.2017. The Board decided as under:

"In order to improve placement of students through campus selection, also emphasized in 10th meeting of Council of NITSER, the Board allowed the Institute to engage a Training & Placement Officer purely on contract basis, under clause 28(2) of the Statutes, for a period of three years (maximum) subject to satisfactory performance with one month notice period on either side. Further, the Board also approved that the qualification, experience, pay etc. shall be as per details given in the agenda item."

As per Clause 28.3 of the First Statutes of NITs Act, the Hon'ble Chairperson, BoG had approved the constitution of Ad-hoc Selection Committee. After obtaining approval of the Hon'ble Chairperson, BoG, the post of Training & Placement Officer was advertised vide advertisement No. 18/2017 in the news papers and also on the website of the Institute for conducting Walk-in-Interview for the engagement of Training & Placement Officer on contract basis.

The Walk-in-Interview was conducted for the engagement of Training & Placement Officer on 28.09.2017 by the Ad-hoc Selection Committee. 07 candidates appeared for interview before the Ad-hoc Selection Committee. The Ad-hoc Selection Committee interviewed the above candidates and on the basis of their performance in the interview, the committee recommends the following:

"None found suitable"

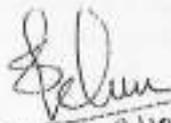
A copy of the recommendations is enclosed for your kind perusal.

The Hon'ble Chairperson, BoG may be requested to kindly approve the recommendations of the Ad-hoc Selection Committee.

The approval so accorded will be reported to the Board in its next meeting.

Encl: As above

Hon'ble Chairperson
Board of Governors
NIT, Kurukshetra


Director 9/10/17

NATIONAL INSTITUTE OF TECHNOLOGY
KURUKSHETRA-136119

No.Gen.-/ 4794

Dated: 09/10/17

Subject: Appointment of Consultant on contract basis.

As per the approval of the BoG in its 41st meeting held on 31.01.2017, three consultants were engaged for a period of one year or till further orders whichever may be earlier. A post of consultant was lying vacant as one of the consultant Shri Madan Pal Sharma had left the contractual service due to his personal reasons.

After obtaining approval of the Hon'ble Chairperson, BoG; regarding the constitution of Ad-hoc Selection Committee, the post of Consultant was advertised vide advertisement No.18/2017 in the news papers and also on the website of the Institute for conducting Walk-in-Interview for the engagement of Consultant on contract basis.

The Walk-in-Interview was conducted for the engagement of Consultant on 28.09.2017 by the Ad-hoc Selection Committee. 03 candidates appeared for interview before the Ad-hoc Selection Committee. The Ad-hoc Selection Committee interviewed the above candidates and on the basis of their performance in the interview, the committee recommends the following:

"None found suitable"

A copy of the recommendations is enclosed for your kind perusal.

The Hon'ble Chairperson, BoG may be requested to kindly approve the recommendations of the Ad-hoc Selection Committee.

The approval so accorded will be reported to the Board in its next meeting.

Encl: As above

Hon'ble Chairperson
Board of Governors
NIT, Kurukshetra


Director

NATIONAL INSTITUTE OF TECHNOLOGY
KURUKSHETRA - 136119

No. Gen.-1/4251

Dated: 04.09.2017

Subject: Constitution of Ad-hoc Selection Committee for the appointment of a Counselor for the Students, Faculty & Staff of the Institute.

An Agenda Item was placed before the Board of Governors in its 42nd meeting held on 27.06.2017 for the engagement of a Counsellor on contract basis under Clause 28(2) of the Statutes initially for a period of one year or till further orders and the Board has decided as under:

"The Board allowed the Institute to engage a Counsellor for the students, the Faculty and the Staff purely on contract basis, under clause 28(2) of the Statutes, for a period of three years (maximum) subject to satisfactory performance with one month notice period on either side. Further, the Board also approved that the qualification, experience, pay etc. shall be as per details given in the agenda item."

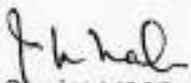
In compliance of the above said BOG decision, a Counsellor may be engaged purely on contract basis, under clause 28(2) of the Statutes through walk-in-interview.

As per Clause-28(3) of the First Statutes of NITs, the Hon'ble Chairperson, BOG is requested to kindly approve the constitution of following Ad-hoc Selection Committee for the above purpose:

- | | | | |
|----|---------------------------------------|---|----------|
| 1. | Director or his nominee | : | Chairman |
| 2. | One Expert from outside the Institute | : | Member |
| 3. | One Expert from the Institute | : | Member |
| 4. | Registrar | : | Member |

It may be mentioned here that as an administration procedure, the approval of the above constitution of Ad-hoc Selection Committee is necessary before advertising the said post. However, to maintain the secrecy in the matter of composition, i.e. the names of External Experts at serial No. 2 & Internal Expert at serial No.3 will be provided by the Director at the time of finalizing the schedule of the Ad-hoc Selection committee meeting.

The approval so accorded will be reported to the Board of Governors in its next meeting for confirmation as per Clause-28(3) of the First Statutes of NITs.


Hon'ble Chairperson
Board of Governors
NIT, Kurukshetra.


Director 4/9/17

mb

NATIONAL INSTITUTE OF TECHNOLOGY
KURUKSHETRA-136119

No.Gen.-I/ 4795

Dated: 09/10/17

Subject: Appointment of Counselor on contract basis.

The matter to consider for the appointment of Counselor on contract basis in the Institute was placed before the Board in its 42nd meeting held on 27.06.2017. The Board decided as under:

"The Board allowed the Institute to engage a Counsellor for the students, the Faculty and the Staff purely on contract basis, under clause 28(2) of the Statutes, for a period of three years (maximum) subject to satisfactory performance with one month notice period on either side. Further, the Board also approved that the qualification, experience, pay etc. shall be as per details given in the agenda item."

As per Clause 28.3 of the First Statutes of NITs Act, the Hon'ble Chairperson, BoG had approved the constitution of Ad-hoc Selection Committee. After obtaining approval of the Hon'ble Chairperson, BoG, the post of Counselor was advertised vide advertisement No.18/2017 in the news papers and also on the website of the Institute for conducting Walk-in-Interview for the engagement of Counselor on contract basis.

The Walk-in-Interview was conducted for the engagement of Counselor on 28.09.2017 by the Ad-hoc Selection Committee. 03 candidates appeared for interview before the Ad-hoc Selection Committee. On the basis of the performance of the candidate in the interview, the Committee recommends the following for the engagement of Counselor on contract basis on a consolidated remuneration:

1. Ms. Chhaya Tomar (Rs. 35,133/- p.m.)

A copy of the recommendations is enclosed for your kind perusal.

The Hon'ble Chairperson, BoG may be requested to kindly approve the recommendations of the Ad-hoc Selection Committee meeting so that above candidate may be engaged as Counselor for a period of one year or till further orders whichever may be earlier.

The approval so accorded will be reported to the Board in its next meeting.

Encl: As above

Hon'ble Chairperson
Board of Governors
NIT, Kurukshetra


Director 9/10/17

N.I.T. KURUKSHETRA

Sl. No.	9407	Date	13/10/17
PG	DAC	DM	CVG
PH	CI	MAE	
PS	EDC		
LMU			
IS			
PS			
PG			



director, <director@nitkk.ac.in>

Appointment of Training & Placement Officer, Counselor and Consultant on contract basis.

Jagdish Khattar <jagdish.khattar@carnation.in>
To: "director" <director@nitkk.ac.in>

Wed, Oct 11, 2017 at 3:15 PM

I suppose there was an advt and date was given for the interview.

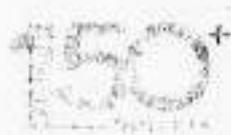
Only a candidate was found suitable for one post. Same is approved.

Why do we need approval for the other 2 posts for which no one was found suitable? And also inform the board?

I feel for information is adequate. Assume you will be inviting candidates again. Do examine how we can get better response.

Best wishes,

Jagdish Khattar



Carnation Auto India Pvt. Ltd.
Home Office
First floor, Plot No. A 110, Sector - 5, Noida - 201 301 (UP)
Phone: 9717092356
www.carnation.in

R. K. Sharma
11/10/17

Sharma
11/10/17

Dr. (name) *SRD*
11/10/17

SSG (Gen)

From: director [mailto:director@nitkk.ac.in]
Sent: 10 October 2017 13:54
To: Jagdish Khattar

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NATIONAL INSTITUTE OF TECHNOLOGY ANNEXURE - 43.18.ii
KURUKSHETRA-136119

No. Estt-I/PF/384/7022

Dated: 28.12.2017

Subject: Resignation of Shri Ashish Mall from the post of Assistant Professor in Mechanical Engineering Department.

Shri Ashish Mall, Assistant Professor, Mechanical Engineering Department vide letter No. MED/17/2203, dated 06.12.2017 has submitted resignation from the post of Assistant Professor on long contract due to unavoidable personal reasons and treat this as one-month prior intimation from cessation of services (copy enclosed). He has requested to accept his resignation. He will be relieved from the services of this Institute on 05.01.2018 (AN).

In this connection, it is stated that Shri Ashish Mall was offered the post of Assistant Professor on contract basis for a period of three years in Mechanical Engineering Department vide this office letter No. Gen-1/FR/13/7244, dated 26.08.2013. He joined in the Institute on 06.09.2013 (FN). His services was extended by two years in the 40th meeting of BOG held on 19.08.2016.

As per Clause 30 (ii) of NIT First Statutes, 2007 a member of the staff of Institute (not a permanent employee) may resign only after giving one month's notice in writing to the appointing authority or by paying one month's salary in lieu of thereof.

The relevant Clause 24 of NIT Act, 2007 regarding appointment reads as under:-

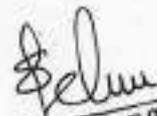
"All appointments of the staff of every Institute, except that of the Director and Appointment Deputy Director, shall be made in accordance with the procedure laid down in the Statutes, by-

- (a) the Board, if the appointment is made on the academic staff in the post of Lecturer or above or if the appointment is made on the non-academic staff in any cadre the maximum of the pay scale for which exceeds rupees ten thousands five hundred;"

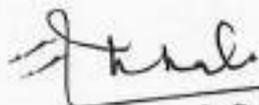
In view of the (a) above Board of Governors of the Institute is competent for acceptance of his resignation. The meeting of the Board of Governors is likely to be held in the last week of January, 2018. As per the request, Shri Ashish Mall will be relieved from the services of the Institute on 05.01.2018 (AN).

The Hon'ble Chairperson, BoG may kindly consider the above and accord his approval for accepting the resignation of Shri Ashish Mall, Assistant Professor on long contract in anticipation of the approval of the Board.

The matter will be reported to the Board in its next meeting.


Director 28/12/17

Hon'ble Chairperson
Board of Governors
NIT, Kurukshetra


29/12/2017

BoG 43.19 To ratify the action taken by the Hon'ble Chairperson, Board of Governors regarding the Panel of External Experts for recruitment of Technical, Administrative & Ministerial Staff, Senior Administrative and other comparable posts.

The Panel of External Experts for recruitment of Technical, Administrative & Ministerial Staff, Senior Administrative and other comparable posts was approved by the Board of Governors in its 32nd meeting held on 03.01.2014 for the period w.e.f. 03.01.2014 to 02.01.2016. Subsequently, the validity of this panel was extended upto 01.01.2017 by the Board in its 38th meeting held on 15.12.2015.

The matter to consider for the extension of validity of Panel of External Expert for recruitment of Technical, Administrative & Ministerial Staff, Senior Administrative and other comparable posts was placed before the Board in its 41st meeting held on 31.01.2017. The Board decided as under:

“The Board decided to authorize the Chairperson, BoG for approving a new Panel of External Expert for recruitment of Technical, Administrative & Ministerial Staff, Senior Administrative and other comparable posts carrying pay scale of lecturer and above, as per First Statutes of the NITs under Statutes No. 23(5D) and placing it before the Board in its next meeting for ratification. The Board further desired that the approved Panel of External Expert should be replaced by a new Panel after two years.”

In compliance of the above said decision of the BoG, a Panel of External Experts for recruitment of Technical, Administrative & Ministerial Staff, Senior Administrative and other comparable posts was prepared by the Institute and the same was submitted to the Hon'ble Chairperson, Board of Governors of the Institute for approval. As per the advice of the Hon'ble Chairperson, Board of Governors, the new panel of External Experts was modified and got approved by the Hon'ble Chairperson, Board of Governors. The panel will be valid for a period of two years i.e. upto 22.01.2020.

The new panel of External Experts for recruitment of Technical, Administrative & Ministerial Staff, Senior Administrative and other comparable posts, as approved by the Hon'ble Chairperson, Board of Governors is placed before the Board *for ratification*.

Further, the Institute has faced difficulty when experts are unable to come for the Selection Committee Meetings at the eleventh hour. At the last minute, it becomes difficult to invite any expert from the approved list. Therefore, under such emergent situation, if the Board approves, *the Director may invite any other expert from outside the panel*.

BoG 43.20 To nominate the member as Nominee of the Board on the Selection Committee for recruitment of Senior Administrative and other comparable posts carrying pay scale of Assistant Professors and above.

As per Statutes 23(5)(d) for filling up the posts of Administrative and other comparable posts carrying pay scale of Assistant Professor and above shall consist of the following members:

- | | | |
|-------|---|-----------------|
| (i) | Director or Deputy Director | - Chairman |
| (ii) | One expert from outside the Institute | - Member |
| (iii) | Nominee of Ministry of Human Resource Development | - Member |
| (iv) | Nominee of the Board | - Member |
| (v) | Registrar | - Member |

As per clause - 23(5)(d)(iv) of the Statutes, there is a provision of Nominee of the Board on the Selection Committee for recruitment of Senior Administrative and other comparable posts carrying pay scale of Assistant Professors and above. The existing panel for nominee of the Board on Selection Committee was valid upto 1.1.2017.

As per decision taken by the Board, in its 42nd meeting held on 27.06.2017, the Panel of experts for 23(5)(d)(ii) has been got approved from the Hon'ble Chairperson, Board of Governors on 06.09.2017 which is being placed before the Board vide Agenda Item No. BoG 43.19 for ratification. Earlier, the Institute has only one panel approved from the Board both for **Clause-23(5)(d)(ii) : One expert from outside the Institute**, and **Clause-23(5)(d)(iv) : Nominee of the Board**.

In the light of above, following is proposed for consideration and approval of the Board:

- (i) *the Board may consider the panel of experts approved for **Clause-23(5)(d)(ii)** for **Clause-23(5)(d)(iv)** as well as per past practice.*

OR

- (ii) *The Board may consider the separate panel placed on the table for **Clause-23(5)(d)(iv) :Nominee of the Board** for a period of two years.*

Further, the Institute has faced difficulty when experts are unable to come for the Selection Committee Meetings at the eleventh hour. At the last minute, it becomes difficult to invite any expert from the approved list. Therefore, under such emergent situation, if the Board approves, *the Director may invite any other expert from outside the panel.*

The Board may decide.

BoG 43.21 To ratify the action taken by the Hon'ble Chairperson, Board of Governors regarding the Panel of External Experts for recruitment of Academic Staff (excluding the Director and the Deputy Director) in various subjects.

The Panel of External Experts for recruitment of Academic Staff (excluding the Director and the Deputy Director) in various subjects was approved by the Board of Governors in its 32nd meeting held on 03.01.2014 for the period w.e.f. 03.01.2014 to 02.01.2016. Subsequently, the validity of this panel was extended upto 01.01.2017 by the Board in its 38th meeting held on 15.12.2015.

The matter to consider for the extension of validity of Panel of External Expert for recruitment of Academic Staff (excluding the Director and the Deputy Director) in various subjects was placed before the Board in its 41st meeting held on 31.01.2017. The Board decided as under:

"The Board decided to authorized the Chairperson, BoG for approving a new Panel of External Expert and placing it before the Board in its next meeting for ratification. The Board further desired that the approved Panel of External Expert should be replaced by a new Panel after two years."

In compliance of the above said decision of the BoG, a Panel of External Experts for recruitment of Academic Staff in various subjects was prepared by the Institute and the same was submitted to the Hon'ble Chairperson, Board of Governors of the Institute for approval. As per the advice of the Hon'ble Chairperson, Board of Governors, the new panel of External Experts was modified and got approved by the Hon'ble Chairperson, Board of Governors. The panel will be valid for a period of two years i.e. upto 22.01.2020.

The new panel of External Experts for recruitment of Academic Staff (excluding the Director and the Deputy Director) in various subjects, as approved by the Hon'ble Chairperson, Board of Governors is placed before the Board *for ratification*.

Further, the Institute has faced difficulty when experts are unable to come for the Selection Committee Meetings at the eleventh hour. At the last minute, it becomes difficult to invite any expert from the approved list. Therefore, under such emergent situation, if the Board approves, *the Director may invite any other expert from outside the panel*.

BoG 43.22 To nominate the member as Nominee of the Board on the Selection Committee for the recruitment of Academic Staff (excluding Director and the Deputy Director) or promotion.

As per Statutes 23(5)(a) for filling up the posts of Academic Staff (excluding Director and the Deputy Director) by recruitment and promotion shall consist of the following members:

- (i) Director or Deputy Director - Chairman
- (ii) Visitor's Nominee - Member
- (iii) Two nominee of the Board one being an Expert, but other than a member of the Board - Member**
- (iv) One expert nominee of Senate from outside the Institute - Member
- (v) Head of Department concerned - Member
(for other than the post of Deputy Director & Professor)

As per clause - 23(5)(a)(iii) of the Statutes, there is a provision for two nominees of the Board one being an Expert, but other than a member of the Board on the Selection Committee for recruitment and promotion for academic staff (excluding Director and the Deputy Director). The existing panel for nominees of the Board on Selection Committee was valid upto 1.1.2017.

As per decision taken by the Board, in its 42nd meeting held on 27.06.2017, the Panel for nominee experts of the Board under Clause-23(5)(a)(3) has been got approved from the Hon'ble Chairperson, Board of Governors on 06.09.2017 which is being placed before the Board vide Agenda Item No. BoG 43.21 for ratification. Earlier, the Institute has only one panel approved from the Board for both the nominees of the Board.

In the light of above, following is proposed for consideration and approval of the Board:

- (i) *the Board may consider one nominee of the Board on the Selection Committee out of the members of Board of Governors.*

OR

- (ii) *the Board may consider the panel approved by the Hon'ble Chairperson, Board of Governors for the Expert nominees of the Board for other nominee, but other than the member of the Board as per past practice.*

OR

- (iii) *The Board may consider the separate panel placed on the table for other member of the Board for a period of two years.*

Further, the Institute has faced difficulty when experts are unable to come for the Selection Committee Meetings at the eleventh hour. At the last minute, it becomes difficult to invite any expert from the approved list. Therefore, under such emergent situation, if the Board approves, *the Director may invite any other expert from outside the panel.*

The Board may decide.

BoG 43.23 To consider the nomination of the Board of Governors on the Building & Works Committee of the Institute.

As per provisions contained under clause 12 (1) of the First Statutes for NITs, the composition of the Building & Works Committee of the Institute shall consist of the following members:-

- (i) The Director, ex-officio Chairman;
- (ii) One member nominated by the Central Government not below the rank of Director or Deputy Secretary;
- (iii) One member nominated by the Board of Governors;**
- (iv) Registrar, ex-officio Member-Secretary
- (v) Dean, Planning and Development or similar position – member and
- (vi) One expert each from Civil and Electrical Engineering Wing of Central or State Government or any autonomous body of repute - member

As per above composition {vide No. (iii)}, the Board in its 34th meeting held on 19.09.2014 nominated Sh. K.N. Rai, Former Chief Executive & Advisor, Ministry of Defence (DRDO) as Nominee of the Board on the Building & Works Committee.

The above nominee of the Board on BwC has completed a tenure of more than three years. There is no specific tenure period mentioned in the First Statutes for NITs for nominee of BoG on Building and Works Committee.

In view of above, the Board may consider *for nominating one member on the Building & Works Committee of the Institute.*

BoG 43.24 To approve the Annual Report and Audited Statement of Accounts & Audit Report of the Institute for the year 2016-17.

As per instructions of the Government of India, Ministry of Human Resource Development, Department of Secondary & Higher Education, New Delhi, fifty copies of Annual Report and Annual Accounts of the Institute are required to be sent to the Ministry duly approved by the Board of Governors for laying the same before the Parliament.

The Annual Report, Audited Statement of Accounts and Audit Report for the year 2016-17 of the Institute have been prepared. As per above instructions, these documents are to be approved by the Board. Therefore, the copies of Annual Reports, Audited Statement of Accounts and Audit Report for the year 2016-17 (in both English & Hindi versions) will be placed before the Board on the table.

Further, it may be mentioned that the Annual Accounts had already been approved by the Finance Committee and the BoG in their meetings held on 14.06.2017 and 27.06.2017 respectively.

The Board may consider and *approve the Annual Report, Audited Statement of Accounts and Audit Report of the Institute for the year 2016-17.*

BoG 43.25 To consider the extension of contractual appointment by two years for the faculty members appointed on three years contract under the standard 3 tier rigid faculty structure.

The Institute had recruited Assistant Professors on long contract initially for a period of three years in the Pay Band-3 of Rs.15600-39100 with AGP of Rs.6000/- against Advertisement No.05/2013 following the Model Recruitment Rules (MRRs) conveyed by the MHRD, Government of India vide letter No.F.33-7/2001-TS.III dated 14.03.2012 and approved by the Board.

As per Model Recruitment Rules, a Clause was inserted in the appointment letters of the said Assistant Professors that their services will be regularized only on acquiring the Ph.D. Degree within the specified period of three years or extended period of two years, as the case may be, and after satisfactory completion of their initial or extended probation period.

Shri V.S. Nagendra Reddy B, Assistant Professor had joined on 31.12.2013 on three years contract under the standard 3-tier rigid faculty structure. He is pursuing Ph.D. degree in the discipline of Mechanical Engineering from the Indian Institute of Technology, Kanpur. His three years period of contractual appointment had been completed on 30.12.2016. The Head, Department of Mechanical Engineering had reported that the academic and research performance in respect of Shri V.S. Nagendra Reddy B was found satisfactory.

Shri Dheeraj Kumar Sharma, Assistant Professor had joined on 04.06.2014 on three years contract under the standard 3-tier rigid faculty structure. He is pursuing Ph.D. degree in the discipline of Electronics & Communication Engineering from the National Institute of Technology, Kurukshetra. His three years period of contractual appointment had been completed on 03.06.2017. The Head, Department of Electronics & Communication Engineering had reported that the academic and research performance in respect of Shri Dheeraj Kumar Sharma was found satisfactory.

Thereafter, the matter to consider the extension of contractual period of appointment by two years for the said faculty members was placed before the Board of Governors in its 42nd meeting held on 27.06.2017 vide agenda No.42.8 and the Board decided as under:

“The Board noted that a policy decision is being taken by the Ministry of Human Resource Development, Govt. of India to resolve the various issues related with the appointment of faculty under the standard three tiers rigid faculty structure; and, in turn, this Agenda item was deferred for being taken up in the next meeting of the BoG.”

In this connection, vide OM F.No.2-5/2017-TS.III dated 17.07.2017 Annexure – 43.25.(i) from pages 260 to 261, the Under Secretary to Government of India, Ministry of Human Resource Development, Department of Higher Education, New Delhi has given the following clarifications regarding confirmation of Assistant Professors who were appointed in NITs on contract as per provision contained in Model Recruitment Rule (MRR) for faculty of NITs:

“As the appointee do not possess a Ph.D. degree which is an essential requirement, the post is offered initially for a period of three years which can be further extended by another two years on the recommendations of a valid Selection Committee. In the mean time the appointee will have to acquire Ph.D. degree, failing which the contract may not be extended beyond the period of five years. However, his/her services would be automatically regularised on the same post in the same Pay-Band and the same AGP from the date of his/her acquiring Ph.D. degree within the stipulated period.

The regularisation of such Assistant Professors may be carried out as per the terms and conditions of the appointment letter and Recruitment rule prevailing at that point of time.”

In view of the position as stated above, the matter is placed before the Board of Governors to consider *the extension in contractual appointment for a period of two years in respect of Shri V.S. Nagendra Reddy B and Shri Dheeraj Kumar Sharma to the post of Assistant Professor in their discipline in terms of their contractual appointment letters.*

Dy. No.	1267	Date	27/7/17
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			PC

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F.No.2-5/2017 - TS.III
GOVERNMENT OF INDIA

MINISTRY OF HUMAN RESOURCE DEVELOPMENT
DEPARTMENT OF HIGHER EDUCATION

New Delhi, the 17th July, 2017

To

The Director
Motilal Nehru National Institute of Technology, Allahabad
Uttar Pradesh

Subject: Clarification regarding confirmation of Assistant Professors who were appointed in NITs on contract as per provisions contained in Model recruitment Rule (MRR) for faculties in NITs - regarding.

Sir,

This Ministry had received a reference from MNNIT, Allahabad seeking clarifications regarding applicability of the provisions of NIT Faculty Recruitment Rules, 2011 on Assistant Professors who were appointed in the Institute on contract as per provisions contained in above said Rules prior to the implementation of 4-Tier Flexible Faculty Structure. These Asst. Professors were not having Ph.D. degree at the time of their contractual recruitment following the provisions of 3 Tier System for Faculty recruitment in NITs.

2. One of the conditions of the contract signed between the appointees and the Institute was that **"as the appointee do not possess a Ph.D. degree which is an essential requirement, the post is offered initially for a period of three years which can be further extended by another two years on the recommendations of a valid Selection Committee. In the mean time the appointee will have to acquire Ph.D. degree, failing which the contract may not be extended beyond the period of five years. However, his/her services would be automatically regularised on the same post in the same Pay-Band and the same AGP from the date of his/her acquiring the Ph.D. degree within the stipulated period."**

3. Therefore, a clarification was sought by MNNIT, Allahabad whether such faculty can be regularised as per the rules and conditions of the appointment letter / contract or not in view of the fact that 4-Tier Flexible Faculty Structure is in vogue.

4. This matter was examined in this Ministry in consultation with D/o Legal Affairs, M/o Law & Justice. The regularisation of such Assistant professors (mentioned in Institute's letter dated 7th February, 2017) may be carried out as per the terms and conditions of the appointment letter and Recruitment rule prevailing at that point of time.

Self (Case)
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01/8/17

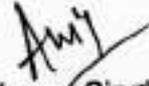
Amr
For further info
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Discussed
17/7/17

'R'
Pl. discuss
26/7/17

6: The Board of Governors of the Institute may take further necessary action in this matter.

Yours faithfully,



(Anil Kumar Singh)

Under Secretary to the Government of India

Ph: 23384897

Copy for information to: The Directors of 30 NITs other than MNNIT, Allahabad.

BoG 43.26 To consider the regularization and confirmation of Assistant Professors recruited at AGP of Rs.6000/- plus 02 increments in the Institute on contract basis for a period of three years under the standard 3 tier rigid faculty structure.

The Model Recruitment Rules (MRRs) for faculty of NITs were issued by the Ministry of Human Resource Development, Government of India, New Delhi vide O.M. F.No.33-7/2011-TS.III dated 14.03.2012 and in accordance with the said recruitment rules, the faculty positions including the post of Assistant Professor were advertised for recruitment vide Advertisement No.14/2012 and No.05/2013. The post of Assistant Professor was advertised in PB-3 of Rs.15600-39100 with Academic Grade Pay of Rs.6000/-, Rs.7000/- & Rs.8000/- and the requisite qualifications as per advertisement(s) are as under:

Designation, Pay Band and Academic Grade Pay	Essential Qualifications	Relevant Experience	Other Essential Qualifications	Additional Desirable Requirements	Age Preferably below
Assistant Professor (on contract) GP Rs.6000/- PB-3 + 2 Increments	M.Tech.	None	None	Advanced state of Ph.D. work in a reputed Institute	30 years
Assistant Professor GP Rs.7000/-	Ph.D.	None	One paper accepted for publication in an SCI* Journal.	Two SCI* Journal papers or one Patent; may be based on Ph.D work.	35 years
Assistant Professor Grade Pay Rs.8000/-	Ph.D.	3 years after Ph.D. or 6 years (not counting Ph.D. enrolment period) after obtaining	2 papers in SCI* journals outside Ph.D. work. One ongoing sponsored project for candidates from academia. Two experimental or Computational projects added to	One Ph.D. supervision ongoing; one patent, Experience in Industry or R&D lab of repute; M.Tech., M.Sc. or	N.A.

		M.Tech. Degree	teaching laboratories where appropriate.	B.Tech. project supervision on live Industrial problems.	
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* SCI – Science Citation Index

Accordingly, 50 Assistant Professors (on contract) for various disciplines were appointed for a period of three years in PB-3 of Rs.15600-39100 plus Rs.6000/- AGP plus 02 increments.

As per Model Recruitment Rules, a Clause was inserted in the appointment letters of the said Assistant Professors that their services will be regularized only on acquiring the Ph.D. Degree within the specified period of three years or extended period of upto additional two years, as the case may be, and after satisfactory completion of their initial or extended probation period. However, they will earn their annual increment as per rules.

The following Assistant Professors stated at Sr.No.1, 2 & 3 have completed their Ph.D. Degree during the period of contract and their services have been regularized and confirmed by the BoG in its 34th meeting held on 19.09.2014 and 35th BoG meeting held on 06.01.2015 on the post of Assistant Professor in PB-3 of Rs.15600-39100 plus Rs.7000/- AGP from the date of acquiring their Ph.D. Degree:

Sr. No.	Name of faculty and Department	Date of Joining with Academic Grade Pay (In Rupees)	Date of completion of one year continuous service	Date of acquiring Ph.D Degree	Date of Regularization with Academic Grade Pay (In Rupees)	Date of confirmation
1	Dr. Sudhanshu Choudhary, Electronics & Communications Engg.	04.03.2013 AGP-6000/- + 02 Increments	04.03.2014	04.05.2013	04.05.2013 AGP-7000/- + 02 Increments	04.05.2014
2	Dr. Bhanu Pratap, Electrical Engg.	27.05.2013 AGP-6000/- + 02 Increments	27.05.2014	25.11.2013	25.11.2013 AGP-7000/- + 02 Increments	25.11.2014

3	Dr. Mantosh Biswas, Computer Engg	06.09.2013 AGP- 6000/- + 02 Increments	06.09.2014	16.01.201 4	16.01.2014 AGP- 7000/- + 02 Increments	16.01.201 5
4	Dr. Giribabu Dyanamina, Electrical Engg	23.09.13(AN) AGP- 6000/- + 02 Increments	23.09.14(AN)	20.09.201 4	20.09.2014 AGP- 7000/- + 02 Increments	-
5	Dr. Jayaram Nakka, Electrical Engg.	14.11.13(AN) AGP- 6000/- + 02 Increments	14.11.14(AN)	20.09.201 4	20.09.2014 AGP- 7000/- + 02 Increments	-
6	Dr. Joy Parkash Misra, Mechanical Engg.	13.09.2013 AGP- 6000/- + 02 Increments	13.09.2014	20.09.201 4	20.09.2014 AGP- 7000/- + 02 Increments	-
7	Dr. Rajneesh, Mechanical Engg.	06.02.2013 AGP- 6000/- + 02 Increments	06.02.2014	11.12.201 4	11.12.2014 AGP- 7000/- + 02 Increments	-

The Assistant Professors stated at Sr.No. 4 to 7 above have been regularized in the Pay Band-3 of Rs. 15600-39100 with AGP of Rs. 7000/- on the basis of Ph.D and their confirmation was to be put up to the Board of Governors, but in the meantime, the Ministry of Human Resource Development, Govt. of India, New Delhi had issued the 4-tier flexible faculty structure vide O.M. No. F.No.33-9/2011-TS.III dated 23.08.2013, dated 12.12.2013 and dated 15.01.2014. Copy of MHRD letter dated 15.01.2014 is enclosed as Annexure – 43.26.(i) from pages 268 to 269. The instructions as stated in the OM dated 15.01.2014 issued by the MHRD, Govt. of India were adopted by the Board of Governors in its 33rd meeting held on 04.06.2014 vide agenda item No.33.11. A copy of the minutes dated 04.06.2014 are enclosed as Annexure – 43.25.(ii) on page 270. On adoption of 4-tier flexible faculty structure, the qualifications and process of AGP up-gradation has been changed.

In this connection, it is submitted that above said 07 Assistant Professors (on contract basis) were appointed in PB-3 with AGP of Rs.6000/- + 02 increments on

the basis of M.Tech. in the relevant discipline and their services have been regularized in the higher AGP of Rs. 7000/- from the date of completion of their Ph.D. while their services should have been regularized in PB-3 with AGP of Rs.6000/- from the date of acquiring their Ph.D. Degree. Due to confusion to understand the relevant rules, this mistake was occurred inadvertently. Further, this has raised pay anomalies with the Assistant Professors those recruited in Pay Band-3 of Rs. 15600-39100 with AGP of Rs. 7000/- on the basis of Ph.D. (without advance increments of M.Tech.).

Clarification regarding regularization of Assistant Professor recruited in PB-3 at AGP of Rs. 6000/- on contract basis for a period of three year and up-gradation to Rs. 7000/- after acquiring the Ph.D. Degree was sought from the MHRD, Govt. of India, New Delhi vide this Institute letter No.Estt.-I/4696 dated 31.05.2016 and letter No.Estt./7293 dated 28.10.2016 in compliance of the decision of Board of Governors taken in its 39th & 40th meeting respectively.

The said matter was placed before the Board of Governors in its 42nd meeting held on 27.06.2017 vide agenda item No.42.9 and the Board decided as under:

“In view of decision taken under the agenda item BoG 42.8, this Agenda Item was deferred for being taken up in the next meeting of the BoG.”

Further, the said matter was examined by the High Level Committee and the said Committee submitted its report on 12.07.2017 with the following recommendations:

“The committee having gone through the said documents and observations is of the considered view that all these Assistant Professors should be automatically considered for regularization of the appointment on the same Pay Band, on the same post and AGP as per their terms of appointment.”

In this connection, vide OM F.No.2-5/2017-TS.III dated 17.07.2017 Annexure – 43.26.(iii) from pages 271 to 272, the Under Secretary to Government of India, Ministry of Human Resource Development, Department of Higher Education, New Delhi has given the following clarifications regarding confirmation of Assistant Professors who were appointed in NITs on contract as per provision contained in Model Recruitment Rule (MRR) for faculty of NITs:

“As the appointee do not possess a Ph.D. degree which is an essential requirement, the post is offered initially for a period of three years which

can be further extended by another two years on the recommendations of a valid Selection Committee. In the mean time the appointee will have to acquire Ph.D. degree, failing which the contract may not be extended beyond the period of five years. However, his/her services would be automatically regularised on the same post in the same Pay-Band and the same AGP from the date of his/her acquiring Ph.D. degree within the stipulated period.

The regularisation of such Assistant Professors may be carried out as per the terms and conditions of the appointment letter and Recruitment rule prevailing at that point of time.”

In view of the position as explained above, it is proposed that 03 Assistant Professors as stated below at Sr.No.1 to 3 in the table appointed on contract basis for a period of three years initially under the standard 3 tier rigid faculty structure may be considered for regularization and confirmation in PB-3 of Rs.15600-39100 with AGP of Rs.6000/- plus 02 increments from the due date as per terms and conditions of their appointment letter.

Sr. No.	Name of faculty and Department	Date of Joining with Academic Grade Pay (In Rupees)	Date of completion of one year continuous service	Date of acquiring Ph.D Degree	Date of Regularization with Academic Grade Pay (In Rupees)	Date of confirmation
1.	Dr. Sudhanshu Choudhary Electronics & Communications Engg.	04.03.2013 AGP-6000/- + 02 Increments	04.03.2014	04.05.2013	04.03.2013 AGP-7000/- + 02 Increments	04.05.2014
2.	Dr. Bhanu Pratap, Electrical Engg.	27.05.2013 AGP-6000/- + 02 Increments	27.05.2014	25.11.2013	27.05.2013 AGP-7000/- + 02 Increments	25.11.2014
3.	Dr. Mantosh Biswas, Computer Engg	06.09.2013 AGP-6000/- + 02 Increments	06.09.2014	16.01.2014	06.09.2013 AGP-7000/- + 02 Increments	16.01.2015