

Annexure – A: Guidelines for Setting up the COEs

- (iv) Maximum 15% of the capital cost may be shared by the Institute. Out of which, Institute must be able to share at least 25% from its IRG/Corpus directly. For the remaining 75% amount, Institute may apply for the HEFA loan.
- (v) After approval of the FC/BoG concerned, the Institute shall submit the proposal to MHRD along with all the documents required as per the HEFA guidelines.
- (vi) As per the Window-I of the HEFA, Institute will need to pay the principle portion. For servicing the interest part, funds shall be asked from MHRD in OH-31 after sanction of the loan from HEFA.
- (vii) Once the loan is sanctioned by the HEFA, then only the MoU must be signed with the Agency. Liabilities of the Institute and the Agency may be clearly spelt out in the MoU along with the benefits likely to accrue to both the parties.
- (viii) The equipment(s) installed in the CoE shall be the Assets of the NIT.

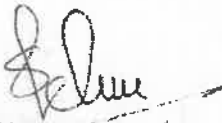
7. Funding for the Operating Cost and AMC:

- (i) There shall be minimum 3 years warranty on the equipment to be supplied by Agency for setting up the CoE. The cost for maintenance of hardware & software need to be borne fully by the Agency for first three years.
- (ii) The Agency setting up the CoE shall operate and maintain it for initial 3 years at its own cost. During last one year, it shall also provide assistance to train the staff of NIT concerned.
- (iii) Repair and Maintenance Cost or the AMC charges, which will be effective after initial period of three years, needs to be declared by the Agency while signing of the MoU.

8. Possibility of revenue generation using equipment of the CoE and its utilization

- (i) During initial three years, revenue generation strategies utilizing the facilities of CoE must be put in place so as to generate the enough revenue w.e.f. 4th year at least equal to the operational expenses and the AMC charges. Various avenues of revenue generation like Imparting Skill Development Training, Industrial Research etc. may be explored.
- (ii) Mobilization of the students for the Training purpose will be the joint responsibility of the company and the NIT concerned for the initial three years. During initial three years, in order to put the system of skill training in place, revenue generated from the training may be shared between the Institute and the Agency. Starting from the 4th Year, Agency shall be paid only the AMC charges as per the agreed rates in the MoU and the revenue earned shall be the income of the Institute only.





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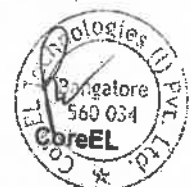


Annexure – B: Bill of Material (BOM)

Sr No	Particulars	Units
Product Design and Validation Lab & Advanced Manufacturing Lab		
1.	NX Academic Perpetual License Core+CAD	30
2.	NX Academic Perpetual License CAE+CAM	30
3.	Teamcenter Unified Academic Perpetual License	30
4.	Geolus Academic Perpetual License	30
5.	Tecnomatix Manufacturing Acad Perpetual License	30
6.	Tecnomatix Robcad Academic Perpetual License	30
7.	Femap with NX Nastran: Basic Educational License	1
8.	Fibersim for NX Perpetual Academic Bundle	30
9.	Solid Edge University Edition Perpetual	30
10.	Syncrofit for NX Perpetual Academic Bundle	30
11.	SDE for NX Perpetual Academic Bundle	30
12.	OEI Academic Bundle (VS) Perpetual License	30
13.	Preactor APS Teaching Pack	30
Test and Optimisation Lab		
14.	Simcenter 3D Academic Bundle	15
15.	STAR CCM + Academic Pack	20
16.	Simcenter Amesim Academic Bundle	15
17.	TL Academic Bundle	15
18.	NX Nastran Academic Bundle	15
19.	Test Bed Setup - Automotive	1
Automation Lab		
20.	S7 1200 PLC with HMI (6 Kits Package)	1
21.	S7 1500 PLC with HMI (1 kit Package)	1
22.	Software - TIA Portal Simatic Manager V13- 12 user/ TIA Portal WinCC V13- 6 user	1



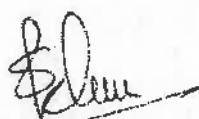

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Annexure – B: Bill of Material (BOM)

MECHATRONICS LAB		
23.	Mechatronics Training kit consisting of: MMS (Mechatronics Modular System) consisting of : Feeder Station, Inspection Station, Buffer Station, Processing Station, Sorting Station , Silent Compressor, Tool kit, SIMATIC S7-1200 PLC with Analogue Input, TIA Portal Simatic Manager Version-13 (basic) License 4 Work Bench (with Tool Box, Compressor) with S7-1200 PLC and TIA Portal Simatic Manager Version-13 (basic.) License	1
Electrical Lab & Energy Studies Lab		
24.	SINAMICS G120 for 3 AC 400V Standard drives (1 kit Package)	5
25.	DC Drive - 6RA80	2
26.	Demo case for L V Switchgear set (Multiple items) Consisting of : Star-Delta Starter training kit Soft starter training kit Type 2 Coordination training kit ACB 3WL MCCB training kit Type II Coordination Training kit	1
27.	Demo case for L V Motor set (Multiple items)	1
28.	SIMOCODE	2
29.	PAC METER	6
30.	Energy Savings Training Kit	2
PROCESS INSTRUMENTATION LAB		
31.	PCS 7 Trainer Package - 6 Licenses	1
32.	Simatic PCS-7 - AUTOMATION SYSTEM	2
33.	Process Instrumentation (Multiple Instruments)	1
CNC Controller Lab		
34.	Siemens Sinumerik 828D – Milling Controller	2
35.	Siemens Sinumerik 828D – Turning Controller	2
36.	Siemens Sinumerik 840D-SL CNC Training Rack	1
37.	Siemens Sinutrain Licenses	18
CNC Machining Lab		
38.	CNC Turning Centre – With Force & Vibration Sensors	1
39.	5 Axes CNC Vertical Milling Machine – With Force & Vibration Sensors	1
40.	Tooling package for the machines (1 Set for each Machine)	1 Set
41.	Stabilizers for the machines	1





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Annexure – B: Bill of Material (BOM)

Robotics Lab		
42.	Robotics Pick and Place Cell	1
43.	Robotic Spot Welding Cell	1
44.	Robotic Pulse MIG Welding Cell	1
45.	Robotic Pulse TIG Welding Cell	1
46.	Tool Set for Standard and Safety	1
Metrology Lab		
47.	ZEISS 3D CNC measuring machine model: ZEISS DuraMax RT 5/5/5 CNC Measuring range X=500mm, Y=500mm, Z=500mm	1
48.	Stand DuraMax	1
49.	Opt. Temp Sensing, DuraMax, In Stand Automatically temperature registration unit within 2 work piece sensors (magnetically)	1
50.	Rotary Table for DuraMax 5/5/5 DuraMax 5/5/5 CMM for the measurement of rotationally symmetrical components such as shafts, bearing rings, gears, but also small housings. Includes RT-RB-10-2 rotary table, with max. 9 kg payload (for details see technical data sheet of the CMM) Only available for DuraMax 5/5/5 with Zeiss machine base	1
51.	Three jaw chuck kit for THETA RT for Dur 3 jaw chuck Kit with jaws for DuraMax RT, incl. calibration sphere DK25 (600332-8445-000)	1
52.	Stylus system kit M3 XXT TL3, knurled st star stylus kit VAST XXT TL3, Rändel-stylus, 6 pcs.	1
53.	stylus system kit M3 XXT TL3 gear with r GEAR RT Accessories Kit for VAST XXT TL3	1
54.	GEAR PRO involute Basis Dgl Lic GEAR PRO involute Base Dongle license	1
55.	GEAR PRO inv Advanced Dgl Lic GEAR PRO involute Advanced PC license	1
56.	GEAR PRO bevel Base Dgl Lic GEAR PRO bevel Base Dongle license	1
57.	GEAR PRO bevel Advanced Dgl Lic GEAR PRO bevel Advanced Dongle License	1





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Annexure – B: Bill of Material (BOM)

58.	ZEISS 3D CNC measuring machine model: ZEISS DuraMax RT 5/5/5 CNC Measuring range X=500mm, Y=500mm, Z=500mm	1
59.	COMET L3D 2 Base 5M - sensor head with 5M camera and projector unit - colin3D Base with USB dongle - 100 and 250 FOVs (Field-Of-Views) included	1
60.	ZEISS Rotary 100/400 complete ZEISS COMET Rotary 100/400 incl. PeliCase Rotary table for atomized positioning of objects.	1
61.	COMET tripod including rotary head	1
62.	Notebook 17 inch English	1




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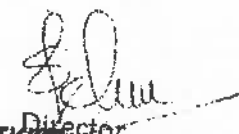
Annexure – C: Manpower Deployment for CoE

Manpower Deployment for CoE

Sl. No.	Particulars	No of Faculty
1	Centre Manager	1
2	Senior Trainers	5
3	Trainers	6
4	Student Coordinator	1

Designation- Role	Expertise	No of Faculty	Min. Qualification	Min. Experience
Centre Manager	People Management, training, project management	1	Graduate / Post graduate in engineering	6 to 8 years of experience 2 to 3 years' experience in project & operations Management
Senior Trainers	Good written & oral communication, domain expertise, flair for teaching & conversant with engineering software	5	Graduate / Post graduate in engineering	3 – 4 years of industry experience 1 year training experience
Trainers	Good written & oral communication, domain expertise, flair for teaching & conversant relevant domains	6	Diploma/ Graduate in engineering	2 – 3 years of industry experience 1 year training experience
Student Coordinator	Student Counselling, enrolment, coordination, assist Centre Manager in management reporting	1	Graduate in Science or Management	2 – 3 years of experience




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Annexure – D: AMC Charges from 4th Year for CoE

Sl. No.	Particulars of Labs	AMC Charges payable by NITKKR from 4 th Year
1	Design & Validation Lab	60,79,503
2	Advance Manufacturing Lab	
3	Test & Optimization Lab - Software	5,97,434
4	Test & Optimization Lab - Hardware	3,00,000
5	Automation Lab	7,00,000
6	Electrical/ Energy Saving Lab	
7	Mechatronic Lab	
8	Process Instrumentation Lab	
9	MCMT (808D Turn & Mill, 840 Dsl, Sinutrain)	3,00,000
10	CNC - Lathe, 5 (3+2) Axis VMC & Sensors (Vibration & Force)	4,00,000
11	Robotics (Material Handling, Pulse MIG, Pulse TIG & SPOT Welding)	5,00,000
12	Metrology Lab - Dura-Max RT with Gear Measurement - 3D Scanner	3,20,000

NOTE: The Annual Maintenance Charge (AMC) from the 4th year onwards has been calculated as of March 2019 and the prices may vary at the time of renewal of maintenance.




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In witness hereof, the Siemens Industry Software (India) Pvt. Limited, National Institute of Technology Kurukshetra and CoreEL Technologies (I) Private Limited have executed in manner hereinafter mentioned hereinabove.

SIGNED ON BEHALF OF

**National Institute of Technology
Kurukshetra.**

Name: SATISH KUMAR

Signature:


22/03/19

Designation: DIRECTOR
Director
National Institute of Technology
KURUKSHETRA-136119

**CoreEL Technologies (I) Pvt. Ltd.
Ltd.**

Name: VISHWANATH PADUR

Signature:


22/03/19

Designation: MANAGING DIRECTOR

Witness

Name: SURINDER DESWAL

Signature:


22/03/19

Designation: REGISTRAR, NIT KKR

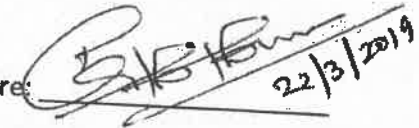
REGISTRAR I/C.
National Institute of Technology, Kurukshetra
KURUKSHETRA-136119



**Siemens Industry Software (India)
Pvt. Ltd.**

Name: MATHEW THOMAS

Signature:


22/3/2019

Designation: COUNTRY SALES LEADRE



Siemens Industry Software (India) Pvt.

Name : SRIDHAR SUBRAMANIAM

Signature:

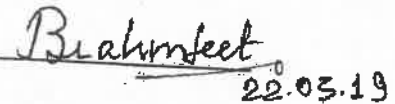


Designation: CHIEF FINANCIAL OFFICER

Witness

Name : BRAHMJEET SINGH

Signature:


22.03.19

Designation: DEAN (R&C), NIT KKR

Dean (Research & Consultancy)
National Institute of Technology
Kurukshetra-136119.



BoG 50.13 To note the status of Atal Incubation Centre (AIC) at NIT Kurukshetra and to approve the revised drafts of AoA and MoA in accordance with the directions of the Registrar of Companies, Ministry of Corporate Affairs.

The proposal to set up the Atal Incubation Centre was placed before the Board in its 47th meeting held on 09.01.2019. The Board decided as under:

"A presentation for the establishment of the Atal Incubation Center (AIC) at National Institute of Technology Kurukshetra was made by Dr. Brahmjit Singh, Dean, Research and Consultancy before the Board. The Board approved the proposal in principle for the establishment of Atal Incubation Centre in the Institute. However, the Board further decided that consequent developments in this regard be apprised the Board in its subsequent meetings. Further, the Board confirmed the minutes of this item".

The drafts of Article of Association (AoA) and Memorandum of Association (MoA) for the incorporation of Special Purpose Vehicle (SPV) Section -8 Company to be submitted with the Registrar of Companies, Ministry of Corporate Affairs, N. Delhi for setting up the AIC- NIT Kurukshetra were placed before the Board for consideration and approval in its 49th meeting held on 01.03.2019.

The Board decided as under:

"The Board granted approval of draft Articles of Association (AoA) and Memorandum of Association (MoA) for the registration of Atal Incubation Centre (AIC)-NIT Kurukshetra at National Institute of Technology Kurukshetra from office of the Registrar of Companies, Ministry of Corporate Affairs N. Delhi. The Board further decided that consequent developments in this regard be apprised to the Board in its subsequent meetings".

In view of the above decisions of the Board, the Institute has taken the following actions in regard to the establishment of the Atal Incubation Centre at NIT Kurukshetra:

1. The services of the firm- M/s. SKDS Associates, Delhi were hired for the incorporation of the SPV- Section 8 Company under the Company Act 2013 for the AIC.
2. The name of the SPV was approved by the Registrar of Companies, Ministry of Corporate Affairs as "AIC-NIT Kurukshetra Foundation".

3. As per directions received from the Registrar of Companies, Ministry of Corporate Affairs, New Delhi, Clause 31(i) (a) & (b) of AoA related to the remuneration of the directors were deleted from the draft AoA. In the draft MoA, only main objects clause was retained deleting auxiliary objects Clause (B) related to furtherance of the objects. Revised MoA and AoA documents are enclosed as Annexure - 50.13(i) from pages 117 to 131 herewith for your consideration and approval.
4. "AIC-NIT Kurukshetra Foundation" was incorporated on Seventh day of May 2019 under the Companies Act 2013(18 of 2013). PAN and TAN were also issued for the Company with the First Directors of the Company as follows:

Mr. Surinder Deswal
Mr. Brahmjit Singh

(Certificate of incorporation enclosed as Annexure - 50.13(ii) on page 132 .

5. M/s. SKDS Associates has been identified as the auditor for the "AIC-NIT Kurukshetra Foundation" for the financial year 2019-20 under the intimation to NITI Aayog.

The Board may note the actions taken / progress made by the Institute and approve the revised drafts of AoA and MoA in accordance with the directions of the Registrar of Companies, Ministry of Corporate Affairs.

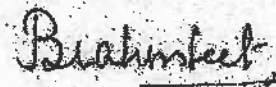
(THE COMPANIES ACT, 2013)
MEMORANDUM OF ASSOCIATION
OF
AIC - NIT KURUKSHETRA FOUNDATION
(COMPANY LIMITED BY GUARANTEE AND NOT HAVING SHARE CAPITAL)

- I. The Name of the Company in AIC-NIT KURUKSHETRA FOUNDATION.
- II. The Registered Office of the Company will be situated in the state of Haryana.
- III. The objects for which the Company is established are:

(A) THE OBJECTS TO BE PURSUED BY THE COMPANY ON ITS INCORPORATION ARE:

1. To invent, create, develop and advise technology based social enterprises in research, validation of business, commercialization of innovative research and technologies and business models and training the social entrepreneurs to improve their leadership skills for solving social problems with technology and business approaches across India
2. To provide all services related to incubating and investing in start-up entrepreneurial ventures and small and medium enterprises across industry via financial and non-financial services including administrative, management, technical and non-technical, access to mentorships in different subjects of business like technology, legal and marketing, operations, production, leadership and any other required domains from the start-ups.
3. To provide and promote synergies among interested/relevant social entrepreneurs, industrial establishments, start-up companies, resources providers, research and development institutes, educational and service institutions, individual/s or incubation or innovator groups to function in partnership and/or collaborative mode.
4. To engage in research communications, knowledge dissemination advocacy and other forms of thought leadership including collaborations with like-minded individual and organizations for undertaking such activities, including through building industry and regulatory linkages, facilitating commercialization of research and technologies and conducting educational programs, fellowships and training programs.





5. To provide and engage in such activities to make the organization and the entrepreneurial ventures scalable and self-sustainable, including through raising appropriate and all forms of capital and financial assistance in compliance with applicable laws and providing and creating new resources through building a community of advisors and well-wishers in India and abroad.

IV. The Objects of the Company shall extend to the whole of India.

- V. 1. The income and property of the Company, whatsoever derived, shall be applied solely for the promotion of objects as set forth in this Memorandum:

2. No portion of the income or property aforesaid shall be paid or transferred, directly or indirectly by way of dividend, bonus or otherwise by way of profit, to persons who at any time are, or have been members of the Company or to anyone or more of them or to

3. Except with the previous approval of the Board of Directors, no remuneration or other benefit in money, money's worth shall be given by the Company to any of its members, whether officers or servants of the Company or not, except payment of out of pocket expenses, reasonable, and proper interest on money lent, or reasonable and proper rent on premises let to the Company.


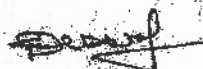
4. Except with the previous approval of the Board of Directors, no member shall be appointed to any office under the Company which is remunerated by salary, fees or any other manner not excepted by sub-clause (5) below.

6. Nothing in this clause shall prevent the payment by the Company in good faith reasonable remuneration to any of its officers or servants (not being members) or to other person (not being a member) in return for services actually rendered to the

7. Company and for reimbursement of expenses incurred by its directors, advisors, various committee members, and other service providers.

VI. No alteration shall be made to this Memorandum of Association or to the Articles of Association of the Company, which are for the time being in force, unless with the prior approval of Commissioner of the Income Tax Department (Exemptions) and unless the alteration has been previously submitted to and approved by the Registrar of Companies, Ministry of Company Affairs, NCT of Delhi and Haryana.

VII. The Liability of the Members is limited to the amount unpaid, if any, for the Guarantee given by them, every member of the company undertakes to contribute:



(i) to the assets of the Company in the event of its being wound up while he is a member; or within one year after he ceases to be a Member, for payment of the debts and liabilities of the Company as may have been contracted before he ceases to be a member; and

(ii) to the costs, charges and expenses of winding up and for adjustment of the rights of contributories amongst themselves such amount as may be required, -not exceeding a sum of Rs.1,000/- [Rupees One Thousand only].

VIII. True accounts shall be kept of all sums of money received and expended by Company, and the matters in respect of which such receipt and expenditure take place, and of the property, credits and liabilities of the Company; and subject to any reasonable restrictions as to the time and manner of inspecting the same that may be imposed in accordance with the regulations of the Company for the time being in force, the accounts shall be open to the inspection of the members. Once at least in every year, the accounts of the Company shall be examined and the correctness of the balance sheet and the income and expenditure account ascertained by one or more properly qualified auditor or auditors.

IX. If upon a winding up or dissolution of the company, there remains, after the satisfaction of all the debts and liabilities, any property whatsoever, the same shall not be distributed amongst the members of the Company but shall be given or transferred to such other company having objects similar to the objects of this company, which is duly registered with the Commissioner of the Income Tax Department (Exemptions) under the Section 12AA of Income Tax Act 1961, to be determined by the members of the company at or before the time of dissolution or in default thereof High Court of Judicature that has or may acquire jurisdiction in the matter, or the property may be sold and proceeds thereof credited to the Rehabilitation and Insolvency Fund formed under section 269 of the Companies Act, 2013.

X. The Company can be amalgamated only with another company registered under section 8 of the Act and having similar objects.



Bushmeat

INCORPORATED
UNDER THE COMPANIES ACT, 2013
(ACT NO. 18 OF 2013)

COMPANY LIMITED BY GUARANTEE AND NOT HAVING SHARE CAPITAL
(Formed under Sec 8 of the Companies Act 2013)

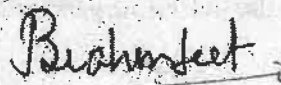
ARTICLES OF ASSOCIATION

OF

AIC-NIT KURUKSHETRA FOUNDATION

PRELIMINARY

1. Application of Table 'H'. The regulations contained in Table 'H' of Schedule I of the Companies Act, 2013 shall not apply to this Company.
2. Definitions: In these presents, the following words and expressions shall have the meaning as described to them unless repugnant or contrary to the context:
 - 2.1 "Act" means the Companies Act, 2013 and rules made there under including where the context requires any re-enactment or statutory modification thereof for time being in force.
 - 2.2 "Articles" means these Articles of Association as originally framed or altered from time to time.
 - 2.3 "Board" and "Board of Directors", in relation to a Company, means the collective body of directors of the Company.
 - 2.4 "Board Meetings" means as Meeting of the Board of Directors duly called and convened in accordance with the Act.
 - 2.5 "Company" means AIC-NIT KURUKSHETRA FOUNDATION, a Company incorporated under Section 8 of the Companies Act, 2013.
 - 2.6 "Person" shall mean and include any individual, sole proprietorship, partnership, unincorporated association, unincorporated organization, Trust, body corporate, and a natural person in his capacity as trustee, executor, administrator, or other legal entity.



Interpretation.

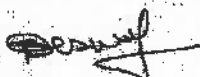
3. Unless the context otherwise requires, words importing the singular include also the plural and vice versa, and importing the masculine gender include also the feminine gender and vice versa.
4. Unless the context otherwise requires, words or expressions contained in these Articles shall bear the same meaning as in the Act or any statutory modification thereof in force at the date on which these regulations become binding on the Company.

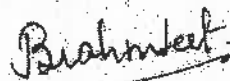
PRIVATE LIMITED COMPANY

5. The Company is a Private Company within the meaning of Section 2(68) of the Act not having share capital, limited by guarantee and limits the number of its Members to Two Hundred (200).

MEMBERS

6. The number of Members which the Company proposes to be registered is 2 (two), but the Board of Directors may, from time to time, whenever the company or the business of the Company requires it, register an increase of members in the manner as may deem fit.
7. The subscribers to the memorandum and such other persons as the Board shall admit to membership shall be members of the Company.
8. The Board of Directors may decide from time to time the eligibility of membership and kinds of membership with or without contribution and other criteria as it may deem fit.
9. The Members shall not sell, gift, transfer, create a trust over, create any other security interest or encumbrance over, or otherwise dispose of membership held by it/him/her except upon passing of a resolution to that effect by the unanimous consent of the Board. The Company shall not be bound to recognize or take notice of any interest or claim in or upon any memberships which is conferred other than by way of consent of the Board. The Company through its Board of Directors may take such decision as it may deem fit and proper and the decision of the Board shall be final.





10. The members shall pay such fees for admission, subscription, contribution etc, as the Board may recommend, subject to such approvals as may be required from Government bodies.

11. Every member shall pay the fees, contributions and such annual subscription or other fee as may be communicated by the Board. If a member commits default in payment of the amounts by the due date as provided in this Articles, the Board or any person authorized by the Board may cause a reminder to be sent by registered post or through any electronic mode to such a defaulter and shall, if the payment is not received within one month thereafter or the time fixed or allowed by the Board, the Board shall have the powers to decide and remove the name of such member from the Register of Members, or take appropriate steps as is deemed necessary in the circumstances or for the collection of arrears.

12. Any member whose name has been removed from the Register of members for non-payment of dues shall be eligible for re-admission on payment of all the outstanding. Provided any such outstanding dues may be waived or by the Board if it is satisfied with the reasons given by the defaulting member.

13. No Refund, any amounts, contributions, payments, donations, or fee of whatsoever nature given to the Company by any Member in any form as membership fees, subscriptions, or by any other name shall not be refunded.

14. **Transmission.** Upon the demise of any Member, the Membership shall not vest to the legal heir of the Member. The membership shall cease and the Company and the Board of Directors will not be required to register any transmission of any Membership to the Members legal heirs, nominees, or successors among others.

15. **Expulsion from Membership:** The Board of Directors may expel any member of the Company on the following grounds, if:

- 13.1. he is an undischarged insolvent.
- 13.2. He has applied to be adjudicated as an insolvent and his application is pending.
- 13.3. he has been convicted by a court for any offence, whether involving moral turpitude or otherwise.





- 13.4. an order disqualifying him for appointment as a Director has been passed by a court or Tribunal and the order is in force.
- 13.5. Any other grounds as may be decided by the Board of Directors.

GENERAL MEETINGS OF THE COMPANY

14. All general meetings other than annual general meeting shall be called extraordinary general meeting.

15. The Board may, whenever it thinks fit, call an extraordinary general meeting.

16. Sections 101 of the Act shall not apply to this Company which provides the conditions with respect to 'Notice of General Meeting' and the regulations expressly incorporated herein below shall be applicable to the Company in respect of the 'Notice of General Meeting'.

16.1. Any general meeting may be called by giving not less than one-day notice. The Notice of general meeting may be given either in writing or through electronic mode.

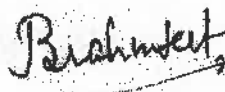
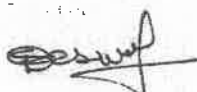
16.2. A general meeting may be called after giving a shorter notice, if consent is given in writing or by electronic mode by majority of the members entitled to vote at such meeting before commencement of the meeting.

16.3. The meeting shall be called during business hours, that is, between 9 a.m and 6 p.m on any day which is not a National holiday.

16.4. The Notice shall specify the place, date, day and hour of a general meeting.

16.5. Notice shall be given to all the Members, Auditors for the time being of the Company as well to all Directors of the Company. Accidental omission to give such notice to or non-receipt of such notice by any Member or other person who is entitled to such notice shall not invalidate the proceedings of the general meeting.

16.6. All notices given as aforesaid shall mention complete agenda for the meeting. Other agenda may be discussed and decided with the prior approval of majority of the members present.



17. Section 102 of the Act shall not apply to this Company which provides conditions with respect to 'Statement to be annexed to the notice of the General Meeting'. Accordingly, the Company is not required to annex the explanatory statement to the notice of general meeting for special business.

18. Every Director of the Company shall have the right to attend any general meeting of the Company and also to take part in the discussion at such general meeting even if he may not a Member of the Company.

PROCEEDINGS AT GENERAL MEETINGS

19. Section 103 of the Act shall not apply to this Company which provides conditions with respect to 'Quorum for the General Meeting' and the regulations expressly incorporated herein below shall be applicable to the Company in respect to the 'Quorum for the General Meeting'.


(i) No business shall be transacted at any general meeting unless a quorum of Members is present at the time when the meeting proceeds to business.

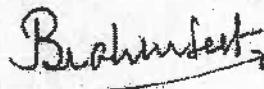
(ii) The quorum of the general meeting shall be Two Members present either personally or through proxy. In other words, proxies of the members shall be counted for the purpose of the quorum.

20. Section 104 of the Act shall not apply to this Company which provides the conditions with respect to 'Chairman of the General Meeting' and the regulations expressly incorporated herein below shall be applicable to the Company in respect of the 'Chairman of the General Meeting'.

20.1. The Chairperson, if any, appointed on the Board shall preside as Chairperson at every general meeting of the company.

20.2. If there is no such appointed Chairperson, or if he is not present within thirty minutes after the time appointed for holding the meeting, or is unwilling to act as Chairperson of the meeting, the directors present shall elect one of their members to be Chairperson of the meeting by show of hands.





- 20.3. If at any meeting no director is willing to act as Chairperson or if no director is present within thirty minutes after the time appointed for holding the meeting, the members present shall choose one of their members to be Chairperson of the meeting by show of hands.

ADJOURNMENT OF MEETING

21. If the quorum is not present within half-an-hour from the time appointed for holding a meeting of the company -

(a) the meeting shall stand adjourned to the same day in the next week at the same time and place, or to such other date and such other time and place as the Board may determine; or

(b) the meeting, if called by requisitionists under section 100 of the Act, shall stand cancelled.

22. In case of an adjourned meeting or of a change of day, time or place of meeting under clause (a) of Article 29, the company shall give not less than One (1) day notice to the Members.

23. If at the adjourned meeting also, a quorum is not present within half-an-hour from the time appointed for holding meeting, the members present shall be the quorum.

24. Subject to compliance of Section 96 of the Act, the Board of Directors may postpone the general meeting including Annual General Meeting to such date and such other time and place as they may deem fit. Provided that, such postponement shall be intimated to all the concerned persons to whom the notice of general meeting had been served.

25. (i) The Chairperson may, with the consent of any meeting at which a quorum is present, and shall, if so directed by the meeting, adjourn the meeting from time to time and from place to place.

(ii) The Board of Directors may include such agenda as they deem fit at the adjourned general meeting.

(iii) When a meeting is adjourned for thirty days or more, no notice of the adjourned meeting shall be given as in the case of an original meeting.

Persing

Brahmstedt

(iv) It shall not be necessary to give any notice of an adjournment or of the business to be transacted at an adjourned meeting.

VOTING RIGHTS

26. Section 106 of the Act shall not apply to this Company which provides the conditions with respect to 'Restriction on voting rights' and the regulations expressly incorporated herein below shall be applicable to the Company in respect to the 'Restriction on voting rights'.

26.1. Every member shall have one vote either by show of hands or on poll.

26.2. No member shall be entitled to vote at any general meeting unless all sums presently payable by him to the company have been paid.

26.3. (i) No objection shall be raised to the qualification of any voter except at the meeting or adjourned meeting at which the vote objected to is given or tendered, and every vote not disallowed at such meeting shall be valid for all purposes.

(ii) Any such objection made in due time shall be referred to the Chairperson of the meeting, whose decision shall be final and conclusive.

26.4. A vote given in accordance with the terms of an instrument of proxy shall be valid, notwithstanding the previous death or insanity of the principal.

Provided that no intimation in writing of such death, insanity shall have been received by the company at its office before the commencement of the meeting or adjourned meeting at which the proxy is used.

26.5. A member may exercise his vote at a meeting by electronic means in accordance with section 108 and shall vote only once.

26.6. Any business other than that upon which a poll has been demanded may be proceeded with, pending the taking of the poll.

26.7. (i) In the case of joint holders, the vote of the senior who tenders a vote, whether in person or by proxy, shall be accepted to the exclusion of the votes of the other joint holders.



Page 7 of 12

- (ii) For this purpose, seniority shall be determined by the order in which the names stand in the Register of Members.

PROXY AND AUTHORISED REPRESENTATIVE

27. Section 105 of the Act shall not apply to this Company. Subject to provisions of these Articles, the instrument appointing a Proxy and the power-of-attorney or other authority, if any, under which it is signed or a notarized copy of that power or authority, shall be deposited at the registered office of the Company before the time for holding the meeting or adjourned meeting at which the Person named in the instrument proposes to vote, or, in the case of a poll, before the time appointed for the taking of the poll; and in default the instrument of proxy shall not be treated as valid.

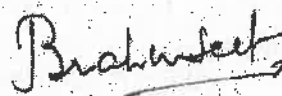
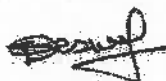
28. An instrument appointing a Proxy shall be in the form as prescribed in the rules made under section 105 and the rules thereof.

29. Provided that Proxy shall have right to speak at general meeting and shall be entitled to vote on show of hands and on a poll.

BOARD OF DIRECTORS

30. The first Directors of the Company shall be as follows:

- 30.1. Mr. SURINDER DESWAL
- 30.2. Mr. BRAHMJIT SINGH



31 (i) Subject to the provisions of section 149 read with 161, the Board shall have power at any time, and from time to time, to appoint a Person as an additional Director, provided the number of the Directors and additional Directors together shall not at any time exceed the maximum strength as provided by the Act.

(ii) Such person shall hold office only up to the date of the next annual general meeting of the Company or the last date on which the annual general meeting should have been held, whichever is earlier.

(iii) The Directors may appoint any person to be an alternate Director to act for a Director (hereinafter in this Articles called the original Director) during his absence for a period not less than three Months from India, but such alternate Director shall, ipso facto vacate office if and when the original Director returns to India, subject to Section 161 of the Act 2013. An alternate director shall not hold office for a period longer than that permissible to the director in whose place he has been appointed.

32. Retire by Rotation: The Directors shall be liable to retire by rotation in accordance with regulation incorporated herein below:

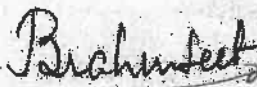
32.1. Not less than two-thirds ($2/3$) of the total number of Directors of the Company shall:

- a) be persons whose period of office is liable to determination by retirement of Directors by rotation; and
- b) save as otherwise expressly provided in this Articles of Association be appointed by the Company in General Meeting.

32.2. The remaining Directors of the Company shall also be appointed by the Company in General Meeting except to the extent that the Articles otherwise provide or permit.

32.3. Subject to the provisions of Section 152 of the Act at every Annual General Meeting, one third ($1/3$) of such of the Directors for the time being as are liable to retire by rotation, or if their number is neither three nor a multiple of three, then the number nearest to one-third ($1/3$), shall retire from office.

32.4. The Directors to retire by rotation at every Annual General Meeting shall be those who have been longest in office since their last appointment, but as between persons who become Directors on the same day, those who are to retire shall, in default of and subject to any agreement among themselves, be determined by lot.



32.5. At the Annual General Meeting at which a Director retires as aforesaid, the Company may fill up the vacancy by appointing the retiring Director or some other person thereto.

32.6. If the place of the retiring Director is not so filled up and the meeting has not expressly resolved not to fill the vacancy, the meeting shall stand adjourned till the same day in the next week, at the same time and place, or if that day is a National Holiday, till the next succeeding day which is not a holiday, at the same time and place.

32.7. If at the adjourned meeting also, the place of the retiring Director is not filled up and that meeting also has not expressly resolved not to fill the vacancy, the retiring Director shall be deemed to have been re-appointed at the adjourned meeting unless: -

- a) at the meeting or at the previous meeting a resolution for the reappointment of such Director has been put to the meeting and lost;
- b) the retiring Director has, by a notice in writing addressed to the Company or its Board of Directors, expressed his unwillingness to be so re-appointed;
- c) he is not qualified or is disqualified for appointment;
- d) a resolution, whether special or ordinary, is required for his appointment or reappointment by virtue of any provisions of the Act; or

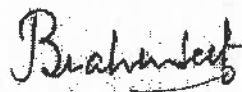
32.8. The Managing Director and Whole-time Directors shall not be liable to retire by rotation.

Explanation: For the purposes of this clause no.33, the expression "retiring director" means a director retiring by rotation.

PROCEEDINGS OF THE BOARD

33. (i) The Board of Directors may meet for the conduct of business, adjourn and otherwise regulate its meetings, as it thinks fit.

(ii) A director may, and the manager or secretary on the requisition of a director shall, at any time, summon a meeting of the Board.



34. (i) Save as otherwise expressly provided in the Act, questions arising at any meeting of the Board shall be decided by a majority of votes.
(ii) In case of an equality of votes, the Chairperson of the Board, if any, shall have a second or casting vote.

35. The continuing directors may act notwithstanding any vacancy in the Board, but, if and so long as their number is reduced below the quorum fixed by the Act for a meeting of the Board, the continuing directors or director may act for the purpose of increasing the number of directors to that fixed for the quorum, or of summoning a general meeting of the company, but for no other purpose.

(i) The Board may appoint a Chairperson of its meetings and determine the period for which he is to hold office.
(ii) If no such chairperson is appointed, or if at any meeting the Chairperson is not present within thirty minutes after the time appointed for holding the meeting, the directors present may choose one of their members to be Chairperson of the meeting.

36 (i) The Board may, subject to the provisions of the Act, delegate any of its powers to committees consisting of such member or members of its body as it thinks fit.
(ii) Any committee so formed shall, in the exercise of the powers so delegated, conform to any regulations that may be imposed on it by the Board.

37 (i) A committee may elect a Chairperson of its meetings.
(ii) If no such Chairperson is elected, or if at any meeting the chairperson is not present within thirty minutes after the time appointed for holding the meeting, the members present may choose one of their members to be Chairperson of the meeting.

38. (i) A committee may meet and adjourn as it thinks proper.
(ii) Questions arising at any meeting of a committee shall be determined by a majority of votes of the members present, and in case of an equality of votes, the chairperson shall have a second or casting vote.

39. All acts done by any meeting of the Board or of a committee thereof or by any person acting as a director, shall notwithstanding that it may be afterwards discovered that there was some defect in the appointment of any one or more of such directors or of any person acting as aforesaid, or that they or any of them were disqualified, be as valid as if every such director or such person had been duly appointed and was qualified to be a director.

B. S. Srinivasan

[Signature]

40. The quorum of the Meeting of the Board shall be as per the provisions of the Act. Where at any time Meeting of Board could not be held for want of quorum then with the consent of the Chairperson or any other person authorized by the Board may adjourn the meeting to any subsequent day at such time and place as he may deem fit. In case the Chairperson or authorized person fail to call the adjourn meeting, then the meeting shall automatically stand adjourned to the same day at the same time and place in the next week or if that day is a national holiday, till the next succeeding day, which is not a national holiday, at the same time and place

**CHIEF EXECUTIVE OFFICER, MANAGER, COMPANY SECRETARY OR
CHIEF FINANCIAL OFFICER**

41. Subject to the provisions of the Act, -

(i) A chief executive officer, manager, company secretary or chief financial officer may be appointed by the Board for such term, at such remuneration and upon such conditions as it thinks fit; and any chief executive officer, manager, company secretary or chief financial officer so appointed may be removed by means of a resolution of the Board.

(ii) A director may be appointed as chief executive officer, company secretary or chief financial officer.

42. A provision of the Act or these regulations requiring or authorizing a thing to be done by or to a director and chief executive officer, manager, company secretary or chief financial officer shall not be satisfied by its being done by or to the same person acting both as director and as, or in place of, chief executive officer, manager, company secretary or chief financial officer.

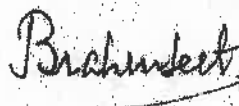
SECRECY

43. No Member shall be entitled to visit or inspect any books of the Company without the permission of the Directors (members of the Board) or to require discovery of or any information respecting any detail of the Company or any other matter which may relate to the conduct of the business of the Company and which in opinion of the Directors, would be inexpedient in the interest of the Company

INDEMNITY

44. Every Officer or agent for the time being of the Company shall be indemnified out of the Assets of the Company against any liability incurred by him in defending any proceedings, whether civil or criminal, in which judgment is given in his favor or in which he is acquitted or in connection with any application under provisions of the Act in which relief is granted by the Court.







सत्यमेव जयते

**GOVERNMENT OF INDIA
MINISTRY OF CORPORATE AFFAIRS**

Central Registration Centre

Certificate of Incorporation

[Pursuant to sub-section (2) of section 7 of the Companies Act, 2013 (18 of 2013) and rule 18 of the Companies (Incorporation) Rules, 2014]

I hereby certify that AIC-NIT KURUKSHETRA FOUNDATION is incorporated on this Seventh day of May Two thousand nineteen under the Companies Act, 2013 (18 of 2013) and that the company is limited by guarantee.

The Corporate Identity Number of the company is U85320HR2019NPL080165.

The Permanent Account Number (PAN) of the company is AASCA2540C */@

The Tax Deduction and Collection Account Number (TAN) of the company is AMRA15563C */@

Given under my hand at Manesar this Seventh day of May Two thousand nineteen .



Digital Signature Certificate

Mr Parvinder Singh

DEPUTY REGISTRAR OF COMPANIES

For and on behalf of the Jurisdictional Registrar of Companies

Registrar of Companies

Central Registration Centre

Disclaimer: This certificate only evidences incorporation of the company on the basis of documents and declarations of the applicant(s). This certificate is neither a license nor permission to conduct business or solicit deposits or funds from public. Permission of sector regulator is necessary wherever required. Registration status and other details of the company can be verified on www.mca.gov.in

Mailing Address as per record available in Registrar of Companies office:

AIC-NIT KURUKSHETRA FOUNDATION

C/o Mr. Surinder Deswal, Registrar, Kurukshetra University, Kirmich Road,

THANESAR, Kurukshetra, Haryana, India, 136119



* as issued by the Income Tax Department

BoG 50.14 To adopt the amendments in the guidelines for utilization of Cumulative Professional Development Allowance (CPDA) as approved by Council of NITSER in its 11th meeting held on 18.07.2018.

The provision of Cumulative Professional Development Allowance (CPDA) has been in practice in the Institute for various items / activities carried out by the faculty members for their academic/professional growth w.e.f. 01.01.2006 i.e. the implementation of 6th Pay Commission (as per the decision taken by the BOG in its meeting held on 29.12.2009 vide item No. 19.22).

During the implementation process, some observations were made by the Audit Parties regarding effective utilization of the CPDA. These audit observations were placed before Council of NITSER in the 8th meeting. The Council of NITSER has entrusted the work of formulating the revised CPDA guidelines to a Standing Committee, which submitted a set of guidelines to the Council of NITSER for necessary consideration and approval. The Council of NITSER had approved these guidelines in its 10th meeting held on 26.05.2017 and the approved guidelines were circulated by MHRD vide letter No. F.No.35-6/2016-TS III dated 8.6.2017. Subsequently, these revised norms / guidelines were placed before the Board in its 43rd meeting held on 23.01.2018 and further circulated in the institute vide letter no. Dean (FW)/18/175 dated 25.6.2018.

As per new guidelines, **"Visits for international/national events will only be allowed during vacation period"**. The faculty members of NITs / IEST could not avail this opportunity, as most of the events may not fall during the vacation period & thus the CPDA facilities could be availed by faculty properly. Therefore, the matter was again placed before the Council of NITSER

in its 11th meeting vide item No.11.7 held on 18.07.2018 for making the following amendments in the guidelines:

1. The visit outside the Institute should not only be restricted to vacation period only.
2. Extend the CPDA grant to the faculty appointed in regular scale on probation / contract basis in NITs and IEST.

The Council of NITSER decided as under:

"The Council deliberated upon the proposed changes and accepted the same. It was also decided that the NITs & IEST shall send their suggestions on the existing CPDA guidelines for placing the same before the Standing Committee of NITs and IEST for further deliberation and improvements."

It is worth mentioning here that various NITs have already implemented these amendments after placing the same before their respective BOG copy enclosed as Annexure - 50.14.(I) from pages 135-136.

In view of the above, the matter is placed before the Board of Governors. *It is proposed that the Board may adopt these amendments in the CPDA guidelines and send the suggestions, if any, to the Council of NITSER for further deliberation and improvement.*



राष्ट्रीय प्रौद्योगिकी संस्थान हमीरपुर
हमीरपुर (हि.प्र.) - 177 005 (भारत)
NATIONAL INSTITUTE OF TECHNOLOGY HAMIRPUR
HAMIRPUR (H.P.) - 177 005 (INDIA)
(An Institute of National Importance under Ministry of MHRD)

ANNEXURE 50.14(i)



{OFFICE OF REGISTRAR}

NOTIFICATION

Pursuant to the approval of Board of Governors (BOG) given in its 36th meeting held on 05/01/2019 on Item No. BOG/MIN/36/2019-01/06 dated 21/01/2019, it is hereby notified to all concerned that the Board has resolved to adopt the following amendments in the earlier revised guidelines notified vide No. NIT/HMR/Dean (FW)/PDA/2018/483-98 dated 01/03/2018 for utilization of Cumulative Professional Development Allowances (CPDA) as per the decision taken in the Eleventh (11th) meeting of the Council of the National Institute of Technology Science Education and Research (NITSER) held on 18/07/2018.

- i) The visit outside the Institute should not only be restricted to vacation period only, and
- ii) Extend the CPDA grant to the faculty appointed in regular scale on probation/contract basis in NITs and IIST.

The above amendments in the earlier notified revised guidelines will be effective from 24 Jan, 2019

All concerned are requested to take note of the same.

This notification is issued with the approval of the Competent Authority.


REGISTRAR
NIT HAMIRPUR (HP)

No. NIT/HMR/Dean (FW)/CPDA-14/2019/ 1146-70

Dated: 24-1-2019

Copy to:-

1. All Deans/HoDs/HoCs for information and circulation among the faculty members for their information and necessary action.
2. Deputy Registrar (Accounts & Audit Section) for information and necessary action.
3. FI (CC) for displaying the same on the Institute website.
4. PS to Director for kind information to Director please.
5. PA to Registrar for putting it in guard file.
6. EA (M) w.r.t. BOG/MIN/36/2019-01/06 dated 21/01/2019.


REGISTRAR
NIT HAMIRPUR (HP)



Malaviya National Institute of Technology Jaipur
मालवीय राष्ट्रीय प्रौद्योगिकी संस्थान जयपुर
(An Institute of National Importance under Ministry of HRD, Govt. of India)
ILN MARG, JAIPUR - 302017 (RAJASTHAN) INDIA

No. AES-22/1/22/2016/15203

Dated: 11-01-2019

OFFICE ORDER

Consequent upon approval in 41st meeting of Board of Governors held on 26th September, 2018 vide agenda item no. 41-3.1, the Competent Authority is pleased to adopt the following amendments in the guidelines for utilization of CPDA approved by Council of NITSER in its 11th meeting held on 18th July, 2018:

1. The visit outside the institution should not be restricted to vacation period only.
2. Extend the CPDA grant to the faculty appointed in regular scale on probation/contract basis in the Institute.

Jainar
Registrar

Copy to:-

1. All Deans
2. All Head of Department/Centre - with a request to circulate among all the teaching staff of respective department.
3. Webmaster: To circulate among the staffs via email.
4. PS to Director

Maltas
Assistant Registrar (R)

BoG 50.15 To adopt the clarifications on the implementation of Recruitment Rules for Faculty of NITs in the Institute as per the MHRD letter dated 16.04.2019.

The MHRD vide letter F.No.35-5/2017-TS.III dated 31.07.2017 had issued the Recruitment Rules for Faculty of NITs and IEST with reference to the Gazette Notification dated 24th July, 2017 vide which the amendments in the First Statutes of NITs and Statutes of IEST, Shibpur have been notified incorporating thereby new Recruitment Rules for Faculty in these Institutions. The same was placed before the Board in its 43rd meeting vide item No. 43.10 held on 23.01.2018. The Board decided as under:

"The Board noted the amendments in the First Statutes of National Institute of Technology (NITs)."

The MHRD vide letter F.No.33-9/2011-TS.III dated 16.04.2019 had issued the clarifications on the implementation of Recruitment Rules for Faculty of NITs and IEST, as per recommendations of the Oversight Committee, for its adoption and implementation in the first instance. A copy of the letter dated 16.04.2019 is enclosed as Annexure – 50.15(i) from pages 138 to 144.

In this context, regarding the issue of clarification on "Industry of repute", mentioned at Sr.No.10 of the said letter, it was decided that the Board of respective Institute may define the criteria.

The matter is placed before the Board for *adopting the clarification on the implementation of Recruitment Rules for Faculty of NITs in the Institute as per the MHRD letter dated 16.04.2019 and to decide the criteria on "Industry of repute"*.

F.No.33 - 9 / 2011 - TS.III
Government of India
Ministry of Human Resource Development
Department of Higher Education
.

Shastri Bhawan, New Delhi,
dated, the 16th April, 2019

To

The Directors
of all the National Institutes of Technology (NITs)
and Director, IEST, Shibpur.

Subject:- Implementation of Recruitment Rules for Faculty of NITs and IEST - issue of clarifications as per recommendations of the Oversight Committee - regarding.

Sir \ Madam,

I am directed to refer to this Ministry's Order of even number dated 15th May, 2018 vide which an Oversight Committee was constituted under the Chairmanship of Prof. Sivaji Chakravorti, Director, National Institute of Technology, Calicut (Kerala) to look into further issues / anomalies, which are not yet covered / addressed in the revised Recruitment Rules (RRs) notified for Faculty on 24th July, 2017 and issued on 20th December, 2017 for Non-Faculty staff of the National Institutes of Technology (NITs) and Indian Institute of Engineering Science and Technology (IEST), Shibpur (West Bengal).

2. At the same time, the Directors of all the NITs and IEST, Shibpur were requested to forward the left out anomalies / issues in the RR to the Chairman of the Oversight Committee. Accordingly, the Oversight Committee received suggestions / representation from various NITs and IEST, Shibpur. The Oversight Committee has looked into the issues / anomalies, which are not yet covered / addressed in the revised Recruitment Rules of Faculty and Non-Faculty staff and has submitted its reports in respect of faculty of NITs and IEST, Shibpur on 27th October, 2018.

3. The observations pointed out by this Ministry were further discussed in the Oversight Committee meeting held on 19th January, 2019. The recommendations submitted by the Oversight Committee on 27th October, 2018 and 19th January, 2019, respectively, have been examined in this Ministry. The recommendations of the Oversight Committee are divided into two categories viz. (i) clarifications on existing RRs and (ii) amendments in RRs notified on 24th July, 2017. With the approval of the competent authority it has been decided

K. Rajan

to issue clarifications, as per recommendations of the Oversight Committee, on the following points in the first instance:-

S. No.	Clarifications sought by NITs / Faculties of NITs	Comments of the Oversight Committee (OSC)	Decision
1.	Clarification on "One-time measure"	One-time measure means completion of first round of recruitment process for respective faculty positions after amendment in Statutes dated 24 th July 2017 and subsequent approval of the process by the BoG of respective Institutes. [amended on 19.01.2019]	Accepted.
2.	Whether experience as Post-Doctoral Fellow is to be considered or not.	International / national Post Doctoral Fellowships offered by National Agencies of respective countries will be considered. Post Doctoral Fellowships offered by Institutions which are in QS / THE World Ranking upto 500 will be considered. "Experience as Post Doctoral Fellow will be considered for appointment to the post of Assistant Professor (AGP 7000 and 8000)" [amended on 19.01.2019].	Accepted.
3.	Clarification on Cumulative Credit Points	Amendment proposed on 19.01.2019 • Credit Points mentioned at Sl.No.4 of the Table	The points, which are now non-exhaustible, in the existing RRs (2017), are as follows:-

V. Rajan

S. No.	Clarifications sought by NITs / Faculties of NITs	Comments of the Oversight Committee (OSC)	Decision																			
		<p>on Credit Point System given in Schedule E of the Statutes 23 (5) (a) are now non-exhaustible credit points.</p> <ul style="list-style-type: none">Credit Points mentioned at Sl.No.5 of the Table on Credit Point System given in Schedule E of the Statutes 23 (5) (a) are exhaustible credit points, i.e. after last appointment. <p>The rest are Exhaustible Credit Points at every level of direct recruitment.</p>	<table><tr><th>S. No.</th><th>Activity</th><th>Credits points</th></tr><tr><td>1.</td><td>One external Sponsored R&D Projects completed or ongoing / Patent granted</td><td>8 / project or 8 / patent as inventor (In case of more than one person in a Project, the Principal Investigator gets 5 credit points and the rest to the divided equally among other members)</td></tr><tr><td>2.</td><td>Consultancy projects</td><td>2 Credit points @ Rs.5 lakhs of consultancy, subject to maximum of 10 Credit points</td></tr><tr><td>3.</td><td>Ph.D. completed (including thesis submitted cases)</td><td>8 per Ph.D. student. (In case there are more than one supervisor, then the Guide (1st Supervisor) gets 5 credit points per student and the rest to be divided equally among other supervisor(s))</td></tr><tr><td>4.</td><td>One Journal papers in SCI / Scopus (Paid Journals not allowed)</td><td>4 per paper since the last promotion. First author/Main supervisor will get 2 and rest will be divided among others.</td></tr><tr><td>21.</td><td>Fellow FNA, FNAE, FASC, FNASC</td><td>10 credit points</td></tr></table> <p>The rest Credit Points mentioned in Schedule E are Exhaustible Credit Points at every level of direct recruitment.</p>		S. No.	Activity	Credits points	1.	One external Sponsored R&D Projects completed or ongoing / Patent granted	8 / project or 8 / patent as inventor (In case of more than one person in a Project, the Principal Investigator gets 5 credit points and the rest to the divided equally among other members)	2.	Consultancy projects	2 Credit points @ Rs.5 lakhs of consultancy, subject to maximum of 10 Credit points	3.	Ph.D. completed (including thesis submitted cases)	8 per Ph.D. student. (In case there are more than one supervisor, then the Guide (1 st Supervisor) gets 5 credit points per student and the rest to be divided equally among other supervisor(s))	4.	One Journal papers in SCI / Scopus (Paid Journals not allowed)	4 per paper since the last promotion. First author/Main supervisor will get 2 and rest will be divided among others.	21.	Fellow FNA, FNAE, FASC, FNASC	10 credit points
S. No.	Activity	Credits points																				
1.	One external Sponsored R&D Projects completed or ongoing / Patent granted	8 / project or 8 / patent as inventor (In case of more than one person in a Project, the Principal Investigator gets 5 credit points and the rest to the divided equally among other members)																				
2.	Consultancy projects	2 Credit points @ Rs.5 lakhs of consultancy, subject to maximum of 10 Credit points																				
3.	Ph.D. completed (including thesis submitted cases)	8 per Ph.D. student. (In case there are more than one supervisor, then the Guide (1 st Supervisor) gets 5 credit points per student and the rest to be divided equally among other supervisor(s))																				
4.	One Journal papers in SCI / Scopus (Paid Journals not allowed)	4 per paper since the last promotion. First author/Main supervisor will get 2 and rest will be divided among others.																				
21.	Fellow FNA, FNAE, FASC, FNASC	10 credit points																				
4.	Carry forward of Credit Points.	For any movement from one position to other, if the Exhaustible Credit Points are more than the minimum required	It has been decided to accept the clarification with following illustration:- Assistant Prof. to																			

K. Rajan

S. No.	Clarifications sought by NITs / Faculties of NITs	Comments of the Oversight Committee (OSC)	Decision
		<p>Credit Points for the selected position, then differential Credit Points from the Exhaustible Credit Points shall be carried forward to the Exhaustible component only.</p> <p>Illustration: Assistant Prof. to Associate Prof.: Minimum Required Credit Points: 50 i. For a candidate having 20 Non-exhaustible Credit Points and 60 Exhaustible Credit Points, carried forward Credit Points will be $20 + (60 - 50) = 30$ ii. For a candidate having 40 Non-exhaustible Credit Points and 40 Exhaustible Points, carried forward Credit Points will be $40 + 0 = 40$.</p>	<p>Associate Prof. Minimum Required Credit Points: 50</p> <p>i. For a candidate having 20 Non-exhaustible Credit Points And 60 Exhaustible Credit Points, carried forward Credit Points will be $20 + (60 - 50) = 30$ ii. For a candidate having 30 Non-exhaustible Credit Points and 40 Exhaustible Points, carried forward Credit Points will be $30 + (40 - 40) = 30$. Credit Points earned during the period from the last date of submission of application and date of joining, which was not considered in the selection process, shall be carried forward.</p>
5.	Clarification on First class.	<p>As specified by the respective University / Institution. If not specifically mentioned by the University / Institution, then 60% marks or 6.5 CGPA.</p> <p>New entrants are as defined in MHRD letter No. 33-9/2011-TS. III, dated 31st January 2018. Faculty members</p>	<p>The Ministry vide letter dated 31.01.2018 clarified that "the new entrant means a candidate who is not existing faculty of concerned NIT. Therefore, existing faculty will not be considered as new entrant."</p> <p>It has been decided to</p>

K. Raju

S. No.	Clarifications sought by NITs / Faculties of NITs	Comments of the Oversight Committee (OSC)	Decision
		appointed in regular pay scale through duly prescribed selection processes will be considered as existing faculty in subsequent selection in the respective Institute.	continue with the same while agreeing to the clarification on first class degree.
6.	Clarification on "Preceding Degrees"	Preceding Degrees mean Bachelors' Degree onwards.	Accepted.
7.	Clarification on "Institution of repute"	<p>Experience (including prior to implementation of NIRF) in the following Institutions will be considered:-</p> <p>i. Fully funded Central Educational Institutions</p> <p>ii. IIMs and other management Institutions ranked by NIRF upto 50 for any two years;</p> <p>iii. State Educational Institutions funded by respective State Governments;</p> <p>iv. Other Educational Institutions ranked by NIRF upto 100 in overall, Universities, Engineering, upto 50 for Pharmacy and 10 for Architecture, for any two years.</p> <p>However, with regard to recommendation on</p>	Accepted.

K. Raju

S. No.	Clarifications sought by NITs / Faculties of NITs	Comments of the Oversight Committee (OSC)	Decision
		Institute of repute, the BoGs of respective Institute may take a call on relaxing the criteria, if needed, with recorded justification.	
8.	Clarification on "Book chapter weightage"	As per existing provisions of Statutes.	Accepted.
9.	Carry forward of Credit Points for award of Ph.D. & Paper publication in between date of eligibility & date of joining.	Credit points earned during the period from the last date of submission of application and date of joining, which was not considered in the selection process, shall be carried forward.	Accepted.
10.	Clarification on "Industry of repute"	ACoFAR will decide criteria for respective Institutes.	It has been decided that the Board of respective Institute may define the criteria.
11.	Clarification on Project amount of R&D projects.	As per existing provisions of Statutes.	Accepted.
12.	Distribution of points for patents.	As per existing provisions of Statutes.	Accepted.
13.	Consultancy (Credit Point distribution)	Consultancy amount of 5 lakhs can be in a single assignment or can be in cumulative amount of multiple assignments.	As all the Departments in an Institute doesn't fetch same amount of consultancy, therefore, it has been agreed to have cumulative consultancy amount of Rs.5 lakh in multiple assignments.
14.	Counting of Credit Points on Conference paper since last promotion.	As per existing provisions of Statutes.	Accepted.
15.	To review the	Already taken care of	Accepted.

K. Rajan

S. No.	Clarifications sought by NITs / Faculties of NITs	Comments of the Oversight Committee (OSC)	Decision
	comments about since "last promotion"	in Point No.5.	
16.	Clarification regarding the term 'promotion' used in RRs	As per Schedule E of Statute 23(5)(a) Note 1: (1), any change in the AGP in 6 th CPC / Level in 7 th CPC, is through direct recruitment through open advertisement. Therefore, the term "promotion" used in RRs / Guidelines / MHRD communications should be read as "Appointment through Direct Recruitment".	Accepted.
17.	For grant of HAG Scale to Professors: 40% of sanctioned post of Professors	May be replaced with: 40% of total no. of Professors in position.	Accepted.

4. All the NITs and IEST are advised to place the recommendations of the Oversight Committee (as indicated in para 3 above) before the Board of Governors for its adoption and ensure strict adherence of the instructions.

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

Yours faithfully,

K. Rajan
[K. Rajan]

Under Secretary to the Government of India
Tel: 23384159

Copy to:-

- (i) The Chairperson, Board of Governors of all the NITs and IEST, Shibpur.
- (ii) PS to HRM / PS to MoS (SPS) for kind information.
- (iii) Webmaster, MNIT, Jaipur - with a request to upload the communication on the website of the Council of NITSER.
- (iv) Guard File.



BoG 50.16 To adopt the Recruitment Rules (2019) for Non-Teaching posts in the Institute as per the MHRD letter dated 20.02.2019 and letter dated 04.04.2019.

The MHRD vide letter No.F.33-2/2012-TS.III dated 20.12.2017 had sent the Recruitment Rules (RRs) for Non-teaching posts as approved by the Council of the National Institutes of Technology, Science Education and Research (NITSER) in its 10th meeting held on 26th May, 2017 and subsequent modifications approved by the competent authority in accordance with the provisions under Section 32(2) (b) of the NITSER Act, 2017 for adoption by the BOG and implementation. The Board decided as under:

"The Board adopted the Recruitment Rules (RRs) for the non-teaching posts in the Institute as per the MHRD letter dated 20.12.2017."

The MHRD vide letter No.F.35-5/2018-TS.III dated 20.02.2019 has communicated a new set of Recruitment Rules (2019) for the Non-Teaching Staff of NITs. In this letter it has been mentioned that as per the recommendations of the Oversight Committee and subsequent approval of the Hon'ble Minister of Human Resource Development in his capacity as the Chairperson of the Council of NITSER in accordance with the provisions under Section 32 (2) (b) of NITSER Act, 2007 and Statute 23 (3) of Statutes of the NITs. A copy of the Recruitment Rules (2019) is enclosed as Annexure – 50.16(i) from pages 146 to 149.

Further, a communication regarding the implementation of RRs (2019) for Non-Teaching Staff of NITs was received vide letter No.F.35-5/2018-TS.III dated 04.04.2019 for implementation of RRs (2019) and guidelines/instructions in tandem with the communication dated 20.02.2019. A copy of the MHRD letter 04.04.2019 is enclosed as Annexure – 50.16(ii) from pages 150 to 151.

These new Recruitment Rules (2019) will replace the non-teaching Recruitment Rules (2017) issued on 20th December, 2017, after the adoption by the Board as per point No.4 of the MHRD letter dated 20.02.2019.

The matter is placed before the Board for adopting the new Recruitment Rules (2019) and guideline/instructions for the Non-Teaching Staff in the Institute as per the MHRD letter dated 20.02.2019 & 04.04.2019 for implementation.



No.F.35 - 5 / 2018 - TS.III

Government of India

Ministry of Human Resource Development

Department of Higher Education

*_*_*_*_*

Shastri Bhawan, New Delhi
dated, the 20th February, 2019

To

The Director of all the NITs.

Subject: Recommendations of Oversight Committee for removal of anomalies of non-teaching staff and revised Recruitment Rules (RRs) for Non-Teaching in the NITs - regarding.

Sir \ Madam,

I am directed to state that consequent upon approval of the Council of the National Institutes of Technology, Science Education and Research (Council of NITSER) in its 10th meeting held on 26th May, 2017, the new set of Recruitment Rules (RRs) for Non-Teaching staff of the National Institutes of Technology (NITs) were issued vide this Ministry's communication No.F.33-2/2012-TS.III dated 20th December, 2017.

2. Subsequent to issue of new RR (2017), NITs further expressed need to take corrective steps to cover other issues / promotional aspects, which are not covered in the RR (2017). With a view to further improvise the RR and to take care of stagnation / career progression related issues of non-teaching carrying forward since REC regime, an Oversight Committee under the Chairmanship of Prof. Sivaji Chakravorti, Director, NIT, Calicut (Kerala) was constituted vide Order dated 15th May, 2018 for making further suggestions for improvements in RR of non-teaching categories of staff of NITs. To cover majority of the issues, all the Directors of NITs were requested to forward the left out anomalies / issues in the RR to the Chairman of the Oversight Committee directly. Simultaneously, the Oversight Committee also called individual anomalies / issues from the NITs.

3. The Oversight Committee after going through the representations / requests / grievances as received from the NITs, had submitted its report on 4th September, 2018 recommending thereby some one-time measures alongwith suitable modifications in the Recruitment Rules for non-teaching staff of NITs. Subsequently, the Oversight Committee held another meeting on 19th January, 2019 to discuss certain inconsistencies pointed out by the Ministry in the recommendations.

K. Raju

A. One-time measures / relaxations

(ii) Employees of an Institute in a staff cadre who are holding substantive post at a lower stage but due to non-availability of promotion guidelines, have been granted higher grade pay under MACP, may be considered for mapping to the position corresponding to the grade pay under MACP, subject to availability of vacancies earmarked for promotion within that cadre such as 1,2,3,4,5 & 6 as detailed below. The vacancies which will be considered for such mapping will be flexible within the same cadre only.

- Cadre 1: Support Cadre (Office/Lab. Attendant to Office/Lab. Attendant SG-1),
- Cadre 2: Lower Ministerial (Junior Assistant to Assistant SG-1 & Stenographer to Stenographer SG-1)
- Cadre 3: Higher Ministerial (Suptd. to Suptd. SG-1 & PA to PS)
- Cadre 4: Lower Technical (Technician to Technician SG-1)
- Cadre 5: Higher Technical (TA to TA SG-1; JE to AE SG-1, LIA to LIA SG-1 & SAS Asstt. to SAS Asstt. SG-1)
- Cadre 6: Pharmacist (Pharmacist to Pharmacist SG-1)

(iii) Staff of NITs who were appointed in the Officers cadre posts approved during REC period but because of the fact that they were not in Group-A, they could not be mapped directly to the Officer cadres on restructuring. The Committee recommended that they may be mapped to the lowest position of

K. Kojin

the Officers cadre (respective stream) from the date of implementation of restructuring, as a one-time measure. The same is accepted with a condition that the said staff should have been appointed one stage below the lowest entry to the Group-A post starting in the pre-revised 6th CPC Grade Pay of Rs.5400/- in Pay Band - 3.

B. General Guidelines:

- (i) Each Non-Teaching cadre (except Stenographer Higher cadre) will have 04 (four) designations and distribution of posts for these designations will be in the ratio of 4:3:2:1.
- (ii) For officers/staff cadres, wherever the mode of recruitment is through promotion as well as direct recruitment and number of position are less than 04, minimum number of positions to be earmarked for promotion will be 01.
- (iii) RRs were not in place for a very long time in NITs, and as such regular staffs are not eligible for direct recruitment as per RRs (2017) in terms of age. Further some of them may not possess the requisite percentage of marks as per new RRs (2017). Considering the above, regular staff of NITs, who are otherwise eligible, shall be allowed to participate in the selection process irrespective of age and percentage of marks. This will be applicable to the regular staff of NITs who were appointed before the date of implementation of RRs in NITs including Model RRs (2012).

C. Other recommendations:

- (i) The Registrars who have completed or completing their full term of 5 years in Institute concerned will be eligible to participate in the selection process for appointment for another term subject to fulfilling the conditions with regard to educational qualifications and experience as specified in RRs.
- (ii) While examining the RRs (2017), it was observed that there is no provision for Hindi staff. The Oversight Committee has proposed to adopt the RRs prescribed by Department of Official Languages (MHA) for appointment of Hindi staff in NITs / IEST.
- (iii) The post of Security Officer has been abolished in the RRs (2017) keeping in mind that the security services in most of the CFTIs are outsourced. The same recommendation is reiterated and the existing Security Officer may be allowed to continue and in due course re-trained for other suitable tasks.

5. The Oversight Committee through its recommendations have improvised the non-teaching RRs, which is expected to address majority of the issues by way of granting one time-relaxations to internal staff for career progression and also enables the ad-hoc / contract / temporary / outsource staff, who are/have rendered a reasonable portion in service of the Institute, to participate in the regular recruitment processes after getting due age relaxation. However, no relaxations in educational qualification criterion have been recommended in all such cases.

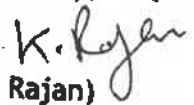


6. The Committee has gone through the issues / representations received and take care of only those issues, which are common across the NITs system. However, the Institute specific issues in isolation are left upto the Institute and may be sorted out at the Institute / Board level in light of various instructions approved by the Council of NITSER on the subject from time to time, applicable extant Government of India instructions, Statutes and NITSER Act, 2007.

7. The new set of Recruitment Rules (2019) as proposed by the Oversight Committee will replace the non-teaching Recruitment Rules issued on 20th December, 2017 and the same being issued after getting the approval of the Hon'ble Minister of Human Resource Development in his capacity as the Chairperson of the Council of NITSER in accordance with provisions under Section 32 (2) (b) of NITSER Act, 2007 and Statute 23 (3) of the Statutes of NITs.

8. All the Institutes are advised to strictly adhere to the Non-Teaching Recruitment Rules (2019) referred at Annexure after adoption by the respective Board of Governors.

Yours faithfully,


(K. Rajan)

Under Secretary to the Government of India

Encl.: as above.

Copy for information to:-

1. The Chairperson, Board of Governors of all NITs.
2. PS to Hon'ble HRM.
3. PS to Hon'ble MoS (SPS).
4. Sr. PPS to Secretary (HE), MHRD.
5. PS to Additional Secretary (TE), MHRD.
6. The Registrars of all the NITs - with a request to update the information on the website of the respective NITs.
7. Guard File.


(K. Rajan)

Under Secretary to the Government of India
Tel: 23384159



No.F.35 - 5 / 2018 - TS.III
Government of India
Ministry of Human Resource Development
Department of Higher Education
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Shastri Bhawan, New Delhi
dated, the 4th April, 2019

To

The Director of all the NITs.

Subject: Implementation of Recruitment Rules for Non-Teaching Staff of NITs based on the recommendations of Oversight Committee - regarding.

Sir \ Madam,

I am directed to refer to this Ministry's letter of even number dated 20th February, 2019 vide which the recommendations of the Oversight Committee along with the guidelines / instructions and the new Recruitment Rules (2019) for Non-Teaching Staff of the National Institute of Technology (NITs) have been communicated for implementation after adoption by the Board of Governors of all the NITs.

2. Subsequent to issue of new Non-Teaching RRs (2019), signed set of Annexure referred in letter of even number dated 20th February, 2019 is attached with this communication for ready reference. In addition to above, it has been decided to reiterate point (i) in para 3 of letter No.F.33-2/2012-TS.III dated 20th December, 2017, which reads as under:-

"For the promotion of Non-Teaching employees who were recruited before the implementation of above mentioned RRs issued on 5th February, 2014 and 20th December, 2017, respectively, will continue to be governed by the same educational qualifications, which were prevalent before the respective RRs. However, such employees will have to undergo requisite skill test / trade test for future promotion(s) and upgradation.

Those who have been recruited as per the RRs issued on 5th February, 2014 and 20th December, 2017, respectively, will continue to be governed by the same."

...contd./-

K. Rajan

-: 2 :-

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4. All the Institutes are advised to adopt the new Recruitment Rules (2019) of Non-Teaching Staff as referred in attached Annexure and strictly adhere to RRs (2019) and guidelines / instructions in tandem with the communication dated 20th February, 2019.

Yours faithfully,

K. Rajan
(K. Rajan)

Under Secretary to the Government of India

Encl.: Annexure.

Copy for information to:-

1. The Chairperson, Board of Governors of all NITs.
2. PS to Hon'ble HRM.
3. PS to Hon'ble MoS (SPS).
4. Sr. PPS to Secretary (HE), MHRD.
5. PS to Additional Secretary (TE), MHRD.
6. PS to Deputy Director General (HE), MHRD.
7. The Registrars of all the NITs - with a request to update the information on the website of the respective NITs.
8. Guard File.

K. Rajan

(K. Rajan)

Under Secretary to the Government of India

Tel: 23384159



BoG 50.17 To note the recommendations of Oversight Committee for removal of anomalies of non-teaching staff in the NITs.

The Under Secretary (NITs), Ministry of Human Resource Development had issued a letter F.No.35-5/2018-TS.III dated 20th February, 2019 regarding recommendation of Oversight Committee for removal of anomalies of non-teaching staff. A copy of the letter dated 20.02.2019 is enclosed as Annexure – 50.17(i) from pages 156 to 163.

In this letter it has been mentioned that consequent upon approval of the Council of the National Institute of Technology, Sciences Education and Research (Council of NITSER) in its 10th meeting held on 26th May, 2017, the new set of Recruitment Rules (RRs) for Non-Teaching staff of the National Institutes of Technology (NITs) were issued vide this Ministry's communication No.F.33-2/2012-TS.III dated 20th December, 2017.

Subsequent to issue of new RR (2017), NITs further expressed need to take corrective steps to cover other issues / promotional aspects, which are not covered in the RR (2017). With a view to further improvise the RR and to take care of stagnation / career progression related issues of non-teaching carrying forward since REC regime, an Oversight Committee under the Chairmanship of Director, NIT, Calicut (Kerala) was constituted vide Order dated 15th May, 2018 for making further suggestions for improvement in RR of non-teaching categories of staff of NITs.

The competent authority has approved the recommendations vis-à-vis the new set of Recruitment Rules for non-teaching staff of NITs submitted by the Oversight Committee. Besides, the new RR of 2019, the competent authority has also approved following Recommendations of the Oversight Committee:-

A. One-time measures/relaxations:

- (i) *Those employees, who are working on ad-hoc / temporary / contractual/ outsource basis, in RECs/NITs, may be given one-time age relaxation to participate in the first regular recruitment process for the post for which they fulfill all other conditions mentioned in the Recruitment Rules. The quantum of age relaxation may be decided by the Board of Governors of the respective NIT.*

(ii) Employees of an Institute in a staff cadre who are holding substantive post at a lower stage but due to non-availability of promotion guidelines, have been granted higher grade pay under MACP, may be considered for mapping to the position corresponding to the grade pay under MACP, subject to availability of vacancies earmarked for promotion within that cadre such as 1,2,3,4,5 & 6 as detailed below. The vacancies which will be considered for such mapping will flexible within the same cadre only.

- Cadre 1: Support Cadre (Office/Lab. Attendant to Office/Lab. Attendant SG-1),
- Cadre 2: Lower Ministerial (Junior Assistant to Assistant SG-1 & Stenographer to Stenographer SG-1).
- Cadre 3: Higher Ministerial (Supdt. to Supdt. SG-I & PA to PS).
- Cadre 4: Lower Technical (Technician to Technician SG-1)
- Cadre 5: Higher Technical (TA to TA SG-1; JE to AE SG-1, LIA to LIA SG-1 & SAS Asstt. to SAS Asstt. SG-1)
- Cadre 6: Pharmacist (Pharmacist to Pharmacist SG-1)

After mapping, employees will be considered for promotion one stage above the feeder cadre or a maximum of two stages above the next below the feeder cadre. In such cases, combined regular service in feeder cadre and next below feeder grade should not be less than the total qualifying service required for promotion from the next below feeder grade to the post in question in normal course.

(iii) Staff of NITs who were appointed in the Officers cadre post approved during REC period but because of the fact that they were not in Group-A, they could not be mapped directly to the Officer cadres on restructuring. They may be mapped to the lowest position of the Officers cadre (respective stream) from the date of implementation of restructuring, as a one-time measure. The said staff should have been appointed one stage below the lowest entry to the Group-A post stating in the pre-revised 6th CPC Grade Pay of Rs.5400/- in pay band – 3.

B. General Guidelines:

(i) Each non-Teaching cadre (except Stenographer Higher Cadre) will have 04 (four) designations and distribution of posts for these designations will be in the ratio of 4:3:2:1.

(ii) For officers/staff cadres, wherever the mode of recruitment is through promotion as well as direct recruitment and number of positions are less than 04, minimum number of positions to be earmarked for promotion will be 01.

(iii) The regular staff of NITs who are otherwise eligible, shall be allowed to participate in the selection process irrespective of age and percentage of marks. This will be applicable to the regular staff of NITs who were appointed before the date of implementation of RRs in NITs including Model RRs (2012).

C. Other recommendations:

- (i) The Registrars who have completed or completing their full term of 5 years in Institute concerned will be eligible to participate in the selection process for appointment for another term subject to fulfilling the conditions with regard to education qualifications and experience as specified in RRs.*
- (ii) The RRs prescribed by Department of official Languages (MHA) for appointment of Hindi staff in NITs/IIST.*
- (iii) The post of Security Officer has been abolished in the RRs (2017) keeping in mind that the security services in most of the CFTIs are outsourced. The same recommendations is reiterate and the existing Security Officer may be allowed to continue and in due course re-trained for other suitable tasks.*

In this letter, it has also been mentioned that the Oversight Committee through its recommendations have improvised the non-teaching RRs, which is expected to address majority of the issues by way of granting one time-relaxations to internal staff for career progression and also enables the ad-hoc/contract/temporary/ outsource staff, who are/have rendered a reasonable portion in service of the Institute, to participate in the regular recruitment processes after getting due age relaxation. However, no relaxations in educational qualification criterion have been recommended in all such cases.

The Institute specific issues in isolation are left upto the Institute and may be sorted out at the Institute/Board level in light of various instructions approved by the Council of NITSER on the subject from time to time, applicable extant Government of India instructions, Statutes and NITSER Act, 2007.

Further, the MHRD had again send a letter vide No.F.35-5/2018.TS.III dated 4th April, 2019 regarding implementation of Recruitment Rules for Non-Teaching Staff of NITs based on the recommendations of Oversight Committee. In this letter, it has been mentioned that in addition to above, it has been decided to reiterate point (i) in para 3 of letter No.F.33-2/2012-TS.III dated 20th December, 2017, which reads as under:-

"For the promotion of Non-Teaching employees who were recruited before the implementation of above mentioned RRs issued on 5th February, 2014 and 20th December, 2017, respectively, will continue to be governed by the same educational qualifications, which were prevalent before the respective RRs. However, such employees will have to undergo requisite skill test/trade test for future promotion(s) and upgradation.

Those who have been recruited as per the RRs issued on 5th February, 2014 and 20th December, 2017, respectively, will continue to be governed by the same."

A copy of the letter dated 04.04.2019 is enclosed as Annexure – 50.17(ii) from pages 164 to 165 . The Board may note the recommendations of Oversight Committee for removal of anomalies of non-teaching staff in the NITs as per MHRD letter dated 20.02.2019 and 04.04.2019 for implementation at the Institute level and to decide the quantum of age relaxation for the employees, who are working on adhoc/ temporary/contractual/outsourcing basis, in this Institute (REC/NIT) as one-time measure to participate in the first regular recruitment process.



No.F.35 - 5 / 2018 - TS.III

Government of India
Ministry of Human Resource Development
Department of Higher Education
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Shastri Bhawan, New Delhi
dated, the 20th February, 2019

To

The Director of all the NITs.

Subject: Recommendations of Oversight Committee for removal of anomalies of non-teaching staff and revised Recruitment Rules (RRs) for Non-Teaching in the NITs - regarding.

Sir \ Madam,

I am directed to state that consequent upon approval of the Council of the National Institutes of Technology, Science Education and Research (Council of NITSER) in its 10th meeting held on 26th May, 2017, the new set of Recruitment Rules (RRs) for Non-Teaching staff of the National Institutes of Technology (NITs) were issued vide this Ministry's communication No.F.33-2/2012-TS.III dated 20th December, 2017.

2. Subsequent to issue of new RR (2017), NITs further expressed need to take corrective steps to cover other issues / promotional aspects, which are not covered in the RR (2017). With a view to further improve the RR and to take care of stagnation / career progression related issues of non-teaching carrying forward since REC regime, an Oversight Committee under the Chairmanship of Prof. Sivaji Chakravorti, Director, NIT, Calicut (Kerala) was constituted vide Order dated 15th May, 2018 for making further suggestions for improvements in RR of non-teaching categories of staff of NITs. To cover majority of the issues, all the Directors of NITs were requested to forward the left out anomalies / issues in the RR to the Chairman of the Oversight Committee directly. Simultaneously, the Oversight Committee also called individual anomalies / issues from the NITs.

3. The Oversight Committee after going through the representations / requests / grievances as received from the NITs, had submitted its report on 4th September, 2018 recommending thereby some one-time measures alongwith suitable modifications in the Recruitment Rules for non-teaching staff of NITs. Subsequently, the Oversight Committee held another meeting on 19th January, 2019 to discuss certain inconsistencies pointed out by the Ministry in the recommendations. ✓

K. Raja

15-1-18

4. The report vis-à-vis recommendations of the Oversight Committee have further been examined in this Ministry. The Oversight Committee has followed a detailed process of inviting issues and has deliberated on them and has submitted its recommendations alongwith new set of Recruitment Rules for non-teaching staff of NITs. The competent authority has approved the recommendations vis-à-vis the new set of Recruitment Rules for non-teaching staff of NITs submitted by the Oversight Committee. The new RRs (2019) are placed at Annexure and the same will replace the RRs (2017) issued on 20th December, 2017. Besides, the new RRs of 2019, the competent authority has also approved following recommendations of the Oversight Committee:-

A. One-time measures / relaxations

(i) Those employees, who are working on ad-hoc / temporary / contractual / outsource basis, in RECs / NITs, may be given one-time age relaxation to participate in the first regular recruitment process for the post for which they fulfill all other conditions mentioned in the Recruitment Rules proposed by the Oversight Committee. The quantum of age relaxation may be decided by the Board of Governors of the respective NIT.

(ii) Employees of an Institute in a staff cadre who are holding substantive post at a lower stage but due to non-availability of promotion guidelines, have been granted higher grade pay under MACP, may be considered for mapping to the position corresponding to the grade pay under MACP, subject to availability of vacancies earmarked for promotion within that cadre such as 1,2,3,4,5 & 6 as detailed below. The vacancies which will be considered for such mapping will be flexible within the same cadre only.

- Cadre 1: Support Cadre (Office/Lab. Attendant to Office/Lab. Attendant SG-1),
Cadre 2: Lower Ministerial (Junior Assistant to Assistant SG-1 & Stenographer to Stenographer SG-1)
Cadre 3: Higher Ministerial (Suptd. to Suptd. SG-1 & PA to PS)
Cadre 4: Lower Technical (Technician to Technician SG-1)
Cadre 5: Higher Technical (TA to TA SG-1; JE to AE SG-1, LIA to LIA SG-1 & SAS Asstt. to SAS Asstt. SG-1)
Cadre 6: Pharmacist (Pharmacist to Pharmacist SG-1)

After mapping, employees will be considered for promotion one stage above the feeder cadre or a maximum of two stages above the next below the feeder cadre. In such cases, combined regular service in feeder cadre and next below feeder grade should not be less than the total qualifying service required for promotion from the next below feeder grade to the post in question in normal course.

(iii) Staff of NITs who were appointed in the Officers cadre posts approved during REC period but because of the fact that they were not in Group-A, they could not be mapped directly to the Officer cadres on restructuring. The Committee recommended that they may be mapped to the lowest position of

K. Rajan

the Officers cadre (respective stream) from the date of implementation of restructuring, as a one-time measure. The same is accepted with a condition that the said staff should have been appointed one stage below the lowest entry to the Group-A post starting in the pre-revised 6th CPC Grade Pay of Rs.5400/- in Pay Band - 3.

B. General Guidelines:

- (i) Each Non-Teaching cadre (except Stenographer Higher cadre) will have 04 (four) designations and distribution of posts for these designations will be in the ratio of 4:3:2:1.-
- (ii) For officers/staff cadres, wherever the mode of recruitment is through promotion as well as direct recruitment and number of position are less than 04, minimum number of positions to be earmarked for promotion will be 01.
- (iii) RRs were not in place for a very long time in NITs, and as such regular staffs are not eligible for direct recruitment as per RRs (2017) in terms of age. Further some of them may not possess the requisite percentage of marks as per new RRs (2017). Considering the above, regular staff of NITs, who are otherwise eligible, shall be allowed to participate in the selection process irrespective of age and percentage of marks. This will be applicable to the regular staff of NITs who were appointed before the date of implementation of RRs in NITs including Model RRs (2012).

C. Other recommendations:

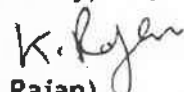
- (i) The Registrars who have completed or completing their full term of 5 years in Institute concerned will be eligible to participate in the selection process for appointment for another term subject to fulfilling the conditions with regard to educational qualifications and experience as specified in RRs.
- (ii) While examining the RRs (2017), it was observed that there is no provision for Hindi staff. The Oversight Committee has proposed to adopt the RRs prescribed by Department of Official Languages (MHA) for appointment of Hindi staff in NITs / IEST.
- (iii) The post of Security Officer has been abolished in the RRs (2017) keeping in mind that the security services in most of the CFTIs are outsourced. The same recommendation is reiterated and the existing Security Officer may be allowed to continue and in due course re-trained for other suitable tasks.

5. The Oversight Committee through its recommendations have improvised the non-teaching RRs, which is expected to address majority of the issues by way of granting one time-relaxations to internal staff for career progression and also enables the ad-hoc / contract / temporary / outsource staff, who are/have rendered a reasonable portion in service of the Institute, to participate in the regular recruitment processes after getting due age relaxation. However, no relaxations in educational qualification criterion have been recommended in all such cases.

K. Raju

6. The Committee has gone through the issues / representations received and take care of only those issues, which are common across the NITs system. However, the Institute specific issues in isolation are left upto the Institute and may be sorted out at the Institute / Board level in light of various instructions approved by the Council of NITSER on the subject from time to time, applicable extant Government of India instructions, Statutes and NITSER Act, 2007.
7. The new set of Recruitment Rules (2019) as proposed by the Oversight Committee will replace the non-teaching Recruitment Rules issued on 20th December, 2017 and the same being issued after getting the approval of the Hon'ble Minister of Human Resource Development in his capacity as the Chairperson of the Council of NITSER in accordance with provisions under Section 32 (2) (b) of NITSER Act, 2007 and Statute 23 (3) of the Statutes of NITs. ✓
- x 8. All the Institutes are advised to strictly adhere to the Non-Teaching Recruitment Rules (2019) referred at Annexure after adoption by the respective Board of Governors.

Yours faithfully,


(K. Rajan)

Under Secretary to the Government of India

Encl.: as above.

Copy for information to:-

1. The Chairperson, Board of Governors of all NITs.
2. PS to Hon'ble HRM.
3. PS to Hon'ble MoS (SPS).
4. Sr. PPS to Secretary (HE), MHRD.
5. PS to Additional Secretary (TE), MHRD.
6. The Registrars of all the NITs - with a request to update the information on the website of the respective NITs.
7. Guard File.


(K. Rajan)

Under Secretary to the Government of India
Tel: 23384159

No.F.33 - 2 / 2012 - TS.III
Government of India
Ministry of Human Resource Development
Department of Higher Education
~~*~*

Shastri Bhawan, New Delhi
dated, the 20th December, 2017

To

The Director of all the National Institutes of Technology (NITs)

Subject: Recommendations of Oversight Sight Committee for removal of anomalies of non-teaching staff and revised Recruitment Rules (RRs) for Non-Teaching in the NITs – regarding.

Sir / Madam,

I am directed to refer to this Ministry's letter of even number dated 5th February, 2014 vide which the Recruitment Rules (RRs) for Non-Teaching posts in the National Institutes of Technology (NITs) were issued. Consequent upon implementation of the Recruitment Rules (RRs), certain pay anomalies / grievances of Non-Teaching employees of NITs were brought to the notice of the Ministry.

2. In order to deal with such anomalies, an Oversight Committee was constituted under the Chairmanship of Prof. Ajay Kr. Sharma, Director, NIT, Delhi. The Oversight Committee submitted its report to this Ministry, which was placed, along with the recommendations of the Standing Committee of NITs, before the Council of the National Institutes of Technology, Science Education and Research (NITSER) in its 10th meeting held on 26th May, 2017. The Council deliberated upon the recommendations vis-à-vis the modified Recruitment Rules for Non-Teaching employees submitted by the Oversight Committee and has approved the new Recruitment Rules for the Non-Teaching posts of NITs.

3. Apart from the above, while approving the above mentioned RR, the Council of NITSER had also desired to look into the issues regarding relaxation of educational qualifications for the regular internal non-teaching staff who were recruited prior to implementation of RR (2014) and one-time age relaxation for the ad-hoc / temporary / contractual staff of the NITs for regularization. The Oversight Committee examined above referred issues. The recommendations have been examined in the Ministry and it has been decided that:-

- (i) For the promotion of Non-Teaching employees who were recruited before the implementation of above mentioned RR issued on 5th February, 2014 will continue to be governed by the same educational qualifications, which were prevalent before 5th February, 2014. However, such employees will have to undergo requisite skill test / trade test for future promotion(s) and upgradation.

...contd./-

Page 1 of 59

Am

- 2 :-

No.F.33 - 2 / 2012 - TS.III

Those who have been recruited as per the RRs issued on 5th February, 2014 will continue to be governed by the same.

One time age relaxation for employees engaged on ad-hoc / temporary / contractual basis

- (ii) Those employees, who have been working in NITs on ad-hoc / temporary / contractual basis since REC regime, may be given age relaxation to participate in the recruitment process for the post for which they fulfill all other conditions mentioned in the RRs. The quantum of age relaxation may be decided by the respective Board of Governors of the NIT concerned considering the prevailing conditions.

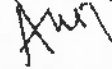
Regularization of such employees shall be strictly as per the judgment passed by the Hon'ble Supreme Court of India in the case of Uma Devi & ors Vs. State of Karnataka.

4. The Recruitment Rules finally approved for Non-Teaching staff of NITs are placed at Annexure. The same have got the approval of the competent authority in accordance with provisions under Section 32 (2) (b) of the NITSER Act, 2007. The RRs annexed herewith supersede all other RRs approved by the Council of NITSER.

5. The Recruitment Rules for the post of Principal Scientific Officer / Technical Officer in PB - 4 with AGP of Rs.10,000/- will be conveyed separately. Till such time, the RRs for this category as mentioned in letter dated 5th February, 2014 shall continue to be in operation.

6. NITs are advised to strictly adhere to the Recruitment Rules referred at Annexure after adoption by the respective Board of Governors.

Yours faithfully,



(Anil Kumar Singh)

Under Secretary to the Government of India

Encl.: Recruitment Rules for Non-Teaching posts of NITs.

Copy for information to:-

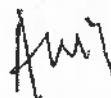
1. The Chairperson, Board of Governors of all NITs
2. PS to Hon'ble HRM.
3. PS to Hon'ble MoS (SPS).
4. The Registrars of all the NITs - with a request to upload the information on the website of the respective NITs.
5. Guard File.

GOVERNMENT OF INDIA
MINISTRY OF HUMAN RESOURCE DEVELOPMENT
DEPARTMENT OF HIGHER EDUCATION
* * * * *

Recruitment Rules for the Non – Teaching posts in
National Institutes of Technology (NITs)

1. Short title and commencement: These rules may be called the NIT Non-Teaching Recruitment Rules, 2017. These shall come into force from the date of their acceptance / adoption by the Board of Governors of the concerned Institute.
2. Definitions : In these rules, unless the context otherwise requires:
 - a) "Act" means National Institutes of Technology, Science Education and Research (NITSER) Act, 2007.
 - b) "Statutes" means the First Statutes of the NITs and the Statutes subsequently framed by the/respective NIT or framed by the Ministry of Human Resource Development.
 - c) "Service Rules" means Service Rules of the respective NIT.
3. Method of Recruitment and other matters: The method of recruitment and other matters relating to the post of Non-Teaching shall be specified in the Annexure attached to these rules.
4. Disqualification: No person,
 - (i) Who had entered into or contracted a marriage with a person having a spouse living; or
 - (ii) Who having a spouse living, has entered into or contracted a marriage with any person.shall be eligible for appointment to the said post;

provided that the Board of Governors may, if satisfied that such marriage is permissible under the personal law applicable to such a person and the other party to the marriage and that there were other grounds for so doing, exempt any person from the operation of this rule.
5. Saving: Nothing in these rules shall affect reservations, relaxations of the age limit and other concessions required to be provided for the candidates belonging to the Scheduled Castes, Scheduled Tribes, Other Backward Classes, Ex-servicemen and other special categories of persons in accordance with the orders issued by the Central Government from time to time in this regard. These rules shall also not affect the recruitments already made or for which recruitment process has already commenced; but any appointment or promotion to higher post proposed to be made or made subsequent to issue of these Recruitment Rules will be governed by these Recruitment Rules.



6. Other conditions of service: The other conditions of service of the Non-Teaching official for which no specific provisions have been made in these rules shall be regulated in accordance with such rules as are, from time to time, applicable as per the First Statutes of the NITs and the subsequent amendments. For matters not covered by the Statutes, the corresponding Central Government Rules shall be applicable.
7. Qualifications and other requirements of Selection: Qualifications and other requirements of recruitment to various Non-Teaching posts are given in detail in the Annexure.
8. These rules are bare minimum and the Board of Governors can however fix higher benchmarks, higher than the prescribed in consultation with the Council of NITSER.

~~*~*~*

Am7



No.F.35 - 5 / 2018 - TS.III
Government of India
Ministry of Human Resource Development
Department of Higher Education
*_*_*_*_*

Shastri Bhawan, New Delhi
dated, the 4th April, 2019

To

The Director of all the NITs.

Subject: Implementation of Recruitment Rules for Non-Teaching Staff of NITs based on the recommendations of Oversight Committee - regarding.

Sir \ Madam,

I am directed to refer to this Ministry's letter of even number dated 20th February, 2019 vide which the recommendations of the Oversight Committee along with the guidelines / instructions and the new Recruitment Rules (2019) for Non-Teaching Staff of the National Institute of Technology (NITs) have been communicated for implementation after adoption by the Board of Governors of all the NITs.

2. Subsequent to issue of new Non-Teaching RRs (2019), signed set of Annexure referred in letter of even number dated 20th February, 2019 is attached with this communication for ready reference. In addition to above, it has been decided to reiterate point (i) in para 3 of letter No.F.33-2/2012-TS.III dated 20th December, 2017, which reads as under:-

"For the promotion of Non-Teaching employees who were recruited before the implementation of above mentioned RRs issued on 5th February, 2014 and 20th December, 2017, respectively, will continue to be governed by the same educational qualifications, which were prevalent before the respective RRs. However, such employees will have to undergo requisite skill test / trade test for future promotion(s) and upgradation.

Those who have been recruited as per the RRs issued on 5th February, 2014 and 20th December, 2017, respectively, will continue to be governed by the same." ✓

...contd./-

-: 2 :-

No.F.35 - 5 / 2018 - TS.III

4. All the Institutes are advised to adopt the new Recruitment Rules (2019) of Non-Teaching Staff as referred in attached Annexure and strictly adhere to RRs (2019) and guidelines / instructions in tandem with the communication dated 20th February, 2019.

Yours faithfully,



(K. Rajan)

Under Secretary to the Government of India

Encl.: Annexure.

Copy for information to:-

1. The Chairperson, Board of Governors of all NITs.
2. PS to Hon'ble HRM.
3. PS to Hon'ble MoS (SPS).
4. Sr. PPS to Secretary (HE), MHRD.
5. PS to Additional Secretary (TE), MHRD.
6. PS to Deputy Director General (HE), MHRD.
7. The Registrars of all the NITs - with a request to update the information on the website of the respective NITs.
8. Guard File.



(K. Rajan)

Under Secretary to the Government of India

Tel: 23384159



BoG 50.18 To consider the recommendations of MACP Committee of the Institute to grant 3rd MACP with Grade Pay of Rs.4600/- w.e.f.01.09.2008 instead of 03.07.2010 in respect of Shri Ranbir Singh, Assistant (Retired on 31.03.2012).

In the year 2011, the Institute had allowed the MACP cases to all eligible employees after following due procedure with the approval of the Ministry of Human Resource Development, Government of India.

Vide this office letter No. Estt-II/6089 dated 28.09.2010, a Committee of the following was constituted to identify the eligible MACP cases as per MACP Scheme applicable to the non-teaching and teaching supporting staff of this Institute:

- | | |
|--|----------|
| 1. Dr. R. C. Bhattacharjee, Ex-Professor | Chairman |
| 2. Sh. G. R. Samantaray, Dy. Registrar (GA& Legal) | Member |
| 3. Sh. S. K. Sharma, Dy. Registrar (Accounts) | Member |

The above MACP Committee submitted its report on 10.03.2011 in which the case of Shri Ranbir Singh was recommended for MACP-III with Grade Pay of Rs.4600/- w.e.f.03.07.2010 and the same had been approved by the MHRD vide letter No. F.10-20/2010-TS.III dated 27.07.2011. Accordingly MACP Screening Committee at the Institute Level as per provision had allowed MACP-III of Rs.4600/- w.e.f. 03.07.2010 to Shri Ranbir Singh.

Shri Ranbir Singh had requested again that he is eligible for MACP-III with Grade Pay of Rs.4600/- w.e.f.01.09.2008 instead of 03.07.2010. In this regard, his application dated 23.07.2012 was forwarded to the Chairman, MACP Committee to re-consider his case.

The Chairman, MACP Committee re-considered the case of Shri Ranbir Singh and submit its report on 08.09.2012 Annexure – 50.18(i) from pages 169 to 170 vide which it was recommended that Shri Ranbir Singh is eligible to get MACP-III with Grade Pay of Rs.4600/- w.e.f.01.09.2008 instead of 03.07.2010. The Report is reproduced as under: -

"Sh.Ranbir Singh, Asstt. joined the Institute as a Lib. Attendant (GP 1900) on 07/10/1974. He was promoted as Clerk (GP 1900) w.e.f.03/7/80 in the same scale as that of Lib. Att., hence it is to be

ignored. He was given ACP-II w.e.f. 01/01/1996 in GP 4200/-. Hence, he is eligible to get ACP-III with GP 4600/- w.e.f. 01.9.08 (instead of 03/7/10 as recorded in the Ministry order which is perhaps due to typing error)."

The recommendations of the Committee were forwarded to the Ministry of Human Resource Development, Government of India vide this office letter No. Estt-II/6830 dated 05.10.2012 for approval.

In response to this office letter dated 05.10.2012, the MHRD, Government of India has intimated vide their letter F.No. F10-20/2010.TS.III dated 08.05.2014 that the proposal of MACP as sent by the Institute was examined in consultation with Integrated Finance Division and found that the proposal for 3rd MACP of Shri Ranbir Singh was approved by the M.H.R.D., Government of India as proposed by the NIT, Kurukshetra, so there is no typing error in order of the Ministry. However, this issue should be examined by the MACP Committee of NIT, Kurukshetra.

In response to the MHRD letter dated 08.05.2014, vide this office letter No.Estt.-II/7232 dated 27.10.2016, the Institute had informed to the Ministry that the case of Shri Ranbir Singh has already been re-considered by the Chairman, MACP Committee of this Institute.

In response to the MHRD, Govt. of India letter F.No.10-20/2010.TS-III dated 11.01.2018, vide this office letter No.Estt.-II/PF/1050 dated 27.02.2018 the photocopy of service book of Shri Ranbir Singh was forwarded to the Ministry as the said matter was referred to the IFD, MHRD for their advice by the MHRD, Government of India.

Now, the Under Secretary to the Government of India, MHRD, Department of Higher Education, New Delhi has stated vide office letter F.No.10-20/2010-TS-III dated 22.03.2019 Annexure – 50.18 (ii) on page 171 that the Ministry after consultation with IFD has already approved proposal for grant of MACPs to the employees of NIT, Kurukshetra and the same has been communicated to the Institute vide letter No.F.No.10-20/2010-TS.III dated 27.07.2011. The Instant matter is purely administrative in nature for which Board of Governors (BoG) of the Institute is the apex decision making body and

the recommendations of the MACP Committee of the Institute in respect of Shri Ranbir Singh may be placed before the BoG for taking a decision in the matter.

In view of the above, as per recommendations of the MACP Committee of this Institute the following proposal may be *approved in respect of Shri Ranbir Singh, Assistant (Retired on 31.03.2012):*

Already granted MACP-III	Proposed MACP-III
MACP-III with Grade Pay of Rs.4600/- w.e.f. 03.07.2010	MACP-III with Grade Pay of Rs.4600/- w.e.f. 01.09.2008

- 169 -

Director's Office
Received on.....
Time.....
NIT, KURUKSHETRA.

ANNEXURE 50.18 (i)

REMINDER - II

N.I.T. KURUKSHETRA

N.I.T. KURUKSHETRA						
Dy. No.		5054		Date: 23/07/12		
R	DPD	DAC	DAd	CVC	CoE	C
E	M	EC	IC	PE	Ch	Ma
Hd	CV	WS	PA	PC	PS	EDC
PE	C	FT	PO	PRO	LMO	L
GA	A	SO	EC	DS	PIS	PIC

To

The Director,
NIT, Kurukshetra.

Dear Sir,

In reference to my previous application dated 20.12.2011 and subsequent reminder dated 17.1.2012 regarding benefit under the 3rd MACPS w.e.f. 01.09.2008 instead of 03.07.2010 (Copy attached). It is again requested that my case may please be re-considered as early as possible.

Thanking you.

Director's Office
Received on.....23/7/2012
Time.....3:00 PM
NIT, KURUKSHETRA.

Yours faithfully,

Ranbir Singh
(RANBIR SINGH)
Ex-Assistant
Acs. Section

Dated : 23.07.2012

Copy to:-

The Chairman, MACPS. Committee to reconsider my case under clause 9 of the above said scheme and allow me 3rd MACP w.e.f. 1.9.2008 instead of 3.7.2010.

The request of sh. Ranbir Singh Ex- Assst. is forwarded to the chairman, MACP for consideration and suitable recommendation, P1.

Chairman
MACP Committee P.T.O.

26/07/12
D.S.(E.A.)
E.S. II
169
13/8/12 13/8/12

From prepage →

Sh. Ranbir Singh, Asst. joined the Institute as a Lib. ~~Attendant~~ (GP 1900) on 07/10/1974. He was promoted as Clerk (GP 1950) w.e.f. 03/7/80 in the same scale as that of Lib. Att., hence it is to be ignored. He was given ACP-II w.e.f. 01/01/1996 in GP 4200/- . Hence, he is eligible to get ACP-III with GP 4600/- w.e.f. 01.9.08 (instead of 03/7/10 as ^{recorded} in the Ministry Order which is perhaps due to typing error)

Submit the please.

DIRECTOR.



Chairman
MACP Committee

11/8/12

RECEIVED
10/09/12
11/9/12

CPB
10/09/12

D. S. S. S.
11/9/12

EA-II

N.I.T. KURUKSHETRA
ANNEXURE - 50.18 (ii)
Diary No.
Dated.. 22/03/19

F. No. 10 - 20 / 2010-TS - III

Government of India

Ministry of Human Resource Development

Department of Higher Education

Shastri Bhawan, New Delhi,
Dated, the 21 March, 2019

To,

The Director,
National Institute of Technology, Kurukshetra
Haryana

For n. a. pl.

R

28/3/19

DR. LAKSHY

Subject: Regarding consideration of 3rd MACP of Grade Pay of Rs.4600/- w.e.f. 01.09.2008 instead of 03.07.2010 in respect of Sh. Ranbir Singh, Assistant (Retired).'

Sir,

I am directed to refer to your communication No.Estt.-II/7232 dated 27.10.2016 and Estt.-II/PF/1050 dated 27.02.2018 on the subject mentioned above.

2. In this context, it is stated that this Ministry after consultation with IFD Division has already approved proposal for grant of MACPs to the employees of NIT, Kurukshetra and the same has been communicated to the Institute vide letter No.F.No.10-20/2010-TS.III dated 27.07.2011. The Instant matter is purely administrative in nature for which Board of Governors (BoG) of the Institute is the apex decision making body.

3. It is, therefore, requested to place the recommendation of the MACP Committee of the Institute in respect of Shri Ranbir Singh before the BoG for taking a decision in the matter.

Yours faithfully,

Anil

(Anil Kumar Singh)

Under Secretary to the Govt. of India,

Tel: 23384897

29/03/19

ABEED - Jan. 01/04/2019
Estt. II

BoG 50.19 To consider and approve the recommendation of the Selection Committee for appointment of Technical Officer (Electrical Engineering), Medical Officer and Senior Technical Officer.

The Institute had invited applications for the recruitment of the posts of Senior Technical Officer, Technical Officer & Medical Officer vide Advt.No.41/2018.

The details for the post of Technical Officer (Electrical Engineering), Medical Officer and Senior Technical Officer are as under:

Sr. No.	Name of the Post	No. of vacancies	No. of application forms received	No. of eligible candidates for written test	No. of candidates appeared in the written test	No. of qualified candidates in the written test	No. of shortlisted candidates called for interview
1.	Technical Officer	01 (UR)	161	161	59	11	10
2.	Medical Officer	01 (OBC)	05	No written test	Not applicable	Not applicable	05
3.	Sr. Tech. Officer	01 (SC)	12	No written test	Not applicable	Not applicable	04

The written tests for the post of Technical Officer (Electrical Engineering) was conducted on 14.04.2019. The answer sheets (objective type test) were evaluated on the same day. 11 candidates for the post of Technical Officer (Electrical Engineering) were qualified in the written test. As per the short listing criteria of the Institute for one post upto 10 qualified candidates are to be called for interview on the basis of marks scored by them in the written test. Accordingly, in order of merit 10 candidates for the post of Technical Officer (Electrical Engineering) were called for interview. As per the selection criteria of the Institute, the final merit for selection will be based on marks scored in Written Test (70%) + Personal Interview (30%). The copy of Advertisement, Short-listing criteria and Selection Criteria are enclosed as Annexure – 50.19 (i) from pages 174 to 176.

It is relevant to mention here that Kulvinder Singh, Technical Assistant SG-II, Electrical Engineering Department had filed a CWP in Hon'ble Punjab and Haryana High Court, Chandigarh as he was not able to fill the online application form due to age limit. In this advertisement at Sr.No.1 of the General Conditions it has been mentioned that *"The applicants are required to apply online mode only. Applicants applying for more than one post are required to apply online separately."* At Sr.No.2, it has also been mentioned that *"The age*



limit and qualifications/ experience etc. for all the posts shall be determined as on the last date of submission of online application."

As per Recruitment Rule (RRs, 2017) of MHRD, New Delhi and subsequent adoption by the BoG of the Institute, age is relaxable for the departmental candidates upto 5 years in accordance with the instruction and orders issued by the Central Government. Hence, due to overage, he was not eligible and unable to fill the application form through online. In the above case the Hon'ble High Court has passed the following interim order on 18.12.2018:

"In the interest of justice, it is made clear that any selection pursuant to Annexure P-3 shall be subject to final outcome of the present petition."

The next date of hearing is 14.11.2019.

The above matter was consulted with the Institute Standing Counsel Shri Amarjit Singh Virk, Advocate who had also appeared in the said case in the Hon'ble High Court, regarding further necessary action to be taken on the recruitment process for the non-teaching posts advertised against advertisement No.41/2018. As per his opinion, the appointment letters may be issued with the following condition:

"The appointment is subject to the final decision of the Hon'ble High Court of Punjab & Haryana, Chandigarh in the CWP No.30787-2018."

As there was no stay in the recruitment process for the Advertisement No.41/2018, the Selection Committee meetings were conducted as per the schedule. The Selection Committees for the above posts were duly constituted as per Statutes 23(5) (d) and the interviews were conducted on 15.04.2019 for the post of Technical Officer (Electrical Engineering), on 01.05.2019 for the post of Medical Officer and on 02.05.2019 for the post of Sr. Technical Officer.

The recommendations of the Selection Committee meetings contained in the sealed envelopes for the above posts are placed on the table during the meeting of the Board.

The Board may consider and approve the recommendations of the Selection Committee meetings for the above posts.



राष्ट्रीय प्रौद्योगिकी संस्थान, कुरुक्षेत्र
NATIONAL INSTITUTE OF TECHNOLOGY, KURUKSHETRA
 (Under the Ministry of HRD, Govt. of India)
 KURUKSHETRA – 136 119 (Haryana)

Advt. No. 41/2018

RECRUITMENT OF NON-TEACHING POSTS

National Institute of Technology Kurukshetra invites online applications from the Indian Nationals for the recruitment of the following Non-Teaching Posts in the Institute.

Sr. No.	Name of the post	No. of Vacancies					Level in the Pay Matrix
		SC	ST	OBC	UR	Total	
1	Sr. Students Activity & Sports Officer	-	-	01	-	01	Level-12 (Rs. 78800-209200)
2	Senior Technical Officer	01	-	-	-	01	Level-11 (Rs. 67700-208700)
3	Technical Officer	-	-	-	01	01	Level-10 (Rs. 56100-177500)
4	Medical Officer	-	-	01	-	01	Level-10 (Rs. 56100-177500)
5	Students Activity & Sports Assistant	-	-	-	01	01	Level-6 (Rs.35400-112400)
6	Library & Information Assistant	-	01	-	01	02	Level-6 (Rs.35400-112400)
7	Superintendent	-	-	-	02	02	Level-6 (Rs.35400-112400)
8	Accountant	-	-	01	03	04	Level-6 (Rs.35400-112400)
9	Personal Assistant	01	-	-	02	03	Level-6 (Rs.35400-112400)
10	Pharmacist	-	-	-	01	01	Level-5 (Rs.29200-92300)
11	Stenographer	-	-	01	03	04	Level-4 (Rs.25500-81100)
12	Junior Assistant*	01	01	01	04	07	Level-3 (Rs.21700-69100)
13	Technical Assistant	03	02	05	11	21	Level-6 (Rs.35400-112400)
14	Technician**	02	01	02	09	14	Level-3 (Rs.21700-69100)
15	Laboratory Assistant	-	-	-	02	02	Level-3 (Rs.21700-69100)
Total		08	05	12	40	65	

01* post for PwD-OH candidate and 01** post for PwD-HH candidate are reserved on horizontal basis

Note: Number of vacancies including those under reserved categories are provisional and may change.

Important Instructions:

- The candidates need to apply online in the online recruitment portal of Institute website: www.nitkkr.ac.in from 15.11.2018 to 14.12.2018 upto 05.30 p.m.
- Applicants applying for more than one post are required to apply online separately.
- The age limit and qualifications/experience etc. for all the posts shall be determined as on the last date of submission of online application.
- The applicants shall be required to pay a non-refundable application fee of Rs. 500/- for UR & OBC category only through online. SC/ST and PwD applicants are exempted from paying application fees.
- The hard copy of online application along with self-attested photocopies of all the documents in support of the information given by the candidate in their online application should reach the Registrar, National Institute of Technology, Kurukshetra-136119 (Haryana) by post on or before 24.12.2018 upto 05.30 p.m.

Registrar I/c

**NATIONAL INSTITUTE OF TECHNOLOGY
KURUKSHETRA-136119**

Subject: Recruitment of non-teaching staff (Ref.: Advt.No.41/2018).

I. Modalities of the Written Test:

Question paper will consist of Multiple Choice Questions (MCQs) comprising of total 140 questions. The duration of test will be 120 minutes. The medium of question paper will be in English. Each question carries 0.5 marks. Unattempted question will be awarded zero marks. There will be negative marking for wrong answer. $\frac{1}{8}$ marks will be deducted for each wrong answer. There is qualifying marks (UR: 50%, OBC: 45%, SC/ST: 35%, PwD:30%) for candidates in the Written Test.

II. Pattern of Written Test:

Sr. No.	Name of the post	Written Test (Objective Type)	No. of questions
1.	Technical Officer	MCQs on Arithmetic, English, Reasoning (14 questions each) and Professional knowledge (98 questions) of the level of B.Tech in Electrical Engineering	140
2.	Students Activity & Sports Assistant	MCQs on Arithmetic, English, Reasoning (14 questions each) and Professional knowledge (98 questions) of the level of B.P.Ed.	140
3.	Library & Information Assistant	MCQs on Arithmetic, English, Reasoning (14 questions each) and Professional knowledge (98 questions) of the level of B.Lib & I.Sc.	140
4.	Superintendent	MCQs on Arithmetic, English, Reasoning (14 questions each) and Professional knowledge of the level of Graduation in the area of General Admn., Establishment, Financial Admn., Purchase Rules (20 questions each) and Computer Application (18 questions)	140
5.	Accountant	MCQs on Arithmetic, English, Reasoning (14 questions each) and Professional knowledge of the level of B.Com (Honours) in the area of accountancy and finance (49 questions each)	140
6.	Personal Assistant	MCQs on General Knowledge, Arithmetic, English and Reasoning (35 questions each) of the Graduation level	140
7.	Pharmacist	MCQs on Arithmetic, English, Reasoning (14 questions each) and Professional knowledge (98 questions) of the level of Diploma in Pharmacy	140
8.	Stenographer	MCQs on General Knowledge, Arithmetic, English and Reasoning (35 questions each) of the level of Senior Secondary (12 th)	140
9.	Junior Assistant	MCQs on General Knowledge, Arithmetic, English and Reasoning (35 questions each) of the level of Senior Secondary (12 th)	140
10.	Technical Assistant	MCQ on Arithmetic, English, Reasoning (14 questions each) and Professional knowledge (98 questions) of the level of Three Year Diploma in Engineering (Discipline wise)	140

11.	Technician	MCQs on Arithmetic, English, Reasoning (14 questions each) and Professional knowledge (98 questions) of the level of ITI course (Discipline wise)	140
12.	Laboratory Assistant	MCQs on Arithmetic, English, Reasoning (14 questions each) and Professional knowledge (98 questions) of the level of B.Sc. (Discipline wise)	140

III. Pattern of skill test:

Sr. No.	Name of the post	Skill Test (on computer)	Duration of the Skill Test
1.	Superintendent	Test of Computer Application: Word processing, Spread Sheet etc.	60 minutes
2.	Accountant	Test of Computer Application: Word processing, Spread Sheet and computer - based accounting software etc.	60 minutes
3.	Personal Assistant	Test of Stenography @100 w.p.m. in English	60 minutes
4.	Stenographer	Test of Stenography @80 w.p.m. in English and proficiency in Computer Word Processing and Spread Sheet etc.	60 minutes
5.	Junior Assistant	Test of typing speed of 35 w.p.m. in English and proficiency in Computer Word Processing and Spread Sheet etc.	60 minutes

There will be no skill test for other non-teaching posts.

IV. Short listing criteria:

The following tabulated ratio will be adopted for the candidates to be called for skill test/interview on the basis of marks scored by them in the Written Test:

Sr. No.	No. of posts	Max. No. of eligible candidates
I	For one post	Up to 10 candidates
II	For 2-3 posts	Up to 20 candidates
III	For 4-6 posts	Up to 30 candidates
IV	For 7-9 posts	Up to 48 candidates
V	For 10 posts and above	up to 50 candidates or above (5 times the number of posts)

Skill Test is qualifying in nature and marks scored in skill test will not be counted for final merit.

V. Selection:

The final merit for selection will be based on marks scored in Written Test (70%) + Personal Interview (30%).

Sd/-
Registrar I/c

BoG 50.20 To report the appointment of non-teaching posts at the Institute.

The Institute had invited online applications for the recruitment of Non-Teaching staff vide advertisement No.41/2018. A copy of advertisement is enclosed as Annexure – 50.20 (i) on page 180 .

The written tests for the provisionally eligible candidates for the following posts were conducted during March-April, 2019 in the Institute. A copy of schedule is enclosed as Annexure – 50.20 (ii) from pages 181 to 182 .

Sr. No.	Name of the post	Level in the Pay Matrix	No. of application forms received
1.	Technical Officer	Level-10	161
2.	Students Activity & Sports Assistant	Level-6	65
3.	Library & Information Assistant	Level-6	100
4.	Superintendent	Level-6	1283
5.	Accountant	Level-6	714
6.	Personal Assistant	Level-6	566
7.	Pharmacist	Level-5	130
8.	Stenographer	Level-4	1028
9.	Junior Assistant	Level-3	2372
10.	Technical Assistant	Level-6	3483
11.	Technician	Level-3	753
12.	Laboratory Assistant	Level-3	167

The following tabulated ratio was adopted for the candidates to be called for skill test/interview on the basis of marks scored by them in the Written Test:

Sr. No.	No. of posts	Max. No. of eligible candidates
i	For one post	Up to 10 candidates
ii	For 2-3 posts	Up to 20 candidates
iii	For 4-6 posts	Up to 30 candidates
iv	For 7-9 posts	Up to 48 candidates
v	For 10 posts and above	up to 50 candidates or above (5 times the number of posts)

The Skill Test was qualifying in nature and marks scored in skill test was not counted for final merit. The final merit for selection was based on marks scored in Written Test (70%) + Personal Interview (30%).

In this regard, it is stated that the Government of India, Department of Personnel and Training, New Delhi had issued instructions vide OM No. 39020/01/2013-Estt.(B) Part dated 29th December, 2015 to discontinue



interview process at Junior level posts. From 1st January, 2016, there will be no recruitment with interview at Junior level posts i.e. Group-B Non-Gazetted and Group-C posts. The interview will be done away even in cases where in the past the selections used to be made purely on the basis of performance in the interview. It is also clarified that as Skill Test or Physical Test is different from interview, and they may continue. However, these tests will only be of qualifying nature. Assessment will not be done on the basis of marks for such tests.

The matter was placed before the Board of Governors in its 39th meeting held on 05.04.2016. The Board decided as under:

"The Board decided to continue with conduct of interviews for Junior level posts (i.e. Group-B Non-Gazetted and Group-C posts) in view of the MHRD letter F.No.35-4/2016-TS.III dated 4th April, 2016 on reference of DoPT letter No.39020/01/2013-Estt.(b)-Part dated 29th December, 2015."

Accordingly, the modalities and the selection criterion for the recruitment for these posts were prepared in the line of Centrally Funded Technical Institutions (CFTIs). The methods followed for selection of the candidates are as under:

- i) For the posts at Sr.No.4, 5, 6, 8 & 9 through Written Test, Skill Test and Interview
- iii) For the posts at Sr.No.1, 2, 3, 7, 10, 11 & 12 through written test and interview.

A copy of the modalities of the written test, skill test and selection criterion are enclosed as Annexure – 50.20 (iii) from pages 183 to 184.

The interviews for the recruitment of the above posts were conducted by the duly constituted Selection Committee in terms of the Statutes of the NITs

In this connection, it is stated that on the basis of written test result, interviews were conducted for the all the posts including for the post of Technician in five disciplines such as Computer Engineering, Computer Applications, Computing & Networking, Mechanical Engineering, Workshop (Mech. Engg). The interviews for the posts of Technician in the discipline of Civil Engineering and Electronics & Communication Engineering were not conducted as per the interim order of the Hon'ble High Court in CWP No.9869 of 2019 (Munesh Kumar Meena Vs NIT Kurukshetra and Others).

In another case, Hon'ble Punjab & Haryana High Court vide interim order dated 23.04.2019 in CWP No.10457 of 2019 titled Dalraj Meena Vs NIT Kurukshetra and others while issuing Notice of Motion for 10.05.2019 has directed that in the meanwhile any selection pursuant to advertisement dated 09.11.2018 shall be subject to final outcome of the present petition. In this regard, a legal opinion was obtained from the Institute Standing Counsel Shri A.S. Virk, Advocate, Punjab & Haryana High Court, Chandigarh. As per the legal opinion, the Institute must insert a specific stipulation in all the appointment letters issued pursuant to selection(s) made for any vacancy to be filled towards advertisement dated 09.11.2018 that the same is subject to final outcome of CWP 10457 of 2019, titled Dalraj Meena Vs NIT Kurukshetra and Others, pending in the Hon'ble High Court of Punjab & Haryana at Chandigarh.

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 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 thousand five hundred;*
- (b) the Director, in any other case."*

All the above posts except the post at Sr.No.1 (Technical Officer) fall under the category of Non-academic staff for which the Director is the appointing authority as per the above Clause 24 of NIT Act, 2007.

Further, as per the Statute 23 (16), all appointments made at the Institute shall be reported to the Board at its next meeting.

The copy of the recruitment results finalized during the above periods for the appointment of non-teaching posts are enclosed as Annexure – 50.20(iv) from pages 185 to 197 .

The Board may kindly *note the appointments of the non-teaching posts.*



राष्ट्रीय प्रौद्योगिकी संस्थान, कुरुक्षेत्र
NATIONAL INSTITUTE OF TECHNOLOGY, KURUKSHETRA
(Under the Ministry of HRD, Govt. of India)
KURUKSHETRA – 136 119 (Haryana)

Advt. No. 41/2018

RECRUITMENT OF NON-TEACHING POSTS

National Institute of Technology Kurukshetra invites online applications from the Indian Nationals for the recruitment of the following Non-Teaching Posts in the Institute.

Sr. No.	Name of the post	No. of Vacancies					Level in the Pay Matrix
		SC	ST	OBC	UR	Total	
1	Sr. Students Activity & Sports Officer	-	-	01	-	01	Level-12 (Rs. 78800-209200)
2	Senior Technical Officer	01	-	-	-	01	Level-11 (Rs. 67700-208700)
3	Technical Officer	-	-	-	01	01	Level-10 (Rs. 56100-177500)
4	Medical Officer	-	-	01	-	01	Level-10 (Rs. 56100-177500)
5	Students Activity & Sports Assistant	-	-	-	01	01	Level-6 (Rs.35400-112400)
6	Library & Information Assistant	-	01	-	01	02	Level-6 (Rs.35400-112400)
7	Superintendent	-	-	-	02	02	Level-6 (Rs.35400-112400)
8	Accountant	-	-	01	03	04	Level-6 (Rs.35400-112400)
9	Personal Assistant	01	-	-	02	03	Level-6 (Rs.35400-112400)
10	Pharmacist	-	-	-	01	01	Level-5 (Rs.29200-92300)
11	Stenographer	-	-	01	03	04	Level-4 (Rs.25500-81100)
12	Junior Assistant*	01	01	01	04	07	Level-3 (Rs.21700-69100)
13	Technical Assistant	03	02	05	11	21	Level-6 (Rs.35400-112400)
14	Technician**	02	01	02	09	14	Level-3 (Rs.21700-69100)
15	Laboratory Assistant	-	-	-	02	02	Level-3 (Rs.21700-69100)
Total		08	05	12	40	65	

01* post for PwD-OH candidate and 01** post for PwD-HH candidate are reserved on horizontal basis

Note: Number of vacancies including those under reserved categories are provisional and may change.

Important Instructions:

1. The candidates need to apply online in the online recruitment portal of Institute website: www.nitkkr.ac.in from 15.11.2018 to 14.12.2018 upto 05.30 p.m.
2. Applicants applying for more than one post are required to apply online separately.
3. The age limit and qualifications/experience etc. for all the posts shall be determined as on the last date of submission of online application.
4. The applicants shall be required to pay a non-refundable application fee of Rs. 500/- for UR & OBC category only through online. SC/ST and PwD applicants are exempted from paying application fees.
5. The hard copy of online application along with self-attested photocopies of all the documents in support of the information given by the candidate in their online application should reach the Registrar, National Institute of Technology, Kurukshetra-136119 (Haryana) by post on or before 24.12.2018 upto 05.30 p.m.

Registrar I/c

**NATIONAL INSTITUTE OF TECHNOLOGY
KURUKSHETRA-136119**

SCHEDULE FOR THE RECRUITMENT OF NON-TEACHING POSTS (Ref. Advt. No. 41/2018)

Sr. No.	Name of the Post	Date & Time of Written Test	Date of Skill Test	Date of Interview
1.	Superintendent	02.03.2019 (Saturday) at 9.30 a.m.	05.03.2019 (Tuesday) at 10:00 a.m.	06.03.2019 (Wednesday) at 9:00 a.m.
2.	Accountant	02.03.2019 (Saturday) at 1.30 p.m.	05.03.2019 (Tuesday) at 12:00 Noon	07.03.2019 (Thursday) at 9.00 a.m.
3.	Stenographer	03.03.2019 (Sunday) at 9.30 a.m.	05.03.2019 (Tuesday) at 02:00 p.m.	08.03.2019 (Friday) at 9:00 a.m.
4.	Personal Assistant	03.03.2019 (Sunday) at 1.30 p.m.	05.03.2019 (Tuesday) at 3:00 p.m.	09.03.2019 (Saturday) at 9:00 a.m.
5.	Junior Assistant	16.03.2019 (Saturday) at 9.30 a.m.	18.03.2019 (Monday) at 9:00 a.m.	19.03.2019 (Tuesday) at 9:00 a.m. 20.03.2019 (Wednesday) at 9:00 a.m.
6.	Technical Assistant (Computer Engineering)	23.03.2019 (Saturday) at 9.30 a.m.	---	25.03.2019 (Monday) at 9.00 a.m.
7.	Technical Assistant (Computer Applications)	23.03.2019 (Saturday) at 1.30 p.m.	---	27.03.2019 (Wednesday) at 9.00 a.m.
8.	Technician (Computer Engineering)	24.03.2019 (Sunday) at 9.30 a.m.	---	26.03.2019 (Tuesday) at 9.00 a.m.
9.	Technician (Computer Applications)	24.03.2019 (Sunday) at 1.30 p.m.	---	27.03.2019 (Wednesday) at 9.00 a.m.
10.	Technical Assistant (Computing & Networking)	30.03.2019 (Saturday) at 9.30 a.m.	---	01.04.2019 (Monday) at 9.00 a.m.
11.	Technical Assistant (Mechanical Engineering)	30.03.2019 (Saturday) at 9.30 a.m.	---	02.04.2019 (Tuesday) at 9.00 a.m.
12.	Technician (Computing & Networking)	30.03.2019 (Saturday) at 1.30 p.m.	---	01.04.2019 (Monday) at 2.00 p.m.
13.	Technician (Mechanical Engineering)	30.03.2019 (Saturday) at 1.30 p.m.	---	03.04.2019 (Wednesday) at 9.00 a.m.
14.	Technical Assistant (Workshop - Mech. Engg.)	31.03.2019 (Sunday) at 9.30 a.m.	---	04.04.2019 (Thursday) at 9.00 a.m.
15.	Technician (Workshop - Mech. Engg.)	31.03.2019 (Sunday) at 1.30 p.m.	---	05.04.2019 (Friday) at 9.00 a.m.

16.	Technical Assistant (Civil Engineering)	13.04.2019 (Saturday) at 9.30 a.m.	---	16.04.2019 (Tuesday) at 9.00 a.m.
17.	Technician (Civil Engineering)	13.04.2019 (Saturday) at 1.30 p.m.	---	15.04.2019 (Monday) at 9.00 a.m.
18.	Technical Assistant (Electrical Engineering)	14.04.2019 (Sunday) at 9.30 a.m.	---	18.04.2019 (Thursday) at 9.00 a.m.
19.	Technical Officer (Electrical Engineering)	14.04.2019 (Sunday) at 1.30 p.m.	---	17.04.2019 (Wednesday) at 9.00 a.m.
20.	Technical Assistant (Electronics & Comm. Engg.)	20.04.2019 (Saturday) at 9.30 a.m.	---	22.04.2019 (Monday) at 9.00 a.m.
21.	Laboratory Assistant (Physics)	20.04.2019 (Saturday) at 9.30 a.m.	---	24.04.2019 (Wednesday) at 2.00 p.m.
22.	Technical Assistant (Chemistry)	20.04.2019 (Saturday) at 1.30 p.m.	---	23.04.2019 (Tuesday) at 9.00 a.m.
23.	Technician (Electronics & Comm. Engineering)	20.04.2019 (Saturday) at 1.30 p.m.	---	25.04.2019 (Thursday) at 9.00 a.m.
24.	Technical Assistant (Physics)	21.04.2019 (Sunday) at 9.30 a.m.	---	24.04.2019 (Wednesday) at 9.00 a.m.
25.	Laboratory Assistant (Chemistry)	21.04.2019 (Sunday) at 1.30 p.m.	---	25.04.2019 (Thursday) at 2.00 p.m.
26.	Library & Information Assistant	27.04.2019 (Saturday) At 9.30 a.m.	---	30.04.2019 (Tuesday) at 9:00 a.m.
27.	Pharmacist	27.04.2019 (Saturday) at 9.30 a.m.	---	01.05.2019 (Wednesday) at 9:00 a.m.
28.	Students Activity & Sports Assistant	27.04.2019 (Saturday) at 1.30 p.m.	---	29.04.2019 (Monday) at 2.00 p.m.

Sd/-
Registrar I/c

**NATIONAL INSTITUTE OF TECHNOLOGY
KURUKSHETRA-136119**

Subject: Recruitment of non-teaching staff (Ref.: Advt.No.41/2018).

I. Modalities of the Written Test:

Question paper will consist of Multiple Choice Questions (MCQs) comprising of total 140 questions. The duration of test will be 120 minutes. The medium of question paper will be in English. Each question carries 0.5 marks. Unattempted question will be awarded zero marks. There will be negative marking for wrong answer. $\frac{1}{8}$ marks will be deducted for each wrong answer. There is qualifying marks (UR: 50%, OBC: 45%, SC/ST: 35%, PwD:30%) for candidates in the Written Test.

II. Pattern of Written Test:

Sr. No.	Name of the post	Written Test (Objective Type)	No. of questions
1.	Technical Officer	MCQs on Arithmetic, English, Reasoning (14 questions each) and Professional knowledge (98 questions) of the level of B.Tech in Electrical Engineering	140
2.	Students Activity & Sports Assistant	MCQs on Arithmetic, English, Reasoning (14 questions each) and Professional knowledge (98 questions) of the level of B.P.Ed.	140
3.	Library & Information Assistant	MCQs on Arithmetic, English, Reasoning (14 questions each) and Professional knowledge (98 questions) of the level of B.Lib & I.Sc.	140
4.	Superintendent	MCQs on Arithmetic, English, Reasoning (14 questions each) and Professional knowledge of the level of Graduation in the area of General Admn., Establishment, Financial Admn., Purchase Rules (20 questions each) and Computer Application (18 questions)	140
5.	Accountant	MCQs on Arithmetic, English, Reasoning (14 questions each) and Professional knowledge of the level of B.Com (Honours) in the area of accountancy and finance (49 questions each)	140
6.	Personal Assistant	MCQs on General Knowledge, Arithmetic, English and Reasoning (35 questions each) of the Graduation level	140
7.	Pharmacist	MCQs on Arithmetic, English, Reasoning (14 questions each) and Professional knowledge (98 questions) of the level of Diploma in Pharmacy	140
8.	Stenographer	MCQs on General Knowledge, Arithmetic, English and Reasoning (35 questions each) of the level of Senior Secondary (12 th)	140
9.	Junior Assistant	MCQs on General Knowledge, Arithmetic, English and Reasoning (35 questions each) of the level of Senior Secondary (12 th)	140
10.	Technical Assistant	MCQ on Arithmetic, English, Reasoning (14 questions each) and Professional knowledge (98 questions) of the level of Three Year Diploma in Engineering (Discipline wise)	140

11.	Technician	MCQs on Arithmetic, English, Reasoning (14 questions each) and Professional knowledge (98 questions) of the level of ITI course (Discipline wise)	140
12.	Laboratory Assistant	MCQs on Arithmetic, English, Reasoning (14 questions each) and Professional knowledge (98 questions) of the level of B.Sc. (Discipline wise)	140

III. Pattern of skill test:

Sr. No.	Name of the post	Skill Test (on computer)	Duration of the Skill Test
1.	Superintendent	Test of Computer Application: Word processing, Spread Sheet etc.	60 minutes
2.	Accountant	Test of Computer Application: Word processing, Spread Sheet and computer - based accounting software etc.	60 minutes
3.	Personal Assistant	Test of Stenography @100 w.p.m. in English	60 minutes
4.	Stenographer	Test of Stenography @80 w.p.m. in English and proficiency in Computer Word Processing and Spread Sheet etc.	60 minutes
5.	Junior Assistant	Test of typing speed of 35 w.p.m. in English and proficiency in Computer Word Processing and Spread Sheet etc.	60 minutes

There will be no skill test for other non-teaching posts.

IV. Short listing criteria:

The following tabulated ratio will be adopted for the candidates to be called for skill test/interview on the basis of marks scored by them in the Written Test:

Sr. No.	No. of posts	Max. No. of eligible candidates
i	For one post	Up to 10 candidates
ii	For 2-3 posts	Up to 20 candidates
iii	For 4-6 posts	Up to 30 candidates
iv	For 7-9 posts	Up to 48 candidates
v	For 10 posts and above	up to 50 candidates or above (5 times the number of posts)

Skill Test is qualifying in nature and marks scored in skill test will not be counted for final merit.

V. Selection:

The final merit for selection will be based on marks scored in Written Test. (70%) + Personal Interview (30%).

Sd/-
Registrar I/c



राष्ट्रीय प्रौद्योगिकी संस्थान, कुरुक्षेत्र
NATIONAL INSTITUTE OF TECHNOLOGY, KURUKSHETRA
KURUKSHETRA – 136 119 (HARYANA)

Dated: 08.03.2019

Subject: Recruitment results for the posts of Superintendent, Accountant and Stenographer against the Advt.No.41/2018.

Post: Superintendent

Pay Matrix: Level-6 (Rs.35400-112400)

Based on the Written Test, Skill Test and Interview held at National Institute of Technology, Kurukshetra for the post of Superintendent, the result is as under:

Candidates are in the order of merit:

Category-UR

Selected list:

1. Sh. Sunil S/o Sh. Satyawan
2. Sh. Vishnu Soni S/o Sh. Mahaveer Soni

Waiting list:

1. Sh. Puneet Kumar Mongia S/o Sh. Raj Kumar Mongia
2. Sh. Sushil Kumar Sagwal S/o Sh. Dharam Pal Sagwal
3. Sh. Mukesh Kumar S/o Sh. Hukam Chand

Post: Accountant

Pay Matrix: Level-6 (Rs.35400-112400)

Based on the Written Test, Skill Test and Interview held at National Institute of Technology, Kurukshetra for the post of Accountant, the result is as under:

Candidates are in the order of merit:

Category-UR

Selected list:

1. Sh. Chand Singh S/o Sh. Vijender Singh
2. Sh. Gaurav Aggarwal S/o Sh. Khushi Ram Aggarwal
3. Ms. Priya Chhabra D/o Sh. Ishwar Prakash Chhabra

Waiting list:

1. Ms. Maninder Kaur Walia D/o Sh. Surjit Singh Walia
2. Sh. Ravi Khandelwal S/o Sh. Rambabu Khandelwal
3. Sh. Shiwan Baranwal S/o Sh. Santosh Baranwal
4. Sh. Shubham Chhabra S/o Sh. Kewal Krishan

Category-OBC

Selected:

1. Sh. Kamlesh Choudhary S/o Sh. Ramswaroop Choudhary

Waiting list:

1. Sh. Jivender Kumar S/o Sh. Madan Kumar
2. Sh. Abhishek Chauhan S/o Sh. Rajkishor Chauhan

Post: Stenographer

Pay Matrix: Level-4 (Rs.25500-81100)

Based on the Written Test, Skill Test and Interview held at National Institute of Technology, Kurukshetra for the post of Stenographer, the result is as under:

Candidates are in the order of merit:

Category-UR

Selected list:

1. Sh. Bhuvnesh S/o Sh. Sarwan Kumar
2. Sh. Rahul S/o Sh. Ravinder Singh
3. Sh. Chetak S/o Sh. Bijender Singh

Waiting list:

1. Sh. Rahul Gaba S/o Sh. Harish Gaba
2. Sh. Sachin Gautam S/o Sh. Sadanand

Category-OBC

Selected:

1. Ms. Nalini Kumari D/o Sh. Sahb Ram

Waiting list:

1. Ms. Kiran D/o Shri Bhagwan

Offer letters to the selected candidates have been sent through e-mail as well as Speed Post.

Sd/-
Registrar I/c



राष्ट्रीय प्रौद्योगिकी संस्थान, कुरुक्षेत्र
NATIONAL INSTITUTE OF TECHNOLOGY, KURUKSHETRA
KURUKSHETRA – 136 119 (HARYANA)

Dated: 09.03.2019

Subject: Recruitment results for the posts of Personal Assistant against the Advt.No.41/2018.

Post: Personal Assistant

Pay Matrix: Level-6 (Rs.35400-112400)

Based on the Written Test, Skill Test and Interview held at National Institute of Technology, Kurukshetra for the post of Personal Assistant, the result is as under:

Candidates are in the order of merit:

Category-UR

Selected list:

1. Sh. Jitender S/o Sh. Karambir
2. Sh. Bhuvnesh S/o Sh. Sarwan Kumar

Waiting list:

1. Sh. Sagar Kumar S/o Sh. Ranbir Singh

Offer letters to the selected candidates have been sent through e-mail as well as Speed Post.

Sd/-
Registrar I/c



राष्ट्रीय प्रौद्योगिकी संस्थान, कुरुक्षेत्र
NATIONAL INSTITUTE OF TECHNOLOGY, KURUKSHETRA
KURUKSHETRA - 136 119 (HARYANA)

Dated: 16.04.2019

Subject: Recruitment results for the posts of Junior Assistant and Technical Assistant against the Advt.No.41/2018.

Post: Junior Assistant

Pay Matrix: Level-3 (Rs.21700-69100)

Based on the Written Test, Skill Test and Interview held at National Institute of Technology, Kurukshetra for the post of Junior Assistant, the result is as under:

Candidates are in the order of merit:

Category-UR

Selected list:

1. Sh. Parveen Kumar S/o Sh. Satbir Singh
2. Sh. Ravi Sharma S/o Sh. Sat Narain
3. Sh. Shekhar S/o Dharampal

Waiting list:

1. Sh. Prikshit S/o Sh. Ramesh Kumar
2. Sh. Amit Kumar Sharma S/o Sh. Ishwar Chand Sharma

Category-OBC

Selected list:

1. Sh. Lalit S/o Sh. Vir Bhan

Waiting list:

1. Sh. Ravi Saini S/o Sh. Pawanjit Saini

Category-SC

Selected list:

1. Sh. Mohit Mehra S/o Sh. Nand Kishore Mehra

Category-ST

Selected:

1. Sh. Rakesh Kumar Meena S/o Sh. Jagan Prasad Meena

Category - PwD-OH (UR)

Selected list:

1. Sh. Abhishek S/o Sh. Ramesh

Post: Technical Assistant (Computer Engineering)

Pay Matrix: Level-6 (Rs.35400-112400)

Based on the Written Test and Interview held at National Institute of Technology, Kurukshetra for the post of Technical Assistant (Computer Engineering), the result is as under:

Category-UR

Selected:

1. Ms. Ritu Rana D/o Shri Rajender Singh

Waiting list:

1. Sh. Virendra Singh Thakur S/o Sh. Kehar Singh Thakur

Category-OBC

Selected:

1. Sh. Sunil Yadav S/o Sh. Dulare Yadav

Waiting list:

1. Sh. Pardeep Kumar S/o Rajender Singh

Post: Technical Assistant (Computer Applications)

Pay Matrix: Level-6 (Rs.35400-112400)

Based on the Written Test and Interview held at National Institute of Technology, Kurukshetra for the post of Technical Assistant (Computer Applications), the result is as under:

Category-OBC

Selected:

1. Sh. Ashad Ullah Qureshi S/o Sh. M Shami Ullah Qureshi

Waiting list:

1. Sh. Paramjeet Singh S/o Sh. Joginder Singh

Post: Technical Assistant (Computing & Networking)

Pay Matrix: Level-6 (Rs.35400-112400)

Based on the Written Test and Interview held at National Institute of Technology, Kurukshetra for the post of Technical Assistant (Computing & Networking), the result is as under:

Category-UR

Selected list:

1. Sh. Himanshu Reddu S/o Sh. Subhash Chander Reddu

Waiting list:

1. Sh. Pardeep Kumar S/o Sh. Ravinder Singh

Post: Technical Assistant (Mechanical Engineering)

Pay Matrix: Level-6 (Rs.35400-112400)

Based on the Written Test and Interview held at National Institute of Technology, Kurukshetra for the post of Technical Assistant (Mechanical Engineering), the result is as under:

Candidates are in the order of merit:

Category-UR

Selected list:

1. Sh. Rajiv Kumar S/o Sh. Bihari Lal
2. Sh. Amit Kumar S/o Sh. Prem Singh
3. Sh. Rahul S/o Sh. Jai Bhagwan

Waiting list:

1. Sh. Gaurav S/o Sh. Virender Singh
2. Sh. Priyanshu Srivastav S/o Sh. Sandeep Srivastav
3. Sh. Ashwani Malhotra S/o Sh. Naresh Malhotra

Category-SC

Selected list:

1. Sh. Vishal Dahiya S/o Sh. Ram Sarup Dahiya

Waiting list:

1. Sh. Sachin Kumar S/o Bhudayal Singh

Post: Technical Assistant (Workshop - Mechanical Engineering)

Pay Matrix: Level-6 (Rs.35400-112400)

Based on the Written Test and Interview held at National Institute of Technology, Kurukshetra for the post of Technical Assistant (Workshop - Mechanical Engineering), the result is as under:

Category-UR

Selected list:

1. Sh. Anshul Jain S/o Sh. Mahendra Jain

Category-OBC

Selected list:

1. Sh. Sanjay Kumar S/o Sh. Zile Singh

Offer letters to the selected candidates have been sent through e-mail as well as Speed Post.

Sd/-
Registrar I/c



राष्ट्रीय प्रौद्योगिकी संस्थान, कुरुक्षेत्र
NATIONAL INSTITUTE OF TECHNOLOGY, KURUKSHETRA
KURUKSHETRA - 136 119 (HARYANA)

Dated: 18.04.2019

Subject: Recruitment results for the posts of Technical Assistant against the Advt.No.41/2018.

Post: Technical Assistant (Civil Engineering)
Pay Matrix: Level-6 (Rs.35400-112400)

Based on the Written Test and Interview held at National Institute of Technology, Kurukshetra for the post of Technical Assistant (Civil Engineering), the result is as under:

Category-UR

Selected list:

1. Sh. Vikas Arya S/o Sh. Ishwar Arya

Waiting list:

1. Sh. Vivek Chahar S/o Sh. Banwari Lal Chahar
2. Sh. Tarun Kumar S/o Sh. Ashwani Kumar
3. Sh. Mandeep Kumar S/o Sh. Mahender Singh

Category-SC

Selected list:

1. Sh. Mandeep Pathania S/o Sh. Sumer Chand

Waiting list:

1. Sh. Pankaj Kumar S/o Sh. Rajpal Singh
2. Sh. Arun Mohan S/o Sh. Rakesh Kumar

Category-ST

Selected list:

1. Sh. Sunil Kumar Meena S/o Sh. Ramkaran Meena

Waiting list:

1. Sh. Maloth Rajitha S/o Sh. Maloth Pandu
2. Sh. Brijesh Meena S/o Sh. Kishan Singh Meena

Post: Technical Assistant (Electrical Engineering)

Pay Matrix: Level-6 (Rs.35400-112400)

Based on the Written Test and Interview held at National Institute of Technology, Kurukshetra for the post of Technical Assistant (Electrical Engineering), the result is as under:

Category-UR

Selected list:

1. Sh. Nikhil Kumar S/o Ramesh Chander

Waiting list:

1. Sh. Naveen Kumar S/o Mahesh Chand
2. Sh. Anupam S/o Sh. Kamlesh Shukla

Category-OBC

Selected list:

1. Sh. Mandeep Saini S/o Sh. Gulab Chand Saini

Waiting list:

1. Sh. Mohit Yadav S/o Sh. Hamir Singh
2. Sh. Amarnath S/o Sh. Bindu Prasad

Category-ST

Selected list:

1. Sh. Saurabh Singh Rana S/o Sh. Naresh Singh Rana

Waiting list:

1. Sh. Shiv Singh Meena S/o Sh. Amar Singh Meena
2. Sh. Dalraj Meena S/o Sh. Babu Lala Meena

Offer letters to the selected candidates have been sent through e-mail as well as Speed Post.

Sd/-
Registrar I/c



राष्ट्रीय प्रौद्योगिकी संस्थान, कुरुक्षेत्र
NATIONAL INSTITUTE OF TECHNOLOGY, KURUKSHETRA
KURUKSHETRA – 136 119 (HARYANA)

Dated: 23.04.2019

Subject: Recruitment results for the posts of Technical Assistant against the Advt.No.41/2018.

Post: Technical Assistant (Electronics & Communication Engineering)
Pay Matrix: Level-6 (Rs.35400-112400)

Based on the Written Test and Interview held at National Institute of Technology, Kurukshetra for the post of Technical Assistant (Electronics & Communication Engineering), the result is as under:

Category-UR

Selected list:

1. Sh. Ravinder S/o Sh. Dalbir Singh

Waiting list:

1. Ms. Priyanka Choudhary D/o Sh. Satpal Choudhary
2. Sh. Sundeep Kumar S/o Sh. Jai Bhagwan

Category-OBC

Selected list:

1. Sh. Sh. Dharmendra Choudhary S/o Sh. Nanu Ram Choudhary

Waiting list:

1. Sh. Ajay Selwal S/o Sh. Dilbag Singh
2. Sh. Prince Kumar Saini S/o Sh. Mohan Singh Saini

Offer letters to the selected candidates have been sent through e-mail as well as Speed Post.

Sd/-
Registrar I/c



राष्ट्रीय प्रौद्योगिकी संस्थान, कुरुक्षेत्र
NATIONAL INSTITUTE OF TECHNOLOGY, KURUKSHETRA
KURUKSHETRA - 136 119 (HARYANA)

Dated: 25.04.2019

Subject: Recruitment results for the posts of Technical Assistant and Laboratory against the Advt.No.41/2018.

Post: Technical Assistant (Physics)
Pay Matrix: Level-6 (Rs.35400-112400)

Based on the Written Test and Interview held at National Institute of Technology, Kurukshetra for the post of Technical Assistant (Physics), the result is as under:

Category-UR

Selected list:

1. Sh. Mayank S/o Sh. Bharat Bhushan

Post: Laboratory Assistant (Physics)
Pay Matrix: Level-3 (Rs.21700-69100)

Based on the Written Test and Interview held at National Institute of Technology, Kurukshetra for the post of Laboratory Assistant (Physics), the result is as under:

Category-UR

Selected list:

1. Ms. Pinki D/o Sh. Balwan

Waiting list:

1. Sh. Rahul Boora S/o Sh. Satpal Boora
2. Sh. Harish Garg S/o Sh. Shyam Lal

Offer letters to the selected candidates have been sent through e-mail as well as Speed Post.

Sd/-
Registrar I/c



राष्ट्रीय प्रौद्योगिकी संस्थान, कुरुक्षेत्र
NATIONAL INSTITUTE OF TECHNOLOGY, KURUKSHETRA
KURUKSHETRA – 136 119 (HARYANA)

Dated: 26.04.2019

Subject: Recruitment results for the posts of Laboratory Assistant against the Advt.No.41/2018.

Post: Laboratory Assistant (Chemistry)
Pay Matrix: Level-3 (Rs.21700-69100)

Based on the Written Test and Interview held at National Institute of Technology, Kurukshetra for the post of Laboratory Assistant (Chemistry), the result is as under:

Category-UR

Selected list:

1. Sh. Sahil Verma S/o Sh. Gianender Singh Verma

Waiting list:

1. Sh. Sandeep S/o Sh. Amika Mahto

Offer letter to the selected candidate has been sent through e-mail as well as Speed Post.

Sd/-
Registrar I/c



राष्ट्रीय प्रौद्योगिकी संस्थान, कुरुक्षेत्र
NATIONAL INSTITUTE OF TECHNOLOGY, KURUKSHETRA
KURUKSHETRA – 136 119 (HARYANA)

Dated: 02.05.2019

Subject: Recruitment results for the posts of Library & Information Assistant against the Advt.No.41/2018.

Post: Library & Information Assistant
Pay Matrix: Level-6 (Rs.35400-112400)

Based on the Written Test and Interview held at National Institute of Technology, Kurukshetra for the post of Library & Information Assistant, the result is as under:

Category-UR

Selected list:

1. Sh. Navdeep Redhu S/o Sh. Satyavir Singh Redhu

Waiting list:

1. Sh. Mahavir S/o Sh. Chander Mohan
2. Sh. Faeem Ahmad S/o Sh. Sifte Hasan

Category-ST

Selected list:

1. Sh. Tinku Meena S/o Sh. Santosh Kumar Meena

Waiting list:

1. Sh. Kasim Mood S/o Sh. Reddya

Offer letters to the selected candidates have been sent through e-mail as well as Speed Post.

Sd/-
Registrar I/c



राष्ट्रीय प्रौद्योगिकी संस्थान, कुरुक्षेत्र
NATIONAL INSTITUTE OF TECHNOLOGY, KURUKSHETRA
KURUKSHETRA - 136 119 (HARYANA)

Dated: 02.05.2019

**Subject: Recruitment results for the posts of Pharmacist against the
Advt.No.41/2018.**

Post: Pharmacist

Pay Matrix: Level-5 (Rs.29200-92300)

Based on the Written Test and Interview held at National Institute of Technology, Kurukshetra for the post of Pharmacist, the result is as under:

Category-UR

Selected list:

1. Ms. Sonika D/o Sh. Kailash Nath

Waiting list:

1. Sh.Ramma D/o Sh. Maan Singh
2. Sh. Rohit S/o Sh. Satyapal Chauhan

Offer letter to the selected candidate has been sent through e-mail as well as Speed Post.

Sd/-
Registrar I/c

BoG 50.21 To consider and approve the recommendation of the Selection Committee for mapping of existing Associate Professors with AGP of Rs. 9,000/- to 9,500/-.

The MHRD had notified in the Gazette of India on July 24th, 2017 that the following category of permanent faculty members who have put in more than 10 years experience, but have not acquired Ph.D qualification with age 50 or above as on the date of these notification shall be mapped into four-tier flexible system as one time measure as per the schedule E, Note-1 (6) (a):

1. Assistant Professor with AGP Rs. 7000/- to 8000/-
2. Assistant Professor with AGP Rs. 8000/- to Associate Professor with AGP Rs. 9500/-
3. Associate Professor with AGP Rs. 9000/- to 9500/-

The relevant page of Gazette notification dated 21.07.2017 is enclosed as Annexure – 50.21 (i) from pages 200 to 201.

It may be mentioned here that the notification of Gazette of India as circulated by MHRD on July 24th, 2017 was adopted by the Board of Governors in its 43rd meeting held on 23.01.2018. A copy of the minutes of the BoG meeting dated 23.01.2018 is enclosed as Annexure – 50.21 (ii) on page 202.

Accordingly, a notification was issued vide No. Estt-I/6043, dated 28.11.2017. The last date for submission of application forms was 22.01.2018. In response to the notification, category wise application forms as received from the concerned faculty members of the Institute for mapping as under:

Sr. No.	Category	No. of application forms received
1	Assistant Professor with AGP Rs. 7000/- to 8000/- (without Ph.D)	NIL
2	Assistant Professor with AGP Rs. 8000/- to Associate Professor with AGP Rs. 9500/- (without Ph.D)	01 (ECE:01)
3	Associate Professor with AGP Rs. 9000/- to 9500/- (without Ph.D)	06 (Electrical: 03, Mechanical:03)

As per the provision in Schedule-E, Note-1, (6) (a), the selection committee meeting was scheduled on 19.02.2019, but the selection committee meetings for the category of faculty members (without Ph.D) could not be conducted due to the stay order passed by the Hon'ble High Court on 16.02.2018 in the CWP No. 1137 of 2018 titled Mahesh Kumar Gupta Vs National Institute of Technology, Kurukshetra and others. As such the benefit of



higher AGP under mapping could not be granted to above 07 existing faculty members of the institute. Now the Hon'ble High Court has disposed of the CWP No.1137 of 2018 on 23.01.2019 with following directions:

"Thus, in our opinion, the process of finding out 25 credit points in their life time along with ancillary points by the Selection Committee, is in the nature of verification to achieve the object sought to be achieved. Not only that the respondents have also agreed to this interpretation which we have stated above.

In the above background, the counsel for the petitioner also states that the petitioner was only worried about facing the selection committee. But in view the discussion made above and the statement made by counsel for the respondents, we thin the grievance of the petitioner does not survive. In the result, we make the following orders:

Orders

- (i) CWP No.1137 of 2018 is partly allowed.*
- (ii) The Petition is disposed with the above clarification.*
- (iii) Interim order stands vacated.*
- (ix) The respondents are entitled to go ahead with the process they have started."*

In the mean time, one of the applicants in the category at Sr.No.3 Sh. Vijay Pal Singh, Associate Professor, Mechanical Engineering Department was retired from the services of the Institute on 31.10.2018, on attaining the age of superannuation. At the time of earlier scheduled Selection Committee meeting i.e. 19.02.2018, he could not appear before the Selection Committee meeting due to the stay order passed by Hon'ble High Court on 16.02.2018. He was called to appear provisionally before the Selection Committee meeting held on 13.05.2019 as he was in the service of the Institute on re-employment. The recommendations the Selection Committee on his candidature was kept in a separate sealed cover.

In view of the above, the recommendations of the Selection Committee meetings for mapping of six existing faculty members and also the case of Sh. Vijay Pal Singh re-employed faculty member of the Institute, contained in the sealed envelopes will be placed on the table during the meeting of the Board.

The Board may consider and approve the recommendations of the Selection Committee for mapping of existing faculty members of the Institute.

[भाग II-खण्ड 3(i)]

भारत का राजपत्र : असाधारण

13

"26. SUSPENSION, PENALTIES, DISCIPLINARY PROCEEDINGS

The Central Civil Services (Classification, Control and Appeal) Rules, 1965 shall apply to all the employees."

16. For Statute 29 of the Principal Statutes, the following shall be substituted, namely:-

"29. PROVIDENT FUND AND PENSION SCHEMES

Employees of the Institute appointed prior to 01.01.2004 will be governed by Central Civil Services (Pension) Rules, 1972 and General Provident Fund (Central Services) Rules, 1960 and the Employees appointed on or after 01.01.2004 will be governed by New Pension Scheme of the Central Government."

17. In the Schedule, after Schedule 'D' and the entries relating thereto, the following Schedule shall be inserted, namely:-

"Schedule 'E'

[See Statute 23 (5) (a)]

Qualification and other terms and conditions of appointment of Academic Staff

SL.No.	Designation, Pay Band and Academic Grade Pay	Essential Qualification	Essential Requirements	Cumulative Essential Credit Points
(1)	(2)	(3)	(4)	(5)
1.	*Assistant Professor (On contract) Pay Band-3 with Grade Pay of Rs.6000	Ph.D.	NIL	NIL
2.	*Assistant Professor (On contract) Pay Band-3 with Grade Pay of Rs.7000	Ph.D.	one year post Ph.D. experience of Teaching and Research in Institution of repute or Industry	10
3.	*Assistant Professor Pay Band-3 with Grade Pay of Rs.8000 with a minimum pay of Rs.30000	Ph.D.	three years after Ph.D. or six years total teaching and research experience in reputed academic Institute or Research and Development Labs or relevant industry.	20
4.	Associate Professor Pay Band-4 with Grade Pay of Rs.9500 with a minimum pay of Rs.42800	Ph.D.	six years after Ph.D. of which at least three years at the level of Assistant Professor with Academic Grade Pay of Rs.8000; Or nine years total working experience, of which three years should be after Ph.D., with at least three years at the level of Assistant Professor with Academic Grade Pay of Rs.8000.	50
5.	Professor Pay Band-4 with Grade Pay of Rs.10500 with minimum pay of Rs.48000	Ph.D.	ten years after Ph.D. or thirteen years total working experience, out of which seven years should be after Ph.D. At least three years at the level of Associate professor with Academic Grade Pay of Rs.9500 or four years at the level of Associate Professor with Academic Grade Pay of Rs.9000 or combination of Rs.9000 and Rs.9500 or equivalent in an Institution of repute or Research & Development lab or relevant industry.	80

Sl.No.	Designation, Pay Band and Academic Grade Pay	Essential Qualification	Essential Requirements	Cumulative Essential Credit Points
(1)	(2)	(3)	(4)	(5)
6.	Professor (Higher Administrative Grade Scale) Rs.67000-79000	Ph.D.	Six years as Professor with Academic Grade Pay of Rs.10000 or Rs.10500 or a combination of Rs.10000 and Rs.10500 in an Institute of National Importance.	150

Note 1:

- (1) Any change in the grade pay will be through open advertisement and on recommendation of duly constituted selection committee, except where specifically exempted in these rules.
- (2) All new entrants shall have Ph.D. in the relevant or equivalent discipline and shall have first class in the preceding degrees.
- (3) For existing faculty members who completed their Ph.D. along-with their normal teaching load of Institute or quality improvement programme, the enrolment period of Ph.D. will be counted as teaching experience.
- (4) Contribution to Institute Administration shall be recommended by concerned Head or Chairman and approved by the Director. Contribution to departmental Administration shall be recommended by concerned Head and approved by the Director.
- (5) For the departments which are not having any vacancy, movement in higher Academic Grade Pay or cadre shall be carried out as per specified selection process but it will be restricted to only for serving faculty members of the respective departments.
- (6) The permanent faculty members who have put in more than ten years experience, but have not acquired Ph.D. qualification as on the date of these notification shall be mapped into four-tier flexible system as one time measure as per following norms:

(a) Permanent faculty with age fifty or above:

- (i) The Assistant Professors with Academic Grade Pay of Rs.7000 shall be mapped at the level of Assistant Professor with Academic Grade Pay of Rs.8000, provided they have at least 10 credit points in their lifetime.
- (ii) The Assistant Professors with Academic Grade Pay of Rs.8000 shall be mapped at the level of Associate Professor with Academic Grade Pay of Rs.9500, provided they have at least 25 credit points in their lifetime.
- (iii) The Associate Professors with Academic Grade Pay of Rs.9000 shall be mapped at the level of Associate Professor with Academic Grade Pay of Rs.9500, provided they have at least 25 credit points in their lifetime:

Provided, they have been found suitable through a Selection Committee duly constituted under the Statutes.

- (b) Permanent faculty members less than fifty years of age shall be sponsored for Ph.D. in any of the Indian Institutes of Technology or National Institutes of Technology duly provided a facility to take study leave of three-years from their respective National Institute of Technology and on completion of the Ph.D., they shall compete to get into the four tier system as per the new recruitment rules.

- (7) For faculty in the Department of Architecture, following shall be essential qualification without insisting on credit point requirements at Assistant Professor level:

- (i) M.Arch. or M.Plan. with one year professional experience: Assistant Professor at Academic Grade Pay of Rs. 6000;
- (ii) M.Arch. or M.Plan. with two years of professional experience: Assistant Professor at Academic Grade Pay of Rs. 7000;
- (iii) For higher cadres the educational qualifications and credit point requirement shall remain same as given in the table for Engineering and Sciences.

Note 2: Credit Point System

The following shall be the credit point system:

**NATIONAL INSTITUTE OF TECHNOLOGY
KURUKSHETRA-136119**

No. NITK 43rd BOG/ 701

Dated: 09/02/2018

The Board of Governors of the Institute at its 43rd meeting held on 23.01.2018 has decided under:

43.10 To note the amendments in the First Statutes of National Institute of Technology (NITs).

"The Board noted the amendments in the First Statutes of National Institute of Technology (NITs)."

This is for your reference, record and further necessary action in the matter.

Encl: Agenda Item



Registrar (I/C)

Deputy Registrar (GA & L)

Copy to: Sr. Secretary to Registrar

Corr
12/02/18

SS4 (Cen)
Gen-1
11/02/18



BoG 50.22 To consider and approve the recommendations of the Selection Committee for Up-gradation of AGP of Professors to HAG Scale.

The MHRD vide letter F.No.35-5/2017-TS.III dated 31st July, 2017 had sent the amendments in the First Statutes of NITs alongwith a copy of notification bearing S.O. 947(E) dated 21st July, 2017 published in the Gazette of India Extraordinary Part II, Section 3, Sub-Section (i) on 24th July, 2017. As per the provision of notification, the amendments shall come into force on the date of their publication in the official Gazette. The schedule 'E' of this notification contains the qualification and other terms & conditions of appointment of Academic Staff. The following qualification and other terms & conditions are mentioned in the Schedule 'E':

Sl. No.	Designation, Pay Band and Academic Grade Pay	Essential Qualification	Essential Requirements	Cumulative Essential Credit Points
(1)	(2)	(3)	(4)	(5)
1.	Professor (Higher Administrative Grade Scale) Rs. 67000-79000 (revised to level 15 of Pay Matrix as per 7 th CPC)	Ph.D.	Six years as Professor with Academic Grade Pay of Rs. 10000 or Rs. 10500 or a combination of Rs. 10000 and Rs. 10500 in an Institute of National Importance.	150

Note-1:

1. Any change in the grade pay will be through open advertisement and on recommendation of duly constituted selection committee, except where specifically exempted in these rules.
2. For existing faculty members who completed their Ph.D. along-with their normal teaching load of Institute or quality improvement programme, the enrolment period of Ph.D. will be counted as teaching experience.
3. Contribution to Institute Administration shall be recommended by concerned Head or Chairman and approved by the Director. Contribution to departmental Administration shall be recommended by concerned Head and approved by the Director.

The relevant pages of Gazette notification dated 21.07.2017 is enclosed as Annexure – 50.22 (i) from pages 206 to 207.

In this connection, it is stated that MHRD, Govt. of India vide letter No.F.35-2/2018-TS.III dated 26.07.2018 had sent the minutes of the 11th meeting



of the Council of National Institutes of Technology, Science Education and Research (NITSER) held on 18.07.2018. The NIT Council in its 11th meeting held on 18.07.2018 had approved the following guidelines for Higher Administrative Grade (HAG) scale to the Professors of NITs:

- "(i) A maximum of 40% of the sanctioned post of Professors who fulfill the eligibility criteria as prescribed in Schedule E of the Statutes notified on 24th July, 2017 can be awarded HAG scales on the basis of the recommendations of Selection Committee as prescribed in Statute 23 (5).
(a) of the Statutes of NITs and IEST, Shibpur, respectively.*
- (ii) Chairman Advisory Committee for Faculty Recruitment (ACoFAR) should invite, from all eligible and interested Professors, the Bio-data incorporating their scholastic and administrative contributions since their appointment as regular Professor. It should prepare the list of candidates fulfilling all the minimum requisite conditions as prescribed by the Board.*
- (iii) In case of upgradation of AGP of Professors to HAG scale, personal interview shall be dispensed with.*
- (iv) The exercise will be carried out by the Institute once in an academic year with a cut off as 30th June."*

The relevant pages of minutes of the 11th meeting of the Council of NITSER held on 18.07.2018 is enclosed as Annexure – 50.22 (ii) from pages 208 to 211.

In this regard an agenda item was placed before the Board of Governors in its 46th meeting 23.10.2018. The Board had noted the MHRD guidelines for Higher Administrative Grade (HAG) scale to the Professor of NITs as approved by the Council of NITSER in its 11th meeting held on 18.07.2018.

As per the above guidelines, a maximum of 40% of the sanctioned post of Professors of the Institute who fulfill the above eligibility criteria as prescribed in schedule "E" of the Statutes can be awarded HAG scales. The detail calculations of Professors in the Institute are as under:

Sanctioned strength of Professors	:	43
40% of the Sanctioned Strength	:	17
Existing Professor in HAG scale	:	01
At present maximum No. of Professors can be awarded HAG scale	:	16



Accordingly, the Institute had invited applications for the up-gradation of AGP of Professors to HAG Scale vide notification No.Estt.-I/4700 dated 11.09.2018. The last date for submission of application form was 05.10.2018. Total 24 Nos. of applications were received upto the last date of receipt of applications. The details of department-wise applications are enclosed as Annexure – 50.22 (iii) on page 212.

The department-wise summary sheets were prepared as per the information available in the application form of the applicants. The service details were verified by the office from the respective service book.

As per the new recruitment rules for the faculty, Appendix-A1, procedure for selection of faculty in NIT system, under clause 1, it has been mentioned that the Director will create an "Advisory Committee on Faculty Recruitment (ACoFAR)" with a senior member of the faculty as the Chairman. As there is only one Professor in HAG Scale in the Institute, an ACoFAR - External consisting to all the members of Professor (HAG Scale) was constituted for the screening of the applications. The summary sheets along with the application forms were placed before the ACoFAR-External to check the eligibility of the applicants. As per the MHRD guideline for Higher Administrative Grade (HAG) to Professor of the Institute, department-wise list of eligible and not eligible candidates were prepared by the ACoFAR-External.

Thereafter, with reference to the MHRD guidelines, the documents of eligible candidates for the up-gradation of AGP of Professors to HAG Scale were placed before the department wise respective Selection Committee consisting of all Professors of HAG Scale as per the provision in Statute 23 (5) (a) for assessment.

In view of the above, the recommendations of the Selection Committee meetings for Up-gradation of AGP of Professors to HAG Scale, contained in the sealed envelopes will be placed on the table during the meeting of the Board.

The Board may consider and approve the recommendations of the Selection Committee for Up-gradation of AGP of Professors to HAG Scale of the Institute.

"26. SUSPENSION, PENALTIES, DISCIPLINARY PROCEEDINGS

The Central Civil Services (Classification, Control and Appeal) Rules, 1965 shall apply to all the employees."

16. For Statute 29 of the Principal Statutes, the following shall be substituted, namely:-

"29. PROVIDENT FUND AND PENSION SCHEMES

Employees of the Institute appointed prior to 01.01.2004 will be governed by Central Civil Services (Pension) Rules, 1972 and General Provident Fund (Central Services) Rules, 1960 and the Employees appointed on or after 01.01.2004 will be governed by New Pension Scheme of the Central Government."

17. In the Schedule, after Schedule 'D' and the entries relating thereto, the following Schedule shall be inserted, namely:-

"Schedule 'E'

[See Statute 23 (5) (a)]

Qualification and other terms and conditions of appointment of Academic Staff

Sl.No.	Designation, Pay Band and Academic Grade Pay	Essential Qualification	Essential Requirements	Cumulative Essential Credit Points
(1)	(2)	(3)	(4)	(5)
1.	*Assistant Professor (On contract) Pay Band-3 with Grade Pay of Rs.6000	Ph.D.	NIL	NIL
2.	*Assistant Professor (On contract) Pay Band-3 with Grade Pay of Rs.7000	Ph.D.	one year post Ph.D. experience of Teaching and Research in Institution of repute or Industry	10
3.	*Assistant Professor Pay Band-3 with Grade Pay of Rs.8000 with a minimum pay of Rs.50000	Ph.D.	three years after Ph.D. or six years total teaching and research experience in reputed academic Institute or Research and Development Labs. or relevant industry.	20
4.	Associate Professor Pay Band-4 with Grade Pay of Rs.9500 with a minimum pay of Rs.42800	Ph.D.	six years after Ph.D. of which at least three years at the level of Assistant Professor with Academic Grade Pay of Rs.8000; Or nine years total working experience, of which three years should be after Ph.D., with at least three years at the level of Assistant Professor with Academic Grade Pay of Rs.8000.	30
5.	Professor Pay Band-4 with Grade Pay of Rs.10500 with minimum pay of Rs.48000	Ph.D.	ten years after Ph.D. or thirteen years total working experience, out of which seven years should be after Ph.D. At least three years at the level of Associate professor with Academic Grade Pay of Rs.9500 or four years at the level of Associate Professor with Academic Grade Pay of Rs.9000 or combination of Rs.9000 and Rs.9500 or equivalent in an Institution of repute or Research & Development lab or relevant industry.	80