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मानव संसाधन विकास मंत्रालय

(उच्चतर शिक्षा विभाग)

अधिसूचना

नई दिल्ली, 21 जुलाई, 2017

सा.का.नि. 947(अ).—केंद्रीय सरकार, राष्ट्रीय प्रौद्योगिकी, विज्ञान शिक्षा और अनुसंधान संस्थान अधिनियम, 2007 (2007 का 29) की धारा 26 की उपधारा (3) और उपधारा (4) द्वारा प्रदत्त शक्तियों का प्रयोग करते हुए, कुलाध्यक्ष के पूर्वानुमोदन से राष्ट्रीय प्रौद्योगिकी संस्थान के पहले परिनियमों का और संशोधन करने के लिए निम्नलिखित परिनियम बनाती है, अर्थात् :--

1. (1) इन परिनियमों का संक्षिप्त नाम राष्ट्रीय प्रौद्योगिकी संस्थान का पहला परिनियम (संशोधन) परिनियम, 2017 है।

(2) ये उनके राजपत्र में प्रकाशन की तारीख से प्रवृत्त होंगे।

2. राष्ट्रीय प्रौद्योगिकी संस्थान के पहले परिनियम (जिसे इसमें इसके पश्चात् मूल परिनियम कहा गया है) में परिनियम 6 के स्थान पर निम्नलिखित रखा जाएगा, अर्थात् :--

“6 बोर्ड के आदेशों का सत्यापन

बोर्ड के सभी आदेशों और विनिश्चयों का निदेशक, निदेशक की अनुपस्थिति में रजिस्ट्रार या इस निमित्त बोर्ड द्वारा प्राधिकृत व्यक्ति के हस्ताक्षर द्वारा सत्यापन किया जाएगा।”।

3. मूल परिनियमों के परिनियम 8 में, खंड (13) के स्थान पर निम्नलिखित रखा जाएगा, अर्थात् :--

“(13) बोर्ड को राज्य या देश, या विदेश के विभिन्न भागों में सुदूर शिक्षण नीति के माध्यम से ज्ञान के प्रसार के लिए सिफारिशें करना, और विदेशी अभिकरण के साथ करार पर हस्ताक्षर करने के मामलों में मंत्रालय के अनुमोदन से करार पर हस्ताक्षर किए जा सकेंगे;”।

#### 4. मूल परिनियमों के परिनियम 10 में,—

(क) उप परिनियम (1) के खंड (5) के स्थान पर निम्नलिखित खंड रखा जाएगा, अर्थात् :—

“(5) रजिस्ट्रार, पदेन, सदस्य-सचिव :

परंतु पूर्वोक्त के अतिरिक्त अध्यक्ष किसी विशेषज्ञ को विशेष आमंत्रिती के रूप में आमंत्रित कर सकेगा, तथापि, विशेष आमंत्रिती को मत देने का अधिकार नहीं होगा ;”।

(ख) उप परिनियम (2) के स्थान पर निम्नलिखित रखा जाएगा, अर्थात् :—

“(2) सभी वित्तीय प्रस्तावों को विचारण और अनुमोदन के लिए बोर्ड के समक्ष रखने से पूर्व वित्तीय समिति के समक्ष रखा जाएगा ;”।

(ग) उप परिनियम (3) के स्थान पर निम्नलिखित रखा जाएगा, अर्थात् :—

“(3) वित्तीय समिति साधारणतया वर्ष में अधिमानतः शासक बोर्ड की बैठक से पूर्व चार बैठकें करेगी ;”।

(घ) उप परिनियम (4) के स्थान पर निम्नलिखित रखा जाएगा, अर्थात् :—

“(4) वित्त समिति की बैठक के लिए वित्त समिति के चार सदस्य गणपूर्ति होंगे ;”।

(ङ) उप परिनियम (5) के स्थान पर निम्नलिखित रखा जाएगा, अर्थात् :—

“(5) अध्यक्ष वित्त समिति की बैठकों की अध्यक्षता करेगा और उसकी अनुपस्थिति में निदेशक बैठकों की अध्यक्षता करेगा ;”।

(च) उप परिनियम (6) के स्थान पर निम्नलिखित रखा जाएगा, अर्थात् :—

“(6) बैठक की सूचना, एजेंडा में मदों को सम्मिलित करने और कार्यवृत्त की पुष्टि के संबंध में इन पहले परिनियमों के उपबंध बोर्ड की बैठकों को जहां तक व्यवहार्य हों, लागू होंगे, उनका वित्त समिति की बैठकों के संबंध में अनुसरण किया जाएगा ;”।

(छ) उप परिनियम (7) के स्थान पर निम्नलिखित रखा जाएगा, अर्थात् :—

“(7) वित्त समिति की प्रत्येक बैठक के कार्यवृत्त की प्रति बोर्ड के समक्ष रखी जाएगी ;”।

#### 5. मूल परिनियमों के परिनियम 11 के खंड (2) के स्थान पर निम्नलिखित खंड रखा जाएगा, अर्थात् :—

“(2) बोर्ड या निदेशक की पहल पर या स्वःप्रेरणा से संस्थान को प्रभावित करने वाले किन्हीं वित्तीय प्रस्तावों या मुद्दों पर बोर्ड को अपने विचार बताएगा और अपनी सिफारिशें करेगा ।”।

#### 6. मूल परिनियमों के परिनियम 12 में,—

(क) उप परिनियम (1) के खंड (ii) के स्थान पर निम्नलिखित रखा जाएगा, अर्थात् :—

“(ii) केंद्रीय सरकार के मंत्रालय में राष्ट्रीय प्रौद्योगिकी संस्थानों से व्यौहार करने वाला निदेशक या उप सचिव या उसका नामनिर्देशिती और मंत्रालय में राष्ट्रीय प्रौद्योगिकी संस्थानों के वित्त से व्यौहार करने वाला निदेशक या उप सचिव या उसका नामनिर्देशिती पदेन-सदस्य ।”।

(ख) उप परिनियम (3) के स्थान पर निम्नलिखित रखा जाएगा, अर्थात् :—

“(3) चार सदस्य भवन और संकर्म समिति की बैठक में गणपूर्ति होंगे।”।

(ग) उप परिनियम (5) के स्थान पर निम्नलिखित रखा जाएगा, अर्थात् :--

“(5) भवन और संकर्म समिति की प्रत्येक बैठक के कार्यवृत्त की प्रति बोर्ड के समक्ष वित्त समिति की विनिर्दिष्ट प्रस्ताव या प्रस्तावों पर, जिस पर बोर्ड का अनुमोदन अपेक्षित हो, पर सिफारिशों के साथ बोर्ड के समक्ष रखी जाएगी।”।

7. मूल परिनियमों के परिनियम 13 में,--

(क) उप परिनियम (1) के खंड (ii) के स्थान पर निम्नलिखित रखा जाएगा, अर्थात् :--

“(ii) संस्थान के अनुमोदित बजटीय उपबंधों के भीतर गौण संकर्म और मरम्मत तथा अनुरक्षण के संबंध में संकर्मों के लिए आवश्यक प्रशासनिक अनुमोदन और व्यय की मंजूरी देने की शक्ति होगी तथा बोर्ड व्यय की मात्रा के निबंधनों में गौण संकर्म और गौण मरम्मत तथा अनुरक्षण को परिभाषित करेगा ;”।

(ख) उप परिनियम (1) के खंड (iii) के स्थान पर निम्नलिखित रखा जाएगा, अर्थात् :--

“(iii) भवनों और अन्य पूंजी संकर्मों, गौण संकर्मों, मरम्मत, अनुरक्षण और सदृश की लागत के आकलनों को तैयार करवाएगा। भवन और संकर्म समिति गौण संकर्मों, गौण मरम्मत और अनुरक्षण के लागत आकलन का अनुमोदन करेगी।”।

(ग) उप परिनियम (1) के खंड (v) के स्थान पर निम्नलिखित रखा जाएगा, अर्थात् :--

“(v) वह समुचित ठेकेदारों को सूचीबद्ध करने और निविदाओं को स्वीकार करने के लिए उत्तरदायी होगी और उसे संस्थान के संकायाध्यक्ष (पीएंडडी) द्वारा सम्यक्तः सिफारिश किए गए विभागीय संकर्मों, जहां आवश्यक हो, के लिए निदेश देने की शक्ति होगी।”।

8. मूल परिनियमों के परिनियम 14 में,--

(क) खंड (ii) के स्थान पर निम्नलिखित रखा जाएगा, अर्थात् :--

“(ii) उसे सिवाय संस्थान के निदेशक के कर्मचारिवृंद के सदस्यों को प्रशिक्षण पर या अनुदेश के पाठ्यक्रम में समय-समय पर बोर्ड द्वारा अधिकथित निबंधनों और शर्तों के अधीन रहते हुए भारत से बाहर भेजने की शक्ति होगी और निदेशक के भारत से बाहर के भ्रमण को अध्यक्ष, राष्ट्रीय प्रौद्योगिक संस्थान परिषद् द्वारा अनुमोदित किया जाएगा ;”।

(ख) खंड (iii) के स्थान पर निम्नलिखित रखा जाएगा, अर्थात् :--

“(iii) वह केंद्रीय सरकार की ओर से संस्थान और निदेशक के बीच सेवा की संविदा का निष्पादन करेगा किंतु वह ऐसी संविदा के अधीन किसी बात के लिए वैयक्तिक रूप से उत्तरदायी नहीं होगा ; और”।

9. मूल परिनियमों के परिनियम 17 में,--

(क) उप परिनियम (1) के स्थान पर निम्नलिखित परिनियम रखा जाएगा, अर्थात् :--

“(1) संस्थान के निदेशक की नियुक्ति कुलाध्यक्ष द्वारा कम से कम पांच सदस्यों से मिलकर बनने वाली खोजबीन-सह-चयन समिति की सिफारिश पर की जाएगी। परिषद् का अध्यक्ष उसका अध्यक्ष होगा और उच्चतर शिक्षा विभाग का सचिव या उसका प्रतिनिधि राष्ट्रीय और अंतर्राष्ट्रीय स्तर पर तकनीकी शिक्षा के क्षेत्र में अनुभव रखने वाले तीन अन्य विशेषज्ञों के अतिरिक्त उसका एक सदस्य होगा।”।

(ख) उप परिनियम (16) के पश्चात् निम्नलिखित उप परिनियम अंतःस्थापित किया जाएगा, अर्थात् :--

“(17) संस्थान के निदेशक की अनुशासनिक शक्तियों का विनिश्चय समय-समय पर संबंधित राष्ट्रीय प्रौद्योगिकी संस्थान के शासक बोर्ड द्वारा किया जाएगा।”।

10. मूल परिनियमों के परिनियम 18 के उप परिनियम (1) के स्थान पर निम्नलिखित रखा जाएगा, अर्थात् :--

“(1) उपनिदेशक की नियुक्ति राष्ट्रीय प्रौद्योगिकी संस्थानों के पहले परिनियम के परिनियम 23(5)(क) के अधीन उपबंधों के निबंधनों में गठित चयन समिति की सिफारिशों पर बोर्ड द्वारा की जाएगी”।

11. परिनियम 21 के उप परिनियम (2) के पश्चात् निम्नलिखित उप परिनियम अंतःस्थापित किया जाएगा, अर्थात् :--

“(3) रजिस्ट्रार के कार्य निष्पादन का पुनर्विलोकन एक वर्ष की सेवा पर बोर्ड द्वारा गठित की जाने वाली समिति द्वारा किया जाएगा।”।

12. मूल परिनियमों के परिनियम 23 में,--

(क) उप परिनियम (3) के स्थान पर निम्नलिखित रखा जाएगा, अर्थात् :--

“(3) संस्थान में नियुक्तियों के प्रयोजन के लिए परिषद् या केंद्रीय सरकार द्वारा यथा अनुमोदित नियम लागू होंगे।”।

(ख) उप परिनियम (4) के स्थान पर निम्नलिखित रखा जाएगा, अर्थात् :--

“(4) चयन समिति का, संस्थान के अधीन पदों को विज्ञापन या संस्थान के कर्मचारिवृंद के सदस्यों में से प्रोन्नति द्वारा भरने के लिए (संविदा के आधार पर पदों से भिन्न अन्य) ऐसी रीति में गठन किया जाएगा, जो केंद्रीय सरकार या बोर्ड द्वारा समय-समय पर अध्यादेशों द्वारा अधिकथित किए जाएं।”।

(ग) उप परिनियम (5) के खंड (क) के स्थान पर निम्नलिखित रखा जाएगा, अर्थात् :--

“(क) शैक्षिक कर्मचारिवृंद (निदेशक को छोड़कर) की नियुक्ति या पदोन्नति के लिए अर्हता और अन्य निबंधन और शर्तें वे होंगी, जो अनुसूची ‘ड’ में विनिर्दिष्ट की जाएंगी और चयन समिति, शैक्षिक कर्मचारिवृंद (निदेशक को छोड़कर) की नियुक्ति की सिफारिश करने के लिए निम्नलिखित सदस्यों से मिलकर बनेगी, अर्थात् :--

- |     |                                                                                   |   |         |
|-----|-----------------------------------------------------------------------------------|---|---------|
| (1) | निदेशक या उप निदेशक                                                               | - | अध्यक्ष |
| (2) | कुलाध्यक्ष का नामनिर्देशिती                                                       | - | सदस्य   |
| (3) | बोर्ड में दो नामनिर्देशिती, जिनमें से एक बोर्ड के सदस्य से भिन्न एक विशेषज्ञ होगा | - | सदस्य   |
| (4) | संस्थान के बाहर से सीनेट द्वारा नामनिर्दिष्ट किए जाने वाला एक विशेषज्ञ            | - | सदस्य   |
| (5) | संबंधित विभाग का अध्यक्ष (उप निदेशक और प्रोफेसर के पद से भिन्न के लिए)            | - | सदस्य   |

(घ) उप परिनियम (5) के खंड (घ) के स्थान पर निम्नलिखित रखा जाएगा, अर्थात् :--



“(घ) ज्येष्ठ प्रशासनिक और अन्य तुलनीय पद, जिनका वेतनमान सहायक प्रोफेसर और उससे ऊपर है, के लिए चयन समिति निम्नलिखित से मिलकर बनेगी, अर्थात् :--

- |                                                 |           |
|-------------------------------------------------|-----------|
| (1) निदेशक या उप निदेशक                         | - अध्यक्ष |
| (2) संस्थान के बाहर से एक सदस्य                 | - सदस्य   |
| (3) मानव संसाधन विकास मंत्रालय का नामनिर्देशिती | - सदस्य   |
| (4) बोर्ड का नामनिर्देशिती                      | - सदस्य   |
| (5) रजिस्ट्रार                                  | - सदस्य   |

(ङ) उप परिनियम (10) के स्थान पर निम्नलिखित रखा जाएगा, अर्थात् :--

“(10) इन परिनियमों में अंतर्विष्ट किसी बात के होते हुए भी, बोर्ड को विभाग या केंद्र की आपात आवश्यकता के अनुकूल विशेष कौशल या जानकारी रखने वाले व्यक्तियों को नियुक्त करने की शक्ति होगी और ऐसी आपात स्थितियों में नियुक्तियां 12 मास की अवधि के लिए होगी।”।

13. मूल परिनियमों के परिनियम 24 के खंड (i) के स्थान पर निम्नलिखित खंड रखा जाएगा, अर्थात् :--

“(i) अधिनियम और परिनियमों के उपबंधों के अधीन रहते हुए संस्थान के अधीन सभी पदों पर नियुक्तियां एक वर्ष की परिवीक्षा अवधि पर की जाएंगी, जिसके पश्चात् नियुक्त किया गया व्यक्ति, यदि उसकी पुष्टि की जाती है तो अधिनियम और परिनियमों के उपबंधों के अधीन रहते हुए उस मास के अंत तक अपना पद धारण करना जारी रखेगा, जिसमें वह, यथास्थिति, शैक्षिक पदों, तकनीकी गैर-शैक्षिक पदों और सचिवालय तथा प्रशासनिक पदों के लिए विनिर्दिष्ट अधिकतम आयु प्राप्त कर लेता है :

परंतु नियुक्तिकर्ता प्राधिकारी को संस्थान के किसी कर्मचारी की परिवीक्षा अवधि का एक वर्ष से अनधिक अवधि के लिए विस्तार करने की शक्ति होगी।”।

14. मूल परिनियमों के परिनियम 25 के स्थान पर निम्नलिखित रखा जाएगा, अर्थात् :--

#### “25. स्थायी कर्मचारियों के लिए आचार-संहिता

प्रत्येक संस्थान द्वारा केंद्रीय सरकार के परामर्श से कर्मचारियों के लिए आचार-संहिता बनाई जाएगी और जब तक कर्मचारियों के लिए आचार-संहिता की विरचना नहीं की जाती है, संस्थान केंद्रीय सिविल सेवा (वर्गीकरण, नियंत्रण और अपील) नियम, 1965 का पालन करेगा।”।

15. मूल परिनियमों के परिनियम 26 के स्थान पर निम्नलिखित रखा जाएगा, अर्थात् :--

#### “26. निलंबन, शास्तियां, अनुशासनिक कार्यवाहियां

केंद्रीय सिविल सेवा (वर्गीकरण, नियंत्रण और अपील) नियम, 1965 सभी कर्मचारियों को लागू होंगे।”।

16. मूल परिनियमों के परिनियम 29 के स्थान पर निम्नलिखित रखा जाएगा, अर्थात् :--

#### “29. भविष्य निधि और पेंशन स्कीम

तारीख 1.1.2004 से पूर्व नियुक्त संस्थान के कर्मचारी केंद्रीय सिविल सेवा (पेंशन) नियम, 1972 और साधारण भविष्य निधि (केंद्रीय सेवाएं) नियम, 1960 द्वारा शासित होंगे और तारीख 1.1.2004 को या उसके पश्चात् नियुक्त कर्मचारी केंद्रीय सरकार की नई पेंशन स्कीम द्वारा शासित होंगे।”।

17. अनुसूची में, पहले परिनियमों की अनुसूची 'घ' के पश्चात् अनुसूची 'ड' अंतःस्थापित की जाएगी, अर्थात् :-

**“अनुसूची 'ड'**

[परिनियम 23(5)(क) देखें]

**शैक्षिक कर्मचारिवृंद की नियुक्ति के लिए अर्हता और अन्य निबंधन और शर्तें**

क्रम सं.	पदनाम, वेतन बैंड और शैक्षिक ग्रेड वेतन	अनिवार्य अर्हता	अनिवार्य अपेक्षाएं	संचित अनिवार्य क्रेडिट पाइंट
(1)	(2)	(3)	(4)	(5)
1.	*सहायक प्रोफेसर (संविदा पर) 6,000 रुपए ग्रेड वेतन सहित वेतन बैंड – 3	पीएचडी	कुछ नहीं	कुछ नहीं
2.	*सहायक प्रोफेसर (संविदा पर) 7,000 रुपए ग्रेड वेतन सहित वेतन बैंड – 3	पीएचडी	किसी विख्यात संस्थान या उद्योग में पीएचडी पश्च शिक्षा और अनुसंधान का एक वर्ष का अनुभव	10
3.	*सहायक प्रोफेसर (संविदा पर) 8,000 रुपए ग्रेड वेतन सहित वेतन बैंड – 3 में न्यूनतम वेतन 30,000 रुपए	पीएचडी	पीएचडी के पश्चात् तीन वर्ष का अनुभव या किसी विख्यात शैक्षिक संस्थान/अनुसंधान एवं विकास प्रयोगशाला या सुसंगत उद्योग में कुल छह वर्ष का शिक्षण और अनुसंधान का अनुभव	20
4.	एसोसिएट प्रोफेसर, 9,500 रुपए ग्रेड वेतन सहित, न्यूनतम वेतन 42,800 रुपए के साथ वेतन बैंड – 4	पीएचडी	पीएचडी के पश्चात् 8,000 रुपए शैक्षिक ग्रेड वेतन सहित सहायक प्रोफेसर के स्तर पर छह वर्ष  या  कुल 9 वर्ष का कार्य अनुभव, जिसमें से तीन वर्ष का अनुभव पीएचडी के पश्चात् होना चाहिए, 8,000 रुपए शैक्षिक ग्रेड वेतन के साथ सहायक प्रोफेसर के स्तर पर कम से कम तीन वर्ष का अनुभव	50
5.	प्रोफेसर 10,500 रुपए ग्रेड वेतन सहित वेतन बैंड – 4 में न्यूनतम वेतन 48,000 रुपए	पीएचडी	पीएचडी के पश्चात् 10 वर्ष या 13 वर्ष का कुल अनुभव, जिसमें से 7 वर्ष का अनुभव पीएचडी के पश्चात् होना चाहिए । जिसमें से 9,500 रुपए शैक्षिक ग्रेड वेतन के साथ एसोसिएट प्रोफेसर के स्तर पर कम से कम तीन वर्ष या 9,000 रुपए शैक्षिक ग्रेड वेतन के साथ एसोसिएट प्रोफेसर के स्तर पर या किसी विख्यात संस्थान या अनुसंधान एवं विकास प्रयोगशाला या सुसंगत उद्योग में 9000 और 9500 रुपए के संयोजन में चार वर्ष का अनुभव	80

6.	प्रोफेसर (उच्चतर प्रशासनिक ग्रेड वेतनमान) 67,000-79,000 रुपए	पीएचडी	राष्ट्रीय महत्ता के किसी संस्थान में प्रोफेसर के रूप में 10,000 रुपए या 10,500 रुपए या 10,000 रुपए और 10,500 रुपए के संयोजन में शैक्षिक ग्रेड वेतन के साथ 6 वर्ष का अनुभव	150
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**टिप्पण 1 :**

- (1) ग्रेड वेतन में कोई परिवर्तन खुले विज्ञापन के माध्यम से किया जाएगा और सम्यक्तः गठित चयन समिति सिवाय वहां जहां विनिर्दिष्ट रूप से इन नियमों द्वारा छूट प्रदान की गई हो, की सिफारिशों पर किया जाएगा।
- (2) सभी नए भर्ती किए गए व्यक्तियों के पास सुसंगत या समतुल्य विषय में पीएचडी होगी और उनके पास पूर्ववर्ती डिग्रियों में प्रथम श्रेणी होगी।
- (3) विद्यमान संकाय के सदस्य, जिन्होंने संस्थान में अपने साधारण शिक्षण भार के साथ या क्वालिटी सुधार कार्यक्रम में पीएचडी पूरी की है, पीएचडी में नामांकन अवधि को शिक्षण अनुभव के लिए गणना में लिया जाएगा।
- (4) संस्थान प्रशासन में योगदान की संबंधित अध्यक्ष द्वारा सिफारिश की जाएगी और निदेशक द्वारा उसका अनुमोदन किया जाएगा। विभागीय प्रशासन में योगदान की सिफारिश संबंधित अध्यक्ष द्वारा की जानी चाहिए और उसका अनुमोदन निदेशक द्वारा किया जाना चाहिए।
- (5) उन विभागों, जिनमें कोई रिक्ति नहीं है, उच्चतर शैक्षिक ग्रेड वेतन या कैडर में संचलन को विनिर्दिष्ट चयन प्रक्रिया के अनुसार किया जाएगा किंतु यह संबंधित विभागों के सेवारत संकाय सदस्यों तक ही निर्बंधित होगा।
- (6) स्थायी संकाय सदस्य, जिनके पास दस वर्ष से अधिक अनुभव है किंतु जिन्होंने इस अधिसूचना की तारीख को पीएचडी अर्जित नहीं की है, को निम्नलिखित मानकों के अनुसार एकमुश्त उपाय के रूप में चार चरणीय नम्य प्रणाली में रखा जाएगा :

**क) पचास वर्ष या अधिक आयु के स्थायी संकाय सदस्य :**

- (i) 7,000 रुपए शैक्षिक ग्रेड वेतन सहित सहायक प्रोफेसरों को 8,000 रुपए शैक्षिक ग्रेड वेतन वाले सहायक प्रोफेसर के स्तर में रखा जाएगा किंतु यह कि उनके पास उनके जीवनकाल में कम से कम दस क्रेडिट पाइंट हों।
- (ii) 8,000 रुपए शैक्षिक ग्रेड वेतन सहित सहायक प्रोफेसरों को 9,500 रुपए शैक्षिक ग्रेड वेतन वाले एसोसिएट प्रोफेसर के स्तर में रखा जाएगा किंतु यह कि उनके पास उनके जीवनकाल में कम से कम पच्चीस क्रेडिट पाइंट हों।
- (iii) 9,000 रुपए शैक्षिक ग्रेड वेतन सहित एसोसिएट प्रोफेसरों को 9,500 रुपए शैक्षिक ग्रेड वेतन वाले एसोसिएट प्रोफेसर के स्तर में रखा जाएगा किंतु यह कि उनके पास उनके जीवनकाल में कम से कम पच्चीस क्रेडिट पाइंट हों :

परंतु यह कि वह कानून के अधीन सम्यक्तः गठित चयन समिति के माध्यम से उपयुक्त पाया जाता है।

- ख) पचास वर्ष से कम आयु के स्थायी संकाय सदस्यों को किसी भी भारतीय प्रौद्योगिकी संस्थान/राष्ट्रीय प्रौद्योगिकी संस्थान में पीएचडी करने के लिए प्रायोजित किया जाएगा, उन्हें संबंधित राष्ट्रीय प्रौद्योगिकी संस्थान से तीन वर्ष का अध्ययन अवकाश देने के लिए सम्यक्तः संदाय प्रदान किया जाएगा और पीएचडी पूरा करने पर वह नए भर्ती नियमों के अनुसार चार चरणीय प्रणाली में जाने के लिए प्रतिस्पर्धा करेंगे।

- (7) भवन विन्यास विभाग में संकाय के लिए सहायक प्रोफेसर स्तर पर क्रेडिट पाइंटों की आवश्यकता पर बल न देते हुए निम्नलिखित अनिवार्य अर्हता होगी :
- एक वर्ष के व्यवसायिक अनुभव के साथ एम आर्क या एम प्लान : 6,000 रुपए शैक्षिक ग्रेड वेतन में सहायक प्रोफेसर ;
  - दो वर्ष के व्यवसायिक अनुभव के साथ एम आर्क या एम प्लान : 7,000 रुपए शैक्षिक ग्रेड वेतन में सहायक प्रोफेसर ;
  - उच्चतर संवर्गों के लिए शैक्षिक अर्हताएं और क्रेडिट पाइंट आवश्यकता वहीं रहेगी जो इंजीनियरी और विज्ञान के लिए सारणी में दी गई है।

#### टिप्पण 2 : क्रेडिट पाइंट प्रणाली

निम्नलिखित क्रेडिट पाइंट प्रणाली होगी।

क्रम सं.	कार्यकलाप	क्रेडिट पाइंट
1.	एक बाह्य प्रायोजित अनुसंधान एवं विकास परियोजना पूरी की हो या चल रही हो या कोई पेटेंट अनुदत्त किया गया हो	प्रति परियोजना आठ क्रेडिट पाइंट या आविष्कारक के रूप में प्रति पेटेंट आठ क्रेडिट पाइंट (किसी परियोजना में एक से अधिक व्यक्तियों की दशा में, प्रधान अनुसंधानकर्ता को पांच क्रेडिट पाइंट मिलेंगे और शेष को अन्य सदस्यों के बीच बराबर विभाजित कर दिया जाएगा।
2.	परामर्श सेवाएं	10 क्रेडिट पाइंटों के अधीन रहते हुए, 5 लाख रुपए के परामर्श के लिए दो क्रेडिट पाइंट की दर से
3.	पूरी की गई पीएचडी (जिसके अंतर्गत शोध जमा करने के मामले हैं)	प्रति पीएचडी विद्यार्थी 8 क्रेडिट पाइंट (एक से अधिक पर्यवेक्षकों की दशा में गाइड (पहला पर्यवेक्षक) प्रति विद्यार्थी 5 क्रेडिट पाइंट लेगा और शेष को अन्य पर्यवेक्षकों के बीच बराबर विभाजित कर दिया जाएगा)।
4.	विज्ञान उद्धरण इंडेक्स या स्कोप्स जर्नल में एक पेपर (संदर्भ जर्नल अनुज्ञात नहीं)	अंतिम प्रोन्नति से प्रति पेपर चार पाइंट। प्रथम लेखक या मुख्य पर्यवेक्षक दो पाइंट प्राप्त करेगा और शेष पाइंटों को अन्य के बीच विभाजित कर दिया जाएगा।
5.	एक संगोष्ठी पेपर, जिसे विज्ञान उद्धरण इंडेक्स या स्कोप्स या वेब ऑफ साइंस संगोष्ठी या कोई अंतर्राष्ट्रीय विख्यात संगोष्ठी	अधिकतम 10 क्रेडिट पाइंटों के अधीन रहते हुए प्रति पेपर 1 क्रेडिट पाइंट। प्रथम लेखक या मुख्य पर्यवेक्षक 0.6 पाइंट प्राप्त करेगा और शेष पाइंटों को अन्य के बीच विभाजित कर दिया जाएगा।
6.	विभागाध्यक्ष, संकायाध्यक्ष, मुख्य वार्डन, भारसाधक प्रोफेसर (प्रशिक्षण एवं प्लेसमेंट) सलाहकार (संपदा), मुख्य सर्तकता अधिकारी, पीआई (परीक्षा), टीईक्यूआईपी (समन्वयक)	अंतिम प्रोन्नति से अधिकतम 16 क्रेडिट पाइंटों के अधीन रहते हुए प्रति सेमेस्टर 2 पाइंट
7.	वार्डन, सहायक वार्डन, एसोसिएट संकायाध्यक्ष, अध्यक्ष या संयोजक, संस्थान शैक्षिक समितियां, संकाय प्रभारी, कंप्यूटर केंद्र या सूचना और प्रौद्योगिकी सेवाएं या पुस्तकालय या प्रवेश या विद्यार्थी कार्यकलाप और अन्य संस्थानिक कार्यकलाप	अंतिम प्रोन्नति से अधिकतम 8 क्रेडिट पाइंटों के अधीन रहते हुए प्रति सेमेस्टर 1 पाइंट

8.	विभिन्न स्थायी समितियों और विशेष समिति के अध्यक्ष और संयोजक (पदेन स्थिति पर विचार नहीं किया जाएगा) विभिन्न इकाईयां या समतुल्य के (प्रत्येक एक वर्ष की अवधि के लिए) संकाय प्रभारी	अंतिम प्रोन्नति से अधिकतम 3 क्रेडिट पाइंटों के अधीन रहते हुए प्रति सेमेस्टर 0.5 पाइंट
9.	विभागाध्यक्ष द्वारा पहचान किए गए विभागीय कार्यकलाप जैसे न्यूनतम एक वर्ष की अवधि के लिए प्रयोगशाला या विभाग स्तरीय समिति के प्रभारी	अंतिम प्रोन्नति से अधिकतम 3 क्रेडिट पाइंटों के अधीन रहते हुए प्रति सेमेस्टर 0.5 पाइंट
10.	कार्यशाला या संकाय विकास कार्यक्रम या न्यूनतम पांच कार्यदिवस की अवधि के लघु अवधि पाठ्यक्रम, जिनका समन्वयक या संयोजक के रूप में प्रस्ताव किया गया है	अंतिम प्रोन्नति से अधिकतम 8 क्रेडिट पाइंटों के अधीन रहते हुए प्रति पाठ्यक्रम 2 पाइंट
11.	पाठ्यक्रम समन्वयक के रूप में शैक्षिक नेटवर्क आदि की वैश्विक पहल, जैसे राष्ट्रीय कार्यक्रम संचालित करने के लिए दो सप्ताह की अवधि के कार्यक्रम एक सप्ताह की अवधि का कार्यक्रम	अंतिम प्रोन्नति से अधिकतम 4 क्रेडिट पाइंटों के अधीन रहते हुए प्रति सेमेस्टर 2 पाइंट अंतिम प्रोन्नति से अधिकतम 2 क्रेडिट पाइंटों के अधीन रहते हुए प्रति सेमेस्टर 1 पाइंट
12.	अध्यक्ष या सचिव के रूप में आयोजित राष्ट्रीय या अंतर्राष्ट्रीय संगोष्ठी	अंतिम प्रोन्नति से अधिकतम 6 क्रेडिट पाइंटों के अधीन रहते हुए प्रति सेमेस्टर 3 पाइंट
13.	किसी दिए गए संवर्ग के लिए अपेक्षित न्यूनतम सुसंगत शिक्षण अनुभव से अधिक सेवा अवधि	अंतिम प्रोन्नति से अधिकतम 10 क्रेडिट पाइंटों के अधीन रहते हुए प्रति सेमेस्टर 2 पाइंट
14.	नई प्रयोगशालाओं की स्थापना	अंतिम प्रोन्नति से 4 क्रेडिट पाइंट
15.	छह क्रेडिट घंटों के पाठ्यक्रम से अधिक सिद्धांत शिक्षण	अंतिम प्रोन्नति से अधिकतम 6 क्रेडिट पाइंटों के अधीन रहते हुए प्रति सेमेस्टर 1 पाइंट
16.	स्नातकोत्तर मार्गदर्शित निबंध	अंतिम प्रोन्नति से अधिकतम 10 क्रेडिट पाइंटों के अधीन रहते हुए प्रति सेमेस्टर 0.5 पाइंट
17.	स्नातक परियोजनाएं	अंतिम प्रोन्नति से अधिकतम 4 क्रेडिट पाइंटों के अधीन रहते हुए प्रति सेमेस्टर 0.25 पाइंट
18.	विख्यात अंतर्राष्ट्रीय प्रकाशकों से सुसंगत विषयों पर प्रकाशित पाठ्य या संदर्भ पुस्तकें	अंतिम प्रोन्नति से अधिकतम 18 क्रेडिट पाइंटों के अधीन रहते हुए प्रति सेमेस्टर 6 पाइंट
19.	विख्यात अंतर्राष्ट्रीय प्रकाशकों से सुसंगत विषयों पर प्रकाशित पाठ्य या संदर्भ पुस्तकें या विख्यात अंतर्राष्ट्रीय प्रकाशकों द्वारा प्रकाशित पुस्तकों में पुस्तक अध्याय	अंतिम प्रोन्नति से अधिकतम 6 क्रेडिट पाइंटों के अधीन रहते हुए प्रति सेमेस्टर 2 पाइंट
20.	महत्वपूर्ण आउटरिच संस्थान बाह्य कार्यकलाप	अंतिम प्रोन्नति से अधिकतम 4 क्रेडिट पाइंटों के अधीन रहते हुए प्रति सेमेस्टर 1 पाइंट
21.	आईईईई, एफएनए, एफएनएई, एफएनएएससी का फेलो	10 क्रेडिट पाइंट
22.	प्लेसमेंट प्रतिशत (केवल प्लेसमेंट कक्ष अधिकारियों या प्लेसमेंट के संकाय प्रभारी के लिए)	
	85 प्रतिशत से अधिक	अंतिम प्रोन्नति से अधिकतम 20 क्रेडिट पाइंटों के अधीन रहते हुए प्रति सेमेस्टर 4 पाइंट
	75 प्रतिशत – 84 प्रतिशत (प्रतिशत उत्तीर्ण होने वाले विद्यार्थियों की कुल संख्या और एकल जॉब प्रस्ताव पर आधारित होगा)	अंतिम प्रोन्नति से अधिकतम 10 क्रेडिट पाइंटों के अधीन रहते हुए प्रति सेमेस्टर 2 पाइंट

[सं. एफ. 22-5/2006-टीएस.III]

आर. सुब्रह्मनियम, अपर सचिव

**टिप्पण :** मूल परिनियम, भारत के राजपत्र, असाधारण, भाग II, खंड 1, उपखंड (i) में अधिसूचना सं. सा.का.नि. 280(अ) तारीख 23 अप्रैल, 2009 को प्रकाशित किए गए थे और पश्चातवर्ती संशोधन भारत के राजपत्र, असाधारण, भाग II, खंड 1, उपखंड (i) में अधिसूचना सं. सा.का.नि. 837(अ) तारीख 5 नवंबर, 2015 द्वारा प्रकाशित किए गए थे।

## MINISTRY OF HUMAN RESOURCE DEVELOPMENT

(Department of Higher Education)

### NOTIFICATION

New Delhi, the 21st July, 2017

**S.O. 947(E).**—In exercise of the powers conferred by sub-section (3) and sub-section (4) of section 26 of the National Institutes of Technology, Science Education and Research Act, 2007 (29 of 2007), with the prior approval of the Visitor, the Central Government hereby makes the following Statutes further to amend the First Statutes of the National Institutes of Technology, namely:-

1. (1) These Statutes may be called the First Statutes of the National Institutes of Technology (Amendment) Statutes, 2017.

(2) They shall come into force on the date of their publication in the Official Gazette.

2. In the First Statutes of the National Institutes of Technology (hereinafter referred to as the Principal Statutes), for Statutes 6, the following shall be substituted, namely:-

#### “6. AUTHENTICATION OF ORDERS OF THE BOARD

All orders and decisions of the Board shall be authenticated by the signature of the Director. **In absence of Director, the Registrar or any person-authorised by the Board in this behalf.”**

3. In Statute 8 of the Principal Statutes, for clause (xiii), the following shall be substituted, namely:-

“(xiii) make recommendations to the Board to disseminate knowledge through distance learning mode to various parts of the State or country or abroad and in the cases of signing of agreement with the foreign agency, agreement may be signed with the approval of the Ministry;”.

4. In Statute 10 of the Principal Statutes,—

(a) in sub-statute (1), for clause (v), the following clause shall be substituted, namely:-

“(v) the Registrar, ex-officio, Member-Secretary:

Provided that in addition to the above, the Chairman may invite an expert as special invitee, however, the special invitee may not have voting rights;”.

(b) for sub-statute (2), the following shall be substituted, namely:-

“(2) All financial proposals shall be placed before the Finance Committee prior to being placed before the Board for consideration and approval;”.

(c) for sub-statute (3), the following shall be substituted, namely:-

“(3) The Finance Committee shall meet ordinarily four times in a year preferably before the meeting of the Board of Governors;”.

(d) for sub-statute (4), the following shall be substituted, namely:-

“(4) Four Members of the Finance Committee shall form a quorum for a meeting of the Finance Committee;”.

(e) for sub-statute (5), the following shall be substituted, namely:-

“(5) The Chairman, shall preside over the meetings of the Finance Committee and in his absence, the Director shall preside over the meetings;”.

(f) for sub-statute (6), the following shall be substituted, namely:-

“(6) The provisions in these First Statutes regarding notices of the meeting, inclusion of items in the agenda and confirmation of the minutes applicable to the meetings of the Board shall, so far as practicable may be, followed in connection with the meetings of the Finance Committee;”.

(g) for sub-statute (7), the following shall be substituted, namely:-

“(7) A copy of the minutes of every meeting of the Finance Committee shall be placed before the Board;”.

5. In Statute 11 of the Principal Statutes, for clause (ii), the following shall be substituted, namely:-

- “(ii) give its views and make its recommendations on any financial proposals or issues affecting the Institute to the Board either on the initiative of the Board or of the Director, or on its own motion.”.
6. In Statute 12 of the Principal Statutes,—
- (a) in sub-statute (1), for clause (ii), the following clause shall be substituted, namely:-
- “(ii) Director or Deputy Secretary or his nominee dealing with the National Institutes of Technology in the Ministry and Director or Deputy Secretary or his nominee dealing with Finance of the National Institutes of Technology in the Ministry as *Ex-Officio* Members of the Central Government.”.
- (b) for sub-statute (3), the following shall be substituted, namely:-
- “(3) Four members shall form a quorum for a meeting of the Building and Works Committee.”.
- (c) for sub-statute (5), the following shall be substituted, namely:-
- “(5) A copy of the minutes of every meeting of the Building and Works Committee shall be placed before the Board together with the recommendations of the Finance Committee on specific proposal or proposals which requires approval of the Board.”.
7. In Statute 13 of the Principal Statutes,—
- (a) in sub-statute (1), for clause (ii), the following clause shall be substituted, namely:-
- “(ii) have the power to give the necessary administrative approval and expenditure sanction for minor works and works pertaining to repair and maintenance, within the approved budgetary provision of the Institute and the Board will define the minor work and minor repair and maintenance in terms of quantum or expenditure;”.
- (b) in sub-statute (1), for clause (iii), the following clause shall be substituted, namely:-
- “(iii) cause to prepare estimates of cost of buildings and other capital works, minor works, repairs, maintenance and the like. The Building and Works Committee shall approve the cost estimates for minor works, minor repairs and maintenance.”.
- (c) in sub-statute (1), for clause (v), the following clause shall be substituted, namely:-
- “(v) be responsible for enlistment of suitable contractors and acceptance of tenders and shall have the power to give directions for departmental works where necessary duly recommended by the Dean (P&D) of the Institute.”.
8. In Statute 14 of the Principal Statutes,—
- (a) for clause (ii), the following clause shall be substituted, namely:-
- “(ii) he shall have the power to send members of the staff, except the Director, of the Institute for training or for a course of instruction, outside India subject to such terms and conditions as may be laid down by the Board from time to time and the visit abroad by the Director shall be approved by the Chairman, National Institutes of Technology Council;”.
- (b) for clause (iii), the following clause shall be substituted, namely:-
- “(iii) he shall execute the contract of service between the Institute and the Director on behalf of the Central Government, but he shall not be personally liable of anything under such contract; and”.
9. In Statute 17 of the Principal Statutes,—
- (a) for sub-statute (1), the following shall be substituted, namely:-
- “(1) The Director of the Institute shall be appointed by the Visitor on contract basis on the recommendations of a Search – cum – Selection Committee constituted by him consisting of atleast five members. The Chairperson of the Council shall be its Chairperson and the Secretary of the Department of Higher Education or his representative shall be one of its members besides three other experts in the field of technical education with experience at national and international level.”.
- (b) after sub-statute 16, the following sub-statute shall be inserted, namely:-
- “(17) The disciplinary powers for Director of the Institute shall be decided by the Board of Governors of the respective National Institute of Technology from time to time.”.
10. In Statute 18 of the Principal Statutes, for sub-statute (1), the following shall be substituted, namely:-
- “(1) The appointment of the Deputy Director shall be made by the Board on the recommendations of the Selection Committee constituted in terms of provisions under Statutes 23 (5) (a) of the First Statutes of National Institutes of Technology”.
11. In Statute 21, after sub-statute (2), the following sub-statute shall be inserted, namely:-

“(3) The review of performance of the Registrar upon completion of one years of service may be carried out by the Committee to be constituted by the Board.”.

12. In Statute 23 of the Principal Statutes,—

(a) for sub-statute (3), the following shall be substituted, namely:-

“(3) For the purposes of appointments in the Institute, the rules as approved by the Council or Central Government shall apply.”.

(b) for sub-statute (4), the following shall be substituted, namely:-

“(4) The Selection Committees, for filling posts under the Institute (other than the posts on contract basis) by advertisement or by promotion from amongst the members of staff of the Institute, shall be constituted in such manner as laid down by the Central Government or Board from time to time by ordinances.”.

(c) in sub-statute (5), for clause (a), the following shall be substituted, namely:-

“(a) The qualification and other terms and conditions of appointment of Academic Staff (excluding Director), or promotion shall be as specified in Schedule 'E' and the Selection Committee for making recommendations for appointment of Academic Staff (excluding Director) shall consist of the following members, namely:-

- |                                                                                           |            |
|-------------------------------------------------------------------------------------------|------------|
| (1) Director or Deputy Director                                                           | - Chairman |
| (2) Visitor's Nominee                                                                     | - Member   |
| (3) two nominee of the board one being an expert,<br>but other than a member of the Board | - Member   |
| (4) one expert nominee of Senate from outside<br>the Institute                            | - Member   |
| (5) Head of the Department concerned                                                      |            |

(for other than the post of Deputy Director and Professor) - Member.”.

(d) in sub-statute (5), for clause (d), the following shall be substituted, namely:-

“(d) The Selection Committee for Senior Administrative and other comparable posts carrying pay scale of Assistant Professor and above shall consist of the following members, namely:-

- |                                                          |             |
|----------------------------------------------------------|-------------|
| (1) Director or Deputy Director                          | - Chairman  |
| (2) one Expert from outside the Institute                | - Member    |
| (3) Nominee of Ministry of Human Resource<br>Development | - Member    |
| (4) Nominee of Board                                     | - Member    |
| (5) Registrar                                            | - Member.”. |

(e) for sub-statute (10), the following shall be substituted, namely:-

“(10) Notwithstanding anything contained in these Statutes, the Board shall have the power to make appointments of persons having special skill or knowledge to suit the emergent need of the department or centre and in such emergent situations, the appointments shall be for a period of twelve months.”.

13. In Statute 24 of the Principal Statutes, for clause (i), the following clause shall be substituted, namely:-

“(i) Subject to the provisions of the Act and the Statutes, all appointments to posts under the Institute shall be made on probation for a period of one year after which period the appointee, if confirmed, shall continue to hold his office subject to the provisions of the Act and the Statutes, till the end of the month in which he attains the specified maximum age for teaching posts, for technical non-teaching and ministerial and administrative posts as the case may be:

Provided that the appointing authority shall have the power to extend the period of probation of any employee of the Institute for a period not exceeding one year.”.

14. For Statute 25 of the Principal Statutes, the following shall be substituted, namely:-

“25. CODE OF CONDUCT FOR PERMANENT EMPLOYEES

The code of conduct for employees shall be made by each Institute in consultation with the Central Government and till such time the code of conduct for employees is framed, the Institute shall follow the Central Civil Services (Classification, Control and Appeal) Rules, 1965.”.

15. For Statute 26 of the Principal Statutes, the following shall be substituted, namely:-



## “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:

S.No.	Activity	Credits points
1.	One external Sponsored Research and Development Projects completed or ongoing or Patent granted	8 credit points per project or 8 credit points per 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 credit points per Ph.D. student (in case there are more than one supervisor, then the Guide (1 <sup>st</sup> Supervisor) gets 5 credit points per student and the rest to be divided equally among other supervisor
4.	One Journal papers in Science Citation Index or Scopus (Paid Journals not allowed)	4 point per paper since the last promotion. First author or Main supervisor will get 2 point and rest will be divided among others.
5.	One Conference paper indexed in Science Citation Index or Scopus or Web of science Conference or any internationally renowned conference	1 credit points per paper up to a maximum of 10 credit points. First author or Main Supervisor will get 0.6 and rest will be divided among the rest.
6.	Head of the Department, Dean, Chief Warden, Professor Incharge (Training and Placement), Advisor (Estate), Chief Vigilance Officer, PI (Exam), TEQIP (Coordinator)	2 points per semester up to a max of 16 credits points since the last promotion.
7.	Warden, Assistant wardens, Associate Dean, Chairman or Convener institute academic committees, Faculty In charge Computer Center or Information and Technology Services or Library or Admission or student activities and other Institutional activities	1 credit point per semester up to a maximum of 8 credits points since the last promotion.
8.	Chairman and Convener of different standing committee and special committee (Ex officio status will not be considered). Faculty incharges (Each for one year duration) of different Units or equivalent	0.5 credit point per Semesters up to a maximum of 3 credits points since the last promotion.
9.	Departmental activities identified by Head of the Department like lab in charges, or department level committee for a minimum period of one year.	0.5 credit point per Semesters up to a maximum of 3 credits points since the last promotion.
10.	Workshop or Faculty Development Program or short term courses of min 05 working days duration offered as coordinator or convener	2 credit points per course up to a maximum of 8 credits points since the last promotion.
11.	For conducting national programs like Global Initiative of Academic Networks etc. as course coordinator Program of two weeks duration Program of one week duration	2 credit points per course up to a maximum of 4 credit points since the last promotion. 1 credit point per course up to a maximum of 2 credit points since the last promotion.
12.	National or International conference organized as Chairman or Secretary	3 credit points per program up a maximum of 6 credits points since the last promotion.
13.	Length of service over and above the relevant minimum teaching experience required for a given cadre	2 credit points per semester with maximum of 10 credit points since the last promotion.
14.	Establishment of New Lab(s)	4 credit points since the last promotion.
15.	Theory Teaching of over and above 6 credit hrs. course	1 credit point or credit hrs. up to a maximum of 6 credit points since the last promotion.

S.No.	Activity	Credits points
16.	Post Graduate Dissertation guided	0.5 credit point per project to a maximum of 10 points since the last promotion.
17.	Under Graduate Projects	0.25 credit point per project up to a maximum of 4 points since the last promotion.
18.	Text or Reference Books published on relevant subjects from reputed international publishers	6 credit points per book up to a maximum of 18 points since the last promotion.
19.	Text or Reference book published on relevant subjects from reputed national publishers or book chapters in the books published by reputed international publishers	2 credit points per unit up to a maximum of 6 points since the last promotion.
20.	Significant outreach Institute out activities	1 credit point per activity up to a maximum of 4 credit points since the last promotion.
21.	Fellow IEEE, FNA, FNAE, FNASc	10 credit points
22.	Placement percentage (only for the placement cell officers or Faculty incharge of Placement)	
	Above 85%	4 credit points per year upto a maximum of 20 points since the last promotion.
	75% - 84% (% to be based on total number of students passing out and single job offer)	2 credit points per year upto a maximum of 10 points since the last promotion.

”.

[F. No. 22 – 5/2006–TS. III]

R. SUBRAHMANYAM, Addl. Secy.

**Note :** The principal Statutes were published in the Gazette of India, Extraordinary, Part II, Section I, sub-section (i) *vide* notification number G.S.R. 280(E) dated the 23<sup>rd</sup> April, 2009 and subsequent amendment was published in the Gazette of India, Extraordinary, Part II, Section I, sub-section (i) *vide* notification number G.S.R. 837(E) dated the 5<sup>th</sup> November, 2015.



**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 31<sup>st</sup> January, 2018

To

The Director,  
National Institute of Technology, Rourkela,  
Rourkela – 769008 (Odisha).

**Subject:- Clarification on Recruitment Rules for Faculty of NITs and IEST – regarding.**

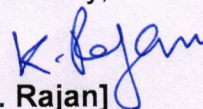
Sir,

I am directed to refer to National Institute of Technology, Rourkela's letter No.NITR/RG/2018/L/0170 dated 23<sup>rd</sup> January, 2018 on the subject mentioned above and to state that the condition of first class in preceding degrees was published in the Gazette of India on 24<sup>th</sup> July, 2017 as per decision of the Council. As per the new RRs notified in the Gazette, the new entrants are required to have Ph.D. in relevant or equivalent discipline and shall have first class in the preceding degrees.

2. In above context, the new entrant means a candidate who is not existing faculty of concerned NIT. Therefore, existing faculty will not be considered as new entrant. Apart from this, there will not be any distinction between the external and internal candidates with regard to the requirement of qualification and experience. It is requested to kindly adhere to the RRs notified in the Gazette on 24<sup>th</sup> July, 2017 by the Ministry.

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

Yours faithfully, -

  
[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) The Director of all the NITs and Director, IEST, Shibpur.



**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 29<sup>th</sup> May, 2017

To

The Directors  
of all the National Institutes of Technology (NITs).

**Subject:- Recruitment Rules for Faculty in the National Institutes of Technology (NITs) – approval by the Board of Governors of NITs – regarding.**

Sir \ Madam,

I am directed to refer to this Ministry's communication of even number dated 15<sup>th</sup> January, 2014 vide which implementation of Four-Tier Flexible Faculty Structure in National Institutes of Technology (NITs) was conveyed.

2. The Council of the National Institutes of Technology, Science Education and Research (NITSER) in its 10<sup>th</sup> meeting held on 26<sup>th</sup> May, 2017 at IIAS, Shimla (H.P.) has approved the RRs for faculty in NITs which will replace the existing Four-Tier Flexible Faculty Structure conveyed vide letter dated 15<sup>th</sup> January, 2014. The RR approved by the Council is placed at **Annexure**.

3. The Council has also decided that the RRs shall be made part of the Statutes of NITs. Therefore, following amendment to the Statutes 23 (5) (a) is proposed for adoption by all Board of Governors (BoG).

For the words "the Selection Committee for recruitment of Academic Staff (excluding Director and the Deputy Director), or for promotion shall be as under"

**TO BE REPLACED BY**

"The recruitment of Academic Staff (excluding Director), or promotion shall be in accordance with Recruitment Rules as specified in Schedule 'E' and the Selection Committee shall be as under".

...P2/-

4. Besides above, the Council of NITSER also approved modification in Statute 17 (1) of the First Statutes of NITs pertaining to constitution of the Selection Committee for the selection of the Director as given below:-

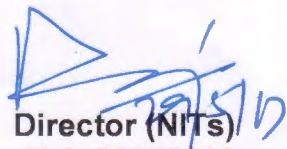
Existing clause	Amendment proposed
The Director of the Institute shall be appointed by the Visitor on contract basis on the recommendations of a Selection Committee constituted by him consisting of atleast five members including the Chairman who are experts in the field of technical education with experience at national and international level.	The Director of the Institute shall be appointed by the Visitor on contract basis on the recommendations of a Search – cum – Selection Committee constituted by him consisting of atleast five members. The Chairperson of the Council shall be its Chairperson and the Secretary of the Department of Higher Education or his representative shall be one its members besides three other experts in the field of technical education with experience at national and international level.

5. Statutes modification as mentioned at para 3 and 4 above of the letter are to be formally adopted by the Board of Governors of your Institute and convey the same to the Ministry **latest by 30<sup>th</sup> June, 2017** so as to enable this Ministry to take up the process of amendment of Statutes.

6. As this is a time bound task, therefore, it is requested to kindly accord it top priority and convey the approval of the Board of Governors of Institute at the earliest possible.

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

Yours faithfully,

  
Director (NITs)  
Tel: 23070186

Copy to:- The Chairpersons, Board of Governors of National Institutes of Technology (NITs) for information and further necessary action.

## **ANNEXURE**

### **Recruitment Rules (flexible faculty structure) for Faculty in National Institutes of Technology in Engineering, Sciences, Humanities and Architecture**

#### **1. Cadres**

<b>Designation, Pay Band and Academic Grade Pay</b>	<b>Essential Qualification</b>	<b>Essential Requirements</b>	<b>Cumulative Essential Credit Points</b>
*Assistant Professor (On contract) PB-3 with Grade Pay of Rs.6000/-	Ph.D.	NIL	NIL
*Assistant Professor (On contract) PB-3 with Grade Pay of Rs.7000/-	Ph.D.	01 year post Ph.D. experience of Teaching and Research in Institution of repute / Industry	10
*Assistant Professor PB-3 with Grade Pay of Rs.8000/- with a minimum pay of Rs.30000/-	Ph.D.	03 years after Ph.D. or 06 years total teaching and research experience in reputed academic Institute / R&D Labs / relevant industry	20
Associate Professor PB-4 with Grade Pay of Rs.9500/- with a minimum pay of Rs.42800/-	Ph.D.	(6) years after Ph.D. of which at least 3 years at the level of Assistant Professor with AGP Rs.8000/-  Or (9) years total working experience, of which 3 years should be after Ph.D., with at least 3 years at the level of Assistant Professor with AGP Rs.8000/-.	50



<b>Designation, Pay Band and Academic Grade Pay</b>	<b>Essential Qualification</b>	<b>Essential Requirements</b>	<b>Cumulative Essential Credit Points</b>
Professor PB-4 with Grade Pay of Rs.10500/- with minimum pay of Rs.48000/-	Ph.D.	10 years after Ph.D. or 13 years total working experience, out of which 07 years should be after Ph.D. At least 03 years at the level of Associate professor with AGP of Rs.9500/- or 04 years at the level of Associate Professor with AGP of Rs.9000/- or combination of Rs.9000/- and Rs.9500/- or equivalent in an Institution of repute / R&D lab or relevant industry.	80
Professor (HAG Scale) Rs.67000– 79000	Ph.D.	Six years as Professor with AGP of Rs.10000/- or Rs.10500/- or a combination of Rs.10000/- and Rs.10500/- in an Institute of National Importance.	150

## 2. **Notes:**

- 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.
- All new entrants shall have Ph.D. in the relevant / equivalent discipline and shall have first class in the preceding Degrees.
- For existing faculty members who completed their Ph.D. along-with their normal teaching load of Institute / QIP, the enrolment period of Ph.D. will be counted as teaching experience.
- Contribution to Institute Administration should be recommended by concerned Head / Chairman and approved by the Director. Contribution to departmental Administration should be recommended by concerned Head and approved by the Director.
- For the departments which are not having any vacancy, movement in higher AGP / cadre will be carried out as per prescribed selection process but it will be restricted to only for serving faculty members of the respective departments.
- Onetime measures at the time of notification of these Rules: The permanent faculty members who have put in more than 10 years

experience, but have not acquired Ph.D. qualification will be mapped into 4 tier system as per following norms:

a) Permanent faculty with age 50 or above:

- i. The Assistant Professors with AGP of Rs.7000/- shall be mapped at the level of Assistant Professor with AGP of Rs.8000/-, provided they have at least 10 credit points in their lifetime.
- ii. The Assistant Professors with AGP of Rs.8000/- shall be mapped at the level of Associate Professor with AGP of Rs.9500/-, provided they have at least 25 credit points in their lifetime.
- iii. The Associate Professors with AGP of Rs.9000/- shall be mapped at the level of Associate Professor with AGP 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 Statute.

b) Permanent faculty members less than 50 years of age will be sponsored for Ph.D. in any of the IITs/NITs duly providing a facility to take study leave of three-years from their respective NIT. 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 will be essential qualification without insisting on credit point requirements at Assistant Professor level:

- M.Arch./M.Plan. with 01 year professional experience : Assistant Professor at AGP of Rs.6000/-
- M.Arch./M.Plan. with 02 years of professional experience: Assistant Professor at AGP of Rs.7000/-
- For higher cadres the EQ and credit point requirement will remain same as given in the table for Engineering and Sciences.

### 3. Credit Point System

The following shall be the credit point system:

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 be divided equally among other members)

S.No.	Activity	Credits points
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 <sup>st</sup> 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.
5.	One Conference paper indexed in SCI / Scopus / Web of science Conference / any internationally renowned conference	1 credit points/ paper up to a maximum of 10 credit points. First author / Main Supervisor will get 0.6 and rest will be divided among the rest.
6.	HOD, Dean, Chief Warden , Professor Incharge (Training & placement), Advisor (Estate), CVO, PI (Exam), TEQIP (Coordinator)	2 points per semester up to a max of 16 credits points since the last promotion.
7.	Warden, Assistant wardens, Associate Dean, Chairman / Convener institute academic committees, Faculty In charge Computer Center / IT Services / library / Admission / student activities and other institutional activities,	1 Credit / Semesters up to a maximum of 8 credits points since the last promotion.
8.	Chairman and Convener of different standing committee and special committee (Ex officio status will not be considered). Faculty in charges. (Each for one year duration) of different Units or equivalent	0.5 Credit / Semesters up to a max. of 3 credits points since the last promotion.
9.	Departmental activities identified by HOD like lab in charges, or department level committee for a min. period of one year.	0.5 Credit / Semesters up to a max of 3 credits points since the last promotion.
10.	Workshop / FDP / short term courses of min 05 working days duration offered as coordinator or convener	2 per course up to a maximum of 8 credits since the last promotion.

S.No.	Activity	Credits points
11.	For conducting national programs like GIAN etc. as course coordinator Program of 2 week duration  Program of 1 week duration	2 credit points per course up to a max of 4 credit points since the last promotion.  1 credit points per course up to a max of 2 credit points since the last promotion.
12.	National / International conference organized as Chairman / Secretary	3 per program up a max of 6 credits points since the last promotion.
13.	Length of service over and above the relevant minimum teaching experience required for a given cadre	2 credit points per year with maximum of 10 credit points since the last promotion.
14.	Establishment of New Lab(s)	4 credit points since the last promotion.
15.	Theory Teaching of over and above 6 credit hrs. course	1 credits/credit hrs. up to a max of 6 credit points since the last promotion.
16.	PG Dissertation guided	0.5 credit points per project to a maximum of 10 points since the last promotion.
17.	UG Projects	0.25 credit points / project up to a maximum of 4 points since the last promotion.
18.	Text/Reference Books published on relevant subjects from reputed international publishers	6 credit points per book up to a max. of 18 points since the last promotion.
19.	Text/ Reference book published on relevant subjects from reputed national publishers or book chapters in the books published by reputed international publishers	2 credit points / unit up to a max. of 6 points since the last promotion.
20.	Significant outreach Institute out Activities	1 credit points / activity up to a max of 4 credit points since the last promotion.
21.	Fellow IEEE, FNA, FNAE, FNASc	10 credit points
22.	Placement percentage (only incharge of Placement)	for the placement cell officers/ Faculty
	above 85%	4 credit points per year upto a maximum of 20 points since the last promotion.
	75% - 84% (% to be based on total no of students passing out and single job offer)	2 credit points per year upto a maximum of 10 points since the last promotion.

\*\*\*\*\*

**Department of Personnel and Training OM No. 36012/6/88-Estt (SCT)**  
**dated the 24-4-90**

**Subject:—** Verification/acceptance of castes certificates produced by candidates.

It has been brought to the notice of the government that there are cases in which candidates have produced false caste certificates as belonging to Scheduled Castes/Scheduled Tribes and secured Central Government jobs against vacancies reserved for SCs/STs. Instructions already exist which provide that the services of the candidates claiming to be belonging to SCs/STs would be terminated, if their claims are found to be false on subsequent verification through District Magistrates.

2. At present the following certificates can be accepted by the appointing authorities as sufficient proof in support of candidate's claim as belonging to SC/STs.

Matriculation or school leaving certificate or birth certificate giving the caste/community of the candidate and the place of his residence.

3. It has now been decided that henceforth the certificates as mentioned in para 2 above should not be accepted as proof of caste at the time of initial appointment. The Caste/Tribe certificates issued by the following authorities in the prescribed form in Appendix 14 of the Brochure on Reservation for Scheduled Castes/Scheduled Tribes (Seventh Edition) will only be accepted.

- (1) District Magistrate/Additional District Magistrate/Collector Deputy Commissioner/Additional Deputy Commissioner/Deputy Collector/1st Class Stipendary Magistrate/Sub Divisional Magistrate/Taluka Magistrate/Executive Magistrate/Extra Assistant Commissioner.
- (2) Chief Presidency Magistrate/Additional Chief Presidency Magistrate/Presidency Magistrate.
- (3) Revenue Officer not below the rank of Tehsildar, and
- (4) Sub-Divisional Officer of the area where the candidate and/or his family normally resides.

4. It has also been decided that henceforth the appointing authorities should, in the offer of appointment to be candidates claiming to be belonging to Scheduled Castes/Scheduled Tribes, include a clause as follows:

**"The appointment is provisional and is subject to the castes/tribe certificates being verified through the proper channels and if the verification reveals that the claim to belong to Scheduled Caste/Scheduled Tribe, as the case may be, is false, the services will be terminated forthwith without assigning any further reasons and without prejudice to such further action as may be taken under the provisions of the Indian Penal Code for production of false certificates".**

5. Ministries/Departments are requested to note for strict compliance.

Department of Personnel and Training O.M. No.36012/22/93-Estt.(SCT),  
dated the 15<sup>th</sup> November, 1993, to all Ministries/Departments, etc.

To

The Chief Secretaries of  
all the State Governments/Union Territories.

Sub: Reservation for Other Backward Classes — exclusion of Creamy Layer for the purpose of appointment in services and posts under the Government of India — Certificate to be produced by the candidates.

Sir,

I am directed to say that the Government of India has issued instructions on 8.9.93 providing for reservation to Other Backward Classes in the services and posts under the Government of India (A copy of this O.M. is enclosed). The Other Backward Classes for the purpose of the above said reservation would comprise, in the first phase, the castes and communities which are common to both the lists in the report of the Mandal Commission and the State Government's list. A list of such castes and communities was notified in Resolution No. 12011/68/93-BCC(C), dated 10th Sept. 1993 published in the Gazette of India, Extraordinary Part I Section I dated 13.9.93. For the purpose of verification of the castes and communities the Government of India has prescribed a certificate from the following authorities as in the case of SC/ST vide this Department's O.M. No. 36012/22/93-Estt. (SCT), dated 22.10.93 (copy enclosed):

- (a) District Magistrate/Additional District Magistrate/Collector/Deputy Commissioner/Additional Deputy Commissioner/Deputy Collector/1st Class Stipendary Magistrate/Sub-Divisional Magistrate/Taluka Magistrate/Executive Magistrate/Extra Assistant Commissioner (not below the rank of 1st Class Stipendary Magistrate).
- (b) Chief Presidency Magistrate/Additional Chief Presidency Magistrate/Presidency Magistrate.
- (c) Revenue Officer not below the rank of Tehsildar; and
- (d) Sub-Divisional Officer of the area where the candidate and/or his family normally resides.

2. In the light of the Supreme Court's judgement in the Indira Sawhney case, this Department has specified the persons/section ("Creamy Layer") to whom the benefit of reservation shall not apply vide column 3 of the Schedule to the Department of Personnel and Training O.M.No. 36012/22/93-Estt. (SCT), dated 8.9.93. It has been considered that the same authorities who are notified as competent to certify OBCs status should also be authorised to certify that a candidate does not belong to the "Creamy Layer". It is, therefore, requested that instructions may be issued to the District Authorities under your control to verify and issue the necessary certificate to the candidates regarding his OBCs status as well as exclusion from the "creamy layer". To enable the District Authorities to

examine the claims of the candidates a model format has been devised as in Annexure B. This may be suitably revised if considered necessary. The format of the certificate that may be given by the concerned district authorities may be as in Annexure A.

3. It is also requested that wide publicity may be given to the Ministry of Welfare Resolution No. 12011/68/93-BCC(C), dated 10-9-93 published in the Gazette of India/Extraordinary Part 1 Section I, dated 13-9-93 containing the list of Backward Castes as well as to DOPT O.M.No. 36012/22/93-Estt. (SCT), dated 8-9-93 which specifies the criteria which will determine the persons who belong to the creamy layer and to whom the reservation shall not apply. This will facilitate the candidates to ascertain their eligibility for reservation. It would also be advisable to appropriately brief the certifying Authorities and to provide them with sufficient number of copies of the above mentioned Gazette Notification and the Deptt. O.M. date 8-9-93 in order to ensure prompt and correct certification.

4. A copy of the orders issued by your Government in this regard may also be endorsed to this Department for information.

Yours faithfully,

Sd/

(Smt. Sarita Prasad).

Joint Secretary to the Government of India.

**FORM OF CERTIFICATE TO BE PRODUCED BY OTHER BACKWARD CLASSES,  
APPLYING FOR APPOINTMENT TO POSTS UNDER THE GOVERNMENT OF INDIA**

This is to certify that.....  
son of..... of village.....  
District/Division..... in the..... State.....  
belongs to the..... community which is recognised as a backward class under the  
Government of India, Ministry of Welfare Resolution No. 12011/68/93-BCC(C), dated 10th Sept.  
1993 published in the Gazette of India Extraordinary Part I Section I dated 13th Sept. 1993.  
Shri..... and/or his family ordinarily reside(s) in the..... District/Division of  
the..... State. This is also to certify that he/she does not belong to the persons/sections  
(Creamy Layer) mentioned in column 3 of the Schedule to the Government of India, Department of  
Personnel & Training O.M. No. 36012/22/93-Estt. (SCT), dated 8-9-93.

District Magistrate,  
Deputy Commissioner etc.

Dated :

Seal

- 
- NB: (a) The term 'ordinarily' used here will have the same meaning as in Section 20 of the Representation of the Peoples Act, 1950.
- (b) Where the certificates are issued by Gazetted Officers of the Union Government or State Governments, they should be in the same form but countersigned by the District Magistrate or Deputy Commissioner (Certificates issued by Gazetted Officers and attested by District Magistrate/Deputy Commissioner are not sufficient).



ANNEXURE B

APPLICATION FORM FOR A CERTIFICATE FOR ELIGIBILITY FOR RESERVATION OF  
JOBS FOR OTHER BACKWARD CLASSES IN CIVIL POSTS AND SERVICES UNDER  
GOVERNMENT OF INDIA.

(This form, however, should be used only as a model. Additional items, if necessary, may be  
incorporated to suit to the local situation in the form.).

To

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Sir,

I request that a certificate in respect of reservation for other Backward Classes in Civil Posts  
and Services under Government of India be granted to me.

I give below the necessary particulars:—

1. Full Name of the applicant :  
(in Block letters).
2. Date of birth :
3. Complete Residential Address :  
(a) Present  
  
(b) Permanent
4. Religion :
5. Caste :
6. Sub-caste :
7. Occupational Group :
8. Serial Number of the Caste in the  
Central List of OBCs.
9. Name of Father :
10. Name of Mother :
11. Name of Husband :
12. Status of Parent (s)/Husband

Father

Mother

- (A) Constitutional Posts.  
(i) Designation  
(B) Government Services.  
(i) Service (Central/State).  
(ii) Designation

- (iii) Scale of Pay, including classification, if any.
- (iv) Date of appointment to the post.
- (v) Age at the time of promotion to Class I Post (if applicable)
- II. Employment in International Organisation e.g. UN, UNICEF, WHO.
  - (i) Name of Organisation
  - (ii) Designation
  - (iii) Period of service (indicate date from.....to.....).
- III. Death/Permanent Incapacitation (Omit if not applicable).
  - (i) Date of death/Permanent incapacitation putting an officer out of service.
  - (ii) Details of Permanent incapacitation.
- (C) Employment in Public Sector Undertakings etc.
  - (i) Name of Organisation
  - (ii) Designation
  - (iii) Date of appointment to the Post.
- (D) Armed Forces including Para-military Forces (This will not include persons holding civil posts.)
  - (i) Designation.
  - (ii) Scale of Pay.
- (E) Professional class (other than those covered in Item Nos. B & C) and those engaged in trade, Business and Industry.
  - (i) Occupation/Profession.
- (F) PROPERTY-OWNERS.
  - (F) I. Agricultural Land Holding: owned by mother, father & minor children.
    - (i) Location.
    - (ii) Size of holding
    - (iii) (a) Irrigated (Type of irrigated land).
      - (i)
      - (ii)
      - (iii)
    - (b) Unirrigated.
  - (iv) Percentage of irrigated land holding to statutory ceiling limit under State land Ceiling laws.
  - (v) If land holding is both irrigated/unirrigated total irrigated land holdings on the basis of conversion formula in State land Ceiling law.
  - (vi) Percentage of total irrigated land holding to statutory ceiling limit as per. (iv).
  - (F) II. Plantation:
    - (i) Crops/Fruit.

To be certified by District Revenue Officer not lower than the rank of Tehsildar.

- (ii) Location
  - (iii) Area of Plantation.
- (F) III. Vacant land and/or building in urban areas or urban agglomeration.
- (i) Location of Property.
  - (ii) Details of Property.
  - (iii) Use to which it is put.
- (G) Income/Wealth.
- (i) Annual family income from all sources  
(excluding salaries & income from agricultural land.)
  - (ii) Whether Tax Payer (Yes/No.)  
(If yes, a copy of the last three years return be furnished).
  - (iii) Whether covered in Wealth Tax Act (Yes/No.)  
(if so furnish details)
13. Any other remarks.
14. I certify that above said particulars are true to the best of my knowledge and belief and that I do not belong to the Creamy Layer of OBCs and eligible to be considered for posts reserved for OBC's. In the event of any information being found false or incorrect, or ineligibility being detected before or after the selection. I understand that my candidature/appointment is liable to be cancelled and I shall be liable to such further action as may be provided under the law and/or Rules.

Yours faithfully,

Place :

Signature of the candidate.

Date :

**No.36011/3/2009-Estt. (Res.)**  
**Government of India**  
**Ministry of Personnel, Public Grievances and Pensions**  
**Department of Personnel and Training**

**North Block**  
**New Delhi-110 001,**

Dated the 2<sup>nd</sup> September, 2009.

**OFFICE MEMORANDUM**

**Subject:- Acceptance of castes certificates produced by candidates.**

The undersigned is directed to say that this Department's O.M. No.36012/6/88-Estt. (SCT) dated 24.4.1990 and O.M. No.36012/22/93-Estt. (Res.) dated 15.11.1993 provide that the Caste/Tribe/Community certificates in the proforma prescribed and issued by any of the authorities stated in the said OMs will only be accepted by the appointing authorities as sufficient proof in support of a candidate's claim to belong to Scheduled Caste/ Schedule Tribe/ Other Backward Class. It has been brought to the notice of this Department that some Organisations do not accept the certificates in the proforma so prescribed and ask the candidates to submit certificates in some other format. It is emphasised that instructions referred to above should be followed scrupulously.

2. All the Ministries/ Departments etc. are requested to bring the contents of this OM to the notice of all concerned.



(G.S. Pundir)

Under Secretary to the Government of India  
Tele No.23092110

To

1. All Ministries/Departments of the Government of India.
2. All Officers and Sections in the Ministry of Personnel, Public Grievances and Pensions and all attached/subordinate offices of this Ministry.

3. Department of Economic Affairs, New Delhi.
4. Department of Financial Services, New Delhi.
5. Department of Public Enterprises, New Delhi.
6. Railway Board.
7. Union Public Service Commission/ Supreme Court of India/ Election Commission/ Lok Sabha Secretariat/ Rajya Sabha Secretariat/ Cabinet Secretariat/ Central Vigilance Commission/ President's Secretariat/ Prime Minister's Office/ Planning Commission.
8. Staff Selection Commission, CGO Complex, Lodi Road, New Delhi.
9. Ministry of Social Justice and Empowerment, Shastri Bhavan, New Delhi.
10. National Commission for SCs, Lok Nayak Bhavan, New Delhi.
11. National Commission for STs, Lok Nayak Bhavan, New Delhi.
12. National Commission for Backward Classes, Trikoot-I, Bhikaji Cama Place, R.K. Puram, New Delhi
13. Office of the Comptroller and Auditor General of India, 10, Bahadurshah Zafar Marg, New Delhi – 110002.
14. CBI, LBSNAA, SSC, ISTM, PESB, Central Secretariat Library, MHA Library.
15. Information and Facilitation Centre, DOPT, North Block, New Delhi.
16. All Chief Secretaries of the States/ UTs.
17. NIC for uploading in the website (what's new) alongwith OM's No.36012/6/88-Estt. (Res.) dated 24.04.1990, No.36012/6/76-Estt.(SCT) dated 29.10.1977 and O.M. No.36012/22/93-Estt.(SCT) dated 15.11.1993.

**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 4<sup>th</sup> December, 2017

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 – regarding.**

Sir \ Madam,

In partial modification of the letter of even number dated 30<sup>th</sup> November, 2017, the undersigned is directed to communicate following modifications in point (v) of para 3 at page 2 of the above communication:-

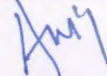
"The total working experience / length of mandatory service requirements as mentioned in above cited communications could be combination of services in NITs & other Institute of repute. In such cases, the Board may define the experience proportionally."

**above may be replaced with**

"The total working experience / length of mandatory service requirements as mentioned in above cited communications could be combination of services in NITs & other Institute of repute."

2. The other contents of the communication dated 30<sup>th</sup> November, 2017 shall remain unchanged.

Yours faithfully,



[Anil Kumar Singh]

Under Secretary to the Government of India  
Tel: 23384897

Copy to:-

- (i) The Chairperson, Board of Governors of all the National Institutes of Technology (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.



**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 30<sup>th</sup> November, 2017

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 – regarding.**

Sir \ Madam,

I am directed to refer to the Gazette Notification dated 24<sup>th</sup> July, 2017 vide which the amendments in the First Statutes of NITs and Statutes of IEST, Shibpur have been notified incorporating thereby the new Recruitment Rules for Faculty in these Institutions. Subsequently, clarification on Assistant Professor (on contract) has been issued on 13<sup>th</sup> September, 2017 (**Annexure-I**) and one-time relaxations to remove stagnations at the level of Assistant Professors and Associate Professors in respect of existing faculty of NITs & IEST have been issued on 6<sup>th</sup> October, 2017 (**Annexure-II**) and 17<sup>th</sup> November, 2017 (**Annexure-III**).

2. Some of the NITs have sought clarifications from the Ministry on implementation of the Recruitment Rules. The following are clarified in this regard:-

- (i) The qualification and other terms and conditions of appointment of academic staff as mentioned in Schedule 'E' of the Statutes and one-time relaxations communicated on 6<sup>th</sup> October, 2017 and 17<sup>th</sup> November, 2017 should be strictly followed.
- (ii) Any change to the next higher grade pay shall be considered as promotion (e.g. if an Assistant Professor with AGP of Rs.6,000/- moves to AGP of Rs.7,000/- will be considered promotion). However, in case of mapping specified by MHRD from AGP of Rs.9,000/- to Rs.9,500/- and AGP of Rs.10,000/- to Rs.10,500/- shall not be considered as promotion.

...contd./-



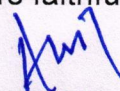
-: 2 :-

**F.No.33 – 9 / 2011 – TS.III**

- (iii) The date of effect of recruitment / promotion will be the date of approval of the Board of Governors of the respective NITs / IEST. There shall be no retrospective effect of any relaxation / change in grade pay.
- (iv) A faculty is eligible for one-time relaxation if she / he applies in the same NIT / IEST provided that she / he fulfills all other terms & conditions specified in letters dated 6<sup>th</sup> October, 2017 and 17<sup>th</sup> November, 2017, respectively. If a faculty applies in any other NIT / IEST, she / he should not be given relaxation. This is applicable for relaxations provided in the above letters.
- (v) The total working experience / length of mandatory service requirements as mentioned in above cited communications could be combination of services in NITs & other Institute of repute. In such cases, the Board may define the experience proportionally.

3. The guidelines / procedures related to recruitment process have also been prepared. The guidelines / procedures placed at **Annexure – IV** may also be adopted.

Yours faithfully,



**[Anil Kumar Singh]**

**Under Secretary to the Government of India**

**Tel: 23384897**

Encls.: as above.

Copy to:-

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



**ANNEXURE – I**

**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 13<sup>th</sup> September, 2017

To

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

**Subject:- Clarification on Recruitment Rules for Faculty in NITs and IIST – regarding.**

Sir \ Madam,

I am directed to refer to this Ministry's communication of even number dated 15<sup>th</sup> January, 2014 and subsequent communication dated 29<sup>th</sup> May, 2017 vide which the new Recruitment Rules for Faculty in the National Institutes of Technology (NITs) and Indian Institute of Engineering Science and Technology (IIST), Shibpur were conveyed.

2. Many clarifications have been sought by the NITs in respect of above mentioned Recruitment Rules for faculty. Following may please be noted in this regard:-

Clarification sought	Clarification Furnished
A faculty who is regular in the Institute as an Assistant Professor at AGP of Rs.6000/- if selected for Assistant Professor with AGP of 7000/- will she/he be designated as Assistant Professor (on contract) as per new RR.	A regular Assistant Professor with AGP of Rs.6000/- if selected to Assistant Professor with AGP of Rs.7000/- shall be designated as Assistant Professor without appending 'on contract'.

...contd./-

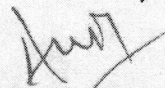
-: 2 :-

F.No.33 - 9 / 2011 - TS.III

3. It is requested to kindly take note of the above while initiating the faculty recruitment process in your Institute as per the RRs prescribed by the Council of NITSER and also incorporated in the Statutes through Gazette Notifications dated 24<sup>th</sup> July, 2017 (NITs & IEST) and 2<sup>nd</sup> August, 2017 (NIT, Andhra Pradesh).

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

Yours faithfully,



[Anil Kumar Singh]

Under Secretary to the Government of India

Tel: 23384897

Copy to:-

1. The Chairpersons, Board of Governors of NITs & IEST, Shibpur for information please.
2. The Registrars of all NITs & IEST, Shibpur for information and further appropriate action.



**ANNEXURE – II**

**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 6<sup>th</sup> October, 2017

To

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

**Subject:- Recommendations of the Anomaly Committee on new  
Recruitment Rules for Faculty in NITs and IEST – regarding.**

Sir \ Madam,

I am directed to refer to this Ministry's communication of even number 29<sup>th</sup> May, 2017 vide which the new Recruitment Rules for Faculty in the National Institutes of Technology (NITs) and Indian Institute of Engineering Science and Technology (IEST), Shibpur were conveyed and subsequent Order of even number dated 17<sup>th</sup> July, 2017 vide which an Anomaly Committee was constituted to look into the issues arising out of the implementation of the new Recruitment Rules for Faculty.

2. The Anomaly Committee has examined various issues & anomalies emanated out of the new Recruitment Rules and submitted its recommendations to this Ministry. The specific issues identified by the Anomaly Committee and the recommendations of the Anomaly Committee have been examined in this Ministry. After careful examination of the same, the approval of the competent authority is hereby conveyed for the following:-

Sl.No.	Issues / Anomalies	Recommendations approved
(i)	Regarding promotion of existing Assistant Professor to Associate Professor.	<p>The following one time relaxations in the relevant Recruitment Rules for existing faculty members are approved:-</p> <p><b><u>Schedule E (Sl.No.4 – pertaining to Associate Professor)</u></b></p> <p>(i) Six years after Ph.D. of which at least three years at the level of Assistant Professor with Academic Grade Pay of</p>

[RAVID:RR, Pay Anomaly & CASW-Tier Letter.docx]

Sl.No.	Issues / Anomalies	Recommendations approved
		<p>Rs.8,000/-</p> <p>may be read as</p> <p>Six years after Ph.D. at the level of Assistant Professor.</p> <p>(ii) An existing faculty member with 09 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.8,000/-</p> <p>may be read as</p> <p>Nine years of total working experience with Ph.D. at the level of Assistant Professor.</p>
(ii)	Regarding mapping of existing Associate Professor with AGP of Rs.9,000/- to Rs.9,500/- and Professor with AGP of Rs.10,000/- to Rs.10,500/-.	<p>A onetime mapping for such existing members from AGP of Rs.9,000/- to Rs.9,500/- and Rs.10,000/- to Rs.10,500/- may be carried out through an assessment of suitability of the faculty by a Special Committee comprising following:-</p> <p>(i) Director of the concerned NIT – Chairperson</p> <p>(ii) One outside expert (not below the rank of Professor) – Member</p> <p>(iii) One nominee of the Board (not below the rank of Professor) – Member</p> <p>An Associate Professor with AGP of Rs.9,000/- and minimum credit points of 50 will be eligible for movement to Associate Professor with AGP of Rs.9,500/- while a Professor with AGP of Rs.10,000 and minimum credit points of 80 will be eligible for movement to Professor with AGP of Rs.10,500/-. The calculations of the</p>

[RAV/D:VRR, Pay Anomaly & CAS-4-Tier Letter.docx]

*[Handwritten signature]*



Sl.No.	Issues / Anomalies	Recommendations approved
		credit point will be done as per the Schedule E pertaining to Recruitment Rules for faculty notified by the Ministry of HRD on 24 <sup>th</sup> July, 2017. The credit points will not be considered utilized / exhausted in above cases. The recommendations of above Committee will be approved by the Board of Governors of respective NIT.

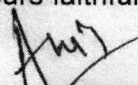
3. The cumulative essential credit points are only for deciding the eligibility. The above shall be one time relaxation and will be applicable only if she / he participates in the recruitment process of same NIT where she / he has been working.

4. The other contents of Notification dated 24<sup>th</sup> July, 2017 shall remain unchanged and may be read together with this communication.

5. The NITs are advised to place the recommendations of the Anomaly Committee (as indicated in para 2 above) before the Board of Governors for adoption and ensure strict adherence of the instructions.

6. This issues with the approval of the Chairperson of the Council of NITSER in accordance with the provisions under Section 32 (2) (b) of the National Institutes of Technology, Science Education and Research (NITSER) Act, 2007.

Yours faithfully,



[Anil Kumar Singh]

Under Secretary to the Government of India

Tel: 23384897

Copy to:-

- (i) The Chairperson, Board of Governors of all the National Institutes of Technology (NITs) and IIST, Shibpur.
- (ii) Webmaster, Ministry of HRD – with a request to upload the communication on the website of the Ministry of HRD.
- (iii) Webmaster, Council of NITs – with a request to upload the communication on the website of the Council of NITs.
- (iv) File No.33 – 9 / 2011 – TS.III.
- (v) Guard File.

[RAVID:URR, Pay Anomaly & CASM-Tier Letter.docx]



## ANNEXURE – III

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 17<sup>th</sup> November, 2017

To

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

**Subject:- Recruitment Rules for Faculty of NITs and IEST – regarding.**

Sir \ Madam,

I am directed to refer to the Gazette Notification dated 24<sup>th</sup> July, 2017 vide which the amendments in the First Statutes of National Institutes of Technology (NITs) and Statutes of Indian Institute of Engineering Science and Technology (IEST), Shibpur have been notified incorporating thereby the new Recruitment Rules for Faculty in these Institutions.

2. The Ministry vide its letter dated 6<sup>th</sup> October, 2017 communicated the approval towards implementation of the recommendations of Anomaly Committee, which recommended certain relaxations regarding faculty recruitment. In addition to the above, following one time relaxations for existing faculty of NITs / IEST have been approved:-

Essential Requirements in Recruitment Rules notified on 24.04.2017	Substituted by (one time relaxation for existing faculty)
Professor (PB-4, GP of Rs.10,500/- with minimum pay of Rs.48000/-)  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.	Professor (PB-4, GP of Rs.10,500/- with minimum pay of Rs.48000/-)  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.

[RAVID:RR, Pay Anomaly & CAS:4-Tier Letter.docx]

*Amil*



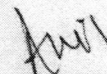
Essential Requirements in Recruitment Rules notified on 24.04.2017	Substituted by (one time relaxation for existing faculty)
	<p style="text-align: center;"><b>OR</b></p> <p>seventeen years total working experience with Ph.D. (No post Ph.D. experience is required). At least three years at the level of 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 &amp; Development lab or relevant Industry.</p>

3. The other contents of Notification dated 24<sup>th</sup> July, 2017 shall remain unchanged and may be read together with this communication.

4. You are kindly requested to place above in the ensuing meeting of the Board of Governors for adoption.

5. This issues with the approval of the Chairperson of the Council of NITSER in accordance with the provisions under Section 32 (2) (b) of the National Institutes of Technology, Science Education and Research (NITSER) Act, 2007.

Yours faithfully,



**[Anil Kumar Singh]**

**Under Secretary to the Government of India**

**Tel: 23384897**

Copy to:-

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



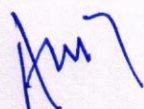
## **ANNEXURE – IV**

### **GUIDELINES / PROCEDURES TO BE FOLLOWED FOR FACULTY SELECTION IN NITS AND IEST**

Consequent upon approval of the Council of the National Institutes of Technology, Science Education and Research (NITSER), the Ministry of Human Resource Development has issued the new Recruitment Rules for faculty on 29<sup>th</sup> May, 2017 and the same have also been notified in the Gazette on 24<sup>th</sup> July, 2017 (in respect of NITs & IEST, Shibpur) and 2<sup>nd</sup> August, 2017 (in respect of NIT, Andhra Pradesh).

2. As far as the guidelines / procedure to be adopted for selection of faculty as per the new Recruitment Rules approved by the Council, the following is hereby informed that:-

- (a) The qualifications and other terms & conditions of appointment as notified in the Gazette are bare minimum and the Board of Governors can however fix higher benchmarks, higher than the prescribed in consultation with the Council of NITSER.
- (b) All the faculty posts in the Institute shall be filled by direct recruitment only. The procedure for selection of faculty is given in **Appendix – A1**.
- (c) Fresh appointment beyond the age of 60 years is discouraged except in the case of faculty with exceptionally brilliant research career and with ongoing or approved externally funded research projects.
- (d) There shall be no distinction between external and internal candidates with regard to the requirements of qualification and experience.
- (e) All recruitment and pay-fixation shall be done by the BoGs of the Institutes only on the recommendations of duly constituted Selection Committees. There shall be no scope of fixing of altering pay (pay in pay-band or grade pay) outside the Selection Committee. The Selection Committee shall be the only entity empowered to consider the past services and qualifications of a candidate.
- (f) While there is no rigid formula for distribution of sanctioned posts among the Departments and centres within an Institute, **Appendix – A2** attached with this communication gives a recipe for distributing sanctioned faculty posts among various Departments of an Institute. But the BOG, on the recommendation of the Director, shall dynamically allocate sanctioned faculty positions among the Departments taking into consideration academic programmes of various Departments, existing quality of faculty, expected retirements and availability of bright candidates.





- (g) There shall be necessary provision for inducting faculty from industry (or comparable organizations) with substantial professional and R&D experience, but not having a Ph.D. degree. If in the opinion of the Selection Committee, candidates have good number (say 10) of publications in leading journals of the field, the requirement of Ph.D. degree may be waived.
- (h) Most leading universities of the world, including the best Institutes of India have an explicit or implicit policy of not inducting their own students into the faculty. To avoid such in-breeding, the NITs & IIST will follow the following policies:
- (i) Candidates who have obtained or are expected to obtain their most recent degree (Ph.D.) from the Institute will normally not be considered for recruitment, except where there is a 3 years' gap (approximately) between leaving the Institute and the expected date of joining.
  - (ii) This is not applicable to candidates who are already members of the faculty, either regular or on contract, and are pursuing a higher degree in the Institute.
  - (iii) In special cases, where the Department (at the time of short-listing) or the Selection Committee feels that an exception needs to be made (for reasons such as severe shortage of faculty in a given academic field or exceptionally brilliant candidate or any other), the reasons for such exceptions are to be recorded in writing and put up to the Board of Governors for approval. The Board, if convinced, may confirm the selection. Such appointments will not serve as precedence.
- (i) In order to keep the number of candidates interviewed within practical limits, Scrutiny Committee may, if it deems fit, reject a candidate on his third or further attempt, if the candidate has failed to win the same post in two previous attempts, (either in scrutiny or selection stage), even if he meets the short-listing criteria, except when there is significant new achievement justifying an exception.
- (j) As decided by the Council of the National Institutes of Technology, Science Education and Research (NITSER), the Institute shall strive to recruit 50% faculty not domicile of that State in which the Institute is located.

\*\_\*\_\*\_\*\_\*

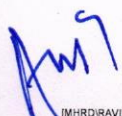
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**PROCEDURE FOR SELECTION OF FACULTY IN NIT SYSTEM**

The procedure outlined here has generally, but not exactly, been followed in most of the IITs. The procedure is prescribed as a guideline, without insisting that it be followed religiously. Boards of Governors may opt for alternative procedures after examining their merit vis-à-vis the base line procedure given below.

1. The Director will create an "Advisory Committee on Faculty Recruitment (ACoFAR)" with a senior member of the faculty as the Chairman. Normally, he should be the Dean (Faculty Welfare); but Director shall have the discretion to assign the responsibility to Dy. Director or another senior Professor or handle it himself. The Chairman of ACoFAR shall be authorized to communicate with Departments, candidates and experts on the advice of Director. In addition, the Committee shall discharge the following functions:
  - a) Examine and advise on distribution of faculty positions among various Departments;
  - b) Proactively search for faculty candidates in India and abroad.
  - c) Assist the Director in examining, short listing criteria and preparing panels of short listed candidates submitted by Departments;
  - d) Examine and recommend proposals for deviation in age, formal qualifications, industry experience or any other criterion or guideline;
  - e) Reservation of positions for specialization or sub-specialisation and rank of faculty to be inducted; and
  - f) Proactively search for candidates from reserved categories, and if not available after repeated attempts, prepare proposals for de-reservation in accordance with the relevant rules & regulations.
2. The Institute will create a panel of experts and update it on annual basis. The list will be prepared by taking inputs from Departments. Director may also add extra names or delete some from the list. Normally, the experts should be drawn from NITs, IITs, IIMs, IISERs, IISc, IEST, University Departments, major R&D Laboratories (CSIR, ICAR, DAE, ISRO, DRDO etc) and major industry. The list, along with postal and electronic addresses, designations, specialization and other relevant particulars of proposed experts is to be placed before the Senate and then the BoG for their approval. Every higher authority shall have the power to add and delete names. In addition, fellows of INAE and the 3 Science academies will be automatically included in the panel. Every attempt should be made to ensure that major specializations of each Department are adequately represented in the panel.





3. While the above is a permanent list, upgraded periodically, preferably every year, the BOG, at its discretion, may permit Director to choose experts for every single selection process from the full panel or from specific sub panels.
4. As per NITSER Act, 2007, the visitor shall nominate one member to the Selection Committee. It is observed in practice that being present in all sessions of a selection process (that spreads over two to four weeks) becomes hard on the distinguished professors who serve as Visitor's nominees, and they are often unwilling to spare the time. The Ministry will recommend to the Hon'ble Visitor to nominate a panel of distinguished persons in different subject areas to serve as Visitor's nominees and permit Institutes to invite them as per their availability and convenience.
5. The Director will send a copy of the panels approved by the Secretariat of the Council of NITSER for records.
6. It is extremely important that the suggested panel of experts is examined critically by the Board and the Ministry and any member with a questionable integrity is removed.
7. Prior to a selection process, the Director will choose experts from the approved panels ensuring a reasonable distribution among specializations, and to the extent possible, diversity of background, place of work etc.
8. In addition to the expert members of the Selection Committee, the Director, as Chairman of the Committee, may invite observers from SC/ST and minority communities or any other person of repute to instill confidence in the minds of the candidates and of the Institute community.
9. On advice of the Director, the Chairman, ACoFAR will seek from the Departments the specific specializations where new faculty is to be recruited. The HoDs will consult senior faculty colleagues and prepare the proposals to the Institute, which will be collated by the Chairman, ACoFAR and placed before the Director for approval. The Director is expected to review the proposals critically and finalize the draft advertisement including specializations, critical dates, newspapers of advertisement and other details.
10. Serving regular faculty members shall be eligible to apply for higher positions in their own Departments irrespective of their specializations, if they satisfy other advertised criteria.
11. Application may be received on paper, on-line or both, depending on the technological resources of the respective Institute. In addition, the Institute

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will consider applications received against standing advertisement, if any, and unsolicited applications.

12. While applications received within the advertised closing date shall definitely be considered, late applications (upto the interview time) may be considered at the discretion and convenience of the administration.
13. In addition to the advertisements, all sections of the institute administration - Director, members of ACoFAR, HoDs and all faculty members will make proactive effort to attract applications from prospective candidates, without making any commitment of selection. Such efforts will include postal and email correspondence, telephonic talks and public announcement when there is an opportunity.
14. Applications, when received, will be organized, relevant information summarized, and sent to the Departments by the Registry, for short listing. The objectives of short listing are two folds:-
  - (a) to reject applications that do not meet advertised criteria and
  - (b) to select the best candidates from the remaining list so that the member of candidates to be called for interview with the experts remains within manageable limits.
15. Departments will make attempt to set "short listing criteria" that can be easily implemented. But, considering the multiple attributes that need to be considered, it may become necessary to make case by case exceptions. In all such cases the general short listing criteria and the reasons for exception, if any, are to be recorded in writing. Short listing criteria may include, among others, such conditions as:
  - (i) superior academic record – all through first class career or higher grades in B.Tech/M.Sc/M.Tech, higher than advertised criteria,
  - (ii) reputation of institutions from where the candidate has obtained his degrees,
  - (iii) number of unsuccessful attempts for the same post [Candidates who have been rejected in the past may be called only if there is a good reason, the reason to be recorded in writing.]
  - (iv) specialisation, including micro specialisation,
  - (v) professional service record - reputation of organization where experience has been earned, nature of job, current activities etc.
16. The Departments' recommendations shall be placed before the Director for the final short-listing. The final list of candidates to meet the Selection Committee will be arrived at in a combined meeting of the Director, the ACoFAR, the HoD and at least three senior faculty members of the Department. In case of a lack of unanimity among the members, the





Director's decisions shall be final for the purpose of calling a candidate to the interview. The different viewpoints, however, will be recorded in writing and placed before the Selection Committee who may record their own comments for information of the BOG. The decision of the Board on the selection shall be final and binding.

17. In addition to formal application, candidates will be required to submit reprints/preprints of publications and list of referees. The PIC will organize collection of references and review of publications by independent referees for short listed candidates, both internal and external.
18. The short listed candidates will be invited by the Chairman, ACoFAR or the Registrar for personal interview with the selections committee constituted in accordance with the NITSER Act, 2007 and the Statutes of the respective Institutes. In addition, the individual institutes may seek seminar presentation in the Departments, and/or any other form of academic interaction with the faculty. All such interaction will be open to the faculty and students of the institute and will be well publicized in advance to invite a decent audience. The feedback of the faculty will be communicated to the Selection Committee by the HoD. Candidates located outside the country or otherwise not in a position of attending personal interview, may be interviewed over video conferencing or be selected in absentia at the discretion of the Selection Committee.
19. On completion of the interview, the Selection Committee will record its final recommendations with signature of every member present. The Director, as chairman of the committee will be responsible for writing the recommendation. There shall be no scope for retaining individual view points or details of discussion. Any member(s) with a dissenting opinion may, however, record their observations. On a separate page (with a reference in the main page that will be presented by the Director to the BoG with his own comments on the observations.
20. The Selection Committee shall employ the same yard stick to evaluate all candidates for a post or AGP – external, internal and shall prepare a common panel of recommended candidates. Out of this panel, the vacant posts will be filled on the basis of merit without consideration of external or internal candidates.

The Selection Committee, at its discretion, may recommend to retain the panel for a maximum period of one year or next round of selection for the Department, whichever comes earlier, so that vacancies caused during this period can be filled in order of merit.
21. Recommendations of the Selection Committees will be placed before the BoG, along with details of sanctioned posts, reservation categories etc, for

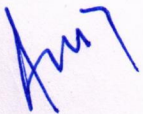
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final approval and subsequent issue of appointment orders by the Registrar.

22. If a meeting of the BoG is not scheduled within a short period from the meeting of the Selection Committee, the Director, with approval of the Chairman BoG, may seek the approval of members by circulation. While recommendation of the Selection Committee is awaiting approval of the BoG, the Director may, at his discretion, inform successful candidates, but with a clear line stating that such information is awaiting approval of competent authority and is not legally binding.
23. All appointments - regular, internal or external, will be effective from the date of the Board meeting or any later date fixed by the Board. There shall, however, be no pre-dating of an appointment.

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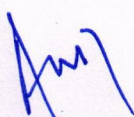
## APPENDIX – A2

### DISTRIBUTION OF FACULTY POSTS AMONG DEPARTMENTS

Every institute shall have only a finite member of faculty posts sanctioned by the ministry. The distribution of these positions among the Departments will be flexible to dynamically maximize the number of faculty in position at any given time. It should be appreciated that institutes will be losers and the cause of education will be hampered if faculty positions which could be filled up in other Departments are kept vacant simply because current market scenario is making faculty unavailable in a specific Department. Instead of keeping vacant positions, if additional faculty are inducted in other Departments, they will contribute to (a) elective courses in teaching, particularly those electives that are subscribed to by students across many Departments, (b) research, (c) continuing education, (e) institute, hostel and SAC management etc. A vacant faculty post serves no one. At the same time, it is the responsibility of the Director, and of the Board, to ensure that no Department starves of faculty when candidates are available and posts are used up elsewhere.

The following table may be taken as a guide for computing “normal faculty strength” in any Department.

B Tech Programme (Annual Intake < 50)	= x
B Tech Programme (Annual Intake > 50)	= 1.5 x
Dual degree with existing M. Tech. specialization	= 0.1 x
Dual degree with exclusive M. Tech. specialization	= 0.2 x
Additional B Tech Programme (Each programme)	= 0.5 x
M Tech programme (Each programme)	= 0.5 x
M.Sc. (2 years) programme	= 0.5 x
M.Sc (5 years) programme	= x
MBA Programme (Annual Intake <50)	= x
MBA programme (Annual Intake >50)	= 1.5 x
MCA (3 Years) Programme	= x
Common theory courses for 1 <sup>st</sup> & 2 <sup>nd</sup> years (per subject)	= 0.2 x
Common practical courses for 1 <sup>st</sup> & 2 <sup>nd</sup> years (per course)	= 0.1 x
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<b>Total</b>	<b>= nx</b>
<b>x = [Sanctioned faculty strength] ÷ n</b>	





The normal strength of every Department shall be computed based on the above scheme, additional factors taken into consideration, rounded and approved by the Institute Senate to serve as a guideline for all future recruitment. In case of serious disagreement among members the Senate, the decision of the BOG shall be binding.

The above prescription is based on a principle of equal sharing of teaching responsibility among all faculty members irrespective of rank. In contrast with the prescription of AICTE, professors of NIT are expected to take up a larger share of the teaching job, particularly in large classes and in common fundamental subjects. This principle has the merit of providing better education in basic subjects, it frees younger faculty to pursue research, particularly those who are enrolled in Ph.D programmes. Experienced faculty are also expected to spend less time in preparing for classes and spend the rest of the time in institute management.

Additional factors shall include, but will not be limited to, expected student strengths in common courses, open electives, being normally offered by the Department, common subjects among M Tech specializations, strength of M Tech courses etc. In general, Departments and centers can be classified into two or three groups depending on the above formula and faculty strength calculated for each group.

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