



राष्ट्रीय प्रौद्योगिकी संस्थान रायपुर  
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No./NITRR/R-1/2024/66

Raipur, Dated: 04/06/2024

**// NOTICE //**

Applications are invited from all eligible Professors serving in NIT Raipur for Professor -HAG scale (Pay level 15). Interested persons may apply in the prescribed online application form available on the institute website <https://nitrr.ac.in>

The portal for online application will be available from **05.06.2024** from **12.00 noon**.

**Last date of submission of online application is 28/06/2024 till 5.30 PM.**

**Hard copy of duly filled application, along with all the supporting self attested documents** should be submitted in the Office of the Registrar, NIT Raipur **on or before 12/07/2024 up to 5.30 P.M.** The envelope carrying the Application and relevant documents **must be superscribed** as “*Application form for the post of Professor - HAG Scale in the Department of -----*” **without fail.**

For further details please visit the institute website <https://nitrr.ac.in>

-Sd/-  
**Registrar (I/c)**  
**NIT Raipur**

Copy to:

1. The Director, NIT Raipur for kind information.
2. All Dean, NIT Raipur
3. Chairperson & Members, ACoFAR
4. All HoDs, with a request to circulate the notice amongst Professors.
5. Joint Registrar, NIT Raipur
6. Webmaster for uploading the notice at institute website

## **General Instruction to the applicants**

1. This notice is only for the internal faculty of NIT Raipur serving at the position of Professors with minimum six years of experience at NIT Raipur at the level of Professor. Applications are invited from all eligible Professors serving in NIT Raipur for Professor - HAG scale (Pay level 15). Interested persons may apply in the prescribed online application form available on the institute website <https://nitrr.ac.in>

### **Prescribed minimum qualification and experience:**

2. The qualification and other terms and conditions of appointment of academic staff as specified under Schedule 'E' of NIT Statutes (Amended 2017) (Ref. Gazette of India No. 651, dated July, 24, 2017) shall be read in conjunction with the guidelines or clarifications issued with the approval of the Council on 13<sup>th</sup> September, 2017; 30<sup>th</sup> November 2017, 4<sup>th</sup> December, 2017; 31<sup>st</sup> January, 2018; 20<sup>th</sup> April, 2018; and 16<sup>th</sup> April, 2019 and other amendments issued by MoE, Govt of India from time to time (available at **Annexure I**). Candidates are required to go through the details and instructions available on the website carefully before applying to ensure their eligibility for the post.

### **Experience:**

3. Administrative Experience: Contribution to Institute/Department Administration shall be recommended by concerned Head of the department/ Chairman and approved by the Director/ Head of the Institution. Otherwise, weightage of administrative experience for evaluating the credit points may not be considered for determining the eligibility. No correspondence shall be entertained in this regard. [As prescribed in note 1, point no. 4 of Schedule 'E' of NITs Statutes (vide Gazette of India No. 651, dated July 24, 2017)].

### **How to apply**

4. a) Please note that application filled on the official portal <https://nitrr.ac.in> will only be accepted. Applications received through any other mode shall not be accepted but summarily rejected. A print-out of the application form obtained from the on-line portal duly signed (each page) by the candidate should be sent to the Institute along with self-attested photocopies of the supporting documents and testimonials etc. The duly completed application form, along with all the enclosures must be sent by

speed/registered post/by hand to the **Registrar, National Institute of Technology Raipur, Raipur -492 010, Chhattisgarh, India** failing which their candidature will not be considered.

b) Complete hardcopy of application forms must be submitted in a sealed envelopes. The envelope containing the application must be super-scribed as “**Application for the Post of Professor - HAG Scale (Pay level 15) in the Department of .....** .....

5. Please note that the **deadline for online applications is 28/06/2024 till 5:30 PM**. The Institute reserves the right to extend the last date. Therefore, candidates are advised to keep visiting the Institute website regularly. The last date of receiving **hard copies of the printout of the applications prepared as given in point 4 above is 12/07/2024 up to 5:30 PM**.

Please also note that if printout of the online application form along with necessary documentation is not received in the Institute up to the stipulated time, the online application will be rejected summarily.

NIT Raipur shall in no case be responsible for postal delays and hard copies of the applications received after the last date will be rejected along with its online version.

6. Applicants are advised to submit NOC and vigilance clearance certificate along with the application from the Competent Authority of NIT Raipur.
7. Applications which are not online / not in prescribed form / without relevant supporting enclosures shall be summarily rejected. No correspondence shall be entertained in this regard.
8. The minimum qualification with regard to academic qualification and experience (on credit basis) for shall be governed by the Schedule ‘E’ of NITs Statutes issued vide Gazette of India No. 651, dated July 24<sup>th</sup>, 2017 (As per Schedule E of Statute 23(5)(a) Note 1(1)) and the amendments.
9. The date for determining eligibility of candidates in **every respect, i.e., qualifications, experience limits, etc., shall be considered as on the closing date, i.e., the last date of the submission of online application form (28/06/2024)**.
10. Instructions for submission of application are attached in **Annexure-II** and is required to be followed.
11. Applicants shall indicate two references of eminent persons in the field / profession who may be contacted by the Institute for their recommendations.

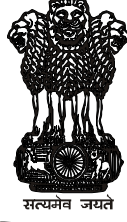
12. Original documents along with one set of self-attested copies will have to be produced at the time of verification.
13. Mere possession of minimum qualification/ experience will not entitle the candidate to be selected.

#### **Responsibility of Information Submitted and Jurisdiction**

14. Canvassing in any form and/or bringing any influence of any form will be treated as disqualification.
15. Legal disputes, if any, with NIT Raipur will be restricted within the jurisdiction of Raipur courts only.
16. The applicant will be solely responsible for authenticity of submitted information, documents and photographs, etc.

#### **Communication and Interim Inquiry**

17. The applicants need to keep on visiting Institute website <https://nitrr.ac.in> for updates. The list of candidates shortlisted will be displayed on the Institute website and informed by E-mail only. The candidates are therefore advised to check their E-mail address which they have mentioned in the online application form. No correspondence will be made regarding non eligibility/ not short listing/ non selection of the candidates.
18. Information uploaded on the website shall not be provided to the candidate or any other person under R.T.I Act. 2005. The information uploaded on the website shall remain for a specific period only. Therefore, the candidates are advised to download the uploaded information and keep it with them for future. During the ongoing process neither any application under Right to Information Act. 2005 shall be entertained nor will information be provided. Factual information under the R.T.I Act shall be provided only after declaration of the final result of the process. Inferential questions or Speculative questions shall not be answered in R.T.I.
19. The Institute shall retain the applicants' data for non-shortlisted and non-selected candidates only for three months after the completion of the process.



# भारत का राजपत्र The Gazette of India

असाधारण

EXTRAORDINARY

भाग II—खण्ड 3—उप-खण्ड (i)

PART II—Section 3—Sub-section (i)

प्राधिकार से प्रकाशित

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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) 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।
- 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।”

- 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 खोजवीन-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 सम्यकतः 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 सम्यकतः 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 सम्यकतः 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 (संदत्त 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 नेटवर्कों 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, एफएनएससी 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  | - | Member.”. |

(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.

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# भारत का राजपत्र The Gazette of India

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राष्ट्रीय प्रौद्योगिकी संस्थान, रायपुर

अधिसूचना

नई दिल्ली, 14 जून, 2023

फा. सं. रा.प्रौ.सं.रा.रा./आर-1/2023/587.—राष्ट्रीय प्रौद्योगिकी संस्थान, रायपुर का बोर्ड राष्ट्रीय प्रौद्योगिकी, विज्ञान शिक्षा और अनुसंधान संस्थान अधिनियम, 2007 (2007 का 29) की धारा 26 की उपधारा (2) द्वारा प्रदत्त शक्तियों का प्रयोग करते हुए, राष्ट्रीय प्रौद्योगिकी संस्थान, रायपुर के कुलाध्यक्ष के अनुमोदन से राष्ट्रीय प्रौद्योगिकी संस्थानों के प्रथम परिनियमों में संशोधन करने के लिए निम्नलिखित परिनियम बनाता है, अर्थात:-

- (1) इन परिनियमों का संक्षिप्त नाम राष्ट्रीय प्रौद्योगिकी संस्थानों का प्रथम परिनियम (संशोधन) परिनियम, 2023 है।  
(2) ये राष्ट्रीय प्रौद्योगिकी संस्थान, रायपुर पर लागू होंगे।  
(3) ये राजपत्र में उनके प्रकाशन की तारीख को प्रवृत्त होंगे।
- राष्ट्रीय प्रौद्योगिकी संस्थान के पहले परिनियम (जिसे इसमें इसके पश्चात मूल परिनियम कहा गया है) में परिनियम 1 के उप-परिनियम (1) में "राष्ट्रीय प्रौद्योगिकी संस्थानों के प्रथम परिनियम" शब्दों के स्थान पर, "राष्ट्रीय प्रौद्योगिकी संस्थान, रायपुर परिनियम, 2017" शब्द और अंक रखे जाएंगे।
- सभी मूल परिनियमों में, "मानव संसाधन विकास मंत्रालय" शब्दों के स्थान पर, जहां भी वे आते हैं, "शिक्षा मंत्रालय" शब्द रखे जाएंगे।
- मूल परिनियमों में, परिनियम 23 में—

(क) उप-परिनियम (5) में, प्रारंभिक भाग में, "या प्रोन्नति द्वारा" शब्दों का लोप किया जाएगा;

(ख) उप-परिनियम (12) के स्थान पर, निम्नलिखित उप-परिनियम रखा जाएगा, अर्थात्: -

"(12) कुछ पदों को चयन के लिए व्यक्तिगत साक्षात्कार के दायरे से छूट दी जा सकती है, जो बोर्ड द्वारा तय किया जा सकता है और जहां साक्षात्कार अनिवार्य है, वहां चयन समिति उन सभी उम्मीदवारों के प्रत्यय पत्रों की जांच करेगी जिन्हें साक्षात्कार के लिए बुलाया गया हो, पात्र उम्मीदवारों का साक्षात्कार लेगी और उपयुक्त उम्मीदवारों के नामों का अनुमोदन और तत्पश्चात नियुक्ति की सिफारिश सक्षम प्राधिकारी को करेगी।"

5. मूल परिनियमों की, अनुसूची 'ड.' में-

(क) क्रम संख्या 1 के सामने, स्तंभ (2) की प्रविष्टियों के स्थान पर निम्नलिखित प्रविष्टियां रखी जाएंगी, अर्थात्:-

"7वें केन्द्रीय वेतन आयोग के वेतन मैट्रिक्स के स्तर-10 में अथवा यथास्थिति केन्द्रीय सरकार या परिषद द्वारा अनुमोदित किसी अन्य संबंधित वेतनमान या वेतन स्तर, यथास्थिति "सहायक प्रोफेसर, ग्रेड-II (संविदा के आधार पर नियुक्त किया जाना है)।"

(ख) क्रम संख्या 2 के सामने, स्तंभ (2) की प्रविष्टियों के स्थान पर निम्नलिखित प्रविष्टियां रखी जाएंगी, अर्थात्:-

7वें केन्द्रीय वेतन आयोग के वेतन मैट्रिक्स के स्तर-11 में या केन्द्रीय सरकार या परिषद द्वारा अनुमोदित किसी अन्य संबंधित वेतनमान या वेतन स्तर, यथास्थिति "सहायक प्रोफेसर, ग्रेड-II (संविदा के आधार पर नियुक्त किया जाना है)।";

(ग) क्रम संख्या 3 के सामने,—

(i) स्तंभ (2) की प्रविष्टियों के स्थान पर निम्नलिखित प्रविष्टियां रखी जाएंगी, अर्थात्:-

"7वें केन्द्रीय वेतन आयोग के वेतन मैट्रिक्स के स्तर -12 या केन्द्रीय सरकार या परिषद द्वारा अनुमोदित कोई अन्य समान वेतनमान या वेतन स्तर, यथास्थिति में सहायक प्रोफेसर, ग्रेड-I";

(ii) स्तंभ (4) में, "प्रतिष्ठित शैक्षणिक संस्थान" शब्दों के स्थान पर, "प्रतिष्ठित संस्थान" शब्द रखे जाएंगे;

(घ) क्रम संख्या 4 के सामने —

(i) स्तंभ (2) की प्रविष्टियों के स्थान पर निम्नलिखित प्रविष्टियां रखी जाएंगी, अर्थात्:-

"7वें केन्द्रीय वेतन आयोग के वेतन मैट्रिक्स के स्तर-13क2 अथवा यथास्थिति केन्द्रीय सरकार अथवा परिषद द्वारा अनुमोदित कोई अन्य समान वेतनमान अथवा वेतन स्तर, में एसोसिएट प्रोफेसर।";

(ii) स्तंभ (4) की प्रविष्टियों के स्थान पर निम्नलिखित प्रविष्टियां रखी जाएंगी, अर्थात्:-

"पीएच.डी के बाद छह वर्ष जिनमें से 7वें केन्द्रीय वेतन आयोग के वेतन मैट्रिक्स के स्तर-12 या यथास्थिति केन्द्रीय सरकार या परिषद द्वारा अनुमोदित किसी अन्य संबंधित वेतनमान या वेतन स्तर, में सहायक प्रोफेसर ग्रेड-I के स्तर पर कम से कम तीन वर्ष का अनुभव, अथवा किसी प्रतिष्ठित संस्थान अथवा अनुसंधान और विकास प्रयोगशाला अथवा संबंधित उद्योग में समकक्ष; अथवा नौ वर्ष का कुल कार्य अनुभव, जिसमें से तीन वर्ष पीएच.डी के बाद हों और 7वें केन्द्रीय वेतन आयोग के वेतन मैट्रिक्स के स्तर -12 में अथवा यथास्थिति केन्द्रीय सरकार अथवा परिषद द्वारा अनुमोदित कोई अन्य समान वेतनमान अथवा वेतन स्तर, में सहायक प्रोफेसर ग्रेड-I के स्तर पर तीन वर्ष का अनुभव हो अथवा किसी प्रतिष्ठित संस्थान अथवा अनुसंधान और विकास प्रयोगशाला अथवा संबंधित उद्योग में समकक्ष।"

(ड.) क्रम संख्या 5 के सामने —

(i) स्तंभ (2) की प्रविष्टियों के स्थान पर निम्नलिखित प्रविष्टियां रखी जाएंगी, अर्थात्:-

7वें केन्द्रीय वेतन आयोग के वेतन मैट्रिक्स के स्तर -14क या यथास्थिति केन्द्रीय सरकार या परिषद द्वारा अनुमोदित कोई अन्य समान वेतनमान या वेतन स्तर, में प्रोफेसर।"

(ii) स्तंभ (4) की प्रविष्टियों के स्थान पर निम्नलिखित प्रविष्टियां रखी जाएंगी, अर्थात्:-

"पीएच.डी के बाद दस वर्ष अथवा तेरह वर्ष का कुल कार्य अनुभव, जिसमें से सात वर्ष पीएच.डी के बाद होंगे और किसी प्रतिष्ठित संस्थान अथवा अनुसंधान और विकास प्रयोगशाला अथवा संबंधित उद्योग में 7वें केन्द्रीय वेतन आयोग के वेतन मैट्रिक्स के स्तर -13क2 में एसोसिएट प्रोफेसर के स्तर पर तीन वर्ष का अनुभव अथवा स्तर -13क1 में अथवा स्तर 13क1 और स्तर -13क2 अथवा समकक्ष को मिलाकर एसोसिएट प्रोफेसर के स्तर पर चार वर्ष का अनुभव।"

(च) क्रम संख्या 6 के सामने—

(i) स्तंभ (2) की प्रविष्टियों के स्थान पर निम्नलिखित प्रविष्टियां रखी जाएंगी, अर्थात्:-

"7वें केन्द्रीय वेतन आयोग के वेतन मैट्रिक्स के स्तर -15 में अथवा यथास्थिति केन्द्रीय सरकार अथवा परिषद द्वारा अनुमोदित कोई अन्य समान वेतनमान अथवा वेतन स्तर, में प्रोफेसर (उच्च प्रशासनिक ग्रेड)।";

(ii) स्तंभ (4) की प्रविष्टियों के स्थान पर निम्नलिखित प्रविष्टियां रखी जाएंगी, अर्थात्:-

"राष्ट्रीय महत्व के संस्थान में स्तर 14 अथवा समकक्ष अथवा स्तर 14क अथवा समकक्ष अथवा स्तर 14 और स्तर 14क में छह वर्ष की संयुक्त सेवा:

परन्तु प्रोफेसर के रूप में छह वर्ष की नियमित सेवा करने के पश्चात प्रोफेसर के पदों की कुल संख्या के अधिकतम 40% पदों को पात्रता शर्तों को पूरा करने के पश्चात और विधिवत गठित चयन समिति की सिफारिशों पर उच्च प्रशासनिक ग्रेड वेतनमान प्रदान किया जा सकता है।";

(छ) टिप्पण 1 में,—

(I) पैरा (1) के स्थान पर निम्नलिखित को रखा जाएगा, अर्थात्:-

"(1) वेतनमान में किसी भी परिवर्तन को, इन परिणियमों में विशेष रूप से छूट प्राप्त स्थानों को छोड़कर, एक खुले विज्ञापन के माध्यम से और विधिवत गठित चयन समिति की सिफारिशों के आधार पर किया जाएगा:

परन्तु संस्थान में संविदा आधार पर नियुक्त सहायक प्रोफेसर ग्रेड-II को विधिवत गठित चयन समिति द्वारा उपयुक्त पाए जाने पर, किन्तु खुले विज्ञापन के माध्यम से न होकर, 7वें केन्द्रीय वेतन आयोग के वेतन मैट्रिक्स के स्तर-10 में सफलतापूर्वक एक वर्ष की सेवा पूरी करने पर, 7वें केन्द्रीय वेतन आयोग के वेतनमान के स्तर-11 अथवा वेतन मैट्रिक्स अथवा अन्य कोई तदनुसंगी वेतनमान या ग्रेड वेतन अथवा वेतन स्तर में स्तरोन्नत किया जा सकता है।

(II) पैरा (6) में, उप-पैरा (क) के स्थान पर, निम्नलिखित उप-पैरा को रखा जाएगा, अर्थात्: -

"(क) पचास वर्ष या उससे अधिक आयु वाला स्थायी संकाय-

(i) 7वें केन्द्रीय वेतन आयोग के वेतन मैट्रिक्स के स्तर-11 में सहायक प्रोफेसर ग्रेड-II को 7वें केन्द्रीय वेतन आयोग के वेतन मैट्रिक्स के स्तर-12 में अथवा केन्द्रीय सरकार या परिषद द्वारा अनुमोदित किसी अन्य समान वेतनमान अथवा ग्रेड वेतन अथवा वेतन स्तर पर, सहायक प्रोफेसर ग्रेड-I के स्तर पर मैप किया जाएगा, परन्तु उनके पास उनके सेवाकाल में कम से कम 10 क्रेडिट पॉइंट हों।

(ii) 7वें केन्द्रीय वेतन आयोग के वेतन मैट्रिक्स के स्तर-12 में सहायक प्रोफेसर ग्रेड-I को सातवें केन्द्रीय वेतन आयोग के वेतन मैट्रिक्स के स्तर-13क2 में एसोसिएट प्रोफेसर के स्तर पर मैप किया जाएगा, बशर्ते कि उनके पास उनके सेवाकाल में कम से कम 25 क्रेडिट पॉइंट हों।

(iii) 7वें केन्द्रीय वेतन आयोग के वेतन मैट्रिक्स के स्तर-13क1 में एसोसिएट प्रोफेसर को 7वें केन्द्रीय वेतन आयोग के वेतन मैट्रिक्स के स्तर-13क2 में एसोसिएट-प्रोफेसर के स्तर पर मैप किया जाएगा, बशर्ते कि उनके पास उनके सेवाकाल में कम से कम 25 क्रेडिट पॉइंट हों:

परन्तु उन्हें परिणियमों के अधीन विधिवत गठित एक चयन समिति के माध्यम से उपयुक्त पाया गया हो।";

(III) पैरा (7) के स्थान पर, निम्नलिखित पैरा को रखा जाएगा, अर्थात्: -

"(7) वास्तुकला विभाग में संकाय के स्थान पर सहायक प्रोफेसर स्तर पर क्रेडिट प्वाइंट की अपेक्षाओं पर बल दिए बिना निम्नलिखित अनिवार्य अर्हताएँ होंगी:

- (i) एक वर्ष के व्यावसायिक अनुभव के साथ एम.आर्क अथवा एम.प्लान: 7वें केन्द्रीय वेतन आयोग के वेतन मैट्रिक्स के स्तर-10 में अथवा यथास्थिति केन्द्रीय सरकार या परिषद द्वारा अनुमोदित कोई अन्य संबंधित वेतनमान अथवा ग्रेड वेतन अथवा वेतन स्तर, में सहायक प्रोफेसर ग्रेड-II
- (ii) दो वर्ष के व्यावसायिक अनुभव के साथ एम.आर्क अथवा एम.प्लान: 7 वें केन्द्रीय वेतन आयोग के वेतन मैट्रिक्स के स्तर -11 में अथवा यथास्थिति केन्द्रीय सरकार अथवा परिषद द्वारा अनुमोदित कोई अन्य संबंधित वेतनमान अथवा ग्रेड वेतन अथवा वेतन स्तर, में सहायक प्रोफेसर ग्रेड-II
- (8) अनुसूची 'ड.' के अधीन यथानिर्दिष्ट शैक्षणिक कर्मचारियों की नियुक्ति की अर्हता और अन्य निबंधन और शर्तों को तारीख 13 सितंबर, 2017; 30 नवंबर, 2017; 4 दिसंबर, 2017; 31 जनवरी, 2018; 20 अप्रैल, 2018; और 16 अप्रैल, 2019 को परिषद के अनुमोदन से जारी दिशानिर्देशों अथवा स्पष्टीकरणों के साथ पढ़ा जाएगा।
- (9) राष्ट्रीय प्रौद्योगिकी संस्थान, रायपुर के तत्कालीन स्थिर और अर्हक संकाय के लिए एक बारगी छूट अथवा उपाय तारीख 6 अक्टूबर, 2017 और 17 नवंबर, 2017 के पत्र के माध्यम से परिषद के अनुमोदन से जारी छूट के अनुसार होंगे।  
परन्तु तारीख 6 अक्टूबर, 2017 और 17 नवंबर, 2017 के पत्रों में निहित एक बारगी छूट अथवा उपायों की कोई वैधता नहीं होगी और उन एक बारगी छूटों या उपायों के जारी होने के बाद शुरू की गई भर्तियों के पहले दौर के बाद समाप्त मानी जाएंगी और राष्ट्रीय प्रौद्योगिकी संस्थान, रायपुर में संकाय की भर्ती के अनुवर्ती दौरों के लिए उनकी कोई वैधता नहीं होगी।"
- (ज) टिप्पण 2 में, "अंतिम प्रोन्नति के पश्चात् से" शब्दों के स्थान पर, जहां भी वे आते हों, "अंतिम नियुक्ति से" शब्दों को रखा जाएगा।

डॉ. एन. वी. रमना राव, निदेशक

[विज्ञापन-III/4/असा./315/2023-24]

**टिप्पण:** मूल परिनियम भारत के राजपत्र, असाधारण, भाग 2, खंड 3, उपखंड (i) में तारीख 23 अप्रैल, 2009 की अधिसूचना संख्या सा.का.नि. 280 (अ) द्वारा प्रकाशित किए गए थे और तारीख 15 अक्टूबर, 2015 की अधिसूचना संख्या सा.का.नि.837 (अ) और तारीख 21 जुलाई, 2017 के का.अ. 947(अ) द्वारा अंतिम बार संशोधित किए गए थे।

## NATIONAL INSTITUTE OF TECHNOLOGY, RAIPUR

### NOTIFICATION

New Delhi, the 14th June, 2023

**F. No. NITRR/R-1/2023/587.**—In exercise of the powers conferred by sub-section (2) of section 26 of the National Institutes of Technology, Science Education and Research Act, 2007 (29 of 2007), with the approval of the Visitor of the National Institute of Technology, Raipur, the Board of the National Institute of Technology, Raipur, hereby makes the following Statutes 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, 2023.
- (2) They shall apply to the National Institute of Technology, Raipur.
- (3) 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), in statute 1, in sub-statute (1), for the words "The First Statutes of the National Institutes of Technology", the words and figures "the National Institute of Technology, Raipur Statutes, 2017" shall be substituted.
3. Throughout the principal Statutes, for the words "Ministry of Human Resource Development", wherever they occur, the words "Ministry of Education" shall be substituted.
4. In the principal Statutes, in statute 23,—
  - (a) in sub-statute (5), in the opening portion, the words "or by promotion" shall be omitted;
  - (b) for sub-statute (12), the following sub-statute shall be substituted, namely:—



“(12) Some of the posts may be exempted from the purview of the personal interview for selection, which may be decided by the Board and in case where the interview is compulsory, the Selection Committee shall examine credentials of all the candidates who have been called for interview, interview the eligible candidates and recommend the names of suitable candidates to the competent authority for approval and appointment thereafter.”.

5. In the principal Statutes, in Schedule ‘E’,—

- (a) against serial number 1, for entries in column (2), the following entries shall be substituted, namely:—  
 “Assistant Professor, Grade – II (to be appointed on contract basis) in Level-10 of the Pay Matrix of the 7<sup>th</sup> Central Pay Commission or any other corresponding pay scale or pay level approved by the Central Government or the Council, as the case may be.”;
- (b) against serial number 2, for entries in column (2), the following entries shall be substituted, namely:—  
 “Assistant Professor, Grade–II (to be appointed on contract basis) in Level-11 of the Pay Matrix of the 7<sup>th</sup> Central Pay Commission or any other corresponding pay scale or pay level approved by the Central Government or the Council, as the case may be.”;
- (c) against serial number 3,—  
 (i) for entries in column (2), the following entries shall be substituted, namely:—  
 “Assistant Professor, Grade–I in Level-12 of the Pay Matrix of the 7<sup>th</sup> Central Pay Commission or any other corresponding pay scale or pay level approved by the Central Government or the Council, as the case may be.”;  
 (ii) in column (4), for the words “reputed academic Institute”, the words “Institution of repute” shall be substituted;
- (d) against serial number 4,—  
 (i) for entries in column (2), the following entries shall be substituted, namely:—  
 “Associate Professor in Level-13A2 of the Pay Matrix of the 7<sup>th</sup> Central Pay Commission or any other corresponding pay scale or pay level approved by the Central Government or the Council, as the case may be.”;  
 (ii) for entries in column (4), the following entries shall be substituted, namely:—  
 “Six years after Ph.D. of which at least three years experience at the level of Assistant Professor Grade–I in Level-12 of the Pay Matrix of the 7<sup>th</sup> Central Pay Commission or any other corresponding pay scale or pay level approved by the Central Government or the Council, as the case may be, or equivalent in an Institution of repute or Research & Development lab or relevant industry; or nine years total working experience, of which three years shall be after Ph.D. and with three years experience at the level of Assistant Professor Grade–I in Level-12 of the Pay Matrix of the 7<sup>th</sup> Central Pay Commission or any other corresponding pay scale or pay level approved by the Central Government or the Council, as the case may be, or equivalent in an Institution of repute or Research & Development lab or relevant industry.”;
- (e) against serial number 5, —  
 (i) for entries in column (2), the following entries shall be substituted, namely:—  
 “Professor in Level-14A of the Pay Matrix of the 7<sup>th</sup> Central Pay Commission or any other corresponding pay scale or pay level approved by the Central Government or the Council, as the case may be.”;  
 (ii) for entries in column (4), the following entries shall be substituted, namely:—  
 “Ten years after Ph.D. or thirteen years total working experience, out of which seven years shall be after Ph.D. and with three years experience at the level of Associate Professor in Level-13A2 of the Pay Matrix of the 7<sup>th</sup> Central Pay Commission or four years at the level of Associate Professor in Level-13A1 or combination of Level-13A1 and Level-13A2 or equivalent in an Institution of repute or Research and Development lab or relevant industry.”;
- (f) against serial number 6,—  
 (i) for entries in column (2), the following entries shall be substituted, namely:—  
 “Professor (Higher Administrative Grade) in Level-15 of the Pay Matrix of the 7<sup>th</sup> Central Pay Commission or any other corresponding pay scale or pay level approved by the Central Government or the Council, as the case may be.”;

(ii) for entries in column (4), the following entries shall be substituted, namely:—

“Six years as Professor in Level 14 or equivalent or Level 14A or equivalent or a combination of service in Level 14 and Level 14A in an Institute of National Importance:

Provided that upto a maximum of 40% of the total number of Professors in position, after rendering regular service of six years as Professor may be granted Higher Administrative Grade scale after fulfilling the eligibility conditions and on the recommendations of duly constituted Selection Committee.”;

(g) in Note 1,—

(I) for paragraph (1), the following shall be substituted, namely:—

“(1) Any change in the pay scale shall be through an open advertisement and on the recommendations of the duly constituted Selection Committee, except where specifically exempted in these Statutes:

Provided that the Assistant Professor Grade–II appointed on contract basis in the Institute shall be, on successful completion of one year of service in Level-10 of the Pay Matrix of the 7<sup>th</sup> Central Pay Commission, may be upgraded to Level-11 of the Pay Matrix of the 7<sup>th</sup> Central Pay Commission or any other corresponding pay scale or grade pay or pay level, if found suitable by a duly constituted Selection Committee, but not through open advertisement.”;

(II) in paragraph (6), for sub-paragraph (a), the following sub-paragraph shall be substituted, namely:—

“(a) Permanent faculty with fifty years of age or above—

(i) The Assistant Professors Grade–II in Level-11 of the Pay Matrix of the 7<sup>th</sup> Central Pay Commission shall be mapped at the level of Assistant Professor Grade–I in Level-12 of the Pay Matrix of the 7<sup>th</sup> Central Pay Commission or any other corresponding pay scale or grade pay or pay level approved by the Central Government or the Council, provided that they have at least 10 credit points in their service.

(ii) The Assistant Professors Grade–I in Level-12 of the Pay Matrix of the 7<sup>th</sup> Central Pay Commission shall be mapped at the level of Associate Professor in Level-13A2 of the Pay Matrix of the 7<sup>th</sup> Central Pay Commission, provided they have at least 25 credit points in their service.

(iii) The Associate Professors in Level-13A1 of the Pay Matrix of the 7<sup>th</sup> Central Pay Commission shall be mapped at the level of Associate Professor in Level-13A2 of the Pay Matrix of the 7<sup>th</sup> Central Pay Commission, provided that they have at least 25 credit points in their service:

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

(III) for paragraph (7), the following paragraphs shall be substituted, namely:—

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

(i) M.Arch. or M.Plan. with one-year professional experience: Assistant Professor Grade-II in Level-10 of the Pay Matrix of the 7<sup>th</sup> Central Pay Commission or any other corresponding pay scale or grade pay or pay level approved by the Central Government or the Council, as the case may be;

(ii) M.Arch. or M.Plan. with two years of professional experience: Assistant Professor Grade-II in Level-11 of the Pay Matrix of the 7<sup>th</sup> Central Pay Commission or any other corresponding pay scale or grade pay or pay level approved by the Central Government or the Council, as the case may be.

(8) The qualification and other terms and conditions of appointment of academic staff as specified under Schedule ‘E’ shall be read in conjunction with the guidelines or clarifications issued with the approval of the Council on 13<sup>th</sup> September, 2017; 30<sup>th</sup> November, 2017; 4<sup>th</sup> December, 2017; 31<sup>st</sup> January, 2018; 20<sup>th</sup> April, 2018; and 16<sup>th</sup> April, 2019.

(9) The one-time relaxation or measures for the then stagnated and eligible faculty of the National Institute of Technology, Raipur shall be as per the relaxations issued with the approval of the Council *vide* communications dated the 6<sup>th</sup> October, 2017 and 17<sup>th</sup> November, 2017:

Provided that one-time relaxation or measures contained in the communications dated the 6<sup>th</sup> October, 2017 and 17<sup>th</sup> November, 2017 shall have no validity and stand exhausted after the first round of recruitments initiated after issuance of those one-time relaxations or measures and shall not have any validity for subsequent rounds of recruitment of the faculty in the National Institute of Technology, Raipur.”.

- (h) in Note 2, for the words “since the last promotion” wherever they occur, the words “since the last appointment” shall be substituted.

Dr. N. V. RAMANA RAO, Director

[ADVT.-III/4/Exty./315/2023-24]

**Note:** The principal Statutes were published in the Gazette of India, Extraordinary, Part II, Section 3, Sub-section (i) *vide* notification number G.S.R.280 (E) dated the 23<sup>rd</sup> April, 2009 and subsequently amended *vide* notification number G.S.R.837 (E) dated the 15<sup>th</sup> October, 2015 and S.O.947(E) dated the 21<sup>st</sup> July, 2017.

**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, IEST, Shibpur.

**Subject:- Clarification on Recruitment Rules for Faculty in NITs and IEST - 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 (IEST), 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'.

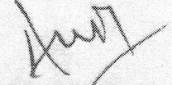
...contd./-

- : 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.

**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.

**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, IEST, Shibpur.

**Subject:- Clarification on Recruitment Rules for Faculty in NITs and IEST - 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 (IEST), 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.

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

[RAVID:RR, Pay Anomaly & CASM-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)	<p>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>	<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>

[RAVID:RR, Pay Anomaly & CAS4-Tier Letter.docx]

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.

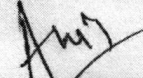
3. The cumulative essential credit points are only for deciding the eligibility. The above shall be one time relaxation and will be applicable only if she / he participates in the recruitment process of same NIT where she / he has been working.

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 IEST, 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:RR, Pay Anomaly & CASM-Tier Letter.docx]

**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]

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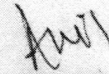
Essential Requirements in Recruitment Rules notified on 24.04.2017	Substituted by (one time relaxation for existing faculty)
	<p style="text-align: center;"><b>OR</b></p> <p>seventeen years total working experience with Ph.D. (No post Ph.D. experience is required). At least three years at the level of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



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.

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



**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
<hr/>	
<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.

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



**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.



*M. Rajan*  
*23/1/2018*

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*  
[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 16<sup>th</sup> April, 2019

To

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

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

Sir \ Madam,

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

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

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

*K. Rajan*

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

S. No.	Clarifications sought by NITs / Faculties of NITs	Comments of the Oversight Committee (OSC)	Decision
1.	Clarification on "One-time measure"	One-time measure means completion of first round of recruitment process for respective faculty positions after amendment in Statutes dated 24 <sup>th</sup> July 2017 and subsequent approval of the process by the BoG of respective Institutes. [amended on 19.01.2019]	Accepted.
2.	Whether experience as Post-Doctoral Fellow is to be considered or not.	International / national Post Doctoral Fellowships offered by National Agencies of respective countries will be considered. Post Doctoral Fellowships offered by Institutions which are in QS / THE World Ranking upto 500 will be considered. "Experience as Post Doctoral Fellow will be considered for appointment to the post of Assistant Professor (AGP 7000 and 8000)" [amended on 19.01.2019].	Accepted.
3.	Clarification on Cumulative Credit Points	<u>Amendment proposed on 19.01.2019</u> <ul style="list-style-type: none"> <li>Credit Points mentioned at Sl.No.4 of the Table</li> </ul>	The points, which are now non-exhaustible, in the existing RRs (2017), are as follows:-

*K. Rajan*

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

K. Rajan

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

*K. Rajan*

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

*K. Rajan*

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

*K. Rajan*

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

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

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

Yours faithfully,

*K. Rajan*  
[K. Rajan]

Under Secretary to the Government of India  
Tel: 23384159

Copy to:-

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



F. No.33-71/2011-TS-III  
Government of India  
Ministry of Human Resource Development  
Department of Higher Education  
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Shastri Bhawan, New Delhi  
Dated, the 18 March 2013.

To  
The Directors  
All NITs.

**Subject: Removal of anomalies arising out of the implementation of Sarangi Committee recommendations - regarding.**

Sir,

This Ministry had received several representations from the faculty/Teacher's Welfare Associations and others consequent upon the implementation of various recommendations of Sarangi Committee on pay anomalies and Career Advancement Scheme. These representations along with the recommendations of Sarangi Committee on various issues relating to guidelines on CAS, Model Recruitment Rules etc. were discussed in the meetings of Special Committee headed by Special Secretary (TE), MHRD held on 10.01.2012 and AS (TE) on 2.1.2013. After detailed deliberations following decisions have been taken:-

- i) Career Advancement Scheme (CAS) was in operation in institutions under guidelines provided by AICTE & UGC. However it was made clear that those norms and procedures are not applicable to NITs. As a special case, institutes that have not considered CAS for 3 years or longer were allowed to do so as a one-time measure.
- ii) The Ministry reiterates the decision of the NIT Council [3<sup>rd</sup> meeting, item No.3.17] to adopt Flexible 4-tier faculty cadre structure by way of resolution by the respective Board of Governors of all NITs with a compliance report to be sent by them to the Ministry by 30<sup>th</sup> April, 2013. As directed vide Ministry's order No. F. No.23-1/2008-TS.II dated 18.08.2009, the Ministry will put up the selection norms for various positions under the 4-tier flexible faculty cadre structure by 30<sup>th</sup> April, 2013.
- iii) The Council of NITs had permitted CAS only as a one-time measure. No permission shall be granted for conducting selection under CAS in any Institute w.e.f. 30.4.2013 as the institutes have to adopt implementation of 4-tier faculty cadre structure by this date after having received one time exemption for CAS
- iv) Since Ph. D. has become the basic qualification for entering into the "regular" faculty cadre in any grade, there shall be no Ph. D. increment [ for those who are already holding regular faculty positions with lower qualifications] as already decided by the Council [3<sup>rd</sup> Meeting item No. 3.18]. There shall, however, be no roll back nor recovery of payments already made. The earlier orders from the Ministry dated 09.03.2010 stands modified and is annexed.
- v) As provided in the Clause 14(i) of Statutes. "the BoGs have the power to fix on the recommendation of the Selection Committee the initial pay of an incumbent at a stage higher than the minimum of the scale in respect of posts to which the appointment

Contd. -- 2/-

can be made by the Board under the provision of the Act". The Directors who are integral to all Selection Committees, would ensure that initial salaries granted to all new recruits, and to existing faculty entering higher positions, are commensurate with the candidates' experience and performance record and that no new anomaly are created by the recommendations of additional increments made by the Selection Committees. There has to be an effort to eliminate anomalies at the BoG level after exercising the powers as per statute.

- vi) When selection committees are called upon to consider HAG scale for senior Professors, only eminent people already in HAG or comparable scale of pay, or fellows of national academics, be appointed to Selection Committees.
  - vii) Since selection of staff both administrative, technical and academic (except Director NITs) is done by the Selection Committee of NITs with the approval of BoG, the anomalies related to the selection under CAS or, otherwise may be dealt at their level of the Board.
2. Directors of all NITs are requested to kindly adhere to these decisions strictly so that anomalies of the employees with regard to pay, recruitment, selection of faculties, HAG scales etc. are minimized. Action taken in this regard may kindly be communicated to this Ministry at the earliest.

Thanking you,

Yours faithfully,



(Rajesh Singh)  
Director (T)

Telefax No.23073687

F. No. 38-17/2011-TS-III  
Government of India  
Ministry of Human Resource Development  
Department of Higher Education  
\*\*\*\*\*

Dated, the March, 2013.

To  
The Director of all NITs

Subject: Incentives for acquiring Ph. D. Degree by faculties engaged in Centrally Funded Technical Institutions (CFTIs) including NITs- regarding.

Sir,

This Ministry had issued the following letters on the pay of teachers and equivalent cadres in Universities/Colleges/ CFTIs/NITs etc. on the basis of recommendations of the 6<sup>th</sup> Central Pay Commission –

- i) Letter no. F.1-32/2006-U-II/U-I(1) dated 31<sup>st</sup> December, 2008. This letter pertains to Universities and Colleges under UGCs.
  - ii) Letter no. F.23-1/2008-TS-II dated 18<sup>th</sup> August 2009- revision of pay and other service conditions of teaching and other staff in CFTIs [ Clause no2 (b)] pertaining to 7 non-compounded advance increments.
  - iii) Letter no. F. 23-2/2009-TS-II dated 9<sup>th</sup> March, 2010 [Clause no.1 (b)] pertaining to advance increments.
  - iv) Letter no. F.33-7/2011-TS-III dated 14-03-2012 wherein after NIT Council's decision on Recruitment Rules for faculty Ph. D. Degree has been made an essential criterion for recruitment as Assistant Professor.
2. However, while implementing the scheme of incentives to teaching staff by NITs, some of NITs have made payment (benefits of 3 non-compounded advance increments as per clause no 7 of letter dated 31-12-2008 which was applicable for UGC institutions and not for CFTIs). Subsequently this was clarified through letters dated 18.08.2009 and 09.03.2010. The staff of NIT Jaipur filed a Civil writ petitions no 4080 to 4090, no.37 to no 39, 4190 to 4191, 4297 to 4208 and 4215 to 4218 or 2011 in the Hon'ble Bench of Rajasthan High Court at Jaipur, seeking advance increments to Ph. D. quoting clause of the letter dated 9<sup>th</sup> March 2010.
3. The Hon'ble bench of Rajasthan High Court Jaipur vide order vide order dated 19.05.12 directed MHRD, Government of India to take a proper decision as to whether order dated 31.12.2008 has to be applied to NITs and Technical University throughout India. If it has to be applied, then all those who have taken higher education while in service, would be entitled to three non-compounded increments. If benefit as given out in the order dated 31.12.2008 is not applicable to the MNITs and Technical University, then it should be clarified to all concerns, but in that eventuality, benefit already given should not be recovered as it was extended by the NIT at their own level and not due to fraud and misrepresentation by the petitioners. The Hon'ble Court has disposed of the cases with the above direction".

In view of the above and keeping in view the Hon'ble High Court's, Jaipur order dated 19.05.12 the matter has been examined afresh and the following is suggested to adhere to it strictly.

- i) The letter of UGC dated 31.12.2008 is not applicable to CFTIs including NITs. The letter from the Ministry dated 18.08.2009 was pertaining to CFTIs and NITs.
- ii) Para 1 (b) of the letter dated 9<sup>th</sup> March 2010 stands modified to the extent that advance compounded increments would not apply to all categories of teachers, henceforth.
- iii) Since Ph. D. is a minimum qualification for entry into the 'regular' faculty cadre in any grade, there shall be no Ph. D. increments (for the faculty already holding regular faculty positions with lower qualifications), as already decided by the NIT Council in its 3<sup>rd</sup> meeting (item no. 3.18). As provided in the NIT statutes [clause 14(i)] "the BOGs have the power to fix on the recommendations of the Selection Committee the initial pay of an at a stage higher than the minimum of the Scale in respect of posts to which the appointments can be made by the Board under the provision of the Act".
- iv) The benefits already given would not be recovered from the academic staff of the Institutes as directed by the Hon'ble Court and also as per NIT Councils decision.

Thanking you.

Yours faithfully,



(Rajesh Singh)  
Director (T)

Tele fax No.2307368

F.No. 34-9/2012-TS-III  
Government of India  
Ministry of Human Resource Development  
Department of Higher Education

ANNEXURE-VIII

\*\*\*\*\*

Dated, the 22<sup>nd</sup> March, 2013.

To,

The Director of all NITs

**Subject:- Implementation of HAG Scales in NITs.**

Sir,

The Ministry of Human Resource Development has been receiving representations from Directors and Professors of NITs for grant of HAG Scale as they do not have further upward movement and stagnate at that level.

2. The issue relating to upgradation of Professor to HAG Scales was discussed and approved in the 3<sup>rd</sup> meeting of Council held on 18.11.2011, while discussing the Sarangi Committee recommendations regarding Recruitment Rules for Faculty and Non-faculty posts.
3. It is decided to grant HAG Scales of Rs. 67000 – 79000 without any grade pay to Professor in all NITs fulfilling the eligibility conditions given in enclosed guidelines for implementations of HAG Scales.
4. In order to have uniformity and hassle free implementation of HAG Scales, this Ministry has worked out small guidelines, which are self-explanatory. All NITs are requested to follow these guidelines while fixing the HAG scales to 20 % Professors including the Directors on deputation or on any other engagement working elsewhere in the country and abroad.
5. The placement may be initiated from the year 2012-13 onwards.

Thanking you.

Yours faithfully,



(Rajesh Singh)

Director (T)

Tele fax. No. 23073687

Man  
2/4/13

### Guidelines for implementation of HAG Scales for Professors in NITs.

1. As per the OM dated 21.07.2009 of Ministry of Finance, Department of Expenditure, 6<sup>th</sup> Central Pay Commission recommendation regarding the replacement of the pre-revised S-30 pay scale (Rs. 22400 – Rs. 24500) by a new HAG scale of Rs. 67000-79000 with no grade pay was made through an amendment in the Central Civil Services (revised pay) Rules 2008 vide GSR no. 527 (B) dated 16<sup>th</sup> July 2009.

2. To implement HAG scales among the Professors of NITs, guidelines were issued vide para no. 2(d) of this Ministry's letter no. F-23-1/2008-TS-II dated 18<sup>th</sup> August, 2009 and 15<sup>th</sup> September 2010. The criteria to be adopted for award of such upgradation to HAG was approved by NIT Council in its third meeting held on 18.11.2011 as a part of Recruitment Rules for faculty and non-faculty. MHRD vide letter no. 33-7/2011-TS-III of 14<sup>th</sup> March 2012 has conveyed that personal interview for such upgradation will not be held.

3. A maximum of 20% of the sanctioned post of Professors who have 6 years of regular service, can be awarded HAG scales on the basis of recommendations of committee 'I' (given in para 3(c) below) to the Board by adopting the following procedure.

a) Chairman Advisory Committee for Faculty Recruitment (ACoFaR) should invite, from all eligible and interested professors, the Bio-data incorporating their scholastic and administrative contributions since their appointment as regular Professor. It should prepare the list of candidates fulfilling all the minimum requisite conditions as prescribed by the Board.

b) A committee (Called Committee 'II') consisting of Director or his nominee from the HAG Professors of the Institutes, two eminent subject experts approved by the Board, One Nominee of the Senate should evaluate objectively the claim made by the applicant.

c) The recommendations of the committee 'II' should be placed before another committee consisting of the Director, as Chairman two Dean faculty welfare one each from NIT & IIT and Visitors Nominee (called Committee 'I') for final recommendations to be forwarded to the Board for its consideration and award of HAG scale. The Dean, Faculty Welfare shall act as Convener of this committee 'I' provided he/she is not a candidate for HAG, otherwise Dean Research and Development in case Dean Faculty Development (FD) excuse himself.

4. The eligibility criteria for selection will be as per Sarangi Committee Report:

i) Professors with six years of regular service with Rs. 10000 AGP having at least 4 Ph. Ds guided, plus at least one full-time resident student continuing, at least 4 papers in science journals, 3 self-financed or 5 Government sponsored short term courses offered as coordinator and main teacher, three experiments or computational projects added to teaching laboratories, significant contribution to institutes management through personal initiatives in responsible positions will be immediately placed in the HAG scale. This criteria, however, should be used only in exceptional cases and quite sparingly.

- ii) For the professors who are entering laterally into the system, their seniority as professor or equivalent position will be considered in addition to the basic eligibility criteria as mentioned in para 4(i) above.
- iii) This exercise will be carried out by the Institute once in an academic year with a cut off as 30<sup>th</sup> June.



**BY SPEED POST**

No.F.35 – 2 / 2018 – TS.III  
Government of India  
Ministry of Human Resource Development  
Department of Higher Education  
Technical Education Bureau  
\* \* \* \* \*

Shastri Bhawan, New Delhi,  
dated, the 26<sup>th</sup> July, 2018

**Subject:-** Minutes of the 11<sup>th</sup> meeting of the Council of the National Institutes of Technology, Science Education and Research (NITSER) held on 18<sup>th</sup> July, 2018 (Wednesday) at India Habitat Centre, Lodhi Road, New Delhi.

Please find enclosed herewith a copy of the Minutes of the 11<sup>th</sup> meeting of the Council of the National Institutes of Technology, Science Education and Research (NITSER) held under the Chairpersonship of Secretary, Department of Higher Education on 18<sup>th</sup> July, 2018 (Wednesday) at 3 P.M. at India Habitat Centre, New Delhi for your kind information and comments, if any.

[Madan Mohan]  
Deputy Director General (HE)  
Tel: 23381484  
Fax: 23384345  
Email: [nit.edu@nic.in](mailto:nit.edu@nic.in)

Encl.: as above.

To

The Members of the Council of NITs  
(as per list attached)

Copy to:-

- (i) PS to the Hon'ble Minister of Human Resource Development.
- (ii) Sr. PPS to Secretary, Department of Higher Education, Ministry of HRD.
- (iii) PS to Additional Secretary (TE), Department of Higher Education, Ministry of HRD.
- (iv) The Director, MNIT, Jaipur – with a request to kindly have the minutes uploaded on the website of the Council.





Minutes of the 11<sup>th</sup> meeting of the Council of National Institutes of Technology, Science Education and Research (NITSER) held on 18<sup>th</sup> July, 2018  
at India Habitat Centre, Lodhi Road, New Delhi

.....

Act, 2007. After detailed deliberations, the Council approved following eligibility criteria for appointment of Deputy Director:-

- (i) The appointment of the Deputy Director shall be made from amongst the senior faculty members of the Institute on the recommendations of the Selection Committee as per provisions under Statute 23 (5) (a) of the respective Statutes.
- (ii) Minimum 5 years of experience as Professor.
- (iii) The candidate applying for the post should not be exceeding 60 years of age at the time of applying.
- (iv) should have done at least 2 years as HoD / Dean.
- (vi) Sufficient contribution in academics, administration and outreach activities.
- (vii) In addition, the candidate shall be an eminent person in his / her field of specialization with an outstanding academic record throughout.

**Item No.11.5 :** To consider and approve guidelines for Higher Administrative Grade (HAG) scale to the Professors of NITs and IEST, Shibpur.

The Council deliberated and approved the guidelines proposed for HAG scales to Professors of NITs and IEST, Shibpur.

**Item No.11.6 :** To consider and approve guidelines for utilization of Research & Consultancy funds and Sponsored Research Projects in the NITs and IEST, Shibpur.

After detailed discussion, the Council decided to refer the proposal to the Standing Committee of NITs & IEST for deliberation and making suitable recommendations to the Council.

**Item No.11.7 :** To consider amendments in the guidelines for utilization of Cumulative Professional Development Allowance (CPDA).

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

### **Item No.11.5**

#### **To consider and approve guidelines for Higher Administrative Grade (HAG) scale to the Professors of NITs and IEST, Shibpur.**

As per 6<sup>th</sup> Central Pay Commission recommendations, the provisions for Higher Administrative Grade (HAG) in scale of Rs.67000-79000/- with no grade pay was extended to the Centrally Funded Technical Institutions (CFTIs) vide MHRD's letter dated 18<sup>th</sup> August, 2009 [**Annexure – III (pages 80 to 84)**].

2. To implement the HAG scales among the Professors of NITs, the issue relating to upgradation of Professors to HAG was discussed and guidelines / criteria were approved by the Council of NITSER in its 3<sup>rd</sup> meeting held on 18<sup>th</sup> November, 2011. Following the provisions under 6<sup>th</sup> CPC as implemented in CFTIs, the provisions for HAG in NITs were communicated vide our letter dated 14<sup>th</sup> March, 2012 [**Annexure – IV (pages 85 to 88)**] as reproduced hereunder:-

"In case of upgradation of AGP of Professors to HAG scale, personal interview shall be dispensed with. The Selection Committees constituted as per the Statutes for the selection of faculty, shall make their recommendations on the strength of published work, patents, sponsored projects, consultancy, continuing and distance education, Ph.D. guidance and contribution to the administration of the Institute, including service in other comparable Institutions if on sanctioned leave, etc. as submitted by the candidates".

4. Vide our letter dated 18<sup>th</sup> March, 2013 [**Annexure – V (pages 89 to 90)**], it was communicated that "when Selection Committees are called upon to consider HAG scale for senior Professors, only eminent people already in HAG or comparable scale of pay, or fellows of national academics, be appointed to Selection Committee". Subsequently, the guidelines for hassle free

implementation of HAG scales in NITs were issued on 22<sup>nd</sup> March, 2013 [Annexure – VI (pages 91 to 93)] according to which, 20% Professors including those on deputation as Directors in other CFTIs and fulfilling the eligibility conditions given in the guidelines were to be considered for HAG upgradations.

5. Later on the Ministry vide letter 23<sup>rd</sup> August, 2013 [Annexure – VII (pages 94 to 96)] conveyed the approval for switching over to a Four-Tier Flexible Faculty structure for adoption by the respect Board of Governors of NITs. Under the approved Four-Tier norms, upto a maximum 40% of the sanctioned posts of Professors after regular service of 6 years as Professor can be awarded HAG scale of Rs.67000-79000/- without any Grade Pay in all NITs after fulfilling the eligibility conditions given in the guidelines for implementation of HAG scales in this Ministry's letter dated 22<sup>nd</sup> March, 2013 [Annexure – VI (pages 91 to 93)]. The same norms were reiterated in our letter dated 15<sup>th</sup> January, 2014 [Annexure – VIII (pages 97 to 100)] wherein the final norms for implementation of Four-Tier Flexible Faculty structure were issued.

6. The Council of National Institutes of Technology, Science Education Research (NITSER) in its 10<sup>th</sup> meeting held on 26<sup>th</sup> May, 2017 under the Chairmanship of Hon'ble HRM approved the new Recruitment Rules (RRs) for faculty staff of NITs and IEST, Shibpur. As approved by the Council, the new RR's have been incorporated in the Statutes by way of suitable amendments, which have been notified on 24<sup>th</sup> July, 2017 [Annexure – IX (pages 101 to 107)].

7. Though the eligibility criteria for granting HAG scale to the Professors of NITs and IEST has been prescribed in the new RR's, however, the guidelines and the procedure for selection (as clarified on 14<sup>th</sup> March 2012, 18<sup>th</sup> March 2013, 22<sup>nd</sup> March 2013, 23<sup>rd</sup> August 2013 & 15<sup>th</sup> January, 2014) needs to be reiterated by the Ministry under the new RR's so as to avoid ambiguity and ensure hassle free implementation of HAG scale under the new RR's. It is,

therefore, proposed to reiterate the earlier norms with certain consequential amendments as per following details:-

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

*Salary difference*

*with Directors after grant of HAG to Professors*

8. As per the new RRs, the essential requirement prescribed for Professor (HAG scale) is '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'. Besides this, 150 Cumulative Essential Credit Points have also been prescribed in the new RRs for faculty. The norms proposed above are based on the instructions issued by the Ministry in 2012, 2013 and 2014 as mentioned above. However, slight modifications have been made based on the new RRs issued on 24<sup>th</sup> July, 2017 to simplify the process.

9. The Council may kindly deliberate and make suitable recommendations in respect of NITs and IEST, Shibpur.

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

**INSTRUCTIONS TO SUBMIT THE HARDCOPY OF THE APPLICATION**

- A.** After the final submission through online, take the printout of the filled application and sign.  
**B.** Take the printout of the “Credit Point Summary” sheet given in **Annexure-III** and complete.  
**C.** Arrange the Printout of Application form, **Annexure-II**, **Annexure-III** and self-attested photocopy of the certificates/documents/publications/etc. in order as given below.

**Note:**

In the below table, start the page numbers from Sr. No. 1. For example, the number should start from Valid ID Proof (Aadhar Card) as Page No. 1 and so on. In case of any document not available/not enclosed, then put NA/X in the index for page no.

Sr. No.	Required Documents and Check list	Page No.	
		From	To
	Print out of the Application Form		
	Completely filled Annexure-II		
	Completed Credit Point Summary ( <b>Annexure-III</b> )		
1	Valid ID Proof (Aadhar Card)		
2	NOC and vigilance clearance certificate from NIT Raipur		
3	Certificate for age Proof (10 <sup>th</sup> Mark sheet or Certificate)		
4	Academic records (Marks / Grade Cards and Certificates from Higher secondary (10 <sup>th</sup> class) onwards up to Ph.D.)		
5	Proof of Post-Doctoral Fellowships		
6	Proof of Post-Doctoral Fellowships Mentored		
7	Certificate of Academic Program Developed		
8	Proof of Honors/Awards/Prize/Medal		
9	Proof /Certificates / documents related to foreign visits		
10	Documents related to MOU with industries / institutes		
11	Experience certificate(s) (Teaching), in chronological order from latest with pay scale		
12	Experience certificate (Industry), if any, in chronological order from latest with pay scale		
13	Proof of External Sponsored R & D Projects		
14	Proof of Patent Granted		
15	Proof of Consultancy Projects		
16	Proof of Ph.D.'s Supervised		
17	Proof of Publications in Journals (only first page)		

19	Proof of Publications in Conference (only first page) since the last promotion		
20	Proof of Administrative Contribution – 1 (since the last promotion)		
21	Proof of Administrative Contribution – 2 (since the last promotion)		
22	Proof of Administrative Contribution – 3 (since the last promotion)		
23	Proof of Administrative Contribution – 4 (since the last promotion)		
24	Proof of Workshop / Faculty development program / Short Term courses organized (since the last promotion)		
25	Proof of Conducting national programs like GIAN (since the last promotion)		
26	Proof of Conference organized as Chairman/Secretary (since the last promotion)		
27	Proof for Length of service over and above the relevant minimum teaching experience required for a given cadre		
28	Proof of Establishment of new Lab[s] (since the last promotion)		
29	Proof of Theory teaching over & above 6 credit hrs. course (since the last promotion)		
30	Proof PG Dissertation Guided		
31	Proof of UG Dissertation Guided		
32	Proof of Text/ Reference book published on relevant subjects from reputed international publishers (since the last promotion)		
33	Proof of Text/Reference book Published on relevant subjects from national publishers or in the book chapters in the books published by reputed international publishers (since the last promotion)		
34	Proof of Significant outreach activities (outside institute), since the last promotion		
35	Proof of Fellow of FASc /FNA / FNAE / FNASc		
36	Proof of Placement percentage (only for the placement cell officers/Faculty-in-Charge of Placement), since the last promotion		
38	One page write up regarding innovative techniques you have adopted in your teaching/learning process		
39	One page write up regarding your future plans for improvement in teaching/ research process environment		
40	Any other information		

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Signature of Applicant with date

## Annexure –III

### Summary of Credit Points

(Gazette of India No. 651, dated 24, July 2017 – Note 2 in Schedule 'E' of NIT Statutes (Amended 2017))

Sl. No.	Activity	Credit points available and applicable conditions	Page number of Enclosures (Proof)		Credit Points Claimed	Credit Points Awarded (For Office Use)
			From	To		
1	One external Sponsored Research and Development Projects completed or ongoing or Patent granted. <b>(Non-exhaustible)</b>	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). (in case of private funding agencies, to be considered only if minimum amount is Rs. 1 lakh).				
2	Consultancy projects <b>(Non-exhaustible)</b>	2 credit points @ Rs. 5 lakhs of consultancy, subject to maximum of 10 credit points (Rs. 5 lakh amount may be in single or cumulatively in multiple assignments).				
3	Ph.D. completed (including thesis submitted cases) <b>(Non-exhaustible)</b>	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.				
4a	Journal papers in Science Citation Index (Paid Journals not allowed) <b>(Non-exhaustible)</b>	4 point per paper. First author or Main supervisor will get 2 points and rest will be divided among others (undertaking that the journal is not a paid journal, is to be submitted).				
4b	Journal papers in Scopus (Paid Journals not allowed) <b>(Non-exhaustible)</b>	4 point per paper. First author or Main supervisor will get 2 points and rest will be divided among others (undertaking that the journal is not a paid journal, is to be submitted).				
5	Conference paper indexed in Science Citation Index of Scopus or Web of science Conference or any internationally renowned conference	1 credit point 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. Since the last appointment.				

6	Head of the Department, Dean, Chief Warden, Professor In charge (Training and placement), Advisor (Estate), Chief Vigilance Officer, PI (Exam), TEQIP (Coordinator)	2 points per semester up to a maximum of 16 credits points since the last appointment.				
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 credit points since the last appointment.				
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 point per Semester up to a maximum of 3 credit points since the last appointment.				
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 Semester up to a maximum of 3 credit points since the last appointment.				
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 credit points since the last appointment.				
11	For conducting national programs like Global Initiative of Academic Networks etc. as course coordinator a) Program of two weeks duration b) Program of one week duration	a. 2 credit points per course up to a maximum of 4 credit points since the last appointment.  b. 1 credit point per course up to a maximum of 2 credit points since the last appointment.				



12	National or International conference organized as Chairman or Secretary	3 credit points per program up to a maximum of 6 credit points since the last appointment.				
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 appointment.				
14	Establishment of New Lab(s)	4 credit points since the last appointment (modification in existing lab not to be considered).				
15	Theory Teaching of over and above 6 credit hrs. course	1 credit point or credit hours up to a maximum of 6 credit points since the last appointment (timetable authenticated by head of teaching dept. concerned to be enclosed in support).				
16	Post Graduate Dissertation guided	0.5 credit point per project to a maximum of 10 points since the last appointment.				
17	Under Graduate Projects	0.25 credit point per project up to a maximum of 4 points since the last appointment.				
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 appointment (ISBN to be considered).				
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 point per unit up to maximum of 6 points since the last appointment (ISBN to be considered).				
20	Significant outreach activities outside Institute	1 credit point per activity up to a maximum of 4 credit points since the last appointment.				
21	Fellow FASc, FNA, FNAE, FNASc	10 credit points.				

22	Placement percentage (only for the placement cell officers or faculty In-charge of placement)	4 credits points per year up to a maximum of 20 points since the last appointment. (above 85% placed)				
		2 credit points per year up to a maximum of 10 points since the last appointment. (75% - 84% placed)				
<b>A</b>	<b>Total Credit points</b>					
<b>B</b>	<b>Carried forward Points* (Attach Proof)</b>					
<b>Cumulative Credit Points (A) + (B)</b>						

There are ..... number of enclosures with ..... pages attached along with this form.

### **DECLARATION**

I hereby declare that the information furnished above is true to the best of my knowledge and belief. If at any time it is found that I have concealed any information or have given any incorrect data, my candidature/ appointment may be cancelled/terminated, without any notice or compensation.

**Date:**

**Place:**

**Signature of the Candidate**

**Following instructions shall be strictly followed when filling up credit point proforma:**

1. The credit points will be calculated which has proper supporting documents. Institute may decide the validity of the documents.
2. Carry forward of credit points: For any movement from one position to other, if the exhaustible credit points are more than minimum required credit points for the selected position, then differential credit points shall be carried forward to the exhaustible component only. The illustration is given in F. No33-9/2011-TS.III dated 16th April, 2019.
3. The candidates claiming Carry Forward Credit Points **MUST** furnish the closing date of advertisement of last appointment/upgradation and date of joining in the appointed/upgraded post. Proof must also be submitted.
4. Candidates should take care to back up each and every claim with relevant documents. In absence of documentary proof, claim for particular activity will not be entertained and no opportunity shall be granted to make up for such deficiency.