

(iv) उसे संयंत्र प्रशिक्षण में परिसर साक्षात्कार/कार्य मेलों आदि की व्यवस्था करनी होती तथा वह कार्मिकों और अंतिम वर्ष के छात्रों, दोनों के लिए औद्योगिक प्रायोजित परियोजनाओं की व्यवस्था भी करेगा।

(v) उसे उद्योग/शोध/सेवा क्षेत्रों के संबंधित क्षेत्र में विशेषज्ञों का डाटा बैंक सृजित करना होगा तथा छात्रों तथा स्टॉफ सदस्यों के लाभ के लिए, व्याख्यान देने के लिए उन्हें संस्थान में आमंत्रित करना होगा।

(vi) उसे उद्योगों/शोध/सेवा क्षेत्रों में छात्रों और स्टॉफ सदस्यों के लिए प्रशिक्षण/क्षेत्रीय दौरों की भी व्यवस्था करनी होगी।

(vii) उसे उद्योगों/शोध/सेवा संगठनों में प्रशिक्षु प्रशिक्षण तथा उपयुक्त नियोजन प्राप्त करने में छात्रों को भी सहायता करनी होगी। वह समूह चर्चा, वैयक्तिक साक्षात्कार और व्यक्तित्व विकास आदि के लिए तैयारी करने वाले छात्रों को अभ्यास कराने के लिए भी उत्तरदायी होगा।

(viii) प्रशिक्षण और नियोजन अधिकारी को समस्त पूर्व छात्रों का डाटा बैंक भी सृजित करना होगा जिन्हें प्रतिष्ठित उद्योगों/शोध/सेवा संगठनों में रोजगार प्राप्त हुआ है।

(ix) संस्थान के प्रमुख द्वारा समय-समय पर सौंपे गए कोई अन्य संबंधित कार्य।

डिप्लोमा श्रेणी के संस्थान में प्रशिक्षण तथा नियोजन अधिकारियों (टीपीओ) की योग्यता, वेतनमानों तथा सेवा शर्तों पर संबंधित राज्य/संघ राज्यक्षेत्र सरकार उल्लिखित के अनुसार तथा जहाँ भी बदलाव अपेक्षित हों, निर्णय ले सकते हैं।

ये नियम राजपत्र में अधिसूचना की तारीख से प्रभावी होंगे।

## ALL INDIA COUNCIL FOR TECHNICAL EDUCATION

### NOTIFICATION

New Delhi, the 4<sup>th</sup> January 2016

[CLARIFICATIONS ON CERTAIN ISSUES/ ANOMALIES PERTAINING TO QUALIFICATIONS, PAY SCALES, SERVICE CONDITIONS, CAREER ADVANCEMENT SCHEMES (CAS) etc. FOR TEACHERS AND OTHER ACADEMIC STAFF OF TECHNICAL INSTITUTIONS (DEGREE/DIPLOMA)]

**F. No. 27/RIFD/Pay Scale/01/2013-14.**—In exercise of the powers conferred under sub-Section (i) of Section 23 read with Section 10 (i) and (v) of the All India Council for Technical Education Act, 1987 (52 of 1987), the All India Council for Technical Education makes the following Regulations:-

#### I. Short title, Applications and Commencement:

(a) These Regulations may be called All India Council for Technical Education (clarifications on certain issues/ anomalies pertaining to Qualifications, Pay Scales, Service Conditions, Career Advancement Schemes (CAS) etc. for Teachers and other Academic Staff of Technical Institutions (Degree/Diploma)),2016.

(b) These shall apply to technical institutions conducting technical educations and such other courses/ programs and area notified by the Council from time to time.

#### II. General

AICTE has received several representations seeking clarifications on certain issues arising out of implementation of AICTE Regulations No. 37-3/ Legal/AICTE/2010 dated 05<sup>th</sup> March 2010 on revised Pay Scales, Service Conditions and Qualifications for the Teachers and other Academic Staff in Technical Institutions (Degree & Diploma) Regulations, 2010 (here in after referred as AICTE Regulations, 2010) and No. 37-3/ Legal/AICTE/2012 dated 8th Nov. 2012 on Career Advancement Scheme for the Teachers and other Academic Staff in Technical Institutions (Degree & Diploma) Regulations, 2012 (here in after referred to as AICTE Regulations, 2012). Some of the issues raised from the AICTE previous Notifications have also been included.

#### Clarifications on certain issues/ anomalies pertaining to Qualifications, Pay Scales, Service conditions, Career Advancement Schemes (CAS) etc. for Teachers and Other Academic Staff of Technical Institutions (Degree/Diploma)

The clarifications on certain issues of teachers and equivalent positions are given below:

**A. ISSUES RELATED TO QUALIFICATION**

<b>Sl. No.</b>	<b>Issue</b>	<b>Clarification</b>
<b>1</b>	<p>Whether a person with under mentioned qualifications is eligible for CAS and/or for Appointment as a faculty in Degree and Diploma level Technical Institutions.</p> <p>(a) MCA/M.Sc in Mathematics/ Physics/ Electronics/ Computer Science and allied subjects with ME/M. Tech/Ph. D in Computer Science/ Information Technology to teach in Computer Science, IT &amp; Engg. Courses.</p> <p>(b) M. Sc. (Electronic Science) and M. E. (ET&amp;T) qualification.</p> <p>(c) Master of Science in Information Technology (M.Sc. IT) to teach in CSE program.</p>	<p>The Institutions should not consider these qualifications for direct recruitment for faculty position, at any level of post from the date of publication in Official Gazette (i.e. AICTE Regulations, 2010). However, existing incumbents recruited as a faculty with these basic minimum qualifications prior to the issue of AICTE Regulations, 2010 are to be considered for Career Advancement Scheme (CAS), subject to fulfilment of other eligibility criteria and higher qualification prescribed, if any, for various levels of posts.</p>
<b>2</b>	<p>Applicability of qualifications in the program of CSE and Technology for appointment to the post of Asst. Professor.</p>	<p>AICTE Regulations, 2010 have prescribed the minimum qualifications and eligibility conditions for the appointment of faculty in the program of Engineering and Technology including the program of CSE and Technology.</p>
<b>3</b>	<p>(a) Consideration of qualification of M. Pharm (Quality Assurance) for the candidate for eligibility to the post of Lecturer/Asst. Professor in Pharmacology.</p> <p>(b) Consideration of Inter – Disciplinary courses and teaching in Medicine and Technology for the eligibility.</p>	<p>The BoG of the concerned Institution on the recommendation of duly constituted Selection Committee and with the approval of their respective State/UT/ Central Government /University may take appropriate decision in accordance with AICTE Regulations, 2010. The same should be notified at the time of advertisement for the Posts.</p>
<b>4</b>	<p>Consideration on the under mentioned issues for the purpose of appointment on various teaching posts in Degree and Diploma Technical Institutions.</p> <p>(a) Relaxation on minimum passing qualification criteria for Differently Abled (Physical and visually) against backlog and regular vacancies.</p> <p>(b) Relaxation in minimum qualifying marks by 5% for SC/ST persons.</p> <p>(c) Applicability of reservation policy in self-financing Technical Institutions for SC/ST persons.</p>	<p>Rules relating to reservation for the respective category including relaxation in minimum qualification criteria of the concerned State/UT/Central Government as applicable from time to time would be applied.</p>
<b>5</b>	<p>Clarification in respect of Ph.D acquired from inter-disciplinary Centres/ Departments in relevant area for the appropriateness in relevant discipline in which faculty has acquired BE/ B. Tech. and ME/ M. Tech. Degree.</p>	<p>The BoG of the concerned Institute on the basis of the recommendations of properly constituted Selection Committee and with the approval of their State Technical Education Department/State/ UT/ Central Government/University may take appropriate decision.</p>
<b>6</b>	<p>Consideration to relax Ph.D qualification in HMCT Programme due to scarcity of Masters/ Ph.D degree personnel in HMCT.</p>	<p>It was decided that the same will be placed before the Board of Studies in HMCT for further decision in the matter.</p>
<b>7</b>	<p>Clarification regarding appropriateness and equivalency of higher qualifications (M. Tech / Ph. D)</p>	<p>To be dealt as per issue No. 5.</p>

	obtained in branches other than core branches of BE/B. Tech, for the purpose of CAS/Promotion and direct recruitment.	
8	Consideration of qualification B. Tech with Ph.D in appropriate technical discipline without completing M. Tech degree as an eligibility criterion for the appointment of faculty/Principal/ Director in Technical Institutions.	The qualification of Ph.D acquired for the various level of posts directly after B.E/B.Tech. is applicable in Technical Institutions, provided degree of Ph. D awarded is in relevant discipline by a University following the process of registration, course work and evaluation etc. as prescribed by UGC or has been awarded by the Institutes of national importance (i.e. IITs/IISc/ NITs etc.), duly recognized by the MHRD. Further, candidate should have obtained at least first class at Bachelor's level in Engineering /Technology.
9	Appropriateness of MS degree acquired from NIT, IIT and IISc Bangalore etc., for appointment as Asst. Professor in Engineering disciplines.	The MS degree shall be considered equivalent to ME/ M. Tech. for all purposes, provided MS degree has been acquired from the Institutes of national importance as recognised by MHRD and the basic degree should be BE/B. Tech. in relevant branch. MS degree awarded by an accredited foreign Universities/ Institutions shall be considered provided that the equivalency of MS degree has been approved by AIU.
10	Clarity required in faculty norms notified vide AICTE Regulations, 2010 (Diploma) for Humanities & Sciences program.	The qualifications laid down under faculty norms in AICTE Regulations, 2010 for the post of Lecturer be read as under: "Master's degree in appropriate subject of Humanities & Sciences with first class or equivalent at Bachelor's or Master's Level". Further, for their upward movement as a Lecturer (Selection Grade) under Career Advancement Scheme (CAS), Ph.D in relevant subject is an essential qualification.
11	Clarity required in faculty norms notified vide AICTE Regulations, 2010 (Degree) for HMCT discipline for the post of Assistant Professor.	The qualifications (laid down under faculty norms in AICTE Regulations, 2010) for the post of Assistant Professor in HMCT be read as under: Bachelor's or equivalent and Master's degree in HMCT with first class or equivalent grade, either at Bachelor's or Master's level.
12	Defining the qualification/ eligibility conditions for the post of Assistant Professor/ Associate Professor/ Professor in Humanities & Sciences (Degree).	The qualification/eligibility conditions for the post of Assistant Professor/ Associate Professor/ Professor in Humanities & Sciences are as in <b>Annexure -I</b> .
13	Defining the qualification/ eligibility condition for the post of HOD in Humanities & Sciences (Diploma).	The essential qualifications shall be same as for the post of Lecturer (Humanities & Sciences) along with Ph.D Degree in relevant subject and 10 years experience in Teaching/Research/Industry at the level of Lecturer or equivalent.
14	Framing Guidelines for Industrial experience (other than academic) at Degree & Diploma level Technical Education for appointment of faculty.	(i) Working experience in public sector undertaking is preferred. However private sector can also be considered provided the Industry has a successful continuous standing of at least 10 years. (ii) The experience can be considered only after production of certificate (experience) issued by competent authority. (iii) The area of operation of Industry shall be related to the relevant field of discipline.

		<p>(iv) The experience certificate shall include work profile, designation and duration of service.</p> <p>(v) 50% of the total service rendered in industries shall be considered as an equivalent to teaching experience provided total experience is at least 10 years and above.</p> <p>(vi) Qualifications shall be as prescribed in AICTE Regulations 2010.</p>
15	Framing guidelines for the faculty in Biotechnology and Bio - informatics courses.	The Pay Scale, Qualification and Service Conditions for the faculty of these courses shall be same as notified in AICTE Regulations, 2010 for various levels of posts in Engineering and Technology Programs.
16	<p>Recognition of Integrated/Dual Degrees programs for recruitment as faculty in Degree and Diploma level Technical Institutions. i.e.</p> <p>(a) B.E/B. Tech. – MBA Integrated program of five years duration.</p> <p>(b) B.E/B.Tech – M.E/M.Tech Dual Degree Program of five years duration.</p> <p>(c) Diploma - B.E/B. Tech Integrated Degree in Engg. and Technology of 6 years duration.</p>	Recognised integrated B.E/B.Tech. Degree, Integrated B.E./B.Tech.-MBA and Integrated B.E./B.Tech.-M.Tech., and Dual Degrees awarded shall be recognised for direct recruitment & promotion of faculty under CAS.
17	Clarification in respect of Ph.D qualification for the post of Asst. Professor/Professor, as laid down in AICTE notification 2000. Whether Ph.D shall be in appropriate branch of Engineering/ Technology.	The notification is self explanatory, on the recommendation of the duly constituted Institute Selection Committee in relevant subject, the BoG/ Department of Technical Education/ State/UT Government may decide keeping in view that Ph. D degree shall be in appropriate branch of Engineering/ Technology.

#### (B). ISSUES RELATED TO PAY REGULATIONS

Sl. No	Issue	Clarification
18	Removal of anomaly of basic pay of Professors recruited directly prior to 01-01-2006 in comparison to those who have recruited after 01-01-2006.	To remove the anomaly where senior Professor recruited directly prior to 01-01-2006, who are drawing less Pay in the revised Pay scale than his Junior who is recruited after 01-01-2006, the basic Pay of the senior Professor should be stepped up in accordance with CCS (RP) Rules 2008 to an amount equal to the Pay in the Pay Band as fixed for his Junior in that post. The stepping up should be done with effect from the date of joining of the Junior, taking overall seniority of the person in the Institute across all disciplines.
19	Disparity in Pay between the Senior and Junior faculty with similar qualification upgraded through CAS promotion in the year 2005 and 2006 respectively in Technical Institutions (Degree/ Diploma), due to one additional increment at the time of financial upgrading as per AICTE Regulations, 2010.	Stepping up of Pay shall be carried out in a manner similar to recommendations made in issue No. 18.
20	Anomaly between UGC and AICTE Regulations,	In order to have uniformity of Pay Scale, the

	2010 for the minimum Pay for the directly recruited Principals in Degree Colleges /Polytechnic.	<p>Committee recommends the following.</p> <p><b>Principal (Degree):</b> Posts of Principal in Degree level Technical Institutions shall be in the PB-4 (i.e. Rs. 37400-67000 ) with an AGP of Rs. 10000 plus a special allowance of Rs. 5000 per month and shall be fixed at a stage not below Rs. 43000. All in service Principals shall be appropriately fixed in the PB-4 with AGP of Rs. 10000.</p> <p><b>Principal (Diploma):</b> Posts of Principal in Diploma level Technical Institutions shall be in the PB-4 (i.e. Rs. 37400-67000) with an AGP of Rs. 10000 plus a special allowance of Rs. 2000 per month and shall be fixed at a stage not below Rs. 43000. All in service Principals shall be appropriately fixed in the PB-4 with AGP of Rs. 10000.</p>
21	<p>(a) Placement of directly recruited Assistant Professor in PB-4 appointed according to V<sup>th</sup> CPC recommendations, in pre-revised Pay Scale of Rs. 12000 -18300 between 01-01-2006 and the date of issue of AICTE Regulations, 2010.</p> <p>(b) Fixation of Pay Scale of Assistant Professor, who rendered their services in pre-revised Pay Scale of Rs. 12000-18300 for the period more than 03 years prior to 01-01-2006 in some of the Institute and recruited as Assistant Professor in some other Institute in the pre-revised Pay Scale of Rs. 12000-18300 before 01-01-2006 with Pay protection.</p>	The Pay of Assistant Professor recruited under the V <sup>th</sup> CPC recommendations is to be fixed as prescribed in Para a(ix)/(xii) page 21/22 of AICTE Regulations, 2010 (Degree).
22	Clarification is invited about the EDP Manager, being covered in Academic or Non academic staff.	EDP Manager is not an approved designation as per AICTE Regulations.
23	Whether a faculty of Humanities & Sciences with Master's Degree will be placed in AGP of Rs. 6000 (Diploma).	Lecturer in Humanities & Sciences with Master's Degree shall be placed in Pay Scale of Rs.15600-39100 with AGP of Rs. 5400 at entry level vide AICTE Regulations, 2010. However, those who have M. Phil/Ph. D degree in relevant discipline/subject shall be placed in PB-3 with Academic Grade Pay of Rs. 6000 at the time of joining as Lecturer.
24	Clarification invited to extend the clause 1a (xiv) of AICTE Regulations, 2010 (Diploma), for the Lecturer (Selection Grade), who have Ph. D qualification.	The Committee recommends that criteria of API for acquiring the Grade Pay of Rs. 10000 may be considered for all eligible candidates. Other conditions will be same as for the HOD and as defined in AICTE Regulations, 2012 (stage 5). However, AGP of Rs. 10000 of such eligible candidates shall be fixed from the date not before the publication of AICTE Regulations 2012 in Official Gazette.

**(C). RELATED TO INCENTIVE/NON COMPOUNDED ADVANCE INCREMENTS**

<b>Sl. No</b>	<b>Issue</b>	<b>Clarification</b>
<b>25</b>	Admissibility for Non-compounded advance increments/ Non -compounded increments for higher qualifications (Degree and Diploma Institutions) as a incentive for Ph. D /M. Tech and other higher qualifications.	<p>(i) There shall be no increments on completion of PDF/D.Sc fellowship programs.</p> <p>(ii) There shall be no advance increments for acquiring M. Tech./ M. Phil or Ph. D degree to those who are already working as a regular faculty with lower qualification and where such higher basic qualifications are/were essential for the post.</p> <p>(iii) Non - compounded advance increments (Three/Two/One) on acquiring Ph.D/M.Phil/M. Tech. and other equivalent qualifications, while in service, wherever applicable in AICTE Regulations, 2010 shall be granted in PB-3 (Rs. 15600-39100) only. The advance increments for those who acquired Ph.D/M.Phil/ M. Tech. and other equivalent qualifications, while in service are not allowed in the PB-4 (Rs. 37400-67000).</p> <p>(iv) Associate Professor who has completed Ph.D and other higher qualifications while in service/ or directly recruited will not be given any advance increment and their basic Pay will be fixed as per rule.</p> <p>(v) No advance increments are admissible to those who acquired M. E/M. Tech qualification prior to 01-01-2006, while in service.</p>
<b>26</b>	Whether, a faculty of Degree/ Diploma Technical Institutions is eligible for one additional increment at the time of up-gradation through CAS at each higher stage of AGP [Sub para (iii) under Para Increments] as per AICTE Regulations, 2010.	Yes, one additional increment to be given at the time of up-gradation through CAS in each higher stage of AGP in PB-3 & PB-4 irrespective of existing scheme of increment on promotion from lower Pay Scale to higher Pay Scale in V <sup>th</sup> CPC. However, there shall be no additional increment on movement from PB-3 to PB-4.
<b>27</b>	Effective date (i.e. retrospective/ prospective) of applicability of Ph. D in Relevant branch/ discipline for entitlement of three non-compounding increments. (Faculty who have enrolled/obtained Ph. D before the issue/ implementation of AICTE Regulations, 2010).	AICTE Regulations, 2010, sub Para (v) of Para under incentive for Ph. D /M. Tech and other higher qualification is applicable. These shall come into force with effect from the date of their publication in the Official Gazette.
<b>28</b>	Recognition of Ph.D degree for three non-compounding increments, if faculty has acquired Ph. D from IIT, IIM and IISC, NITs, BITS etc., which are recognized by the MHRD though neither approved nor recognized by the UGC/AICTE.	These Institutions are the Institutes of National importance. The Ph. D degree awarded by these Institutions are to be recognised for all purposes including grant non - compounding advance increments.

**(D). ISSUES RELATED TO CAREER ADVANCEMENT SCHEME (CAS)**

<b>Sl. No</b>	<b>Issue</b>	<b>Clarification</b>
<b>29</b>	Fixing of Pay of the Professor upgraded prior to 01.01.2006 under Career Advancement Scheme (CAS) at the minimum of basic Pay of Rs. 43,000 with AGP Rs.10000 w.e.f. 01.01.2006.	The fixing of Pay should be in accordance with the Pay fitment Table of 6 <sup>th</sup> CPC as on 01-01-2006 approved by MHRD.
<b>30</b>	Whether experience of Professors upgraded through CAS and those directly recruited will be considered at par for the purpose of Recruitment of Principal in the Engineering Colleges.	Yes and shall be from the date of eligibility.
<b>31</b>	Clarity required in AICTE Regulations, 2012 (Diploma) in Para 3.	Corrigendum is annexed in <b>Annexure II</b> .
<b>32</b>	(a) Anomaly between UGC and AICTE Regulations, 2010 for the fixing of Pay Scale of higher Grade Professor in the HAG Scale. (b) What would be composition of Selection Committee for the grant of HAG scale to higher Grade Professor?	(a) In order to have uniformity of Pay Scales, the Committee recommends "to upgrade the 10% of posts of Higher Grade Professors to HAG scale. Para [a(xv)] of AICTE Regulations, 2010 (Degree) be substituted with following:  Pay Band-4 (Rs. 37,400-67,000/-) with Academic Grade Pay of Rs. 12,000/- per month has been replaced by the new HAG scale of Rs. 67,000 (Annual Increment @3%)-79,000 with no Grade Pay. The AGP of Rs. 12,000/- per month does not exist anymore. Other conditions of eligibility to move in the above scale of Pay will remain unchanged.  (b) Composition of Selection Committee should be same as laid down for the post of Professor in AICTE Regulations, 2012 with all experts from HAG or Higher Scale of Pay. API and other minimum conditions of eligibility to move to the above scale of Pay will remain the same as laid down in AICTE Regulations, 2012 for the Post of Professor (stage 6).
<b>33</b>	(a) Procedure to verify the past service record for counting the service under CAS. (b) Consideration for stepping up of Pay of Senior faculty at par with Junior [who has been given benefit of the service, rendered in the private/Govt. Institutions for the purpose of CAS] in Govt. Institutions governed by CCS/FR & SR Rules. (c) Total period of past service rendered may be counted for the purpose of CAS to the faculty.	(a) Past service to be counted for CAS, subject to the endorsement of complete service record by the appropriate approving authority (i.e. University/State Department of Technical Education) in accordance with GOI Rules. Stepping up shall be in accordance with FR & SR Rules of GOI, as admissible. (b) Based on the recommendation of Selection Committee, the Central/State/ UT Govt. May decide as per their norms/terms and conditions at the time of appointment.
<b>34</b>	Effective date of implementation of Pay scale through CAS: i.e. from the date of completion of Ph.D or else, where such qualification is essential.	The effective date of implementation of CAS is from the date of acquiring essential qualification for the post subject to fulfilment of other eligibility conditions as laid down in AICTE Regulations/ Notifications issued from time to time.
<b>35</b>	Whether CAS guidelines issued in 2012 (Degree/Diploma) are in continuation of AICTE Regulations, 2010 and its applicability to the existing	AICTE Regulations, 2012 have been issued in continuation of AICTE Regulations, 2010. All conditions laid down shall be applicable to existing

	incumbents.	incumbent as well as for newly recruited teachers (as defined in AICTE Regulations, 2012), unless otherwise specified separately. This Regulation is applicable as per the proviso of Rule 1.3 of AICTE Regulations, 2012.
36	Whether State/ Central Govt. can modify the CAS guideline proposed in AICTE Regulations, 2012 (Diploma), according to work allocation/curriculum etc. of the Institute/faculty as the Ph. D /M. Tech Projects are not guided/carried out in Diploma level Technical Institutions.	No
37	Applicability of CAS guidelines to the post of HOD/Principal promoted departmentally as laid down in AICTE, Regulations, 2012 (Diploma).	Yes, guidelines notified in AICTE Regulations, 2012 are also applicable for the departmental promotion to the post of HOD/Principal, considering the merit of all eligible faculty members.
38	Consideration to relax API score (Degree/ Diploma) between 05 <sup>th</sup> Mar. 2010 and issue of AICTE Regulations, 2012 on 8 <sup>th</sup> Nov. 2012.	Relaxation in API score is applicable for the period of 03 years only (till date 7-11-2015) from the issue of AICTE Regulations 2012 in Official Gazette. Thereafter, API score shall be implemented.
39	Clarity required in AICTE Regulations, 2012 (Degree) in Para 3.8 (page 44) in r/o eligible education qualification of Assistant Professor (AGP 8000) to move into Pay Band of Rs.37400-67000 (AGP 9000) as Associate Professor under CAS.	As per Para 3.8 of AICTE Regulations, 2012 (Degree).
40	Consideration to review and issue of faculty norms for direct recruitment and CAS guidelines for non-Engineering Diploma programs in the discipline of Cosmetology & Health, Fashion Design, Garment Fabrication Technology, Interior Design, Library and Information Sciences, Beauty Culture, Modern Office Practices, Commercial Art and MLT.	This shall be as per <b>Annexure -III</b> .
41	Consideration to relax the educational qualifications to Librarians and PTIs, recruited prior to issue of AICTE Notifications (from 01-01-1996 to 15 -3-2000) for the purpose of CAS (Degree/ Diploma).	(a) For Diploma level Institutions: Librarians and PTIs who have been recruited between 01-01-1996 and 15-3-2000 in the Diploma level Institutions, with the existing recruitment rules to be considered for up-gradation under CAS in the next higher grade of Senior Scale only. However, for further upward movement under CAS, they are required to acquire minimum educational qualification in a manner similar to that as laid down in AICTE notification 2000 (Degree) and in subsequent Clarifications/Notifications.  (b) For Degree level Institutions: same as above.
42	Consideration to relax the educational qualifications of the Lecturers in Printing Technology recruited prior to issue of AICTE Regulations, 2010 for the purpose of CAS (Degree/ Diploma).	(a) For Diploma level Institutions: Lecturers in Printing Technology, who have been recruited between 01-01-1996 and 30-12-1999 in the Diploma institutions, with the existing recruitment rules to be considered for up-gradation under CAS in the next higher grade of Lecturer (Senior scale) only. However, for further



		upward movement under CAS, they are required to acquire minimum educational qualification as laid down in AICTE Diploma notification, 1999 and subsequent Clarifications/Notifications thereof.  (b) For Degree level Institutions: Similar as above.
43	Applicability of Master's degree as laid down in AICTE notification 1999, Para 8.3 Lecturer (Selection Grade) to Humanities & Sciences for up - gradation to Lecturer (Selection Grade).	The qualification prescribed in Para 8.3 of AICTE notification 1999 (Diploma) does not apply to the Humanities & Sciences for upward movement of Lecturer (Senior Scale) to Lecturer (Selection Grade) under CAS. M. Phil/Ph. D is essential qualification for upward movement to Lecturer (Selection Grade) in Humanities & Sciences.
44	(a) Applicability of Item No. 10 of the AICTE clarification issued vide F. No. FD/PSSC/Clarif./2003/1 dated 10-9-2003 for the purpose of counting past service for CAS, with respect to Para 9.2 (b) of AICTE notification dated 30-12-1999.  (b) Consideration to relax the qualifications prescribed in AICTE notification, 1989 (Diploma) for the purpose of counting past service under CAS.	(a) There is no relaxation provided in respect of Para 9.2(b) of AICTE notification dated 30-12-1999, for counting of past service under CAS. Para 9.2 (b) shall be read as it is.  (b) No relaxation is admissible.
45	Clarification invited regarding counting of service period rendered in pre - revised Pay Scale (Rs. 10000-15200) as a Lecturer (Senior Scale) prior to 1-1-2006 for the upward movement of Lecturer from AGP of Rs. 7000 to AGP of Rs. 8000 in Para a (ix) of Lecturer in polytechnic in the of AICTE Regulations, 2010.	The period specified in the AICTE Regulations, 2010 for upward movement of Lecturer from AGP of Rs. 7000 to AGP of Rs. 8000 shall be counted from the date of placement of Lecturer in the corresponding pre - revised Pay Scale.

**(E) MISCELLANEOUS ISSUES**

Sl. No	Issue	Clarification
46	Framing of guidelines for study leave.	The guidelines for study leave are appended as <b>Annexure -IV</b> .
47	(a) Consideration of change of designation of the Polytechnic Faculty at par with University polytechnic. This does not involve any financial implication.  (b) Consideration for eligibility of regular Principal of Govt. Polytechnic Institute for appointment to the post of Principal in degree level Technical Institutions.	The State/UT Govt. may consider this issue for change of nomenclature of designation without any financial implication.  Status quo to be maintained.
	(c) Consideration to give benefit of Pay at par with UGC norms to those faculty who have been appointed as Asst. Registrar/Deputy Registrar in the establishment from the cadre of approved teachers holding qualification as par with AICTE norms.	Status quo to be maintained.
48	Whether a faculty of Engineering & Technology with minimum 10 years relevant experience in teaching/research out of which 3 years is in the same grade Pay (i. e. Rs. 9000) at par with HOD is eligible for the post of Principal in Polytechnic.	Yes, provided the person also has an administrative experience of at least 3 years.

49	<p>(a) Requirement of defining Pay Scales and service conditions and CAS for the posts of Foreman Instructor in Degree/Diploma level Technical Institutions.</p> <p>(b) Framing of Recruitment rules, for Non-Teaching and other posts in Degree/Diploma level Institutions not covered in AICTE Regulations.</p>	The respective Central/ State/ UT Government may decide their Pay Scales, qualifications and service conditions as per respective Govt. rules.
50	Consideration to relax academic performance index (API) in ACR/ self appraisal performance report and counting of experience for promotion under CAS to those faculty deputed to AICTE, MHRD, UGC and for other organizations.	<p>API requirement of teachers appointed in Regulatory/ Advisory bodies &amp; Funding Agencies of State/ Central Govt. on deputation/ Lien/Foreign service shall be as follows:</p> <p>ACR/self appraisal performance report shall be taken as equivalent to API, provided the candidate has scored at least "Very Good" and above rating in the ACR.</p>
51	Applicability of Reader's allowance to the Visually Differently Abled Category faculty at par with UGC in Degree/Diploma level Technical Institutions.	Reader's allowance to the faculty with Visually Differently Abled Category shall be as per the UGC guidelines.
52	Consideration to count EOL period granted to accept invitation of teaching post, research cum teaching post or for the academic work of importance to be for the purpose of increment at par with UGC in AICTE approved Institutions.	Extra ordinary leave period granted to accept invitation of teaching post, research cum teaching post, fellowship, academic administrative post or any other work of similar nature/importance is to be counted for the purpose of notional increment and CAS.
53	Whether, Asst. Professor (Re-designated as Associate Professor w.e.f 1-1-2006), who are not able to complete the Ph. D in seven years from the date of Joining (Direct/ CAS) will be reverted back.	Such candidates will be required to complete Ph. D within 7 years from the date of Joining, failing which increments shall be stopped until Ph. D is earned.
54	Clarification cited on Inter se Seniority of the CAS promoted (Financial up gradation) faculty and directly recruited faculty.	As per the respective State/UT Govt. rules.
55	Consideration is invited to fix the pension of Principals of Engineering colleges in pre-revised (V <sup>th</sup> CPC) scales may be deemed to be Rs. 19400-22,400 with grade Pay of Rs. 12000 or alternatively with grade Pay of Rs. 10000 with administrative allowance Rs. 3000.	The concept of Grade Pay and Pay Band were not applicable in 5 <sup>th</sup> CPC.
56	Whether, faculty from the Humanities & Sciences to be considered eligible for the post of Principal/ Director of the Technical Institutions.	No.
57	Framing the Guidelines for CAS for the Cadres of Librarians/ Deputy Librarians/ Assistant Librarians and Director of Physical Education & Sports/Deputy Director of Physical Education & Sports / Assistant Director of Physical Education & Sports at Different Levels in Degree and Diploma Level Technical Institutions.	<p>Instructions on the API Scoring pattern for these posts have been clarified under Instructions for filing up Part B of the PBAS Proforma, Para III (iv) of AICTE Regulations, 2012.</p> <p>For these posts, Career Advancement Scheme, eligibility criteria including API, composition of Selection Committee shall be similar to that prescribed in the UGC Regulations, 2010 and applied in University.</p>
58	Consideration for minimum eligibility of 04 years to move from Lecturer (Sr. scale) to Lecturer (Selection Grade)/Asst. professor (from AGP of	The benefit of 4 years shall be extended to those teachers who have not been availed such relaxation during movement form Lecturer to Lecturer (Sr.

	7000 to 8000) to those who complete Ph. D during senior to Selection Grade in V <sup>th</sup> & VI <sup>th</sup> AICTE Notifications (Degree/Diploma).	scale)/ Asst. professor (from AGP of 6000 to 7000).
59	(a) Clarity is required in AGP of 5000 as mentioned in Para (a) vii) of AICTE Regulations 2010.  (b) Consideration to relax two one week each TEQIP sponsored programs for CAS.	(a) This is typographical error. AGP Rs. 5000 shall be read as AGP Rs. 5400.  (b) Two one week each AICTE/ UGC/ MHRD/DST/ State Govt. sponsored programs may also be considered as a alternative to TEQIP programs.
60	Higher qualification has been attached to the post of Lecturer (Selection Grade) vide AICTE Regulations, 2012 in comparison to those prescribed for the post of HOD under faculty norms in AICTE Regulations, 2010.  Clarity needed for the qualifications prescribed for the post of Head of Department in AICTE Regulations, 2010 (Diploma) for direct recruitment as well as through Departmental promotion.	Academic qualification for the post of HOD in Diploma Institutions shall not be lower than that prescribed for the post of Lecturer (Selection Grade).
61	Pay anomaly is created among faculty, while extending the provision regarding counting of past service rendered by the teachers for the purpose of CAS in States/UTs Government Institutions as laid down in AICTE Notifications/ Regulations. Consideration is required to remove anomaly/ irregularity created in States/UTs Government Institutions, where service conditions are regulated under CCS, FR&SR Rules.	As per the respective State/UT Govt. Rules.
62	To consider experience in "Educational administration" for the purpose of appointment of Principal/ Director in Technical Institutions [Faculty norms AICTE Regulations, 2010].	Yes
63	Clarity is cited in AICTE Regulations, 2012 (Diploma) in Table III (page 49): Lecturer (stage 4) to (Stage 5) sub-Para (ii) in column 4.	Sub-Para (ii) shall be read as:  A minimum of 03 publications since the period that the teacher is placed in stage 4.
64	Whether Ph. D is an essential qualification for the Post of Principal in Diploma Level Technical Institutions.	Yes
65	Whether, Central/ State Govt. norms could be extended (i.e. MACP/ACP) for career advancement to those faculty who do not have qualifications in accordance with AICTE norms in Diploma Level Technical Educations.	No
66	What shall be teaching load for faculty as per AICTE Regulations, 2010 on 6 <sup>th</sup> CPC in Degree/ Diploma Level Technical Institutions?	Workload of a teacher should not be less than 40 hours a week, of which teaching contact hours should be as follows:  <b>(a) Degree Level:</b> Asst. Professor -16 hrs/ week Associate Professor -12 hrs/ week Professor – 8 hrs/ week Director/Principal- 4 hrs/ week  <b>(b) Diploma Level:</b> Lecturers - 18 hrs/week Lecturers (Senior Scale) - 16 hrs/week Heads of Department / Lecturers (Selection Grade) -

		14 hrs/week Principal - 6 hrs/week
67	To consider AMIE along with M.E/M.Tech. degree acquired through contact mode (i.e. Regular/part time) for the appointment as a faculty in Technical Education.	Yes
68	Consideration for Pay Scales, qualifications, service conditions and CAS for the posts of Training and Placement officer in Degree/Diploma level Technical Institutions.	These are defined in <b>Annexure -V.</b>

Prof. AVINASH S PANT, Vice Chairman

[ADVT.-III/4/Exty./310]

**Annexure- I**

**QUALIFICATIONS FOR THE FACULTY IN HUMANITIES AND SCIENCES  
IN DEGREE LEVEL TECHNICAL INSTITUTIONS**

The qualifications for the faculty (Humanities & sciences) at various levels of posts in Degree level Technical Institutions are given below. Other terms and conditions are prescribed in AICTE Regulations No. 37-3/ Legal/AICTE/2010 dated 05<sup>th</sup> March 2010 and No. 37-3/ Legal/AICTE/2012 dated 8<sup>th</sup> Nov. 2012 for Degree level Technical Institutions which shall remain unchanged.

**A. ASSISTANT PROFESSOR:**

- i. Master's degree in relevant subject of Humanities & Sciences with first class or equivalent, at Bachelor's or Master's Level from any recognised Indian University.
- ii. Besides fulfilling the above qualification, the candidate must have cleared the National Eligibility Test (NET) conducted by the UGC, CSIR or similar test accredited by the UGC like SLET/SET.
- iii. Notwithstanding anything contained in sub-clauses (i) and (ii) to this clause; a candidate, who has a Ph.D Degree awarded before 2009, or has been awarded a Ph. D Degree after 2009 in accordance with the University Grants Commission (Minimum Standards and Procedure for Award of Ph.D Degree) Regulations, 2009, shall be exempted from the requirement of the minimum eligibility condition of NET/SLET/SET for recruitment and appointment as Assistant Professor in Technical Institutions.

**B. ASSOCIATE PROFESSOR**

- i. Qualification as above for the post of Asst. Professor and Ph. D degree in relevant subject.
- ii. A minimum of 6 years of experience in teaching or research at an academic/research position equivalent to that of Assistant Professor and minimum of 3 publications with good impact factor in International Journal of repute.
- iii. A minimum score as stipulated in the Academic Performance Indicator (API) based Performance Based on Appraisal System (PBAS), set out in AICTE Regulations 2012.

**C. PROFESSOR**

- i. Qualification as above for the post of Associate Professor.
- ii. A minimum of 10 years of teaching experience in University/college, and/or experience in research at the University/National level Institutions/ industries out of which 5 years should be at the level of Associate Professor including experience of guiding candidates for research at doctoral level.

**OR**

Minimum of 13 years of teaching experience in University/college, and/or experience in research at the University/National level Institutions/ industries.

- iii. Evidence of published work with a minimum of 4 publications with good impact factor in International Journal of repute.
- iv. A minimum score as stipulated in the Academic Performance Indicator (API) based on Performance Based Appraised System (PBAS), set out in this Regulation in AICTE Regulations 2012.

**Annexure –II****CORRIGENDUM IN AICTE REGULATIONS, 2012 (DIPLOMA) IN RESPECT OF PARA-3 AND  
TABLE II (A)**

<b>3.</b>	<b>Stage of Promotion Under Career Advancement Scheme of Incumbent and Newly Appointed Lecturer : Para- 3 of AICTE Regulations, 2012 (Diploma)</b>
3.1	Entry level Lecturer (stage 1) would be eligible for promotion under the career advancement scheme (CAS) through three successive stages (stage 2, stage 3 and stage 4), provided they are assessed to fulfil the eligibility and performance criteria as laid down in next clause.
3.2	In order to remedy the difficulties of collecting retrospective information and to facilitate the implementation of these Regulations from 5 <sup>th</sup> March, 2010 in the CAS promotion, the API based PBAS will be progressively and prospectively rolled out. Accordingly, the PBAS based on the API scores of categories I and II as mentioned in the tables of Appendix I is to be implemented for one year, initially based on the existing systems in Universities/ Colleges for one year only with the minimum annual scores as depicted in <b>Table II (A)</b> for Colleges teachers. This annualized API scores can then be compounded progressively as and when the teacher becomes eligible for CAS promotion to the next cadre. Thus, if a teacher is considered for CAS promotion in 2013, one year API scores for 2012-13 alone will be required for assessment. In case of a teacher being considered for CAS promotion in 2014, two year average of API scores for these categories will be required for assessment and so on leading progressively for the complete assessment period.
3.3	Incumbent and newly recruited Lecturer, possessing Ph. D. Degree in the relevant discipline shall be placed in the Pay Band of Rs. 15600-39100 with AGP of Rs. 6000 (stage 1) and eligible, for moving to the next higher grade of Rs.7000 (stage 2) as Lecturer (Senior Scale) after completion of four years service as Lecturer.
3.4	Incumbent and newly recruited Lecturer possessing M. Phil Degree or a Post-Graduate Degree in professional courses approved by the relevant statutory body shall be placed in the Pay Band of Rs. 15600-39100 with AGP of Rs. 6000 (stage 1) and eligible for moving to the next higher grade of Rs.7000 (stage 2) as Lecturer (Senior Scale) after completion of five years service as Lecturer.
3.5	Incumbent and newly recruited Lecturer with B.E. / B. Tech qualification in appropriate branch / discipline either entering the teaching profession newly or Lecturers already .in service in Polytechnic Institutions shall be designated as Lecturer and shall be placed in the Pay Band of Rs. 15600-39100 with AGP of Rs. 5400 and will move to AGP of Rs. 6000 on completion of Master's qualification in appropriate branch / discipline. Further, Incumbent and newly recruited Lecturer who do not have Ph.D. or a Master's degree in the relevant branch / discipline of a program shall be eligible for the AGP of Rs. 7,000 (stage-2) as Lecturer (Senior Scale) only after completion of 9 years service as Lecturer.
3.6	The upward movement from the entry level grade (stage 1) to the next higher grade of Rs.7000 (stage 2) as Lecturer (Senior Scale) for all Lecturers shall be subject to their satisfying the API based PBAS conditions laid down by the AICTE in these Regulations.
3.7	Lecturer ( Senior Scale) who has completed five years of service in the grade of Rs 7000 (stage 2) shall be eligible subject to meeting the API based PBAS requirements laid down by these Regulations, to move up to next higher grade of Rs 8000 (stage 3) as Lecturer (Selection Grade) in Pay Band of Rs. 15600-39100.
3.8	Lecturer (Selection Grade) completing three years of teaching in the grade of Rs.8000 (stage 3) shall be eligible subject to the qualifying conditions and the API based PBAS requirements prescribed by these Regulations, to move to the Pay Band of Rs.37400-67000 with next higher grade of Rs.9000 (stage 4) and to be re-designated as Lecturer (Selection Grade). However, those joining the Service after 5th March 2010 shall have also earned Ph. D in addition to above mentioned requirements to move to the stage 4 subject to following. (a) Satisfying the required credit points as per API based PBAS requirements as provided in Tables of Appendix 1 and (b) An assessment by a duly constituted Selection Committee as suggested for the direct recruitment of Head of Department.
3.9	Head of the Department (HOD)/Lecturer (Selection Grade), completing 3 years of service in the AGP of Rs. 9000 and possessing a Ph.D Degree in the relevant discipline shall be eligible, subject to other conditions of academic performance as laid down by the AICTE, shall be placed in Rs. 37400-67000 with AGP of Rs. 10000 (stage 5).

TABLE-II (A)

<b>MINIMUM APIs AS PROVIDED IN TABLE –I (Appendix -I)</b>					
<b>TO BE APPLIED FOR THE PROMOTION OF TEACHERS UNDER CAREER ADVANCEMENT SCHEME (CAS)IN COLLEGES, AND WEIGHTAGES FOR EXPERT ASSESSMENT</b>					
		Lecturer (Sr. Scale): (stage 1 AGP 5400/6000 to stage 2 AGP 7000)	Lecturer (Sel. Grade): (stage 2 AGP 7000 to stage 3 AGP 8000)	Lecturer (Sel. Grade): (stage 3 AGP 8000 to stage 4 AGP 9000)	Lecturer (Selection Grade)/HOD: (stage 4 AGP 9000 to stage 5, PB4, AGP 10000)
I	Teaching- learning Evaluation Relate Activities (Category I)	75/Year	75/Year	75/Year	75/Year
II	Co-Curricular Extension and Profession related activities (Category II)	15/Year	15/Year	15/Year	15/Year
III	Minimum total average annual Score under Categories I and II	100/Year	100/Year	100/Year	100/Year
IV	Research and Academic Contribution (Category III)	10/Year (40/Assessment Period)	20/Year (100/Assessment Period)	30/Year (90/Assessment Period)	40/Year (120/Assessment Period)
V	Expert Assessment System	Screening Committee	Screening Committee	Selection Committee	Selection Committee
	Percentage distribution of weightage points in the Expert Assessment (Total Weightage100 Minimum required for promotion is 50).	N Separate points Screening committee to verify API Scores	No separate points Screening committee to verify API scores	30% Contribution to Research, 50% Assessment of domain knowledge and teaching practices, 20% Interview performance.	50% Contribution to Research, 30% Assessment of domain knowledge and teaching practices, 20% Interview performance.

**Annexure- III****FACULTY NORMS (NON- ENGINEERING DIPLOMA PROGRAMS)****Minimum qualifications and Experience for Appointment in Teaching Post in Diploma Level Technical Institutions (Non- Engineering Three Years Diploma Programs)**

<b>Designation and Discipline</b>	<b>Qualification Recommended</b>
<b>LECTURERS</b>	
<b>Garment Technology</b> ❖ Costume Design & Dress making; ❖ Dress Making & Designing ; ❖ Garment Fabrication Technology; ❖ Dress Making & Garment Manufacturing; ❖ Computer aided costume Designing & Garment Manufacturing; ❖ Knitting Technology; ❖ Fashion Technology & Textile Design	Bachelor's Degree in textile technology/textile chemistry/ B.Des. in appropriate discipline with First class or equivalent. If a candidate has a Master's Degree, first class or equivalent is required at Bachelor's or Master's level in relevant discipline.  <b>OR</b>  First class M. Sc. in Fashion Technology/ Clothing/Garment Technology of a recognized University/Institution.
<b>Modern Office Management and Secretarial Practice</b> ❖ Commercial practice ❖ Commercial and Computer Practice ❖ Office Management Practice ❖ Secretarial Practice ❖ Office Management Automation ❖ Stenography & Secretarial Practice ❖ Accountancy	M.Com/ M. A. (Economics)/MBA/MMS with First Class or equivalent with two years experience in Field/ Industry/ Training.  <b>OR</b>  B. Com/ B. A. (Economics) and CA/CS/ICWA with First Class or equivalent.
<b>Library and Information Sciences</b>	Master's Degree in Library & Information Science with first class or equivalent from recognised University/ Institution.
<b>Applied Videography</b> ❖ Video Engineering ❖ Television Engineering ❖ Television & Video Engineering ❖ Cinematography ❖ Video Production ❖ Sound Engineering ❖ Film Technology ❖ Mass Media Technology	B.E/ B. Tech. in Electronics, with first class or equivalent. If a candidate has a M.E/ M. Tech. in Electronics, first class or equivalent is required at Bachelor's or Master's level.  <b>OR</b>  Master degree in Mass Communication or in appropriate subject with first class or equivalent from a recognised University/ Institution.
<b>Beauty culture and Cosmetology</b>	M. Sc. in cosmetology/ Beauty culture with first class or equivalent from a recognised University/Institution.  <b>OR</b>  MBBS degree with 55% or equivalent and Diploma in Skin/MD in Skin/DNB in Skin/ MS or DNB in surgery with experience in Burn and Plastic Surgery/ M. Ch. in burn and plastic surgery.
<b>Medical Laboratory Technology</b>	Master's Degree in Medical Laboratory Technology with first class or equivalent from a recognised University/Institution.  <b>OR</b>  MBBS degree with 55% marks or equivalent. Qualification as MD in Pathology/ Biochemistry/ Microbiology/ Laboratory Medicine is desirable.
<b>Fashion Designing</b>	B.E/B. Tech. in Textile Technology/ Textile Engg./ Textile Chem. with first class or equivalent. If a candidate has a M.E/ M. Tech. in relevant disciplines, first class or equivalent is required at Bachelor's or Master's level.  <b>OR</b>  First Class Bachelor's degree in Fashion Technology/ Apparel Production/Fashion Design/ Fashion & Apparel Engg. or B. Des. in Fashion Design / Leather Design/ Knit wear Design. If a candidate has a Master's Degree in relevant discipline, first class or equivalent is required at Bachelor's or Master's level.
<b>Interior Design/Decoration</b>	Bachelor's Degree in Interior Design/B. Arch./ B. Des. in relevant discipline with first class or equivalent.  If a candidate has a Master's Degree, first class or equivalent is required at Bachelor's or Master's level in relevant discipline.
<b>Commercial Art</b>	First class Master's Degree in Fine Art (Applied Art/ Design Art).

<b>HEAD OF DEPARTMENT</b>	
<b>Garment Technology</b>	i) Qualifications same as for the post of Lecturer along with Ph.D or equivalent in appropriate discipline / subject. ii) 8 years experience in Teaching/ Research/ Industry/Training at the level of lecturer or equivalent.
<b>Modern Office Management and Secretarial Practice</b>	i) Qualifications same as for the post of Lecturer along with Ph. D or equivalent in appropriate discipline. ii) 8 years experience in Teaching/ Research/ Industry/Training at the level of Lecturer or equivalent.
<b>Library and Information Sciences</b>	i) Qualifications same as for the post of Lecturer along with Ph.D or equivalent in Library & Information Science. ii) 8 years experience in Teaching/Research/ Industry/Training at the level of Lecturer or equivalent.
<b>Applied Videography</b>	i) Qualifications same as for the post of Lecturer along with Ph.D or equivalent in appropriate discipline. ii) 8 years experience in Teaching/ Research/ Industry/ Training at the level of Lecturer or equivalent.
<b>Beauty culture and Cosmetology</b>	i) Qualifications same as for the post of Lecturer along with Ph.D or equivalent degree in appropriate subject. <p style="text-align: center;"><b>OR</b></p> MBBS qualification with 55% marks and possesses the MD/MS/DNB in appropriate subject. Ph. D qualification is desirable. ii) 8 years experience in Teaching/ Research /Industry/Training at the level of Lecturer or equivalent.
<b>Medical Laboratory Technology</b>	i) Qualifications same as for the post of Lecturer along with Ph. D or equivalent in appropriate subject <p style="text-align: center;"><b>OR</b></p> MBBS qualification with 55% marks and possesses the MD/MS/DNB in appropriate subject. Ph. D qualification is desirable. ii) 8 years experience in Teaching/Research/ Industry/Training at the level of Lecturer or equivalent.
<b>Fashion Designing</b>	i) Qualifications same as for the post of Lecturer along with Ph. D or equivalent in appropriate discipline /subject. ii) 8 years experience in Teaching/Research/ Industry/Training at the level of Lecturer or equivalent.
<b>Interior Design/Decoration</b>	i) Qualifications same as for the post of Lecturer along with Ph. D or equivalent in appropriate discipline. ii) 8 years experience in Teaching/Research/ Industry/Training at the level of Lecturer or equivalent.
<b>Commercial Art</b>	i) Qualifications same as for the post of Lecturer along with Ph. D or equivalent in appropriate subject. ii) 8 years experience in Teaching/Research/ Industry/Training at the level of Lecturer or equivalent.



<b>General guidelines for fixing qualifications for teachers of Diploma level courses (Three years diploma programme)</b>	
1.	The qualifications prescribed above shall be applied for the purpose of CAS, promotion and direct recruitment. These shall be come into force from the date of publication in Official Gazette.
2.	The revised Pay Scales, Service Conditions, Career advancement scheme and other guidelines shall be as per AICTE Regulations 2010, dated 5 <sup>th</sup> March 2010 (Diploma) and AICTE Regulations, 2012 dated 8 <sup>th</sup> Nov. 2012 (Diploma) or any subsequent amendments / clarifications issued thereof, are applicable.
3.	Non-compounding advance increments are admissible to those who hold ME/ M.Tech./ M. Des/MD/MS/ Ph. D or equivalent higher qualification in appropriate discipline as laid down in AICTE Regulations, 2010 dated 5 <sup>th</sup> March 2010 (Diploma) and subsequent clarifications.
4.	The revised qualifications and experience will be required only for fresh appointees to the designated posts and will not be applicable for existing incumbents working on those positions. However, for further upward movement of the faculty under CAS/ promotion/ appointment they have to acquire higher qualification, if any prescribed for the post.
5.	For upward movement of Lecturer to Lecturer (Sr. Scale) or corresponding stage as prescribed in AICTE Regulations, 2012 dated 8 <sup>th</sup> Nov. 2012 under CAS, minimum qualifications shall be same as for the post of Lecturer in relevant discipline.
6.	For upward movement of Lecturer (Sr. Scale) to Lecturer (Selection Grade) or corresponding stage 4 & 5, minimum qualification shall be same as prescribed for the post of HOD in relevant discipline. Other guidelines are applicable as laid down in AICTE Regulations, 2012 dated 8 <sup>th</sup> Nov. 2012 or in any subsequent clarification thereof.
7.	For those AICTE approved non-Engineering diploma programs, which are not covered in this Regulations, State/UT Govt. may frame the guidelines for the requirement of minimum eligibility criteria in line with qualification prescribed as above, keeping in view that there shall be no dilution of qualification at any level of post, with the approval of AICTE.

**Annexure- IV****GUIDELINES FOR STUDY LEAVE FOR THE FACULTY IN AICTE APPROVED INSTITUTIONS**

Guidelines for grant of Study leave to Teachers and other academic staff entering into service without M. Tech./ Ph. D or other higher qualification in Degree/ Diploma level Technical Institutions are given below.

- (i) Study leave may be granted with Pay to the appointees such as Assistant Professor/Assistant Librarian/Assistant Director of Physical Education (Degree level) or in equivalent cadre (Diploma level), to pursue for study (M.E./M. Tech./ Ph. D) or research in the discipline directly related to his/her work.
- (ii) The number of years to be put in after entry should be a minimum of three years in regular service including the probation period, keeping in mind the availability of teachers in the discipline and the vacant positions.
- (iii) The paid period of study leave should be two/three years for Master/ Doctorial level respectively. Two years may be given in the first instance, extendable by one more year for Ph. D program, if there is satisfactory progress report by the Research Guide. Care should be taken to see that the regular academic work is not disturbed while granting study leave.

**Explanation:** in computing the length of service, the time during which a person was on probation or engaged as a research assistant may be reckoned provided:

- (a) The persons is a teacher on the date of the application;
- (b) He should have completed his probation period as specified in the concerned Institute statutes;

- (c) There is no break in service; and
- (d) The leave is requested for undertaking the M. Tech./Ph. D research work.
- (iv) Study leave shall be granted by the Institution on the recommendation of the concerned Head of the Department.
- (v) Study leave shall not be granted to a teacher who is due to retire within five years of the date on which he/she is expected to return to duty.
- (vi) Study leave may be granted not more than twice during one's career. The maximum study leave admissible during the entire service should not exceed five years.
- (vii) No teacher, who has been granted study leave, shall be permitted to alter substantially the course of study or the programme of research without the prior permission of the Executive Council/Syndicate/ State Technical Education Department. Any extension beyond the stipulated period shall be treated as leave without Pay.
- (viii) The amount of scholarship, fellowship or other financial assistance that a teacher is granted during the study leave by any other agency, shall not preclude his/her being granted study leave with Pay and allowances but the scholarship etc., so received shall be taken into account in determining the Pay and allowance on which the study leave may be granted. The foreign scholarship/fellowship would be set off against Pay only if the fellowship is above a specified amount, which shall be determined according to Government of India rules, from time to time applicable and based on the cost of living for a family in the country in which the study is to be undertaken. In the case of an Indian fellowship, which exceeds the salary of the teacher, the salary would be forfeited.
- (ix) Subject to the maximum period of absence from duty on leave not exceeding three years, study leave may be combined with earned leave, half-Pay leave, extraordinary leave or vacation, provided that the earned leave at the credit of the teacher shall be availed at the discretion of the teacher. A teacher, who is selected to a higher post during study leave, will be placed in that position and get the higher scale only after joining the post.
- (x) A teacher granted study leave shall on his/her return and re-joining the service of the Institute be eligible to the benefit(s) of the annual increment(s) which he/she would have earned in the course of time if he/she had not proceeded on study leave. No teacher shall however, be eligible to receive arrears of increments.
- (xi) Study leave shall count as service for pension/contributory provident fund purposes, provided the teacher joins back in the Institute on the expiry of his/her study leave.
- (xii) Study leave granted to a teacher shall be deemed to be cancelled in case it is not availed of within 12 months of its sanction.
- Provided that where study leave granted has been so cancelled, the teacher may apply again for such leave.
- (xiii) A teacher availing himself/herself of study leave shall undertake that he/she shall serve the Institute for a continuous period of at least three years to be calculated from the date of his/her resuming duty on expiry of the study leave.
- (xiv) After the leave has been sanctioned, the teacher shall execute a bond in favour of the Institute, binding himself/herself for the due fulfilment of the conditions laid down in sub-clauses above and given security of immovable property to the satisfaction of the Finance Officer/Treasurer or a fidelity bond of an insurance company or a guarantee by a scheduled bank or furnish security of two permanent teachers for the amount which might become refundable to the Institute in accordance with sub-clause (xiii) above.
- (xv) The teacher shall submit to the Head of the Institution, the progress report at a frequent interval of 6 months in his/her studies through his/her supervisor. This report shall reach the Head of the Institution of within one month of the expiry of every six months term of the study leave. If the report does not reach within the specified time, the payment of leave salary may be deferred till the receipt of such report.

**Annexure-V****QUALIFICATION, PAY SCALES AND SERVICE CONDITIONS OF TRAINING AND PLACEMENT OFFICERS (DEGREE)**

The need for placement and Training in a Degree Level Technical Institutions was recognized in the AICTE Norms and standards of the year 1990, to be adopted by State/UT Government in the respective States /UTs. Vide Para 10 (b) of Letter No. FD/PSSC/Clrif/2002/1 dated 03-01-2003 their Pay Scales etc. were left to be decided by said Governments taking local conditions into consideration. Considering the various representations received by various stakeholders and the importance of Training and Placement Officers (TPO) in the changed Scenario of developing of economy of the country, it has become imperative to bring them in the purview of AICTE to determine their service conditions. Accordingly, the following is proposed.

- (i) Person entering as Training and placement officers shall be of the cadre of a Professor and shall be recruited with designation as Professor (TPO). Essential Qualifications and experience required for the post shall be in line with Professor (Engineering and Technology) laid down in AICTE Regulations 2010 (Degree). Due waitage shall be given to a person from the reputed Industrial background with good managerial and communicational skill. Degree in management shall be a desirable qualification.
- (ii) Existing Training and Placement officers shall be re-designated as Professor (TPO)/ Associate Professor (TPO)/ Asst. Professor (TPO), as the case may be, provided all the requisite qualifications and relevant experience in line with faculty norms laid down in AICTE Regulations 2010 (Degree) and subsequent AICTE Clarifications/ Notifications issued thereof.
- (iii) Pay Scales of existing TPO shall be fixed in accordance of fitment table of 6<sup>th</sup> CPC with re-designation of post as may be applicable.
- (iv) Career Advancement scheme shall be equally applicable to them in line with that prescribed for the faculty subject to fulfilment of essential eligibility conditions as laid down in AICTE Regulations 2010 & 2012 and in subsequent Clarification/ Notifications issued thereof.

**Duties and responsibilities of Training and Placement officer:**

- (i) The post shall be treated as a non vocational post. The officer shall have a teaching work load of 4 hrs/week.
- (ii) TPO should maintain a good liaison with industry in and around the place of the campus.
- (iii) He should conduct an annual survey of job requirements in the Industries, research and service organizations.
- (iv) He should arrange for campus interviews/ job mela etc., in plant training and also arrange to get industries sponsored projects for both staff and final year students.
- (v) He should create data bank of experts in respective field from industries/research/service sectors and invite them to the Institute to deliver lectures for the benefit of students and staff members.
- (vi) He should also arrange training/field visits to students and staff members in industries/research/service sectors.
- (vii) He should also assist the students in getting apprentice training and suitable placement in industries/ research/service organizations. He shall also be responsible for preparing the students in facing group discussions, personal interviews and personality development etc.
- (viii) Training and placement officer should create a data bank of all alumni who are placed in reputed industries/research/service organizations.
- (ix) Any other related duty assigned by the Head of the institute from time to time.

Qualification, Pay Scales and Service Conditions of Training and Placement Officers (Diploma) similar to the above, may be considered, with appropriate changes where ever required by respective State/UT Government.

These rules will be effective from the date of notification in official Gazette.