



राष्ट्रीय प्रौद्योगिकी संस्थान दिल्ली
NATIONAL INSTITUTE OF TECHNOLOGY DELHI

(शिक्षा मंत्रालय, भारत सरकार के अधीन एक स्वायत्त संस्थान)
(A n autonomous Institute under the aegis of Ministry of Education (Shiksha Mantralaya), Govt. of India)
Plot No. FA7, Zone P1, GT Karnal Road, Delhi-110036, INDIA
दूरभाष/Tele: +9111-33861000, 1001, 1005 फ़ैक्स/ Fax: +9111-27787503,
वेबसाइट/Website: www.nitdelhi.ac.in

Advt.: 06/2023

Dated: 16/06/2023

Recruitment of Faculty Positions at the level of Assistant Professor (Grade-I) and Professor

Online applications are invited from Indian Nationals for filling up the faculty positions at the level of **Assistant Professor (Grade-I) and Professor** in various Departments of the Institute. For details and other information, please visit institute website www.nitdelhi.ac.in.

Online application process will start from 17-06-2023 and submission link will be disabled on 07-07-2023. The last date for receipt of hard copy of duly filled and signed application form along with all self-attested supporting documents is 14-07-2023 by 5.00 PM.

Registrar



राष्ट्रीय प्रौद्योगिकी संस्थान दिल्ली

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Advt. No: 06/2023

Recruitment for the Faculty Positions at the level of Assistant Professor (Grade-I) and Professor

1. National Institute of Technology Delhi is one among 31 NITs established by Government of India, a premier technical Institution of the country, offering several Undergraduate, Postgraduate and Doctoral Programmes in Engineering and Sciences, and also provides excellent ambience for academic research and co-curricular activities.

2. National Institute of Technology Delhi located on the GT Karnal Road and the UER II in the northern part of Delhi City is an Institute of National Importance that ranks among the top engineering institutes in India (NIRF 2016, 2022 and 2023). **The Institute has received a rank of 51 in the NIRF - 2023 (Engineering Category), demonstrating the success saga of the Institute in a very short span.** Spread over more than 50 acres with verdant greenery, the campus provides an inspiring and peaceful ambience to its residents.

3. Online applications are invited from Indian Nationals in the prescribed format for recruitment of faculty at the level of **Assistant Professor (Grade-I, Pay Level 12) and Professor (Pay Level 14A)** of the Institute against the advertisement (Advt. No. 06/2023) in the **Department of Computer Science and Engineering (CSE); and Department of Civil Engineering (CE)** as mentioned below in the in the Section **Details of Vacancies**. Detailed educational qualifications, experience and other criteria for selection shall be as per the Schedule "E" of the Statutes of NITs. (Ref. The Gazette of India Notification No. 651 dated July 24, 2017), the CEI (Reservation in Teachers' Cadre) Act, 2019 and clarifications received from MHRD vide F. No. 33-9/2011-TS.III dated 16th April, 2019 in the recruitment rules for faculty of NITs.

4. Interested candidates must apply **ONLINE** only through the Institute website <https://www.nitdelhi.ac.in>. Applications received through any other mode shall not be accepted and summarily rejected. Every completed online application shall be identified by a unique application reference number, which should be used for all future communication. **The ONLINE Portal for submitting the applications shall be opened from 17th June, 2023. The last date to apply ONLINE is 07th July, 2023.** The candidates are advised to download the same from Institute website after login and should send hard copy of the downloaded PDF of the filled application form along with the duly filled & signed Annexure's (A, B, C, D1 to D22 and the Check List), Self-attested copies of the relevant testimonials, Certificates, enclosures etc. by speed post/registered post/courier to:

"Registrar,

National Institute of Technology Delhi,

Plot No. FA7, Zone P1, GT Karnal Road, Delhi-110036, India"

on or before 14th July, 2023 till 5:00 PM.

5. DETAILS OF VACANCIES:

Sl. No.	Name of the Post	Pay Level (7th CPC)	Total No. of Posts	Reservation				
				UR	OBC	SC	ST	EWS
1	Professor (Department of CSE)	14A	01	01	-	-	-	-
2	Professor (Department of CE)	14A	01	-	01*	-	-	-
2	Assistant Professor (Grade-I) (Department of CSE)	12	01	-	-	-	01*	-

*Backlog Vacancies

Note I: The advertisement is governed by the four-tier flexible faculty recruitment rules, relevant instructions issued from MoE from time to time and the same issued till the date of interview will be applicable to this recruitment process.

Note II: The Institute reserves the right to increase/ decrease number of vacancies including those in the reserved categories without notification.

Note III: Any change in the AGP/ Pay Level in 7th CPC, is through direct recruitment via open advertisement only. Therefore, the term “promotion” used in RRs/Guidelines/MHRD communications should be read as “Appointment through Direct Recruitment” and others as notified by MoE, GoI from time to time.

6. ILLUSTRATIONS FOR CARRY FORWARD OF CREDIT POINTS:

Example: Assistant Professor to Associate Professor.

Minimum Required Credit Points: 50

- a. For a candidate having 20 Non-exhaustible Credit Points and 60 Exhaustible Credit Points, carried forward Credit Points will be $20 + (60 - 50) = 30$.
- b. For a candidate having 30 Non-exhaustible Credit Points and 40 Exhaustible Points, carried forward credit Points will be $30 + (40 - 50) = 30$.

Credit Points earned during the period from the last date of submission of application and date of joining, which was not considered in the selection process, shall be carried forward.

7. AREAS OF SPECIALIZATION:

Sl. No.	Name of the Post	Name of the Department	Specializations
1	Professor (01 UR), Assistant Professor (Grade-I) (01 ST)	Computer Science & Engineering (CSE)	Machine Learning, Database and Data Analytics, Big Data, Architecture and Embedded Systems, Computer Graphics, Wireless Sensor Networks and Distributed Systems, Security and Privacy, Cloud Computing, Data Science, Image Processing, Speech Processing, Robotics and Artificial Intelligence, Software Engineering, Algorithms and Complexity Theory, Natural Language processing, Theory of Computation, System Programming, Java Technologies, Object Oriented Programming, Network Programming, Game Theory and Pattern Recognition.
2	Professor (01 OBC)	Civil Engineering (CE)	Transportation Engineering, Surveying/Remote Sensing, Water Resources Engineering, Geotechnical Engineering.

8. QUALIFICATIONS AND OTHER TERMS & CONDITIONS:

8.1 The essential qualifications, essential requirements and cumulative essential credit points advertised herewith shall be governed by the Schedule 'E' of NITs Statutes (issued vide Gazette of India No. 651, dated July, 24 2017), link for the same is available on the Institute website (<http://www.nitdelhi.ac.in>).

- All New Entrants shall have Ph.D. in the relevant or equivalent discipline and shall have first class in preceding degrees. Here, 'preceding degrees' means Bachelor Degree onwards.

- All degrees acquired by the applicant should be from an Institute/University recognized by the UGC/AICTE/AIU/GOI.
- In case first class is not mentioned in the preceding degrees by the University/ Institution, then the candidates should have passed and secured at least 6.5 CGPA (on a 10-point scale) or 60% marks in aggregate.
- Conversion from CGPA to percentage or vice versa given by individual Institute/ University will not be considered/ allowed for determination of eligibility.
- In case the candidate has passed and secured CGPA under any other point scale (other than 10- point scale), then certificate issued by the authorized signatory (not the Mentor/Supervisor/Head of the Department) of the Institute/University to the effect of having secured first class in such degree must be attached. Alternately, the CGPA may be equivalently converted on 10-point scale for determination of eligibility.
- The above mentioned CGPA/ Percentage/ Degree should be awarded by a recognized University/ Institute.
- **The Candidates, who have acquired essential qualification (i.e. Ph.D.) and/or preceding degrees from abroad, shall be considered if the Institutions are in the QS Ranking up to 500 for last two consecutive years, for the post of various faculty positions.**
- **Candidates having Ph.D. directly after B.Tech./B.E. shall also be considered for the post, if they fulfill other criteria. They should have obtained First Class at Bachelor's Level.**

8.2 Working Experience: Working Experience from the institute of repute will only be considered as per oversight committee resolution (MHRD vide F.No.33-9/2011/TS.III dated 16th April 2019). **The period of experience rendered by a candidate on Regular Basis shall only be counted while calculating the valid experience for short-listing the candidates.** The period of experience rendered by a candidate on part-time basis/ daily wages/ Adhoc/ visiting/ Guest faculty/ Fixed Remuneration/ Contract Basis will not be considered. **The experience in applicable pay scales (from time to time) as per UGC/ AICTE/ Govt of India/ PSUs shall only be considered.**

The experience rendered by a candidate as Post Doctoral Fellow shall be considered as per guidelines issued as per oversight committee resolution (MHRD vide F.No.33-9/2011/TS.III dated 16th April 2019).

8.3 Requisite Documents before filling Application Form: Candidates need to go through following four documents along with this advertisement before starting filling application form,

- a. Ref. Gazette of India No.651, dated July, 24, 2017 from Ministry of HRD, Govt. of India, New Delhi vide their letter No.F.No.35-5/2017- TS.III dated 28th July, 2017).
- b. MHRD vide F.No.33-9/2011/TS.III dated 16th April 2019, as per oversight committee resolution.
- c. Amendment in Statues of NITs and IEST, Shibpur vide F. No. 35-5/2017-TS.III dated 27th October, 2020.
- d. Ministry of Education clarification on applicability of clause (5) of Note 1 referred in Schedule 'E' of the Statutes of NITs and IEST, Shibpur vide F.No. 20-2/2022-TS.III dated 27.04.2022.

8.4 Contribution to Institute/ Department Administration shall be recommended by concerned Head and approved by the Director. Contribution to the Departmental Administration shall be recommended by the concerned Head and approved by the Director. 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 (issued vide Gazette of India No. 651, dated July, 24 2017)].

8.5 Age Limit: Fresh appointment beyond the age of 60 years is discouraged except in the case of faculty with exceptionally brilliant research career and with on-going or approved externally funded research project.

8.6 In-breeding: To avoid in-breeding, candidates who have obtained their most recent degree (Ph.D.) from this Institute normally will not be considered for recruitment, except where there is a 3 years gap between award of Ph.D. degree (provisional or final, whichever is earlier) and the last date of submission of the application form under this advertisement.

In special cases, where the concerned department (at the time of shortlisting) 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 appointment will not serve as precedence.

8.7 The Selection Committees shall be constituted as per the Statute 23, Sub-Statute 5(a) of the First Statutes of the NITs issued in April 2009 and amended in July 2017. If any Amendment(s) is made in the Statutes till the interview, the same shall be applicable to the ongoing faculty recruitment vide this advertisement.

8.8 Period of Probation and Age of Superannuation: 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, wherever applicable. On completion of probation period the appointee, if confirmed, shall continue to hold his/her office subject to the provisions of the Act and the Statutes, till the end of the month in which he/she attains the prescribed superannuation age for teaching posts. The appointing authority shall have the power to extend the period of probation of any employee of the Institute for such periods as it may deem fit. The age of superannuation for various classes and categories of the employees of the Institute shall be as specified by the MoE, GOI.

8.9 The contractual appointment in the case of Assistant Professor Grade-II stands terminated at the end of tenure not exceeding five years.

8.10 Facilities extended to the regular faculty members of NIT Delhi: Besides the pay applicable for the post, admissible allowances like DA, HRA, etc., the Institute extends following facilities to its regular faculty members, which may change from time to time:

- Financial assistance for attending national/international conferences for presenting research papers; sponsored training in India and abroad, membership of professional societies etc., under the scheme of Cumulative Professional Development Allowance (CPDA).
- Medical Facilities to faculty and his/her dependent family members as per Institute norms.
- Reimbursement of tuition fees for children studying up to class XII as per Government of India norms.
- Transportation Allowances as per Government of India norms.
- LTC/ fresh appointee LTC as per Government of India norms.

8.11 As per the resolution of NIT Council to maintain the National character of NIT's, the Institute shall strive to fill fifty percent (50%) of the vacancies from outside the state.

9. GENERAL INSTRUCTIONS AND INFORMATION

9.1 Before filling the Application Form, the candidate must ensure his/ her eligibility for the post in respect of qualification and other requisite criteria. **Date of birth mentioned in Online Recruitment Application is final. No subsequent request for change of date of birth will be considered or granted.**

9.2 Candidates willing to apply for one or more posts are advised to apply online duly by uploading all certificates/self-attested documents with photograph and scanned signature on Institute Website at: **<http://www.nitdelhi.ac.in>** separately for each post advertised along with requisite fee. The last date to fill the online application is **07th July, 2023** (IST).

Applications which are not in the prescribed format, without relevant supporting documents (Qualification(s), Experience(s), Category Certificate, NOC etc.), Annexure's (A, B, C, D 1 to D 22, E, and Checklist) and fee shall be summarily rejected. No correspondence shall be entertained in this regard.

The candidates should also attach supporting documents in support to the experience rendered such as self-attested copies of offer of appointment/ appointment letters, experience certificates, and salary slips/ certificate at each level of experience/ Office order of pay-fixation etc.

The candidate must submit all the documentary evidences for the claimed credit points (as per Annexure D 1 to D 22, in accordance to guidelines thereof), failing which the credit points shall not be considered as per prevailing Recruitment Rules for the posts advertised. The candidate must fill and sign all the Annexure(s) (A, B, C, D1 to D22, E) as per the advertisement for the credits points to be considered. Any application received without the duly filled and signed Annexure(s) shall summarily be rejected. No correspondence shall be entertained in this regard.

9.3 Application Fee: A Non-refundable Processing Fee of Rs. 2,000/- for General, OBC and EWS category candidates, and Rs. 1,000/- for the SC/ST category candidates, should be paid online through the application portal by Net Banking/ Credit/ Debit Card as per the details given in the payment link. However, No Fees shall be paid by the Women candidates and PwD candidates.

The candidates applying from abroad should pay the fee of **USD 60 for General, OBC and EWS category candidates**, and **USD 30 for the SC/ST category candidates**, should be paid online through the application portal by Net Banking/Credit/Debit Card as per the details given in the payment link. However, **No Fees shall be paid by the Women candidates and PwD candidates.**

9.4 The Institute reserves the right to modify/defer or cancel full/part of the advertisement/recruitment at any stage of processing without assigning any reason.

9.5 Number and nature of posts shown above may change and vary at the time of selection/recruitment. Further, the Institute reserves the right not to fill any post(s).

9.6 The date for determining eligibility of candidates in every respect i.e. qualifications, experience and preferred age limit etc. shall be considered as on the closing date, i.e. the last date of the submission of online application form.

9.7 The essential qualification, essential requirements and cumulative essential credit points are the minimum criteria only for deciding the eligibility. This shall not ensure short-listings for presentation and/or Interview/ Selections. The ACoFAR reserves the right to decide the eligibility criteria. Institute/ Department will make attempt to set "short listing criteria" that can be easily implemented, Short listing criteria may include, among others, such conditions as, but not limited to:

- Specialization, including micro specialization
- Superior academic record-all through first class career or higher grades in UG and/or PG, higher than advertised criteria.
- Reputation of Institutions from where the candidate has obtained his degrees.
- Research publications in SCI/ SCIE/ SSCI indexed journals, IPR, etc.

9.8 The Institute reserves the right to restrict the number of candidates for interview to a reasonable limit, on the basis of qualifications, experience, credit points, etc; higher than those prescribed in this advertisement, and as per merit decided by the competent authority.

The Institute has the right to set higher norms than bare minimum and areas of specialization as listed in respective Departments while shortlisting, taking into account the specific requirements of the individual Departments. The short listing norms may not be uniform across the Departments of the Institute and shall be a binding on all the applicants. The decision of the Institute related to all matters pertaining to the recruitment shall be final and binding on the applicants.

9.9 Reservation policy will be as per Government of India norms. Instructions issued by MoE till the date of interview will be applicable.

9.10 The Institute reserves right to either follow selection criteria as per point 9.7 or may hold a written test based on the GATE Syllabus of the respective subject/discipline for shortlisting the candidates.

9.11 The shortlisted Candidates will have to appear for the written test and/or presentation and interview before the Selection Committee on the date and place which will be separately notified to the candidates. **No TA shall be paid in this regard. No request for change of date of Written Test/ Presentation/ Interview shall be entertained under any circumstances.**

9.12 All documents in original and valid photo ID proof (Passport/Voter-ID/PAN Card/Aadhar Card/any Government issued ID) along with a photocopy will have to be produced at the time of Written Test/ Presentation/ Interview. In case the candidate does not produce any ID proof mentioned above he/ she will not be allowed to attend the same.

9.13 Candidates belonging to SC/ST/OBC (Non-Creamy Layer)/EWS categories must attach self-attested photocopy of the certificate obtained from Competent Authorities not below the rank of Tehasildar or from a First Class Magistrate of the place of domicile of the candidates clearly authenticating the category to which they belong. Non-creamy layer OBC certificate/Income and Asset Certificate for EWS shall be obtained on or after **01/04/2023**. **Failing to produce a valid SC/ST/OBC (non-creamy layer)/EWS category certificate will lead to the rejection of the application.**

9.14 Persons serving in Govt./Semi Govt./PSUs/Universities/Educational Institutions should send their applications either THROUGH PROPER CHANNEL or should furnish a NO OBJECTION CERTIFICATE (NOC) from the Competent Authority at the time of interview. They can, however, send an advance copy of the application form. **However, in case a candidate does not produce NOC at the time of interview, he/she will not be permitted to appear in the Interview under any circumstances.**

9.15 The Selection Committee at its discretion may offer faculty position lower, than the post applied for.

9.16 All recruitment and pay-fixation shall be done by the Board of Governors (BoG) of the Institute only on the recommendations of duly constituted Selection Committees. The decision of the Appointing Authority shall be final and binding. **Higher starting pay may be offered to the deserving candidates on the recommendation of the Selection Committee upon approval of the Board of Governors.**

9.17 The appointment of selected candidates is subject to being found physically fit and sound in health for the services in the Institute which shall be examined through a medical examination by the medical Board/Senior Medical Officer/Medical Officer of the Institute as the case may be. The medical examination may be under taken before joining the post. They should be prepared to join duty with in the specified time limit.

9.18 The applicant will be responsible for the authenticity of submitted information, other documents and photograph. Furnishing of any false information and/or suppression/concealment of facts shall lead to rejection/cancellation of application/selection. In case,

9.19 No person, (i) who had entered into or contracted a marriage with a person having a spouse living; or (ii) who is having a spouse alive, has entered into or contracted a marriage with any person, shall be eligible for appointment to the said post.

9.20 No correspondence, whatsoever, will be entertained from the candidates regarding postal delays, conduct and result of interview and reasons for not being called for Presentation or personal interview, etc. Canvassing in any form will lead to disqualification for the post. **Only selected candidates will be informed through Speed Post/ email by the authority.**

9.21 The applicants are required to visit the Institute website regularly as any subsequent corrigendum/addendum etc. shall be published on the Institute website only.

9.22 Any legal dispute regarding the recruitment will fall under the jurisdiction of High Court of Delhi.

10. HOW TO APPLY:

10.1 Online application portal commences from **17th June, 2023**. Last date for filling and submission of online application is **07th July, 2023 (23:59:59 hrs)**.

10.2 The printout (hard copy) of the online application along with all requisite supporting documents and **Annexure(s)** including D1 to D22 must reach to the office of

**“Registrar,
National Institute of Technology Delhi,
Plot No. FA7, Zone P1, GT Karnal Road,
Delhi-110036, India”**

on or before **14th July, 2023 till 5:00 PM**.

The institute shall not be responsible for any type of delay under any circumstances including delay in postal transit.

10.3 Applications received after last date due to postal delay or any other reasons will not be considered in any case.

10.4 The envelope containing the application be superscribed as

“APPLICATION FOR THE POST OF IN THE DEPARTMENT”.

**Sd/-
Registrar**

Annexure – A

Details of Academic Qualifications

Sl. No.	Copy of certificates	Certificate copy attached (Strikeout whichever not required)	Certificates attached with Annexure A (No. is Sl. No.)	Page No.
1	Post Doctoral Fellowship Certificate (if Applicable)	Yes / No	A1	
2	Notification of PhD Degree	Yes / No	A2	
3	PhD Degree Certificate	Yes / No	A3	
4	PG Degree Certificate	Yes / No	A4	
5	PG Final Marksheet or Grade Card	Yes / No	A5	
6	UG Degree Certificate	Yes / No	A6	
7	UG Final Year Marksheet or Grade Card	Yes / No	A7	
8	10+2 Marksheet	Yes / No	A8	
9	10+2 Certificate	Yes / No	A9	
10	10 th Marksheet	Yes / No	A10	
11	10 th Certificate	Yes / No	A11	

Note: Candidate should attach self attested copy of above certificates after this content sheet of Annexure-A.

Signature of Candidate

Annexure – B

Details of Experience in Teaching

Sl. No.	Description	A Certificate attached with Annexure B (No. is Sl. No.)	Page No.
1		B1	
2		B2	
3		B3	
4		B4	
5		B5	
6		B6	
-		-	
-		-	

Note: Candidate should attach self attested copy of above certificates duly issued by competent authority after this content sheet of Annexure-B and assign page numbers like B1-1, B1-2..... B6-1 etc.

Signature of Candidate

Annexure – C

Details of Experience in Industry/ Research

Sl. No.	Description	A Certificate attached with Annexure C (No. is Sl. No.)	Page No.
1		C1	
2		C2	
3		C3	
4		C4	
5		C5	
6		C6	
-		-	
-		-	

Note: Candidate should attach self attested copy of above certificates after this content sheet of Annexure-C and assign page numbers like C1-1, C1-2..... C6-1 etc.

Signature of Candidate

Annexure – D

Summary of Credit Points
(Guidelines for calculation of credit points are available on the website)

Annexure No.	Activity	Credit Points Claimed	Enclosures (Proof)		Credit Points Awarded (To be filled by Institute)
			From	To	
D1	One external Sponsored Research and Development Projects completed or ongoing or Patent granted				
D2	Consultancy projects				
D3	Ph.D. completed (including thesis submitted cases)				
D4	Journal papers in Science Citation Index or Scopus (Paid Journals not allowed)				
D5	Conference paper indexed in Science Citation Index of Scopus or Web of science Conference or any internationally renowned conference				
D6	Head of the Department, Dean, Chief Warden, Professor Incharge (Training and placement), Advisor (Estate), Chief Vigilance Officer, PI (Exam), TEQIP (Coordinator)				
D7	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.				
D8	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				
D9	Departmental activities identified by Head of the Department like lab in charges, or department level committee for a minimum period of one year.				
D10	Workshop or Faculty Development program or short term courses of min 05 working days duration offered as coordinator or convener				

D11	For conducting national programs like Global Initiative of Academic Networks etc. as course coordinator Program of two weeks duration Program of one week duration				
D12	National or International conference organized as Chairman or Secretary				
D13	Length of service over and above the relevant minimum teaching experience required for a given cadre				
D14	Establishment of New Lab(s)				
D15	Theory Teaching of over and above 6 credit hrs. course				
D16	Post Graduate Dissertation guided				
D17	Under Graduate Projects				
D18	Text or Reference Books published on relevant subjects from reputed international publishers				
D19	Text or Reference book published on relevant subjects from reputed national publishers or book chapters in the books published by reputed international publishers				
D20	Significant outreach activities outside Institute				
D21	Fellow IEEE, FNA, FNAE, FNASc				
D22	Placement percentage (only for the placement cell officers or faculty In-charge of placement)				
Total Credit Points					

Note: 1) Candidate should attach self attested copy of above details after this content sheet of Sub Annexure and assign the page numbers.

2) Guidelines for calculation of credit points are available on the Website.

Signature of the Candidate

Annexure -D1

D1. A) Externally Sponsored R&D Project(s) as PI/Co-PI
[8 credit points per project (in case of more than one person in a project, the Principal Investigator gets 5 credit points and the rest to be divided equally among other members).
The candidate must submit proof such as sanction letter mentioning the Title, Amount, Duration and other details of the Sponsored Project from the funding agency.
The candidate may also submit a certificate from Director/ Dean/ Registrar of the Institute furnishing details as per the following format in support of the claimed points.]

Sl. No.	Title of R&D Project	Completed/ Ongoing	Duration		Funding Agency	Amount in lakhs	Role		Credit Points
			From	To			As PI or Co PI	Total No. of Co PIs for the project	
Total									

B) Patent(s) granted
[8 credit points per patent as inventor (in case of more than one person in a patent, the Principal Inventor gets 5 credit points and the rest to be divided equally among other members).
Only Indian/ USA Patents shall be considered.
The candidate must submit the patent grant letter in support of the patents granted.
The candidate may also submit a certificate from Director/ Dean/ Registrar of the Institute furnishing details as per the following format in support of the claimed points.]

Sl. No.	Name of Patent	Registration No.	Date of Award/ Application	Awarding Country	Co-Awardee(s), if any	Whether you are Main Awardee (Y/N)	Credit Points
Total							

Sl. No.	Total Credit Points in D1 (A)	Total Credit Points in D1 (B)	Total Credit Points [D1= D1(A) + D1(B)]

Signature of the Candidate

Annexure -D2

D2. Consultancy Project(s) as PI/Co-PI

[2 credit points @ Rs. 5 lakhs of consultancy, subject to maximum of 10 Credit points.

The candidate must submit the sanction letter of the consultancy project for the claimed consultancy projects stating the Title, Amount and other details of the consultancy project by the funding agency.

The candidate may also submit a certificate from Director/ Dean/ Registrar of the Institute furnishing details as per the following format in support of the claimed points.]

Sl. No.	Sponsoring Agency	Title of the Project	Duration		Consultancy Amount	Credit Points
			From	To		
Total (D2)						

Signature of the Candidate

Annexure -D3

D3. Details of Ph.D. Thesis supervised (awarded/ thesis submitted) as Sole Supervisor/1st Supervisor/Co-Supervisor).

[8 credit points per Ph.D. student (in case there are more than one supervisor, then the Guide (1st Supervisor) gets 5 credit points per student and the rest to be divided equally among other supervisor).

The candidate must submit proof of being Main/ Co-Supervisor for the PhD Thesis supervised.

The candidate may also submit a certificate as per the following format issued by the Director/Dean/Registrar of the Institute in support of the claimed points.]

Sl. No.	Name of Research Scholar	Title of Thesis	Status (Submitted /Awarded)	Date of Submission/ PhD award	Role		Credit Points
					As Main/ Co Supervisor	Total No. of Co Supervisor/s	
Total (D3)							

Signature of the Candidate

Annexure -D4

D4. Journal Papers (paid journals not allowed)

[4 point per paper.

First author or Main Supervisor will get 2 point and rest will be divided among others.

To claim points as Main Supervisor, the candidate must furnish proof of being Main Supervisor.

The candidate must submit the first page of the paper clearly stating the title of the journal, title of the paper, authors, Vol., issue, year etc. in support of the claimed points.]

i) Papers published/ accepted in SCI/ Scopus indexed journals

Sl. No.	Title of the Paper	Name of Journal Volume, pp., Year	Indexed in Scopus / SCI	Role		Credit Points
				As First Author/ Main Supervisor	Total No of Other Authors	
Total (D4)						

Signature of the Candidate

Annexure -D5

D5. Papers published/accepted in Conference Proceedings indexed in SCI/Scopus/Web of Science/or any internationally renowned conference.

[1 credit points per paper up to a maximum of 10 credit points since last promotion.

First author or Main Supervisor will get 0.6 and rest will be divided among the rest.

To claim points as Main Supervisor, the candidate must furnish proof of being Main Supervisor.

The candidate must submit the first page of paper clearly stating the title of the journal/conference proceeding, title of the paper, authors, Vol., issue, year etc. in support of the claimed points.

In case, paper is not published, the candidate may submit a certificate from the organizers giving details as per the following format below.]

Sl. No.	Title of the Paper	Name of Conference, Volume, pp., Year	Indexed in Scopus / SCI/ WoS/ other renowned conference Y/N	Role		Credit Points
				As First Author/Main supervisor / Other	Total No. of other Authors	
Total (D5)						

Signature of the Candidate

Annexure -D6

D6. HoD, Dean, Chief Warden, Prof In-Charge (T&P), Advisor (Estate), CVO, PI (Exam), TEQIP Coordinator.

[2 points per semester up to a max of 16 credits points since the last promotion.

The candidate must submit proof of administrative positions mentioned herewith stating the duration clearly in support of the claimed points.

The candidate may also submit the certificate in the following format issued as per Point 8.4 of this advertisement.]

Sl. No.	Position held	No. of Semesters	Duration		Credit Points
			From	To	
Total (D6)					

Signature of the Candidate

Annexure -D7

D7. Warden, Asst. Warden, Asso. Dean, Chairman/Convener Institute Academic Committee, Faculty In-Charge Computer Centre/IT Services/ Library / Admission / Student Activities and other Institutional activities.

[1 credit point per semester up to a maximum of 8 credits points since the last promotion.

The candidate must submit proof of administrative positions mentioned herewith stating the duration clearly in support of the claimed points.

The candidate may also submit the certificate in the following format issued as per Point 8.4 of this advertisement.]

Sl. No.	Position held	No. of Semesters	Duration		Credit Points
			From	To	
Total (D7)					

Signature of the Candidate

Annexure -D8

D8. Chairman and Convener of different standing committee and special committees (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 credits points since the last promotion.

The candidate must submit proof of administrative positions mentioned herewith stating the duration clearly in support of the claimed points.

The candidate may also submit the certificate in the following format issued as per Point 8.4 of this advertisement.]

Sl. No.	Position held	No. of Years	Duration		Credit Points
			From	To	
Total (D8)					

Signature of the Candidate

Annexure -D9

D9. Departmental activities identified by HoDs like lab in charge, or department level committee for a minimum period of 1 year.

[0.5 credit point per Semester up to a maximum of 3 credits points since the last promotion.

The candidate must submit proof of administrative positions mentioned herewith stating the duration clearly in support of the claimed points.

The candidate may also submit the certificate in the following format issued as per Point 8.4 of this advertisement.]

Sl. No.	Position held	No. of Years	Duration		Credit Points
			From	To	
Total (D9)					

Signature of the Candidate

Annexure -D10

D10. Workshop/FDP/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 promotion.

The candidate must submit proof herewith in support of the claimed points.

The candidate may also submit the certificate in the following format issued by the Director/Dean/Registrar of the Institute in support of the claimed points.]

Sl. No.	Event Name / Title	Duration		Number of days	Credit Points
		From	To		
Total (D10)					

Signature of the Candidate

Annexure -D11

D11. For conducting National Programs like GIAN etc. as course coordinator.

[Program of two weeks duration: 2 credit points per course up to a maximum of 4 credit points since the last promotion.

Program of one week duration: 1 credit point per course up to a maximum of 2 credit points since the last promotion.

The candidate must submit proof herewith in support of the claimed points.

The candidate may also submit the certificate in the following format issued by the Director/Dean/Registrar of the Institute in support of the claimed points.]

Sl. No.	Title of Course	Duration		Number of days	Credit Points
		From	To		
Total (D11)					

Signature of the Candidate

Annexure -D12

D12. National/International Conferences organized as Chairman/Secretary.

[3 credit points per program up to a maximum of 6 credits points since the last promotion.

The candidate must submit proof herewith in support of the claimed points.

The candidate may also submit the certificate in the following format issued by the Director/Dean/Registrar of the Institute in support of the claimed points.]

Sl. No.	Title of the Conference (National/ International)	Duration		Post held (Chairman /Secretary)	Credit Points
		From	To		
Total (D12)					

Signature of the Candidate

Annexure -D13

D13. Length of service over and above the relevant minimum teaching experience required for a given cadre.

[2 credit points per semester with a maximum of 10 credit points since the last promotion.

The candidate must submit proof herewith in support of the claimed points.

The candidate may also submit the certificate in the following format issued by the Director/Registrar of the Institute in support of the claimed points.]

Sl. No.	Designation	Organization	Duration		Number of Semesters	Credit Points
			From	To		
Total (D13)						

Signature of the Candidate

Annexure -D14

D14. Establishment of New Lab

[Max. 4 credit points since the last promotion.

Only externally funded Research Laboratory/ Centre of Excellence (CoE)/ Innovation Centre/ Start-ups shall be considered.

The candidate must submit proof herewith in support of the claimed points.

The candidate may also submit the certificate in the following format issued by the Director/Dean of the Institute in support of the claimed points.]

Sl. No.	Name(s) of lab	Organization	Department	Year of Establishment	Credit Points
Total (D14)					

Signature of the Candidate

Annexure -D15

D15. 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.

The candidate must submit proof herewith in support of the claimed points.

The candidate may also submit the certificate in the following format issued by the Director/Dean/HoD of the Institute in support of the claimed points.]

Sl. No.	Academic Year	Semester	Teaching load hrs/week Theory only	Extra load = Teaching Load – (6 * No of Semesters)	Credit Points	
1		Odd				
		Even				
2		Odd				
		Even				
Total Teaching load						

Signature of the Candidate

Annexure -D16

D16. Post Graduate Dissertation Guided.

[0.5 credit point per project up to a maximum of 10 points since the last promotion.

The candidate must submit proof herewith in support of the claimed points.

The candidate may also submit the certificate in the following format issued by the Director/Dean/HoD of the Institute in support of the claimed points.]

Sl. No.	Title of Dissertation / Project	Year	Student Name	Credit Points
Total (D16)				

Signature of the Candidate

Annexure -D17

D17. Under Graduate Dissertation/Projects.

[0.25 credit point per project up to a maximum of 4 points since the last promotion.

The candidate must submit proof herewith in support of the claimed points.

The candidate may also submit the certificate in the following format issued by the Director/Dean/HoD of the Institute in support of the claimed points.]

Sl. No.	Title of Dissertation / Project	Year	Student Name	Credit Points
Total (D17)				

Signature of the Candidate

Annexure -D18

D18. Text/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.
The candidate must submit proof herewith in support of the claimed points..]

Sl. No.	Author(s)	Year of Publication	Title of the book	ISBN/ ISSN No.	Publisher	Credit Points
Total (D18)						

Signature of the Candidate

Annexure -D19

D19. Text/Reference Books Published on relevant subjects from reputed national publishers or book chapters in the book published by reputed international publishers.
[2 credit points per unit up to a maximum of 6 points since the last promotion.
The candidate must submit proof herewith in support of the claimed points.]

Sl. No.	Author(s)	Year of Publication	Title of the book	Title of the Chapter	ISBN/ ISSN No.	National/ International	Publisher	Credit Points
Total (D19)								

Signature of the Candidate

Annexure -D20

D20. Significant Outreach Activities.

[1 credit point per activity up to a maximum of 4 credit points since the last promotion.

The candidate must submit proof herewith in support of the claimed points.

The candidate may also submit the certificate in the following format issued by the Director/Dean/Registrar of the Institute in support of the claimed points.]

Sl. No.	Details of Activity	Duration		Credit Points
		From	To	
Total (D20)				

Signature of the Candidate

Annexure -D21

D21. Fellow IEEE, FNA, FNAE, FNASc.

[Maximum 10 credit points.

The candidate must submit proof herewith in support of the claimed points.]

Sl. No.	Academic / Professional Body	Membership ID	Credit Points
Total (21)			

Signature of the Candidate

Annexure -D22

D22. Placement % (Only for the placement cell officers/ Faculty in-charge of Placement).

Above 85%: 4 credit points per year up to a maximum of 20 points since the last promotion.

75%-84%: 2 credit points per year up to a maximum of 10 points since the last promotion.

(Placement % to be based on total number of students passing out and single job offer)

The candidate must submit proof herewith in support of the claimed points.

The candidate may also submit the certificate in the following format issued as per Point 8.4 of this advertisement.]

Sl. No.	Position held	Year	Placement % age	Credit Points
Total (D22)				

Signature of the Candidate

Annexure – E

**CERTIFICATE FROM THE PRESENT EMPLOYER, IF APPLICABLE
(To be issued on the Institute Letter Head, where the candidate is serving presently)**

The application of Prof. / Dr.....who is presently working as.....in this organization, in the Department/ Section.....of.....for the post ofat National Institute of Technology Delhi is forwarded and recommended for consideration.

In case he/she is selected for employment at National Institute of Technology, Delhi, he/ she will be relieved from his/ her present position on.....notice.

Place:
Date:

(Signature and stamp of the Head of the organization)

Check List

Sl. No.	Document Description	Yes/No/Not Applicable	Page Numbers	Number of Pages
1.	Completed Hard Copy of Signed Application Form with pasted photograph			
2.	Educational Qualifications as Annexure A			
3.	Teaching Experience as Annexure B			
4.	Experience in Industries/Research: as Annexure C			
5.	Annexure D Credit Point Calculation Supporting Documents			
6.	Annexure E NOC from Present Employer			
7.	Annexure F Govt. identity proof (Election I-Card/ UID Aadhar Card/ PAN etc.),			
8.	Annexure G Caste/Category Certificate/ EWS Certificate			
9.	Annexure H PwD Certificate			
10.	Check List Itself			
Total Number of Pages are:				

Signature of Candidate



सत्यमेव जयते

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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**FIRST STATUTES
OF N.I.T's**

MINISTRY OF HUMAN RESOURCE DEVELOPMENT
(Department of Higher Education)

NOTIFICATION

New Delhi, the 23rd April, 2009

G.S.R. 280 (E).-In exercise of powers conferred by sub-section (1) of section 26 of the National Institutes of Technology Act, 2007, (29 of 2007) the Central Government, with the prior approval of the Visitor, hereby frames the following First Statutes for all National Institutes of Technology, namely:-

1. SHORT TITLE, EXTENT AND COMMENCEMENT

- (1) These Statutes may be called The First Statutes of the National Institutes of Technology.
- (2) They shall apply to all National Institutes of Technology
- (3) They shall come into force on the date of their publication in the Official Gazette.

2. DEFINITIONS

- (1) In these First Statutes, unless the context otherwise requires,-
 - (a) "Act" means the National Institutes of Technology Act, 2007;
 - (b) "Authorities", "Officers" and "Faculty Members" in relation to an Institute mean, respectively, the authorities, officers and faculty members of the Institute;
 - (c) "Building and Works Committee" means the Building and Works Committee of the Institute constituted under First Statute No. 12.
 - (d) "Centre" in relation to an Institute means an academic unit of the Institute engaged in academic activities (like teaching, research, etc.) generally of an interdisciplinary nature;
 - (e) "Department" in relation to an Institute means an academic unit of the Institute engaged in academic activities (like teaching, research, etc.) generally relating to a particular discipline or area;

- f) "Finance Committee" means the Finance Committee of the Institute constituted under First Statute No. 10;
 - (g) "Head of a Department or Centre", by whatever name called, means the person appointed to head the Department or Centre, as the case may be, under First Statute No. 20;
 - (h) "Programme" means an academic programme of the Institute;
 - (i) "Rules" means the rules made under Chapter-III of the Act;
 - (j) "Schedule" means Schedule annexed to these Statutes.
- (2) Words and expressions used herein and not defined but defined in the Act, shall have the meanings respectively assigned to them in the Act.

3. AUTHORITIES

The following shall be the authorities of the Institute, namely:-

- (i) the Board of Governors as constituted under Section 11 of the Act;
- (ii) the Senate as constituted under section 14 of the Act;
- (iii) the Finance Committee, as constituted under First Statute 10; and
- (iv) the Building and Works Committee as constituted under First Statute No. 12.

4. BOARD OF GOVERNORS AND MEETINGS THEREOF

- (1) The bodies entitled to nominate or elect representatives of the Board shall be invited by the Registrar to do so within a period not exceeding eight weeks from the date on which such invitations are issued by him.
- (2) Casual vacancies on the Board shall be filled up by following the procedure specified under sub-statute (1).
- (3) The Board shall ordinarily meet four times during a calendar year.
- (4) Meetings of the Board shall be convened by the Chairperson either on his own motion or at the request of the Director or on a requisition signed by not less than four members of the Board.

- (5) Six members shall form a quorum for a meeting of the Board:
Provided that if a meeting is adjourned for want of quorum, it shall be held on the same day in the next week at the same time and place or on such other day, time and place, as the Chairperson may determine, and if at such a meeting, a quorum is not present within half-an-hour from the scheduled time for holding a meeting, the members present shall form the quorum.
- (6) All questions considered at the meetings of the Board shall be decided by a majority of the votes of the members present including the Chairperson and if the votes be equally divided, the Chairperson shall have a casting vote.
- (7) The Chairperson, if present, shall preside over every meeting of the Board:
Provided that in the absence of the Chairperson, the members present shall elect a member from amongst themselves to preside at the meeting.
- (8) A written notice of every meeting shall be sent by the Registrar to every member at least fifteen days before the date of the meeting mentioning therein the place, date and time of the meeting:
Provided that the Chairperson may call a special meeting of the Board at short notice to consider urgent issues.
- (9) The notice may be delivered either by hand or sent by registered post or E mail or Fax, at the address of each member as recorded in the office of the Board and if so sent, shall be deemed to be duly delivered at the time at which notice would be delivered in the ordinary course of post.
- (10) Agenda shall be circulated by the Registrar to all members at least ten days before the meeting.
- (11) Notices of motions for inclusion of any item on the agenda must reach the Registrar at least one week before the meeting:
Provided that the Chairperson may, permit inclusion of any item for which due notice has not been received.

- (12) The ruling of the Chairperson with regard to all questions of procedure shall be final.
- (13) The minutes of the proceedings of a meeting of the Board shall be drawn up by the Registrar and circulated to all members of the Board present in India and the same along with any amendment suggested shall be placed before the Board in its next meeting for confirmation and after the minutes are confirmed and signed by the Chairperson, they shall be recorded in the minute book.
- (14) The minute book shall be kept open for inspection of the members of the Board and the Council at all times during office hours.
- (15) If a member of the Board fails to attend three consecutive meetings without leave of absence from the Board, he shall cease to be a member of the Board.
- (16) No matter concerned with finance shall be placed before the Board unless the same has been considered by the Finance Committee.
- (17) No matter which should be first considered by the Building and Works Committee shall be placed before the Board unless the same has been considered by the Building and works Committee after obtaining the administrative approval of the Board.

5. POWERS OF THE BOARD

In addition to the powers provided under sub-section (1) of section 13 of the Act, the Board shall be empowered:-

- (i) to abolish, re-designate or change the nomenclature of any post in the institute;
- (ii) to make, modify or cancel the statutes with the approval of the visitor from time to time:

Provided that the new Statute, additions or amendments of existing Statutes shall be applicable only after the assent of the visitor; and

- (iii) to make, modify and cancel all or any ordinances on recommendation of the Finance Committee or Senate of the institute subject to the condition that making, modification and cancellation shall not be in contravention of the Act and (or) Statutes.

6. AUTHENTICATION OF ORDERS OF THE BOARD

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

7. SENATE

- (1) The Senate shall meet as often as necessary but ordinarily not less than four times during a calender year.
- (2) Meetings of the Senate shall be convened by the Chairman of the Senate either on his own motion or on a requisition signed by not less than one fifth of the members of the Senate.
- (3) Requisition meeting shall be a special meeting to discuss only those items of agenda for which requisition is given and shall necessarily be chaired by the Director and the requisition meeting shall be convened by the Chairman of the Senate on convenient date and time.
- (4) One third of the total number of members of the Senate shall form a quorum for a meeting of the Senate.
- (5) The Director shall preside over every meeting of the Senate:
Provided that in absence of the Director, Deputy Director shall preside and in the absence of both the Director and the Deputy Director, the senior most professor present shall preside at the meeting.
- (6) A written notice of every meeting together with the agenda shall be circulated by the Registrar to the members of the Senate at least a week before the meeting:

Provided that the Chairman of the Senate may permit inclusion of any item for which due notice has not been given.

- (7) Notwithstanding the provisions of sub-stature (6) the Director may call an emergency meeting of the Senate at short notice to consider urgent special issues.
- (8) The ruling of the Chairman of the Senate with regard to all questions of procedure shall be final.
- (9) The minutes of the proceedings of a meeting of the Senate shall be drawn up by the Registrar in consultation with Dean Academics and circulated to all the members of senate present in India.

Provided that any such minutes shall not be circulated if the Senate considers such circulation prejudicial to the interests of the Institute or the Government of India.

- (10) The minutes, along with amendments, if any, suggested shall be placed for confirmation at the next meeting of the Senate and after the minutes are confirmed and signed by the Chairman of the Senate, they shall be recorded in a minute book which shall be kept open for inspection of the members of the Senate, the Board and the Council at all times during office hours.

8. POWERS OF THE SENATE

Subject to the provisions of the Act, the Senate shall have the power to:-

- (i) frame and revise curricula and syllabi for the courses of studies for the various Departments and Centres;
- (ii) make arrangements for the conduct of examinations; appointment of examiners, moderators, tabulators and other matters relating to the examinations;
- (iii) declare the results of the examinations or to appoint Committees or Officers to do so and to make recommendations to the Board regarding conferment or grant of degrees, diplomas and other academic distinctions or titles;
- (iv) appoint Advisory Committees or Expert Committees or both for the Departments or Centres of the institute to make recommendations on academic matters connected with the working of the Departments or Centres;

- (v) appoint Committees from amongst the members of the Senate, other teachers of the Institute and experts from outside to advise on such specific and important academic matters as may be referred to any such Committee by the Senate;
- (vi) consider the recommendations of the Advisory Committees attached to various Departments or Centres and that of Expert and other Committees and take such action (including the making of recommendations to the Board) as warranted by each case;
- (vii) make periodical review of the activities of the Departments or Centres and take appropriate action (including the making of recommendations to the Board);
- (viii) supervise the working of the Library of the Institute;
- (ix) promote research and academic development or activity within the Institute and seek reports on such research or academic development or activity from the persons engaged therein;
- (x) provide for the inspection of the class rooms, Laboratories, Library and the Residential Hostels;
- (xi) plan co-curricular activities of the students of the Institute.
- (xii) award stipends, scholarships, medals and prizes and make other awards in accordance with such conditions as may be attached to the awards;
- (xiii) make recommendations to the Board with regard to the creation or restructuring of Departments or Programmes or Centres and the abolition of existing Departments or centres thereof;
- (xiv) make recommendations to the Board to disseminate knowledge through distance learning mode to various parts of the State or country or abroad; and
- (xv) invite up to two student representatives during discussion of general nature not involving policy or disciplinary matters in the Senate meetings.

9. CHAIRMAN OF THE SENATE TO EXERCISE POWERS IN EMERGENCY

If, in the opinion of the Chairman of the Senate, any emergency has arisen which requires immediate action, he may take such action as he deems necessary and shall report the same for approval to the Senate in its next meeting.

10. FINANCE COMMITTEE

- (1) There shall be a Finance Committee for each Institute consisting of the following members, namely:-
- (i) the Chairperson Board of Governors, ex-officio Chairman;
 - (ii) the Director, ex-officio member;
 - (iii) Joint Secretary dealing with National Institutes of Technology or his nominee and Financial Advisor (Human Resource Development) or his nominee members;
 - (iv) two persons nominated by the Board from amongst its members; and
 - (v) the Registrar, ex-officio, Member-Secretary:
Provided that in addition to the above, the Chairman may, in consultation with the Director, co-opt a member as and when found necessary.
- (2) The Finance Committee shall meet ordinarily four times in a year preferably before the meeting of the Board of Governors.
- (3) Three members of the Finance Committee shall form a quorum for a meeting of the Finance Committee.
- (4) The Chairman, shall preside over the meetings of the Finance Committee and in his absence, the Director shall preside over the meetings.
- (5) 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.
- (6) A copy of the minutes of every meeting of the Finance Committee shall be placed before the Board.

- (7) All financial proposals shall be placed before the Finance Committee prior to being placed before the Board for consideration and approval.

11. POWERS OF THE FINANCE COMMITTEE

The Finance Committee shall have power to:-

- (i) examine and scrutinize the annual budget of the Institute prepared by the Director and make recommendations to the Board; and
- (ii) give its views and make its recommendations on any financial question affecting the Institute to the Board either on the initiative of the Board or of the Director, or on its own motion.

12. BUILDING AND WORKS COMMITTEE

- (1) There shall be a Building and Works Committee for each of the Institute, consisting of following members, namely:-
 - (i) the Director, ex-officio Chairman;
 - (ii) one member nominated by the Central Government not below the rank of Director or Deputy Secretary;
 - (iii) one member nominated by the Board of Governors;
 - (iv) Registrar, ex-officio, Member Secretary;
 - (v) Dean, planning and development or similar position - Member; and
 - (vi) one expert each from Civil and Electrical Engineering Wing of Central or State Government or any autonomous body of repute - Member.
- (2) The Building and Works Committee shall meet as often as necessary but ordinarily not less than four times a year.
- (3) Three members shall form a quorum for a meeting of the Building and Works Committee.
- (4) The provisions in these Statutes regarding notice of meeting, inclusion of items in the agenda and confirmation of the minutes applicable to the meeting of the Board shall, as far as practicable may be followed in connection with meetings of the Building and Works Committee also.

5. A copy of the minutes of every meeting of the Building and Works Committee shall be placed before the Board.

13. POWERS AND FUNCTIONS OF THE BUILDING AND WORKS COMMITTEE

- (1) The Building and Works Committee shall:-

- (i) under the directions or the Board shall carry on construction of all major works, after the necessary administrative approval and expenditure sanction from the Board;
- (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:
- (iii) cause to prepare estimates of cost of buildings and other capital works minor works, repairs, maintenance and the like:
- (iv) be responsible for making technical scrutiny of the design, estimates and specifications of the material as may be considered necessary:
- (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:
- (vi) have the power to settle rates not covered by tender and settle claims and disputes with contractors:

- (2) If, in the opinion on the Chairman of the Building and Works Committee, any emergency has arisen which requires immediate action to be taken, he shall take such action and report the same to the Building and Works Committee and the Board at their next meeting.

- (3) The Building and Works Committee shall also perform such function and exercise such powers as may be entrusted by the Board, from time to time.

14. POWERS OF THE CHAIRPERSON, BOARD OF GOVERNORS

In addition to the powers provided in the Act, the Chairperson of the Board of Governors shall have the following powers, namely:-

- (i) he shall have the power to fix, on the recommendations 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 appointments can be made by the Board under the provisions of the Act:
- (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. Incidentally the visit abroad by the Director shall be approved by the Chairman. National Institutes of Technology Council:-
- (iii) he shall execute the contract of service between the Institute and the Director or Deputy Director on behalf of the Central Government, but he shall not be personally liable of anything under such contract: and
- (iv) In emergent cases, the Chairperson may exercise the powers of the Board and inform the Board of the action taken by him for confirmation and ratification.

15. TRAVELLING ALLOWANCES OF MEMBERS OF THE AUTHORITIES OF INSTITUTE

Members of the Board and other authorities of the Institute and members of the Committees constituted under the Act or these Statutes or appointed by the Board and other authorities shall be entitled to travelling allowance, daily allowance and sitting fee for attending the meetings of the authorities and their Committees as laid down by the Board from time to time.

16. DEPARTMENTS AND CENTRES

The Institute shall be organized into such number of Departments and Centres, to be known by such names, as the Board may, within the budgetary provision, approve from time to time, on the recommendations of the Senate.

17. THE DIRECTOR AND HIS POWERS

- (1) The Director of the Institute shall be appointed by the Visitor on contract basis on the recommendation of a Selection

Committee constituted by him consisting of at least five members including the Chairman who are experts in the field of technical education with experience at national and international level.

(2) The Director shall be appointed for a period of five years and shall be governed by the terms and conditions of the Contract of Service entered into between the Institute and the Director in form specified in Schedule-A.

(3) Subject to the budget provisions made for the specific purpose, the Director shall have the power to incur expenditure in accordance with the procedure as may be laid down in the ordinances.

(4) The Director shall have the power to appropriate funds with respect to different items constituting the recurring budget up to a limit specified for the Head of Department in the Central Government for each item:

Provided that such appropriation shall not involve any increase in the budget and any liability in future years:

Provided further that every such appropriation shall, as soon as possible, be reported to the Board.

(5) The Director shall have the power to write off irrecoverable losses up to a limit of ten thousand rupees and of irrecoverable value of store items lost or rendered unserviceable due to normal wear and tear or obsolete up to a limit of twenty five thousand rupees subject to such stipulations as may be made by the Board from time to time.

(6) The Director shall have the power to donate obsolete equipment or store items, as identified by a Committee constituted for this purpose by the Director, to any educational institution in the vicinity of the Institute up to such limits as may be decided by the Board from time to time.

(7) The Director, where he is the appointing authority, shall have the power to fix, on the recommendations of the Selection Committee, the initial pay of an incumbent at a stage higher

than the minimum of the scale, but not involving more than five increments, in respect of posts to which appointment can be made by him under the powers vested in him by the provision of the Act or these statutes.

- (8) The Director shall have the power to employ Teaching Supporting Staff in the Laboratories, Technicians or Technical Instructors and Skilled Workmen, paid from contingencies from time to time, for not more than one year on such remuneration as may be decided by the Board.
- (9) The Director shall have the power to send members of the staff for training or to attend course of instruction inside India subject to such terms and conditions as may be specified by the ordinances.
- (10) The Director shall have the power to sanction temporary allocation of any building for any purpose other than that for which it was constructed.
- (11) If for any reason the Registrar is temporarily absent for a period not exceeding one month, the Director may take over or assign to any faculty member or member of staff of the Institute, any of the functions of the Registrar as he deems fit:

Provided that if at any time the temporary absence of the Registrar exceeds one month, the Board may, if it thinks fit, authorise the Director to take over or assign the function of the Registrar, for a period exceeding one month.
- (12) All contracts for and on behalf of the Institute except the one between the Institute and the Director shall when authorised by a resolution of the Board passed in that behalf be in writing and be expressed to be made in the name of the Institute and every such contract shall be executed on behalf of the Institute by the Director, but the Director shall not be personally liable in respect of anything under such contract.
- (13) The Director may, during his absence from headquarters, specifically authorise in writing the Deputy Director or in his absence, one of the Deans or the Senior most Professor present to sanction advances for travelling allowance,

contingencies and medical treatment of the staff and sign and counter-sign bills on his behalf.

- (14) The Director may, at his discretion constitute such committees, as he may consider appropriate for smooth functioning of the Institute.
- (15) In the event of the occurrence of any vacancy in the office of the Chairperson by reason of his death, resignation or otherwise or in the event of the Chairperson being unable to discharge his functions owing to absence, illness or any other cause, the Director may discharge the functions assigned to the Chairperson under section 16 of the Act.
- (16) The Director may with the approval of the Board delegate any of his powers, authorities or responsibilities vested in him by virtue of the Act and Statutes to one or more members of Academic or Administrative Staff of the Institute.

18. THE DEPUTY DIRECTOR

- (1) The appointment of the Deputy Director shall be made by the Visitor on the recommendation of the Selection Committee constituted by the Central Government with prior approval of the Visitor consisting of at least five members including the Chairman who are experts in the field of technical education with experience at National and International level.
- (2) The appointment shall be for a period of three years initially which may be extended by two times for one year each on recommendation of the Board.
- (3) The Deputy Director shall be governed by the terms and conditions of the Contract of Service entered into between the Institute and the Deputy Director in the form specified in Schedule-B.
- (4) The Deputy Director shall have all the powers of the Director during the vacancy in the post of Director of the Institute.
- (5) The Deputy Director shall assist the Director in academic and administrative work and in maintaining liaison with other Institutions of higher learning and research, and also with industrial undertakings and other employers.

19. DEANS

- (1) The Institute shall establish not more than six Deanships.
- (2) The Director shall appoint the Deans with intimation to the Chairperson Board of Governors.
- (3) The Dean shall hold his post for two years extendable by one more year.
- (4) Only Professors or Associate Professors shall be eligible for becoming Deans.
- (5) Broad functions of Deans are enumerated in the Schedule 'C'.

20. HEAD OF THE DEPARTMENT OR CENTRE

- (1) Each Department and Centre of the Institute shall be placed in charge of a Head, who shall be selected by the Director, from amongst the Professors and Associate Professors of that Department or Centre.

Provided that if a Department or Centre has no Professor or Associate Professor the Director may appoint an Assistant Professor of the Department or Centre to head the Department or Centre.

- (2) The Head of a Department of Centre shall hold his post for a term of two years:

Provided that after the expiry of his term of office, he shall continue to hold office till the appointment of his successor.

Provided further that no person shall head a Department or Centre continuously for a period exceeding three years unless he is specially appointed at least for a second term.

- (3) The Director may himself take temporary charge of a Department or place it under the charge of the Deputy Director or a Professor from another Department for a period not exceeding six months.
- (4) The Head of Department shall be responsible for the entire working of the Department subject to the general control and supervision of the Director.

- (5) The Head of Department shall be duty bound to see that the decisions of the authorities of the Institute and of Director are faithfully carried out. He shall perform such other duties as may be assigned to him by the Director or Senate.
- (6) When appointment to the post of Head of Department or Centre becomes due, the Director shall ascertain the willingness of the persons eligible to be appointed as Head, for being so appointed, and shall generally select a person by rotation from among eligible and willing persons.
- (7) Whenever it is proposed to deviate from the principle of rotation, such appointment shall be made only with the prior approval of the Chairperson, Board of Governors and for reasons to be recorded in writing and shall also be reported to the Senate and the Board, along with reasons for deviation, in their next meetings.

21. REGISTRAR

- (1) The Registrar shall be appointed for a fixed term of not exceeding five years on deputation or contract basis.
- (2) The Registrar shall act as Secretary of the Board, Senate and such other Committees to which he may be required by the Statutes to act as such.

22. CLASSIFICATION OF THE MEMBERS OF THE STAFF

- (1) Except in the case of employees paid from contingencies, the members of staff of the Institute shall be classified as under:
 - (i) **Academic Staff:-** Director, Deputy Director, Professor, Associate Professor, Assistant Professor, Lecturer, Professor Training and Placement, and such other academic posts as may be decided by the Board from time to time;
 - (ii) **Technical Staff:-** System Manager, System Analyst, Programmer, Librarian, Workshop Superintendent, Assistant Workshop Superintendent, Foreman, Technician, Instructor, Laboratory Assistant, Mechanic, Overseer, Technical Assistant, Draftsman and such other technical posts as may be decided by the Board from time to time; and

(iii) **Administrative and other Staff:** Registrar, Deputy Registrar and Assistant Registrar, Accounts Officer Audit Officer, Estate Officer, Executive Engineer, Assistant and Junior Engineer, Medical Officer, Medical Assistant, Horticultural Assistant/ Officer, Office Superintendent, Security Officer, Stores Officer, Store Keeper, Office Assistants, Data Entry Operators and such other Administrative and other staff as may be decided by the Board from time to time.

(2) Posts classified as Academic staff shall be vacation posts only.

23. APPOINTMENTS

(1) The posts at the Institute shall be filled by advertisement on all India basis.

Provided that the ratio between the Direct Recruitment and Promotion posts for posts other than that of the Director or the Deputy Director shall be as per the recruitment rules.

- (2) The reservation of posts shall be in accordance with the rules of the Central Government.
- (3) For the purpose of appointments, the rules applicable to the Central Government employees shall apply.
- (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 Ministry of Human Resource Development, Department of Higher and Secondary Education, Government of India or Board from the to time by ordinances.
- (5) Selection Committees for filling up of posts under the Institute (other than on contract basis) by advertisement or by promotion from amongst the members of staff of the Institute shall be constituted in the following manner, namely:-
- (a) the Selection committee for recruitment of Academic Staff (excluding the Director and the Deputy Director), or for promotion shall be as under:

- | | |
|--|------------|
| (1) Director or Deputy Director | - Chairman |
| (2) Visitor's Nominee | - Member |
| (3) Two nominees of the Board one being an expert,
but other than a member of the Board | - Member |
| (4) One expert nominee of Senate from outside
the institute | - Member |
| (5) Head of Department concerned
(for other than the post of Professor) | |
- (b) The Selection Committee for Technical posts shall be as follows:
- | | |
|--|------------|
| (1) Director or Deputy Director | - Chairman |
| (2) One Expert from outside the Institute | - Member |
| (3) Nominee of Ministry of human Resource
Development | - Member |
| (4) Concerned Head of Department | - Member |
| (5) Registrar | - Member |
- (c) The Selection Committee for administrative and Ministerial Staff shall be as under:
- | | |
|--|------------|
| (1) Director or Deputy Director | - Chairman |
| (2) One Expert from outside the Institute | - Member |
| (3) Nominee of Ministry of Human Resource
Development | - Member |
| (4) Registrar | - Member |
- (d) The Selection Committee for Senior Administrative and other comparable posts carrying pay scale of Lecturer and above shall be as under:
- | | |
|--|------------|
| (1) Director or Deputy Director | - Chairman |
| (2) One Expert from outside the Institute | - Member |
| (3) Nominee of Ministry of human Resource
Development | - Member |
| (4) Nominee of Board | - Member |
| (5) Registrar | - Member |

- (6) The Registrar shall be substituted by another nominee of the Board in case the Selection is made for the Registrar or the equivalent post.
- (7) In the absence of the Deputy Director, the Director may nominate any member of the staff of the Institute to be the member or the Selection Committees in his place.
- (8) Where a post is to be filled on contract basis or by invitation, the Board may constitute such Ad-hoc Selection Committee, as circumstances of each case may require.
- (9) Where a post is to be filled by promotion from amongst the members of the Institute or temporarily for a period not exceeding twelve months, the procedure for the same shall be as specified by ordinances.
- (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(s) or centre(s).
- (11) If the post is to be filled by advertisement, the Registrar shall advertise the terms and conditions of the post and the screening committee for the purpose of short listing the eligible and most desirable candidates and shall screen all applications received within the date specified in the advertisement.
- (12) At the time of interview, the Selection Committee shall examine credentials of all candidates who have been called for the interview, the eligible candidates and recommend the appointment of the most suitable candidate to the competent authority for approval.
- (13) The recommendations of the Selection Committee shall remain valid for a period of one year from the date of interview and if for any reason the recommendations are not approved by the competent authority or appointment orders not issued after the approval of recommendations within the said period of one year, the recommendations shall lapse and fresh advertisement shall be issued.
- (14) No act or proceeding of any Selection Committee shall be called in question on the ground merely of the absence of any member or members of the Selection Committee.

- (15) Unless otherwise provided for under these Statutes, the Selection Committee constituted for the purpose of making recommendations for appointment to a post shall continue to exercise its functions in relation to that post till the appointment is made against that post.
- (16) All appointments made at the Institute shall be reported to the Board at its next meeting.
- (17) The applications of the employees eligible for promotion under Assured Career Progression (ACP) shall be considered by the Department Promotion Committees before any promotion or up-gradation is recommended.
- (18) The Departmental Promotion Committee shall be as follows:
 1. Director or Deputy Director - Chairman
 2. Concerned Head of Department - Member
 3. Head of Department from other Department - Member
 4. Registrar - Member

24. GENERAL TERMS AND CONDITIONS OF SERVICE OF PERMANENT EMPLOYEES

Permanent employees of the Institute shall be governed by the following terms and conditions:-

- 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 prescribed 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 such periods as it may deem fit.

- ii) The age of superannuation shall be as specified for various classes and categories of the employees of the Institute by the Central Government.

- (iii) The employees of the Institute shall be entitled to allowances in addition to pay as admissible to Central Government Employees.
- (iv) The employees of the Institute shall be entitled to reimbursement of medical expenses incurred on themselves and their families as per Central Civil Services (Medical Attendance) Rules, 1944.
- (v) The employees of the Institute shall be governed by the Central Civil Services (Conduct) Rules, 1964.
- (vi) The employee appointed on or after 01.01.2004 shall be governed by the new pension scheme announced by the Government of India.
- (vii) The application of the employees of the Institute shall be forwarded for employment outside the Institute only three times in a year in accordance with the procedure specified in Schedule-D.
- (viii) The employees of the Institute will be entitled to Leave Travel Concession (LTC) as admissible to Central Government Employees.
- (ix) Overtime and night allowance shall be paid to the eligible employees of the Institute as is admissible to the Central Government Employees.

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.

26. SUSPENSION, PENALTIES, DISCIPLINARY PROCEEDINGS

- (1) The Director may place a member of the staff appointed at the Institute under suspension:
 - (i) where a disciplinary proceeding against him is contemplated or is pending; or
 - (ii) Where a case against him in respect of any criminal offence is under investigation, inquiry or trail;

Provided that where a member of the staff is detained in custody, whether on a criminal charge or otherwise, for a period exceeding forty-eight hours, such member of the staff shall be deemed to have been placed by an order of the competent authority under suspension with effect from the date on which he was so detained.

- (2) During the period of suspension, the member of the staff shall be entitled to the following payments, namely:-
- (a) a subsistence allowance at an amount equal to the Leave Salary which the staff member would have drawn had he been on leaves on half pay and Dearness Allowances, if admissible on the basis of such leave salary:

Provided that where the period of suspension exceeds six months, the Subsistence Allowance shall be as follows:

- (i) the amount of subsistence allowance may be increased by a suitable amount not exceeding fifty percent of the subsistence allowance admissible during the period of the first six months, if, in the opinion of the Competent Authority, the period of suspension has been prolonged for reasons to be recorded in writing, not directly attributable to the employee concerned;
- (ii) the amount of subsistence allowance may be reduced by a suitable amount, not exceeding fifty percent of the subsistence allowance admissible during the period of the first six months, if, in the opinion of the Competent Authority, the period of suspension has been prolonged due to reasons, to be recorded in writing, directly attributable to the employee.
- (b) The rate of dearness allowance will be based on the increased or as the case may be the decreased amount of subsistence allowance admissible under sub-statute 2.
- (c) Any other compensatory allowance admissible from time to time on the basis of pay of which the staff member was in receipt of on the date of suspension subject to the fulfillment of other conditions laid down for the drawal of such allowances.

- (3) No payment shall be made unless the staff member furnished a certificate that he is not engaged in any other employment, business, profession or vocation.
- (4) The Board of Governors may, if it is of the opinion, that the circumstances of the case do not warrant the suspension of the member of the staff, revoke such order.
- (5) The following penalties may be imposed on any employee:-
 - (i) censure;
 - (ii) withholding of increments or pay;
 - (iii) withholding of promotion;
 - (iv) recovery from his pay of the whole or part of any pecuniary loss caused to the Institute by negligence or breach of orders;
 - (v) reduction to lower grade or post to a lower time-scale of pay, or to a lower stage in a time-scale for a period of three years without cumulative effect and not adversely affecting his pension (where ever applicable);
 - (vi) compulsory retirement;
 - (vii) removal from service which shall not be a disqualification for future employment under the Institute;
 - (viii) dismissal from service which shall ordinarily be a disqualification for future employment under the Institute.
- (6) No Order imposing on any member of the staff any of the penalties specified at (v) to (viii) above shall be passed by any authority subordinate to that by which he was appointed and except after an enquiry has been held and the member of the staff has been given reasonable opportunity of showing cause against the action proposed to be taken in this regard.
- (7) No order imposing on any member of the staff any of the penalties specified at (i) to (iv) above shall be passed by any authority subordinate to that by which he was appointed and unless the members of the staff concerned has been given an opportunity to make a representation to the appointing authority:

Provided that the provisions of sub-statute (5) and (6) shall not apply to the following:

- (a) where an employee is dismissed or removed or reduced in rank on the ground of conduct which has led to his conviction on a criminal charge;
 - (b) where the authority empowered to dismiss or remove the person or to reduce him in rank is satisfied that for some reason to be recorded by that authority in writing, it is not reasonably practicable to give to that person such opportunity; or
 - (c) where the Visitor is satisfied that in the interest of the security of the State, it is not expedient to give to that person such opportunity.
- (8) If, in respect of such person as aforesaid, any question arises whether it is reasonably practicable to give to an opportunity referred to under clause (b), the decision thereon of the authority empowered to dismiss or remove such person or to reduce him in rank, as the case may be, shall be, final.
- (9) A member of the staff aggrieved by any order imposing penalty passed by the Director against him shall be entitled to prefer an appeal to Board of Governors against the order and there shall be no further appeal from the decision of the Board.
- (10) A member of the staff aggrieved by any order passed by the Board inflicting a penalty on him shall be entitled to prefer an appeal to the Visitor against such order.
- (11) No appeal shall be entertained by the Board of Governors or the Visitor, as the case may be, unless it is made within a period of three months from the date on which member of the staff aggrieved by such order receives a copy of the order appealed against.

Provided that the appellate authority may entertain the appeal after the expiry of the said period, if it is satisfied that the appellant has sufficient cause for not submitting the appeal in time.

- (12) The authority to whom an appeal against an order imposing penalty lies may, of its own motion or otherwise call for the records of the case from the Director or the Board, as the case may be, review any order passed in such a case and pass such orders as it deems fit.

(13) Notwithstanding anything contained in this Statute, the Visitor may, on his own motion or otherwise after calling for the records of the case, review any order which is made under this Statute, and-

- (a) confirm, modify or set aside the order;
- (b) impose any penalty or set aside, reduce, confirm or enhance the penalty imposed by the order;
- (c) remit the case to the authority which made the order or to any other authority directing such further action or enquiry as he considers proper in the circumstances of the case, or
- (d) pass such other orders as he deems fit:

Provided that an order imposing or enhancing a penalty shall not be passed unless the person concerned has been given an opportunity of making any representation which he may wish to make against such enhanced penalty.

(14)(a) When a member of the staff of the Institute who has been dismissed, removed or suspended is reinstated, the authority competent to order the reinstatement shall consider and make a specific order:-

- (i) regarding the pay and allowances to be paid to the member of the staff of the Institute for the period of his absence from duty; and
 - (ii) whether or not the said period shall be treated as a period spent on duty;
- (b) where such competent authority holds that the member of the staff of the Institute has been fully exonerated or in case of suspension, that it was wholly unjustified, the member of the staff of the Institute shall be given the full pay to which he would have been entitled had he not been dismissed, removed or suspended, as the case may be, together with any allowance of which he was in receipt prior to his dismissal, removal or suspension;
- (c) In other cases, the member of the staff of the Institute shall be given such proportion of such pay and allowances as the competent authority may specify:

Provided that the payment of allowances under clause (b) or clause (c) shall be subject to all other conditions under which such allowances are admissible;

- (d) In cases falling under clause (b) the period of absence from duty shall be treated as a period spent on duty for all purposes;
- (e) In cases falling under clause (c) the period of absence from duty shall not be treated as a period spent on duty unless such competent authority specifically directs that it shall be so treated for any specified purpose.

27. GENERAL TERMS AND CONDITIONS OF SERVICES OF TEMPORARY EMPLOYEES

- (1) The services of a temporary employee shall be liable to termination at any time by notice of one month in writing given either by the employee to the appointing authority, or by the appointing authority to the employee.
- (2) The other terms and conditions of services of such employee shall be such as may be specified by the appointing authority in his letter of appointment.

28. APPOINTMENTS ON CONTRACT

- (1) Notwithstanding anything contained in these Statutes, the Board with the prior approval of the Visitor may in special circumstances appoint an eminent person on contract for a period not exceeding 5 years.
- (2) Subject to the provisions of the Act, the Board may appoint any person on contract in the prescribed scales of pay and on terms and conditions applicable to the relevant post for a period not exceeding 3 years.
- (3) For making such appointments, the Chairperson, Board of Governors shall constitute such adhoc Selection Committee as the circumstances of each case may require.

Provided that such constitution of committee shall be reported to the Board for confirmation.

29. PROVIDENT FUND AND PENSION SCHEMES

Employees of the Institute appointed prior to 1.1.2004 will be Governed by Central Civil Services (Pension) Rules, 1972 and Central provident Fund (Central Services) Rules, 1960 and the Employees appointed on or after 1.1.2004 will be Governed by New Pension Scheme of Central Government.

30. RESIGNATION

Notwithstanding anything contained in the foregoing provisions of these first Statutes, a member of the staff of Institute may resign:

- (i) If he is a permanent employee, only after giving three months notice in writing to his appointing authority, or by paying three months salary in lieu thereof; and
- (ii) if he is not a permanent employee, only after giving one month's notice in writing to the appointing authority or by paying one month's salary in lieu thereof:

Provided that such resignation shall take effect only on the date on which the resignation is accepted by the appointing authority.

31. RETIREMENT

- (1) At any time after an employee has completed twenty years qualifying service, he may, by giving notice of not less than three months, in writing to the appointing authority, retire from service as per the terms and conditions laid down by the Central Government, from time to time, for its own employees.
- (2) The appointing authority has the right to retire the employee before superannuation as premature retirement in accordance with the provision of Central Civil Services (Retirement) Rules, 1964.
- (3) An employee can retire from service on account of any bodily or mental infirmity that permanently incapacitates him from service subject to the following conditions, namely:
 - (i) The employee shall submit his application to the Registrar through proper channel and produce a medical certificate from medical authority as may be specified by the ordinances;

- (ii) If the medical authority grants fitness certificate for a lower post, the employee, if willing, may be appointed on such post only if available; and
- (iii) The medical report should precede or coincide with the date of retirement.

32. ADVANCES

The permanent employees of the Institute shall be having facility of drawing advances for various purposes as admissible to Central Government Employees.

33. DEPUTATION

Deputation is permissible for appointment (temporary transfer) in public interest outside National Institute of Technology to other National Institute of Technology, Central Government, State Government, Universities or Autonomous Bodies including Public Sector undertaking and subject to the terms and conditions specified in the recruitment rules.

34. RESIDENTIAL ACCOMMODATION FOR EMPLOYEES

- (1) Every employee of the institute may be allotted an unfurnished house within the campus of the Institute for residential use only, if available, in which he shall be required to reside, subject to such conditions as may be laid down by the House Allotment Rules of the Institute.
- (2) An employee of the Institute who has been allotted house for residential use, shall be charged license fee at the rate as fixed by the Board from time to time.
- (3) In addition to the license fee, water, electricity and charges for any other service rendered shall be recovered from an employee on actual basis or at such rates as may be determined by the Board from time to time.
- (4) The Board may allot furnished or unfurnished accommodation without levying any license fee or levying such fee at concessional rates to any category of staff, if it considers it necessary to do so in the interest of the Institute.

35. LEAVE AND VACATION RULES

The leave for all the employees of the Institute shall be governed by the Central Civil Services (Leave) Rules 1972.

36. SCHOLARSHIPS, FELLOWSHIPS, MEDALS AND PRIZES

The Board may, on the recommendation of the Senate, institute such scholarships, fellowships medals and prizes as it may consider necessary.

37. FEES

The Institute shall charge the following fees, namely:-

- (i) The tuition and the hostel fee shall comprise of two parts (a) fees determined by the National Institute of Technology Council which shall be common for all National Institutes of Technology and (b) fees which will be determined by the concerned Boards of Governors which shall be applicable to the concerned Institute.
- (ii) the Caution Money shall be refundable to student, scholars and fellows at the time of finally leaving the Institute, after deduction of relevant dues, if any and where no claim for a refund is received within two years of finally leaving the Institute, the Caution Money shall be credited into the Student Welfare Fund.
- (iii) The fee concession and scholarships as may be determined by the Central Government from time to time shall be applicable to all National Institutes of Technology.

38. STUDENTS' HOSTELS AND HALLS

- (1) Every Institute shall be a residential institution and all students and research scholars shall reside in the hostels and halls of residence built by the Institutes for the purpose:

Providing that in exceptional cases, for reasons to be recorded in writing the Director may permit a student or scholar to reside with his parent or guardian, but where any such permission is accorded to a student or scholar, such student or scholar, as the case may be, shall be liable for the payment of such seat rent

as he would have been liable for the payment of seat rent had he resided in the hostel.

- (2) Every resident in the hostels and halls shall conform to rules laid down by the Institute for the purpose.
- (3) For each hostel or hall of residence there shall be a Warden and such number of Assistant Wardens and other staff as may be determined by the Board from time to time.
- (4) The members of the Academic Staff shall be appointed by the Director as Warden and Assistant Warden.
- (5) Wardens and Assistant Wardens shall be entitled to rent free unfurnished quarters corresponding to the type of quarters to which they are normally entitled.
- (6) The Board shall lay down rules for the management of the hostel and halls of residence.

39. CONFERMENT OF HONORARY DEGREES

The Institute may confer honorary degrees for a few exceptional and outstanding persons for their illustrious contribution in their respective fields:

Provided that all proposals for the conferment of honorary degrees shall be made by the Senate and shall be approved by the Board.

[No. F. 22-5/2006-TS.III(Pt.)]

N.K. SINHA, Jt. Secy.

THE NATIONAL INSTITUTE OF TECHNOLOGY

SCHEDULE 'A'

[See Statute 17 (2)]

'WHEREAS in terms of Section 17 (1) of the National Institute of Technology Act, 2007 (hereinafter called the Act) and Statute 17 (2) (in case of NIT, _____) (hereinafter called Statutes), the Visitor has been pleased to approve the appointment of the appointee as the Director of the Institute on contract for five years and the appointee has accepted such appointment upon the terms and conditions hereinafter appearing. NOW THESE PRESENTS WITNESSETH and the parties hereto respectively agree as follows:-

- [1] This agreement of service shall be deemed to have been entered into subject at all times to the provisions of the Act, and Statutes covering the Institutes as in force from time to time as applicable to permanent confirmed employees.
- [2] The appointee shall be on service under the agreement for a period of five years with effect from date of joining the post. Provided that if the appointee on conclusion of the period of service mentioned above is below 65 years of age, his service shall continue till the 30th June of the year in which the appointee concludes the said period of service or till he attains the age of 65 whichever is earlier.
- [3] The appointee shall be the Principal academic and Executive Officer of the Institute and serve the Institute as the whole time Director of the Institute with powers and duties provided in said Act and Statutes.
- [4] The appointee shall devote his whole time to the service of the Institute and will be subject to the Conduct Rules and other provisions of the said Act and the Statutes. Any information obtained by appointee during or in connection with his service and the work upon which he is engaged shall be treated as secret and confidential and appointee shall be deemed in all respects to be subject to the India Officials Secrets Act, 1923 as amended from time to time.

- [5] During the period of the service except in respect of any period of suspension and also of any period of leave without pay, the appointee shall be entitled subject to the Indian Income Tax to an initial pay of Rs.....in the scale of Rs.....provided that if any time the appointee proceeds on deputation out of India, his pay and allowances during the period of his deputation will be such as may be decided by the Board of Governor. In addition, the appointee shall draw allowances like Dearness Allowance, City Compensatory Allowance etc. as may be admissible from time to time as per rules of the Institute.
- [6] During his service under these presents the appointee shall subscribe to the Contributory Provident Fund-cum-Gratuity of the Institute according to the provisions made in the Statutes and subject to such modifications in these provisions as may be made from time to time and shall also be entitled to the contribution of the Institute as admissible to the permanent confirmed employees as per the Statutes. In the event of the appointee being employer of any other National Institute of Technology and enjoying the benefits either under Contributory Provident Fund-cum-Gratuity Scheme or General Provident Fund-cum-Pension-cum-Gratuity Scheme, he shall join the corresponding Scheme of the Institute with transfer of this accumulation as admissible under the Statutes. In case the appointee is the employee of the Institute he shall continue to be governed by Contributory Provident Fund-cum-Gratuity Scheme or General Provident Fund-cum-Pension-cum-Gratuity Scheme as immediately prior to this contract appointment and shall be entitled to benefits of the scheme for the period of his service under this contract like other permanent employees of the Institutes as per the Statutes.
- [7] Notwithstanding anything hereinbefore contained, the appointee shall unless otherwise decided by the Institute be entitled to receive the whole or in part as may be determined by the Institute the benefits of any improvements in the revision of scale of pay and in retirement benefits that may be affected by the Institute subject to the date of these presents in the terms and conditions of the service of members of the branch of the Institute,

service to which he may for the time being belong, the decision of the Institute in respect of such improvement in the terms and conditions of their service of appointee shall operate so as to modify to that extent the provisions of these presents.

- [8] The appointee shall be entitled to leave as admissible to permanent non-vacation employees of the Institute under the Statutes.
- [9] The appointee shall be entitled to be furnished free of license fee office cum residential accommodation in the campus of the Institute as may be sanctioned by the Board of Governors of the Institute.
- [10] The appointee shall be eligible for privilege in relation to medical attendance and treatment as provided for in the Statutes.
- [11] The appointee shall be paid travelling expenses for joining the Institute as admissible to an officer of the Central Government of equivalent rank under the Transfer Travelling Allowances Rules of the Central Government deeming the appointment of the appointee as on transfer in the public interest.

If the appointee is required to travel in the interest of Institute work, he shall be entitled to travelling allowance and the scale provided for in the T.A. Rules of the institute in force from time to time. Similarly the appointee shall be entitled to leave travel concession for visiting his hometown as per the Rules of the Institute.

- [12] Any amount received by the appointee from books and articles published by him at his cost shall be left to him as an encouragement for continuing his work in that line. He would also be allowed to do consultancy and retain benefits of the same as per rules laid down by the Board from time to time.
- [13] The service of appointee may during the period of contract, be terminated by the Institute at any time by three calendar months notice in writing given at any time during service under this contract without any cause assigned. Provided always the Institute may in lieu of the notice herein provided to give the appointee a sum equivalent to the amount of his basic pay for three months.

The appointee may terminate his service by giving to the Institute three calendar months notice in writing.

- [14] The appointee will be allowed the status of Professor of the Department of his speciality and take part in teaching and research in the said Department subject to his Convenience.
- [15] In respect of any matter for which no provision has been made in this agreement the appointee will be governed by the said National Institutes of Technology Act, 2007 or any modification thereof for the time being in force and the Statutes made thereunder for time being in force.

IN WITNESS WHEREOF on the day and the year first above written, the Chairman of the Board of Governors of the Institute has hereinto set his hand and the appointee has hereinto set his hand.

Signed and delivered for the
National Institute of Technology,
by the Chairperson,
Board of Governors of the Institute

In the presence of Signature of Witnesses with addresses Signed and delivered by the said appointee In the presence of
Signature of.....witnesses with address.

Director, NIT.....

SCHEDULE 'B'
[See Statute 18 (3)]

CONTRACT OF SERVICE FOR THE POST OF
DEPUTY DIRECTOR

An AGREEMENT for service made this.....day.....
date of.....one thousand nine hundred.....
between.....(hereinafter called the appointee) of the one part
and the National Institute of Technology incorporated under the National
Institutes of Technology Act. 2007 (29 of 2007).

“WHEREAS in terms of Section 17 (1) of the National Institute of
Technology Act, 2007 (hereinafter called the Act) and Statute 18 (3)
(in case of NIT,.....) (hereinafter called Statutes), the Visitor has
been pleased to approve the appointment of the appointee as the Deputy
Director of the Institute on contract for a period of three years initially
which may be extended by two times for one year each on the
recommendation of the Board and the appointee has accepted such
appointment upon the terms and conditions hereinafter appearing. NOW
THESE PRESENTS WITNESSETH and the parties hereto respectively
agree as follows:-

- [1] This agreement of service shall be deemed to have been entered
into subject at all times to the provisions of the Act, and Statutes
covering the Institutes as in force from time to time as applicable
to permanent confirmed employees.
- [2] The appointee shall be on service under the agreement for a period
of three years extendable by two years on year to year basis with
effect from.....(that is date of joining the post) provided that
if the appointee on conclusion of the period of service mentioned
above is below 65 years of age, his service shall continue till the
30th June of the year in which the appointee concludes the said
period of service or till he attains the age of 65, whichever is
earlier.
- [3] The appointee shall serve the Institute as the whole time Deputy
Director of the Institute with powers and duties provided in the
Act and Statutes. He shall report to the Director for discharge of
his duties.

- [4] The appointee shall devote his whole time to the service of the Institute and will be subject to the Conduct Rules and other provisions of the said Act and the Statutes. Any information obtained by appointee during or in connection with his service and the work upon which he is engaged, shall be treated as secret and confidential and appointee shall be deemed in all respects to be subject to the Indian Officials Secrets Act, 1923 as amended from time to time.
- [5] During the period of his service except in respect of any period of suspension and also of any period of leave without pay, the appointee shall be entitled subject to the Indian Income Tax to an initial pay of Rs.....in the scale of Rs.....provided that if any time the appointee proceeds on deputation out of India, his pay and allowances during the period of his deputation will be such as may be decided by the Board of Governor. In addition, the appointee shall draw allowances like Dearness Allowance, City Compensator, Allowance etc. as may be admissible from time to time as per rules of the Institute.
- [6] During his service, under these presents the appointee shall subscribe to the Contributory Provident Fund-cum-Gratuity of the Institute according to the provisions made in the Statutes and subject to such modifications in these provisions as may be made from time to time and shall also be entitled to the contribution of the Institute as admissible to the permanent confirmed employees as per the Statutes. In the event of the appointee being employer of any other National Institutes of Technology and enjoying the benefits either under Contributory Provident Fund-cum-Gratuity Scheme or General Provident Fund-cum-Pension-cum-Gratuity Scheme, he shall join the corresponding Scheme of the Institute with transfer of this accumulation as admissible under the Statutes. In case the appointee is the employee of the Institute he shall continue to be governed by Contributory Provident Fund-cum-Gratuity Scheme or General Provident Fund-cum-Pension-Gratuity Scheme as immediately prior to this contract appointment and shall be entitled to benefits of the scheme for the period of his service under this contract like other permanent employees of the Institutes as per the Statutes.

- [7] Notwithstanding anything hereinbefore contained, the appointee shall unless otherwise decided by the Institute be entitled to receive the whole or in part as may be determined by the Institute, the benefits of any improvements in the revision of scale of pay and in retirement benefits that may be affected by the Institute subject to the date of these presents in the terms and conditions of the service of members of the branch of Institute, service to which he may for the time being belong, the decision of the Institute in respect of such improvement in the terms and conditions of their service of appointee shall operate so as to modify to that extent the provisions of these presents.
- [8] The appointee shall be entitled to leave as admissible to permanent non-vacation employees of the Institute under the Statutes.
- [9] The appointee shall be entitled to furnished free of license fee accommodation in the campus of the Institute as may be sanctioned by the Board of Governors of the Institute.
- [10] The appointee shall be eligible for privilege in relation to medical attendance and treatment as provided for in the Statutes.
- [11] The appointee shall be paid travelling expenses for joining the Institute as admissible to an officer of the Central Government of equivalent rank under the Transfer Travelling Allowances Rules of the Central Government deeming the appointment of the appointee as on transfer in the public interest.
- If the appointee is required to travel in the interest of Institute work, he shall be entitled to travelling allowance and the scale provided for in the T.A. Rules of the institute in force from time to time. Similarly the appointee shall be entitled to leave travel concession for visiting his hometown as per the Rules of the Institute.
- [12] Any amount received by the appointee from books and articles published by him at his cost shall be left to him as an encouragement for continuing his work in the line. He would also be allowed to do consultancy and retain benefits of the same as per rules laid down by the Board from time to time.

- [13] The service of appointee may during the period of contract, be terminated by the Institute at any time by three calendar months notice in writing given at any time during service under this contract without any cause assigned. Provided always the Institute may in lieu of the notice herein provided to give the appointee a sum equivalent to the amount of his basic pay for three months. The appointee may terminate his service by giving to the Institute three calendar months notice in writing.
- [14] The appointee will be allowed the status of Professor of the Department of his specialization to the part in teaching and research in the Department of..... subject to his Convenience.
- [15] In respect of any matter for which no provision has been made in this agreement the appointee will be governed by the said National Institutes of Technology Act, 2007 or any modification thereof for the time being in force and the Statutes made thereunder for time being in force.

IN WITNESS WHEREOF on the day and the year first above written, the Chairman of the Board of Governors of the Institute has hereinto set his hand and the appointee has hereinto set his hand.

Signed and delivered for the
National Institute of Technology
by the Chairperson,
Board of Governors of the Institute

In the presence of
Signature of Witnesses with addresses

Signed and delivered by the said appointee

In the presence of Signature ofwitnesses with address.

Deputy Director, NIT.....

SCHEDULE 'C'

[See Statute 19 (5)]

DEANSHIPS

The institute may have not more than six deanships. There may be following Deanships in National Institute of Technology with the approval of the Board of Governors:

- Dean Academic
- Dean Planning and Development
- Dean Student Welfare
- Dean Faculty Welfare
- Dean (Research and Consultancy)

Deanship is of functional position and not administrative one and as such be discharged in its right spirit. Dean must be nominated by the Director only from amongst the Professors/Associate Professors, but should not be Head of the Department.

The Tenure of Deanship shall ordinarily be two years extendable by one more year, but Director with the approval of the Chairperson, Board of Governors may relieve any or all Deans before such period.

DUTIES AND RESPONSIBILITIES OF DEANS

The following duties and responsibilities have been entrusted to the Deans.

1. Dean (Academic)

He/She will advise the Director in:

- (a) Admission and enrolment of students;
- (b) Finalisation of academic calender, time-tables, registration of students for course work and examinations, class room arrangements and all other requirements for proper conduct of class work;
- (c) Conduct of class tests and co-ordinating the finalization of session's evaluations and for ensuring the timely declaration of results;

- (d) Supervision of the maintenance of up-to-date academic records of all categories of students;
- (e) Publication and distribution of the syllabi;
- (f) Organizing meeting of all the Institute level academic bodies;
- (g) Arranging the issue of all academic certificates, medals and prizes to the students;
- (h) To arrange for conduct of those examinations which are to be conducted by the Institute as stipulated in the Institute regulations.
- (i) To formulate policies for the conduct of research and steps to maintain suitable standard by implementing the Board of Governors/Senate decision.
- (j) To execute the policy of the Senate in the conduct of P.G, Ph.D. and other research programmes including the examination of the thesis.
- (k) To co-ordinate for the conduct of Convocation.
- (l) All proposals to modify the teaching programmes will be considered by BOAC, for which Dean (Academic) i.e. the Chairman and if approved will be sent to the Senate for formal approval.
- (m) To admit sponsored Early Faculty Induction Programme and Quality Improvement Programme candidates.
- (n) To suggest the Director to take suitable steps from time to time to strive for the high academic standards.

2. Dean (Planning and Development)

He/She will advise the Director in the following:

- (a) Planning the expansion and diversification of institutional activities and preparation of all developmental proposals, to the extent up to submission of plan and estimates related to Civil, electrical, Works, sanitary, network system, etc.
- (b) Maintenance of all necessary statistical data regarding plan & projects required for compilation of various reports periodically required to be sent to Ministry of Human Resource Development and other agencies.

- (c) Monitoring the physical targets and utilisation of funds in respect of Projects & Consultancy and in the preparation of relevant papers for submission of progress reports.
- (d) Formulating proposal for new courses and in organizing meetings of faculty members and external experts for this purpose in this regard.
- (e) In the efforts to expand and monitor the activities of consultancy, testing and sponsored research of Institute and to ensure submission of progress reports.
- (f) In coordinating the formulation and conduct of non-formal and continuing education and extension programmes.
- (g) To arrange for the agenda and organization of the meeting for procurement of equipments related to projects and testing & consultancy.
- (h) Providing necessary data for the budget and new estimates & plans to the Building & Works Committee to the Registrar.

3. Dean (Students Welfare)

- (a) He/She will advise the Director in organising the students' counselling.
- (b) He/She will be responsible for the publication of students' Magazines, News Bulletins, News letters etc.
- (c) He/She will advise the Director in matters related to students; discipline and welfare.
- (d) He/She will assist the Director in matters related to the Students Union/Association/Council.
- (e) He/She will co-ordinate the NCC, NSS, Games, Swimming Pool, Sports, Cultural and Co-curricular and Extra-curricular activities of the students.
- (f) He/She will keep a record of Alumni and correspond with them.
- (g) He/She will conduct the enquiries of students indulged in indiscipline.
- (h) He/She will correspond with Parents/Guardians of Students about their progress and individual problems / Welfare.

4. Dean Faculty Welfare

He/She will advise the Director in matters related to:

- (a) Deputation of faculty to various institutions under Quality Improvement Programme under rules applicable to them.
- (b) He/She will advise the Director of deputation of the faculty members to various conferences, seminars, short-term courses, training programmes, foreign teaching / training assignments etc.
- (c) He/She will chair the committee meetings of the evaluation of papers submitted or to be submitted to the conferences/seminar by the faculty members.
- (d) He/She will assist the Director in organizing training programmes for faculty.
- (e) He/She will assist the Director in the supervision of the Construction and the maintenance work of buildings, roads, water supply, sanitation, lawns and gardens, communication networks, water coolers, air conditioners telephones, etc.
- (f) He/She will assist the Director in maintaining the discipline and work ethos among the various departments and between the faculty members.
- (g) He/She will assist the Director in maintaining the high academic standards and achieving academic excellence in the institution.
- (h) Supervision over faculty discipline, integrity and commitment.

5. Dean (Research and Consultancy)

He/She will advise the Director in matters related to:

- (a) Frame rules for industrial sponsored research and consultancy.
- (b) Create and maintain database regarding faculty expertise.
- (c) Facilitate through his/her office faculty in procuring equipments necessary to conduct research/consultancy work, recruitment of project staff.
- (d) Coordinate co-curricular activities (technical festivals, quizzes etc.) for the students.

- (e) Provide guidance for submitting proposals to funding agencies such as Department of Science and Technology (DST), Bhabha Atomic Research Centre (BARC), Board of Research in Nuclear Sciences (BRNS), Indian Space Research Organisation (ISRO), Defense Research and Development Organisation (DRDO), Aeronautics Research and Development Board (AR&DB), Ministry of Information Technology, etc.

SCHEDULE 'D'
[See Statute 24 (vii)]

**FORWARDING OF APPLICATIONS FOR
EMPLOYMENT ELSEWHERE**

Application for employment shall be forwarded only as per the norms approved by the Board of Governors:

All Employees are under terms of their service, required to observe following norms for applying for other jobs in Government / private of elsewhere.

1. General Principles:

- (i) A permanent employee, having good promotion prospects, is under a normal obligation to devote his energies wholeheartedly to the duties of his post. It will not be unjust if his application for other employment is withheld and not forwarded.
- (ii) Application of a temporary employee should not be withheld unless there are compelling grounds to be recorded and communicated to such temporary employee. Application from a temporary employee, who may have good prospects of being made permanent in due course, should be dealt with on merits.
- (iii) Employees who have been given some technical training at Government / Institute expense, should continue to serve the institute at least for the bond period and withholding of application in such a case is justifiable. Board may decide the policy in such cases.
- (iv) Where an employee cannot be spared without serious detriment to important work in hand, his application can be withheld.

2. Application for posts advertised by Union Public Service Commission

Institute employees can apply directly to posts advertised by Union Public Service Commission but should keep the Head of the

Department and Director Informed. Subsequently, he should seek the permission for such appointment, but before appearing for the interview.

3. Posts in the other National Institutes of Technology / Central Universities and other comparable Institutions of Higher Education.
 - (a) The application from permanent employee should accompany with an undertaking that he will either join back to the concerned National Institutes of Technology or resign from post held by him in that National Institute of Technology after 3 years.
 - (b) Temporary employee should give an undertaking to resign in the event of his selection and acceptance of the new appointment.

Foreign assignments against open advertisements:

- (a) The employee can apply with prior permission of the Chairperson, Board of Governors to be confirmed by the Board of Governors.
- (b) If the time is short, and advance copy can be sent to the concerned agency with a copy to the Chairperson, Board of Governors for approval through proper channel.
- (c) Such employee shall not be considered as an official nominee of National Institute of Technology concerned.

Post not Advertised or Circulated

The application shall not be forwarded.

Registration with Employment Exchange

Temporary employees can register with permission, but should resign when selected.

Permanent employee can register

- (a) only for higher post under the Government / Public Sector Undertaking / Autonomous Body.
- (b) on production of a No Objection Certificate, from the National Institute of Technology, and

- (c) an undertaking that he will after the completion of three years of joining the new post either rejoin to the concerned National Institute of Technology or resign.
- (d) when an employee rejoins his parent office, he will not be granted a "no objection certificate" for a period of three years to register his name with the Employment Exchange again.

Employee under Suspension or Charge Sheeted.

No application should be forwarded if the employee is under suspension or a charge sheet has been issued/filed in the court or sanction for his prosecution has been accorded.

Employees whose conduct is under Investigation.

An application of an employee whose conduct is under investigation may be forwarded with brief comments on the nature of allegations and with a note that he would not be released if the employee is placed under suspension or a charge sheet is issued / filed in the court or sanction for his prosecution is accorded before his selection.

F.No.35 - 5 / 2017 - TS.III
Government of India
Ministry of Education
Department of Higher Education
*_*_*_*_*

Shastri Bhawan, New Delhi,
dated, the 27th October, 2020

To

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

Subject:- Amendments in the Statutes of NITs and IEST, Shibpur - request to convey recommendations of the Board of Governors of the Institute - regarding.

Sir / Madam,

I am directed to refer to this Ministry's communication F.No.33-9/2011-TS.III dated 16th April, 2019 (copy enclosed) vide which the clarifications, as per recommendations of the Oversight Committee constituted to look into further issues / anomalies in the Faculty Recruitment Rules notified on 24th July, 2017, were conveyed to all the NITs and IEST, Shibpur for its adoption and implementation.

2. As mentioned in para 3 of the aforesaid communication, the recommendations of the Oversight Committee were divided into two categories viz. (i) clarifications on existing RRs; and (ii) amendments in RRs notified on 24th July, 2017. The clarifications linked with point (i) have already been conveyed to the NITs & IEST, Shibpur, however, the amendments linked with point (ii) were placed before the Council of NITSER in its 12th meeting held on 25th September, 2019. The Council of NITSER in its above meeting approved the recommendations of the Oversight Committee and authorized the Ministry to carry out necessary amendments in the Statutes of NITs and IEST, Shibpur for smooth implementation of Faculty Recruitment Rules (2017). The minutes of the Council's meeting were conveyed vide our letter No.F.35-9/2019-TS.III dated 26th December, 2019.

3. In accordance with the decisions of the Council of NITSER taken in its 11th and 12th meetings, respectively, the following amendments are to be carried out in the Statutes of NITs and IEST, Shibpur:-

Statutes No.	Existing Provisions	Gist of Amendments
23 (5) (a)	The qualification and other terms and conditions of appointment of Academic	Considering the amendments approved by the Council in its 12 th meeting held on 25.09.2019 and

Statutes No.	Existing Provisions	Gist of Amendments
	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:-	<p>keeping in mind the requirement of incorporating the clarifications, issued in past, under the ambit of the Statutes in exercise of provisions under Clause (3) of Statute 23, it is proposed to substitute Schedule 'E' of Statutes of NITs, IEST-Shibpur and NIT-Andhra Pradesh.</p> <p>While incorporating above, the revised Schedule 'E' shall comprise following recommendations of Oversight Committee, as approved by the Council:-</p> <ul style="list-style-type: none"> (a) one-time relaxation to all regular Faculty =>50 years with Ph.D. to be eligible for mapping to higher positions with lesser credit points; (b) amendment in qualifications in RRs for Faculty in Architecture / Planning; and (c) replacement of words "since the last promotion" with words "since the last appointment" in Schedule 'E' of the Statute 23 (5) (a) of Statutes of NITs and IEST.
8 (xiii)	make recommendations to the Board to disseminate knowledge through distance learning mode to various parts of the State or country or abroad. In the cases of signing of agreement with the foreign agency, agreement may be signed with the approval of the Ministry;	make recommendations to the Board to disseminate knowledge through distance learning mode to various parts of the State or country or abroad. In the cases of signing of agreement with the foreign agency, agreement may be signed with the approval of the Ministry;
23 (3) [Appoint ments]	For the purposes of appointments in the Institute, the rules as	For the purposes of appointments in the Institute, the rules as approved by the Council or Central

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Statutes No.	Existing Provisions	Gist of Amendments
	approved by the Council or Central Government shall apply.	Government shall apply and deemed incorporated under the Statutes from the date of their communication by the Council or Central Government.
23 (12) [Appointments]	At the time of interview, the Selection Committee shall examine the credentials of all candidates who have been called for the interview, interview the eligible candidates and recommend the appointment of the most suitable candidate to the competent authority for approval.	At the time of interview, the Selection Committee shall examine the credentials of all candidates who have been called for the interview, interview the eligible candidates other than for the posts carrying pre-revised Grade Pay of Rs.4600/- or less [i.e. Level 7 of 7 th CPC] and recommend the appointment of the most suitable candidate to the competent authority for approval.
In Statute 23, after sub-statute (16), sub-statute (17) shall be inserted		Subject to the provisions of Section 24 of the Act, the appointment of the staff in every Institute, except that of the Director, shall be made in accordance with the procedure laid down in the Statutes, by- (a) the Board, if the appointment is made on the academic staff in the post of Assistant Professor (or equivalent) or above or if the appointment is made on the non-academic staff in any cadre the maximum of the pay scale for Group A employees; (b) the Director, in any other case.
23 [Appointments]	Sequential Changes	23 (17) is to be changed to 23 (18). 23 (18) is to be changed to 23 (19).
-	Ministry of Human Resource Development	For the words Ministry of Human Resource Development and the places where it occurs, the words Ministry of Education shall be substituted.

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4. The Council of NITSER authorized the Ministry of Education (formerly Ministry of Human Resource Development) to notify the amendments in the Statutes incorporating thereby the recommendations of the Anomaly Committee and Oversight Committee in the Schedule 'E'. It is, therefore, requested that the modifications, as per recommendations of the above mentioned Committees and as approved by the Council of NITSER, indicated in para 3 of this communication may kindly be placed before the Board of Governors of your Institute for its adoption and passing suitable resolution so as to enable this Ministry to notify the amendments at the earliest possible.

5. As the amendment in the Statutes shall be carried out in consultation with the Ministry of Law and Justice, therefore, the proposed amendments may undergo some modifications from drafting angle. The Ministry will ensure that the amendments are in accordance with policy, intention, requirements and decisions taken by the Council.

6. As this is a time bound task, therefore, it is requested to kindly accord it top priority and convey the resolution of the Board of Governors of Institute, before 31st October, 2020, in accordance with provisions under Section 26 (2) of the NITSER Act, 2007.

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

Yours faithfully,



[Pawan Kumar]

Under Secretary to the Government of India

Tel: 23384897

Encl.: as above.

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



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

PUBLISHED BY AUTHORITY

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नई दिल्ली, सोमवार, जुलाई 24, 2017/श्रावण 2, 1939

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NEW DELHI, MONDAY, JULY 24, 2017/SRAVANA 2, 1939

मानव संसाधन विकास मंत्रालय

(उच्चतर शिक्षा विभाग)

अधिसूचना

नई दिल्ली, 21 जुलाई, 2017

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

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

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

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

“6 बोर्ड के आदेशों का सत्यापन

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

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

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

4. मूल परिनियमों के परिनियम 10 में,—

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

“(5) रजिस्ट्रार, पदेन, सदस्य-सचिव :

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

6. मूल परिनियमों के परिनियम 12 में,—

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

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

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

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

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

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

7. मूल परिनियमों के परिनियम 13 में,--

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

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

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

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

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

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

8. मूल परिनियमों के परिनियम 14 में,--

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

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

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

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

9. मूल परिनियमों के परिनियम 17 में,--

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

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

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

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

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

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

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

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

12. मूल परिनियमों के परिनियम 23 में,--

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

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

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

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

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

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

- | | | | |
|-----|---|---|---------|
| (1) | निदेशक या उप निदेशक | - | अध्यक्ष |
| (2) | कुलाध्यक्ष का नामनिर्देशिनी | - | सदस्य |
| (3) | बोर्ड में दो नामनिर्देशिनी, 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 नामनिर्देशिनी | - सदस्य |
| (4) बोर्ड का नामनिर्देशिनी | - 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 नेटवर्क आदि की वैश्विक पहल, जैसे राष्ट्रीय कार्यक्रम संचालित करने के लिए दो सप्ताह की अवधि के कार्यक्रम एक सप्ताह की अवधि का कार्यक्रम	अंतिम प्रोन्नति से अधिकतम 4 क्रेडिट पाइंटों के अधीन रहते हुए प्रति सेमेस्टर 2 पाइंट अंतिम प्रोन्नति से अधिकतम 2 क्रेडिट पाइंटों के अधीन रहते हुए प्रति सेमेस्टर 1 पाइंट
12.	अध्यक्ष या सचिव के रूप में आयोजित राष्ट्रीय या अंतर्राष्ट्रीय संगोष्ठी	अंतिम प्रोन्नति से अधिकतम 6 क्रेडिट पाइंटों के अधीन रहते हुए प्रति सेमेस्टर 3 पाइंट
13.	किसी दिए गए संवर्ग के लिए अपेक्षित न्यूनतम सुसंगत शिक्षण अनुभव से अधिक सेवा अवधि	अंतिम प्रोन्नति से अधिकतम 10 क्रेडिट पाइंटों के अधीन रहते हुए प्रति सेमेस्टर 2 पाइंट
14.	नई प्रयोगशालाओं की स्थापना	अंतिम प्रोन्नति से 4 क्रेडिट पाइंट
15.	छह क्रेडिट घंटों के पाठ्यक्रम से अधिक सिद्धांत शिक्षण	अंतिम प्रोन्नति से अधिकतम 6 क्रेडिट पाइंटों के अधीन रहते हुए प्रति सेमेस्टर 1 पाइंट
16.	स्नातकोत्तर मार्गदर्शित निबंध	अंतिम प्रोन्नति से अधिकतम 10 क्रेडिट पाइंटों के अधीन रहते हुए प्रति सेमेस्टर 0.5 पाइंट
17.	स्नातक परियोजनाएं	अंतिम प्रोन्नति से अधिकतम 4 क्रेडिट पाइंटों के अधीन रहते हुए प्रति सेमेस्टर 0.25 पाइंट
18.	विख्यात अंतर्राष्ट्रीय प्रकाशकों से सुसंगत विषयों पर प्रकाशित पाठ्य या संदर्भ पुस्तकें	अंतिम प्रोन्नति से अधिकतम 18 क्रेडिट पाइंटों के अधीन रहते हुए प्रति सेमेस्टर 6 पाइंट
19.	विख्यात अंतर्राष्ट्रीय प्रकाशकों से सुसंगत विषयों पर प्रकाशित पाठ्य या संदर्भ पुस्तकें या विख्यात अंतर्राष्ट्रीय प्रकाशकों द्वारा प्रकाशित पुस्तकों में पुस्तक अध्याय	अंतिम प्रोन्नति से अधिकतम 6 क्रेडिट पाइंटों के अधीन रहते हुए प्रति सेमेस्टर 2 पाइंट
20.	महत्वपूर्ण आउटरिच संस्थान बाह्य कार्यकलाप	अंतिम प्रोन्नति से अधिकतम 4 क्रेडिट पाइंटों के अधीन रहते हुए प्रति सेमेस्टर 1 पाइंट
21.	आईईईईई, एफएनए, एफएनएई, एफएनएएससी का फेलो	10 क्रेडिट पाइंट
22.	प्लेसमेंट प्रतिशत (केवल प्लेसमेंट कक्ष अधिकारियों या प्लेसमेंट के संकाय प्रभारी के लिए)	
	85 प्रतिशत से अधिक	अंतिम प्रोन्नति से अधिकतम 20 क्रेडिट पाइंटों के अधीन रहते हुए प्रति सेमेस्टर 4 पाइंट
	75 प्रतिशत – 84 प्रतिशत (प्रतिशत उत्तीर्ण होने वाले विद्यार्थियों की कुल संख्या और एकल जाँच 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,
but other than a member of the Board | - | Member |
| (4) one expert nominee of Senate from outside
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
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 st 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.

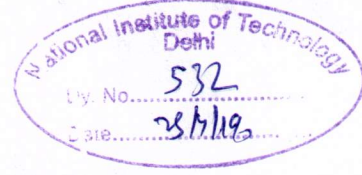
S.No.	Activity	Credits points
16.	Post Graduate Dissertation guided	0.5 credit point per project to a maximum of 10 points since the last promotion.
17.	Under Graduate Projects	0.25 credit point per project up to a maximum of 4 points since the last promotion.
18.	Text or Reference Books published on 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 23rd 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 5th November, 2015.

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



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

To

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

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

Sir \ Madam,

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

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

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

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25/4/19

[MHRD\RAV\RR, Pay Anomaly & CAS4-Tier Letter.docx]

20/4/19
K. Rajan

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

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

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"> Credit Points mentioned at Sl.No.5 of the Table on Credit Point System given in Schedule E of the Statutes 23 (5) (a) are exhaustible credit points, i.e. after last appointment. <p>The rest are Exhaustible Credit Points at every level of direct recruitment.</p>	<table border="1"> <tr> <td>1.</td> <td>One external Sponsored R&D Projects completed or ongoing / Patent granted</td> <td>8 / project or 8 / patent as inventor (In case of more than one person in a Project, the Principal Investigator gets 5 credit points and the rest to the divided equally among other members)</td> </tr> <tr> <td>2.</td> <td>Consultancy projects</td> <td>2 Credit points @ Rs.5 lakhs of consultancy, subject to maximum of 10 Credit points</td> </tr> <tr> <td>3.</td> <td>Ph.D. completed (including thesis submitted cases)</td> <td>8 per Ph.D. student. (In case there are more than one supervisor, then the Guide (1st Supervisor) gets 5 credit points per student and the rest to be divided equally among other supervisor(s))</td> </tr> <tr> <td>4.</td> <td>One Journal papers in SCI / Scopus (Paid Journals not allowed)</td> <td>4 per paper since the last promotion. First author/Main supervisor will get 2 and rest will be divided among others.</td> </tr> <tr> <td>21.</td> <td>Fellow FNA, FNAE, FASc, FNASC</td> <td>10 credit points</td> </tr> </table> <p>The rest Credit Points mentioned in Schedule E are Exhaustible Credit Points at every level of direct recruitment.</p>	1.	One external Sponsored R&D Projects completed or ongoing / Patent granted	8 / project or 8 / patent as inventor (In case of more than one person in a Project, the Principal Investigator gets 5 credit points and the rest to the divided equally among other members)	2.	Consultancy projects	2 Credit points @ Rs.5 lakhs of consultancy, subject to maximum of 10 Credit points	3.	Ph.D. completed (including thesis submitted cases)	8 per Ph.D. student. (In case there are more than one supervisor, then the Guide (1 st Supervisor) gets 5 credit points per student and the rest to be divided equally among other supervisor(s))	4.	One Journal papers in SCI / Scopus (Paid Journals not allowed)	4 per paper since the last promotion. First author/Main supervisor will get 2 and rest will be divided among others.	21.	Fellow FNA, FNAE, FASc, FNASC	10 credit points	
1.	One external Sponsored R&D Projects completed or ongoing / Patent granted	8 / project or 8 / patent as inventor (In case of more than one person in a Project, the Principal Investigator gets 5 credit points and the rest to the divided equally among other members)																	
2.	Consultancy projects	2 Credit points @ Rs.5 lakhs of consultancy, subject to maximum of 10 Credit points																	
3.	Ph.D. completed (including thesis submitted cases)	8 per Ph.D. student. (In case there are more than one supervisor, then the Guide (1 st Supervisor) gets 5 credit points per student and the rest to be divided equally among other supervisor(s))																	
4.	One Journal papers in SCI / Scopus (Paid Journals not allowed)	4 per paper since the last promotion. First author/Main supervisor will get 2 and rest will be divided among others.																	
21.	Fellow FNA, FNAE, FASc, FNASC	10 credit points																	
4.	Carry forward of Credit Points.	For any movement from one position to other, if the Exhaustible Credit Points are more than the minimum required	<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>Illustration: Assistant Prof. to Associate Prof.: Minimum Required Credit Points: 50 i. For a candidate having 20 Non-exhaustible Credit Points and 60 Exhaustible Credit Points, carried forward Credit Points will be $20 + (60-50) = 30$ ii. For a candidate having 40 Non-exhaustible Credit Points and 40 Exhaustible Points, carried forward Credit Points will be $40+0=40$.</p>	<p>Associate Prof. Minimum Required Credit Points: 50</p> <p>i. For a candidate having 20 Non-exhaustible Credit Points And 60 Exhaustible Credit Points, carried forward Credit Points will be $20 + (60-50) = 30$ ii. For a candidate having 30 Non-exhaustible Credit Points and 40 Exhaustible Points, carried forward Credit Points will be $30 + (40- 40) = 30$. Credit Points earned during the period from the last date of submission of application and date of joining, which was not considered in the selection process, shall be carried forward.</p>
5.	Clarification on First class.	<p>As specified by the respective University / Institution. If not specifically mentioned by the University / Institution, then 60% marks or 6.5 CGPA.</p> <p>New entrants are as defined in MHRD letter No. 33-9/2011-TS. III, dated 31st January 2018. Faculty members</p>	<p>The Ministry vide letter dated 31.01.2018 clarified that "the new entrant means a candidate who is not existing faculty of concerned NIT. Therefore, existing faculty will not be considered as new entrant."</p> <p>It has been decided to</p>

K. 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 th CPC / Level in 7 th CPC, is through direct recruitment through open advertisement. Therefore, the term "promotion" used in RRs / Guidelines / MHRD communications should be read as "Appointment through Direct Recruitment".	Accepted.
17.	For grant of HAG Scale to Professors: 40% of sanctioned post of Professors	May be replaced with: 40% of total no. of Professors in position.	Accepted.

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

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

Yours faithfully,

K. Rajan

[K. Rajan]

Under Secretary to the Government of India

Tel: 23384159

Copy to:-

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

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 30th 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 24th 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 13th 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 6th October, 2017 (**Annexure-II**) and 17th 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 6th October, 2017 and 17th 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.

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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 6th October, 2017 and 17th 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 13th 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 15th January, 2014 and subsequent communication dated 29th 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'.

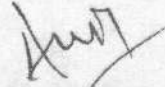
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-: 2 :-

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 24th July, 2017 (NITs & IEST) and 2nd 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 6th 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 29th 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 17th 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:-

SI.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:- <u>Schedule E (SI.No.4 – pertaining to Associate Professor)</u> (i) Six years after Ph.D. of which at least three years at the level of Assistant Professor with Academic Grade Pay of

[RAYD:HR, Pay Anomaly & CAS4-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 & CAS-4-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 th 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.

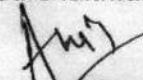
3. The cumulative essential credit points are only for deciding the eligibility. The above shall be one time relaxation and will be applicable only if she / he participates in the recruitment process of same NIT where she / he has been working.

4. The other contents of Notification dated 24th 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]

ANNEXURE – III

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

Shastri Bhawan, New Delhi,
dated, the 17th 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 24th 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 6th 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:MR, Pay Anomaly & CAS4-Tier Letter.docx]

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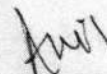
Essential Requirements in Recruitment Rules notified on 24.04.2017	Substituted by (one time relaxation for existing faculty)
	OR seventeen years total working experience with Ph.D. (No post Ph.D. experience is required). At least three years at the level of Associate Professor with Academic Grade Pay 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 & Development lab or relevant Industry.

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

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

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

Yours faithfully,



[Anil Kumar Singh]

Under Secretary to the Government of India

Tel: 23384897

Copy to:-

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

**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 29th May, 2017 and the same have also been notified in the Gazette on 24th July, 2017 (in respect of NITs & IEST, Shibpur) and 2nd 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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Amr

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 4th 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 30th November, 2017, the undersigned is directed to communicate following modifications in point (v) of para 3 at page 2 of the above communication:-

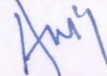
“The total working experience / length of mandatory service requirements as mentioned in above cited communications could be combination of services in NITs & other Institute of repute. In such cases, the Board may define the experience proportionally.”

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 30th November, 2017 shall remain unchanged.

Yours faithfully,



[Anil Kumar Singh]

Under Secretary to the Government of India
Tel: 23384897

Copy to:-

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

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

*_*_*_*_*

Shastri Bhawan, New Delhi,
dated, the 31st 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.

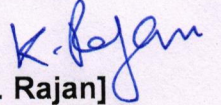
Sir,

I am directed to refer to National Institute of Technology, Rourkela's letter No.NITR/RG/2018/L/0170 dated 23rd 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 24th 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 24th July, 2017 by the Ministry.

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

Yours faithfully, -



[K. Rajan]

Under Secretary to the Government of India
Tel: 23384159

Copy to:-

- (i) The Chairperson, Board of Governors of all the NITs and IEST, Shibpur.
- (ii) The Director of all the NITs and Director, IEST, Shibpur.

F.No.20-2/2022-TS.III
Government of India
Ministry of Education (Shiksha Mantralaya)
Department of Higher Education
._._*._*

Shastri Bhawan, New Delhi,
dated, the 27th April, 2022

To

The Director,
National Institute of Technology, Warangal,
Telangana - 506004.

Subject: Clarification on applicability of clause (5) of Note 1 referred in Schedule 'E' of the Statutes of NITs and IEST, Shibpur - regarding.

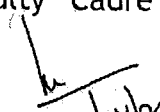
Sir \ Madam,

I am directed to refer to the communication dated 31st January, 2022 received from the National Institute of Technology, Warangal (Telangana) seeking clarification on applicability of clause (5) of Note 1 referred in Schedule 'E' of the Statutes of NITs (amended on 24th July, 2017), which reads as under:-

"For the departments which are not having any vacancy, movement in higher academic Grade Pay or cadre shall be carried out as per specific selection process but it will be restricted to only serving faculty members of the respective departments"

2. While seeking clarification on applicability of above clause, the Institute has further stated that the above provision has not been withdrawn or amended as on date and many Institutes have been incorporating the same in their advertisements for considering the serving faculty members. On specific instructions from their BoGs, the Institute has sought clarification on including same in their ensuing advertisements for faculty recruitments and its applicability on serving faculty members.

3. In this regard, attention is drawn towards Note 1 (1) of the Statutes which states that "any change in the grade pay will be through open advertisement and on recommendations of duly selection committee, except where specifically exempted in these rules". Thus there is no provision of promotion in NITs as per the Act and statutes and open recruitment at each stage, combined with Four-Tier Flexible Faculty Cadre Structure is the


27/04/22

cornerstone of these Institutions of National Importance to recruit and retain only the best of the best teaching talent. In flexi cadre, a faculty appointed at any level and moving forward in next level carries his own position, as his selection to higher grade won't change the actual numbers of faculty in position.

4. Note 1 (5) of the Statutes states that "for the department 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." The matter has been examined in the Bureau. The genesis behind keeping Note 1 (5) in Schedule 'E' of amended Statutes is that there are many NITs working with small, peripheral Departments (like Physics, Architecture etc.) having fixed numbers of faculty positions sanctioned by the Board for each of such Department. Any provision in any law / Statute cannot be read in exclusion and must be read in harmony with the entire provision.

5. Note 1 (5) helps NITs to retain their academic talent; however, there may be chances that the same may be used for giving undue advantage, restricting outside faculty from participating in the recruitment process and would thus be violative of both letter and spirit of the Act and Statutes. As such, with regard to the application of Note 1 (5) of Schedule 'E', it is clarified that excessive reliance on Note 1(5) may lead to dilution of overarching Four-Tier Flexible Faculty Cadre Structure wherein equal opportunity of competition is to be extended to fresh candidates as well as internal candidates. It may lead to dilution in quality of faculty recruitment.

6. This issues with the approval of the Chairperson of 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 and Statutes 23 (3) of the Statutes of NITs and IEST, Shibpur.

Yours faithfully,


[Indrajit Kuni]

Under Secretary to the Government of India

Tel: 23384197

Copy for information and further appropriate action to:-

- (i) The Directors of all 31 NITs; and Director, IEST-Shibpur (W.B.).
- (ii) The Registrars of all 31 NITs; and Registrar (I/c), IEST-Shibpur (W.B.).