



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

सं. 651]

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

No. 651]

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।"

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)

(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 1, 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 1, sub-section (i) *vide* notification number G.S.R. 837(E) dated the 5th November, 2015.

RAKESH SUKUL Digitally signed by RAKESH SUKUL
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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.

... contd./-

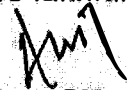
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F.No.33 – 9 / 2011 – TS.III

- (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'.

...contd./-

-: 2 :-

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

3. It is requested to kindly take note of the above while initiating the faculty recruitment process in your Institute as per the RRs prescribed by the Council of NITSER and also incorporated in the Statutes through Gazette Notifications dated 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
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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:-

Sl.No.	Issues / Anomalies	Recommendations approved
(i)	Regarding promotion of existing Assistant Professor to Associate Professor.	The following one time relaxations in the Recruitment Rules for existing faculty members are approved:- <u>Schedule E (Sl.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

[RAYID008; Pay Anomaly & CAPM (for Letter .docx)]

[Handwritten Signature]

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>

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.

[E:\VSD\DRR_Pay Anomaly & CAS\Modded Procedure & Guidelines.docx]

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

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Shastri Bhawan, New Delhi,
dated, the 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 24.7.17	Substituted by (one time relaxation for existing faculty)
Professor (PB-4, GP of Rs.10,500/- with minimum pay of Rs.48000/-)	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.	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.

[MHRD/HRD-Pay Anomaly & BAMA-Tier Letter.docx]

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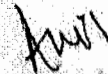
<p>Essential Requirements in Recruitment Rules notified on 24.04.2017</p>	<p>Substituted by (one time relaxation for existing faculty)</p>
	<p>OR</p> <p>seventeen years total working experience with Ph.D. (No post Ph.D. experience is required). At least three years at the level of Associate Professor with Academic Grade Pay of Rs.9500/- or four years at the level of Associate Professor with Academic Grade Pay of Rs.9000/- or combination of Rs.9000/- and Rs.9500/- or equivalent in an Institution of repute or Research & Development lab or relevant industry.</p>

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, Shlbpur.
- (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, Jalpur – with a request to upload the communication on the website of the Council of NITSER.
- (v) Guard File.

ANNEXURE - IV

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

Consequent upon approval of the Council of the National Institutes of Technology, Science Education and Research (NITSER), the Ministry of Human Resource Development has issued the new Recruitment Rules for faculty on 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.

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

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PROCEDURE FOR SELECTION OF FACULTY IN NIT SYSTEM

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

1. The Director will create an "Advisory Committee on Faculty Recruitment (ACoFAR)" with a senior member of the faculty as the Chairman. Normally, he should be the Dean (Faculty Welfare); but Director shall have the discretion to assign the responsibility to Dy. Director or another senior Professor or handle it himself. The Chairman of ACoFAR shall be authorized to communicate with Departments, candidates and experts on the advice of Director. In addition, the Committee shall discharge the following functions:
 - a) Examine and advise on distribution of faculty positions among various Departments;
 - b) Proactively search for faculty candidates in India and abroad.
 - c) Assist the Director in examining, short listing criteria and preparing panels of short listed candidates submitted by Departments;
 - d) Examine and recommend proposals for deviation in age, formal qualifications, industry experience or any other criterion or guideline;
 - e) Reservation of positions for specialization or sub-specialisation and rank of faculty to be inducted; and
 - f) Proactively search for candidates from reserved categories, and if not available after repeated attempts, prepare proposals for de-reservation in accordance with the relevant rules & regulations.

2. The Institute will create a panel of experts and update it on annual basis. The list will be prepared by taking inputs from Departments. Director may also add extra names or delete some from the list. Normally, the experts should be drawn from NITs, IITs, IIMs, IISERs, IISc, IEST, University Departments, major R&D Laboratories (CSIR, ICAR, DAE, ISRO, DRDO etc) and major industry. The list, along with postal and electronic addresses, designations, specialization and other relevant particulars of proposed experts is to be placed before the Senate and then the BoG for their approval. Every higher authority shall have the power to add and delete names. In addition, fellows of INAE and the 3 Science academies will be automatically included in the panel. Every attempt should be made to ensure that major specializations of each Department are adequately represented in the panel.

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

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

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



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

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

The Selection Committee, at its discretion, may recommend to retain the panel for a maximum period of one year or next round of selection for the Department, whichever comes earlier, so that vacancies caused during this period can be filled in order of merit.

21. Recommendations of the Selection Committees will be placed before the BoG, along with details of sanctioned posts, reservation categories etc, for

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

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

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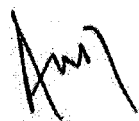
DISTRIBUTION OF FACULTY POSTS AMONG DEPARTMENTS

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

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

B Tech Programme (Annual Intake < 50)	= x
B Tech Programme (Annual Intake > 50)	= 1.5 x
Dual degree with existing M. Tech. specialization	= 0.1 x
Dual degree with exclusive M. Tech. specialization	= 0.2 x
Additional B Tech Programme (Each programme)	= 0.5 x
M Tech programme (Each programme)	= 0.5 x
M.Sc. (2 years) programme	= 0.5 x
M.Sc (5 years) programme	= x
MBA Programme (Annual Intake <50)	= x
MBA programme (Annual Intake >50)	= 1.5 x
MCA (3 Years) Programme	= x
Common theory courses for 1 st & 2 nd years (per subject)	= 0.2 x
Common practical courses for 1 st & 2 nd years (per course)	= 0.1 x

Total = nx
x = [Sanctioned faculty strength] ÷ n

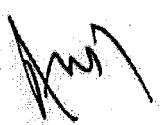


The normal strength of every Department shall be computed based on the above scheme, additional factors taken into consideration, rounded and approved by the Institute Senate to serve as a guideline for all future recruitment. In case of serious disagreement among members the Senate, the decision of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

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

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

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F.No.33 – 9 / 2011 – TS.III
Government of India
Ministry of Human Resource Development
Department of Higher Education
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Shastri Bhawan, New Delhi,
dated, the 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.33 – 9 / 2011 – TS.III
 Government of India
 Ministry of Human Resource Development
 Department of Higher Education
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Shastri Bhawan, New Delhi,
 dated, the 20th April, 2018
 23/4

To

- | | |
|--|--|
| 1. The Director,
National Institute of Technology,
Surathkal – 575025 (Karnataka). | 2. The Director,
National Institute of Technology,
Raipur – 492010 (Chhattisgarh). |
|--|--|

Subject:- Clarification sought by NITs on working experience in R&D Labs and relevant industry – regarding.

Sir,

I am directed to refer to the email dated 28th March, 2018 received from Registrar, National Institute of Technology Karnataka, Surathkal (Karnataka) vide which a clarification has been sought from the Ministry as to whether working experience in Research and Development Labs and relevant industry can be considered for the post of Associate Professor also. Similar clarification has also been sought by the Registrar, NIT, Raipur.

2. The matter has been examined in this Ministry and the undersigned is directed to clarify following:-

Designation, Pay Band and Academic Grade Pay	Essential Requirements	Clarification furnished
Associate Professor Pay Band-4 with Grade Pay of Rs.9500 with a minimum pay of Rs.42800	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.	The teaching and research experience in reputed academic Institute or Research and Development Labs or relevant industry may also be considered in case of Associate Professors as has been done in case of other faculty positions.

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

Yours faithfully,

K. Rajan
 [K. Rajan]

Under Secretary to the Government of India
 Tel: 23384159

Copy to:-

- On file be*
27/4/18
- Dr. C. S. ... as desired*
- (i) The Chairperson, Board of Governors of all the NITs and IEST, Shibpur.
 (ii) The Director of all the remaining NITs and Director, IEST, Shibpur.
- 12/5/18*
Supra (Raj)
03/5/18

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

*_*_*_*_*

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

To

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

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

Sir \ Madam,

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

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

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

K. Rajan

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

S. No.	Clarifications sought by NITs / Faculties of NITs	Comments of the Oversight Committee (OSC)	Decision
1.	Clarification on "One-time measure"	One-time measure means completion of first round of recruitment process for respective faculty positions after amendment in Statutes dated 24 th July 2017 and subsequent approval of the process by the BoG of respective Institutes. [amended on 19.01.2019]	Accepted.
2.	Whether experience as Post-Doctoral Fellow is to be considered or not.	International / national Post Doctoral Fellowships offered by National Agencies of respective countries will be considered. Post Doctoral Fellowships offered by Institutions which are in QS / THE World Ranking upto 500 will be considered. "Experience as Post Doctoral Fellow will be considered for appointment to the post of Assistant Professor (AGP 7000 and 8000)" [amended on 19.01.2019].	Accepted.
3.	Clarification on Cumulative Credit Points	<u>Amendment proposed on 19.01.2019</u> • 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																		
4.	Carry forward of Credit 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"> <thead> <tr> <th>S. No</th> <th>Activity</th> <th>Credits points</th> </tr> </thead> <tbody> <tr> <td>1.</td> <td>One external Sponsored R&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 be 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> </tbody> </table>	S. No	Activity	Credits points	1.	One external Sponsored R&D Projects completed or ongoing / Patent granted	8 / project or 8 / patent as inventor (In case of more than one person in a Project, the Principal Investigator gets 5 credit points and the rest to be divided equally among other members)	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	<p>The rest Credit Points mentioned in Schedule E are Exhaustible Credit Points at every level of direct recruitment.</p> <p>It has been decided to accept the clarification with following illustration:-</p> <p>Assistant Prof. to</p>
			S. No	Activity	Credits points																	
1.	One external Sponsored R&D Projects completed or ongoing / Patent granted	8 / project or 8 / patent as inventor (In case of more than one person in a Project, the Principal Investigator gets 5 credit points and the rest to be 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																				
		For any movement from one position to other, if the Exhaustible Credit Points are more than the minimum required																				

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.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.

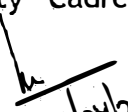
Sir \ Madam,

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.).