

Prof.B.G.Naresh Kumar
ADVISOR-II

ALL INDIA COUNCIL FOR TECHNICAL EDUCATION
(A Statutory Body of Govt. of India by Parliament Act (52), 1987)
Date : 10.9.2003

F.No.FD/PSSC/Clarif./2003/1

To,
Secretaries (Technical Education)
All State Governments/Union Territories

Sub : Clarification on certain issues pertaining to Pay Scales and Service Conditions for teachers of Degree/Diploma level Technical Institutions.

Sir,

From time to time the AICTE receives queries seeking clarification on different issues pertaining to Pay Scales and Service Conditions for teachers of Degree/Diploma level Technical Institutions.

The AICTE has constituted Expert Committee to give the clarification / anomalies pertaining to Pay Scales and Service Conditions of Teachers of Degree/Diploma Level Technical Institutions. The decision of the Expert Committee on these issues is enclosed (Annexure-1) for information and necessary action, if any.

This is issued with the approval of the Competent Authority.

Yours faithfully
Sd/-
(B.G.Naresh Kumar)
Advisor (FD)

Encl : As above

Copy to :

1. All the Directors of Technical Education of All State Govts./Union Territories – for circulation amongst all Directors/ Principals of degree/diploma level Technical Institutions.
2. Principals of all national Institutes of Technologies
3. All Vice-Chancellors of Universities/Deemed Universities.
4. Secretary/Additional Secretary/Union Public Service Commission (UPSC)
5. All Centrally funded Technical Institutions
6. All Regional Officers of AICTE at Kolkata, Mumbai, Kanpur, Chennai, Chandigarh, Bhopal and Bangalore.
7. The Deputy Secretary (T), Dept.of Secondary and Higher Education, Ministry of HRD Govt.of India, Shastri Bhawan, New Delhi.

Indira Gandhi Sports Complex, I.P.Estate, New Delhi – 110 002

Phone (Direct) : 011-23392517,23392581,23392562 (EPABX) 23392563-65/73-75

Telefax – 011-23392562,23392554 E-mail : naresh_gowda@vsnl.net

Item No.1 : Eligibility for the Post of Lecturer in Computer Science & Engg. – relaxation in the requirement of 1st class

Item No.2 : Anomaly in the AICTE prescribed eligibility criteria for the post of Lecturer in Computer Science & Engg.

Decision taken :

The Committee agreed to the decision of AIB – IT i.e. B.E./ in any Engineering discipline or M.Sc., in Mathematics/Physics/ Electronics/Computer Science and allied subjects and First Class M.Tech./M.E. degree in Computer Science/ Information Technology.

Item No.3 : Clarification in respect of the qualification prescribed for appointment as Lecturer in MCA course.

Decision taken :

Bachelor's degrees in any discipline or M.Sc., in any branch along with First Class MCA degree are eligible for appointment as lecturer in MCA course.

Item No. 4 : Counting of past services and pay protection at the time of recruitment by a Central Govt. organization in respect of a person coming from Pvt.Engg. College.

Decision taken :

It was observed by the expert committee that the UGC has framed guidelines for the counting of past service & pay protection etc. Hence it was decided that in the above matter, UGC guidelines may be followed.

Item No. 5 : Consideration for inclusion of M.Sc., (Bio-Chemistry) and M.Tech. (Bio-Technology) as the basic minimum qualifications for various levels of posts of teachers in the Pharmacy discipline in degree level technical institutions.

Decision taken :

The inclusion of M.Sc., (Bio-Chemistry) or M.Tech. (Bio-Tech.) as the basic minimum qualifications for various posts of faculty in Pharmacy may be referred to the concerned Board of Governors (BOG)/ Selection Committee in order to take appropriate decision.

Item No. 6 : Modification of the eligibility Criteria for the post of Lecturer in the discipline of Comp. Sc. & Engg.and/or MCA

Decision taken :

Same as Item No.1 & 2 above.

Item No. 7 : Clarification on certain issues pertaining to Career Advancement scheme (CAS) for teachers of Degree level Technical Institutions.

Decision taken :

As per the revised CAS proposed by FD Bureau, placed at Appendix-1.

Item No. 8 : Superannuating benefits on accounting of having Ph.D. before entering service.

Decision taken :

The committee has discussed the issue and it was decided to refer the matter to BOG in order to take appropriate decision

Item No. 9: Issue of deciding the nature of refresher courses being imparted by UGC and/or other technical institutions for the purpose of being considered under the Career Advancement Scheme (CAS) of AICTE.

Decision taken :

The committee has discussed the issue of nature of refresher courses for CAS and it was decided as follows :

- (i) Issue of recognition of refresher courses is as per the discretion of the selection committee for CAS.
- (ii) In general the advanced course conducted by QIP (AICTE) UGC,ISTE, Universities and other recognized institutions etc shall be considered for CAS.

Item No.10 : Anomaly in AICTE recommended pay scales for teachers of diploma level technical institutions (polytechnics)**Decision taken :**

The committee had discussed the issue at length and it was decided that the teachers who have been recruited prior to 1.1.1996, should be governed by the existing Recruitment Rules (RR's). So, the committee recommends relaxation of qualification for such teachers to consider them for CAS in the grade of Lecturer (i.e., from Lecturer to senior grade & from senior grade to selection grade) and also for those who were promoted before the implementation of revised AICTE pay scales & service conditions. (From the date of AICTE notification to the date of implementation of the same by the concerned State Govt./ Union Territory).

Item no.11: Consideration of the qualification of M.Tech., (Industrial Metallurgy) as eligible for promotion to the post of assistant professor in the dept.of Mechanical Engg.**Decision taken :**

Yes, if the candidate has basic degree in Mechanical Engg. i.e. B.E./B.Tech. in Mech.

Item No.12: Effective date of applicability for uniform implementation of Career Advancement Scheme (CAS) for faculty members of technical institutions.**Decision taken :**

The committee had discussed the issue and it was decided that in the above matter UGC guidelines should be followed (as decided in 44th EC).

Item No.13: Requirement for framing of Pay Scale and Service Conditions for Workshop Instructors for diploma level technical institutions.**Decision taken :**

All these items pertain to Polytechnics/Diploma level technical institutions whose approval and other controls have been fully delegated by the AICTE to the concerned State Govt./ Union Territory. Hence, it was felt desirable by the Expert Committee that all these matters/ issues can be referred to the concerned State Govt./ Union Territory for their consideration and/or settlement of their cases.

Item No.14 : Consideration of the short term courses under the QIP for the purpose of Career Advancement of Teachers of Pharmacy disciplines in respect of degree level technical institutions.**Decision taken :**

Same as item no.9

Item No.15 : Request for amending the eligibility criteria for the post of Lecturer in the discipline of Computer Science & Engg. in degree level technical institutions.**Decision taken :**

Yes, if the Master of Science degree in Pharmaceutical from London is equivalent to M.Pharm as per AIU.

Item No.18: Inclusion of the qualification of Master of Information Technology (MIT)/ MCA for teaching post in the discipline of Computer Science & Engg.

Decision taken :
Same as per Item 1 & 2 above.

Item No.19:Framing of Career Advancement Scheme for Libraries and Physical Education Instructors (PEIs) in degree level technical institutions.

Decision taken :
It was observed by the Expert Committee that the qualification requirement for the post of Librarians and Physical Education Instructors (PEIs) for technical institutions were decided by the AICTE as per the qualifications laid down by the UGC for the same posts.
Hence it was decided that in the above matters the requirements of the qualifications laid down by the UGC for these posts need to be followed.

Item No.20 :Issue of recognition of Fellow Membership qualification of the Institute of Company Secretaries of India for appointment as Director/Professor/ Reader in AICTE approved management Institutions.

Decision taken :
The committee has recommended the qualification of Institute of Company Secretary for the purpose of recruitment as Director/ Professor/ Reader in AICTE approved institutions.

Item No.21:Consideration of the qualification of M.Sc. degree in electronic science as equivalent to B.Tech./ B.E.degree for the purpose faculty recruitment in technical institutions.

Decision taken :
Yes, if M.Sc., degree in Electronic Science is equivalent to B.E./ B.Tech. as per AIU.

Item No. 22 : Consideration of the qualification of M.Sc. (Physics) and M.Tech. (instrumentation) for the post of Lecturer in Instrumentation Engg. in technical Institutions.

Decision taken :
The committee has recommended the same as it covered under the existing Recruitment Rules (RRs)

Item No.23:Consideration of the career advancement scheme of AICTE and conversion of Lecturer (selection grade) to Assistant Professor after attaining the Ph.D. degree.

Decision taken :
The committee recommends considering the experience of selection grade Lecturers as equivalent to Assistant Professor after acquiring the Ph.D.

Item No. 24 : Issue regarding anomaly in the career advancement scheme for teachers under the UGC scheme and that under AICTE scheme – removal of discrepancies.

Decision taken : Same as Item No. 7.

Item No. 25 : Relaxation of AICTE prescribed eligibility requirement for the post of Librarians in engineering and Management Colleges.

Decision taken :
As per the decision of 41st EC, the NET can be relaxed for candidates having First Class Master of Library Science (M.Lib.)

Item No.26:Consideration for relaxing the requirement of Class from the point of view of Combined Grade Point Average (CGPA) for the post of lecturers in the discipline of Computer Science in degree level technical institutions due to adoption of different cut off marks by various institutions.

Decision taken :
The committee has not recommended the relaxation. The existing Recruitment Rules (RRs) are clear.

Item No. 27: Consideration of fixing eligibility requirements for various teaching posts in degree level technical institutions in various interdisciplinary and newly emerging areas of E & T such as Environmental Engg.

Decision taken :

The committee has recommended that a person with M.Tech. (Environmental) with Ph.D. in Environmental Studies/ Engg. would be eligible for the post of Assistant Professor in Civil Engg.

Item No.28(a): Consideration of the teaching experience at the level of Assistant Professor as equivalent to the level of Lecturer (selection grade) for the purpose of recruitment of professors in degree level technical institutions.

Decision taken :

Same as per Item No. 23 above

Item No.28(b): Consideration of amendment in the AICTE prescribed minimum qualifications and experience for the post of Professors in degree level technical institutions.

Decision taken :

In case of candidates having only Bachelors degree in Engg./Tech. and completed Ph.D., the minimum qualifications & experience for the post of Professors in degree level technical Institutions should be as follows :

'Ph.D. with First Class Bachelors degree in the appropriate branch of Engg./ Tech. with 10 years experience in teaching industry/ research out of which 5 years should be at the level of Assistant Professor and / or equivalent.'

Item No. 29 : Issue of recognition of various training programmes being imparted by different organization as equivalent to programmes approved by AICTE for the purpose of including the same in the Career Advancement Scheme (CAS).

Decision taken :

Same as Item No. 9.

Item No. 30 : Fixing of pay scales and service conditions for workshop instructors for diploma level technical institutions.

Decision taken :

Please refer Item No. 13.

Item No. 31 : Issues regarding adoption of pay scales for the post of Principals, which is different from AICTE prescribed pay scales in the institute run by Govt. Tool Room and Training Centre, Bangalore.

Decision taken :

The Committee discussed the issue and finalised that deviation from existing RRs is not permissible. No scheme is available at present for financial assistance.

Item No. 32 : Consideration for inclusion of the qualification of M.Sc. (Food Processing)/ M.Sc. (Food Science & Tech.)/ MS (Food Tech.)/ M.Sc. (Food and Allied Sciences) etc. for various teaching posts in the discipline of Food Tech. in the degree level technical institutions.

Decision taken :

As it is not mentioned in AICTE notification. It is up to the selection committee to decide the case.

Item No.33: Issue regarding reviewing of recruitment qualifications in the discipline of Arch./Planning in degree level technical institutions in case of candidates having PG Planning with degree in Economics.

Decision taken :

The committee has decided that it is up to the selection committee/ Governing Body to decide the issue.

Item No. 34 : Issue regarding qualifications for the post of principal in diploma level technical institutions from Pharmacy discipline.

Decision taken :

As per AICTE Act – 1987 the Pharmacy discipline falls under the purview of Technical Education. Hence, the candidates from Pharmacy discipline should also be considered for the post of Principal of polytechnics provided if such institution has a Department of Pharmacy.

Item No.35: Consideration on the issue regarding relaxation of the condition of 5 years experience at the level of Assistant Professor to 10 years teaching experience for promotion to the post of Professor in a University Departments/ Technological Universities.

Decision taken :

As the teachers in Universities/ University Departments of Science/ Humanities are Governed by UGC, where as in the same university Engineering faculty is governed by AICTE. Since the different experience criteria were fixed by UGC & AICTE, Engg. faculty in University/ University Departments are facing lot of hardship.

In lieu of the above the committee recommends to treat Engg. faculty in par with Science/ Humanities in terms of experience as per UGC. But at the same time to apply AICTE qualifications for the concerned posts.

Item No.36: Consideration of the case for exemption from NET qualification in case of Ph.D. degree holders in the discipline of basic sciences and humanities for the post of Lecturers in degree level technical institutions.

Decision taken :

Yes, the Ph.D. holders in the discipline of Basic Science & Humanities may be exempted from NET qualification for the post of Lecturer in degree level technical institutions.

Item No. 37 : Issue regarding relaxation of the qualification to various categories of teachers in degree level technical institutions to the promotion effected in between the period of AICTE notification on revised pay scales and service conditions and orders of respective state govt.

Decision taken :

Same as per Item No. 10.

Item No.38: Issue regarding consideration of DOACC "B" level qualification as equivalent to MCA degree for the purpose of recruitment of Lecturers for MCA course in degree level technical institutions.

Decision taken :

No, the equivalency has been given for the purpose of professional employment and not for the purpose of faculty recruitment in technical institution.

Revised Career Advancement Schemes for Teachers of Degree Level Technical Institutions.

1.1 General

- 1.1.0 Minimum length of service for eligibility to move into the grade of Lecturer (Senior Scale) would be four years for those with Ph.D., five years for those with M.Phil., M.Tech., and six years for others at the level of Lecturer, and for eligibility to move into the grade of Lecturer (Selection Grade)/ Assistant Professor, the minimum length of service as Lecturer (Senior Scale) shall be uniformly five years.
- 1.1.1 For movement into grades of Professor, the minimum eligibility criterion would be Ph.D. Those without Ph.D. can go up to the level of Lecturer (Selection Grade)/ Assistant Professor.
- 1.1.2 An Assistant Professor with a minimum of eight years of service in that grade will be eligible to be considered for appointment as a Professor.
- 1.1.3 The Selection Committees for Career Advancement shall be the same as those for Direct Recruitment for each category.

1.2 Lecturer (Senior Scale) :

A Lecturer will be eligible for placement in a senior scale through a procedure of selection if she/he has :

- (i) Completed 6 years of service after regular appointment with relaxation of one year and two years respectively, for those with M.Phil., M.E./ M.Tech. and Ph.D.
- (ii) Participated in summer/ winter schools of total duration of 4 weeks, or engaged in other appropriate continuing education programme of comparable quality as may be specified or approved by the All India Council for Technical Education (AICTE).
- (iii) Consistently satisfactory performance appraisal reports.

1.3 Lecturer (Selection Grade) :

Lecturers in the Senior Scale who do not have Master's degree or equivalent published work, and who do not meet the scholarship and research standards, but fulfils the other criteria given below for the post of Assistant Professor, and have a good record in teaching and, preferably, have contributed in various ways such as to the corporate life of the institution, examination work, or through Research & extension activities, will be placed in the Selection Grade, subject to the recommendations of the Selection Committee which is the same as for promotion to the post of Assistant Professor. They will be designated as Lecturers in the Selection Grade. They could offer themselves for fresh assessment after obtaining Master's degree and/or fulfilling other requirements for promotion as Assistant Professor and if found suitable, could be given the designation of Assistant Professor.

1.4 Assistant Professor :

1.4.1. A Lecturer in the senior scale will be eligible for promotion to the post of Assistant Professor if he/she has :

- (i) Lecturers in the Senior Scale having Ph.D. degree with 3 years of experience in teaching/industry/research at the level of Lecturer (including the period passed in the grade of Lecturer Senior Scale) or equivalent.

OR

Lecturer in the Senior Scale having Master's degree with 5 years of experience in teaching/industry/ research at the level of lecturer (including the period passed in the grade of Lecturer Senior Scale) or equivalent. Such candidates will be required to obtain Ph.D. degree within a period of 7 years from the date of his/her promotion to the post of Assistant Professor.

AND

- (ii) Made some mark in the areas of Scholarship and Research; as evidenced e.g. self assessment, report of referees, quality of publication, contribution to education/innovation, development of new courses and curricula and extension activities.
- (iii) After placement in the senior scale participated in winter/summer schools (short-term courses) of total duration of 4 weeks, or engaged in other appropriate continuing education programmes of comparable quality as may be specified/approved by the AICTE.
- (iv) Possesses consistently good performance appraisal reports.

1.4.2 Promotion to the post of Assistant Professor will be through a process of selection by a selection committee to be set up under the statues/ordinances of the concerned institute/university or other similar committees set up by the appointing authorities.

1.5 Professor :

- 1.5.1 In addition to the sanctioned position of Professors which must be filled up through direct recruitment through all India advertisement promotion may be made from the post of Assistant Professor after 8 years of service as Assistant Professor.
- 1.5.2 The selection committee for promotion to the post of Professors should be the same as that for direct recruitment for the promotion from Assistant Professor to Professor the following methods of promotion may be followed.
The candidate should present her/himself before the selection committee with some of the following :
- (a) Self-appraisal report (required)
 - (b) Research Contribution – books, articles, etc published (at least 4 papers in Journals required). The best three written contribution of the teacher (as defined by her/him) may be sent in advance to the experts for reviewed before coming for the selection committee interview. The candidate should submit in three sets with the applications.
 - (c) Seminars/conferences/workshops attended which should be at least 4 seminars/conferences/ workshops at the national/ international level or must have attended summer/winter schools (short term course) of total duration of 4 weeks.
 - (d) Significant contribution towards teaching/ academic environment/ institutional corporate life.
 - (e) Adequate extension and field research activity.
 - (f) Development of course/lecturer material/monographs, CDs/modern teaching tools including E-learning tools.
 - (g) Participation in continuing education programme.
 - (h) Any other academic contribution.

1.6 The requirement of consistent satisfactory performance appraisal report shall be the mandatory requirement for Career Advancement from Lecturer to Lecturer (Senior Scale) and from Lecturer (Senior Scale) to Lecturer (Selection Grade)/ Assistant Professor.

For requirement of completing the courses would be as follows :

- (i) For Lecturer to Lecturer (Senior Scale), summer/winter school courses of total duration 4 weeks would be compulsory
- (ii) For Lecturer (Senior Scale) to Lecturer (Selection Grade)/ Assistant Professor, summer/winter school courses of total duration of 4 weeks would be compulsory.
- (iii) The senior teachers like Assistant Professor/Lecturer (Selection Grade) and Professors may opt to attend 4 seminars/conferences/workshops (National or International Level) in their subject area and present papers on those areas or attend AICTE approved summer/winter school courses to be offered by various approved institutions.

Note : Other terms and conditions of Career Advancement Scheme (CAS) will remain same as per the addendum issued vide Letter F.No.1-65/NEC/98-99 dated July 31st 2001.

Prof.B.G.Naresh Kumar
ADVISOR-II

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To,
Secretaries (Technical Education)
All State Governments/Union Territories

Sub : Clarification on certain issues pertaining to Career Advancement Scheme (CAS) for teachers of Degree Level Technical Institutions.

Sir,
From time to time the AICTE receives queries seeking clarification on different issues pertaining to Career Advancement Scheme (CAS) for teachers of Degree Level Technical Institutions.

The Executive Committee of AICTE has taken the following decision in this regard (Item No.44.04.03)

- (i) Issue of seniority of CAS promotees vis-a-vis Direct Recruittees.
It was decided that Direct Recruittees will be considered senior to CAS Promotees.
- (ii) Incentives for higher qualifications in Career Advancement Scheme (CAS)
- (iii) Clarifications regarding Career Advancement Scheme (CAS) for teachers of Degree Level Technical Institutions.
- (iv) Issue regarding granting stagnation increments to the teachers of AICTE approved technical institutions.

The Executive Committee decided that the AICTE will follow the same rules and regulations, which are being followed by UGC in similar type of cases. AICTE may take necessary action accordingly.

This is issued by the approval of the Competent Authority.

Yours faithfully

(B.G.Naresh Kumar)
Adviser (FD)

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