



(Extra-Ordinary)
Friday, the 13th December, 2019

Direction

No. 50/2019

Date - 13/12/2019

Sub :- Revision of Pay Scales, Minimum Qualifications for the appointment, Terms and Conditions of Teachers and other academic staff such as Library and equivalent cadres in Degree Level Technical Education as per AICTE Scheme (7th Pay Commission) for Universities, affiliated Colleges /Institutions conducting Professional Degree Courses such as Engineering and Technology, Pharmacy, Architecture, Hotel Management and Catering Technology etc. under the purview of A.I.C.T.E., Direction -2019

Whereas, the All India Council for Technical Education (AICTE) vide Notification No. P&I-1/RIED/7th CPC/2016-17 dated, 1st March, 2019 has published its Regulation - 2019, on "The All India Council for Technical Education, Pay scales, Service Conditions and minimum qualifications for appointment of teachers & other academic staff such as library, Physical Education & training & placement personnel in Technical Institutions and measures for the maintenance of standard in Technical Education - (Degree Regulation - 2019."

AND

Whereas, the Government of Maharashtra, Higher & Technical Education Department, in reference to the above mentioned, AICTE Regulation - 2019, has issued the Government Resolution No. 1980-1981/2019/2019, - 2 dated 11th September, 2019 has implemented the revised pay scales, minimum qualifications for appointment, terms & conditions of Teachers and other academic staff in Universities, autonomous and affiliated colleges of the Universities, for the courses under the purview of AICTE.

AND

Whereas, the University and its affiliated colleges/Institutions have to take the action as per above mentioned Government Resolution, the Vice-Chancellor u/s 12 (7) of Maharashtra Public Universities Act, 2016 has noted the said Government Resolution on behalf of the Management Council.

AND

Whereas, the matter is to be framed in the form of Statute u/s 77 of Maharashtra Public Universities Act, 2016, process of which is time-taking.

Therefore, I Dr. Manojkar Chandekar, Vice-Chancellor, Sant Gadge Baba Amravati University, Amravati under the powers vested in me vide section - 12 (8) of Maharashtra Public Universities Act, 2016, hereby issue the following Direction.

1. This Direction may be called " Revision of Pay Scales, Minimum Qualifications for the appointment, Terms and Conditions of Teachers and other academic staff such as Library and equivalent cadres in Degree Level Technical Education as per AICTE Scheme (7th Pay Commission) for Universities, affiliated Colleges/Institutions, conducting Professional Degree Courses such as Engineering and Technology, Pharmacy, Architecture, Hotel Management and Catering Technology etc. under the purview of A.I.C.T.E., Direction -2019 "
2. This Direction shall come into force with effect from the date of its issuance.

3. In this Direction, unless the context otherwise requires –
- (i) "ACTE Regulation - 2019" means "The All India Council for Technical Education Pay scales service conditions and minimum qualifications for appointment of teachers & other academic staff such as library, Physical Education & training & placement personnel in Technical Institutions and measures for the maintenance of standard in Technical Education - (Degree) Regulation - 2019," hereinafter referred to as ACTE Regulation - 2019 and enclosed herewith as ANNEXURE - A.
 - (ii) "Government Resolution" means "Government Resolution No. 1016-2019/1016/2019 - 1 dated 11th September, 2019, implementing the revised pay scales, minimum qualifications for appointment terms & conditions of Teachers and other academic staff in Universities, autonomous and affiliated colleges of the Universities, for the courses under the preview of AICTE," and enclosed herewith as ANNEXURE - B.
 - (4) Provisions contained in Government Resolution be made applicable by taking appropriate action by all concerned.
 - (5) Provisions made in the Government Resolution shall prevail and the provisions made in the earlier State Directives, Ordinances and Regulations, to the extent to which they are inconsistent with the provisions of the above Government Resolution, stand invoid.

Dated: 10/12/2019

Sd/-
(Dr. Manikhar Chandekar)
Vice-Chancellor
Sant Gadge Baba Amravati University, Amravati

REGULATIONS



भारत का राजपत्र The Gazette of India

EXTRAORDINARY
PART II—Section 4
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ALL INDIA COUNCIL FOR TECHNICAL EDUCATION

NOTIFICATION

New Delhi, the 1st March, 2019

AICTE REGULATIONS ON PAY SCALES, SERVICE CONDITIONS AND MINIMUM QUALIFICATIONS FOR THE APPOINTMENT OF TEACHERS AND OTHER ACADEMIC STAFF SUCH AS LIBRARY, PHYSICAL EDUCATION AND TRAINING & PLACEMENT PERSONNEL IN TECHNICAL INSTITUTIONS AND MEASURES FOR THE MAINTENANCE OF STANDARDS IN TECHNICAL EDUCATION - (DEGREE) REGULATION, 2019.

F. No. 51-1RFD/2018 CPC0216-17.—In exercise of the powers conferred under sub-section (1) of Section 25 read with Section 14(a), (1) and (3) of the All India Council for Technical Education Act, 1987 (32 of 1987) and after approval of the Government of India vide No. 1-37/2016-TE-3, Dated 09th January, 2019 followed by letters of order No. dated 29th January, 2019 and 12th February, 2019, the All India Council for Technical Education makes the following regulations, namely:

1.0 Short Title, Application and Commencement

1.1 Short Title

These regulations may be called the All India Council for Technical Education Pay Scales, Service Conditions and Minimum Qualifications for Appointment of Teachers and Other Academic Staff such as Library, Physical Education and Training & Placement Personnel in Technical Institutions and Measures for the Maintenance of Standards in Technical Education - (Degree) Regulation, 2019.

1.2 Categories of institutions to whom the regulations apply

These shall apply to all degree level technical institutions and universities including deemed to be universities imparting technical education and such other courses / programs approved by AICTE and areas as notified by the Council from time to time.

1.3 Date of Effect

- Pay Scales and DA:** The revised pay-scales shall be effective from 1.1.2016.
- Other Allowances:** Allowances such as Leave Travel Concession, Special Compensatory Allowance, Children's Education Allowance, Transport Allowance, House Rent Allowance, Dependent Allowance, House Building Allowance, Travelling Allowance etc. shall be applicable from the date as notified by the Central Government / respective State and UT Government from time to time.

1.4 Effective date of application of Service Conditions

- All other service conditions including Qualification, Experience, Recruitment, Promotions, publications, training and course requirements etc. shall come into force with effect from the date of this Gazette Notification.
- The Qualification, Experience, Recruitment and Promotions etc. during 01-01-2016 till the issue of this Gazette Notification shall be governed by All India Central for Technical Education Pay Scales, Service Conditions and Qualifications for the Teachers and other Academic Staff in Technical Institutions (Degree) Regulation, 2010 dated 7th March 2010 and subsequent qualifications issued from time to time.
- Those who are eligible for promotions after the date of publication of this gazette, shall have to meet the necessary conditions such as additional qualifications, undergoing industrial training, professional training, faculty induction program, publishing research papers etc. However, these requirements shall be permitted to be fulfilled till 31st July, 2022 as to enable faculty members to equiping them for requisite standards requirements of this gazette to avail the benefit of promotion retrospectively from the date of eligibility.
- For incumbent faculty members, the date of eligibility up to 31st July, 2022 shall be allowed to be according to the 6th CPC Gazette notification published on 4th November, 2012. All the benefit of promotion to such candidates be permitted retrospectively on the date when became eligible.
- It may be noted that, no further extension would be given beyond 31st July, 2022 and those who do not meet the essential criteria despite the above grace period, shall lose an opportunity for getting promotion prospectively. However, they will be eligible for promotion from the date they meet these criteria thereafter.
- In cases, wherein interviews are already conducted either for direct recruitment or for promotions but candidate did not join, such candidates may be allowed to join. Their future up-gradation will be governed by this notification.
- In cases, where advertisement was published, application invited but interviews have not been conducted till publication of this notification, the institute / employers are required to publish advertisement and processing of applications shall be done in accordance with the provisions given in this notification.

2.0 General

2.1 Revised Designations and Mode of Appointments

There shall be only three designations in respect of teachers in degree level technical institutions as far as cadre structure is concerned, namely **Assistant Professor, Associate Professor and Professor** as given below in **Table 1**. Also there shall be no change in the present designations in control of **Library, Physical Education and Training & Placement** Personnel at various levels.

Following mode of appointments shall henceforth be used:

Table 1: Course Structure and Mode of Assessment

Sl. No.	Designation of Teaching Faculty	Entry Fee	Level	Mode of Assessment
1	Assistant Professor	10000	41	Direct Assessment
2	Assistant Professor (Contractual)	20000	41	Practical
3	Assistant Professor (Contractual)	30000	41	Practical
4	Assistant Professor	15-40	13A1	Practical/ Direct Assessment
5	Professor	14000	41	Practical/ Direct Assessment
6	Senior Professor	18000	41	Practical
7	Principal/Associate	14000	41	Direct Assessment

2.2 New Fee Structure

The new fee structure shall involve a fee system with an ascending order of levels and ascending order of courses. The new fee system shall enhance the practical and project fee to an equivalent amount in Assessment - I. The fee system shall comprise of two categories - a horizontal range of fees covering the entire range of the faculty and according to the region level, with the lowest fee covering the level of 10 or 12 courses, the next group of faculties and also Academic Staff. Within each level, the fees shall increase in an ascending order, with each progression of grade above represented by a '50%' fee hike over the last progression. The order of course fee shall be as follows: 10, 15, 20, 25, 30, 35, 40, 45, 50, 55, 60, 65, 70, 75, 80, 85, 90, 95, 100, 105, 110, 115, 120, 125, 130, 135, 140, 145, 150, 155, 160, 165, 170, 175, 180, 185, 190, 195, 200, 205, 210, 215, 220, 225, 230, 235, 240, 245, 250, 255, 260, 265, 270, 275, 280, 285, 290, 295, 300, 305, 310, 315, 320, 325, 330, 335, 340, 345, 350, 355, 360, 365, 370, 375, 380, 385, 390, 395, 400, 405, 410, 415, 420, 425, 430, 435, 440, 445, 450, 455, 460, 465, 470, 475, 480, 485, 490, 495, 500, 505, 510, 515, 520, 525, 530, 535, 540, 545, 550, 555, 560, 565, 570, 575, 580, 585, 590, 595, 600, 605, 610, 615, 620, 625, 630, 635, 640, 645, 650, 655, 660, 665, 670, 675, 680, 685, 690, 695, 700, 705, 710, 715, 720, 725, 730, 735, 740, 745, 750, 755, 760, 765, 770, 775, 780, 785, 790, 795, 800, 805, 810, 815, 820, 825, 830, 835, 840, 845, 850, 855, 860, 865, 870, 875, 880, 885, 890, 895, 900, 905, 910, 915, 920, 925, 930, 935, 940, 945, 950, 955, 960, 965, 970, 975, 980, 985, 990, 995, 1000, 1005, 1010, 1015, 1020, 1025, 1030, 1035, 1040, 1045, 1050, 1055, 1060, 1065, 1070, 1075, 1080, 1085, 1090, 1095, 1100, 1105, 1110, 1115, 1120, 1125, 1130, 1135, 1140, 1145, 1150, 1155, 1160, 1165, 1170, 1175, 1180, 1185, 1190, 1195, 1200, 1205, 1210, 1215, 1220, 1225, 1230, 1235, 1240, 1245, 1250, 1255, 1260, 1265, 1270, 1275, 1280, 1285, 1290, 1295, 1300, 1305, 1310, 1315, 1320, 1325, 1330, 1335, 1340, 1345, 1350, 1355, 1360, 1365, 1370, 1375, 1380, 1385, 1390, 1395, 1400, 1405, 1410, 1415, 1420, 1425, 1430, 1435, 1440, 1445, 1450, 1455, 1460, 1465, 1470, 1475, 1480, 1485, 1490, 1495, 1500, 1505, 1510, 1515, 1520, 1525, 1530, 1535, 1540, 1545, 1550, 1555, 1560, 1565, 1570, 1575, 1580, 1585, 1590, 1595, 1600, 1605, 1610, 1615, 1620, 1625, 1630, 1635, 1640, 1645, 1650, 1655, 1660, 1665, 1670, 1675, 1680, 1685, 1690, 1695, 1700, 1705, 1710, 1715, 1720, 1725, 1730, 1735, 1740, 1745, 1750, 1755, 1760, 1765, 1770, 1775, 1780, 1785, 1790, 1795, 1800, 1805, 1810, 1815, 1820, 1825, 1830, 1835, 1840, 1845, 1850, 1855, 1860, 1865, 1870, 1875, 1880, 1885, 1890, 1895, 1900, 1905, 1910, 1915, 1920, 1925, 1930, 1935, 1940, 1945, 1950, 1955, 1960, 1965, 1970, 1975, 1980, 1985, 1990, 1995, 2000, 2005, 2010, 2015, 2020, 2025, 2030, 2035, 2040, 2045, 2050, 2055, 2060, 2065, 2070, 2075, 2080, 2085, 2090, 2095, 2100, 2105, 2110, 2115, 2120, 2125, 2130, 2135, 2140, 2145, 2150, 2155, 2160, 2165, 2170, 2175, 2180, 2185, 2190, 2195, 2200, 2205, 2210, 2215, 2220, 2225, 2230, 2235, 2240, 2245, 2250, 2255, 2260, 2265, 2270, 2275, 2280, 2285, 2290, 2295, 2300, 2305, 2310, 2315, 2320, 2325, 2330, 2335, 2340, 2345, 2350, 2355, 2360, 2365, 2370, 2375, 2380, 2385, 2390, 2395, 2400, 2405, 2410, 2415, 2420, 2425, 2430, 2435, 2440, 2445, 2450, 2455, 2460, 2465, 2470, 2475, 2480, 2485, 2490, 2495, 2500, 2505, 2510, 2515, 2520, 2525, 2530, 2535, 2540, 2545, 2550, 2555, 2560, 2565, 2570, 2575, 2580, 2585, 2590, 2595, 2600, 2605, 2610, 2615, 2620, 2625, 2630, 2635, 2640, 2645, 2650, 2655, 2660, 2665, 2670, 2675, 2680, 2685, 2690, 2695, 2700, 2705, 2710, 2715, 2720, 2725, 2730, 2735, 2740, 2745, 2750, 2755, 2760, 2765, 2770, 2775, 2780, 2785, 2790, 2795, 2800, 2805, 2810, 2815, 2820, 2825, 2830, 2835, 2840, 2845, 2850, 2855, 2860, 2865, 2870, 2875, 2880, 2885, 2890, 2895, 2900, 2905, 2910, 2915, 2920, 2925, 2930, 2935, 2940, 2945, 2950, 2955, 2960, 2965, 2970, 2975, 2980, 2985, 2990, 2995, 3000, 3005, 3010, 3015, 3020, 3025, 3030, 3035, 3040, 3045, 3050, 3055, 3060, 3065, 3070, 3075, 3080, 3085, 3090, 3095, 3100, 3105, 3110, 3115, 3120, 3125, 3130, 3135, 3140, 3145, 3150, 3155, 3160, 3165, 3170, 3175, 3180, 3185, 3190, 3195, 3200, 3205, 3210, 3215, 3220, 3225, 3230, 3235, 3240, 3245, 3250, 3255, 3260, 3265, 3270, 3275, 3280, 3285, 3290, 3295, 3300, 3305, 3310, 3315, 3320, 3325, 3330, 3335, 3340, 3345, 3350, 3355, 3360, 3365, 3370, 3375, 3380, 3385, 3390, 3395, 3400, 3405, 3410, 3415, 3420, 3425, 3430, 3435, 3440, 3445, 3450, 3455, 3460, 3465, 3470, 3475, 3480, 3485, 3490, 3495, 3500, 3505, 3510, 3515, 3520, 3525, 3530, 3535, 3540, 3545, 3550, 3555, 3560, 3565, 3570, 3575, 3580, 3585, 3590, 3595, 3600, 3605, 3610, 3615, 3620, 3625, 3630, 3635, 3640, 3645, 3650, 3655, 3660, 3665, 3670, 3675, 3680, 3685, 3690, 3695, 3700, 3705, 3710, 3715, 3720, 3725, 3730, 3735, 3740, 3745, 3750, 3755, 3760, 3765, 3770, 3775, 3780, 3785, 3790, 3795, 3800, 3805, 3810, 3815, 3820, 3825, 3830, 3835, 3840, 3845, 3850, 3855, 3860, 3865, 3870, 3875, 3880, 3885, 3890, 3895, 3900, 3905, 3910, 3915, 3920, 3925, 3930, 3935, 3940, 3945, 3950, 3955, 3960, 3965, 3970, 3975, 3980, 3985, 3990, 3995, 4000, 4005, 4010, 4015, 4020, 4025, 4030, 4035, 4040, 4045, 4050, 4055, 4060, 4065, 4070, 4075, 4080, 4085, 4090, 4095, 4100, 4105, 4110, 4115, 4120, 4125, 4130, 4135, 4140, 4145, 4150, 4155, 4160, 4165, 4170, 4175, 4180, 4185, 4190, 4195, 4200, 4205, 4210, 4215, 4220, 4225, 4230, 4235, 4240, 4245, 4250, 4255, 4260, 4265, 4270, 4275, 4280, 4285, 4290, 4295, 4300, 4305, 4310, 4315, 4320, 4325, 4330, 4335, 4340, 4345, 4350, 4355, 4360, 4365, 4370, 4375, 4380, 4385, 4390, 4395, 4400, 4405, 4410, 4415, 4420, 4425, 4430, 4435, 4440, 4445, 4450, 4455, 4460, 4465, 4470, 4475, 4480, 4485, 4490, 4495, 4500, 4505, 4510, 4515, 4520, 4525, 4530, 4535, 4540, 4545, 4550, 4555, 4560, 4565, 4570, 4575, 4580, 4585, 4590, 4595, 4600, 4605, 4610, 4615, 4620, 4625, 4630, 4635, 4640, 4645, 4650, 4655, 4660, 4665, 4670, 4675, 4680, 4685, 4690, 4695, 4700, 4705, 4710, 4715, 4720, 4725, 4730, 4735, 4740, 4745, 4750, 4755, 4760, 4765, 4770, 4775, 4780, 4785, 4790, 4795, 4800, 4805, 4810, 4815, 4820, 4825, 4830, 4835, 4840, 4845, 4850, 4855, 4860, 4865, 4870, 4875, 4880, 4885, 4890, 4895, 4900, 4905, 4910, 4915, 4920, 4925, 4930, 4935, 4940, 4945, 4950, 4955, 4960, 4965, 4970, 4975, 4980, 4985, 4990, 4995, 5000, 5005, 5010, 5015, 5020, 5025, 5030, 5035, 5040, 5045, 5050, 5055, 5060, 5065, 5070, 5075, 5080, 5085, 5090, 5095, 5100, 5105, 5110, 5115, 5120, 5125, 5130, 5135, 5140, 5145, 5150, 5155, 5160, 5165, 5170, 5175, 5180, 5185, 5190, 5195, 5200, 5205, 5210, 5215, 5220, 5225, 5230, 5235, 5240, 5245, 5250, 5255, 5260, 5265, 5270, 5275, 5280, 5285, 5290, 5295, 5300, 5305, 5310, 5315, 5320, 5325, 5330, 5335, 5340, 5345, 5350, 5355, 5360, 5365, 5370, 5375, 5380, 5385, 5390, 5395, 5400, 5405, 5410, 5415, 5420, 5425, 5430, 5435, 5440, 5445, 5450, 5455, 5460, 5465, 5470, 5475, 5480, 5485, 5490, 5495, 5500, 5505, 5510, 5515, 5520, 5525, 5530, 5535, 5540, 5545, 5550, 5555, 5560, 5565, 5570, 5575, 5580, 5585, 5590, 5595, 5600, 5605, 5610, 5615, 5620, 5625, 5630, 5635, 5640, 5645, 5650, 5655, 5660, 5665, 5670, 5675, 5680, 5685, 5690, 5695, 5700, 5705, 5710, 5715, 5720, 5725, 5730, 5735, 5740, 5745, 5750, 5755, 5760, 5765, 5770, 5775, 5780, 5785, 5790, 5795, 5800, 5805, 5810, 5815, 5820, 5825, 5830, 5835, 5840, 5845, 5850, 5855, 5860, 5865, 5870, 5875, 5880, 5885, 5890, 5895, 5900, 5905, 5910, 5915, 5920, 5925, 5930, 5935, 5940, 5945, 5950, 5955, 5960, 5965, 5970, 5975, 5980, 5985, 5990, 5995, 6000, 6005, 6010, 6015, 6020, 6025, 6030, 6035, 6040, 6045, 6050, 6055, 6060, 6065, 6070, 6075, 6080, 6085, 6090, 6095, 6100, 6105, 6110, 6115, 6120, 6125, 6130, 6135, 6140, 6145, 6150, 6155, 6160, 6165, 6170, 6175, 6180, 6185, 6190, 6195, 6200, 6205, 6210, 6215, 6220, 6225, 6230, 6235, 6240, 6245, 6250, 6255, 6260, 6265, 6270, 6275, 6280, 6285, 6290, 6295, 6300, 6305, 6310, 6315, 6320, 6325, 6330, 6335, 6340, 6345, 6350, 6355, 6360, 6365, 6370, 6375, 6380, 6385, 6390, 6395, 6400, 6405, 6410, 6415, 6420, 6425, 6430, 6435, 6440, 6445, 6450, 6455, 6460, 6465, 6470, 6475, 6480, 6485, 6490, 6495, 6500, 6505, 6510, 6515, 6520, 6525, 6530, 6535, 6540, 6545, 6550, 6555, 6560, 6565, 6570, 6575, 6580, 6585, 6590, 6595, 6600, 6605, 6610, 6615, 6620, 6625, 6630, 6635, 6640, 6645, 6650, 6655, 6660, 6665, 6670, 6675, 6680, 6685, 6690, 6695, 6700, 6705, 6710, 6715, 6720, 6725, 6730, 6735, 6740, 6745, 6750, 6755, 6760, 6765, 6770, 6775, 6780, 6785, 6790, 6795, 6800, 6805, 6810, 6815, 6820, 6825, 6830, 6835, 6840, 6845, 6850, 6855, 6860, 6865, 6870, 6875, 6880, 6885, 6890, 6895, 6900, 6905, 6910, 6915, 6920, 6925, 6930, 6935, 6940, 6945, 6950, 6955, 6960, 6965, 6970, 6975, 6980, 6985, 6990, 6995, 7000, 7005, 7010, 7015, 7020, 7025, 7030, 7035, 7040, 7045, 7050, 7055, 7060, 7065, 7070, 7075, 7080, 7085, 7090, 7095, 7100, 7105, 7110, 7115, 7120, 7125, 7130, 7135, 7140, 7145, 7150, 7155, 7160, 7165, 7170, 7175, 7180, 7185, 7190, 7195, 7200, 7205, 7210, 7215, 7220, 7225, 7230, 7235, 7240, 7245, 7250, 7255, 7260, 7265, 7270, 7275, 7280, 7285, 7290, 7295, 7300, 7305, 7310, 7315, 7320, 7325, 7330, 7335, 7340, 7345, 7350, 7355, 7360, 7365, 7370, 7375, 7380, 7385, 7390, 7395, 7400, 7405, 7410, 7415, 7420, 7425, 7430, 7435, 7440, 7445, 7450, 7455, 7460, 7465, 7470, 7475, 7480, 7485, 7490, 7495, 7500, 7505, 7510, 7515, 7520, 7525, 7530, 7535, 7540, 7545, 7550, 7555, 7560, 7565, 7570, 7575, 7580, 7585, 7590, 7595, 7600, 7605, 7610, 7615, 7620, 7625, 7630, 7635, 7640, 7645, 7650, 7655, 7660, 7665, 7670, 7675, 7680, 7685, 7690, 7695, 7700, 7705, 7710, 7715, 7720, 7725, 7730, 7735, 7740, 7745, 7750, 7755, 7760, 7765, 7770, 7775, 7780, 7785, 7790, 7795, 7800, 7805, 7810, 7815, 7820, 7825, 7830, 7835, 7840, 7845, 7850, 7855, 7860, 7865, 7870, 7875, 7880, 7885, 7890, 7895, 7900, 7905, 7910, 7915, 7920, 7925, 7930, 7935, 7940, 7945, 7950, 7955, 7960, 7965, 7970, 7975, 7980, 7985, 7990, 7995, 8000, 8005, 8010, 8015, 8020, 8025, 8030, 8035, 8040, 8045, 8050, 8055, 8060, 8065, 8070, 8075, 8080, 8085, 8090, 8095, 8100, 8105, 8110, 8115, 8120, 8125, 8130, 8135, 8140, 8145, 8150, 8155, 8160, 8165, 8170, 8175, 8180, 8185, 8190, 8195, 8200, 8205, 8210, 8215, 8220, 8225, 8230, 8235, 8240, 8245, 8250, 8255, 8260, 8265, 8270, 8275, 8280, 8285, 8290, 8295, 8300, 8305, 8310, 8315, 8320, 8325, 8330, 8335, 8340, 8345, 8350, 8355, 8360, 8365, 8370, 8375, 8380, 8385, 8390, 8395, 8400, 8405, 8410, 8415, 8420, 8425, 8430, 8435, 8440, 8445, 8450, 8455, 8460, 8465, 8470, 8475, 8480, 8485, 8490, 8495, 8500, 8505, 8510, 8515, 8520, 8525, 8530, 8535, 8540, 8545, 8550, 8555, 8560, 8565, 8570, 8575, 8580, 8585, 8590, 8595, 8600, 8605, 8610, 8615, 8620, 8625, 8630, 8635, 8640, 8645, 8650, 8655, 8660, 8665, 8670, 8675, 8680, 8685, 8690, 8695, 8700, 8705, 8710, 8715, 8720, 8725, 8730, 8735, 8740, 8745, 8750, 8755, 8760, 8765, 8770, 8775, 8780, 8785, 8790, 8795, 8800, 8805, 8810, 8815, 8820, 8825, 8830, 8835, 8840, 8845, 8850, 8855, 8860, 8865, 8870, 8875, 8880, 8885, 8890, 8895, 8900, 8905, 8910, 8915, 8920, 8925, 8930, 8935, 8940, 8945, 8950, 8955, 8960, 8965, 8970, 8975, 8980, 8985, 8990, 8995, 9000, 9005, 9010, 9015, 9020, 9025, 9030, 9035, 9040, 9045, 9050, 9055, 9060, 9065, 9070, 9075, 9080, 9085, 9090, 9095, 9100, 9105, 9110, 9115, 9120, 9125, 9130, 9135, 9140, 9145, 9150, 9155, 9160, 9165, 9170, 9175, 9180, 9185, 9190, 9195, 9200, 9205, 9210, 9215, 9220, 9225, 9230, 9235, 9240, 9245, 9250, 9255, 9260, 9265, 9270, 9275, 9280, 9285, 9290, 9295, 9300, 9305, 9310, 9315, 9320, 9325, 9330, 9335, 9340, 9345, 9350, 9355, 9360, 9365, 9370, 9375, 9380, 9385, 9390, 9395, 9400, 9405, 9410, 9415, 9420, 9425, 9430, 9435, 9440, 9445, 9450, 9455, 9460, 9465, 9470, 9475, 9480, 9485, 9490, 9495, 9500, 9505, 9510, 9515, 9520, 9525, 9530, 9535, 9540, 9545, 9550, 9555, 9560, 9565, 9570, 9575, 9580, 9585, 9590, 9595, 9600, 9605, 9610, 9615, 9620, 9625, 9630, 9635, 9640, 9645, 9650, 9655, 9660, 9665, 9670, 9675, 9680, 9685, 9690, 9695, 9700, 9705, 9710, 9715, 9720, 9725, 9730

25. Salary Pay

The fixed Pay for Academic Staff/Non-academic Staff shall be as per Table 1.

26. Pay Revision Scheme of Direct Recruitment / Promotion

The pay of employees appointed by direct recruitment or on other 1st day of January 2019 shall be fixed in the same category as the fixed pay scale then applicable to the post in which such employee is appointed. In case of promotion, available credit for pay progression in the existing level of pay, by existing teacher or other higher staff of that level. The pay scales in this category shall be fixed in the same level commensurate to the post in which credit has been provided. It will operate as if the pay is available in the next level. Staff will draw in the next pay, subject to the next higher staff in the level shall be the next pay of the employee. If the job is not in a vacant category in the next higher staff in the next level, then the pay shall be fixed at the first staff of that level.

27. Date of Increase

(i) Annual increments in pay in the Pay Matrix in 7th pay band will being higher for 75-100% the percentage to be awarded, provided not to exceed 100. Annual increments in each employee's wage points up to the upper band in level, with an employee moving from the existing staff to the academic staff to the non-academic staff of the same academic staff.

(ii) There shall be two dates of increments on 1st January and 1st July of every year, provided that an institution may be exempted to only one annual increment or either one of these two dates depending on the nature of government, otherwise in case of financial institutions.

(iii) The increments in respect of an employee appointed or promoted during the period between the 1st day of January and 1st day of July shall not be granted on 1st day of January and the increments in respect of an employee appointed or promoted during the period between the 1st day of July and 1st day of January shall not be granted on 1st day of July.

28. Annual Review of Promotion

Every University / College / IITB shall ensure for the selection system the direct recruitment for various positions in accordance annually to such increments awarded faculty members and other staff as per AICTE norms or that of best amongst its peers. Institutions for the promotion of the faculty members shall be carried over a year to year annually to avoid any irregularities in career growth of faculty members.

Institutions who do not fulfil the minimum requirements mentioned in the Regulation, will have to be reviewed after a period of one year. The date of promotion shall be the date on which he / she reaches all the minimum requirements and successfully reviewed.

The committees of the selection committees as applicable to their appointments / promotion of the Academic Staff/Non-academic Staff and Academic Staff/Non-academic Staff in Technical Staff/ Academic Staff/Non-academic Staff is empowered to recommend. Various stages of promotion/ direct recruitment and credit of selection are given in Table 2.

A teacher who wishes to be considered for promotion may submit a writing to the principal/ professor in charge of the concerned University / College only supported by all recommenders in the District / Director of College, unless there is no such authority in the post. But he / she needs all necessary qualifications.

The entry level and minimum stage of promotion are shown in Table 2.

Table 2: Stages of Promotion/ Direct Recruitment and credit of selection

Step	Designation
Step Level Stage 1	Assistant Professor
Step 2	Associate Professor (Junior Grade)
Step 3	Associate Professor (Senior Grade)

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1.14 Research Promotion Grant

The grant has to be given for improving quality of research and development in the University / Institute, members of the AICTE assigned institutions shall submit a separate form, and provide requisite documents to the faculty members for recognizing research activities.

1.15 Financial Assistance from Government of India for implementation of UPE work.

The Central Government shall provide to two of Government colleges, 50% of the approved expenditure (upto Rs. 10,00,000) UPE work implementing the annual work of up to 10000 and 20000 up to 10000. Financial assistance will be provided for work approved by the Government of India. These Government Institutions (including Non-Government Institutions).

- Financial assistance from the Central Government to State / UT Universities / Institutions for awarding the work of teachers and other staff (M.T. or Lecturer) Physical Education and Training Department (including under the scheme work to be carried by way of contribution to the extent of 50% (50% part) of the approved expenditure (including other projects of work to eligible faculty members of the institutions) of the work. In the University, colleges and other educational institutions mentioned under the State / UT Government. The two State / UT Government shall submit the work to the Central Government. All such details shall be submitted to the Central Government by the State / UT on or before 31.03.2019. The work of the State / UT Government shall be completed by 31.03.2019.
- Financial assistance related to or with these two States shall be provided for the period from 01.01.2019 to 31.03.2019 only.
- The total funds on account of expenditure of any institution, with or without Rs. 10,00,000 shall be submitted to the State / UT Government by the 31.03.2019.
- Financial assistance from the Central Government shall be provided to the extent of 50% work and up to the other 50% work and in respect of only State/UTs which work to complete and completed up to the 31.03.2019.
- State / UT Government, University, colleges and other educational institutions, who also submit a form (including in work and part) from the State Government to the Ministry, and such form shall be the extent of up to Rs. 10,00,000, however, in such cases, the work of implementation proposed shall be provided to the Central Government and State Government and Government of the State Government by the State / Government and work to complete and up to the 31.03.2019.
- Request for financial assistance for implementing the scheme is also subject to the condition that the work of State / UT of the work together with the completed form shall be submitted to the AICTE by way of Registrar and other questions shall be implemented by State / UT Government and other documents on working under the condition and complete work.
- As mentioned that the work has to be completed within the Scheme of the work that any work to complete and up to the 31.03.2019, however, in such cases, the work of implementation proposed shall be provided to the Central Government and State Government and Government of the State Government by the State / Government and work to complete and up to the 31.03.2019.
- The work of the work to complete and up to the 31.03.2019 shall be completed by the State / UT Government and other documents on working under the condition and complete work.

2.12. Age of Appointments

The age of appointments of all faculty members and Principals/ Directors of centres shall be 45 years. The services of 5 years till the attainment of 75 years of age shall be given to all faculty members who are presently fit, have served without breaks, published papers and has average 50% teachers of years was 4 out of 10 including those being on leave during last 3 months of year of service.

2.13. Health Insurance Scheme

All employees will health insurance for self and family is not provided by the Government. Individual health insurance and accident Cover Health Insurance Scheme for faculty members and other employees shall be comprehensive activity in form and include above and cover him for longer association with respective institutions. The Group Health Insurance option will have to be extended to the retired faculty members.

2.14. Pension, Gratuity, Family Pension, GPF, Leave Encashment and Other Prerogative Benefits

All prerogative benefits as of no-leave entitlement shall be extended to faculty members and other staff upto to Education, Skill & IT, Government/ IITs in consultation with the Commission of Higher Education (CHE, FICCI, MHRD/UGC) and other state/central bodies, across a suitable mechanism for benefiting all faculty members in college/university setting.

2.15. Industrial Training

Since a requirement of industrial training has been stipulated by the national government of faculty members, the AICTE, State / IIT, Government/ IITs in consultation with the Commission of Higher Education (CHE, FICCI, MHRD/UGC) and other state/central bodies, across a suitable mechanism for benefiting all faculty members in college/university setting.

2.16. Teaching Engagement

The faculty members working in industrial institutions under the patronage of AICTE shall have an engagement of not less than 40 hours per week including teaching, tutorial, labs and other activities. The work of tutorial / classes / research / administration may be distributed among the faculty members as per the need and availability of staff. The laboratory engagement will include research across teaching hours. The workload-sharing criteria have to across centers shall be as given in Table 3 below.

Table 3. Teaching Engagement of Faculty Members in Degree Level Institutions

Designation	Teaching (Laboratory hours/week)
Assistant Professor	10
Associate Professor	15
Professor / Senior Professor	18
Dean / Principal	0

Reduction of 3 hours per week in teaching center hours shall be granted to faculty members handling additional responsibilities like HOD / Dean.

2.17. Research for Non-Teaching

Non-teaching as well as teaching faculty available at degree level institutions should be provided with a research component (teaching / other activities) and a research work release (research) in their office so as to create a faculty incentive component across and to enable them to take access to the latest technology.

2.16. Award for Professional Development

All teachers may be given a grant up to ₹.75,000 per year for a course/ seminar/ workshop which may be awarded to be a reward and also to help towards supporting the membership of Professional Societies and for participating in various national and international conferences etc.

2.17. Faculty Salary

(i) Continuously work may be undertaken by members of the faculty to promote economic better facilities in the Institution.

(ii) The salary for faculty members should be managed as administrative salary, the part of temporary assignment, is covered by the state government / state/private or institutions in higher level of education or outside the university.

(iii) Faculty members for sharing the personal expenses between the institution and identified faculty members may be granted, with subject to the university and institution, upon satisfactory proof submitted by faculty members.

(iv) The faculty members engaged in contractual teaching / research / consulting services / continuing services may be stopped when allocated to teaching / non-teaching without compensation, very meagre support services.

2.18. Subsidies / Grant for Faculty

To encourage faculty to improve technical structure and quality, the faculty members shall be entitled to additional grant or to provide for working in library / professional development, school / college activities for the faculty like a teaching experience of students for years, their travel, housing, and the facilities as a teacher and their to get their teaching career.

2.21. Staffing

Generally, the institutions are worked based on teaching performance and provision of resources to staffs. It may also be managed a number of staffs and assignments covered by the faculty. Therefore, teaching / academic courses shall be considered and support academic / service / non-academic and / other staff and students should be arranged by providing facilities in order that etc.

2.24. Guidelines for Ph. D. and other Higher Qualification

(i) The non-empowered scholars / researchers shall be, whenever, at the entry level of a research or at Assistant Professor (seniority) a Ph.D. degree or a relevant qualification by the recognized University following the due process of admission and / course work and research activities as prescribed by the UGC or the relevant process adopted by the Institute established under the Act of Parliament or statute being ruled UCTE / CTEU since the admission to Ph.D. or research scholar for Ph.D. programme under National Institute / Distance Education process of UCTE / State Board / Research / Research projects.

(ii) Those pursuing Post-graduate degree in M.Tech. / M. Arch. / M. Plan. / M. E. / M. Pharm. / M. Ed. / M. A. / M. Sc. recognized by the state / central / self / council shall be entitled to the non-empowered status / research or Ph.D. level.

(iii) Teachers and support staff Ph.D. degree which is awarded as Assistant Professor shall be entitled to their non-empowered status. Level of research activities at entry level as Assistant Professor only / if not Ph.D. at a relevant the grade of the Director of Institutions and / faculty member employed by a recognized University following the due process of admission and / course work and research activities as prescribed by the UGC or the relevant process adopted by the Institute established under the Act of Parliament or statute being ruled UCTE / CTEU since the admission to Ph.D. or research scholar for Ph.D. programme under Distance Education / Private / State / Teacher Institute / Research / Ph.D.

2.25. Salary Retention

The salary structure policy for recruitment and promotion at Jt. CTE / CTEU / SSC / TAD / MCA / etc. shall be subject to a particular / respective state / UT government / etc.

14. Judo/ Judo-Black**15. Women's Category**

- (1) The candidates 1 to 4 of category to be considered for Professor / Associate Professor / Senior Professor's category.
- (2) Minimum number of faculty requirement for an approved institute shall be minimum as per State of Health / Institute as prescribed by UGC.
- (3) Faculty member entry must be appropriate as per the approved process/condition published by UGC from time to time.
- (4) For the purpose of this order only, Assistant Professor, Assistant Professor (Senior Grade), Assistant Professor (Junior Grade) shall be grouped together and be termed as Assistant Professors.
- (5) Seniorly, Professor and Senior Professor will be preserved separately and be termed as Professors.
- (6) Tenured / Visiting shall be outside the purview of this order.

16. Faculty Category Structure

When a vacancy for full-time faculty exists in respective Institute as below:

- (1) Assistant faculty members be appointed to higher positions, after being eligible through a process of promotion to be fully normally, irrespective of availability of vacancy in the order.
- (2) The vacancies are regarded to a higher position shall be re-designated as Assistant Professor (Senior Grade) / Assistant Professor (Junior Grade) / Assistant Professor / Professor as follows may be:
- (3) All full-time members under faculty member category Professor / Associate Professor at any point of time in a month, which under various ad-exception may become vacant due to resignation, death, etc. as per the order shall be treated as vacant.
- (4) The total number of minimum faculty positions across the State as published from time to time may vary, through the order which is depending on the State government.
- (5) The State govt may be exempt certain upon the published norms on higher posts through promotions or through direct recruitment by keeping total sanctioned posts of all orders are not full or vacant.
- (6) This exemption will be allowing certain eligible promotion on existing vacant position.
- (7) If a vacancy occurred in one month, the post shall be directly open for entry.
- (8) The open sanctioned / promotion shall be made by a committee constituted as per norms published in this order.
- (9) The candidate shall be promoted from lower order to higher order and when they complete eligibility criteria for the higher order, irrespective of availability of post in the order.

17. Norms on availability between the directly recruited teachers and promoted

The direct recruitment of a directly recruited teacher shall be considered with reference to the list of posts, and for the teacher promoted with reference to the list of eligible as provided to the recruitment of the eligible members of management candidate. The rules and conditions of the respective Council / State Government / UG Government shall apply for all other matters of faculty. There is no any of vacancy between directly recruited and under COT in the past, if any, be treated as vacant post. The vacancy list is incorporated the present in the Institute website.

18. Powers of Principal / Director

- (1) Principal / Director of AITB approved Institute has to be a full-time faculty who/ she is consistent with the state process of admission to be admitted by the concerned Institute / State Government / UGC / Higher Commission / Boardable Board of Governors / Board of

Programme for entry into consideration the qualifications and other requirements as laid down by AICTE.

- 30) In an entrance exam-based programme under distance education approved by AICTE as exempted, the Strategy / Strategy must be from one of the programmes notified from a programme with distance mode exempt.

4.0. Mandatory Teacher Trainings

- 31) Every teacher appointed / employed to act as a teacher in any way will attend from the publication of this gazette shall have to mandatorily undergo 6 credit modules of NIMN to be awarded as per the AICTE teacher training policy notified in 2016. For use of service.
- 32) The newly appointed faculty members shall be completing the previous software giving the publication of judgement of their 3 credits. The teacher training policy document may be downloaded from all TUs website.
- 33) The appointment of faculty/other members are related to this gazette is applicable to all the concerned members who were applying for promotion / extension to entry level only and not in the course.
- 34) There will be an English for professionals also for use of publication of this gazette, that have to meet the necessary conditions such as additional qualifications, undergoing research training, postgraduate training, faculty development program, publishing research papers etc. However, these requirements shall be provided to be fulfilled till 30th July, 2022 as an exempted faculty members to applying them for regular academic requirements of this gazette to avoid the hassle of providing a corresponding form from the date of eligibility.

4.1. Minimum Qualification for Recruitment

Minimum qualifications, experience, research, computer literacy and teaching training requirements for different levels for their recruitment and promotion for the faculty members are as follows.

4.1. Minimum Qualification for direct recruitment in an Assistant Professor Level - 1A, Entry Pay 37300/-

a) Engineering / Technology

B.E. / B. Tech. / B. Sc and M.E. / M. Tech. / M. Sc. or Integrated M. Tech. or relevant branch with First class or equivalent in any one of the degree.

b) Management

Bachelor's Degree in any discipline with Master's Degree in Business Administration / MBA / M. A. / M.Com / M. Ed. with First Class or equivalent and two years of professional experience after securing the degree of Master's degree.

c) Pharmacy

B. Pharm. and M. Pharm. or the relevant qualifications with First Class or equivalent in any one of the two degree.

d) BCA

B.E. / B. Tech. / B. Sc. and M.E. / M. Tech. / M. Sc. or Integrated M. Tech. or relevant branch with First Class or equivalent in any one of the degree.

OR

B.E., B. Tech. and BCA with First Class or equivalent in any one of the two degree.

OR

Qualification of three years' Bachelor with Mathematics at a university school and BCA with First Class or equivalent with 7 years of relevant experience after acquiring degree of BCA.

37. **Health Management and Safety Technology**

Minimum 3 year Bachelor's Degree in BHECT and Master's Degree in MHECT or its related disciplines with Two Courses equivalent to any one of the other Degree.

100

Minimum 4 year Bachelor's Degree in BHECT with Two Courses equivalent and minimum of 2 years of relevant experience at a managerial level or two other Degrees: Management - A.A - 044 (HECT) or in a similar position with a specific industry/relevant industry.

38. **Architecture**

B. Arch. and M. Arch. or equivalent Master's Degree in any of the following: B.Arch. (Plan) or any one of the two degrees with minimum 7 years' experience in the Architecture profession.

100

B. Arch. with this plan or equivalent only minimum of 7 years' experience in the Architecture profession.

39. **Food Planning**

Bachelor's Degree in Architecture / Planning / Civil Engineering or Master's degree in Community Development / Planning or equivalent, MEd Degree of Planning or equivalent with Five years or experience equivalent to Master of Planning or any above degree with 2 years of relevant experience.

40. **Design**

Bachelor's Degree in Bachelor of Design Diploma in any one of the streams of Graphic Design, Web Design / Animation / Multimedia or Bachelor's Degree in Engineering with Two other or equivalent.

100

Master's Degree in any one of the Graduate Diploma in relevant disciplines with Two Courses equivalent to any one of the above listed subject of Industrial Design / Visual Communication / Fine Arts / Applied Arts / Architecture / Interior Design / Urban Mobile Design / Total Management / Curriculum / Human Factors Engineering / Industrial Services and related field of Engineering or Design.

100

Minimum 7 years of professional design experience in relevant research organization / Design studio.

41. **Design Arts**

Bachelor's and Master's degree in the related fields with Two Courses or equivalent in any one of the two degrees with minimum 7 years of relevant professional experience.

42. **Qualification for Evaluation Scheme and Researcher**

The applicant should be recognized and possesses the faculty in any discipline of Basic Sciences, Social Science and Management. shall file an application (MEd Notification No. P-1/2017/104/201) dated 14th July, 2017 and 02/02/2017 respectively from this to date.

Notes: Candidates who have done Ph.D. after the Bachelor's Degree have restriction of National Importance with (MEd) (MEd) (MEd) shall file application for the post of Associate Professor.

5.5. **Minimum Qualification Scheme for Direct Recruitment: Provision for Stage -II to Stage -VI**

5.6. **Qualification for Assistant Professor (Design/Arts Level - II, Entry Pay 69900/-)**

For Evaluation of Documents,

1. Candidates appeared for the post of Assistant Professor

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AND

- b. Should have completed minimum teaching requirements as per Annexure - III.

AND

- c. Should have completed minimum of 06 years continuous service of requirements.

Sl. No.	Additional Qualification	The facts required to the table of Assistant Professor		
		Experience (Years)	Research publications in SCI journals / IJCI / IJCTE approved list of journals	avg. 30% faculty every year of 06
1	-	4	2	3 to 4
2	-	3	2	3 to 3
3	-	3	2	3 to 4

- (iv) **Qualification for Assistant Professor (Technical Grade, Level - 12, Entry Pay 7800/-) For Extension of Appointment.**

- a. Qualification is given that for the post of Assistant Professor (Senior Grade).

AND

- b. Should have completed minimum teaching requirements as per Annexure - III.

AND

- c. Should have completed minimum of 06 years continuous service of requirements.

Sl. No.	The facts required to the table of Assistant Professor (Senior Grade)			
	Additional Qualification	Experience (Years)	Research publications in SCI journals / IJCI / IJCTE approved list of journals	avg. 30% faculty every year of 06
1	-	4	2	3 to 4
2	-	4	2	3 to 4

- (v) **Qualification for Associate Professor (Tech. - 12A, Entry Pay 13400/-)**

1. For Direct Recruitment

- a. Ph.D. degree in the relevant field and first class or equivalent in either Bachelor's or Master's level or doctorate level.

AND

- b. At least total research publications in SCI journals / IJCI / IJCTE approved list of journals.

AND

- c. Minimum of 8 years of experience in teaching / research / industry out of which at least 2 years shall be Post Ph.D. experience.

Note: In case of Ph.D. 8 years of relevant experience as a recognized faculty out of which the pattern of Post of Professor / Assistant is that of 2 years only in case in which the holder is directly engaged in a similar position in the faculty section of various colleges.

14. **PROFESSOR OF BUSINESS (ELECTRONIC)** (Grade - 14) (1)

(a) For Possession of the Qualifications:

1. Ph. D. Degree in relevant field and Five years of experience in either Bachelor's or Master's level in the relevant branch.

AND

2. Candidates completed minimum teaching/ research/ administrative experience - 10

years.

3. Candidates selected on basis of the below mentioned set of requirements:

Sl. No.	For Candidates applying for the post of Assistant Professor (Electronics)		
	Experience (Years)	Research publications in SCIE journals / IJCI / AICTE approved list of journals	Avg. 360 Feedback score (out of 36)
1	7	2	75-80
2	5	3	80-85

(b) Qualification for Professor (Level - 14, Grade Pay 54000/-)

(i) General Requirements:

1. Ph. D. Degree in relevant field and Five years of experience in either Bachelor's or Master's level in the relevant branch.

AND

2. Minimum of 10 years of experience in teaching / research / industry out of which at least 7 years should be in a post equivalent to that of an Assistant Professor.

AND

3. At least 6 research publications at the level of Assistant Professor in SCIE journals / IJCI / AICTE approved list of journals/ list of journals / IJCI / journals as Supervisor / Co-supervisor in the area of teaching or research.

OR

At least 10 research publications at the level of Assistant Professor in SCIE journals / IJCI / AICTE approved list of journals of the field of teaching or research.

(ii) For Possession of the Qualifications:

1. Ph. D. Degree in relevant field and Five years of experience in either Bachelor's or Master's level in the relevant branch.

AND

2. Candidates selected on basis of the below mentioned set of requirements:

Sl. No.	Ph. D. grade	Total Experience (Years)	For Candidates applying for the post of Assistant Professor		
			Experience (Years)	Research publications in SCIE journals / IJCI / AICTE approved list of journals	Avg. 360 Feedback score (out of 36)
1	7	10	3	6	75-80
2	5	15	7	6	75-80
3		20	5	4	75-80

(contd. from page 4)

List of posts, vacancies

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Post: 307 Professor

- The candidate should carry over 40% (in case of eligibility of last stage) shall be taken as an average of all the percentages in which he/she is required to perform.
- In case the candidate fails to achieve the minimum threshold score, the candidate need not apply for subsequent stages by dropping the lowest threshold score in any one of the year.

iii) Qualification for Research or to become Professor Level - (A, Entry Pay 62280/-)

- M. Sc. degree in the concerned field

100

- Minimum two years of experience in the field of Professor

100

- At least 5 research publications in SCI journals / IJCI / AICTE approved list of journals, should have at least 2 research M. Sc. degree in the respective field of Professor

08

- At least 3 research publications in SCI journals / IJCI / AICTE approved list of journals, should have provided adequate leadership or supervisory role for 3 years in the field of Professor

08

- At least 4 research publications in SCI journals / IJCI / AICTE approved list of journals, should have provided adequate leadership or supervisory role for 3 years in the field of Professor

100

- At least one paper in the field

08

- Development of new BPOC course applicable in industrial field

Notes:

- The selection of Junior Professor shall also be based on academic achievement, research output of scientific research and activities in the field. Some relevant subject matters will define the post of Junior Professor as a Professor of a least one year of experience.
- The selection shall be based on the best publications and output of Ph. D. degree or at least two candidates under Ph. D. for experience during the last 10 years and activities which are relevant to the recruitment for this position.

iv) Qualification for Senior Researchers of 7 principal / Director**Entry: 14, Entry Pay 148260/- with the special Allowance of Rs. 4750/- per month**

- Ph. D. degree and First Class in engineering or other fields (or Master's level in the relevant field)

- At least one research Ph.D. degree in engineering / Civil Engineering and minimum 8 research publications in SCI journals / IJCI / AICTE approved list of journals

- Minimum 10 years of experience in teaching / research / industry, one of which at least 3 years shall be at the post equivalent to that of Professor

Notes:

- The position shall be of permanent or above the 7 years and each recruited for one year term depending upon the job available.

1. Performance assessment shall be carried out through a committee appointed by the authority concerned.
2. After completing the last term of treatment shall you have not the person appointed in the previous dispensary from which it / she has been awarded with the diploma in Postgraduate Dental Studies in the concerned field.

6.3 Minimum Qualification for Direct Recruitment and promotion of other staff

6.3.1 Working Superintendent

Direct recruitment of Working Superintendent shall be in par with Assistant Professor with the qualifications as mentioned in the Annexure B of the University/Postgraduate Engineering.

Special recruitment and Appointment shall be in par with I to rank V of the grade classification indicated in Table 2.

Table 2: Steps of Promotion and Classification for Working Superintendent

Step	Designation
Step I (entry stage)	Working Superintendent
Step II	Working Superintendent (Senior Grade)
Step III	Working Superintendent (Senior Grade)
Step IV	Assistant Professor (Working)
Step V	Professor (Working)

6.2 Qualification for Training and Placement Officer

Qualification, service conditions and the salary of Training and Placement Officer shall be same as follows in Engineering & Technology concerned Fields in Nagpur.

3. One of the Field will be the subject shall be concerned with additional responsibilities of Training and Placement Officer in section 644.

4. If Position is not available, Assistant Professor / Assistant Professor may be appointed in the post.

6.3 Minimum Qualification for direct recruitment of Assistant Librarian

Annex - 16, Salary Pay 177982

1. Master's Degree in Library Science/Information Science/ Documentation/ Science or an Equivalent Postgraduate Degree with at least Two-Career equivalent and a reasonably good working record with knowledge of language listed in Table 1.

2. Qualifies to the National Level Examination for recruitment by UGC in the category not as approved by the UGC.

6.4 Minimum Qualification for direct recruitment of Assistant Director/Regional Librarian

Annex - 16, Salary Pay 177982

1. Master's Degree in Medical Sciences or Master's Degree in Health Science or equivalent degree with a Two-Career Class or its equivalent and good academic record from a recognized University Institute.

2. Record of having supervised the University / College or the university / health science organization for the subject / or related discipline.

3. Qualifies to the National Level Examination for the category by the UGC in any other category approved by the UGC and qualify the general Service recruitment as accordance with their regulations.

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1	1882	7549	8720	14555	27700	19500
2	1899	7549	8889	14762	18700	20500
3	1916	7549	9058	14969	17700	21500
4	1933	7549	9227	15176	16700	22500
5	1950	7549	9396	15383	15700	23500
6	1967	7549	9565	15590	14700	24500
7	1984	7549	9734	15797	13700	25500
8	2001	7549	9903	16004	12700	26500
9	2018	7549	10072	16211	11700	27500
10	2035	7549	10241	16418	10700	28500
11	2052	7549	10410	16625	9700	29500
12	2069	7549	10579	16832	8700	30500
13	2086	7549	10748	17039	7700	31500
14	2103	7549	10917	17246	6700	32500
15	2120	7549	11086	17453	5700	33500
16	2137	7549	11255	17660	4700	34500
17	2154	7549	11424	17867	3700	35500
18	2171	7549	11593	18074	2700	36500
19	2188	7549	11762	18281	1700	37500
20	2205	7549	11931	18488	700	38500
21	2222	7549	12100	18695		39500
22	2239	7549	12269	18902		40500
23	2256	7549	12438	19109		41500
24	2273	7549	12607	19316		42500
25	2290	7549	12776	19523		43500
26	2307	7549	12945	19730		44500
27	2324	7549	13114	19937		45500
28	2341	7549	13283	20144		46500
29	2358	7549	13452	20351		47500
30	2375	7549	13621	20558		48500
31	2392	7549	13790	20765		49500
32	2409	7549	13959	20972		50500
33	2426	7549	14128	21179		51500
34	2443	7549	14297	21386		52500
35	2460	7549	14466	21593		53500
36	2477	7549	14635	21800		54500
37	2494	7549	14804	22007		55500
38	2511	7549	14973	22214		56500
39	2528	7549	15142	22421		57500
40	2545	7549	15311	22628		58500
41	2562	7549	15480	22835		59500
42	2579	7549	15649	23042		60500
43	2596	7549	15818	23249		61500
44	2613	7549	15987	23456		62500
45	2630	7549	16156	23663		63500
46	2647	7549	16325	23870		64500
47	2664	7549	16494	24077		65500
48	2681	7549	16663	24284		66500
49	2698	7549	16832	24491		67500
50	2715	7549	17001	24698		68500
51	2732	7549	17170	24905		69500
52	2749	7549	17339	25112		70500
53	2766	7549	17508	25319		71500
54	2783	7549	17677	25526		72500
55	2800	7549	17846	25733		73500
56	2817	7549	18015	25940		74500
57	2834	7549	18184	26147		75500
58	2851	7549	18353	26354		76500
59	2868	7549	18522	26561		77500
60	2885	7549	18691	26768		78500
61	2902	7549	18860	26975		79500
62	2919	7549	19029	27182		80500
63	2936	7549	19198	27389		81500
64	2953	7549	19367	27596		82500
65	2970	7549	19536	27803		83500
66	2987	7549	19705	28010		84500
67	3004	7549	19874	28217		85500
68	3021	7549	20043	28424		86500
69	3038	7549	20212	28631		87500
70	3055	7549	20381	28838		88500
71	3072	7549	20550	29045		89500
72	3089	7549	20719	29252		90500
73	3106	7549	20888	29459		91500
74	3123	7549	21057	29666		92500
75	3140	7549	21226	29873		93500
76	3157	7549	21395	30080		94500
77	3174	7549	21564	30287		95500
78	3191	7549	21733	30494		96500
79	3208	7549	21902	30701		97500
80	3225	7549	22071	30908		98500
81	3242	7549	22240	31115		99500
82	3259	7549	22409	31322		100500
83	3276	7549	22578	31529		101500
84	3293	7549	22747	31736		102500
85	3310	7549	22916	31943		103500
86	3327	7549	23085	32150		104500
87	3344	7549	23254	32357		105500
88	3361	7549	23423	32564		106500
89	3378	7549	23592	32771		107500
90	3395	7549	23761	32978		108500
91	3412	7549	23930	33185		109500
92	3429	7549	24099	33392		110500
93	3446	7549	24268	33599		111500
94	3463	7549	24437	33806		112500
95	3480	7549	24606	34013		113500
96	3497	7549	24775	34220		114500
97	3514	7549	24944	34427		115500
98	3531	7549	25113	34634		116500
99	3548	7549	25282	34841		117500
100	3565	7549	25451	35048		118500

the same, preferably through existing correspondence, recommended by the Vice-Chancellor or Acting Vice-Chancellor or the authority mentioned from the list of experts suggested by the concerned governing body of the college, of whom one should be a self-nominee.

- (ii) Two subject-experts are nominated with the college to be nominated by the Chairperson of the governing body of the College out of a panel of five names recommended by the Vice-Chancellor or Acting Vice-Chancellor from the list of subject-experts suggested by the self-nomineeing body of the University concerned.
- (iii) An experimental - experimenting $50\% \times 20\% \times 30\%$ - Merit / Weight / Differentiated category, if any of candidates representing those categories in the application is recommended by the Vice-Chancellor or Acting Vice-Chancellor, if any of the above members of the selection committee does not belong to that category.
- (iv) To nominate the experts for the meeting, five of which at least one each from each one of the three subject-experts shall be given.
- (v) The list of teaching positions for Government / Government Aided College / Government Autonomous College, the State Public / Private / Government / Teacher Recruitment Board wherein applicable shall include their subject-experts, for which the concerned University is involved in the selection process, by means of appointing authority. The names, where necessary, if available, persons have been submitted to respective Board of Governors, shall include the contribution of concerned body for application to be given by UGC.

80. Senior Professor

- (i) The selection Committee for the post of Senior Professor shall consist of the following members:
 - (a) Vice-Chancellor or equal by the Chairperson of the Commission.
 - (b) An academician not below the rank of Senior Professor/Professor with minimum six years experience when the selection of the Vice-Chancellor, wherever applicable.
 - (c) Two experts are below the rank of a Senior Professor/Professor with a minimum of six years' experience in the subject/subjects selected advertised by the Vice-Chancellor out of the panel of names suggested by the concerned governing body of the university.
 - (d) One representative from each of Senior Professor/Professor with minimum ten years experience, if the faculty, wherever applicable.
 - (e) Head/Deputy Head below the rank of Senior Professor/Professor with minimum six years experience in those years Professor or below the rank of Senior Professor/Professor, with a minimum of ten years experience of the Department/Board, as case Head/Chairperson from the UGC list of appointments, if any.
 - (f) An academician not below the rank of a Senior Professor/Professor with minimum eight years experience representing SC/ST/OBC / Women / Differently-abled category, if any of candidates representing those categories in the selection, to be nominated by the Vice-Chancellor, if any of the above members of the selection committee do not belong to the category.
- (ii) The members, including one academic subject-experts shall constitute the panel.

81. Technical Institute Principal / Director

- (i) The selection Committee for the post of College Director shall have the following composition:
 - (a) Chairperson of the Governing Body or Chairperson.
 - (b) Two members of the Governing Body of the college to be nominated by the Chairperson of whom one shall be an expert in technical education.
 - (c) One member of the Vice-Chancellor who shall be an expert in Management of Higher Education.

OR

The work table for the assessment programme of short and/or long-term duration (MOSU) under 4.4.2. Compliance by NPTU, ACUB.

OR

Compliance for short-term assessment (MOSU) under 4.4.2. Compliance by NPTU, ACUB.

AND

Completed assessment work under short-term/In-house Training (Short-term Training).

ANNEXURE - IV

CALCULATION OF JAF FEEDBACK SCORE

The JAF Feedback Score shall be calculated as follows for following parameters:

- a. Teaching Process (Maximum Points 20)
- b. Student Feedback (Maximum Points 20)
- c. Departmental Activities (Maximum Points 20)
- d. Institute Activity (Maximum Points 10)
- e. NCR (Maximum Points 10)
- f. Contribution to Society (Maximum Points 10)

The candidate shall submit calculation sheet for each activity/parameter to be considered and a separate sheet containing the score every 10 parameters.

4. Teaching - Process (Maximum Points 20)

The calculation shall be presented in a table as presented in the form given. The table will have the details of every activity in the academic year as conducted, the frequency, time taken / date, the list of activities, activity with dates. The total shall be calculated as per table.

5. Student Feedback (Maximum Points 20)

The candidate shall submit average score for each course taught during semester over each semester on a scale of 25. The average of total of all such scores shall be used.

6. Departmental Activities (Maximum Points 20)

The candidate will submit all the responsibilities assigned by Head of the Department or a teacher during academic year with comprehensive details in proper official order. This may include responsibilities like Lab AG, Day Talk AG, WAO - AG/10 work, sponsored projects, departmental activities etc. The candidate will submit separate programme for each activity up to a maximum of 20.

7. Institute Activity (Maximum Points 10)

The candidate will submit all the responsibilities assigned by Head of the Institute or the candidate during academic year under Institute name through proper official order. This may include responsibilities like Part of department, Conferences, Seminars, Training and Placement activities, Guest Lectures etc. The candidate will submit separate programme for each activity up to a maximum of 10.

8. NCR (Maximum Points 10)

All assessment activities listed shall have 10 points based on grading.

9. Contribution to Society (Maximum Points 10)

The candidate will submit all the activities done by ACUB. The candidate will score 2 points per activity for each activity. The total should be supported by an official order/ official communication from Head of Institute.

The grand total of points for all activities/parameters shall be converted to a 10-point score.

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THE FACULTY OF ENGINEERING, COLLEGE OF ENGINEERING

Page No. 45/46/15

Note: The credits mentioned in these columns are indicative. Principal / Director / Head may add or subtract some of the activities or department and Institute level as per the requirements of the Institute. Markings of 20 Marks may be given for all the mentioned or Institute level use of 10 Marks as per following profile.

Continuation of Credit Points
(Single Credit Course Page 15)

Mark	
Additional Marks	
Additional Fee	
Teaching Hours	

K. Teaching Hours (Max Page 24)

S. No.	Semester	Course Code Name	No. of scheduled classes	No. of actually held classes	Days actual	Faculty No.
1	1-2015-16	CE21101	47	36		
2	1-2015-16	CE21102	36	36		
3	2-2015-16	ME21101	35	34		
4	2-2015-16	ME21102	45	45		
		Total	163	151	12.00	

H. Student Contact (Max Page 25)

S. No.	Semester	Course Code Name	Average Student Contact hrs as per page 25	Faculty No.
1	1-2015-16	CE21101	22.2	
2	1-2015-16	CE21102	22.8	
3	2-2015-16	ME21101	22.6	
4	2-2015-16	ME21102	22.9	
		Total	92.5	

C. Departmental Activities (Max Page 26)

S. No.	Semester	Activity	Credit Point	Credits	Faculty No.
1	1-2015-16	Workshop	1	1 (Workshop)	
2	1-2015-16	Dissemination	0	1 (Workshop)	
3	1-2015-16	Workshop	1	1 (Workshop)	
4	2-2015-16	Workshop	1	1 (Workshop)	
5	2-2015-16	Workshop	0	1 (Workshop)	
6	2-2015-16	Workshop	1	1 (Workshop)	
7	2-2015-16	Workshop	1	1 (Workshop)	
		Total	5		

Calculation of Credit Points

(Check Evaluation Page 2)

D. Institute Activities (Max Credit 08)

S. No.	Semester	Activity	Credit Point	Criteria	Evidence No.
1	2018-19	1047 Class	4	3 Participation	
2	2018-19	Workshop organized by School of Learning	2	3 Participation	
3	2018-19	Organized Externals	1	2 Participation	
4	2018-19	SDP Conference	1	1 participation as a member School of Learning	

E. ACR achieved at Institute level (Max Credit 08)

Distinction	Excellent	Very Good	Good	Satisfactory
0	3	0	5	2

S.No.	Year	Activity	Credit Point	Criteria	Evidence No.
1	2018-19	ACB	4	Excellent	
2		ACM	0	Very Good	
3		ACR	3	Excellent	
4		ACR	1	Satisfactory	
Average			700/422		

F. Contribution to Society (Max Credit 15)

S.No.	Semester	Activity	Credit Point	Criteria	Evidence No.
1		Industry Program	5		
2		Workshop/Workshop	5		
3		Sign Change	5		
4		Workshop	5		

Calculation of Credit Points

(Check Page 2)

Name	
Phone Number	
Address/Cell	
Teaching/Photo	

II UNIVERSITY OF PRACTICE & RESEARCH Form No. 001/19

A. Teaching Courses (Max Points 20)

S.No.	Semester	Course Code/ Name	No. of Lectured Classes	No. of Lectured Self Studies	Year	Evaluation
1						
2						

B. Student Feedback (Max Points 20)

S.No.	Semester	Course Code/ Name	Average Student feedback on the scale of 25	Evaluation
1				
2				

C. Departmental Activities (Max Points 20)

S.No.	Semester	Activity	Credit Point	Column	Evaluation
1					
2					

D. Student Activities (Max Points 20)

S.No.	Semester	Activity	Credit Point	Column	Evaluation
1					
2					

E. A/CB involvement in various level (Max Points 10)

C.No.	Year	Activity	Credit Point	Column	Evaluation
1					
2					

F. Guest Lectures (Max Points 10)

S.No.	Semester	Activity	Credit Point	Column	Evaluation
1					
2					

Summary

Semester	Academic Year	Academic Year	Academic Year
	1	2	3
A. Teaching Courses (Max Points 20)			
B. Student Feedback (Max Points 20)			
C. Departmental Activities (Max Points 20)			
D. Student Activities (Max Points 20)			

E. ACE (Max Points 20)			
F. Contribution to Society (Max Points 10)			
Total (Max Points 100)			
Total on 10 Point scale			

STUDENT'S FEEDBACK FORM

(To be used by Institutions)

Academic Year:		Name of the Faculty:	
Course:		Semester:	
		Date of the feedback:	

For getting filled in through student

S. No.	Description	Very Poor	Poor	Good	Very Good	Excellent
		(1)	(2)	(3)	(4)	(5)
1	Has the Teacher covered entire syllabus as prescribed by University/ College/ Board?					
2	Has the Teacher covered relevant topics beyond syllabus					
3	Effectiveness of Teacher in terms of: <ul style="list-style-type: none"> (a) Technical competence/content (b) Communication skills (c) Use of teaching aids 					
4	Place or which students were assessed					
5	Motivation and inspiration for students to learn					
6	Support for the development of Students' skill <ul style="list-style-type: none"> (i) Practical demonstration (ii) Hands on training 					
7	Clarity of expectations of students					
8	Feedback provided on students' progress					
9	Willingness to offer help and advice to students					
	Total					

ANNOUNCEMENT - B

Revision of Pay Scales, Minimum Qualification for the appointment, Terms and Conditions of Teachers and other academic staff such as Library and education extra in Degree Level Technical Education as per AICTE Scheme (7th Pay Commission) in Dr. Babasaheb Ambedkar Technological University, Lonere/Institute of Chemical Technology, Government Droned University, Maharashtra, Mumbai, All Government and Non-Government Aided Institutes, University affiliated and Autonomous Institute conducting Professional Degree Courses such as Engineering and Technology, Pharmacy, Architecture, Hotel Management and Catering Technology etc. ...

GOVERNMENT OF MAHARASHTRA

Higher & Technical Education Department

Government Resolution No. **२०१९-१११८/१८/१११८/१८**

Mahan Karna Road, Hatina Rajgurun Chowk,

Mehragan Aamra, Mumbai - 400 012

Dated : 13th September, 2019

- Read :**
1. Government of Maharashtra, Higher and Technical Education Department, G.R.No. MPC-2018/(3410)/TE-2, dated 20th August 2018
 2. Government of Maharashtra, Higher and Technical Education Department, G.R.No.No. CAS-2013/3121/TE-2 dated 17th October 2013
 3. Government of Maharashtra, Higher and Technical Education Department, correspondence No. CAS-2013/3121/TE-2 dated 17th October 2014
 4. Government of Maharashtra, Higher and Technical Education Department, G.R.No. Sol/PNG-2010/264/10/7/tech-2 dated 10th September 2012 and Notification dated 10th September 2012 (Annexure - A)
 5. Government of India MHRD Letter No-1-37/2016/TS II Dated 18th January, 2019
 6. All India Council for Technical Education Notification F. No. 61-4 (RFD)/7th CPC/2014-17, dated 1st March 2019
 7. All India Council of Technical Education, letter No-F.No.61-(RFD)7thCPC/2014-17 dated 8th March, 2019
 8. Letter No. 3(YASTH)VIth Pay-FACULTY/2018/234 dated 1st July, 2019 of Directorate of Technical Education, MES, Mumbai.

Foralls:

The 5th Pay Commission pay scales in accordance with the recommendations of All India Council of Technical Education for teachers and other academic staff in degree level technical institutions were implemented in the State vide Government Resolution mentioned in Reference No.1, 2, 3 above and Recruitment Rules published vide Government Resolution mentioned in reference No. 4 above.

Ministry of Human Resource Development, Government of India, has communicated the decision of Government of India to All India Council for Technical Education Vide its Letter No-C-37/2016/TS II Dated 18th January, 2019, regarding revision of pay scales of Engineering and Technical Institution under provision of AICTE. After the approval received from Government of India, All India Council for Technical Education revised the pay structure of teachers and other academic staff in degree level technical institutions as per the 7th pay commission recommendation vide its notification mentioned in Reference No.6 above. AICTE also communicated to State Government vide its letter mentioned in Reference No. 7 to take appropriate action to implement the recommendations contained

Government Resolution No. W/MS-1111/2019/0002

in the notification dated 1st March 2019 issued by AICTE.

The scheme announced by the All India Council for Technical Education is applicable to all degree level technical institutions and Universities, including deemed to be Universities imparting technical education and such other courses/programs approved by AICTE and areas as notified by AICTE from time to time.

The scheme announced by All India Council for Technical Education for the Revision of Pay Scales, Minimum Qualifications for the appointment, Career Advancement Schemes, Terms and Conditions of Teachers and other academic staff such as Library and equivalent cadre in Degree Level Technical Education as per AICTE Scheme (5A Pay Commission) to Dr. Babasaheb Ambedkar Technological University, Lonere, Institute of Chemical Technology, Government Deemed to be University, All Government and Non-Government Aided Institutes, University affiliated and Autonomous Institutes conducting Professional Degree Courses such as Engineering and Technology, Pharmacy, Architecture, Hotel Management and Catering Technology etc. was under consideration of Government.

Resolution -

The question of implementing scheme of revision of pay scales as per Notification F. No. 61/1/ RFD-7/CPC/2416-17, dated 1st March 2019 of AICTE to all teachers and equivalent cadres working in Dr. Babasaheb Ambedkar Technological University, Lonere, Institute of Chemical Technology, Government Deemed to be University, All Government and Non-Government Aided Institutes, University affiliated and Autonomous Institutes conducting Professional Degree Courses was under consideration of State Government. After considering all the aspects of the scheme and approval of State Council, the State Government has decided to implement and revise Pay Scales, Minimum Qualifications for the appointment, Terms and Conditions of Teachers and other academic staff are as follows:-

1.1 Applicability -

1.1 The revised pay scales together with conditions mentioned in this Government Resolution shall apply to teachers and other academic staff in Dr. Babasaheb Ambedkar Technological University, Lonere, Institute of Chemical Technology, Government Deemed University, Matunga West, All Government and Non-Government Aided Institutes, University affiliated and Autonomous Institutes conducting Professional Degree Courses such as Engineering and Technology, Pharmacy, Architecture and such other courses/programs under the purview of AICTE.

1.2 Date of Effect

- a) **Pay Scales and BA:** The revised pay-scales shall be effective from 01.01.2019.
- b) **Other Allowances:** The rate of other allowances shall be as per with the State Government Employees.

1.3 Effective date of application of Service Conditions

- a) All other service conditions including Qualifications, Experience, Recruitment, Promotions, publications, training and course requirements etc. shall come into force with effect from the date of this Government Resolution.
- b) The Qualifications, Experience, Recruitment and Promotions etc. during the period from 17.08.2015 to till the date of this Government Resolution shall be as per sixth pay commission and short term training programs as per the guideline issued by state government as per AICTE. As the state government didn't issue the guideline of APUSAS, it shall be emergent. However, the Average ACR during the reporting period shall be as per the guideline issued vide G. E. dated 17-10-2015.
- c) Those who are eligible for promotions after the date of publication of this Government Resolution shall have to meet the necessary conditions such as additional qualification, undergoing industrial training, pedagogical training, faculty induction program, publishing research papers etc. However, these requirements shall be permitted to be fulfilled till 31st July, 2022, or within 7 years from the date of this Government Resolution, whichever is later, so as to enable faculty members in equipping them for requisite mandatory requirements of this Government Resolution to avail the benefit of

Government Resolution No. 40045-1/11/2012/1907/2

- promotion retrospectively from the date of eligibility.
- For intercast faculty members, the date of eligibility up to 31st July, 2012 (or minimum 3 years from the date of publication of this Government Resolution, whichever is later) shall be allowed to be according to the 7th CPC Gazette notification published on 8th November, 2012. All the benefit of promotion to such candidates is permitted retrospectively on the date when he/she became eligible.
 - It may be noted that, no further extension would be given beyond 31st July, 2012 or 3 years from the date of publication of this Government Resolution, whichever is later, and those who do not meet the essential criteria despite the above grace period, shall lose an opportunity for getting promotion retrospectively. However, they will be eligible for promotion from the date they meet these criteria thereafter.
 - It may, wherein interviews are already conducted either for direct recruitment or for promotion but candidates did not join, such candidates are to be allowed to join. Their further up-gradation will be governed by this Government Resolution.
 - In cases, where advertisement was published, applications invited but interviews have not been conducted till publication of this Government Resolution, the institutions / employers are required to publish corrigendum and processing of applications must be done in accordance with the provisions given in this Government Resolution.

1.0 General

1.1 Revised Designations and Mode of Appointment

There shall be only three designations in respect of teachers in degree level technical institutions as far as cadre structure is concerned, namely Assistant Professor, Associate Professor and Professor as given below in Table 1. Also there shall be no change in the present designations in respect of Library, Physical Education and Training & Placement Personnel at various levels.

Following mode of appointment shall henceforth be used:

Table 1: Cadre Structure and Mode of Appointment

Sl. No.	Designations of Teaching Faculty	Entry pay	Level	Mode of Appointment
1	Assistant Professor	17700	10	Direct Recruitment
2	Assistant Professor (Senior Scale)	60500	11	Promotion
3	Assistant Professor (Selection Grade)	59000	12	Promotion
4	Associate Professor	71400	13(A)	Promotion / Direct Recruitment
5	Professor	100200	14	Promotion / Direct Recruitment
6	Senior Professor	182500	15	Promotion
7	Principal / Director	144200	14	Direct Recruitment

1.2 New Pay Structure

The new pay structure shall involve a pay matrix with an ascending series of levels and ascending cells in each level. The new pay matrix shall subsume the pay band and grade pay in one simple chart as given in Annexure - 1. The pay matrix shall comprise of two dimensions- a horizontal range of levels starting from the lowest level in the hierarchy and ascending to the higher level, with the levels being numbered from 10 to 15 covering the entire gamut of Teachers and other Academic Staff. Within each level, the salary increases as one goes down vertically, with each progression of going down represented by a "Cell". Each Cell within that level represents the steps of annual financial progression of 7%. On recruitment / promotion, an employee shall join at a particular level and progress within the level as per the vertical range. The movement shall be based on annual increments till the time of his / her next promotion. When the employee will receive a promotion, he/she will progress to the next level in the horizontal range till it reaches

Governments Gazette No. 40000-1111 (आ.प्र.वि.वि.वि.)

2.3 Levels and Cells

The method followed by the 7th CPC shall be adopted in the academic pay structure also, moving from the concept of Pay Band and Academic Grade Pay to that of Levels and Cells. The changes will appear only due to the existing difference between the two streams in terms of Academic Grade Pay vis-à-vis the corresponding Grade Pay. The levels for academic pay shall be numbered as per the corresponding non-academic level. Thus, the levels are numbered as 10, 11, 12, 13A, 14 & 15 corresponding to the present AGP of Rs. 6000, 7600, 8000, 9000, 10000 and 12000 respectively.

2.4 Pay Matrix and Fixation of Revised Pay

For Fixation of pay of an Employee in the Pay Matrix as on 1st January 2016, the existing pay (Pay in Pay Band plus Academic Grade Pay) is the pre-revised structure as on 31st December, 2015 shall be multiplied by a factor of 2.57, rounded off to the nearest Rupee, and the figure so arrived at, will be located in that level in the Pay Matrix and if such an identical figure corresponds to any cell in the applicable level of the Pay Matrix, the same shall be the pay, and if no such cell is available in the applicable level, the pay shall be fixed at the immediate next higher cell in that applicable level of the Pay Matrix. If the figure arrived at in this manner is less than the first cell in that level, then the pay shall be fixed at the first cell of that level of Pay Matrix. If more than two stages are bunched together, one additional increment equal to 3% may be given for every two stages bunched, and pay fixed in the subsequent cell in the pay matrix.

2.5 Pay Bands with AGP and FDR (Index of Rationalization)

Based on the above, the various levels of pay with its Academic Grade Pay (AGP) are as per Annexure-I.

2.6 Entry Pay

The Entry Pay for Academic Pay Structures and Levels shall be as per Table 1 Mentioned in Para 2.1

2.7 Pay Fixation in case of Direct Recruitment / Promotion

The pay of employees appointed by direct recruitment on or after 1st day of January 2016 shall be fixed at the minimum pay or the first cell in the level, applicable to the post to which such employee is appointed. In case of promotion, candidate would be given a notional increment in his existing Level of Pay, by moving him/her to the next higher cell at that level. The pay shown in this cell would now be located in the new level corresponding to the post to which candidate has been promoted. If a cell identical with that pay is available in the new level, that cell shall be the new pay; otherwise the next higher cell at that level shall be the new pay of the employee; if the pay arrived at in this manner is less than the first cell in the new level, then the pay shall be fixed at the first cell of that level.

2.8 Date of Increment

- Annual increment is given in the Pay Matrix at 3%, with each cell being higher by 3% over the previous cell in the same level, rounded off to nearest 100. Annual increments to each employee would move up in the same academic level, with an employee moving from the existing cell in the academic level to the immediate next cell in the same academic level.
- There shall be two dates of increment i.e. 1st January and 1st July of every year, provided that an employee shall be entitled to only one annual increment on either one of those two dates depending on the date of appointment, promotion or grant of financial up-gradation.
- The increment in respect of an employee appointed or promoted during the period between the 1st day of January and 31st day of July (both inclusive) shall be granted on 1st day of January and the increment in respect of an employee appointed or promoted during the period between the 1st day of July and 31st day of January (both inclusive) shall be granted on 1st day of July.

2.9 Annual Process of Promotion

Every University/College/Department of Technical Education shall ensure that the selection process for direct recruitment for various positions is carried out annually so as to maintain

Government Regulation No. ३३४६ (११) २०१९ (१०/११)

required faculty numbers and cadre rolls as per AICTE norms so that no lets is caused to students. Interviews for the promotions of the faculty members shall be carried out at a regular span annually to avoid any stagnation in career growth of faculty members.

Candidates, who do not fulfill the minimum requirement stipulated in this Government Regulation, will have to be re-assessed after a period of one year. The date of promotion shall be the date on which he/she satisfies all the minimum requirements and successfully re-assessed.

The constitution of the Selection Committee is applicable to these appointments/promotions of the Assistant Professor to Associate Professor and Associate Professor to Professor or Professor to Senior Professor is enumerated in **Annexure-II**. Various stages of promotion/direct recruitment and mode of selection are given in Table 2.

A teacher who wishes to be considered for promotion may submit its writing in its prescribed proforma duly supported by all endorsements to the Principal / Director of the College, within three months in advance of the due date, that he / she fulfills all requisite qualifications.

The entry level and successive stages of promotions are shown in Table 2

Table 2: Stages of Promotion/ Direct Recruitment and mode of selection

Stage	Designation
Entry Level, Stage-I	Assistant Professor
Stage-II	Assistant Professor (Senior Scale)
Stage-III	Assistant Professor (Professor Grade)
Stage-IV	Associate Professor
Stage-V	Professor
Stage-VI	Senior Professor

2.10 Age of Superannuation

The existing provisions about superannuation and re-employment of teachers shall continue. (As per State Govt. policy existent from State Govt. OR dated 8th March 2019 about UGC pay scales)

2.11 Health Insurance Scheme

Existing provisions of Health Insurance Scheme as applicable to State Government employees shall continue. (As per Present Medical reimbursement scheme and १९९९१९९९)

2.12 Pension, Gratuity, Family Pension, GPF, Leave Encashment and Other Pensionary Benefits

All pensionary benefits including leave encashment shall be extended to faculty members and other staff such as Library, Physical Education and Training & Placement Personnel as per the revised norms recommended by the 7th CPC and implemented as per the terms of the State Government.

2.13 Industrial Training/Professional Training

Since a requirement of industrial training/professional training (as the case may be) has been stipulated for vertical movement of faculty members, the AICTE, the Directorate of Technical Education, Maharashtra, State Government shall devise a suitable mechanism for facilitating all faculty members to undergo industrial training/professional training in consultation with AICTE, Confederation of Indian Industries (CII), FICCI, NASSCOM, CFTI, CMR laboratories, IISER, CIFT, ISR, IIRG, DAE, DRDO and other such industry/professional bodies with approval of State Government.

2.14 Teaching Engagement

The faculty members shall have an engagement of not less than 40 hours per week including teaching contact hours and other activities. The work of tutorial / project / research / administration may be distributed among the faculty members as per the need and availability of staff. The laboratory engagement will also be assessed towards teaching hours. The minimum teaching contact hours for various positions shall be as given in Table 3 below.

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Table J: Teaching Engagement of Faculty Members in Degree Level Institutions

Designation	(Teaching / Laboratory hours / week)
Assistant Professor	18
Associate Professor	14
Professor / Senior Professor	14
Director / Principal	6

Relaxation of 2 hours per week in teaching normal hours shall be granted to faculty members handling additional responsibilities like HOD / Dean. Regarding work hour State Government seeks clarification from AICTE.

2.15 Consultancy

- Consultancy work may be undertaken by members of the faculty to generate resources, either for institutions or for themselves.
- Not only the faculty members should be encouraged to undertake consultancy work, but also an appropriate environment be created by the management of institutions to facilitate faculty members to undertake such work.
- Suitable parameters for sharing the generated resources between the institution. Existing guidelines for sharing the revenue generated out of consultancy work between the Government, institution and individual faculty member shall continue.
- The faculty members engaged in consultancy / industry interaction / research / start-up activities / consultancy services may be allowed some adjustment in teaching time table without compromising their teaching engagement hours.

2.16 Start-up

Presently, the institutions are ranked based on academic performance and placement of students. In future, it may also be based on a number of start-ups and entrepreneurs created by the institute. Therefore, technology incubation centres shall be established and frequent interactions between entrepreneurs / industrialists / start-ups and students shall be arranged for motivating students to initiate start-up. Director, Directorate of Technical Education shall issue necessary directions with the concurrence of State Government.

2.17 Statutory Reservation

The statutory reservation policy for recruitment and promotion applicable to per state government issued time to time.

2.18 Quality Improvement Programme (QIP) / Teaching Research Fellowship (TRF) Schemes

With a view to improve the quality of technical education, Directorate of Technical Education, Maharashtra State, to implement QIP/TRF schemes for all the eligible teachers working in Technical institutions.

2.19 Counting of Past Service for Direct Recruitment and Promotion

Previous regular service, whether national or international, as Assistant Professor, Associate Professor or Professor or equivalent in a University, College, National Laboratories or other scientific / professional organizations such as the CSIR, ICAR, DRDO, IGC, ICSSR, ICIR, ICMR, DBT or state PSU's etc., should be counted for direct recruitment as an Assistant Professor / Associate Professor / Professor provided that:

- The qualifications for the post held are not lower than the qualifications prescribed by the AICTE for Assistant Professor, Associate Professor and Professor as the case may be.
- The post is / was in an equivalent grade as of the provided scale of pay as the post of Assistant Professor / Associate Professor / Reader and Professor.
- The candidate for direct recruitment has applied through proper channel.
- The concerned Assistant Professor, Associate Professor and Professor should possess the same relevant qualifications as prescribed by the AICTE for appointment to the post of Assistant Professor, Associate Professor and Professor, as the case may be.

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- (iv) With this cadre structure, more faculty members may become Professors/Associate Professors at some point of time as a result of which, cadre ratio as an example may become skewed such as 9:0:0 or 8:1:0 or 7:1:0 etc. but in any case it should not be 0:0:0 or 0:1:0 or 0:2:1.
- (v) The total number of assistant faculty positions remain the same as calculated from faculty-student ratio, though the cadre ratio is improving with these provisions.
- (vi) The lower post can be vacated vacant once the incumbent moves on higher post through promotions or through direct selection by keeping total sanctioned posts of all cadres put together as fixed.
- (vii) This vacant post will be filled by suitable eligible incumbent possessing required qualifications.
- (viii) If a suitable candidate is not available, the post shall be filled by open selection.
- (ix) The open selection / promotion shall be made by a committee constituted as per norms published in this Government Resolution.
- (x) The candidate shall be promoted from lower cadre to higher cadre as and when they complete eligibility criteria for the higher cadre, irrespective of availability of post in that cadre.

3.3 Inter-se seniority between the directly recruited teachers and promoted

The inter-se seniority of a directly recruited teacher shall be determined with the reference to the date of joining and for the teachers promoted with reference to the date of eligibility as indicated in the recommendations of the selection committee of the respective candidates. The rules and regulations of the respective Central/State Government /UT Government shall apply for all the matters of seniority.

3.4 Position of Principal / Director

- (i) Principal/Director of AICTE approved institution has to be a full time faculty selected in accordance with the due process of selection to be adopted by the concerned university/State Government/Public Service Commission/Respective Board of Governors/Board of Management by taking into consideration the qualifications and other requirements as laid down by AICTE.
- (ii) In an institution where several programmes under technical education approved by AICTE are running, the Principal / Director shall be from one of the programmes preferably from a programme with maximum student strength.

4. 4.0 Mandatory Teacher Training

1. Every teacher appointed / promoted to any post/rank here onwards with effect from the publication of this Government Resolution shall have to mandatorily undergo 3 online modules of MOOCs in SWAYAM as per the AICTE teacher training policy preferably within first year of service.
2. No newly appointed faculty member shall be continuing the probation without getting the certification of completion of these 3 modules. The teacher training policy document may be downloaded from AICTE website.
3. The requirement of completing these modules as mentioned in this Government Resolution is applicable to all the incumbent teachers also while applying for promotion / selection to next higher cadre only once in the career.
4. Those who are eligible for promotions after the date of publication of this Government Resolution shall have to meet the necessary conditions such as additional qualification, undergoing industrial training, pedagogical training, faculty induction program, publishing research papers etc. However, these requirements shall be permitted to be fulfilled till 31st July, 2022 or within 3 years from the date of publication of this Government Resolution, whichever is less, so as to enable faculty members in equipping them for requisite mandatory requirements mentioned in this Government Resolution to avail the benefit of promotion retrospectively from the date of eligibility.

Document Reference No. **श्रीगं०/११/२०१९/०११०**

5.6 Minimum Qualification for Recruitment

Minimum qualification, experience, research contributions, feedback and requisite training requirements for different levels for direct recruitment and promotions for the faculty members are as follows.

5.1 Minimum Qualifications for direct recruitment as an Assistant Professor (Level - II, Entry Pay - 57000/-)

(a) Engineering / Technology

B.E. / B. Tech. / B. Sc. and M. E. / M. Tech. / M. Sc. or Integrated M. Tech. in relevant branch with first class or equivalent in any one of the degrees.

(b) Management

Bachelor's Degree in any discipline and Master's Degree in Business Administration/PD/MCA/ICWA/M. Com. with First Class or equivalent and two years of professional experience after acquiring the degree of Master's degree.

(c) Pharmacy

B. Pharm. and M. Pharm. / Pharm. D. in the relevant specialisation with First Class or equivalent in any one of the two degrees.

(d) MCA

B. E. / B. Tech. / B. Sc. and M.E. / M. Tech. / M. Sc. or Integrated M. Tech. in relevant branch with First Class or equivalent in any one of the degrees.

OR

B. E., B. Tech. and MCA with First Class or equivalent in any one of the two degrees.

OR

Graduation of three years' duration with Mathematics as a compulsory subject and MCA with First Class or equivalent with 2 years of relevant experience after acquiring degree of MCA.

(e) Hotel Management and Catering Technology

Minimum 4 years Bachelor's Degree in HMCT and Master's Degree in HMCT or in relevant disciplines with First Class or equivalent in any one of the two degrees.

OR

Minimum 6 years Bachelor's Degree in HMCT with First Class or equivalent and minimum of 3 years of relevant experience at a managerial level not less than Assistant Manager in a 4 - star Hotel or in a similar position in the hospitality industry/ tourism industry.

(f) Architecture

B. Arch. and M. Arch. or equivalent, Master's degree in an allied field with First Class in any one of the two degrees, and minimum 2 years' experience in the Architecture profession.

OR

B. Arch. with First class or equivalent and minimum of 5 years' experience in the Architecture profession.

(g) Town Planning

Bachelor's degree in Architecture/Planning/Civil Engineering or Master's degree in Geography / Economics/Sociology or equivalent AND Master of Planning or equivalent with First class or equivalent in either in Master of Planning or any above degrees with 2 years of relevant experience.

(h) Design

Bachelor's Degree or minimum 4 year Diploma in any one of the streams of Design, Fine Arts, Applied Arts and Architecture or Bachelor's degree in Engineering with First class or equivalent.

AND

Master's degree or equivalent Post Graduate Diploma in relevant disciplines with First Class or equivalent in a concerned / relevant allied subjects of Industrial Design / Visual Communication / Fine Arts / Applied Arts / Architecture / Interaction Design / New Media Studies / Design

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(D) Qualifications for Associate Professor (Level - 13A1, Entry Pay 131600/-)

(i) For Direct Recruitment

- a. Ph.D. degree in the relevant field and First class or equivalent at either Bachelor's or Master's level in the relevant branch.
- AND
- b. At least total 6 research publications in SCI journals /UGC /ARCTE approved list of journals.
- AND
- c. Minimum of 5 years of experience in teaching / research / industry out of which at least 2 years shall be Post Ph.D. experience.

Note: In case of INCT, 3 years of industry experience at a managerial level not below the position of Head of Department handling a team of 20 persons or more in a 4 star hotel or 5 star category or in a similar position in the hospitality industry / tourism industry.

(ii) For Promotion of Incumbents

- a. Ph. D. degree in relevant field and First class or equivalent at either Bachelor's or Master's level in the relevant branch.
- AND
- b. Should have completed academic training requirements as per Annexure - III.
- AND
- c. Should have satisfied any one of the below mentioned set of requirements.

Set No.	To have approved in the cadre of Assistant Professor (Selection Grade)		
	Experience (Years)	Research publications in SCI journals UGC ARCTE approved list of journals	Avg. NIP feedback score (out of 10)
1	2	2	7 to 8
2	3	1	8 to 10

(E) Qualifications for Professor (Level - 14, Entry Pay 144000/-)

(i) Direct Recruitment

- a. Ph. D. degree in relevant field and Post class or equivalent at either Bachelor's or Master's level in the relevant branch.
- AND
- b. Minimum of 10 years of experience in teaching / research / industry out of which at least 3 years shall be at a post equivalent to that of an Associate Professor.

AND

- a. At least 8 research publications at the level of Associate Professor in SCI journals / UGC / ARCTE approved list of journals and at least 2 successful Ph.D. guided as Supervisor / Co-supervisor till the date of eligibility of promotion.

OR

At least 18 research publications at the level of Associate Professor in SCI journals / UGC / ARCTE approved list of journals till the date of eligibility of promotion.

(ii) For Promotion of the Incumbents

- a. Ph. D. degree in relevant field and First Class or equivalent at either Bachelor's or Master's level in the relevant branch.

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AND

1. Should have satisfied any one of the below mentioned set of requirements.

Slr No.	Ph.D. guided	Total Experience (Years)	To have acquired in the cadre of Associate Professor		
			Experience (Years)	Research publications in SCI journals /UGC / AICTE approved list of journals	Avg. 360° feedback score (out of 10)
1	1	15	3	6	8 or 10
2	2	15	3	6	7 or 8
3	-	16	3	4	8 or 10

Notes: 360° Feedback

- The feedback obtained every year, till the date of eligibility of next stage, shall be taken as an average of all the preceding years added together required for promotion.
- In case the candidate fails to achieve the maximum feedback score, the subsequent year's may be taken into consideration while dropping the lowest feedback score in any one of the year.

(E) Qualifications for Promotion to Senior Professor (Level - 5, Entry Pay 141200/-)

- a. Ph. D. degree in the relevant field

AND

- b. Minimum ten years of experience in the cadre of Professor

AND

- c. At least 8 research publications in SCI journals / UGC / AICTE approved list of journals, should have at least 2 successful Ph. D. guided as Supervisor / Co-Supervisor as a Professor.

OR

- c. At least 8 research publications in SCI journals / UGC / AICTE approved list of journals, should have provided academic leadership in institution head at least for 3 years at the level of Professor.

OR

- e. At least 8 research publications in SCI journals / UGC / AICTE approved list of journals; should have provided educational leadership at state / national level at least for 3 years at the level of Professor.

AND

- d. At least one patent awarded

OR

- d. Development of one MOOC course applicably at national platform

Notes:

- The selection of Senior Professor shall also be based on academic achievements, favorable review of academic, research and administrative work from those eminent subject experts not below the post of Senior Professor or a Professor of at least ten years of experience.
- The selection shall be based on ten best publications and award of Ph. D. degree to at least two candidate under his / her supervision during the last 10 years and interaction with the Selection Committee constituted as per this regulation.

(F) Qualifications for Direct Recruitment of Principal / Director**(Level - 14, Entry Pay 141200/- with the special allowance of Rs. 6750/- per month)**

- a. Ph. D. degree and First Class or equivalent at either Bachelor's or Master's level in the relevant branch

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- a. Qualifying in the National Level Test conducted for the purpose by the UGC or any other agency approved by the UGC and passed the physical fitness test conducted in accordance with these regulations.
- d. Record of strong involvement and proven track record of participation in sports, drama, music, film, painting, photography, journalism event management or other student / event management activities during college / University studies.
- e. Record of organizing such events as student's convener or in later part of life.

6.5 Methodology of Promotion for Assistant Librarians and Assistant Director-Physical Education

The qualifications for promotions Assistant Librarians and Assistant Director-Physical Education shall be as per UGC notification No. 7-1-2013(DC/PS) dated 18 July 2018.

7.0 Additional Requirements**7.1 Research Publications**

In order to ensure quality of publications for promotions, a minimum standard would be created through the following:

- a) For the purpose of promotions, candidates must have published research papers in SCJ journals OR UGC approved Journals OR AICTE approved list of journals OR journal approved by AICTE with respective councils / institute such as Council of Architecture / Pharmacy Council of India / Institute of Town Planners, India.
- b) In case of HMCT, 1 live case study or 1 live industry project as research / consultancy having credential of very high standing would be recognized as equivalent to 1 publication.
- c) In case of Design, Architecture and Town Planning, 1 live case study, 1 live industry project as research / consultancy or 1 conceptual design having credential of very high standing / obtained high level recognition would be recognized as equivalent to 1 publication.

7.2 Equivalence for Ph.D.

Equivalence for Ph.D. is based on publication of 5 International Journal papers, each Journal having a cumulative impact index of not less than 2.0, with incumbent as the main author and all 5 publications being in the author's area of specialization. Alternatively, the person should have obtained at least two patents or contributed to the increased productivity in the place of work recognized at state or national level or elected as a fellow of any of the national academies. However, the procedure of providing equivalence shall be decided by concerned affiliating university.

7.2.1 Eligibility of direct Ph.D. after B.E. / B.Tech

The qualification of Ph.D. required for the various level of posts directly after B.E. / B.Tech, is applicable in Technical institutions, provided degree of Ph.D awarded is in relevant discipline by a recognized University following the process of registration, course work and evaluation etc. as prescribed by UGC or has been provided by the Institute of national importance (i.e. IITs/IISc/IITs etc.), duly recognized by the MHRD. Further, candidates should have obtained at least first class at Bachelor's level in Engineering / Technology.

7.3 Class / Division

If a class / division is not awarded, minimum of 60% marks in aggregate shall be considered equivalent to First class / division. If a Grade Point System is adopted the CGPA will be converted into equivalent marks as below:

Grade Point	Equivalent Percentage
6.25	55 %
6.75	60 %
7.25	65 %
7.75	70 %
8.25	75 %

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8.0 Procedure to be followed for fixation of pay and for the disbursement of salary grants-

Following procedure shall be followed for fixation of pay and disbursement of salary grants:

- (i) Regional Offices of Technical Education shall fix the revised pay of all the teachers, librarians and equivalent cadres under their jurisdiction as per this scheme in the Proforma as prescribed in **Annexure-VII** and further certify that:
 - "all the teachers/ librarians have been lawfully appointed,
 - "the pay of each teacher has been properly fixed as per this scheme and
 - "in case it is found that any excess payment has been made on account of incorrect fixation and unlawful appointments the same shall be recovered by the Government from the grants (including salary grants) payable to the institutions."
 Some possible illustrations for pay fixation are given in **Annexure-VIII**.
- (ii) Regional Offices shall submit these certificates along with the fixation forms etc. to the Director, Technical Education who shall thereafter release the necessary grants after broadly satisfying themselves and making necessary entries of pay fixation in the service books of the employees. Director, Technical Education may authorize the officer in charge for approving necessary entries in the service book.
- (iii) All Career Advancements with improvement in designations shall have to be approved by the Government.
- (iv) The Director of Technical Education, Maharashtra State, Mumbai, should send a quarterly statement to the Accountant General, Maharashtra-1, Mumbai, and the Accountant General, Maharashtra-2, Nagpur, and claim the admissible grants from the Government of India. On the implementation of revised pay scales to the teachers and librarians in degree level institutions, before 31-03-2016. The Accountant General, Maharashtra - 12, Mumbai/ Nagpur should be requested to credit the Government of India's share under receipt head "001 Grant-in-aid from Central Government (01) 071 Technical Education (1001 0213)".
- (v) The additional expenditure on pay proper, on account of revision of scales of pay of teachers in Dr. Babasaheb Ambedkar Technology University, Lavare, Institute of Chemical Technology, Matunga, Mumbai, Government Dental University Government and Non-Government aided degree level institutions as on 01 January 2016 shall be shared for the period from 01 January 2016 to 31st March 2019 between the Government of India and the State Government in the ratio of 50:50. Thereafter, the entire liability on account of this additional expenditure will be borne by the State Government. Posts which were not lying vacant for more than six months as on 01 January 2016 in these institutes will be treated as just existing as on 01 January 2016, for this purpose. The additional expenditure on pay proper, on account of application of revised pay scales to all posts of teachers created after 01 January 2016 shall be borne entirely by the State Government. The Universities and non-Government aided colleges should be relieved that any additional expenditure on new posts of teachers created hereafter shall be disallowed, if proper sanction of the Director of Technical Education, Maharashtra State, Mumbai, has not been obtained by them.

10.0 Budget Head:

The expenditure on this account should be debited to the following sub- heads and divided heads of accounts under the budget head - **Demand No. W-3 "2203 - Technical Education"** as under:

001, Division and Administration-

(01), Direction and Administration,

(01)(01) Director of Technical Education (Centralized) (2203 001) (2203 0022)

Government Resolution No.: ११३३१/२१११/२०१९/१०२

102 – Assistance to Universities for Technical Education

- (01/01) Maintenance Grants to Mumbai University for Technical College of Architecture (Committee) (2203 0069)
 (01/02) Maintenance Grants to Dr. Babasaheb Ambedkar Technical University, Lonere, District Raigad (Committee) (2203 0023)

104 – Assistance to Non-Government Technical Colleges and Degree Institutes-

- (01/03) Engineering Colleges (Committee) (2203 0167)
 (01/04) Establishment of Institute of Chemical Technology and its sub-sectors (Scheme)
 31- Grant-in-aid (non-salary)
 26- Grant-in-aid (Salary)

106 – Examinations -

- (01/06) Board of Technical Examination (Committee) (2203 0183)

112 – Engineering/Technical Colleges and Degree Institutes-

- (01) Government Engineering and Architectural Colleges (including hostel) (2203 0327)
 (02) (10) Establishment of New Engineering Colleges (2203 2071)

Government orders in respect of the measures required for enhancing and improving the quality of education shall be issued separately. All advancements to higher grade posts in various cadres will be effected subject to the minimum excellent (A) level of average confidential report, very good performance appraisal report through 360° feedback score and Career Advancement Schemes terms and conditions mentioned in this Government Resolution for various posts are being prescribed by the Government.

This Government Resolution is subject to the decision taken by the State Government on the scheme forwarded by All India Council of Technical Education by its Notification dated 01st March 2019, therefore amendments if any brought to the notice of the Department of Higher and Technical Education, Government of Maharashtra through paper intimated.

These orders are issued with the concurrence of the Finance Department vide their unofficial reference No. 347/2019/Secy-9 dated 05/09/2019 and with concurrence of State Cabinet held on 09/09/2019.

This Government Resolution is available on website www.maharashtra.gov.in and its unique code no. is 241949612012120408

By order and in the name of Governor of Maharashtra,

**Satish Jagdeorao
Tidke**

(Satish J. Tidke)

Deputy Secretary, Government of Maharashtra

संस्थानां तंत्रिका शिक्षणालयां
 ११३३१/२१११/२०१९/१०२
 सहाय्यता देण्याबाबतच्या अर्थसंचालक
 खात्याच्या मंडळाच्या संकेतस्थळावर
 उपलब्ध आहे.
 या संकेतस्थळावर उपलब्ध असलेल्या
 या संकेतस्थळावर उपलब्ध आहे.

To:

1. The Secretary to the Hon'ble Governor, Raj Bhavan, Malabar Hill, Mumbai, (By Letter)
2. The Principle Secretary to the Chief Minister
3. The Private Secretary to the Hon'ble Minister / State Minister, Higher & Technical Education Department,
4. The Personal Assistant to Chief Secretary.
5. Vice-Chancellors of all Universities and Institute of Chemical Technology, Matunga, Mumbai
6. Vice-Chancellor, Dr. Babasaheb Ambedkar Technological University, Lonere

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7. The Secretary to the government of India, MHRD, Department of Higher Education, New Delhi.
8. Member Secretary, All India Council of Technical Education, New Delhi.
9. The Secretary, University Grants Commission, New Delhi.
10. The Director, Directorate of Technical Education, Maharashtra State, Mumbai.
11. The Director, Maharashtra State Board of Technical Education, Mumbai.
12. All Regional Directors of Technical Education (Through TTE)
13. Principals/Chairs of all Government and Non-Government aided degree/Diploma institutions (Directorate of Technical Education should circulate the copies)
14. The Account General (Accounts) Maharashtra I and II, Mumbai and Nagpur.
15. The Account General (Audit) Maharashtra I and II, Mumbai and Nagpur.
16. The Pay and Accounts Officer, Mumbai.
17. All District Treasury Officers.
18. The Finance Department.
19. All Dens in Higher and Technical Education Department, Mumbai.
20. The Director General of Information & Publicity, Mumbai (With request to issue a suitable press note and send 25 copies to the department)
21. The Under Secretary, Vidhan Mandal Sachivalaya, Vidhan Bhawan, Mumbai.
22. Serial File 11-2.

Government Resolution No. ११०३०५-१११६२४-१११०१११०१

31	119000	167000	193000			
32	144000	172000	199000			
33	168000	177000	205000			
34	112700	182600	211200			
35	117100	188000				
36	162800	193000				
37	166900	199000				
38	171900	205000				
39	177000					
40	182000					

Note: The end-points of any column do not signify the end points of the pay received at that level. As was the case in the earlier provision of traditional pay scales, the last point does not represent the maximum pay of that level for calculation purposes. The end-points of the column should not be treated as the maximum and minimum of a pay scale to calculate the average pay for any level.

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- (ii) An academician representing SC / ST / OBC / Minority / Women / Differently-abled categories, if any of candidates representing these categories is the applicant, to be nominated by the Vice-Chancellor or Acting Vice-Chancellor, if any of the above members of the selection committee does not belong to that category.
- (iii) To constitute the question for the meeting, five of which at least two must be from out of the three subject experts shall be present.
- (iv) For all levels of teaching positions for Government / Government Aided Colleges / Government Autonomous Colleges, the State Public Services Commission / Teacher Recruitment Boards whenever applicable must invite three subject experts, for which the concerned University be involved in the selection process, by respective appointing authority. The states, where selection is autonomous institutes have been authorized to constitute Board of Governors, shall continue but constitution of committee shall be same as defined by AICTE.

III. Senior Professor

- (i) The Selection Committee for the post of Senior Professor shall consist of the following persons:
- Vice-Chancellor who shall be the Chairperson of the Committee.
 - An academician not below the rank of Senior Professor/Professor with minimum ten years' experience who is the nominee of the Vice-Chancellor, wherever applicable.
 - Three experts not below the rank of a Senior Professor/Professor with a minimum of ten years' experience in the subject/field concerned nominated by the Vice-Chancellor out of the panel of names approved by the relevant statutory body of the university.
 - Dean (not below the rank of Senior Professor/Professor with minimum ten years' experience) of the faculty, wherever applicable.
 - Head/Chairperson (not below the rank of Senior Professor/Professor with minimum ten years' experience or Senior-most Professor (not below the rank of Senior Professor/Professor, with a minimum of ten year or experience) of the Department/School, in case Head/ Chairperson were not hold the above requirement, if any.
 - An academician (not below the rank of a Senior Professor/Professor with minimum ten years' experience) representing SC/ST/OBC/Minority/Women/Differently-abled categories, if any of candidates representing these categories is the applicant, to be nominated by the Vice-Chancellor, if any of the above members of the selection committee do not belong to the category.
 - Four members, including two outside college experts, shall constitute the question.

IV. Technical Institute Principal / Director

- (i) The Selection Committee for the post of College Principal shall have the following composition:
- Chairperson of the Governing Body as Chairperson.
 - Two members of the Governing Body of the college to be nominated by the Chairperson of whom one shall be an expert in academic administration.
 - One nominee of the Vice-Chancellor who shall be an expert in Management of Higher Education.
 - Three experts consisting of the Principal/ Director of a college, a Professor and an accomplished educationist not below the rank of a Professor (to be nominated by the Governing Body of the College) out of a panel of six experts approved by the relevant statutory body of the affliating University concerned.
 - An academician representing SC/ST/OBC/Minority/Women/Differently-abled categories, if any of candidates representing these categories is the applicant, to be nominated by the Vice-Chancellor of the affliating University.
- (ii) To constitute the question for the meeting, five of which at least two must be from out of the three subject-experts shall be present.

Government Resolution No. २०१९/१११, १२/०४/१९७१/११

Announcement to Government Resolution No. ११११-१११/१२/४१११/११.१, dated 11.09.2019

Annexure-III

Training Requirements for Promotions of Teachers from all the Disciplines

For Assistant Professor (Senior Scale): Completion of following training requirements at the level of Assistant Professor

Two weeks of Faculty Development Programme (FDP) in the relevant area out of which at least one of the FDP shall be in advanced pedagogy recognized by AICTE / UGC / TEQIP / NETTER / PMSMNMTT / ISC / IIT / University / Government / DTE / Board of Technical Education / CoA / IIA / SPA / IPI / NRCs / ARPII research organization / other Institute of National Importance / Design Studio.

OR

One week faculty development programme as above and one eight weeks duration MOOCs course with E-Certification by NPTEL-AICTE.

OR

Completed two and eight weeks duration MOOCs courses with E-Certification by NPTEL-AICTE.

AND

Completed minimum two weeks of relevant Industrial Training / Professional Training.

For Faculty of Science and Humanities where industrial training may not be feasible, professional training will be required, whereas for all other faculty members, industrial training will be required. State Government shall frame these guide lines with the concurrence of AICTE and issues the same.

For Assistant Professor (Selection Grade): Completion of following training requirements at the level of Assistant Professor (Senior Scale)

Two weeks of Faculty Development Programme (FDP) in the relevant area recognized by AICTE / UGC / TEQIP / NETTER / PMSMNMTT / ISC / IIT / University / Government / DTE / Board of Technical Education / CoA / IIA / SPA / IPI / NRCs / ARPII / research organization / other Institute of National Importance / Design Studio.

OR

One week faculty development programme as above and one eight weeks duration MOOCs course with E-Certification by NPTEL-AICTE.

OR

Completed two and eight weeks duration MOOCs courses with E-Certification by NPTEL-AICTE.

AND

Completed minimum two weeks of relevant Industrial Training / Professional Training.

For Faculty of Science and Humanities where industrial training may not be feasible, professional training will be required, whereas for all other faculty members, industrial training will be required.

For Associate Professor: Completion of following training requirements at the level of Assistant Professor (Selection Grade)

Two weeks of Faculty Development Programme (FDP) in the relevant area recognized by AICTE/UGC

Government Resolution No. ४१४०१ (११) २०१९/४११०१४१२

Announcement in Government Resolution No. ४१४०१-११११/१.४.१४/११/४१.२, dated 11.09.2019

Annexure - IV CALCULATION OF 360° FEEDBACK SCORE

The 360 Degree Score shall be determined on the basis of following parameters.

- a. Teaching Process (Maximum Point 25)
- b. Students' Feedback (Maximum Point 25)
- c. Departmental Activities (Maximum Point 20)
- d. Institute Activity (Maximum Point 10)
- e. ACR (Maximum Point 10)
- f. Contribution to Society (Maximum Point 10)

The candidate shall submit calculation sheet for each academic year to be considered and a summary sheet exhibiting his score on a 10 point scale.

a. Teaching - Process (Maximum Points 25)

The calculation shall be presented in a table as presented in this Annexure. The table will have the details of courses taught in the academic year in consideration, like Semester, course Code / Name, No. of scheduled classes, actually held classes. The total shall be reduced on 25 point scale.

b. Students' Feedback (Maximum Points 25)

The candidate shall submit average score for each course taught during academic year under consideration on a scale of 25. The average of total of all such score shall be used.

c. Departmental Activities (Maximum Points 20)

This section summarizes all the responsibilities assigned by Head of the Department to a teacher during academic year under consideration through a proper office order. This may include responsibilities like Lab IC, Time Table IC, NDA - AICTE work, sponsored projects, departmental newsletter etc. The candidate will earn 3 points per semester for each activity up to a maximum of 20. (Please refer Annexure IV A for details)

d. Institute Activities (Maximum Points 10)

This section summarizes all the responsibilities assigned by Head of the Institute to the candidate during academic year under consideration through a proper office order. This may include responsibilities like Head of Department, Coordinator, Warden, Training and Placement officer, Estate Officer etc. The candidate will earn 3 points per semester for each activity up to a maximum of 10. (Please refer Annexure IV B for details)

e. ACR (Maximum points 10)

ACR maintained at institute level shall have 10 points based on grading.

f. Contribution to Society (Maximum Points 10)

The candidate involved in different initiatives by AICTE. The candidate will earn 3 points per semester for each activity. The claim should be supported by an office order/ official communication from Head of Institute. (Please refer Annexure IV C for details)

The grand total of points for all academic years shall be converted to a 10 point scale.

Government Resolution No. 8746-11-2019 (P/11)

Note: The activities mentioned in above criterion are indicative. Principal / Director / Head may add or remove some of the activities at department and institute level as per the requirements of the institute. Weightage of 10 Marks may be given for ACBs maintained at institute level out of 20 Marks as per following grading

(Suggestion have been incorporated at Annexure IV A, B and C)

Calculation of Credit Points

(See Page Calculators Page-1)

Name	
Present Position	
Academic Year	
Teaching Process	

A. Teaching Process (Max Point 25)

Sr. No.	Semester	Course Code/Name	No. of Scheduled Classes	No. of actually held classes	Points earned	Enclosure No.
1	1/2018-19	CE1-100	42	39		
2	1/2018-19	CE1-200	28	28		
3	2/2018-19	ME10-100	41	39		
4	2/2018-19	ME1-100	42	41		
		Total	154	157	23.93	

B. Students' feedback (Max Point 25)

S. No.	Semester	Course Code/Name	Average Student feedback on the scale of 25	Enclosure No.
	1/2018-19	CE1-100	22.3	
	1/2018-19	CE1-200	21.8	
	2/2018-19	ME10-100	20.6	
	2/2018-19	ME1-100	22.8	
		Total	86.5	

C. Departmental Activities (Max credit 20)

S. No.	Semester	Activity	Credit Point	Criteria	Enclosure No.
1	1/2018-19	Lab IC	3	3 Point/semester	
2	1/2018-19	Coaching	3	3 Point/semester	
3	1/2018-19	Workshop IC	3	3 Point/semester	
4	2/2018-19	Workshop IC	3	3 Point/semester	
5	2/2018-19	NBA work	3	3 Point/visit	
6	2/2018-19	Lab IC	3	3 Point/visit	
7	2/2018-19	Coaching	3	3 Point/semester	
		Total	21		

Government Regulation No. २०१९-१११ (२०१९-१९२०)

**Calculation of Credit Points
(Blank Format)**

Name	
Present Position	
Academic Year	
Teaching Process	

A. Teaching Process (Max Points 25)

S. No.	Semester	Course Code/ Name	No. of Scheduled Classes	No. of actually held classes	Percent	Enclosure no.
1						
2						

B. Students' feedback (Max Points 25)

S. No.	Semester	Course Code/ Name	Average Student feedback on the scale of 25	Enclosure no.
1				
2				

C. Departmental Activities (Max Points 20)

S. No.	Semester	Activity	Credit Point	Criteria	Enclosure no.
1					
2					

D. Institute Activities (Max Points 10)

S. No.	Semester	Activity	Credit Point	Criteria	Enclosure no.
1					
2					

E. ACR maintained at institute level (Maximum Points 10)

S. No.	Year	Activity	Credit Point	Criteria	Enclosure no.
1					
2					

F. Contribution to Society (Maximum Points 10)

S. No.	Semester	Activity	Credit Point	Criteria	Enclosure no.
1					
2					

University Regulation No.: **संजीव-11/1/2019/संजीव-2**

Summary

Summary	Academic Year	Academic Year	Academic Year
	1	2	3
A. Teaching Process (Max Points 25)			
B. Students' feedback (Max Points 25)			
C. Departmental Activities (Max Points 20)			
D. Institute Activities (Max Points 10)			
E. ACR (Max Points 10)			
F. Contribution to Society (Max Points 10)			
Total (Max Points 100)			
Total on 10 Point scale			

STUDENT'S FEEDBACK FORM

(To be used by institutions)

Academic Year:		Name of the Faculty	
Course		Semester	
		Date of the feedback	

For getting filled in through student

S. No.	Description	Very Poor	Poor	Good	Very Good	Excellent
		(1)	(2)	(3)	(4)	(5)
1	Has the Teacher covered entire syllabus as prescribed by University/ College/ Board?					
2	Has the Teacher covered relevant topics beyond syllabus					
3	Effectiveness of Teacher to teach of:					
	(a) Technical content/science content					
	(b) Communication skills					
	(c) Use of teaching aids					
4	Parts on which comments were covered					
5	Motivation and inspiration for students to learn					
6	Support for the development of students' skills					
	(i) Practical demonstration					
	(ii) Hands on training					
7	Clarity of expectations of students					
8	Feedback provided on students' progress					
9	Willingness to offer help and advice to students					
	Total					

Government Resolution No. ४१३३०-१११/११.११.१९/११.११.१९, dated 11.09.2019

Accompaniment to Government Resolution No. ४१३३०-१११/११.११.१९/११.११.१९, dated 11.09.2019

Annexure IV A (Departmental Activities)

Sr. No.	Activity	Credits (Min - Max)	Credits claimed by Incumbent	Credits assessed by reporting officer
01	Lab In charge	0 - 3 Points		
02	Consultancy	0 - 3 Points		
03	Time table In charge	0 - 3 Points		
04	NDA coordinator	0 - 3 Points		
05	Class Teacher	0 - 3 Points		
06	Student registration	0 - 3 Points		
07	Student Admission In charge	0 - 3 Points		
08	Final Year Student Project Guide	0 - 3 Points		
09	Guest Lecture Organization	0 - 3 Points		
10	Industrial visit in charge	0 - 3 Points		
11	Project Seminar Coordination	0 - 3 Points		
12	Departmental Library In charge	0 - 3 Points		
13	Student Association Chapter Co-coordinator	0 - 3 Points		
14	Classroom in charge	0 - 3 Points		
15	Practical/ Exam Time table in charge	0 - 3 Points		
16	Departmental store/Purchase in charge	0 - 3 Points		
17	Internal External Academic Monitoring Co-coordinator	0 - 3 Points		
18	Department Level CSR Activities Co-coordinator	0 - 3 Points		
19	Project Monitoring for project Competition	0 - 3 Points		
20	Student Feedback In charge	0 - 3 Points		
21	Student Counseling	0 - 3 Points		
22	Initiation for CIP/STP/Testing/Consultancy	0 - 3 Points		
23	Organization of MOOCs/ NPTEL/ Special Visitation/ E-CEL/ webinars, etc	0 - 3 Points		
24	Any other Activity (Specify)	0 - 3 Points		

Annexure IV B (In-house Activities)

Sr. No.	Activity	Credits (Min - Max)	Credits claimed by Incumbent	Credits assessed by reporting officer
01	In charge Internship	0 - 4 points		
02	Internship Web site Management	0 - 4 points		
03	Internship level networking and maintenance	0 - 4 points		
04	Building Electrical Maintenance	0 - 4 points		
05	IPBX Activity	0 - 4 points		

Government Resolution No. 87436-11/2019/HR/2

Announcement to Government Resolution No.87436-11/2019/HR/2, dated 11.09.2019

Appendix V
Form of Option

1. (A) Name of the Government servant *Mr./Mrs./Kum. _____
 (B) Post held _____ *Subordinate/Officiating
 (C) Existing pay structure Pay Band/ PB - ** _____ Rs. _____ Grade Pay Rs. _____
 (D) Revised pay structure - Level 5-*** _____ Rs. _____
 (E) Name of the office in which employed _____

2. I * Mr./ Mrs./ Kum. _____ hereby -

* (i) elect the revised pay structure of the post with effect from the 1st day of January 2016;

* (ii) elect to retain the existing scale of the post until -

* The date of my next increment.

* The date of my subsequent increment being my pay to Rs. _____

* I vacate the post or cease to draw pay in the existing scale.

3. The option hereby exercised is final and will not be modified at any subsequent date.

Place:-

Signature:-

Date:-

Name :-

(To be filled by office only)

This is to certify that, Mr./Mrs./Kum. _____
 holder of the post of _____ is *subordinate/officiating capacity, has submitted
 this option form duly signed and within prescribed date, to me.

Place:-

Signature

Date:-

Name _____

Head of the Office _____

* To be crossed out if not applicable.

** Mention Pay Band Number.

*** Mention Pay Level Number.

Government Resolution No. **संकेत-1115/अ.प्र./19/१११०३**

Accompaniment to Government Resolution No. **संकेत-१११५/अ.प्र./१९/१११०३**, dated 11.09.2019

ANNEXURE - VI

Undersigned

I, _____ hereby undertake that any excess payment on a result of pay fixation in a routine contrary to the provisions contained in the Maharashtra Civil Services (Revised Pay) Rules, 2016, or any other excess payment detected in the light of discrepancies noticed subsequently will be refunded by me to the Government either by adjustment against future payments due to me or otherwise.

Place:

Date:-

Signature

Name:

Designation:

Government Resolution No. W/HR-111/2019-20/19/01/02

Announcement to Government Resolution No. HR/01/111/2019-20/19/01/02, dated 11.09.2019

Annexure VII

PROFORMA FOR FIXATION OF PAY

Name of the College/Institution: _____

Name of the teacher/Staff/Post: _____

Sl. No.	Description	Relevant Information
1.	Designation of the post in which pay is to be fixed as on January 1, 2019 or on _____ (later date)	
2.	Status/Characteristics of the post	
3.	Pre-revised Pay Band and Academic Grade Pay or Scale	
4.	Existing Emoluments as on 01.01.2015 (as per pre-revised scale)	
a.	Basic Pay (Pay is applicable Pay Band plus applicable Academic Grade Pay or Basic Pay)	
b.	Dearness Allowance	
c.	Existing emoluments (a + b)	
5.	Basic Pay (Pay is applicable Pay Band plus applicable Academic Grade Pay or Basic Pay) in the pre-revised structure as on January 1, 2016	
6.	Applicable Level of Pay Matrix corresponding to Pay Band and Grade Pay or Scale shown at Sl. No. 3	
7.	Amount arrived at by multiplying basic pay as at Sl. No. 5 by 2.37	
8.	Applicable C.G. in the Level of pay equal to or just above the Amount at Sl. No. 7	
9.	Revised Basic Pay (as per Sl. No. 8)	
10.	Stepped up pay with reference to the revised pay of junior, if applicable. Name and pay of the junior also to be indicated distinctly.	
11.	Revised pay with reference to the Substantive Pay is considered the pay fixed in the officiating post is lower than the pay fixed in the substantive post, if applicable.	
12.	Personal Pay, if any	
13.	Date of next increment and pay after grant of increment	

Date of Assessment

Pay after increment as per applicable Level of Pay Matrix

14. Any other relevant information:

Date:

Signature & Designation of Head of Institution

Place:

Government Resolution No. १०१७८/११११/२०१९/१०१७८

Appointment to Government Resolution No. १०१७८/११११/२०१९/१०१७८, dated 11.09.2019

Annexure VIII

Fixation of Pay in the Revised Pay Structure: Illustration

Illustration -1

An Assistant Professor drawing a Basic Pay of Rs. 22,250/- as on 01.01.2011 in the existing Pay Band Rs. 12,600-38,100, AGP Rs. 6,000. On date of appointment is 02.10.2014. His pay in the revised pay matrix as on 01.01.2016 shall be fixed as follows:

1. Existing Basic Pay (Pay in PB + AGP)	=	Rs. 22,250
2. 2.57 x Basic Pay	=	Rs. 57,182.50
3. Rounding off the resultant figure to the nearest Rs. 100	=	Rs. 57,200
4. Level corresponding to AGP Rs. 6,000	=	Level 10
5. Revised pay in Pay Matrix (either equal to or next cell higher to)	=	Rs. 57,700
Rs. 57,200)		

He shall be fixed at Basic Pay of Rs. 57,700/- The next date of annual increment shall be 1st July, 2016 and pay after increment is Rs. 79,400/-

Illustration -2

An Assistant Professor drawing a Basic Pay of Rs. 23,610/- as on 01.07.2011 in the existing Pay Band Rs. 12,600-38,100, AGP Rs. 6,000. On date of appointment is 05.02.2012. His pay in the revised pay matrix as on 01.01.2016 shall be fixed as follows:

1. Existing Basic Pay (Pay in PB + AGP)	=	Rs. 23,610
2. 2.57 x Basic Pay	=	Rs. 60,677.70
3. Rounding off the resultant figure to the nearest Rs. 100	=	Rs. 60,700
4. Level corresponding to AGP Rs. 6,000	=	Level 10
5. Revised pay in Pay Matrix (either equal to or next cell higher to)	=	Rs. 61,200
Rs. 60,700)		

He shall be fixed at Basic Pay of Rs. 61,200/- His successive dates of increment and the basic pay shall be as under:

Date of Increment	Basic Pay (Rs.)
1.7.2016	82,900
1.7.2017	64,900

He is eligible for promotion under CAS (AGP Rs. 6,000 to AGP Rs. 7,000/ Level 10 to Level 11) on 05.02.2018. On promotion, he shall be given a notional increment in Level 11 and his basic pay would be Rs. 66,800/- Lessing this figure Rs. 66,800 in Academic level 11, a cell identical to Rs. 66,800 or next higher cell in level 11 is cell no. () with entry Rs. 68,900/- His revised basic pay as on 01.01.2018 shall be Rs. 68,900/- and date of increment shall be 1st January, 2019, and pay after increment is Rs. 71,900/-

Increment Circular No. 81805-11/2016-17/2018

Illustration -3

An Assistant Professor drawing a Basic Pay of Rs. 28,480/- as on 01.07.2015 in the existing Pay Band Rs. 13,600-33,100, AGP Rs. 7,000. His pay in the revised pay matrix as on 01.01.2016 shall be fixed as follows:

1. Existing Basic Pay (Pay in PB + AGP)	=	Rs. 28,480
2. 2.57 + Basic Pay	=	Rs. 73,193.60
3. Rounding off the resultant figure to the nearest Rs. 100	=	Rs. 73,200
4. Level corresponding to AGP Rs. 7,000	=	Level 11
5. Revised pay in Pay Matrix (if this equal to or next cell higher to Rs. 73,200)	=	Rs. 75,200

He shall be fixed at Basic Pay of Rs. 75,500/- His successive dates of increment and the basic pay shall be as under:

Date of Increment	Basic Pay (Rs.)
1.7.2016	77,000
1.5.2017	79,000

He is eligible for promotion under CAS (AGP Rs. 7,000 to AGP Rs. 8,000) Level 11 to Level 12 on 12.08.2017. On promotion, he shall be given a notional increment to Level 12 and his basic pay would be Rs. 82,300/- . Looking this figure Rs. 82,300 in Academic level 12, a cell identical to Rs. 82,300 or next higher cell in level 12 is cell no.3 with entry Rs. 84,700/-.

His revised basic pay as on 12.08.2017 shall be Rs. 84,700/- and date of increment shall be 1st July, 2018 and pay after increment is Rs. 87,200/-

Illustration -4

An Assistant Professor drawing a Basic Pay of Rs. 31,200 as on 01.07.2015 in the existing Pay Band Rs. 13,600-26,100, AGP Rs. 3,000. His pay in the revised pay matrix as on 01.01.2016 shall be fixed as follows:

1. Existing Basic Pay (Pay in PB + AGP)	=	Rs. 31,200
2. 2.17 + Basic Pay	=	Rs. 80,312.50
3. Rounding off the resultant figure to the nearest Rs. 100	=	Rs. 80,300
4. Level corresponding to AGP Rs. 3,000	=	Level 12
5. Revised pay in Pay Matrix (if this equal to or next cell higher to Rs.80,300)	=	Rs. 82,200

He shall be fixed at Basic Pay of Rs. 82,200/- The next date of annual increments shall be 1st July, 2018 and pay after increment is Rs. 84,700/-

He is eligible for promotion under CAS (AGP Rs. 3,000) to AGP Rs. 4,000) Level 12 to Level

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13A) on 12.03.2018. On promotion, he shall be re-designated as Associate Professor, he shall be given a notional increment in Level 12 and his basic pay would be Rs. 47,200/- Locating this figure Rs. 47,200 in Academic level 13A, a cell identical to Rs. 47,200 or next higher cell in level 13A, is cell no. 1 with entry Rs. 1,21,000/-.

His actual basic pay as on 12.03.2018 shall be Rs. 1, 31,400/- and date of increment shall be 1st January, 2019, and pay after increment is Rs. 1, 33,300/-

Illustration - 3

An Associate Professor drawing a Basic Pay of Rs. 51,820/- as on 01.07.2015 in the existing Pay Band Rs.37,400-67,000, AGP Rs. 9000. His pay in the revised pay matrix as on 01.01.2019 shall be fixed as follows:

1. Existing Basic Pay (Pay in PB + AGP)	=	Rs. 51,820/-
2. 2.57 * Basic Pay	=	Rs. 1,38,317.00
3. Rounding off the resultant figure to the nearest Rs. 100	=	Rs. 1,38,300
4. Level corresponding to AGP Rs. 9000	=	Level 13A
5. Revised pay in Pay Matrix (Other equal to or next cell higher to)	=	Rs. 1,39,400 Rs. 1,39,300

He shall be fixed at Basic Pay of Rs. 1, 39,400/- The next date of annual increment shall be 1st July, 2019 and pay after increment is Rs. 1, 43,600/-

Illustration - 4

College Principal drawing a Basic Pay of Rs. 61,200/- as on 01.07.2015 in the existing Pay Band Rs.37,400-67,000, AGP Rs. 10,000. His pay in the revised pay matrix as on 01.01.2019 shall be fixed as follows:

1. Existing Basic Pay (Pay in PB + AGP)	=	Rs. 61,200/-
2. 2.57 * Basic Pay	=	Rs. 1,58,074.00
3. Rounding off the resultant figure to the nearest Rs. 100	=	Rs. 1,58,000
4. Level corresponding to AGP Rs. 10,000	=	Level 14
5. Revised pay in Pay Matrix (Other equal to or next cell higher to)	=	Rs. 1,62,300 Rs. 1,59,000

He shall be fixed at Basic Pay of Rs. 1, 62,300/- The next date of annual increment shall be 1st July, 2019 and pay after increment is Rs. 1, 67,200/-

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Illustration -7

A Senior Professor drawing a Basic Pay of Rs. 75,420 as on 01.07.2015 in the BSG Scale of Rs.67,000-78,000. His pay in the revised pay matrix as on 01.01.2019 shall be fixed as follows:

1. Existing Basic Pay (Pay in PE+AGP)	=	Rs. 75,420
2. 2.57 * Basic Pay	=	Rs. 1,93,829.40
3. Rounding off the resultant figure to the nearest Rs. 100	=	Rs. 1,93,800
4. Level corresponding to AGP Rs. 10,000	=	Level 15
5. Revised pay in Pay Matrix (Either equal to or next cell higher to Rs. 1,93,800)	=	Rs. 1,99,100

He shall be fixed at Basic Pay of Rs. 1, 99,100. The next date of annual increment shall be 1st July, 2019 and pay after increment is Rs. 2, 05,300.

Illustration -8

An Assistant Professor drawing a Basic Pay of Rs. 38,600 as on 31.07.2015 in the existing Pay Band Rs.37,400-47,000, AGP Rs. 9,000. His pay in the revised pay matrix as on 01.01.2019 shall be fixed as follows:

1. Existing Basic Pay (Pay in PE + AGP)	=	Rs. 38,600
2. 2.57 * Basic Pay	=	Rs. 1,50,796.20
3. Rounding off the resultant figure to the nearest Rs. 100	=	Rs. 1,50,800
4. Level corresponding to AGP Rs. 9,000	=	Level 13A
5. Revised pay in Pay Matrix (Either equal to or next cell higher to Rs. 1,50,800)	=	Rs. 1,32,300

He shall be fixed at Basic Pay of Rs. 1, 32,300. The next date of annual increment shall be 1st July, 2019 and pay after increment is Rs. 1, 38,500.
