

AICTE PAY SCALES, SERVICE CONDITIONS AND QUALIFICATIONS FOR THE TEACHERS AND OTHER ACADEMIC STAFF IN TECHNICAL INSTITUTIONS

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EDUCATTON I Pay Scales, Service conditions •nd tor the Teachers •nd other Academic Staff In
Technical Institutions (Diploma) Regulations, 20101 NOTIFICATION New Delhi, the Sth March. 2010 F.
No. exercise of the powers conferred sub-section (l) Of Sectim 23 read with Section IO (i) and (v) of the
All India Council for Technical Education Act, 1987 (52 of 1987) All India Council for Technical
Education makes the following Regulations • t. 1.1 1.2 (i) (u) Titk, Applicadon and Commencement: These
Regulauons may be caned the All Councd for Technical Educauon (Pay Scales. Service Conditions and
Qualificauons For The Teachers And Other Academtc Staff In Techtucai Institutions (diploma))
Regulauons, 2010. They shall apply to techrucal insututions conducung techr•ucal education and such
Other courses / Programs and areas as noddied by the Cound from time to tirne. shau come into force with
effect from the date of their publication in the Official Gazette. niere shall be des•gnauons in respect of
teachers Polytechnics, namely, Lecturer, Head of the Department and Workshop Supenntendent. pay of
teachers and equivalent positions in Polytechtucs Shall be fixed according to thear designauons in two pay
bands of Rs. 15600-39100 and Rs. 37400-67000 with appropnate "Acadetnic Grade Payn (AGP in short).
Each Pay Band shall have different stages of Academrc Grade Pay whIch Shall ensure that teachers and
other equivalent cadres covered under this Scheme, sublect to other conditions of ehgtbdity bang sausfied
have several opporturuues for upward movenent dunng their career. Revised Pay Scales, Service

conditions and Career Advancement Scheme for teachers and equivalent positions: pay Structure for different categories of teachers and equivalent positions shall be as indicated below: (a) Lecturers in Polytechnics (i) Persons With B / B. Tech qualification in appropriate branch / discipline either entering the teaching profession newly or Lecturers already in service in Polytechnic Institutions shall be designated as Lecturer and shall be placed in the Pay Band of Rs. 15600-39100 With AGP of Rs. 5400 and move to Pay Band of Rs. 6000 on completion of Masters in qualification in appropriate branch / discipline. 19 (u) (v) (via) (viii) (ix) Persons With M. Tech qualification in appropriate branch / discipline either entering the teaching profession newly or Lecturers already in service in Polytechnic Institutions shall be designated as Lecturer and shall be placed in the Pay Band of Rs. 15600-39100 with AGP of Rs.

6000. A Lecturer with completed service of 4 years, Ph.D Degree in the relevant branch / discipline shall be eligible, for moving up to AGP of Rs

7000. A lecturer possessing Masters degree in the relevant branch / discipline as defined for technical education shall be eligible for the AGP of Rs. 7,000 after completion of 5 years service as Lecturer. Lecturers who do not have Ph.D or a Master's degree in the relevant branch / discipline of a program shall be eligible for the AGP of Rs. 6,000 only after completion of 6 years' service as Lecturer. Lecturers who do not have Ph.D or a Master's degree in the relevant branch / discipline of a program shall be eligible for the AGP of Rs. 7,000 only after completion of 9 years' service as Lecturer. Upward movement from AGP of Rs. 5000 to AGP of Rs. 6000 and from AGP of Rs. 6000 to Rs. 7000 for all Lecturers shall be subject to their satisfying other conditions as laid down by AICTE. The pay of incumbents to the posts of Lecturer (senior scale) (i.e. the pre-revised scale of Rs. 10,000-15200) shall be fixed at the appropriate Pay Band of Rs. 150-39100 based on their present pay, With AGP of Rs

7000. Lecturers With completed service of 5 years With the AGP Of Rs.7000 shall be eligible, subject to other requirements laid down by the AICTE to move up to the AGP of Rs. Incumbent Lecturers (Selection Grade) who have completed 3 years in the pre-revised pay scale of Rs. 12000-18300 on 1.1.2006 shall be placed in Pay Band of Rs. 37400-67000 with AGP pay of Rs. 9000 and shall be continued to designated as Lecturers (Selection Grade) Incumbent Lecturers (Selection Grade) who had not completed three years in the pay scale of Rs. 12000-18300 on 1.12.2006 shall be placed at the appropriate Stage the Pay Band of Rs. 15600-39100 With AGP of Rs. until they complete 3 years of service in the Grade of Lecturer (Selection Grade), and thereafter shall be placed in the higher Pay Band of Rs.37400-67000 and accordingly designated as Lecturers (Selection Grade) Lecturers (Selection Grade), completing 3 years of teaching With the AGP of Rs. 8000 shall be eligible, subject to Other conditions, as may be prescribed by AICTE, to move to the Pay Band of Rs. 37400-67000 of Rs 9000 Posts of HOD shall be in the Pay Band of 37400-67000, With AGP of Rs. 9000. Directly recruited HOD shall be placed in the Pay Band of Rs. 37400-67000 With an AGP of Rs. 9000, at the appropriate stage the Pay Band in terms of the conditions of appointment. **THE GOVERNMENT OF INDIA : EXTRAORDINARY III—SEC 41 (xxv) (xv) Head of the Department (HOD),** completing 3 years Of service of Rs. 9000 and possessing a Ph.D. degree in the relevant discipline shall be eligible. subject to other conditions of academic performance as laid down by the AICTE, shall be placed in AGP of Rs 10000. For direct recruitment at the level of Lecturers, HOD and Principals, the eligibility conditions in respect of academic and research requirements shall be as may be or have been prescribed by the AICTE, through Regulations. All advancement to higher grade pays in various cadres will be effected subject to completion of two AICTE approved refresher programs of not less than two weeks duration each and two one week each TEQIP sponsored programs. Workshop Superintendent is treated at par with Lecturers and is to be considered for upward similar to that of Lecturers. Pay Scales of Principals in Polytechnics: Appointments to the posts of in Polytechnics shall be based on the conditions of eligibility In respect of educational qualifications and teaching/ research experience laid down by AICTE from time to time, the posts of Principals shall be in the Pay Band of Rs.37400-67000 with AGP of Rs. 10,000, plus a Special Allowance of Rs. 2000 per month. All Principals in service shall appropriately fixed in the pay Band With the AGP of Rs. 10000 and shall be eligible for special allowance of Rs 2000 per month. Pay Scale Career Advancement Scheme for Librarians etc: Librarian/ College Librarian: (0 Assistant Librarian/ College Librarian in the pre-revised scale of pay of Rs. 8000-13500 shall be placed in the Pay Band of Rs. with AGP of Rs. 6000. @ All the conditions of and academic qualifications laid down by the AICTE shall be applicable for direct recruitment of Assistant Librarian/ College Librarian. Assistant Librarian (Sr. Scale)/ College Librarian (Sr. Scale) (i) posts of Assistant Librarian (Sr. Scale)/ College Librarian (Sr.

Scale) in the pre-revised scale of pay of Rs. 10000-15200 shall be placed in the Pay Band of Rs. 15600-39100 with AGP of Rs. 7000. Assistant Librarian/ Coll* Librarian possessing Ph.D. in Library Science at the entry level after completion of 4 years in the AGP of Rs. 7000, and if otherwise eligible as per guidelines laid down by the AICTE shall be eligible for the higher AGP of Rs. 7000 in the Pay Band of Rs. 15600-39100. Assistant Librarian/ Coll* Librarian not possessing Ph.D. but only M.Phil in Library Science at the entry level after completion of service of 5 years in the AGP of Rs. 6000, if otherwise eligible as per guidelines laid down by the AICTE, shall become eligible for the AGP of Rs. 7000. 21 (v) (i) (v) After completion of service of 6 years in the AGP of Rs. 6000 Assistant Librarian/ College Librarian Without the relevant Ph.D. and M.Phil shall, if otherwise eligible as per guideline laid down by the AICTE, be eligible for the AGP of Rs. 7000. of the existing Assistant Librarian (Sr. Scale)/ College Librarian (St. Scale) in the pre-revised scale of pay of Rs. 10000—15200 shall be fixed in the Pay Band of Rs. 15600-39100 with an AGP of Rs. 7000 at an appropriate level based on their present pay, Deputy Librarian / Assistant Librarian (Selection / College Librarian) Librarians are directly recruited shall be placed in the Pay Band of Rs. 15600-32100 With AGP of Rs. 8000 immediately at the time of recruitment. On completion of 5 years, Assistant Librarian (Sr. Scale) / College Librarian (Selection / College Librarian) shall be eligible for the post of Deputy Librarian in equivalent posts in Pay Band of Rs. 37400-67000 with AGP of Rs. 9000, subject to their fulfilment of the conditions of service (Sikh or Ph.D. degree or equivalent published for Deputy Librarian) laid down by the AICTE. They shall be Assistant Librarian (Selection / College Librarian) (Selection and recruitment process) of by Selection Committee constituted in respect of the post of Deputy Librarian and equivalent after 3 years in the Pay Band of Rs. 15600-39100 with an AGP of Rs. 7000, Deputy Librarian (AOs shall move to the Pay Band of Rs. 37400-67000 AGP of Rs. 9000, to fulfill the conditions of employment laid down by the AICTE. Assistant Librarians (in universities/ Scale) in the AGP of Rs. 7000 not possessing Ph.D. in Library Science or equivalent published work but who otherwise are eligible for placement in the AGP of Rs. 7000.

8000. IXI. Incumbents to post of Deputy Librarian/ Assistant Librarian / COL* (Selection Grade) who have three years in the pre-revised pay scale of Rs. 12000-18300 1.1.2006 shall be fixed at an appropriate level in the Pay Band of Rs. 37400-67000 With an AGP of Rs. 9000. They shall continue to be designated as / Assistant Librarian (Selection Grade) / Coll* Librarian (Selection Grade) Incumbents to the posts of Deputy Librarian / Assistant Librarian (Selection / College Librarian) who have completed the requirement of three years in the pay scale of Rs. 12000-18300, for being eligible to be placed in the higher Pay Band of Rs. 37400-67000 shall be placed at an appropriate level with Academic Grade Pay of Rs. 8CX) after they complete three years of service as Deputy Librarian/ Assistant Librarian (Selection Grade)/ College (Selection Grade). THE GAZETTE OF INDIA : EXTRAORDINARY Part ART 41 (vii) Pay in regard to the directly recruited Deputy Librarians shall be uniformly fixed in Pay Band Rs. 15500-39100 With AGP of Rs. 8000. They shall move to the Pay Band of Rs. 37400- 67000 with AGP of Rs. 9000 after completing three years of service in the AGP of Rs. 8000. The existing conditions of and academic qualifications prescribed by the AICTE shall continue to be applicable for direct recruitment to the post of Deputy Librarian. Incentives for Ph.D. / M.Tech. and other qualification: (i) (v) (vi) (ix) five non-compounded advance Increments shall be admissible at the entry level of recruitment to persons possessing the degree of Ph.D. awarded in the relevant discipline by a university following the process of registration, course-work and external evaluation as prescribed by UGC. M.Phil degree holders at the time of recruitment to the post of lecturer shall be entitled to two non-compounded advance increments. Those possessing Post Graduate degree in a professional course such as M.Tech. in relevant branch / discipline recognised by a Statutory University shall also be entitled to 2 non-compounded advance increments at the entry level. Teachers who complete their Ph.D. degree while in service shall be entitled to three non-compounded increments if such Ph.D. is in the relevant branch / discipline and has been awarded by a university complying with the process prescribed by the UGC for enrolment, course-work and evaluation etc. However, teachers in service who have been awarded Ph.D. at the time of coming into force of this Scheme or having been enrolled for Ph.D. have already undergone course-work, if any, as well as evaluation, and only notification in regard to the award of Ph.D. is awaited, shall also be entitled to the award of three non-compounded Increments even if the university awarding such Ph.D. has not yet been notified. Teachers in service who have not yet enrolled for Ph.D. shall therefore derive the benefit of three non-compounded increments on award of Ph.D., while in service only if such enrolment is with a university recognised by UGC. Teachers who acquire M.Phil. degree or a M.Tech degree in a relevant Branch / discipline recognised by a Statutory University while in service,

shall be entitled to one advance Increment. Five non-compounded advance increments shall be admissible to Assistant Librarian/ College Librarian who are recruited at entry level With Ph.D. degree in the discipline of library science from a university complying With the process prescribed by the UGC in respect of enrolment, course-work and evaluation process for the award of Ph.D. library science. Assistant Librarian/ College Librarian and other Library personnel acquiring the degree of Ph.D. at any time while in service, the discipline of library science from a university complying with the process prescribed by the UGC in respect of enrolment, course-work evaluation shall be entitled to three non-compounded advance Increments. (xi) (xii) (xiv) (xv) However, persons in posts of Assistant Librarian/College Librarian or higher positions who have been awarded Ph.D. in library science at the time of coming into force of this Scheme or having been enrolled for Ph.D. library Science have already undergone course-work, if any, as well as evaluation, and only notification in regard to the award of Ph.D. is awaited, shall also be entitled to the award of three non-compounded Increments even if the university awarding such Ph.D. has not yet been notified by the UGC as having complied With the process prescribed by the Commission. In respect of every other case of persons in the posts of Assistant Librarian/ Librarian or higher positions who are already enrolled for Ph.D. shall avail the benefit of three non-compounded increments only if the university awarding the Ph.D. has been notified by the UGC to have complied with the process prescribed by the UGC for the award of Ph.D. in respect of either course-work or evaluation of both, as the case may be. Assistant Librarian/ College Librarian and others in higher Library positions in service who have not yet enrolled for Ph.D. shall therefore derive the benefit of three non-compounded Increments on award Of Ph.D. while in service only if such enrolment With a university which complies With the entire process. Including that of enrolment as prescribed by the UGC Two non-compounded advance increments shall be admissible for Assistant Librarian/ College Librarian With M.Phil degree in Library Science at the entry level. Assistant Librarian/ College Librarian and those in higher positions acquiring M.Phil degree Library Science at any time during the course of their service, shall be entitled to one advance increment. Notwithstanding anything in the foregoing clauses, those who have already availed the benefits of advance Increments for possessing Ph.D / M. Tech, at the entry level under the earlier scheme shall not be entitled to the benefit Of advance increments under this For posts at the entry level where no such advance increments were admissible for possessing Ph.D / M. Tech, under the earlier scheme, the benefit of five advance increments for possessing Ph.D./ M. Tech, Shall be available to only those appointments which have been made on or after the coming into force of this Scheme. Pay Scales and Career Advancement Scheme for Physical Education Personnel: (a) Assistant Director of Physical Education (Assistant DPE) / College Director of Physical Education (College DPE) The Assistant Director Of Physical Education/ College DPE in the pre-revised pay scale of Rs. shall be placed in the Pay Band of Rs. 15600-39100 With AGP of Rs

6000. Pay of incumbent Assistant Directors of Physical Education / College DPE shall be fixed at an appropriate Stage in the Pay Band of Rs.15600-39100 With an AGP of Rs. 6000, in accordance With the 'fixation formula' Of the 6th CPC NE OF INDIA : EXTRAORDINARY ART 4 (b) (i) (v) (C) (i) All existing conditions of employment academic qualifications laid down by the AICTE shall continue to be applicable for direct recruitment Of Assistant Director of Physical Education / College DPE. Director of Physical Education (Senior Scale) / DPE (Senior Scale) Assistant Directors Of Physical Education (Senior Scale) / COLLEGE DPE (Senior Scale) in the pre-revised pay scale of Rs. 10000—15200 shall be placed in the Pay Band of Rs. With AGP of 7000. Assistant Directors of Physical Education (Senior Scale)/ College DPE (Senior Scale) possessing Ph.D. in Physical Education at the entry level of Assistant DPE/ College DPE in the AGP of Rs. 6000 shall, after completing service of four years in the AGP of Rs.6000, and if otherwise eligible as per guidelines prescribed by the AICTE, move to AGP of Rs. 7000 in Pay Band of Rs 15600-39100. Assistant Directors of Physical Education (Senior Scale)/ College DPE (Senior Scale) possessing M.Phil in Physical Education at the entry level Of Assistant DPE/ COLLEGE DPE in the AGP of Rs. 6000 shall, after completing service of five years in the AGP of Rs. 6000, be for the higher AGP of Rs

7000. Assistant Director' Of Physical Education/ College DPEs without the relevant Ph.D. and M.Phil shall, after completing service Of six years as Assistant Director Of Physical DPE in the AGP of Rs. 6000, and thereafter eligible as per guidelines prescribed by AICTE, be eligible for being placed in the AGP of Rs. Pay of incumbent Assistant Director of Physical Education (Senior Scale)/ College DPE (Senior Scale) shall be fixed in Pay Band of Rs. 15600-39100 at an appropriate stage in the AGP of Rs. 7000, as per the 'fixation

formula' of the 6th CPC. Deputy Director of Physical Education / Assistant Director of Physical Education (Selection Grade) / Col. JEF Director of Physical Education (Selection Grade) After completing service of five years in the Pay Band of Rs. 15600-39100 with the AGP of Rs. 7000 and to satisfying other eligibility conditions laid down by the AICTE, Assistant of Physical Education (Senior Scale)/ College DPE (Senior Scale) shall move to AGP of Rs. 8000 in the Pay Band of Rs. 15600-39100. They shall be designated as Deputy Director of Physical Education/ Assistant DPE (Selection Grade)/ College DPE (Selection Grade), as the case may be. After completing service of three years in the Pay Band of Rs. 15600-39100 and the AGP of Rs. 8000 and subject to eligibility laid down by the AICTE, Deputy DPE/ Assistant DPE (Selection Grade)/ College DPE (Selection Grade) shall move to the Pay Band of Rs. 37400-67000 with the AGP of Rs. 9000. They shall continue to be designated as Deputy DPE/ Assistant DPE (Selection Grade)/ College DPE (Selection Grade) All Incumbents to the post of Deputy DPE/ Assistant DPE (Selection Grade)/ College DPE (Selection Grade) who have completed service of at least three years in the un-revised Pay Scale of Rs. 15600-39100 shall be eligible to be fixed in the Pay Band of Rs. 37400-67000 with AGP of Rs. 9000. All incumbents to the post of Deputy DPE/ Assistant DPE (Selection Grade)/ College DPE (Selection Grade) whose service in the un-revised Pay Scale of Rs. 15600-39100 fall short of three years which would have made them eligible to move to the higher Pay Band, shall be placed at an appropriate stage at the AGP of Rs. 8000 in the Pay Band of Rs. 15600-39100 till they complete the required service of three years as Deputy DPE/ Assistant DPE (Selection Grade)/ College DPE (Selection Grade) in the un-revised Pay Scale. Pay of the directly recruited Deputy DPE shall be initially fixed with the AGP of Rs. 8000 in the Pay Band of Rs. 15600-39100, and after completing years of service designated Deputy DPE and equivalent shall move to Pay Band Rs. 37400-67000 with AGP of Rs. 9000.

9000. Other terms and conditions: (ii) Increments: Each annual increment shall be equivalent to 3% of the sum total of pay in the relevant Pay Band and the AGP as applicable at the stage of the Pay Band. Each advance increment shall also be at the rate of 3% of the sum total of pay in the relevant Pay Band and the AGP as applicable and shall be non-compoundable. The number of additional increment(s) on placement at each higher stage of AGP shall be as per the existing scheme of increment on promotion from lower Pay Scale to higher Pay Scale; however, in view of the considerable rise in effective pay between the two Pay Bands, there shall be no additional increment on movement from the Pay Band of Rs. 15600-39100 to the Pay Band of Rs. 37400-67000. Pay formula: The pay formula recommended by Central Pay Commission as accepted by the Central Government shall be adopted (Of Polytechnic teachers and equivalent positions in the Library Cadres and for Physical Education Personnel. Allowances: Allowances such as Leave Travel Concession, Special Compensatory Allowances, Children's Education Allowance, Transport Allowance, House Rent Allowance, Deputation Allowance, Traveling Allowance, Dearness Allowance, area based Special Compensatory Allowance etc. as applicable to teachers and Library and Physical Education Cadres, shall be at par with those accepted by the Central Government for Central Government employees on the recommendations of 6th Central Pay Commission and shall be applicable from 1.09.2008. For Polytechnic technical teachers in AICTE approved Institutions and equivalent positions in Library as defined by AICTE, the rates of allowances as applicable to Central Government Group 'A' employees shall be adopted. **THE PAY SCALES, SERVICE CONDITIONS AND QUALIFICATIONS OF TEACHERS AND OTHER ACADEMIC STAFF IN TECHNICAL INSTITUTES** : EXTRAORDINARY III—sec. 41 Polytechnic Technical Teachers in AICTE approved Institutions and equivalent positions in Library as defined by with usual, orthopedic training or other allowances under the provisions of the Minimum Wages Act, 1948 shall be added to twice the normal rate of transport allowance as accepted by the Central Government on the recommendations of 6th CPC for Central Government Employees with disabilities. Study Leave: AICTE shall revise its guidelines in respect of granting study leave with pay for acquiring M. Tech. and Ph.D. in the relevant branch / discipline while in service by relaxing the number of years to be put in after entry while keeping in mind the availability of vacant positions for teachers and other cadres in Technical Institutions, so that a teacher and other cadres entering service without Ph.D. or higher qualification could be encouraged to acquire these qualifications at the earliest rather than at a later stage of the career. Sabbatical Leave for Teachers To encourage interface between technical education and industry a Faculty member of a Polytechnic Institution, should be even a sabbatical leave for months for working in industry after the completion of years of teaching. Such leave, however, shall be available to a teacher only twice in his/her teaching career. Research Promotion Grant: AICTE shall prescribe a scheme with appropriate

guidelines for providing by way of appropriate 'start up grants' to teachers and Other cadres taking up research in all disciplines including basic science research as recommended by "Prof. M.M. Sharma Committee on Strengthening of Basic Science Research". Of Superannuation: In order to meet the situation arising out of shortage of teachers in Technical Institutions and the consequent vacant positions therein, the age of superannuation for teachers in Technical Institutions has been enhanced to Sixty five years, Vide the Department Of Higher Education letter No.1- 19/2006-U.II dated 23.3.2007. For those involved in class room teaching order to attract eligible persons to the teaching career and to retain teachers in service for a longer period. Subject to availability of vacant positions and fitness, teachers shall also be reemployed on contract appointment beyond the age of sixty five years up to the age of seventy years. Re-employment beyond the age of superannuation shall, however, be done selectively, for a limited of 3 years to the first instance and then for another further period of 2 years primarily on the basis of merit, experience, area of specialization and peer group review and only against available vacant positions without affecting (ii) selection of promotion prospects of eligible teachers. Whereas the enhancement of the age of superannuation for teachers engaged in classroom teaching is intended to attract eligible persons to a career teaching and to meet the shortage of teachers by retaining teachers in service for a longer period. Whereas there is no shortage in the categories of Librarians, the increase of age of superannuation from the present SIXTY two years shall not be available to the category of Librarians. Pension: For teachers and other cadres in AICTE approved institutions receipt of pension. the Central Government Ades for pension and gratuity as applicable to Central Government employees shall be applicable, (ii) In view of the new pension scheme effective from 1.1.2004, no new cases of conversion to pension scheme shall be allowed. Family Pension: (i) Family Pension facilities as approved by the Central Government respect Of Central Government Employees on the recommendations of Sixth CPC shall be available to teachers in Technical Institutions who are eligible for such Pension at present. Additional Quantum of Pension to senior pensioners: The facility Of additional quantum of pension accepted by the Central Government on the recommendation of CPC for senior pensioners Of the Central Government shall be extended to persons Who are or were in teaching and other cadres on attaining the age of eighty years If they are already in pension scheme in AICTE approved Gratuity and Encashment Of Leave: Facilities of gratuity and encashment of leave accepted by the Central Government on the recommendation of 6th CPC for Central Government employees shall be extended to teachers and Other cadres in AICTE approved institutions. Em-Gratia Facilities of teachers and other cadres who die in performance of their bona fide duties shall be compensated in the same manner as similarly placed families of Central Government Employees. Provident Fund: (i) In of the present policy regard to Contributory Provident Fund, the Status quo shall continue. Consultancy Assignments: AICTE shall work out a suitable model, for which the models of revenue sharing between institutions and consultant-teachers prevailing in the Indian Institutes of Technology, Indian Institutes of Management and other institutions may be taken into consideration. Anomalies of the last PRC. Anomalies and unimplemented recommendations of the last pay Review Committee. If any, shall be examined by the institution with the Ministry of Human Resource Development 4 GAZETTE OF INDIA : EXTRAORDINARY Other of PRC and III—Sc 41 Recommendations made by the Pay Review Committee and the in regard to the various selection processes, service and working conditions, training / refresher courses etc. shall be considered appropriately by AICTE With the approval of the Central Government. wherever required, or under the Council's Regulations accordance With the provisions of the AI(TE) Act. Grant for Professional Development (i) New faculty entrants may given a one-time start up grant of Rs. lakh for purchase of computers, teaching material including books, research axis and office furnishings. etc. Existing teachers may also be provided incentive grants up to Rs. 1 Lakh for purchase Of computer including grants for up gradation of or purchase Of a new computer (especially for those Who have availed such facilities on earlier occasions) teaching material and Journals books and research. And teachers may be given a grant up to Rs. lakh on reimbursement basis for a period of three years towards acquiring the membership of Professional Societies and for participating in national / International conferences / workshops etc. Applicability of the Scheme: Date (i) Scheme shall be applicable to teachers in Technical Institutions and other equivalent cadres of Library and for Physical Education Personnel in the AICTE approved institutions. Implementation of the revised scales shall be subject to the acceptance of all the conditions mentioned in this letter as well as Regulations to be framed by the AICTE in this behalf. Scheme does not extend to the posts of professionals like System Analysts, Senior Analysts, Research

Officers etc. who shall be treated at par with similarly qualified personnel in research/ saenific organauauons of the Central Government. This Scheme may be extended to ail Polytechnic Technical Institutions coming under the purvtev of State legislatures. The enure liability on account of tevtsaon of pay scales etc, of Polytechnic teachers shall be that Of the State Government. State Governments, taking into consideration other local conditions, may also decide in ther discreuon, to introduce scales of pay higher than those mentioned in this Scheme, and tnay gve effect to the revtsed bands/ scales of pay from a date on or after 1.01.2006- However. appropriate steps to achieve the goals and objectives Of MHRD's • 'Sub-Misslon on polytechnics" may be taken. of implementation of revised pay and allowance and payment of The revised Pay and revised rates of Dearness Allowance under thts Scheme shau be effecuve from 01.01.2006. The revued rates of all Other applicable allowances such as (111) (v) I louse Rent Allowance. rranxport Allowance, (hddren Educauon Allowance etc. and the non-compounded advance Increments shall take effect from 1.09.2008. Payment of arrears up to ot' the total arrears shall bc made dunng the current financtal year I.e. 2009- IO. after deduction of admissible Income tax. An undertaking shall be taken from every beneficiary under this Scheme to the effect that any excess payment made on account of incorrect fixauon of pay in the revtsed Pay Bands or grant of inappropriate Pay Band/ Academic Grade Pay or any other excess payment made shall be adjusted agamst the future payments due or otherwise to the beneficiary in the same manner as provided un this Mirustry's O.M. No. F.23-7/2008- IFD dated 23.10.20)8., read With Mirustxy of Ftnance {Department of Expenditure) O.M.NO.F. /2CQ8-1C dated 3082008. tensesd Pay In the relevant Pay Band and the Academic Grade Pay together With the applicable allowances Including arrears of salary as menuoned above shall be pad to all ebgtble beneficiaanes under this Scheme pending Issue of Regulauons by the AICIE. Anomalies. if any, in the implementation. of this Scherne may be brought to the noUce of the Department of Higher Educauon, Marustry of Human Resource Development and AICTE, for clanficauon. FACULTY NORMS Minimum Qualifications and Experience for appointment of teaching Posts in Diploma Level Technical Institutions Post Lecturer/ Worksho Su •ntendent ualifications Ex rience Engineering / Technology Pharmacy Hotei Management and Catering Technology Bachelor's degree tn Enpneenng / Technology in the relevant brarrh With first Class or equivalent. If the candidate has a Master's degree Engneenng / Technology, first class or equvaJent IS required at Bachelors or Masters level Bachelor's degree tn Pharmacy With First Class ot equivalent. If the candidate has a Master's degree tn Pharmacy, first class or equivalent tequred at Bachelors or Masters level first class at Bachelors 4 year One year relevant degree In or equivalent. experience in teac}ung / Industry / research OR OR Ill 30 Architecture Firr Art -n GAZETTE OF INDIA : EXIRAORDINARY Humanities Sciences Head of De ent Engirring / Technology Pharmacy First class at Bachelors (3 year degree or Diploma after 10+2 zn HMCO or equivalent Bachelor's degree tn Architecture With First Class or equivalent. If the candidate has a Master's degree tn Architecture, first Class or equivalent requred at Bachelors or Masters level Bachelors Degree tn appropnate branch Of Fine Art (Applied Art, Painung. and Sculpture) or equivalent wth First Class or equivaknt If the candidate has a Master's degree tn fine Art, (Appbed Art, Painang and Sculpture) or equ-ivalent, first class or equvalent is rqtntred at Bachelors or Masters level first class Masters degree in appropnate subrcet with first class or equvalent at Bachelor's or Master's level Bachelor' s and Masters degee ot- appropnate branch Engneenng / Technology With Frst Class or equivalent either Bachelor's or Master's level OR Bachelor's degree and Master's degree Of appropnate branch Engneenng / Technology With Ftrst Class or equivalent either Bachelor's or Master's level and Ph. D or equivalent, in appropnate • disaphne En eenn / Technolo Bachelor's degree and Master's In harma With First (PART III—Sc. 41 years relevant expenence In teaching / t ndus / research Mirumum of IO years relevant expenence tn teaching /. research J industry Minimum of 5 yãrs relevant teachng Industry "%rumum relevant expenence In / research / of IO years nence tn Ill —oar 4) 31 (or equivalent erther at Bachelor's level or Master's level teaching industry research OR Bachelor" degree (Ian or Bachelor" degree and Master's pharmacy First equavalent athet at level or Master's level Hotel Management and Catering Techoobo Architecnre Princi ai Ph. D or equivalent, tn Pharmacy. Bachelor's degree and Master's degree tn HMCT Wlth Frst Qass or equivalent either At Bachelors or Masters level OR Bachelor's degree and Master's degree in HMCT With Ftrst Class or equv•lent ether at Bachelors level or Masters level and Ph.D or equivalent, HMCT or equivalent Bachelor's degree and Masters degree Architecture Class or equivalent at ether Bachelor's level or Master's level OR Bachelor's degree and Master' 5 degree in Architecture With Ftrst Class or equxvaient ether at Bachelors level or Master's level

Ph. D or equivalent, in Architecture Qualification as above for the post of Head of Department and Minimum of 5 years relevant experience teaching / research / industry Minimum of 10 years relevant experience in teaching / research/industry Minimum of 5 years relevant experience in teaching / research / Industry Minimum of 10 years relevant experience teaching / research / industry or Professional practice of 10 years as certified by the Council of Architecture shall also be considered valid. Minimum of 5 years relevant experience in teaching / research / industry or Professional practice of 5 years as certified by the Council of Architecture shall also be valid. Minimum of relevant considered in 1) years hence IME GAZETTE OF INDIA. EXTRAORDINARY Ph. D) in engineering OR Qualification as above for the post of Head of Department in PART III—SEC. 41 teaching / Research Industry out of which at least 3 years shall be at the level of head of department or equivalent. In case of Architecture, professional practice of 20 years as certified by the Council of Architecture shall also be considered valid. Note: Equivalent for PhD is based on publication of 5 International Journal papers, each Journal having a cumulative impact index of not less than 20. incumbent as the main author and at least 5 publications in the authors' area of specialization. PhD shall be from a recognized University. In case of research experience, good academic record and books / research paper publications / IPR / patent record shall be required as deemed fit by the expert members of the Selection committee. Hence in industry is considered, the candidate shall be at managerial level equivalent to head of With adequate professional record in design, planning, executing, analyzing, quality control involving technical books / research paper publications / IPR / patents, etc. as fit by the expert members of the Selection committee. For the Post of Head of Department and for Management and Leadership is essential as deemed fit by the expert members of the Selection Committee. If a Class/ division is not awarded, minimum of 600/0 marks in shall be considered equivalent to first class/ division. If a Grade Point System is adopted the CGPA be converted into equivalent marks as below. 6.75 7.25 7.75 as 55 % 60 % 65 % 70 % 75 % Printed by the Manager. Government of India. Press, Ring Road. . K. PALI WAL, Memoir Secy. (Actg.) [ADVT. 11LW16209-Ext.1 Mayapur. New Delhi-110004 and Published by the Controller of Publications. Delhi-110054.