

F.No. 34-9/2012-TS-III
Government of India
Ministry of Human Resource Development
Department of Higher Education

ANNEXURE-VIII

Dated, the 28th March, 2013.

To,

The Director of all NITs

Subject:- Implementation of HAG Scales in NITs.

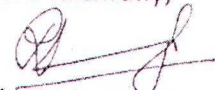
Sir,

The Ministry of Human Resource Development has been receiving representations from Directors and Professors of NITs for grant of HAG Scale as they do not have further upward movement and stagnate at that level.

2. The issue relating to upgradation of Professor to HAG Scales was discussed and approved in the 3rd meeting of Council held on 18.11.2011, while discussing the Sarangi Committee recommendations regarding Recruitment Rules for Faculty and Non-faculty posts.
3. It is decided to grant HAG Scales of Rs. 67000 – 79000 without any grade pay to Professor in all NITs fulfilling the eligibility conditions given in enclosed guidelines for implementations of HAG Scales.
4. In order to have uniformity and hassle free implementation of HAG Scales, this Ministry has worked out small guidelines, which are self-explanatory. All NITs are requested to follow these guidelines while fixing the HAG scales to 20 % Professors including the Directors on deputation or on any other engagement working elsewhere in the country and abroad.
5. The placement may be initiated from the year 2012-13 onwards.

Thanking you.

Yours faithfully,



(Rajesh Singh)

Director (T)

Tele fax. No. 23073687

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2/4/13

Guidelines for implementation of HAG Scales for Professors in NITs.

1. As per the OM dated 21.07.2009 of Ministry of Finance, Department of Expenditure, 6th Central Pay Commission recommendation regarding the replacement of the pre-revised S-30 pay scale (Rs. 22400 – Rs. 24500) by a new HAG scale of Rs. 67000-79000 with no grade pay was made through an amendment in the Central Civil Services (revised pay) Rules 2008 vide GSR no. 527 (B) dated 16th July 2009.

2. To implement HAG scales among the Professors of NITs, guidelines were issued vide para no. 2(d) of this Ministry's letter no. F-23-1/2008-TS-II dated 18th August, 2009 and 15th September 2010. The criteria to be adopted for award of such upgradation to HAG was approved by NIT Council in its third meeting held on 18.11.2011 as a part of Recruitment Rules for faculty and non-faculty. MHRD vide letter no. 33-7/2011-TS-III of 14th March 2012 has conveyed that personal interview for such upgradation will not be held.

3. A maximum of 20% of the sanctioned post of Professors who have 6 years of regular service, can be awarded HAG scales on the basis of recommendations of committee 'I' (given in para 3(c) below) to the Board by adopting the following procedure.

a) Chairman Advisory Committee for Faculty Recruitment (ACoFaR) should invite, from all eligible and interested professors, the Bio-data incorporating their scholastic and administrative contributions since their appointment as regular Professor. It should prepare the list of candidates fulfilling all the minimum requisite conditions as prescribed by the Board.

b) A committee (Called Committee 'II') consisting of Director or his nominee from the HAG Professors of the Institutes, two eminent subject experts approved by the Board, One Nominee of the Senate should evaluate objectively the claim made by the applicant.

c) The recommendations of the committee 'II' should be placed before another committee consisting of the Director, as Chairman two Dean faculty welfare one each from NIT & IIT and Visitors Nominee (called Committee 'I') for final recommendations to be forwarded to the Board for its consideration and award of HAG scale. The Dean, Faculty Welfare shall act as Convener of this committee 'I' provided he/she is not a candidate for HAG, otherwise Dean Research and Development in case Dean Faculty Development (FD) excuse himself.

4. The eligibility criteria for selection will be as per Sarangi Committee Report:

i) Professors with six years of regular service with Rs. 10000 AGP having at least 4 Ph. Ds guided, plus at least one full-time resident student continuing, at least 4 papers in science journals, 3 self-financed or 5 Government sponsored short term courses offered as coordinator and main teacher, three experiments or computational projects added to teaching laboratories, significant contribution to institutes management through personal initiatives in responsible positions will be immediately placed in the HAG scale. This criteria, however, should be used only in exceptional cases and quite sparingly.

- ii) For the professors who are entering laterally into the system, their seniority as professor or equivalent position will be considered in addition to the basic eligibility criteria as mentioned in para 4(i) above.
- iii) This exercise will be carried out by the Institute once in an academic year with a cut off as 30th June.