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BY SPEED POST

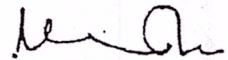
No.F.35 – 2 / 2018 – TS.III  
Government of India  
Ministry of Human Resource Development  
Department of Higher Education  
Technical Education Bureau

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Shastri Bhawan, New Delhi,  
dated, the 26<sup>th</sup> July, 2018

**Subject:-** Minutes of the 11<sup>th</sup> meeting of the Council of the National Institutes of Technology, Science Education and Research (NITSER) held on 18<sup>th</sup> July, 2018 (Wednesday) at India Habitat Centre, Lodhi Road, New Delhi.

Please find enclosed herewith a copy of the Minutes of the 11<sup>th</sup> meeting of the Council of the National Institutes of Technology, Science Education and Research (NITSER) held under the Chairpersonship of Secretary, Department of Higher Education on 18<sup>th</sup> July, 2018 (Wednesday) at 3 P.M. at India Habitat Centre, New Delhi for your kind information and comments, if any.



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Deputy Director General (HE)  
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Encl.: as above.

To

The Members of the Council of NITs  
(as per list attached)

Copy to:-

- (i) PS to the Hon'ble Minister of Human Resource Development.
- (ii) Sr. PPS to Secretary, Department of Higher Education, Ministry of HRD.
- (iii) PS to Additional Secretary (TE), Department of Higher Education, Ministry of HRD.
- (iv) The Director, MNIT, Jaipur – with a request to kindly have the minutes uploaded on the website of the Council.



Minutes of the 11<sup>th</sup> meeting of the Council of National Institutes of Technology, Science Education and Research (NITSER) held on 18<sup>th</sup> July, 2018  
at India Habitat Centre, Lodhi Road, New Delhi

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Act, 2007. After detailed deliberations, the Council approved following eligibility criteria for appointment of Deputy Director:-

- (i) The appointment of the Deputy Director shall be made from amongst the senior faculty members of the Institute on the recommendations of the Selection Committee as per provisions under Statute 23 (5) (a) of the respective Statutes.
- (ii) Minimum 5 years of experience as Professor.
- (iii) The candidate applying for the post should not be exceeding 60 years of age at the time of applying.
- (iv) should have done at least 2 years as HoD / Dean.
- (vi) Sufficient contribution in academics, administration and outreach activities.
- (vii) In addition, the candidate shall be an eminent person in his / her field of specialization with an outstanding academic record throughout.

**Item No.11.5 :** To consider and approve guidelines for Higher Administrative Grade (HAG) scale to the Professors of NITs and IEST, Shibpur.

The Council deliberated and approved the guidelines proposed for HAG scales to Professors of NITs and IEST, Shibpur.

**Item No.11.6 :** To consider and approve guidelines for utilization of Research & Consultancy funds and Sponsored Research Projects in the NITs and IEST, Shibpur.

After detailed discussion, the Council decided to refer the proposal to the Standing Committee of NITs & IEST for deliberation and making suitable recommendations to the Council.

**Item No.11.7 :** To consider amendments in the guidelines for utilization of Cumulative Professional Development Allowance (CPDA).

The Council deliberated upon the proposed changes and accepted the same. It was also decided that the NITs & IEST shall send their suggestions on the existing CPDA guidelines for placing the same before the Standing Committee of NITs and IEST for further deliberation and improvements.

### **Item No.11.5**

#### **To consider and approve guidelines for Higher Administrative Grade (HAG) scale to the Professors of NITs and IEST, Shibpur.**

As per 6<sup>th</sup> Central Pay Commission recommendations, the provisions for Higher Administrative Grade (HAG) in scale of Rs.67000-79000/- with no grade pay was extended to the Centrally Funded Technical Institutions (CFTIs) vide MHRD's letter dated 18<sup>th</sup> August, 2009 [**Annexure – III (pages 80 to 84)**].

2. To implement the HAG scales among the Professors of NITs, the issue relating to upgradation of Professors to HAG was discussed and guidelines / criteria were approved by the Council of NITSER in its 3<sup>rd</sup> meeting held on 18<sup>th</sup> November, 2011. Following the provisions under 6<sup>th</sup> CPC as implemented in CFTIs, the provisions for HAG in NITs were communicated vide our letter dated 14<sup>th</sup> March, 2012 [**Annexure – IV (pages 85 to 88)**] as reproduced hereunder:-

"In case of upgradation of AGP of Professors to HAG scale, personal interview shall be dispensed with. The Selection Committees constituted as per the Statutes for the selection of faculty, shall make their recommendations on the strength of published work, patents, sponsored projects, consultancy, continuing and distance education, Ph.D. guidance and contribution to the administration of the Institute, including service in other comparable Institutions if on sanctioned leave, etc. as submitted by the candidates".

4. Vide our letter dated 18<sup>th</sup> March, 2013 [**Annexure – V (pages 89 to 90)**], it was communicated that "when Selection Committees are called upon to consider HAG scale for senior Professors, only eminent people already in HAG or comparable scale of pay, or fellows of national academics, be appointed to Selection Committee". Subsequently, the guidelines for hassle free

implementation of HAG scales in NITs were issued on 22<sup>nd</sup> March, 2013 [Annexure – VI (pages 91 to 93)] according to which, 20% Professors including those on deputation as Directors in other CFTIs and fulfilling the eligibility conditions given in the guidelines were to be considered for HAG upgradations.

5. Later on the Ministry vide letter 23<sup>rd</sup> August, 2013 [Annexure – VII (pages 94 to 96)] conveyed the approval for switching over to a Four-Tier Flexible Faculty structure for adoption by the respect Board of Governors of NITs. Under the approved Four-Tier norms, upto a maximum 40% of the sanctioned posts of Professors after regular service of 6 years as Professor can be awarded HAG scale of Rs.67000-79000/- without any Grade Pay in all NITs after fulfilling the eligibility conditions given in the guidelines for implementation of HAG scales in this Ministry's letter dated 22<sup>nd</sup> March, 2013 [Annexure – VI (pages 91 to 93)]. The same norms were reiterated in our letter dated 15<sup>th</sup> January, 2014 [Annexure – VIII (pages 97 to 100)] wherein the final norms for implementation of Four-Tier Flexible Faculty structure were issued.

6. The Council of National Institutes of Technology, Science Education Research (NITSER) in its 10<sup>th</sup> meeting held on 26<sup>th</sup> May, 2017 under the Chairmanship of Hon'ble HRM approved the new Recruitment Rules (RRs) for faculty staff of NITs and IEST, Shibpur. As approved by the Council, the new RR has been incorporated in the Statutes by way of suitable amendments, which have been notified on 24<sup>th</sup> July, 2017 [Annexure – IX (pages 101 to 107)].

7. Though the eligibility criteria for granting HAG scale to the Professors of NITs and IEST has been prescribed in the new RR, however, the guidelines and the procedure for selection (as clarified on 14<sup>th</sup> March 2012, 18<sup>th</sup> March 2013, 22<sup>nd</sup> March 2013, 23<sup>rd</sup> August 2013 & 15<sup>th</sup> January, 2014) needs to be reiterated by the Ministry under the new RR so as to avoid ambiguity and ensure hassle free implementation of HAG scale under the new RR. It is,

therefore, proposed to reiterate the earlier norms with certain consequential amendments as per following details:-

- (i) A maximum of 40% of the sanctioned post of Professors who fulfill the eligibility criteria as prescribed in Schedule E of the Statutes notified on 24<sup>th</sup> July, 2017 can be awarded HAG scales on the basis of the recommendations of Selection Committee as prescribed in Statute 23 (5) (a) of the Statutes of NITs and IEST, Shibpur, respectively.
- (ii) 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.
- (iii) In case of upgradation of AGP of Professors to HAG scale, personal interview shall be dispensed with.
- (iv) The exercise will be carried out by the Institute once in an academic year with a cut off as 30<sup>th</sup> June.

*Salary difference*

*with Directors after grant of HAG to Professors*

8. As per the new RRs, the essential requirement prescribed for Professor (HAG scale) is 'six years as Professor with Academic Grade Pay of Rs.10000 or Rs.10500 or a combination of Rs.10000 and Rs.10500 in an Institute of national importance'. Besides this, 150 Cumulative Essential Credit Points have also been prescribed in the new RRs for faculty. The norms proposed above are based on the instructions issued by the Ministry in 2012, 2013 and 2014 as mentioned above. However, slight modifications have been made based on the new RRs issued on 24<sup>th</sup> July, 2017 to simplify the process.

9. The Council may kindly deliberate and make suitable recommendations in respect of NITs and IEST, Shibpur.

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