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PROCEEDINGS

Sub : AICTE Scheme – Revision of scale of pay of teachers of Engineering Colleges and Institute of Management and Technology under CAPE – Implementation of revised AICTE package – orders issued.

No.E1-318 / 2011 / CAPE

Dt 23/02/2011

- Read: 1. GO(P) 389/10/H.Edn dtd : 07-12-2010.
2. Resolution No.111.6.4 of the Executive Committee of CAPE dated 25-01-2011.

ORDER

As per the GO. referred to Govt. have issued orders for implementing the revised AICTE Scheme for revision of pay scales for the teaching staff of the Engineering Colleges under State Government. The 111th meeting of the Executive Committee of CAPE held on 25-01-2011 in its resolution No.111.6.4 had resolved to implement the revised AICTE pay package to the teaching staff of Engineering Colleges and Institute of Management and Technology under CAPE w.e.f 01-01-2011.

Taking into consideration of the facts stated above orders are issued to implement the revised scheme for revision of scales of pay of the teaching staff of Engineering Colleges and IMT under CAPE w.e.f 01-01-2011 subject to the following terms and conditions.

- a.) The pay for the existing incumbents who are in position as on 01-01-2011 in various categories of posts shall be fixed in accordance with the formula appended to this order as Appendix I.
- b.) The payment will be made after taking an undertaking from the existing incumbents that the excess amount, if any made on account of incorrect fixation of pay in the pay band or AGP shall be adjusted against the future payments due.

- c.) There shall be only three designations in respect of teachers in the colleges namely Assistant Professors, Associate Professors and Professors. Existing sanctioned posts of Lecturers shall be declared / re designated as posts of Assistant Professors. Existing Cadre posts of Assistant Professors shall be declared / re designated as Cadre posts of Associate Professors. **Declaring / re designating of existing Assistant Professors as Associate Professors and Professors will be done by the CAPE, Director separately considering qualification, length of service, seniority etc as per AICTE / Govt. norms.** Appointment to the Cadre posts of Associate Professors and Cadre posts of Professors shall be by promotion from among eligible candidates on the basis of seniority subject to the conditions specified in the Govt. order cited.
- d.) The work load of Assistant Professors shall be sixteen hours per week, the work load of Cadre Associate Professors and Cadre Professors shall be 14 hours per week. The work load of Head of Department shall be twelve hours per week. The work load of Principal shall be four hours per week. Headship of each department (including non engineering departments) shall be rotated among Cadre Professors/ Associate Professors every two years on the basis of Cadre seniority. This method of rotation shall be calculated from the date of holding of charge of Headship by all existing incumbents. The duties and responsibilities of various cadre posts shall be the same as that of the duties and responsibilities of equivalent cadres under the 1996 scheme until amended by AICTE/notified by the Government.
- e.) No one shall be eligible to be appointed, promoted or designated as Professor, unless he or she possesses a Ph.D. and satisfies other academic conditions, as laid down by the All India Council for Technical Education (AICTE) from time to time and/ or notified by Government. This shall, however, not affect those who are already designated as 'Professor' and those who were appointed from PSC Lists/Selection Lists which were live as on 27.03.1990 (Date of 1986 AICTE Order) in the case of appointments to Government College/ Private Aided Colleges respectively.
- f.) The pay of teachers and equivalent positions in the Universities and Colleges shall be fixed according to their designations in two pay bands of Rs. 15600-39100 and Rs. 37400-67000 with appropriate "Academic Grade Pay" (AGP in short). Each Pay Band shall have different stages of Academic Grade Pay which shall ensure that teachers and other equivalent cadres covered under this Scheme, subject to other conditions of eligibility being satisfied; have multiple opportunities for upward movement during their career.
- g.) **The CAPE shall by order determined the number of Cadre posts of Assistant Professor, Associate Professor, Professor in each department of the CAPE colleges according to the approved criteria.**

- h.) To ensure that no teacher is deprived of the benefit of upward movement because of the limited number of Cadre posts at the level of Associate Professor and Professor, the teachers satisfying the conditions stipulated for placement at these levels through career advancement schemes specified in the Govt. order cited, shall be appropriately placed as Associate Professors / Professors in addition to the sanctioned strength of Associate Professor / Professor cadre posts. The work load, duties and responsibilities of teachers placed under the career advancement scheme (CAS) shall be the same as that of their original cadre position.
- i.) **Ensuring accountability:** Recommendations made by the Pay Review Committee and the AICTE in regard to the various selection processes, service, working conditions and workload of teachers, training/refresher courses etc and other conditions for career advancement, code of conduct and norms of professional ethics shall be as per regulations framed in this regard by the AICTE and/or as notified by Government from time to time
- j.) **Revised Pay Scales, Service conditions and Career Advancement Scheme (CAS) for teachers and equivalent positions:** The pay structure for different categories of teachers and equivalent positions shall be as indicated below:-
- j.1.) **Assistant Professors / Associate Professors / Professors in Technical Institutions.**
Persons entering the teaching profession in Colleges shall be designated as Assistant Professors and shall be placed in the Pay Band of Rs.15600-39100 with AGP of Rs.6000. Lecturers already in service in the pre revised scale of Rs. 8000-13500, shall be re-designated as Assistant Professors with the said AGP of Rs. 6000
- j.2. An Assistant Professor with completed service of 4 years, possessing PhD Degree in the relevant discipline shall be eligible, for moving up to AGP of Rs.7000.
- j.3. Assistant Professors 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 Assistant Professor.
- j.4. Assistant Professors who do not have PhD 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 6 years' service as Assistant Professor.
- j.5. The upward movement from AGP of Rs. 6000 to AGP of Rs. 7000 for all Assistant Professors shall be subject to their satisfying other conditions as laid down by the AICTE and / or as notified by Government.

- j.6. The incumbent Lecturer (senior scale) (i.e. pre-revised scale of Rs. 10000-15200) shall be redesignated as Assistant Professor, and his pay shall be fixed at the appropriate stage in Pay Band of Rs.15600-39100 based on their present pay, with AGP of Rs. 7000.
- j.7. Assistant Professors with completed service of 5 years at the AGP of Rs. 7000 shall be eligible, subject to other requirements laid down by the AICTE and / or as notified by Government to move up to the AGP of Rs. 8000.
- j.8. Posts of Associate Professor shall be in the Pay Band of Rs.37400-67000, with AGP of Rs.9000. Directly recruited Associate Professors shall be placed in the Pay Band of Rs. 37400-67000 with an AGP of Rs. 9000, at the appropriate stage in the Pay Band in terms of the conditions of appointment.
- j.9. Assistant professors / Lecturers (Selection Grade) in service as on the date of this order shall continue to be designated as Assistant Professors/Lecturers (Selection Grade) until they are placed in the Pay Band of Rs. 37400-67000 and redesignated as Associate Professor in the manner described in the Govt. order.
- j.10. No teacher other than those with a Ph.D. shall be promoted, appointed or redesignated as Professor except as otherwise provided in this order.
- j.11. For an incumbent Assistant Professor, experience of the level of Assistant Professor shall be considered as equivalent to experience at the level of Associate Professor, provided the incumbent Assistant Professor has acquired or acquires Ph.D Degree in the relevant discipline except as otherwise provided in the Govt. order.
- j.12. For initial direct recruitment at the level of Assistant Professors and Professors, the eligibility conditions in respect of academic and research requirements shall be as may be or have been prescribed by the AICTE through Regulations and as may be laid down by the AICTE and / or as prescribed by the Government.
- k. **Incentives for Ph.D. /M. Tech and other higher qualification:**
- k.1. 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, coursework and external evaluation as prescribed by the AICTE. .
- k.2. Those possessing Post Graduate degree in a professional course such as M.Tech in relevant branch / discipline recognized by a statutory University at the time of

recruitment to the post of Assistant Professor shall be entitled to 2 non-compounded advance increments at the entry level.

- k.3. **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 / AICTE for enrollment, course-work and evaluation etc.
- k.4. **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 recognized by UGC / AICTE.**
- k.5. Teachers who acquire M. Tech. degree in a relevant Branch / discipline recognized by a Statutory University **while in service, shall be entitled to one advance increment.**
- k.6. **Notwithstanding anything contained 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 at the entry level under this Scheme.**

l. **Other terms and conditions.**

Increments

- l.1. Each annual increment shall be equivalent to 3% of the sum total of pay in the relevant Pay Band and the AGP as applicable for the stage in the Pay Band.
- l.2. 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.
- l.3. 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 raise 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.

m. **Pay Fixation Formula:**

The pay fixation formula is furnished in Appendix I and the Fitment Table is given in Appendix II.

m.1. **Dearness Allowance :**

On fixation of pay in the revised AICTE Pay band w.e.f 01-01-2011 the rate of Dearness Allowance admissible is 35% of the pay plus AGP (Academic Grade Pay). The Payment of DA on the revised pay w.e.f 01-01-2011 shall be made after adjusting the amount of DA already paid.

m.2. **Other Allowances :**

Allowances other than Dearness allowance shall be as applicable to State Government employees.

n. **Age of Superannuation:** The age of superannuation of Teaching Staff of CAPE institutions is 60 years.

o. **Faculty Norms and work load:** Faculty norms and work load shall be as fixed by the AICTE from time to time and / or as notified by the Government of Kerala / CAPE.

p. **Fixation of Pay and Grant of Benefits:** The pay, allowances and benefits entitled/accruing by this order shall be made only in terms of the Formula for Fixation of Pay, Fixation Table and Illustrations subject to approval by the CAPE.

These orders will have effect from 01-01-2011. The Heads of the institutions will implement this order without delay.

(Sd)
DIRECTOR

Approved for issue

Administrative Officer

To,

The Principal of CAPE Engineering Colleges,
The Director IMT, Punnapra.

Copy to :

- 1.) The Director's Table.
- 2.) The PS to the Hon: Chairman.