



GOVERNMENT OF KERALA

Abstract

Higher Education Department-Technical Education – Implementation of conditions regarding Qualifications, Service Conditions and Career Advancement Scheme in respect of faculties in Government and Aided Polytechnics in tune with 7 th AICTE Regulations in State – sanctioned - orders issued

HIGHER EDUCATION (L) DEPARTMENT

G.O.(Ms)No. 291/2022/HEDN

Dated, Thiruvananthapuram,10.06.2022

Read:	1	AICTE regulation F no 61-1/RIFD/7th CPC /2016-17 dated 01.03.2019
	2	AICTE Clarification Notification dated 20.05.2020
	3	Government order GO(MS) 97/2021/HEDN dated 16.02.2021
	4	Letter no AICTE-EC/13368/19/DTE dated 26.08.2021 from the Director of Technical Education.

ORDER

In the notification 1st read above , All India Council for Technical Education has notified AICTE regulation on pay scales ,service condition and minimum qualification of the appointment of teachers in technical institutions and measures for the maintenance of standard in Technical Education.

2. Government of Kerala as per the Government order read as 3rd paper above , sanctioned 7th AICTE Pay scales to the Lecturers (Engineering) subjects of Govt-Aided polytechnics and Lecturers (Non-Engineering) subjects of Aided polytechnics . In para 3(V)IV of the the Government order it was stated that detailed conditions regarding Qualifications, Service Conditions and Career Advancement Scheme for the incumbents and the new entrants will be issued later .

3. The Director of Technical Education as per the letter read as 4th paper above furnished proposal for including the conditions regarding Qualifications, Service Conditions and Career Advancement Scheme in respect of faculties in Government and Aided Polytechnics in tune with 7th AICTE Regulations(Diploma) dated 01.03.2019 and the Clarification Notification dated 20.05.2020.

4. Government examined the matter in detail. In adherence to AICTE regulation 2019 and Clarification Notification dated 20.05.2020, Government are pleased to implement the conditions regarding Qualifications, Service Conditions and Career Advancement Scheme

in respect of faculties in Government and Aided Polytechnics in tune with 7th AICTE Regulations(Diploma) dated 01.03.2019 and the Clarification Notification dated 20.05.2020 as described below:

1.0 Mandatory Teacher Trainings

The Teacher training Programmes as per clause 3.0 in AICTE Notification 2019 dated 01.03.2019 is mandatory.

2.0 Minimum Qualifications for Direct Recruitment as Lecturer in Diploma Level Institutions.

Minimum qualifications for direct recruitment to the post of Lecturer (Level 9A), and direct recruitment and promotion to the post of Lecturer (Level 10), Lecturer Senior Scale (Level 11), Lecturer (Selection Grade -I) (Level 12), Lecturer (Selection Grade -II) (Level 13 A1), Head of Department (Level 13 A1), Principal (Level 13 A1) is granted as per Clause 4 in AICTE Notification 2019 dated 01.03.2019.

"Workshop Superintendents" in Polytechnic Colleges possessing qualifications equivalent to those of Lecturers will be treated on par with Lecturers for the benefit of promotion. Workshop Superintendents shall also be eligible to be selected as Head of the Department and Principals through direct recruitment.

3.0 Service Conditions

a) All service conditions including Qualifications, Experience, Recruitment, Promotions etc. shall come into force with effect from 01.03.2019.

b) The Qualifications, Experience, Recruitment and Promotions etc. during 01.01.2016 to 01.03.2019 (ie date of AICTE Gazette Notification 2019) shall be governed by All India Council for Technical Education Pay Scales, Service Conditions and Qualifications for the Teachers and other Academic Staff in Technical Institutions (Diploma)Regulation, 2010 dated 5th March 2010 and subsequent notifications issued from time to time.

c) Those who are eligible for promotions after 01.03.2019 shall have to meet the necessary conditions such as additional qualification, undergoing industrial training, pedagogical training, faculty induction program, publishing research papers etc. Hence a grace period of three years w.e.f 16.02.2021 is granted to Polytechnic faculty in the State so as to enable them in equipping for requisite mandatory requirements of AICTE gazette to avail the benefit of promotion retrospectively from the date of eligibility.

d) No further extension would be given and those who do not meet the essential criteria despite the above grace period, shall lose an opportunity for getting promotion retrospectively on or after 01.03.2019. However, they will be eligible for promotion from the date they meet these criteria thereafter.

e) In cases, wherein interviews are already conducted either for direct recruitment or for promotions but candidates did not join, such candidates may be allowed to join. Their further upgradation will be governed by the provisions in the G.O sanctioning Service conditions.

f) In cases, where advertisement was published, applications invited but interviews have not been conducted till publication of Government order sanctioning Service conditions, the institutes /employers are required to publish corrigendum and processing of applications must be done in accordance with the provisions given in the Government order.

4.0 Incentives for Ph.D /M.Phil and other Higher Qualifications

In view of the conflict of interest between conditions in UGC/AICTE pay revision orders and UGC/AICTE Regulations, regarding granting of advance increment, it has been clarified that as per GO(Ms)No.120/2021/Fin dated 13.10.2021 that in order to avoid any drop in pay to those who have already enjoyed the benefit of advance increment in pre-revised pay band, during the period from 01.01.2016 to 17.07.2018, the balance in advance increment if any, will be protected as personal pay subject to the condition that the same will be absorbed in the future increases in pay. The final decision on the admissibility of incentive advance increment will be taken on receipt of the clarification from AICTE/UGC.

5.0 Counting of Past Services for Direct Recruitment and Promotion

Previous regular service, whether national or international, as Lecturer, Assistant Professor/Associate Professor/HOD/Workshop Superintendent etc in a University, College, equivalent post in National Laboratories or other scientific / professional organizations such as the CSIR, ICAR, DRDO, UGC, AICTE, ICSSR, ICHR, ICMR, DBT or state PSUs etc., shall be counted for direct recruitment and promotion of a teacher as Lecturer, Head of the Department, Principal or any other nomenclature provided that:

a) The qualifications for the post held should not be lower than the qualifications prescribed by the AICTE for Lecturer, Head of the department and Principal as the case may be.

b) The post is/was in an equivalent grade or of the pre-revised scale of pay as the post of Lecturer, Head of the department and Principal.

c) The candidate for direct recruitment has applied through proper channel only.

d) The concerned person should possess the same minimum qualifications as prescribed by the AICTE for appointment to the post of Lecturer, Head of the department and Principal, as the case may be.

e) The post was filled in accordance with the prescribed selection procedure as laid down in the Regulations of the State Government / Central Government / concerned institution, for such appointments.

f) The previous appointment was not as guest lecturer for any duration or ad-hoc or in a leave vacancy of less than one year duration. Ad-hoc or temporary service can be counted provided that:

1. The period of service was of more than one year duration;

2. The incumbent was appointed on the recommendation of duly constituted Selection Committee.

3. The incumbent was selected to the permanent post in continuation to the ad-hoc or temporary service

4. An artificial break in service shall not be used to the prejudice of employee, appointed on permanent basis. The person appointed on permanent basis shall be given the benefit of entire service rendered by him with effect from the date of initial appointment (temporary/contract/ad-hoc) notwithstanding the artificial break / breaks in service.

5. The incumbent was drawing total gross emoluments not less than the monthly gross salary at initial stage of a regularly appointed Lecturer, Head of the department and Principal, as the case may be; and

6. At the time of selection, the negotiated terms and conditions clearly mention the period of experience, nature of experience and same has been consented by the employer.

g) Previous industrial experience in State or Central Government Departments, Universities, Centrally funded Institutions, Public Sector Undertakings, and other Scientific/Professional Organizations such as CSIR, ICAR, ICSSR, ICHR, ICMR, DBT, etc should be counted subject to a maximum period of five years for placement under CAS provided that.

a. The essential qualification of the post held were not lower than the qualifications prescribed by the Kerala Public Service Commission for an entry level gazetted post in Engineer/Architect/Executive/Manager cadre.

b. Training- No distinction should be made with reference to the nature of management of the institution where previous service was rendered (Private/Local body/Government) for

counting past services under this clause.

6.0 Date of Increment

Provisions for granting increments are mentioned at clause 2.5 in AICTE Notification F.No. 61-1/RIFD/7th CPC/2016-17 dated 01.03.2019 and the same was already granted vide G.O (Ms) No.97/2021/H.Edn dated 16.02.2021. Hence conditions for increments is continued as per clause 2.3 (v) in Government order read as paper 3rd above.

7.0 Equivalence of Experience of Diploma Level Institutions and Degree Level Institutions.

Experience at degree level institutions shall be considered equivalent to experience in the diploma level institutions at appropriate level, as applicable provided, scale of pay, qualifications, experience and research contributions are same for the post under consideration as per the present notification. The placement and promotion of faculties in polytechnics should be governed by AICTE regulations. The Director of Technical Education must take necessary steps to amend special rules as per AICTE regulations.

As per clause 1.4 in AICTE notification 2019, the regulation came into force w.e.f 01.03.2019. Hence vide sub clause (b) under clause 1.4 it has been directed to follow the Qualifications, Experience, Recruitment and Promotions etc. as per AICTE(Diploma) Regulation, 2010 dated 5th March 2010 and subsequent notifications issued from time to time during the period from 01.01.2016 to 01.03.2019. For availing promotion as per 7th AICTE scheme, faculties are required to fulfill the necessary conditions such as additional qualification, undergoing industrial training, pedagogical training, faculty induction program, publishing research papers etc. Hence for equipping those faculties, who are eligible for promotion after 01.03.2019 (Date of publication of AICTE Notification 2019), with the requisite mandatory requirements, for availing promotion retrospectively from the date of eligibility, relaxation in time upto 31.07.2022 has been granted vide sub clause (c) in clause 1.4 in AICTE notification 2019. However, the relaxation vide clause 1.4(c) is allowed to those faculties who acquire the requisite mandatory requirements as per AICTE notification 2019, for a period 3 years from 16.02.2021 .

The enhancement in Special allowance for performing administrative duty shall not be considered now.

The service conditions regarding deputation of State Government employees are governed by Kerala Service Rules. However, any Faculty Member on deputation to some Government Organization/Autonomous Bodies such as DTE /AICTE / UGC /MHRD /DST / Universities etc. on academic / administrative positions shall be deemed to have experience of academics and academic administration. As per 6.6 in AICTE regulations 2019, faculties under deputation to some Government Organization /Autonomous Bodies such as DTE /AICTE /

UGC /MHRD /DST / Universities etc. On academic / administrative positions shall be deemed to have experience of academics and academic administration and be exempted from the requirement of FDP, Industrial Training and 360 o feedback. Moreover if the faculty has secured at least 'Very Good' rating, it shall be considered equivalent to 8 points on a 10 point scale of 360o feedback in reference to this notification for the period of deputation". At Sl.No.8 in AICTE clarification notification dated 20.05.2020, relaxation in terms of FDP, Industrial Training and 360 o feedback and research publication requirement is allowed for faculty members working in diverted capacity for not more than a period of 3 years with the condition that, having ACRs consistently above "Very Good " is necessary. As relaxation in terms of FDP, Industrial Training and 360 feedback and research publication requirement is allowed for faculty members under deputation this relaxation vide clause 6.6 in AICTE notification 2019 and AICTE clarification notification dated 20.05.2020 is granted to those faculties in Polytechnics who are under deputation having ACRs consistently above "Very Good".

The provision for "Sabbatical Leave" as per clause 2.17 in AICTE regulation 2019 is not allowed.

"Apart from the above , the following are also ordered:

8.Mode of Selection for Head of Department

As per AICTE notification , the mode of selection is through Direct Recruitment.

Stage V in Table 2 of AICTE notification is modified by including Promotion by Selection/Direct Recruitment from among lectures in Govt Polytechnic Colleges in the case of promotions in Govt Polytechnic Colleges, and Promotion by Selection /Direct Recruitment from among Lectures in respective Aided Polytechnic Colleges in the case of promotions in Aided Polytechnic Colleges as followed in GO(P)No. 366/2010/HEDN. dated. 08/11/2010, strictly as per the qualification prescribed by AICTE.

9. By Transfer appointment

The AICTE notification prescribes direct recruitment to the entry cadre of Lecturers. The present ratio of 13:7 shall be continued for making appointment as Lecturers in Polytechnic Colleges. Instead of by transfer appointment, a departmental quota with age relaxation to applicants is made part of the recruitment process as per the existing ratio.

10. Industrial Training : The Director of Technical Education shall take necessary steps, in consultation with industry bodies and cooperative bodies such as CII etc devise a suitable mechanism for faculty members to undergo industrial training and outline the nature of industries to be selected for the purpose.

11. Exercise of option : Those faculty who are qualified or likely to be qualified after 01.03.2019 as per existing regulations a choice may be given for being considered for CAS placements/ promotions under the existing regulations , but within three years from the date of issuance of pay revision orders ie 16.02.2021. (AICTE clarification No.13 in the notification dated 20.05.2020).

12. 360° feedback : Since the evaluation has students' feedback and societal contribution components, which shall not be done with retrospective effect, the effective date of implementation of 360 degree evaluation shall be fixed as the date of issue of this order. The score calculation, after implementation, shall be the actual score for the first year, average of the two years for the second year and average of preceding three years from third year onwards as stipulated by AICTE.

The Director of Technical Education is directed to issue necessary instructions to all the Drawing and Disbursing Officers under his control to fix the pay of the teachers and equivalent cadres in the revised scales of pay and make payment in the manner as ordered above.

(By Order of the Governor)

Dr. VENU V. IAS

ADDITIONAL CHIEF SECRETARY

The Director Technical Education, Thiruvanantharam

The Chairman, All India Council for Technical Education, New Delhi.

The Joint Director , State Institute of Technical Teachers Training and Research (SITTTR), Kalamassery

The Principals of all Government /Aided Polytechnics (Through Director Technical Education,)

The Principal Accountant General (Audit) Kerala Thiruvananthapuram

The Accountant General (A&E) Kerala Kottayam

The Director , Treasury Department

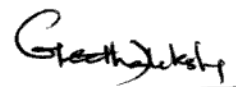
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