MANGALORE UNIVERSITY

DRAFT STATUTE RELATING TO THE APPOINTMENT, EXTENSION OF REVISED UGC PAY SCALE AND PROMOTION OF TEACHERS AND OTHER ACADEMIC STAFF IN THE UNIVERSITY AND CONSTITUENT COLLEGES IN VIEW OF THE REVISED UGC SCALES OF PAY W.E.F. 01.01.2016

(Statutes enacted under Section 40 Clause 1 Sub-Clauses (k), (o), and (p), Section 53 and 54 of the Karnataka State Universities Act 2000)

PREAMBLE:

i) In Government Order dated 24.12.2009 orders were issued extending the 2006 Revised UGC Pay scale benefits, to the faculties working in Government/ Aided Colleges, Law colleges and in State Universities under the control of Higher Education Department, GOK with effect from 01-01-2006.

ii) The UGC in its communication dated: 31.01.2018 has informed the State Government to adopt the Central Government pay scheme contained in GOI MHRD letter dated: 02.11.2017 as recommended by the 7th Central Pay Commission to Universities and Colleges in the State. Further MHRD, GOI in its letter dated: 11.09.2019 has informed the State Government that the Central Government would reimburse 50% of its share of the total financial expenditure on account of pay revision for the period 01.01.2016 to 31.03.2019, subject to the fulfillment of conditions stipulated therein and to submit a suitable proposal for financial assistance (reimbursement) before 31.03.2019.

iii) The revised Central Government Pay Scales have been structured by merging the Dearness allowance of 125% sanctioned from 01.01.2016 in the pre-revised pay scale. Subsequent to the revision of central government Pay Scales w.e.f.01.01.2016, the State Government, in its G.O. dated: 30.10.2018 have sanctioned 148% of Dearness Allowance, subsequent to 01.07.2016 till 01.07.2018 to the Teachers, Librarians, Physical Education personnel & equivalent cadre staff in Govt.,/Aided colleges and Universities in the State, who are drawing pay in the 2006 Revised UGC Pay scales. Resultantly, the State Government has sanctioned 23% of Dearness Allowance in the pre- revised Pay Scales to these category of employees as against 09% of D.A. sanctioned by the GOI in the 2016 RPS. Further, these employees are paid HRA at the rate of 30%, 20°% and 10% of Basic pay till date, as against 24%, 16% and 8% of revised HRA rates applicable to the Central Government employees w.e.f. 01.01.2016. Accordingly, while implementing the Revised Pay Scheme to these faculties, working in Govt.,/Aided Colleges and in Universities in the State, the Government has kept these aspects in mind.

iv) Accordingly, as a matter of precedent and in the light of the instructions from GOI to revise the Pay Scales of Teachers, Librarians and equivalent cadre Staff working in Govt.,/Aided Colleges and in State Universities, !he following orders are issued: Government Order No.E**D** 483 UNE 2017, Bangaluru dated: 16-03-2019.

Hence, these Statutes.

1. TITLE AND COMMENCEMENT:

i) This Statute shall be called "STATUTE RELATING TO THE APPOINTMENT, EXTENSION OF REVISED UGC PAY SCALE AND PROMOTION OF TEACHERS AND OTHER ACADEMIC STAFF IN THE UNIVERSITY AND CONSTITUENT COLLEGES IN VIEW OF THE REVISED UGC SCALES OF PAY W.E.F. 01.01.2016"

ii) The Statute shall come into force with effect from the date of assent of the Chancellor.

iii) The University shall implement the Government Order No. ED 483 UNE 2017, Bengaluru, Dated 16.03.2019 extending the UGC Pay Scales as revised from 1.1.2016 to Teachers, Librarians and equivalent cadres in Mangalore University and its Constituent Colleges with minimum qualifications for the appointment of teachers in Universities and also other conditions like recruitment and qualification, incentives for Ph.D./M.Phil./Career advancement/Superannuation etc.

iv) Government Orders and/or UGC/MHRD Notifications issued from time to time are deemed to be part of the relevant sections of these statutes. Regarding minimum qualifications, procedure of recruitment, CAS etc. in respect of Teachers, Librarians and equivalent cadres in Mangalore University.

v) For removal of difficulties in implementing these Statutes the Vice-Chancellor with approval of the Syndicate may take suitable action in accordance with the provisions of the Government Order dated 16.03.2019, and/or the UGC/MHRD Notifications issued from time to time.

vi) The Appendices and various Tables, Forms and Proforma given there under which are referred in these Statutes shall stand incorporated as parts of the Statutes.

2. COVERAGE :

(i) The scheme of pay revision shall apply to Teachers, Librarians, Physical Education Personnel and Equivalent cadres in theUniversity and constituent colleges as detailed in the Govt. Order No.ED 483 UNE 2017, Bengaluru, dated 16.03.2019

(ii) Provided the above pay revision in respect of Tenure posts/Deputation posts in the University shall be applicable subject to the fulfilment of the terms and conditions of posting if any, issued in accordance with the provisions of UGC Regulations read with the provisions of KCSRs.

(iii) The above scheme of pay revision shall not be extended to persons who do not fulfil the criteria stipulated in "UGC Regulations on Minimum Qualifications for appointment of teachers and other academic staff and measures for maintenance of standards in Higher Education, 2018" and amendments if any issued from time to time.

(iv) Except the issues related to conditions of recruitment and qualifications, fixation of pay, grant of CAS benefits and adherence to the prescribed standards as stipulated in "UGC Regulations on Minimum Qualifications for appointment of teachers and other academic staff and measures for maintenance of standards in Higher Education, 2018" the regulation of service conditions of teachers and equivalent cadre academic staff shall strictly be in accordance with the provisions of the Rules framed by the State.

(v) The above scheme of revision shall not be applicable to the cadres of Registrars, Finance Officers (Comptroller) and Controller of Examinations who are on State pay scales and whose, terms of Appointment and Recruitment is not in accordance with the UGC Regulations.

(vi) Without the previous sanction of the State Government the above scheme of Pay Revision is not applicable to Teachers, Librarians and Physical Education Personnel who are drawing pay in the State Pay Scale even though they fulfil the conditions stipulated under respective UGC Regulations.

3. DATE OF EFFECT :

The revised UGC Pay Scales shall be effective from 01-01-2016. However, all other allowances / benefits like DA, HRA, & CCA, CAS benefits on account of fixation of pay in the Revised Pay Matrix etc., shall be payable prospectively from the date of issue of the Govt. Order dated 16.03.2019.

4. PAY SCALES :

The existing pay scales of the Teachers, Librarians, Physical Education and equivalent cadres in Universities in the State coming under the purview of Higher Education Department are revised as specified below:

i) **Revised pay for Teachers in University and colleges**

Sl. No.	Designation	Existing Pay (Rs.)		Revised Pay (Rs.)		
		Pay Band	AGP	Academic Level	Minimum	Maximum
1.	Assistant Professor	15,600-39,100	6,000	**10**	57,700	1,82,400
2.	Assistant Professor (Senior Scale)	15,600-39,100	7,000	**11**	68,900	2,05,500
3.	Assistant Professor (Selection grade)	15,600-39,100	8,000	**12**	79,800	2,11,500
4.	Associate Professor	37,400-67,000	9,000	**13A**	1,31,400	2,17,100
5.	Professor	37,400-67,000	10,000	**14**	1,44,200	2,18,200
6.	Professor (HAG) /Senior Professor	67,000-79,000	-	**15**	1,82,200	2,24,100

ii) Revised Pay for Librarians in University and colleges

Sl. No.	Designation	Existing Pay (Rs.)		Revised Pay (Rs.)		
		Pay Band	AGP	Academic Level	Minimum	Maximum
1.	University Assistant Librarian / College Librarian	15,600-39,100	6,000	**10**	57,700	1,82,400
2.	University Assistant Librarian (Sr. Scale)/ College Librarian (Sr. Scale)	15,600-39,100	7,000	**11**	68,900	2,05,500
3.	Deputy Librarian /University Assistant Librarian (Selection Grade)/College Librarian (Selection Grade)	15,600-39,100	8,000	**12**	79,800	2,11,500
4.	University Deputy Librarian /University Assistant Librarian (Selection Grade)/College Librarian (Selection Grade)	37,400-67,000	9,000	**13A**	1,31,400	2,17,100
5.	University Librarian	37,400-67,000	10,000	**14**	1,44,200	2,18,200

iii) Revised Pay for Physical Education personnel in University and Colleges.

Sl. No.	Designation	Existing Pay (Rs.)		Revised Pay (Rs.)		
		Pay Band	AGP	Academic Level	Minimum	Maximum
1.	Assistant Director Physical Education & Sports (University) / College Director of Physical Education & Sports	15,600-39,100	6,000	**10**	57,700	1,82,400
2.	Assistant Director Physical Education & Sports (Sr.Scale) (University)/ College Director of Physical Education & Sports (Sr. Scale)	15,600-39,100	7,000	**11**	68,900	2,05,500
3.	Deputy Director Physical Education & Sports /Assistant Director of Physical Education & Sports (Selection Grade) (University)/College Director of Physical Education & Sports	15,600-39,100	8,000	**12**	79,800	2,11,500
4.	Deputy Director of Physical Education & Sports /Assistant Director of Physical Education (Selection Grade) University /College Director of Physical Education & Sports	37,400-67,000	9,000	**13A**	1,31,400	2,17,100
5.	University Director of Physical Education & Sports	37,400-67,000	10,000	**14**	1,44,200	2,18,200

i. The first academic level (corresponding to AGP of Rs.6000) is numbered as academic level 10. Similarly, the other academic levels are 11, 12, 13A, 14 and 15.

ii. Each cell in an academic level is at 3% higher than the previous cell in that level.

iii. The index of Rationalisation (IOR) is 2.67 for present AGP less than Rs.10,000 and 2.72 for the AGP of Rs.10,000 and above.

iv. Revised pay of Principals in Constituent Colleges

The pay of Principals in Under Graduate and Post Graduate Colleges shall be:

i. **Under Graduate Colleges:** The pay of Principals shall be equivalent to the pay of Associate Professor i.e. Academic Level 13A with rationalised entry pay of Rs.1,31,400/-, with the existing special allowance of Rs.2000/- per month.
ii. **Post Graduate Colleges:** The pay of Principals shall be equivalent to the pay of Professor i.e. at level Academic Level 14 with rationalised entry pay of Rs.1,44,200/- with the existing special allowance of Rs.3000/- per month.

Note: The existing pay scale of person appointed as Principal shall be protected.

5. DESIGNATION:

There shall be no change in the present designation of teachers and equivalent cadres. Accordingly, there are only three designations in respect of teachers in University viz; Assistant Professors, Associate Professors and Professors and there is no change in the present designation in respect of Librarians and Physical Education Personnel at various levels.

6. FIXATION OF PAY IN THE REVISED PAY SCALE

(i) The initial pay of the incumbent faculty member holding a permanent post in the cadre of Teachers/ Librarian/ Physical Education Teachers and equivalent posts shall be fixed in the Revised Pay Matrix as specified in Annexure-I appended to this Statute in the following manner.

a) The entry pay for each level of Pay Band Academic Grade Pay in the corresponding academic level and Cells shall be as specified below:

Level	Academic Grade Pay (Rs.)	Entry Pay (Rs.)
10	6,000	21,600
11	7,000	25,790
12	8,000	29,900
13A	9,000	49,200
14	10,000	53,000
15	-	67,000

b) The pay of incumbent employee shall be fixed at the corresponding appropriate level in the Pay Matrix by multiplying the existing basic pay as on 01-01-2016 by a multiplication factor of 2.57, the figure so arrived at shall be rounded off to the nearest rupee and will be located in the applicable level in the Pay Matrix. If the figure so arrived at, corresponds to any identical pay in the applicable level of Pay Matrix, the same shall

be the revised pay. If no such Cell is available in the applicable level the pay shall be fixed at the immediate next higher Cell in that applicable level of the Pay Matrix.

c) In fixation of pay whenever a situation arises that more than two stages are bunched together, one additional increment equal to 3% may be given for every two stages bunched and pay fixed in the subsequent Cell in the Pay Matrix.
d) If the minimum pay or the first Cell in the applicable level is more than the amount calculated as per (b) above, the pay shall be fixed at the minimum pay or the first Cell of that applicable level.
e) The pay of employees appointed by direct recruitment on or after 1st day of January 2016 shall be fixed at the minimum pay or the first Cell in the level applicable to the post to which such employees are appointed.
f) Fixation of pay by using the above multiplication factor 2.57 is not applicable to employees promoted after 01-01-2016. However, their pay is regulated in accordance with the provisions of the G.O. and the Rules governing service conditions as the case may be.
g) After fixation of pay, grant of increment shall be regulated in accordance with the provisions of KCSRs and Orders issued there under, existing as on the date of fixation of pay.
h) The fixation of pay in the Revised Pay Matrix should be done in the form given in Annexure-II to this Statute. One copy of this form should be pasted in the Service Register and one copy should be sent to the concerned Head of the Department.

(ii) For the purpose of this Statute:

a) "Pay Matrix" means, Matrix specified in Annexure-I appended to this Statute with levels of pay arranged in vertical cells as assigned to corresponding existing Pay Band and Grade Pay or Scale;
b) "Level" in the Pay Matrix shall mean the Level corresponding to the existing Pay Band and Grade Pay or scale specified in Annexure-I.
c) "Pay in the Level" means pay drawn in the appropriate Cell of the Level as specified in Annexure-I.
d) "Basic Pay" in the revised pay structure means the pay drawn in the prescribed Level in the Pay Matrix.

7. ALLOWANCES

a. Dearness Allowance:

The dearness allowance in the revised pay scale w.e.f. 01-01-2016 and grant of DA subsequently shall be regulated as specified below. However, the monetary benefit on account of regulation of DA is prospective as indicated in para (3) above.

01-01-2016-nil
01-07-2016-2% of basic pay
01-01-2017- 4% of basic pay
01-07-2017- 5% of basic pay
01-01-2018- 7% of basic pay
01-07-2018- 9% of basic pay

Future grant of Dearness Allowance payable to employees shall be regulated in accordance with the orders issued by the State Government with reference to the orders of GOI.

b. Other allowances:

The rate of HRA shall be as notified by the State Government and shall be applicable at rates of 24%, 16% and 8% of basic pay in the Revised Pay Scale and shall be admissible prospectively. All other benefits/incentives such as leave/study leave, LTC, Medical Reimbursement and pensionary benefits etc., shall be regulated in accordance with the Rules/orders of the State Government.

8. INCREMENTS

a. The rate of annual increment in the Pay Matrix is 3% with each cell being higher by 3% over the previous cell. Accordingly, the annual increment shall be as specified in the vertical cells of the applicable level in the Pay Matrix.
b. The grant of annual increment to employees shall be regulated in accordance with the applicable Service Rules and standing orders issued in this regard from time to time by the State Government.

9. PROMOTION:

Subject to the fulfilment of conditions stipulated above and after fixation of pay in the Pay Matrix when an individual gets a promotion his pay in the Pay matrix shall be fixed as follows:

On promotion, he would be given a notional increment in his existing Academic Level of Pay, by moving him to the next higher cell at that level. The pay shown in this cell would now be located in the new academic level corresponding to the post to which he has been promoted. If a cell identical with that pay is available in the new level, that cell shall be the new pay; If the pay arrived at in this manner is less than the first cell in the new level, then the pay shall be fixed at the first cell of that level; otherwise the next higher cell in that level shall be the new pay of the employee.

10. SUPERANNUATION AND RE-EMPLOYMENT

The age of superannuation of teachers and other equivalent cadres in the University and Constituent Colleges, shall be in accordance with the Rules/Orders issued in this regard and shall be regulated as notified by the State Government from time to time. Further, if the situation warrants necessary steps may be taken to re-

employ the academic staff with prior approval of the State and shall be in accordance with the conditions stipulated by UGC/ ICAR from time to time.

11. CONSULTANCY ASSIGNMENTS

The consultancy rules, terms, conditions and the model of revenue sharing between institutions and consultant teachers shall be as per the UGC Consultancy Rules read with the relevant Rules of the State Government to be notified separately.

12. ANOMALIES OF LAST PAY REVISION COMMITTEE

Separate orders issued by the State Government after examining the feasibility of implementing recommendations of the UGC on rectifying anomaly in pay due to implementation of recommendations of the last Pay Review Committee shall be deemed to be incorporated in this Statute.

13. PAYMENT OF ARREARS OF PAY REVISION

The arrears of pay revision shall be paid to the beneficiaries after receiving the Central Government share of 50% of the additional expenditure and after deducting admissible Income Tax.

As specified above an employee is entitled for the difference of basic pay only on account of Pay Revision till the date of issue of the Govt. Order dated 16.03.2019.

14. UNDERTAKING

An undertaking from every employee who is a beneficiary under this Scheme shall be taken in the form given in Annexure-III to this Statute. Therefore, any excess payment made on account of incorrect fixation of pay in the revised Pay Level or grant of inappropriate Pay Level and Pay Cells or any other excess payment made shall be recovered or adjusted against the future payments due or otherwise to the beneficiary as the case may be.

15. INCENTIVES FOR PH.D./M.PHIL. AND OTHER HIGHER QUALIFICATION

In view of the conflicting provisions at para-8 of GOI letter No.1-7/2015-U.II(1) dated:02.11.2017 and in Regulation 19.1 of "UGC Regulations on Minimum Qualifications for appointment of teachers and other academic staff and measures for maintenance of standards in Higher Education, 2018" regarding grant of incentives in the form of advance increments for acquiring higher qualifications provision would be made as per the orders/guidelines received from the UGC and the State Government from time to time.

16. RECRUITMENT AND QUALIFICATIONS:

a) Conditions governing eligibility criteria for direct recruitment to the post of Teachers and other academic staff in the Universities and colleges shall be as specified in the "UGC Regulations on Minimum Qualifications for appointment of teachers and other academic staff and measures for maintenance of standards

in Higher Education, 2018" and amendments if any issued in this regard from time to time by UGC read with the provisions of the Karnataka Civil Services (General Recruitment) Rules, 1977 and orders issued in this regard by the State Government from time to time.

b) Provided further that for appointment to the post of Assistant Professor and equivalent positions pertaining to disciplines in which National Eligibility Test (NET), conducted by the UGC or CSIR as the case may be or State Level Eligibility Test (SLET) or State Eligibility Test (SET) conducted by bodies accredited by the UGC for the said purpose, qualifying in NET/SLET/SET shall be an additional requirement.

c) All other eligibility criteria for direct recruitment to various level cadres shall be as specified in sub para (a) above.

A. Qualifications and eligibility for direct recruitment of Teachers in the University

I. Assistant Professor

Eligibility (A or B)

A.

i. A Master's degree with 55% marks (or an equivalent grade in a point-scale wherever the grading system is followed) in a concerned/relevant/ allied subject from an Indian University, or an equivalent degree from an accredited foreign university.
ii. Besides fulfilling the above mentioned qualifications, the candidate must have cleared the National Eligibility Test (NET) conducted by the UGC/ ICAR/ CSIR, or a similar test accredited by the UGC, like SLET/SET or who are or have been awarded a Ph.D. Degree in accordance with the University Grants Commission (Minimum Standards and Procedure for Award of M.Phil./ Ph.D. Degree) Regulations, 2009 or 2016 and their amendments from time to time as the case may be exempted from NET/SLET/SET.

Provided, the candidates registered for the Ph.D. programme prior to July 11, 2009, shall be governed by the provisions of the then existing Regulations of the Institution awarding the degree and such Ph.D. candidates shall be exempted from the requirement of NET/ SLET/ SET for recruitment and appointment of Assistant Professor or equivalent positions in Universities/ Colleges / Institutions subject to the fulfilment of the following conditions:-

a. The Ph.D. degree of the candidate has been awarded in a regular mode;
b. The Ph.D. thesis has been evaluated by at least two external examiners;
c. The Ph.D. viva voce of the candidate has been conducted;

d. The Candidate has published two research papers from his/her Ph.D. work, out of which at least one is in a refereed journal;
e. The candidate has presented at least two papers based on his/her Ph.D. work in conferences/ seminars sponsored/ funded/ supported by the UGC/ ICAR/ ICSSR/ CSIR or any similar agency.

The fulfilment of these conditions is to be certified by the Registrar or the Dean of the University concerned.

Note: NET shall also not be required for such Masters Programmes in disciplines for which NET is not conducted by the UGC, ICAR , CSIR or similar test accredited by the UGC, like SLET/ SET.

OR

B. The Ph.D. degree has been obtained from a foreign university/institution with a ranking among top 500 in the World University Ranking (at any time) by any one of the following: (i) Quacquarelli Symonds (QS) (ii) the Times Higher Education (THE) or (iii) the Academic Ranking of World Universities (ARWU) of the Shanghai Jiao Tong University (Shanghai).

Note: The Academic score as specified in the score card developed by the universities shall be considered for short-listing of the candidates for interview only, and the selections shall be based only on the performance in the interview.

II. Associate Professor

Eligibility

i. A good academic record, with a Ph.D. Degree in the concerned/ allied/ relevant disciplines.
ii. A Master's Degree with at least 55% marks (or an equivalent grade in a point-scale, wherever the grading system is followed).
iii. A minimum of eight years of experience of teaching and / or research in an academic/ research position equivalent to that of Assistant Professor in a University, College or Accredited Research Institution with a minimum of seven publications in the peer- reviewed or UGC-listed journals.

III. Professor

Eligibility (A or B)

A.

i. An eminent scholar having a Ph.D. degree in the concerned/allied/relevant discipline, and published work of high quality, actively engaged in research with evidence of published work,

with a minimum of 10 research publications in the peer-reviewed or UGC-listed journals.

ii. A minimum of ten years of teaching experience in university/college as Assistant Professor/ Associate Professor and / or research experience at equivalent level at the University/ National Level Institutions with evidence of having successfully guided doctoral candidate, out of which two years of service/experience in the cadre of Associate Professor shall be mandatory.

OR

B. An outstanding professional, having a Ph.D. degree in the relevant/allied/applied disciplines, from any academic institutions (not included an A above) / industry, who has made significant contribution to the knowledge in the concerned/allied/relevant discipline, supported by documentary evidence provided he/she has ten years experience.

IV. Senior Professor in University

Up to 10 per cent of the existing sanctioned strength of Professors in the University may be appointed as Senior Professor in the universities, through direct recruitment.

Eligibility

i. An eminent scholar with good track record of high-quality research publications in Peer-reviewed or UGC listed journals, significant research contribution to the discipline, and engaged in research supervision.
ii. A minimum of ten years of teaching/research experience as Professor or an equivalent grade in a University, College or an institute of national level.
iii. The selection shall be based on academic achievements, favourable review from three eminent subject experts who are not less than the rank of Senior Professor or a Professor with at least ten years experience.
iv. The selection shall be based on ten best publications in the Peer-reviewed or UGC-listed journals and award of Ph.D. degrees to at least two candidates under his/her supervision during the last 10 years and interaction with the Selection Committee constituted as per the UGC Regulations.

V. College Principal and Professor (Professor's Grade)

A. Eligibility:

(i) Ph.D. degree

(ii) Professor/Associate Professor with a total service/experience of at least fifteen years of teaching/research in Universities, Colleges and other institutions of higher education.

(iii) A minimum of 10 research publications in peer-reviewed or UGC-listed journals.
(iv) A minimum of 110 Research Score as per Appendix II, Table 2

B. Tenure

i) A College Principal shall be appointed for a period of five years, extendable for another term of five years on the basis of performance assessment by a Committee appointed by the University, constituted as per these regulations.
ii) After the completion of his/her term as Principal, the incumbent shall join back his/her parent organization with designation as Professor and in the grade of the Professor.

VI. Vice Principal

An existing senior faculty member may be designated as Vice-Principal by the Governing Body of the College on the recommendation of the Principal, for a tenure of two years, who can be assigned specific activities, in addition to his/her existing responsibilities. During the absence of the Principal, for any reason, the Vice Principal shall exercise the powers of the Principal.

B. Music, Performing Arts, Drama, Visual Arts and Other Traditional Indian Art Forms like Sculpture, etc.

Eligibility and qualification etc., for various level cadre shall be same as notified in UGC Regulations.

C. Qualifications and eligibility for direct recruitment of Library staff in the University;

I. University Assistant Librarian/College Librarian

i) A Master's Degree in Library Science, Information Science, or Documentation Science or an equivalent professional degree, with at least 55% marks (or an equivalent grade in a point-scale, wherever the grading system is followed)
ii) A consistently good academic record, with knowledge of computerization of a library.
iii) Besides fulfilling the above qualifications, the candidate must have cleared the National Eligibility Test(NET) conducted by the UGC, CSIR or similar test accredited by the UGC like SLET/SET or who are or have been awarded a Ph.D. Degree in accordance with the University Grants Commission (Minimum Standards and Procedure for Award of M.Phil./Ph.D. Degree) Regulations, 2009 or 2016 and their amendments from time to time as the case may be.

Provided that the, candidate registered for the Ph.D. degree prior to July 11, 2009, shall be governed by the provisions of the then existing Ordinances / Bye-laws/Regulations of the Institution awarding the degree, and such Ph.D. candidates shall be exempted from the requirement of NET/SLET/SET for Recruitment and appointment of Assistant Professor or equivalent positions in Universities/Colleges/Institutions subject to the fulfilment of the following conditions:-

a. The Ph.D. degree of the candidate has been awarded in the regular mode
b. The Ph.D. thesis has been evaluated by at least two external examiners;
c. Open Ph.D. viva voce of the candidate has been conducted;
d. The candidate has published two research papers from his/her Ph.D. work out of which at least one is in a refereed journal;
e. The candidate has presented at least two papers based on his/her Ph.D. work in conferences/seminars sponsored / funded/supported by the UGC/ICSSR/CSIR or any similar agency.

Note:

(i) The fulfilment of these conditions is to be certified by the Registrar or the Dean (Academic Affairs) of the University Concerned.
(ii) NET/SLET/SET shall also not be required for candidates in such Master's Programmes for which NET/SLET/SET is not conducted by the UGC, CSIR or similar test accredited by the UGC like SLET/SET.

II. University Deputy Librarian

(i) A Master's Degree in library science/ information science/documentation science, with at least 55% marks or an equivalent grade in a point –scale, wherever grading system is followed.
(ii) Eight years experience as an Assistant University Librarian/College Librarian
(iii) Evidence of innovative library services including integration of ICT in library.
(iv) A Ph.D. Degree in library science/information science / documentation science /Archives and manuscript keeping / computerization of library.

III. University Librarian

(i) A Master's Degree in Library Science/Information Science/Documentation Science with at least 55% marks or an equivalent grade in a point –scale, wherever the grading system is followed.
(ii) At least ten years as a Librarian at any level in University Library or ten years of teaching as Assistant/Associate Professor in Library Science or ten years experience as a College Librarian.
(iii) Evidence of innovative library services, including the integration of ICT in a library.

(iv) A Ph.D. Degree in library science/information science/documentation science/archives and manuscript-keep in.

C. Minimum qualification for the posts of Assistant Directors of Physical Education and Sports, Deputy Director of Physical Education and Sports and Director of Physical Education and Sports (DPES):-

1. University Assistant Director of Physical Education and Sports / College Director of Physical Education and Sports

Eligibility (A or B) :

A.

i. A Master's Degree in Physical Education and Sports or Physical Education or Sports Science with 55% marks (or an equivalent grade in a point-scale, wherever the grading system is followed)
ii. Record of having represented the university / college at the inter – university / inter-collegiate competitions or the State and / or national championships.
iii. Besides fulfilling the above qualifications, the candidate must have cleared the National Eligibility Test (NET), conducted by the UGC or CSIR, or a similar test accredited by the UGC, like SLET/SET, or who are or have been awarded a Ph.D. Degree in Physical Education or Physical Education and Sports or Sport Science, in accordance with the University Grants Commission (Minimum Standards and Procedure for Award of M.Phil./Ph.D. Degree) Regulations, 2009 or 2016 and their amendments from time to time, as the case may be.

Provided that, candidates registered for the Ph.D. degree prior to July 11, 2009, shall be governed by the provisions of the then existing Ordinances / Bye-laws/Regulations of the Institutions awarding the degree and such Ph.D. degree holders shall be exempted from the requirement of NET/SLET/SET for recruitment and appointment of Assistant Professor or equivalent positions in Universities / Colleges / Institutions, subject to the fulfilment of the following conditions:-

a) The Ph.D. degree of the candidate has been awarded in regular mode;
b) The Ph.D. thesis has been evaluated by at least two external examiners;
c) Open Ph.D. viva voce of the candidate has been conducted;
d) The candidate has published two research papers from his /her Ph.D. work out of which at least one is in a refereed journal;
e) The candidate has presented at least two research papers in conference / seminarbased on his / her Ph.D. work.

Note: The fulfilment of these conditions (a) to (e) is to be certified by the Registrar or the Dean (Academic Affairs) of the University concerned;

iv. NET / SLET / SET shall also not be required for such Masters Programmes in disciplines for which NET/SLET/SET is not conducted by the UGC, CSIR or similar test accredited by the UGC like SLET / SET.

v. Passed the physical fitness test conducted in accordance with these Regulations.

OR

B. An Asian game or commonwealth games medal winner who has a degree at least at Post – Graduation level.

II University Deputy Director of Physical Education and Sports

Eligibility (A or B)

A.

i. A Ph.D. in Physical Education or Physical Education and Sports or Sports Science. Candidates from outside the university system, in addition, shall also possess at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed) at the Master's Degree level by the university concerned.
ii. Eight years experience as University Assistant DPES / College DPES.
iii. Evidence of organising competitions and conducting coaching camps of at least two weeks duration.
iv. Evidence of having produced good performance of teams / athletes for competitions like state /national /inter-university/combined university etc.
v. Passed the physical fitness test in accordance with these Regulations.

OR

B. An Olympic games / world cup / world championship medal winner who has a degree at least at the Post – Graduation Level.

III. **University Director of Physical Education and Sports**

i. A Ph.D. in Physical Education or Physical Education and Sports or Sports Science.
ii. Experience of at least ten years in Physical Education and Sports as University Assistant / Deputy DPES or ten years as College DPES or teaching for ten years in Physical Education and Sports or Sports Science as Assistant /Associate Professor.
iii. Evidence of organising competitions and coaching camps of at least two weeks' duration.

iv. Evidence of having produced good performance of teams /athletes for competitions like state / national / inter – university /combined university, etc.

IV. Physical Fitness Test Norms

(a) Subject to the provisions of these Regulations, all candidates who are required to undertake the physical fitness test are required to produce a medical certificate certifying that he / she is medically fit before undertaking such tests.

(b) On the production of such certificate mentioned in sub-clause (a) above, the candidate would be required to undertake the physical fitness test in accordance with the procedure prescribed in the UGC Regulation 2018 and amendments issued thereunder from time to time.

17. CONSTITUTION OF SELECTION COMMITTEES AND GUIDELINES ON SELECTION PROCEDURE:

Constitution of committees and guidelines for selection to various levels of Posts in Universities and colleges shall be in accordance with the provisions of "UGC Regulations on Minimum Qualifications for appointment of teachers and other academic staff and measures for maintenance of standards in Higher Education, 2018" and amendments, orders issued in this regard by the UGC as well as the provisions of the Karnataka State Universities Act 2000 amended from time to time.

18. CAREER ADVANCEMENT SCHEME FOR TEACHERS, LIBRARIANS AND EQUIVALENT CADRES IN THE UNIVERSITY

The Career Advancement Scheme and prescribed procedure in granting the said benefits as notified by the UGC in "UGC Regulations on Minimum Qualifications for appointment of teachers and other academic staff and measures for maintenance of standards in Higher Education, 2018" for various cadres and posts like teachers, librarians and physical educational personnel shall be followed while according promotion under CAS and granting benefit from lower Academic level to higher Academic level in the University and colleges with effect from the date of issue of UGC Regulations in this regard.

19. CONSTITUTION OF SELECTION COMMITTEE/SCREENING-CUM-EVALUATION COMMITTEE FOR CAS PROMOTIONS:

The constitution of 'Screening-cum-Evaluation Committee' for CAS promotion to various levels in Universities and Colleges like; moving from one level to other higher level in the posts of Assistant Professor, Equivalent cadres in Librarians, Physical Education & Sports etc., shall be in accordance with the provisions of the "UGC Regulations on Minimum Qualifications for appointment of teachers and other academic staff and measures for maintenance of standards in Higher Education,

2018"and amendments/ orders issued thereunder from time to time as well as the provisions of the Karnataka State Universities Act 2000 amended from time to time.

20. COUNTING OF PAST SERVICES FOR DIRECT RECRUITMENT AND PROMOTION UNDER CAS

Previous regular service, whether national or international, as Assistant Professor, Associate Professor or Professor or equivalent in a University, College, National Laboratories or other scientific / professional organization such as the CSIR, ICAR, DRDO, UGC, ICSSR, ICHR, ICMR and DBT, may be considered for ascertaining eligibility for the purpose of direct recruitment only to the relevant cadres/posts but fixation of pay, Regulations of Service Conditions in such cases shall be strictly in accordance with the provisions of Rules framed by the State. Further, for promotion under the CAS the previous service of a teacher in the cadre of Assistant Professor, Associate Professor, Professor or any other nomenclature etc., shall be considered in accordance with the provisions of relevant Service Rules / orders of the State Government if any and further subject to the fulfilment of the following:

(a) The essential qualifications of the post held were not lower than the qualifications prescribed by the UGC for Assistant Professor, Associate Professor and Professor, 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 Assistant Professor (Lecturer) Associate Professor (Reader) and Professor.

(c) The concerned Assistant Professor, Associate Professor and Professor should possess the same minimum qualifications as prescribed by the UGC for appointment to the post of Assistant Professor, Associate Professor and Professor, as the case may be.

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

(e) The previous appointment was not as guest lecturer for any duration.
(f) The previous Ad-hoc or Temporary or contractual service by whatever nomenclature it may be called) shall be counted for direct recruitment and for promotion, provided that.

i. The essential qualifications of the post held were not lower than the qualifications prescribed by the UGC for Assistant Professor, Associate Professor and Professor, as the case may be

ii. The incumbent was appointed on the recommendation of a duly constituted Selection Committee/ Selection Committee constituted as per the rules of the respective university.

iii. The incumbent was drawing total gross emoluments not less than the monthly gross salary of a regularly appointed Assistant Professor, Associate Professor and Professor, as the case may be, and

(g) No distinctions shall be made with reference to the nature of management of the institution where previous service was rendered (private/local body/ Government), while counting the past service under this.

21. DEPUTATION & UGC PAY SCALES:

As a matter of Policy precedent and in order to maintain Quality and standards like relevancy, inclusiveness and excellence in academic field, Teachers going on deputation to other jobs except those related to education management and research cannot carry forward their UGC pay scales. In other words Teachers and equivalent cadre staff are not entitled to get pay in UGC Pay Scales when they go on deputation to other posts outside academic field. However, they are entitled to draw pay in State pay scales as per the Rules and Orders governing the issue.

22. THE PERIOD OF PROBATION AND CONFIRMATION

The period of probation and confirmation of Teachers and equivalent cadre staff in the University shall be as stipulated in the respective State Rules namely, The Karnataka Civil Services (Probation) Rules, 1977 and the Karnataka Civil Services (General Recruitment) Rules, 1977 and orders issued thereunder from time to time.

23. CREATION AND FILLING-UP OF TEACHING POSTS

Without the sanction of the State Government no new post be created and no recruitment shall be made to the posts in the University and affiliated colleges. However, the ratio of posts as prescribed by UGC shall be adhered to. Accordingly,

(i) Teaching posts in University, as far as feasible, may be created in a pyramidal order, for instance, for one post of Professor, there shall be two posts of Associate Professors and four posts of Assistant Professor, per department.

(ii) All the sanctioned/ approved posts in the University system shall be filled up on an urgent basis only after getting necessary approval of the State Government.

24. WORKLOAD

(i) The workload shall be as specified in the "UGC Regulations on Minimum Qualifications for appointment of teachers and other academic staff and measures for maintenance of standards in Higher Education, 2018". If any doubt arises as to assignment of workload then the same shall be resolved as per UGC/ICAR regulations and in the interest of the institution concerned.

(ii) Accordingly, the workload of the teachers in full employment should not be less than Forty hours a week for thirty working weeks (One Hundred and Eighty teaching days) in an academic year. It should be necessary for the teacher to be available for at least Five hours daily in the University/College. Teachers shall devote at least Two hours per day for mentoring of students (minimum fifteen students per coordinator) for Community Development/Extra-Curricular Activities/library consultation/research in case of Under-Graduate Courses and / or at least Two hours per day for research in case of Post– Graduate courses, for which the necessary space and infrastructure shall be provided by the University/ College. The direct teaching-learning work load should be as follows: Assistant Professor-16 hours per week, Associate Professor/Professor-14 hours per week.

(iii) Professors/ Associate Professors/Assistant Professors involved in administration/extension work can devote two hours per week from the teaching and learning hours.

25. CODE OF PROFESSIONAL ETHICS:

a) The code of conduct in respect of teacher and equivalent cadre personnel in Government/ Aided Colleges and Universities in the State shall be governed by the KCS (Conduct) Rules, 1966 and similar rules in respect of private aided institutions shall be adhered to.

b) Further, each University should evolve its own professional ethics/code of conduct which shall be in consonance with the provisions of Acts/Rules framed by the State.

26. SERVICE AGREEMENT:

There shall be such agreements/contracts between the employees on UGC pay scales at the time of direct recruitment, promotion and while deputing for higher studies as provided in relevant service rules and the same is subject to further regulations as the State deems fit.

27. INTER-SE SENIORITY BETWEEN THE DIRECT RECRUITED AND TEACHERS PROMOTED UNDER CAS

The seniority of employees including the inter-se seniority among direct recruitees and promotes etc. shall be determined as per the provisions of Karnataka Government Servants'(Seniority) Rules, 1957 and order issued thereunder.

28. ANOMALIES

Anomalies and disparities in pay if any in the Revised Pay on account of implementation of the New Pay Matrix shall be brought to the notice of the State Government for suitable orders.

29. ANNEXURES

The Annexures I, II, III below shall be followed with regard to fixation of new pay scale and implementation of the same.

Annexure - I

Pay Matrix

Pay Band (Rs.)		**15,600-39,100**			**37,400-67,000**		**67,000-79,000**
Academic Grade Pay (Rs.)		6,000	7,000	8,000	9,000	10,000	-
Index of Rationalization		**2.67**	**2.67**	**2.67**	**2.67**	**2.72**	**2.72**
Entry Level Pay (Rs.)		21,600	25,790	29,900	49,200	53,000	67,000
Academic Level		**10**	**11**	**12**	**13A**	**14**	**15**
Revised Entry Pay	1.	57,700	68,900	79,800	1,31,400	1,44,200	1,82,200
	2.	59,400	71,000	82,200	1,35,300	1,48,500	1,87,700
	3.	61,200	73,100	84,700	1,39,400	1,53,000	1,93,300
	4.	63,000	75,300	87,200	1,43,600	1,57,600	1,99,100
	5.	64,900	77,600	89,800	1,47,900	1,62,300	2,05,100
	6.	66,800	79,900	92,500	1,52,300	1,67,200	2,11,300
	7.	68,800	82,300	95,300	1,56,900	1,72,200	2,17,600
	8.	70,900	84,800	98,200	1,61,600	1,77,400	2,24,100
	9.	73,000	87,300	1,01,100	1,66,400	1,82,700	
	10.	75,200	89,900	1,04,100	1,71,400	1,88,200	
	11.	77,500	92,600	1,07,200	1,76,500	1,93,800	
	12.	79,800	95,400	1,10,400	1,81,800	1,99,600	
	13.	82,200	98,300	1,13,700	1,87,300	2,05,600	
	14.	84,700	1,01,200	1,17,100	1,92,900	2,11,800	
	15.	87,200	1,04,200	1,20,600	1,98,700	2,18,200	
	16.	89,800	1,07,300	1,24,200	2,04,700		
	17.	92,500	1,10,500	1,27,900	2,10,800		
	18.	95,300	1,13,800	1,31,700	2,17,100		
	19.	98,200	1,17,200	1,35,700			
	20.	1,01,100	1,20,700	1,39,800			
	21.	1,04,100	1,24,300	1,44,000			
	22.	1,07,200	1,28,000	1,48,300			
	23.	1,10,400	1,31,800	1,52,700			
	24.	1,13,700	1,35,800	1,57,300			
	25.	1,17,100	1,39,900	1,62,000			
	26.	1,20,600	1,44,100	1,66,900			
	27.	1,24,200	1,48,400	1,71,900			
	28.	1,27,900	1,52,900	1,77,100			
	29.	1,31,700	1,57,500	1,82,400			

30.	1,35,700	1,62,200	1,87,900			
31.	1,39,800	1,67,100	1,93,500			
32.	1,44,000	1,72,100	1,99,300			
33.	1,48,300	1,77,300	2,05,300			
34.	1,52,700	1,82,600	2,11,500			
35.	1,57,300	1,88,100				
36.	1,62,000	1,93,700				
37.	1,66,900	1,99,500				
38.	1,71,900	2,05,500				
39.	1,77,100					
40.	1,82,400					

Annexure – II

1.	Name of the Employee	
2.	Designation of the post in which pay is to be Fixed as on January 1, 2016	
3.	Status (Substantive / Officiating)	
4.	Pre-revised Pay Band and Grade Pay or Scale	
5.	Existing emoluments	
	a) Basic Pay (Pay in the applicable Pay Band plus applicable Grade Pay or basic pay in the applicable scale) in the pre-revised structure as on January 1, 2016	
	b) Dearness Allowance sanctioned w.e.f. 01.01.2016	
	c) Existing emoluments (a+b)	
6.	Basic Pay (Pay in the applicable Pay Band plus applicable Grade Pay or basic pay in the applicable scale) in the pre-revised structure as on January 1, 2016.	
7.	Applicable Level in Pay Matrix corresponding to Pay Band and Grade Pay or scale shown at Sl.No.4	
8.	Amount arrived at by multiplying basic pay as at Sl.No.6 by 2.57	
9.	Applicable Cell in the Level either equal to or just above the Amount at Sl. No. 8	
10.	Revised Basic Pay (as per Sl. No. 9)	
11.	Revised pay with reference to the Substantive Pay in cases where the pay fixed in the officiating post is lower than the pay fixed in the substantive post if applicable	
12.	Personal Pay, if any	
13.	Date of next increment and pay Pay after grant of increment Date of Increment (Pay after increment in applicable Level of Pay Matrix)	
14.	Any other relevant information	

Date: Signature & Designation of Head of theDepartment

Office:

Annexure– III

UNDERTAKING

I hereby undertake that any excess payment that may be found to have been made as a result of incorrect fixation of pay or any excess payment detected in the light of discrepancies noticed subsequently will be refunded by me to the Government either by adjustment against future payments due to me or otherwise.

Date:
Station:

Signature:
Name:
Designation:
College:

Signed before me

Signature & Designation of Head of the Office/Department

29. OTHER MATTERS:

If any difficulty arises in giving effect to the above provisions the same may be considered in the light of the provisions contained in "UGC Regulations on Minimum Qualifications for appointment of teachers and other academic staff and measures for maintenance of standards in Higher Education, 2018" and amendments issued thereunder read with relevant service rules of the State and if necessary the same may be referred to government for necessary orders/clarifications.

30. MODIFICATION OF THE STATUTE:

Notwithstanding the foregoing, the directions/amendments issued by the UGC and the orders of the Govt. of Karnataka issued from time to time shall be deemed to have been incorporated into this Statute and shall constitute an integral part of this Statute.

31. REPEAL

All the existing statutes in this behalf are hereby repealed.

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[Assented by the Chancellor on 22.10.2021 and communicated by the Additional Chief Secretary to Government, Education Department (Higher Education), Bangalore vide letter No: ED 2 UDS 2019 dated 09.11.2021.]