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separate compilation.

PART III

Laws, Regulations and Rules passed thereunder.

GOVERNMENT OF JAMMU AND KASHMIR
CIVIL SECRETARIAT—HIGHER EDUCATION DEPARTMENT

Notification

Srinagar, 6th of July, 2017.

SRO-272.—In exercise of power conferred by the proviso to section 124 of the Constitution of Jammu and Kashmir, the Governor hereby notifies the rules namely “Jammu and Kashmir Government Engineering Colleges (Gazetted) Service Recruitment Rules, 2017” as Annexure “A”.

By order of Government of Jammu and Kashmir.

(Sd.) DR. ASGAR HASSAN SAMOON, IAS,

Commissioner/Secretary to Government,
Higher Education Department.

GOVERNMENT OF JAMMU AND KASHMIR
HIGHER EDUCATION DEPARTMENT

Notification

Srinagar, 6th July, 2017

SRO-272.—In exercise of the powers conferred by proviso to section 124 of the Constitution of Jammu and Kashmir, the Governor hereby make the following rules, namely :—

1. *Short title and commencements.*—(1) These rules may be called the Jammu and Kashmir Government Engineering Colleges (Gazetted) Service Recruitment Rules, 2017.

(2) These rules shall come into force with effect from the date of their publication in the Government Gazette.

2. *Definitions.*—In these rules, unless the context otherwise requires,—

- (a) “Administrative Department” means the Department of the Government in the Civil Secretariat holding the administrative charge of the service ;
- (b) “Cadre” means the Cadre of the service ;
- (c) “Commission” means the Jammu and Kashmir Public Service Commission ;
- (d) “Government” means the Government of Jammu and Kashmir ;
- (e) “Member of the Service” means a person appointed to a post in the service under the provisions of these rules ;
- (f) “Post” means a permanent post carrying a definite time scale sanctioned by the competent authority ;

- (g) “Rules” means the Jammu and Kashmir Government Engineering Colleges (Gazetted) Service Recruitment Rules, 2017 ;
- (h) “Schedule” means the schedule(s) annexed to these rules ;
- (i) “Service” means the Jammu and Kashmir Government Engineering Colleges (Gazetted) Service ;
- (j) “State” means the Jammu and Kashmir State ;
- (k) Words and expressions used in these rules but not defined shall have the same meaning as are assigned to them in the Jammu and Kashmir Civil Services (Classification, Control and Appeal) Rules, 1956.

3. *Constitution of service.*—(1) From the date of commencement of these rules there shall be constituted the “Jammu and Kashmir Government Engineering Colleges (Gazetted) Service”.

(2) For the purpose of initial constitution of service, any person who at the commencement of these rules is holding in a substantive capacity any post included in the cadre of the service ; shall be deemed to have been appointed to the service under these rules unless he/she opts otherwise within 15 days from the commencement of these rules.

Explanation :— The word “holding” means a person holding a post included in the cadre of the Jammu and Kashmir Government Engineering Colleges (Gazetted) Service in its sanctioned scale of pay and who has been appointed on substantive basis by the competent authority and will not cover the persons holding a post on ex-cadre/deputation basis or on *ad hoc* basis or in a stop-gap arrangement.

4. *Strength and composition of the service.*—(1) The authorized permanent and temporary strength of the cadre and the nature of the posts included therein shall be determined by the Government, from time to time

and shall be at the initial constitution of the service under these rules, be such as specified in the Schedule-I annexed to these rules.

(2) The Government shall, at the interval of every three years or at such other intervals as may be necessary, re-examine the strength and composition of the cadre of the service and make such alterations therein as is required.

5. *Qualification and method of recruitment.*—(1) No person shall be eligible for appointment or promotion to any post in any class, category or grade in the service unless he/she possesses the qualifications as laid down in the Schedule-II/Career Advancement Scheme and fulfils other requirements of recruitment as provided in the rules and orders for the time being in force.

(2) Appointment to the service shall be made on the recommendations of the Public Service Commission—

- (a) by direct recruitment ;
- (b) by selection/promotion ; and
- (c) partly by direct recruitment and partly by selection/promotion in the manner mentioned against each post in Schedule-II appended to these rules and under Career Advancement Scheme :

Provided that all the vacancies shall be filled through Jammu and Kashmir Public Service Commission/DPC as per the rules/statutory order of the Government issued for the purpose :

Provided further that all posts to be filled by promotion/ placement shall be processed through a process of selection

by the Screening Committee to be constituted in the Administrative Department :

Provided also that Minimum qualification for direct recruitment/promotion reflected in Schedule-II is applicable for the teachers who will be appointed after the enforcement of these rules.

6. *Career Advancement Scheme*—

- i. Persons, on their appointment in the college, 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 AGP of Rs. 6000/- ;
- ii. An Assistant Professor with completed service of 4 years, possessing Ph. D. Degree in the relevant discipline, shall be eligible for moving up to the AGP of Rs. 7000/- ;
- iii. An Assistant Professor, possessing an M. Phil Degree or a Master's Degree in professional courses, shall be eligible for the AGP of Rs. 7000, after the completion of five years service as Assistant Professor ;
- iv. An Assistant Professor, who does not have a Ph. D. or an M. Phil Degree or a Master's Degree in professional courses, shall be eligible for the AGP of Rs. 7000/- only after the completion of six years service as Assistant Professor ;
- v. The upward movement from the AGP of Rs. 6000 to the AGP of Rs. 7000 for all Assistant Professors shall be subject to their satisfying other conditions, as laid down by the AICTE (Schedule-II) ;

- vi. The incumbents on the posts of Lecturers (Sr. Scale) i. e. the pre-revised scale of Rs. 10000-15200, shall be re-designated as Assistant Professors, and their pay shall be fixed at the appropriate stage in the Pay Band of Rs.15600-39100, based on their present pay, with AGP of Rs. 7000 ;
- vii. An Assistant Professor, with completed service of five years at the AGP of Rs. 7000, shall be eligible, subject to other requirements laid down by the AICTE (Schedule-II), to move up to the AGP of Rs. 8000 ;
- viii. Posts of Associate Professors 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 ;
- ix. Incumbent Lecturers (Selection Grade)/Assistant Professors, who have completed 3 years in the current Pay Scale of Rs. 12,000-18,300 on 1-1-2006, shall be placed in the Pay Band of Rs. 37,400-67,000, with AGP of Rs. 9000/-, and shall be re-designated as Associate Professors ;
- x. Incumbent Lecturers (Selection Grade/Assistant Professors), who had not completed three years in the pay scale of Rs. 12000-18300 on 1-1-2006, shall be placed at the appropriate stage in the Pay Band of Rs.15600-39100 with AGP of Rs. 8000, till they complete 3 years of service in the grade of Lecturer (SG)/Assistant Professor, and, thereafter, shall be placed in the higher Pay Band of Rs. 37400-67000, with AGP of Rs. 9000, and shall be re-designated as Associate Professors ;

- xi. Lecturers (SG)/Assistant Professors in service at present, shall continue to be designated as Lecturers (SG)/Assistant Professors in the Pay Band of Rs.15600-39100, with AGP of Rs. 8000, until they are placed in the Pay Band of Rs. 37400-67000, and re-designated as Associate Professor in the manner described at Clause (x) ;
- xii. Assistant Professors, completing 3 years of teaching in the AGP of Rs. 8000, shall be placed in the Pay Band of Rs. 37400-67000, with AGP of Rs. 9000, and are to be designated as Associate Professors ;
- xiii. Associate Professors, completing 3 years of service in the AGP of Rs. 9000 and possessing a Ph. D. Degree in the relevant discipline, shall be eligible to be appointed and designated as Professors in the Pay Band of Rs. 37,400-67000, with AGP of Rs.10,000, subject to the other conditions of academic performance, as laid down by the AICTE (Schedule-II). No teachers, other than those with a Ph. D. shall be promoted/appointed or designated as Professors ;
- xiv. The pay of a directly recruited Professor shall be fixed at a stage not below Rs. 43,000/- in the Pay Band of Rs. 37,400-67,000, with the applicable AGP of Rs. 10,000 ;
- xv. For initial direct recruitment at the level of Associate Professors and Professors, the eligibility conditions in respect of academic and research requirements shall be such as may be or have been prescribed by the AICTE through Regulations and/or laid down by the AICTE (Schedule-II) ;
- xvi. Appointments to the post of Principal shall be based on the conditions of eligibility, laid down by the AICTE from time to time. The post of Principal shall be in the Pay Band of Rs. 37,400-67,000, with AGP of Rs.10,000, plus a Special Allowance of Rs. 3000/.

7. *Probation.*—(1) Persons appointed to the service by direct recruitment shall be “on probation for two years” and their confirmation for any class or category shall be made under the provisions of Jammu and Kashmir Civil Services (Classification, Control and Appeal) Rules, 1956.

(2) The pay of a person appointed to the service under these rules shall be regularized as per the provisions of J&K Civil Services Regulation or General Rules as issued from time to time.

8. *Reservation in appointments.*—While making appointments either by direct recruitment or by selection/placement, reservation shall be made in accordance with the rules and orders issued from time to time for members of Scheduled Caste/Scheduled Tribes/Backward Classes or any other category or class of permanent residents of State under the provisions of Jammu and Kashmir Reservation Act, 2004 and Reservation Rules in force.

9. *Training and departmental examination.*—Persons appointed to the service by competitive examination shall be required to undergo such training from time to time during the course of service and to pass during the period of probation or trail such departmental examination as the Government may prescribe :

Provided that the Government may exempt persons from such training or departmental examination either wholly or partly, who have passed a departmental examination or undergone training declared by Government to be equivalent to a departmental examination or training prescribed under these rules.

10. *Eligibility of Government servants for direct recruitment.*—A person already in the Government service may apply through proper channel for direct recruitment to a vacant post in any particular class or category in the service if he/she possesses the educational and other qualifications prescribed for recruitment to such class or category

of post. The upper age limit of such Government servants shall be provided in the general rules :

Provided that in the case of a post which requires a higher degree of specialization or experience, the Government may prescribe higher age limit.

11. *Maintenance of seniority lists.*—Seniority of the members of the service shall be regulated under the Jammu and Kashmir Civil Service (Classification, Control and Appeal) Rules, 1956. The Administrative Department shall maintain an up-to-date and final seniority list of the service.

12. *Residuary matters.*—In regard to matters not specifically covered by these rules, the members of the service shall be governed by the rules, regulations and orders applicable to the State Civil Service in general.

13. *Interpretation.*—If any question arises relating to the interpretation of these rules the matter shall be referred to the Administrative Department whose decision thereon shall be final and binding.

14. *Repeal and savings.*—(1) All rules corresponding to these rules and in force immediately before the commencement of these rules are hereby repealed.

(2) Notwithstanding such repeal, any appointment order made or action taken under the provisions of the rules so repealed shall be deemed to have been made or taken under the corresponding provisions of these rules.

By order of Government of Jammu and Kashmir.

(Sd.) DR. ASGAR HASSAN SAMOON, IAS,
Commissioner/Secretary to Government,
Higher Education Department.

SCHEDULE-I

**Jammu and Kashmir Government Engineering College
(Gazetted) Service Recruitment Rules, 2017**

S. No.	Designation	Pay Band with Academic Grade Pay	No. of Posts
(1)	(2)	(3)	(4)
1.	Principal/Director	Rs. 37,400-67,000+ AGP 10,000/- with special pay Rs. 3000/-	01
2.	Professor	Rs. 37,400-67,000+ AGP 10,000/-	15
3.	Associate Professor	Rs. 37,400-67,000+ AGP 9,000/-	24
4.	Assistant Professor	Rs. 15,600-39,100+ AGP 6,000/-	33
5.	Physical Training Instructor	Rs. 15,600-39,100+ AGP 6,000/-	01
6.	Librarian	Rs. 15,600-39,100+ AGP 6,000/-	01
7.	Registrar	Rs. 15,600-39,100+ GP 7,600/-	01
8.	Assistant Registrar	Rs. 9,300-34,800+ GP 5,400/-	01
9.	Maintenance Engineer	Rs. 9,300-34,800+ GP 5,400/-	01

(1)	(2)	(3)	(4)
10.	Private Secretary	Rs. 9,300-34,800+ GP 4,800/-	01
11.	Workshop Superintendent	Rs. 9,300-34,800+ GP 4,800/-	01
12.	Accounts Officer	Rs. 9,300-34,800+ GP 4,800/-	01
Total			81

SCHEDULE-II

Jammu and Kashmir Government Engineering College (Gazetted) Service Recruitment Rules, 2017

Class	Category	Designation	Pay Band with Academic Grade Pay/Grade Pay	Minimum qualification for direct recruitment/ promotion	Method of recruitment
1	2	3	4	5	6
I	A	Principal/ Director	Rs. 37,400- 67,000+AGP of Rs. 10,000 with special pay Rs. 3000/-	B. E./B. Tech. and Master's Degree in relevant branch or equivalent with first class or equivalent either in B. E./B. Tech. or Master's Degree, and Ph. D. or equivalent in appropriate branch. Post-Ph. D. publications	By "selection" from Class-II, Category A from amongst the persons having at least 10 years experience in Teaching/Research/Industry out of which at least 5 years shall be at the level of Professor. OR

and guiding Ph. D. students is highly desirable.

Minimum of 13 years in teaching and/or research and/or industry.

In case of research experience, good academic record and books/research paper publications/IPR/Patents record shall be required as deemed fit by the expert members of the Selection Committee.

If the experience in industry is considered, the same shall be at managerial level equivalent to Professor level with active participation record in devising/designing, developing, planning, executing, analyzing, quality control, innovating, training, technical books/research paper publication/IPR/Patents etc. as deemed fit by the

1	2	3	4	5	6
					expert members of the Selection Committee.
					Flair for management and leadership is essential.
					In case of Architecture, professional practice of 10 years as certified by the Council of Architecture shall also be considered valid.
II	A	Professor (Engineering/ Technology)	Rs. 37,400- 67,000+AGP of Rs. 10,000	B. E./B. Tech. and Master's Degree in relevant branch with first class or equivalent either in B. E./B. Tech. or Master's Degree and Ph. D. or equivalent in appropriate branch. Post-Ph. D. publications and guiding Ph. D.	100% by direct recruitment. 10 years experience in teaching/research/industry out of which at least 3 years shall be at the level of Associate Professor. OR Minimum of 13 years experience in teaching and/

students is highly desirable.

or research and/or industry.

In case of research experience, good academic record and books/research paper publications IPR/ Patents record shall be required as deemed fit by the expert members of the Selection Committee.

If the experience in industry is considered, the same shall be at managerial level equivalent to Professor level with active participation record in devising/designing, developing, planning, executing, analyzing, quality control, innovating, training, technical books/research paper publication/IPR/Patents etc.

1	2	3	4	5	6
					In case of Architecture, professional practice of 10 years as certified by the Council of Architecture shall also be considered valid. By promotion, from Class-III, Category (A) having at least three years service as such, subject to the conditions as laid down by the AICTE, as stipulated below or as may be notified by the AICTE from time to time. Minimum yearly/cumulative API scores using the PBAS scoring proforma developed by the concerned University as per norms in AICTE.

II	B	Professor (Science and Humanities)	Rs. 37,400- 67,000+AGP of Rs. 10,000	Masters Degree in the relevant subject with first class or its equivalent grade of "B" in the seven point scale from an Indian University or an equivalent course/degree from an India/ Foreign University with NET/ SET/conducted by UGC/ CSIR/Associations of Indian University (AIU)/ University of Kashmir/ Jammu with accreditation from UGC and Ph. D. in concerned subject.	A minimum of five publications since the period that the teacher is placed in stage 3.
					100% by direct recruitment. 10 years experience in teaching/research/industry out which at least 3 years shall be at the level of Associate Professor. OR Minimum of 13 years experience in teaching and/or research and/or Industry. In case of research experience, good academic record and books/research papers publications/IPR/ Patents record shall be

1	2	3	4	5	6
					required as deemed fit by the expert members of the Selection Committee. By promotion, from Class-III, Category (B) having at least three years service as such, subject to the conditions as laid down by the UGC, as stipulated below or as may be notified by the UGC from time to time. Minimum cumulative API scores using the PBAS scoring proforma developed by the concerned University as per norms in UGC. A minimum of five publications since the period

that the teacher is placed in stage 3.

III	A	Associate Professor (Engineering and Technology)	Rs. 37,400-67,000+AGP of Rs. 9,000	B. E./B. Tech. and Master's Degree in relevant branch or equivalent first class or equivalent either in B. E./B. Tech. or Master's Degree, and Ph. D. or equivalent in appropriate branch. Post-Ph. D. publications and guiding Ph. D. students is highly desirable.	100% by direct recruitment. Minimum of 5 years experience in teaching/research/industry of which two years Post-Ph. D. experience is desirable. In case of Architecture, professional practice of 5 years as certified by the Council of Architecture shall also be considered valid. By promotion, from Class-IV, Category (A) having at least three years service as such, subject to the conditions as laid down by the AICTE, as stipulated below or as may be
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1	2	3	4	5	6
					notified by the AICTE from time to time. Minimum API scores using the PBAS scoring proforma developed by the concerned University as per norms in AICTE. At least 3 publications in entire period as Assistant Professor. However, an exemption of one publication will be given to M. Phil holders and an exemption of 2 publications will be given to Ph. D. holders. One course/programme from among the category of methodology workshops, training, teaching, learning, evaluation technology

III	B	Associate Professor (Science and Humanities)	Rs. 37,400- 67,000+AGP of Rs. 9,000	Master's Degree in relevant branch with first class or its equivalent grade of "B" in the seven point scale from an Indian University or an equivalent course/degree from an Indian/Foreign University with NET/SET conduct by UGC/CSIR/Association	programmes, soft skill development programmes and faculty development programmes minimum one week duration approved or conducted by AICTE/ Central Government/State Government/University etc. shall be required as deemed fit by the expert members of the Selection Committee.
					100% by direct recruitment.
					Minimum of 5 years experience in teaching/ research/industry of which two years Post-Ph. D. experience is desirable.
					By promotion, from Class-IV, Category (B) having at least

1	2	3	4	5	6
				of Indian University (AIU)/University of Kashmir/Jammu with accreditation from UGC and Ph. D. in concerned subject.	three years service as such, subject to the conditions as laid down by the UGC, notified on 30-06-2010 as stipulated below or as may be notified by the UGC from time to time :— a. Minimum API scores using PBAS scoring proforma prescribed by the UGC. b. At least three publications in the entire period as Assistant Professor (12 years). However, an exemption of one and two publications will be given to Teachers with M. Phil and Ph. D. respectively.

III	C	Physical Training Instructor (Selection Grade-II)	Rs. 37,400-67,000+AGP of Rs. 9,000	One course/programme from among the categories of Refresher Courses, Methodology Workshops, Training, Teaching, Learning Technology Programmes, Soft Skill Development Programmes of minimum of one week duration, shall be required as deemed fit by the expert members of the Selection Committee.
				By promotion from Class-IV, Category (C), having at least three years service as such subject to the conditions as laid down by the UGC, notified on 30-06-2010 as stipulated below or as may be notified by the UGC from time to time :—
				(a) Minimum API scores using PBAS scoring proforma prescribed by the UGC.

1	2	3	4	5	6
III	D	Librarian (Selection Grade-II)	Rs. 37,400- 67,000+AGP of Rs. 9,000		(b) At least three publications in the entire period as Physical Training Instructor (12 years). However, an exemption of one and two publications will be given to Teachers with M. Phil and Ph. D. respectively. By promotion from Class-IV, Category (D), having at least three years service as such, subject to the conditions as laid down by the UGC, notified on 30-06-2010 as stipulated below or as may be notified by the UGC from time to time :— (a) Minimum API scores using PBAS scoring proforma prescribed by the UGC.

IV	A	Assistant Professor Pay Band-III (Engineering and Technology	Rs. 15,600-39,100+AGP of Rs. 8000/-		(b) At least three publications in the entire period as Librarian (12 years). However, an exemption of one and two publications will be given to Teachers with M. Phil and Ph. D. respectively.
					Assistant Professor in AGP of Rs. 7000/- shall be eligible for being placed in AGP of Rs. 8000/- after completion of 5 years service through Screening by a Committee to be constituted in the department subject to the conditions laid down by the AICTE from time to time as mentioned below :— (i) Minimum API scores using the PBAS scoring

1	2	3	4	5	6
					proforma developed by the concerned University as per norms in AICTE. (ii) One course/programme from among the categories of refresher courses, methodology workshops, training, teaching-learning-evaluation technology programmes, soft skill development programmes and faculty development, shall be required as deemed fit by the expert members of the Selection Committee. Programmes of 2/3 weeks duration approved or

IV	B	Assistant Professor Pay Band-III (Science and Humanities)	Rs. 15,600-39,100+AGP of Rs. 8000/-	...	conducted by AICTE/ Central Government/ State Government/ University etc. possesses consistently good performance appraisal reports.
					By placement through Screening by a Committee to be constituted by the Administrative Department for the purpose, from Class-V, Category (B) having at least five years service as such subject to the conditions as laid down by the UGC, notified on 30-06-2010 as stipulated below or as may be notified by the UGC from time to time :— (a) Consistently satisfactory performance appraisal reports.

1	2	3	4	5	6
IV	C	Physical Training Instructor	Rs. 15,600-39,100+AGP of Rs. 8000/-	...	(b) Participated in two Refresher courses of at least 3-4 weeks duration or engaged in other appropriate continuing education programmes of comparable quality as may be specified or approved by the UGC. However, where the requirement of Refresher course has remained incomplete, the placement would not be withheld, but these must be completed within two years from the date of placement. By placement through Screening by a Committee to be constituted by the

(Selection
Grade-I)

Administrative Department
for the purpose, from
Class V, Category (C) having
at least five years service
as such subject to the
conditions as laid down
by the UGC notified
on 30-06-2010 as
stipulated below or as may be
notified by the UGC from time
to time :—

(a) Consistently satisfactory
performance appraisal
reports ;

(b) Participated in two
Refresher courses of at
least 3-4 weeks duration
or engaged in other
appropriate continuing
education programmes of
comparable quality as
may be specified or

1	2	3	4	5	6
IV	D	Librarian (Selection Grade-I)	Rs. 15,600- 39,100+AGP of Rs. 8000/-	...	approved by the UGC. However, where the requirement of Refresher course has remained incomplete, the placement would not be withheld but these must be completed within two years from the date of placement. By placement through Screening by a Committee to be constituted by the Administrative Department for the purpose, from Class-IV, Category (D) having at least five years service as such subject to the conditions as laid down by the UGC, notified on 30-06-2010 as stipulated below or as may be

notified by the UGC from time to time :—

- (a) Consistently satisfactory performance appraisal reports ;
- (b) Participated in two Refresher course of at least 3-4 weeks duration or engaged in other appropriate continuing education programmes of comparable quality as may be specified or approved by the UGC. However, where the requirement of Refresher course has remained incomplete, the placement would not be withheld, but these must be completed within two years from the date of placement.

1	2	3	4	5	6
V	A	Assistant Professor Pay Band-II (Engineering and Technology)	Rs. 15,600-39,100+AGP of Rs. 7000/-	...	Assistant Professors in AGP of Rs. 6000/- shall be placed in AGP of Rs. 7000/- through Screening by a Committee to be constituted in the department, after :— (a) 4 years service who possess Ph. D. Degree in the relevant branch/discipline. (b) 5 years service who possess M. Phil or a Post-Graduate Degree in relevant branch/discipline; and (c) 6 years who do not possess Ph. D. or M. Phil or Post-Graduate Degree

in the relevant branch/
discipline—

(i) Minimum API scores
using the PBAS
scoring proforma
developed by the
concerned University
as per norms in
AICTE ;

(ii) One Orientation and
one Refresher/
research methodology
course of 2/3 weeks
duration approved or
conducted by AICTE/
Central Government/
State Government/
University etc.
possesses consistently
good performance
appraisal reports.

1	2	3	4	5	6
V	B	Assistant Professor Pay Band-II (Science and Humanities)	Rs. 15,600-39,100+AGP of Rs. 7000/-	...	By placement through Screening by a Committee to be constituted by the Administrative Department for the purpose, from Class-VI, Category (B) having at least six years service as such and in the case of Ph. D. and M. Phil Degree holders four years and five years service respectively as such, subject to the conditions as laid down by the UGC, notified on 30-06-2010 as stipulated below or as may be notified by the UGC from time to time :— (a) Consistently satisfactory performance appraisal reports ;

- (b) Participated in one Orientation course and one Refresher course of at least 3-4 weeks duration or engaged in other appropriate continuing education programmes of comparable quality as may be specified or approved by the UGC. Those with Ph. D. Degree would be exempted from Refresher course. However, where the requirement of Orientation/Refresher course has remained incomplete, the placement would not be withheld, but these must be completed within two years from the date of placement.

1	2	3	4	5	6
V	C	Physical Training Instructor (Senior Scale)	Rs. 15,600-39,100+AGP of Rs. 7000/-		By placement through Screening by a Committee to be constituted by the Administrative Department for the purpose, from amongst Class-VI, Category (C) having six years service as such, four years and five years in the case of Ph. D. & M. Phil Degree holders respectively, subject to the conditions as laid down by the UGC notified on 30-06-2010 as stipulated below or as may be notified by the UGC from time to time :— (a) Consistently satisfactory performance appraisal reports ; (b) Participated in one Orientation course and

one Refresher course of at least 3-4 weeks duration or engaged in other appropriate continuing education programmes of comparable quality as may be specified or approved by the UGC. Those with Ph. D. Degree would be exempted from Refresher course. However, where the requirement of Orientation/Refresher course has remained incomplete, the placement would not be withheld, but these must be completed within two years from the date of placement.

By placement through Screening by a Committee to be constituted by the

....

Rs. 15,600-39,100+AGP of Rs. 7000/-

Librarian (Senior Scale)

D

V

1	2	3	4	5	6
					Administrative Department for the purpose, from Class-VI, Category (D) having at least six years service as such, four years and five years in the case of Ph. D. and M. Phil Degree holders respectively, subject to the conditions as laid down by the UGC, notified on 30-06-2010 as stipulated below or as may be notified by the UGC from time to time :— (a) Consistently satisfactory performance appraisal reports ; (b) Participated in one orientation course and one Refresher course of at least 3-4 weeks duration

or engaged in other appropriate continuing education programmes of comparable quality as may be specified or approved by the UGC. Those with Ph. D. Degree would be exempted from Refresher course. However, where the requirement of Orientation/Refresher course has remained incomplete, the placement would not be withheld, but these must be completed within two years from the date of placement.

100% by direct recruitment.

B. E./B. Tech. and Master's Degree in relevant branch with first class or equivalent either in B. E./B. Tech. or Master's Degree.

Rs. 15,600-39,100+AGP of Rs. 6000/-

Assistant Professor Pay Band-I (Engineering and Technology)

A

VI

1	2	3	4	5	6
VI	B	Assistant Professor Pay Band-I (Science and Humanities)	Rs. 15,600-39,100+AGP of Rs. 6000/-	(a) Good academic record as defined by the concerned University with at least 55% marks [50% excluding any grace marks, in case of Scheduled Caste/Scheduled Tribes/Differently-abled (Physically and Visually differently-abled)] Categories/Ph. D. Degree holders, who have obtained their Master's Degree prior to 19th September, 1991] or an	100% by direct recruitment.

equivalent grade in a point scale wherever grading system is followed at the Master's Degree level in the relevant subject from an Indian University, or an equivalent degree from an accredited foreign University.

(b) The candidate must have cleared NET/SLET/SET conducted by the UGC, CSIR/AIU.

(c) The candidates who are, or have been awarded a Ph. D. Degree in accordance with the University

1	2	3	4	5	6
				Grants Commission (Minimum Standards and Procedure for Award of Ph. D. Degree Regulations), 2009, shall be exempted from the requirement of the minimum eligibility condition of NET/SLET/SET.	
				(d) NET/SLET/SET shall also not be required for such Master's Programmes in disciplines for which NET/	

VI	C	Physical Training Instructor	Rs. 15,600-39,100+AGP of Rs. 6000/-	SLET/SET is not conducted. (a) A Master's Degree in Physical Education or Master's Degree in Sports Science with at least 55% marks [50% excluding any grace marks, in case of Scheduled Caste/ Scheduled Tribes/ Differently-abled (Physically and Visually differently-abled) Categories/ Ph. D. Degree holders, who have obtained their Master's Degree prior to 19th September, 1991] or an equivalent grade in a point scale wherever grading system is followed with a	100% by direct recruitment.
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1	2	3	4	5	6
				consistently good academic record.	
				(b) Has represented the University/College at the Inter-University/ Collegiate Competition or the State and/or National Championship.	
				(c) The candidate must have cleared NET/ SLET/SET conducted by the UGC, CSIR/AIU.	
				(d) Passed the physical fitness test as per standards prescribed here under :—	
				(i) NORMS FOR MEN :	
				12 Minute Run/Walk Test	

Up to 30 year of age 1800 metre
Up to 40 year of age 1500 metre
Up to 45 year of age 1200 metre

(ii) NORMS FOR
WOMEN :

8 Minute Run/Walk Test

Up to 30 year of age 1000 metre
Up to 40 year of age 800 metre
Up to 45 year of age 600 metre :

Provided that a candidate who is required to undertake the physical fitness test shall produce a medical certificate certifying to the effect that he/she is medically fit for undertaking such test, before actually undertaking the said test.

- (e) The candidates who are, or have been awarded a Ph. D. Degree in accordance with the

1	2	3	4	5	6
				University Grants Commission (Minimum Standards and Procedure for Award of Ph. D. Degree Regulations), 2009, shall be exempted from the requirement of the minimum eligibility condition of NET/SLET/SET.	
VI	D	Librarian	Rs. 15,600-39,100+AGP of Rs. 6000/-	(a) Good academic record with knowledge of Computerization of Library, having at least 55% marks [50%, excluding any grace marks, in case of Scheduled Caste/ Scheduled Tribe/	100% by direct recruitment.

Differently-abled
(Physically and
Visually differently-
abled) Categories/
Ph. D. Degree holders,
who have obtained
their Master's Degree
prior to 19th
September, 1991]
or an equivalent grade
in a point scale wherever
grading system is
followed, at the
Master's Degree Level
Library Science/
Information Science/
Documentation Science,
or an equivalent
professional degree from
an Indian/accredited
foreign University.

- (b) The candidate must
have cleared NET/

1	2	3	4	5	6
				SLET/SET conducted by the UGC, CSIR/AIU. The candidates who are, or have been awarded a Ph. D. Degree in accordance with the University Grants Commission (Minimum Standards and Procedure for Award of Ph. D. Degree Regulations), 2009, shall be exempted from the requirement of the minimum eligibility condition of NET/ SLET/SET.	
VII	A	Registrar	Rs. 15,600-39,100+AGP of Rs. 7,600/-		By deputation of KAS Officer from General Administration Department.

B	Assistant Registrar	Rs. 9300-34,800+AGP of Rs. 5,400/-	...	By deputation from General Administration Department in the same Scale and Grade Pay.
VIII	A	Maintenance Engineer	Rs. 9300-34,800+AGP of Rs. 5,400/-	B. E./B. Tech. in relevant branch or equivalent with first class either in B. E./B. Tech. or Master's Degree.
IX	A	Workshop Superintendent	Rs. 9300-34,800+AGP of Rs. 4,800/-	B. E./B. Tech. in relevant branch or equivalent with first class either in B. E./B. Tech. or Master's Degree.
X	A	Private Secretary	Rs. 9300-34,800+AGP of Rs. 4,800/-	By deputation from General Administration Department.
XI	A	Accounts Officer	Rs. 9300-34,800+AGP of Rs. 4,800/-	By deputation from Kashmir Accounts (Gazetted) Services.
(Sd.)				Commissioner/Secretary to Government, Higher Education Department.

