



**GOVERNMENT OF KERALA**

**Abstract**

Technical Education- AICTE Scheme- Revision of scale of pay of teachers covered under AICTE Scheme in Engineering Colleges/ Universities- reg.

**HIGHER EDUCATION (G) DEPARTMENT**

**G.O (Ms) No.154/2020/H.Edn.**

**Dated, Thiruvananthapuram, 31.03.2020**

Read: 1. F. No. 61-1/RJFD/7<sup>th</sup> CPC/2016-17, dated 01.03. 2019 of AICTE, New Delhi.

2. Letter No.L2/27669/2019/DTE dated 14.01.2020 from the Director of Technical Education, Thiruvananthapuram.

**ORDER**

The All India Council for Technical Education (AICTE) has revised the Pay Scales, Service Conditions and Minimum Qualifications for Appointment of Teachers in Engineering Colleges and Measures for the Maintenance of Standards in Technical Education as per the notification F. No. 61-1/RJFD/7<sup>th</sup> CPC/2016-17 dated 1<sup>st</sup> March 2019. The Government has decided to accept the revised AICTE Scheme for revision of Pay scales in degree level technical and are pleased to issue the following orders in this regard.

**1. Date of Effect**

a) **Pay Scales and DA:** The revised pay-scales shall be effective from 1.1.2016. Arrears shall be released only to the individual GPF account. The arrears can only be withdrawn as four installments viz. 1/2023, 7/2023, 1/2024 and 7/2024 with usual GPF interest rates.

b) **Other Allowances:** Allowances such as Leave Travel Concession, Special Compensatory Allowances, Children's Education Allowance, Transport Allowance, House Rent Allowance, Deputation Allowance, House Building Allowance, Traveling Allowance etc. shall be effective from 1.1.2016.

**1.1 Effective date of application of Service Conditions**

a) All other service conditions including Qualifications, Experience shall be addressed by Special Rule. Publications, training and course requirements etc. shall come into force with effect from the date of AICTE Notification.

b) The Qualifications, Experience, etc. during 01.1.2016 till the issue of this order, 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 (Degree) Regulation, 2010 dated 5<sup>th</sup> March 2010 and subsequent notification issued from time to time. Accordingly the Government shall amend the Special Rule for doing promotion and recruitment.

c) Those who are eligible for promotions after the date of publication of this order, shall have to meet the necessary conditions such as additional qualification, undergoing industrial training, pedagogical training, faculty induction program, publishing research papers etc. However, these requirements shall be permitted to be fulfilled till 31<sup>st</sup> July, 2020 so

as to enable faculty members in equipping them for requisite mandatory requirements of this order to avail the benefit of promotion retrospectively from the date of eligibility.

- d) For incumbent faculty members, the date of eligibility up to 31<sup>st</sup> July, 2022 shall be allowed to be according to the Government Order G.O(Ms) No.204/2019/H.Edn. dated 29/06/2019. All the benefit of promotion to such candidates be permitted retrospectively on the date when he/she became eligible.
- e) It may be noted that, no further extension would be given beyond 31<sup>st</sup> July, 2022 and those who do not meet the essential criteria despite the above grace period, shall lose an opportunity for getting promotion retrospectively. However, they will be eligible for promotion from the date they meet these criteria thereafter.
- f) 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 up-gradation will be governed by this notification.
- g) In cases, where advertisement was published, applications invited but interviews have not been conducted till publication of this notification, the institutes / employers are required to publish corrigendum and processing of applications must be done in accordance with the provisions given in this notification.

## 2. General

### 2.1 Revised Designations and Mode of Appointments

There shall be only three designations in respect of teachers in degree level technical institutions as far as cadre structure is concerned, namely **Assistant Professor, Associate Professor and Professor** as given below in **Table 1**. Also there shall be no change in the present designations in respect of **Library, Physical Education and Training & Placement Personnel** at various levels.

Following mode of appointment shall henceforth be used:

**Table 1: Cadre Structure and Mode of Appointment**

Sr. No	Designations of Teaching Faculty	Entry Pay	Level	Mode of Appointment
1	Assistant Professor	57700	10	Direct Recruitment
2	Assistant Professor (Senior Scale)	68900	11	Placement
3	Assistant Professor (Selection Grade)	79800	12	Placement



4	Associate Professor	131400	13A1	Promotion / Placement
5	Professor	144200	14	Promotion / Placement
6	Senior Professor	182200	15	Placement
7	Principal / Director	144200	14	Promotion
8	Director of Technical Education	182200	15	Promotion

## 2.2 New Pay Structure

The new pay structure shall involve a pay matrix with an ascending series of levels and ascending cells in each level. The new pay matrix shall subsume the pay band and grade pay in one simple chart as given in **Annexure - I**. The pay matrix shall comprise of two dimensions - a horizontal range of levels starting from the lowest level in the hierarchy and ascending to the highest level, with the levels being numbered from 10 to 15 covering the entire gamut of Teachers and other Academic Staff. Within each level, the salary increases as one goes down vertically, with each progression of going down represented by a "Cell". Each Cell within that level represents the steps of annual financial progression of 3%. On recruitment / promotion/placement, an employee shall join at a particular level and progress within the level as per the vertical range. The movement shall be based on annual increments till the time of his /her next promotion/ placement. When the employee will receive a promotion/ placement, he/she will progress to the next level in the horizontal range till it exhausts.

## 2.3 Levels and Cells

The method followed by the 7<sup>th</sup> CPC shall be adopted in the academic pay structure also, moving from the concept of Pay Band and Academic Grade Pay to that of Levels and Cells. The changes will appear only due to the existing difference between the two streams in terms of Academic Grade Pay vis-à-vis the corresponding Grade Pay. The levels for academic pay shall be numbered as per the corresponding non-academic level. Thus, the levels are numbered as 10, 11, 12, 13A1, 14, & 15 corresponding to the present AGP of Rs. 6000, 7000, 8000, 9000, 10000 and 12000 respectively.

## 2.4 Pay Matrix and Fixation of Revised Pay

For Fixation of pay of an Employee in the Pay Matrix as on 1<sup>st</sup> January 2016, the existing pay (Pay in Pay Band plus Academic Grade Pay) in the pre-revised structure as on 31<sup>st</sup> December, 2015 shall be multiplied by a factor of 2.57, rounded off to the nearest Rupee, and the figure so arrived at, will be located in that level in the Pay Matrix and if such an identical figure corresponds to any cell in the applicable level of the Pay Matrix, the same shall be the pay, and 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. If the figure arrived at in this manner is less than the first cell in that level, then the pay shall be fixed at the first cell of that level of



## **Pay Matrix.**

If 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.

### **2.5 Pay Bands with AGP and IOR (Index of Rationalization)**

Based on the above, the various levels of pay with its Academic Grade Pay (AGP) are as per Annexure-I.

### **2.6 Entry Pay**

The Entry Pay for Academic Pay Structures and Levels shall be as per Table1.

### **2.7 Pay Fixation in case of Direct Recruitment / Promotion / Placement**

The pay of employees appointed by direct recruitment/ placement on or after 1<sup>st</sup> 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 employee is appointed/promoted. In case of promotion/placement, candidate would be given a notional increment in his existing Level of Pay, by moving him/her to the next higher cell at that level. The pay shown in this cell would now be located in the new level corresponding to the post to which candidate has been placed. If a cell identical with that pay is available in the new level, that cell shall be the new pay; otherwise the next higher cell at that level shall be the new pay of the employee. 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.

### **2.8 Date of Increment**

- (i) Annual increment is given in the Pay Matrix at 3%, with each cell being higher by 3% over the previous cell in the same level, rounded off to nearest 100. Annual increments to each employee would move up in the same academic level, with an employee moving from the existing cell in the academic level to the immediate next cell in the same academic level.
- (ii) There shall be two dates of increment i.e. 1<sup>st</sup> January and 1<sup>st</sup> July of every year, provided that an employee shall be entitled to only one annual increment on either one of these two dates depending on the date of appointment, promotion, placement or grant of financial upgradation.
- (iii) The increment in respect of an employee appointed promoted or placed during the period between the 2<sup>nd</sup> day of January and 1<sup>st</sup> day of July (both inclusive) shall be granted on 1<sup>st</sup> day of January and the increment in respect of an employee appointed or promoted during the period between the 2<sup>nd</sup> day of July and 1<sup>st</sup> day of January (both inclusive) shall be granted on 1<sup>st</sup> day of July.

### **2.9 Annual Process of Promotion**

The Government shall ensure that the process for promotion/placement for various positions is carried out annually so as to maintain required faculty numbers and cadre ratio as per AICTE norms so that no loss is caused to

students. The process as per the Special Rules to be amended for the promotions and the process for giving placements to the faculty members shall be carried out at a regular span annually to avoid any stagnation in career growth of faculty members.

Candidates who do not fulfill the minimum requirement proposed in the Regulation, will have to be re-assessed after a period of one year. The date of promotion/ placement shall be the date on which he / she satisfies all the minimum requirements and based on the cadre vacancy in case of promotions.

The constitution of the selection committee as applicable to these placements of the faculty to various levels have to be governed by a GO for placement to be issued by the Government inline with the AICTE regulations.

A teacher who wishes to be considered for promotion/ placement may submit in writing in the prescribed proforma to be demanded in the concerned GO duly supported by all credentials to the DTE, within three months in advance of the due date that he / she fulfils all requisite qualifications.

The entry level and consecutive stages of promotions are shown in Table 2

**Table 2: Stages of Promotion / Placement and mode of selection**

Stage	Designation
Entry Level, Stage-I	Assistant Professor
Stage-II	Assistant Professor (Senior Scale), non cadre
Stage-III	Assistant Professor (Selection Grade) non cadre
Stage-IV	Associate Professor (cadre/non cadre)
Stage-V	Professor (cadre/non cadre) Principal (cadre)
Stage-VI	Senior Professor (non cadre) Director of Technical Education (cadre)

## 2.10 Research Promotion Grant

The thrust has to be given for improving quality of research and development in the Universities / Institutions, therefore, all the AICTE recognized Institutions shall prepare a separate proposal for providing financial assistance to their faculty members for strengthening research activities.



## **2.11 Financial Assistance from Government of India for implementation of 7<sup>th</sup> CPC scale.**

The Central Government shall provide by way of financial assistance, 50% of the additional expenditure (arrears from 01.01.2016 till 31.03.2019) on implementing the revised scales of pay for faculty and other staff such as Library, Physical Education and Training Placement Personnel in State Government/Government Aided /State Government Autonomous institutions/State University Departments.

- a) Financial assistance from the Central Government to State Government for revising pay scales of teachers and other staff such as Library, Physical Education and Training Placement Personnel under the scheme shall be limited, by way of reimbursement, to the extent of 50% (fifty percent) of the additional expenditure involved after payment of arrears to eligible faculty members in the implementation of the revision, for the Universities, colleges and other technical education institutions funded by the State Government. For this, State Government shall submit the claim to the Central Government. All such claims must be submitted to the Central Government by the State Government on or before 31.03.2020.
- b) Financial assistance referred to in sub-clause (a) above shall be provided for the period from 01.01.2016 to 31.03.2019 only.
- c) The entire liability on account of revision of pay scales etc. with effect from 01.04.2019 shall be taken over by the State Government opting for revision of pay scales.
- d) Financial assistance from the Central Government shall be restricted to revision of pay scales and not for any other allowances and in respect of only those posts which were in existence and had been filled up on regular basis as on 01.01.2016.
- e) Payment of Central assistance for implementing this Scheme is also subject to the condition that the entire Scheme of revision of pay scales together with all the conditions laid down by the AICTE by way of Regulations and other guidelines shall be implemented by State Governments and technical institutions coming under their jurisdiction as a composite scheme as permissible by the rules applicable to the State Government Employees.
- f) An undertaking shall be taken from every beneficiary under this Scheme to the effect that any excess payment made on account of incorrect fixation of pay or due to any other reason shall be adjusted against the future payments due or otherwise to the beneficiary in the same manner as provided in this HRD Ministry's O.M. No. F.23-7/2008-IFD dated 23.01.2008, read with Ministry of Finance (Department of Expenditure) O.M. No. F.1-1/2CQ8-IC dated 30.08.2008.
- g) The revised pay including arrears of salary and applicable allowances from the date of application as mentioned above shall be paid to all

eligible beneficiaries under this scheme.

#### **2.12 Age of Superannuation**

The age of superannuation of all faculty members and Principals of institutions shall be decided by the Government inline with the AICTE Regulations and the rules applicable to the Kerala State Government Employees.

#### **2.13 Health Insurance Scheme**

Shall be decided by the Government in line with the AICTE Regulations and the rules applicable to the Kerala State Government Employees.

#### **2.14 Pension, Gratuity, Family Pension, GPF, Leave Encashment and Other Pensionary Benefits**

All pensionary benefits including leave encashment shall be extended to faculty members and other staff such as Library, Physical Education and Training & Placement Personnel as per the revised norms recommended by the 7<sup>th</sup> CPC and implemented by the State Government.

#### **2.15 Industrial Training**

Since a requirement of industrial training has been stipulated for vertical movement of faculty members, the AICTE, State / UT Government/ DTEs, in consultation with the Confederation of Indian Industries (CII), FICCI, NASSCOM and other such industry bodies, the Government shall devise a suitable mechanism for facilitating all faculty members to undergo industrial training.

#### **2.16 Teaching Engagement**

The faculty members working in technical institutions under the purview of AICTE shall have an engagement of not less than 40 hours per week including teaching contact hours and other activities. The work of tutorial / project / research / administration may be distributed among the faculty members as per the need and availability of staff. The laboratory engagement will also be counted towards teaching hours. The minimum teaching contact hours for various positions shall be as given in Table 3.



**Table 3: Teaching Engagement of Faculty Members in Degree Level Institutions**

Designation	(Teaching / Laboratory hours) / week
Assistant Professor, Assistant Professor (Senior, Selection grade)	16
Associate Professor, Associate Professor (non cadre)	14
Professor, Professor(NC)/ Senior Professor	14
Principal	6

Relaxation of 2 hours per week in teaching contact hours shall be granted to faculty members handling additional responsibilities like HOD / Dean.

#### **2.17 Incentives for New Entrants**

New entrants as well as existing faculty members of degree level institutions should be provided with a desktop computer / laptop / office furniture and a printer with internet connectivity in their office so as to make a faculty member computer savvy and to enable them to have access to the latest technology.

#### **2.18 Grant for Professional Development**

All teachers may be given a grant up to Rs.75,000/- per year on a reimbursement basis, which may be permitted to be accumulated up to 3 years towards acquiring the membership of Professional Societies and for participating in national / international conferences/workshops etc.

#### **2.19 Consultancy**

- (i) Consultancy work may be undertaken by members of the faculty to generate resources, either for institutions or for themselves.
- (ii) Not only the faculty members should be encouraged to undertake consultancy work, but also an appropriate environment be created by the state governments / managements of institutions to facilitate faculty members to undertake such work.
- (iii) Suitable parameters for sharing the generated resources between the institution and individual faculty member may be evolved and adopted by the DTE.
- (iv) The faculty members engaged in consultancy/ industry interaction / research / start-up activities / community services may be allowed some adjustment in teaching time table without compromising their teaching engagement hours.



## **2.20 Sabbatical Leave for faculty**

To encourage interface between Engineering colleges and Premier Institutions/Research labs of industry in and outside India. The faculty members shall be entitled to sabbatical leave of six months for working in industry / professional development, subject to the condition that the faculty has a teaching experience of minimum five years. Such leave, however, shall be available to a teacher only twice in his / her teaching career.

## **2.21 Start-up**

Presently, the institutions are ranked based on academic performance and placement of students. In future, it may also be based on a number of start-ups and entrepreneurs created by the institute. Therefore, technology incubation centres shall be established and frequent interactions between entrepreneurs / industrialists / alumni and students shall be arranged for motivating students to initiate start-up.

## **2.22 Incentives for Ph. D. and other Higher Qualification**

- (i) Five non-compounded advance increments shall be admissible at the entry level of a recruit as an Assistant Professor possessing a Ph.D. awarded in a relevant discipline by the recognized University following the due process of admission test, course work and external evaluation as prescribed by the UGC or the admission process adopted by the institutes established under the Act of Parliament or students having valid GATE / GPAT score for admission to Ph.D. or students selected for Ph.D. program under National Doctoral Fellowship program of AICTE / Prime Minister's Research Fellowship program.
- (ii) Those possessing Post-graduate degree in M.Tech. / M. Arch. / M. Plan. / M. E. / M. Pharm. / M. Des. / M. S. etc. recognized by APJ Abdul kalam Technological University shall be entitled to two non-compounded advance increments at the entry level.
- (iii) Teachers who complete their Ph.D. degree while in service at level 10, 11 or 12 shown in table1 shall be entitled to three non-compounded increments fixed at increment applicable at entry level as Assistant Professor only if such Ph.D. is in a relevant discipline of the discipline of employment and has been awarded by a recognized University following the due process of admission test, course work and external evaluation as prescribed by the UGC or the admission process adopted by the institutes established under the Act of Parliament or students having valid GATE / GPAT score for admission to Ph.D. or those incumbent faculty selected for Ph.D. program under Quality Improvement Program (QIP) / Teacher Research Fellowship (TRF).

## **2.23 Statutory Reservation**

The statutory reservation policy for recruitment and promotion of SC / ST

/ OBC / EBC / PWD / Women candidates must be adhered to as per the state government rules.

#### **2.24 Quality Improvement Programme (QIP) / Teaching Research Fellowship (TRF) Schemes**

With a view to improve the quality of technical education, the Government shall implement QIP / TRF scheme for all the eligible teachers working in technical institutions. Managements of self-financing institutions are also directed to encourage their faculty members to participate in QIP / TRF / QIP (Foreign University).

#### **2.25 Counting of Past Service for Direct Recruitment and Placement**

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 organizations such as the CSIR, ICAR, DRDO, UGC, ICSSR, ICHR, ICMR, DBT or state PSUs etc., should be counted for:

- a) The qualifications for the post held are not lower than the qualifications prescribed by the AICTE for Assistant Professor.
- b) The post is/ was in an equivalent grade or of the pre-revised scale of pay as the post of Assistant Professor.
- c) The candidate for direct recruitment has applied through proper channel.
- d) The concerned Assistant Professor, should possess the same minimum qualifications as prescribed by the AICTE for appointment to the post of Assistant Professor,
- e) The post was filled in accordance with the prescribed selection procedure as laid down in the Regulations of University / State Government / Central Government / concerned institutions, for such appointments.
- f) The previous appointment was not as guest faculty for any duration or ad-hoc or in a leave vacancy of less than one year duration. Ad-hoc or temporary service of more than one year duration can be counted provided that:
  - (i) The period of service was of more than one year.
  - (ii) The incumbent was appointed on the recommendation of the duly constituted Selection Committee.
  - (iii) The incumbent was selected for the permanent post in continuation to the ad-hoc or temporary service;
  - (iv) An artificial break in service shall not be used to the prejudice of employee, appointed on permanent basis. The person appointed on a permanent basis shall be given the benefit of the entire service rendered by him with effect from the date of initial appointment (temporary / contract / ad-hoc) notwithstanding the artificial break /



breaks in service.

- (v) The incumbent was drawing total gross emoluments not less than the monthly gross salary at the initial stage of a regularly appointed Assistant Professor and
- (vi) 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) No distinction should be made with reference to the nature of the management (Private /Local Body/ Government) of the institution where previous services were rendered while counting past services under this clause.

### **2.26. Equivalence of Experience of Diploma Level Institutions and Degree Level Institutions**

Experience at Diploma Level Polytechnic shall be considered equivalent to experience in the degree level institutions at appropriate level, as applicable provided, scale of pay, qualifications, experience and research contribution are same for the post under consideration as per the present notification.

## **3. Cadre Structure**

### **3.1 Minimum Cadre Ratio**

- (i) The minimum 1 : 2 : 6 of cadre ratio be maintained for Professor : Associate Professor: Assistant Professor respectively.
- (ii) Minimum number of faculty requirements for an approved institute shall be calculated on the basis of faculty : student ratio prescribed by AICTE.
- (iii) Faculty: student ratio would be applicable as per the approval process handbook published by AICTE from time to time.
- (iv) For the purposes of this cadre ratio, Assistant Professor, Assistant Professor (Senior Scale), Assistant Professor (Selection Grade) shall be grouped together and be termed as Assistant Professors.
- (v) Similarly, Professors and Senior Professors will be grouped together and be termed as Professors.
- (vi) Principal shall be outside the purview of cadre ratio.

### **3.2 Career Advancement Placements**

While placing incumbent faculty to various non cadre positions, flexible structure be followed as below:

- (i) Incumbent faculty members be upgraded to higher positions, after being eligible, through a process of placement to be held annually, irrespective of availability of vacancy.
- (ii) The incumbent so upgraded to a higher position shall be re-designated as Assistant Professor (Senior Scale) / Assistant Professors (Selection Grade) / Associate Professor (non cadre) / Professor (non cadre) as the

case may be.

- (iii) The placement shall be made by a committee to be constituted by the Government in line with the AICTE Regulations.
- (iv) The Government shall issue an order regarding the implementation of Career Advancement Placements, inline with the Qualifications and Selection Procedure specified in the AICTE regulations.

#### **4.0 Mandatory Teacher Trainings**

- (i) Every teacher appointed / promoted to any position here onwards with effect from the publication of this gazette shall have to mandatorily undergo 8 online modules of MOOCs in SWAYAM as per the AICTE teacher training policy preferably within first year of service.
- (ii) No newly appointed faculty member shall be completing the probation without getting the certification of completion of these 8 modules.
- (iii) The requirement of completing these modules as envisioned in the concerned AICTE regulation is applicable to all the incumbent teachers also while applying for placement but only once in the career.
- (iv) Those who are eligible for promotions/placements after the date of publication of this order, shall have to meet the necessary conditions such as additional qualification, undergoing industrial training, pedagogical training, faculty induction program, publishing research papers etc. However, these requirements shall be permitted to be fulfilled on or before 31st July, 2022 so as to enable faculty members in equipping them for requisite mandatory requirements of this order to avail the benefit of promotion retrospectively from the date of eligibility.

#### **5.0 Minimum Qualification for Recruitments**

Minimum qualification, experience, research contributions, feedback and requisite training requirements for different levels for direct recruitment and promotions for the faculty members are as follows.

##### **5.1 Minimum Qualifications for direct recruitment as an Assistant Professor (Level - 10, Entry Pay 57700/-)**

###### **(a) Engineering / Technology**

B. E. / B. Tech. / B. S. and M. E. / M. Tech. / M. S. or Integrated M. Tech. in relevant branch with first class or equivalent in any one of the degrees.

###### **(b) Management**

Bachelor's Degree in any discipline and Master's Degree in Business Administration / PGDM /

C. A. / ICWA/ M. Com. with First Class or equivalent and two years of



professional experience after acquiring the degree of Master's degree.

**(c) Pharmacy**

B. Pharm. and M. Pharm. in the relevant specialization with First Class or equivalent in any one of the two degrees.

**(d) MCA**

B. E. / B. Tech. / B. S. and M.E. / M. Tech. / M. S. or Integrated M. Tech. in relevant branch with First Class or equivalent in any one of the degrees.

**OR**

B. E., B. Tech. and MCA with First Class or equivalent in any one of the two degrees.

**OR**

Graduation of three years' duration with Mathematics as a compulsory subject and MCA with First Class or equivalent with 2 years of relevant experience after acquiring degree of MCA.

**(e) Hotel Management and Catering Technology**

Minimum 4 years Bachelor's Degree in HMCT and Master's Degree in HMCT or in relevant disciplines with First Class or equivalent in any one of the two degrees.

**OR**

Minimum 4 years Bachelor's Degree in HMCT with First Class or equivalent and minimum of 5 years of relevant experience at a managerial level not less than Assistant Manager in a 4 - star Hotel or in a similar position in the hospitality industry/ tourism industry.

**(f) Architecture**

B. Arch. and M. Arch. or equivalent Master's degree in an allied field with First Class in any one of the two degrees, and minimum 2 years' experience in the Architecture profession.

**OR**

B. Arch. with First class or equivalent and minimum of 5 years' experience in the Architecture profession.

**(g) Town Planning**

Bachelor's degree in Architecture / Planning / Civil Engineering or Master's degree in Geography / Economics / Sociology or equivalent AND Master of Planning or equivalent with First class or equivalent in either in Master of Planning or any above degrees with 2 years of relevant experience

**(h) Design**

Bachelor's Degree or minimum 4 year Diploma in any one of the streams of Design, Fine Arts, Applied Arts and Architecture or Bachelor's degree in Engineering with First class or equivalent

**AND**

Master's degree or equivalent Post Graduate Diploma in relevant disciplines with First Class or equivalent in a concerned / relevant / allied subject of Industrial Design / Visual Communication / Fine Arts / Applied Arts / Architecture / Interaction Design / New Media Studies / Design Management / Ergonomics / Human Factors Engineering / Indian Craft Studies and related fields of Engineering or Design.

**AND**

Minimum 2 years of professional design experience in Industry / research organization / Design studios.

**(i) Fine Arts**

Bachelor's and Master's degree in the relevant branch with First Class or equivalent in any one of the two degrees and minimum 2 years of relevant professional experience.

**(j) Qualifications for Faculties in Science and Humanities:**

The qualifications for recruitment and promotions for faculty in the disciplines of Basic Sciences, Social Science and Humanities shall be as per the UGC Notification No. F.1-2/2017(EC/PS) Dated 18th July, 2018 and UGC guidelines issued from time to time.

**Note:** Candidates who have done Ph.D. after the Bachelor's Degree from institution of National importance with GATE/ GPAT/ CEED shall be eligible for the post of Assistant Professor.

**5.2 Minimum Qualification Norms for Promotions/Placements for Stage -II to Stage -VI**

- (a) Qualification for Assistant Professor (Senior Scale, Level - 11, Entry Pay 68900/-)**

**For Placement of Incumbents**

- a. Qualifications prescribed for the post of Assistant Professor

**AND**

- b. Should have completed minimum training requirements as per Annex.-III.

**AND**

- c. Should have satisfied any one of the below mentioned set of requirements.



Set No.	Additional Qualification	To have acquired in the level of Assistant Professor		
		Experience (Years)	Research publications in SCI journals / UGC / AICTE approved list of journals	Avg. 360° feedback score (out of 10)
1	-	4	2	8 to 10
2	-	5	1	8 to 10
3	-	5	2	5 to < 8

(b) **Qualifications for Assistant Professor (Selection Grade, Level - 12, Entry Pay 79800/-)**

**For Placement of Incumbents**

- a. Qualifications as prescribed for the post of Assistant Professor (Senior Scale, non cadre)

AND

- b. Should have completed minimum training requirements as per Annexure - III.

AND

- c. Should have satisfied any one of the below mentioned set of requirements.

Set No.	To have acquired in the level of Assistant Professor (Senior Scale)			
	Additional Qualification	Experience (Years)	Research publications in SCI journals / UGC / AICTE approved list of journals	Avg. 360° feedback score (out of 10)
1	-	4	1	8 to 10
2	-	4	2	5 to < 8

(c) **Qualifications for Associate Professor (Level - 13A1, Entry Pay 131400/-)**

**i. For Promotion**

- a. Ph.D. degree in the relevant field and First class or equivalent at either Bachelor's or Master's level in the relevant branch

AND

- b. At least total 6 research publications in SCI journals / UGC / AICTE approved list of journals.

AND

- c. Minimum of 8 years of experience in teaching / research / industry out of which at least 2 years shall be Post Ph.D. experience.

**ii For Placement of Incumbents**

- a. Ph. D. degree in relevant field and First class or equivalent at either Bachelor's or Master's level in the relevant branch.

AND

- b. Should have completed minimum training requirements as per Annexure - III.

AND

- c. Should have satisfied any one of the below mentioned set of requirements.

Set No.	To have acquired in the level of Assistant Professor (Selection Grade).		
	Experience (Years)	Research publications in SCI journals UGC AICTE approved list of journals	Avg. 360° feedback score (out of 10)
1	3	2	5 to < 8
2	3	1	8 to 10

**(d) Qualifications for Professor (Level - 14, Entry Pay 144200/-)**

**(i) Promotion**

- a. Ph. D. degree in relevant field and First class or equivalent at either Bachelor's or Master's level in the relevant branch.

AND

- b. Minimum of 10 years of experience in teaching / research / industry out of which at least 3 years shall be at Associate Professor.

AND

- c. At least 6 research publications at the level of Associate Professor in SCI journals / UGC / AICTE approved list of journals and at least 2 successful Ph.D. guided as Supervisor / Co- supervisor till the date of eligibility of promotion.

OR

At least 10 research publications at the level of Associate Professor in SCI journals / UGC / AICTE approved list of journals till the date of eligibility of promotion.

**(ii) For Placement of the Incumbents**

- a. Ph. D. degree in relevant field and First Class or equivalent at either Bachelor's or Master's level in the relevant branch.

AND

- b. Should have satisfied any one of the below mentioned set of requirements.



Set No.	Ph.D. guided	Total Experience (Years)	To have acquired in the level of Associate Professor.		
			Experience (Years)	Research publications in SCI journals /UGC / AICTE approved list of journals	Avg. 360° feedback score (out of 10)
1	1	15	3	6	8 to 10
2	2	15	3	6	5 to < 8
3	-	16	3	4	8 to 10

**Note: 360° Feedback**

1. The feedback obtained every year, till the date of eligibility of next stage, shall be taken as an average of all the preceding years added together required for placement.
  2. In case the candidate fails to achieve the maximum feedback score, the subsequent year's may be taken into consideration while dropping the lowest feedback score in any one of the year.
- (e) **Qualifications for Placement to Senior Professor (Level -15, Entry Pay 182200/-)**
- a. Ph. D. degree in the relevant field
- AND**
- b. Minimum ten years of experience in the level of Professor
- AND**
- 
- c. At least 8 research publications in SCI journals / UGC / AICTE approved list of journals, should have at least 2 successful Ph. D. guided as Supervisor / Co-Supervisor as a Professor.
- OR**
- c. At least 8 research publications in SCI journals / UGC / AICTE approved list of journals, should have provided academic leadership as institution head at least for 3 years at the level of Professor.
- OR**
- c. At least 8 research publications in SCI journals / UGC / AICTE approved list of journals, should have provided educational leadership at state / national level at least for 3 years at the level of Professor.

**AND**

---

- d. At least one patent awarded

**OR**

- d. Development of one MOOC course applicable at national platform
- 

**Notes:**

1. The placement of Senior Professor shall also be based on academic achievements, favorable review of academic, research and administrative work from three eminent subject experts not below the post of Senior Professor or a Professor at least ten years experience at the level of Professor.
  2. The selection shall be based on ten best publications 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 this regulation.
- (f) **Qualifications for promotion to the post of Principal (Level - 14, Entry Pay 144200/- with the special allowance of Rs. 6750/- per month)**
- a. Ph. D. degree and First Class or equivalent at either Bachelor's or Master's level in the relevant branch
  - b. At least two successful Ph.D. guided as supervisor / Co-Supervisor and minimum 8 research publications in SCI journals / UGC / AICTE approved list of journals.
  - c. Minimum 15 years of experience in teaching / research/ industry, out of which at least 3 years shall be at the post of Professor.

## **6.0 Additional Requirements**

### **6.1 Research Publications**

In order to ensure quality of publications for promotions, a minimum standard would be ensured through the following.

- a) For the purpose of promotions, candidates must have published research papers in SCI journals OR UGC approved Journals OR AICTE approved list of journals OR jointly approved by AICTE with respective councils / institute such as Council of Architecture / Pharmacy Council of India / Institute of Town Planners, India.
- b) In case of HMCT, 1 live case study or 1 live industry project as research / consultancy having credential of very high standing would be recognized as equivalent to 1 publication.
- c) In case of Design, Architecture and Town Planning, 1 live case study, 1 live industry project as research / consultancy or 1 exceptional design having credential of very high standing / obtained high level recognition would be recognized as equivalent to 1 publication.



## 6.2 Equivalence for Ph.D.

Equivalence for PhD is based on publication of 5 International Journal papers, each Journal having a cumulative impact index of not less than 2.0, with incumbent as the main author and all 5 publications being in the authors' area of specialization. Alternatively, the person should have obtained at least two patents or contributed to the increased productivity in the place of work recognized at state or national level or elected as a Fellow of any of the national academies. However, the procedure of providing equivalence shall be devised by concerned affiliating university.

### 6.2.1 Eligibility of direct Ph.D. after B.E/ B.Tech

The qualification of Ph.D acquired for the various level of posts directly after B.E/ B.Tech. is applicable in Technical Institutions, provided degree of Ph. D awarded is in relevant discipline by a recognised University following the process of registration, course work and evaluation etc. as prescribed by UGC or has been awarded by the Institutes of national importance (i.e. IITs/IISc/ NITs etc.), duly recognized by the MHRD. Further, candidate should have obtained at least first class at Bachelor's level in Engineering / Technology.

## 6.3 Class / Division

If a class / division is not awarded, minimum of 60% marks in aggregate shall be considered equivalent to first class / division. If a Grade Point System is adopted the CGPA will be converted into equivalent marks as below.

Grade Point	Equivalent Percentage
6.25	55 %
6.75	60 %
7.25	65 %
7.75	70 %
8.25	75 %

## 6.4 Nomenclature of relevant degrees

The qualifications for various faculty posts specify that the degree shall be in the appropriate / relevant branch of specialization. Many IITs, NITs, Central Universities start interdisciplinary programs of new nomenclatures. In view of the increasing importance of interdisciplinary nature of engineering, the inter-disciplinary courses for both UG and PG specializations may be considered. The concerned committee may take a final decision in this regard depending on the requirement of the program of study and institution. AICTE has already clarified this issue vide Government of India Gazette F. No. 27/RIFD/Pay/01/2017-18 dated 28.04.2017. If any specialization is not available in the AICTE basket, the APJ Abdul kalam Technological University shall decide the equivalence based on the curriculum of the program. Hence, incumbent faculty recruited in the

past based on their qualifications /specializations acquired will continue to be eligible for promotion as well as placement subject to fulfilment of other eligibility criteria and higher qualifications as prescribed, if any, for various teaching posts.

#### 6.5 Incumbent faculty Members with previous qualifications

Existing incumbents recruited as a Faculty with the basic minimum qualifications such as M.Sc. (Mathematics), M.Sc. (Biotechnology), M.Sc. (Electronics), M.Sc. (Computer Science & allied subjects), M.Sc. (Physics), M.Sc. (Chemistry), MCA, PGDM, AMIE / M. Com and any other similar qualifications which were considered eligible at the time of recruitment or taken admission in such courses before publication of the AICTE Gazette dated 13th March 2010 are to be considered as eligible for promotion as well as placement, subject to fulfilment of other eligibility criteria and higher qualifications as prescribed, if any, for various teaching posts

#### 6.6 Faculty Members on deputation

Any Faculty Member on deputation to some Government Organization / Autonomous Bodies such as DTE / AICTE / UGC / MHRD / DST 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 feedback. If the faculty has secured at least **Very Good** rating, it shall be considered equivalent to 8 points on a 10 point scale of 360 feedback in reference to this notification for the period of deputation.

(By order of the Governor)  
**N. JAISUKHLAL**  
**ADDITIONAL SECRETARY**

To  
Director of Technical Education.  
The Principal Accountant General Audit/(A&E), Kerala, Thiruvananthapuram.  
Regional Director, AICTE, Southern Region, Bangalore.  
Registrars of all Universities.  
Principals of all Engineering Colleges.  
Director of Information & Public Relation.  
The Information Officer, Web & New Media, I&PR Department.  
[www.highereducation.kerala.gov.in](http://www.highereducation.kerala.gov.in).  
Stock File/ Office Copy.

Copy to:  
Private Secretary to Hon'ble Chief Minister.  
Private Secretary to Hon'ble Minister for Higher Education.  
PA to Principal Secretary.

Forwarded/By order

  
Section Officer



# Annexure-I

## Pay Matrix Table for Degree Level Technical Institutions

(All figures are in Rupees (₹))

Pay Band in VI CPC		15600 - 39100			37400 - 67000		67000-79000
Level Cadre/Non cadre		Assistant Professor			Associate Professor	Professor	Senior Professor
Grade Pay in VI CPC		6000	7000	8000	9000	10000	0
Entry Pay		21600	25790	29900	49200	53000	67000
Cell No.	Level	10	11	12	13A1	14	15
1		57700	68900	79800	131400	144200	182200
2		59400	71000	82200	135300	148500	187700
3		61200	73100	84700	139400	153000	193300
4		63000	75300	87200	143600	157600	199100
5		64900	77600	89800	147900	162300	205100
6		66800	79900	92500	152300	167200	211300
7		68800	82300	95300	156900	172200	217600
8		70900	84800	98200	161600	177400	224100
9		73000	87300	101100	166400	182700	
10		75200	89900	104100	171400	188200	
11		77500	92600	107200	176500	193800	
12		79800	95400	110400	181800	199600	
13		82200	98300	113700	187300	205600	
14		84700	101200	117100	192900	211800	
15		87200	104200	120600	198700	218200	
16		89800	107300	124200	204700		
17		92500	110500	127900	210800		
18		95300	113800	131700	217100		
19		98200	117200	135700			
20		101100	120700	139800			
21		104100	124300	144000			
22		107200	128000	148300			
23		110400	131800	152700			
24		113700	135800	157300			
25		117100	139900	162000			
26		120600	144100	166900			
27		124200	148400	171900			

28	127900	152900	177100			
29	131700	157500	182400			
30	135700	162200	187900			
31	139800	167100	193500			
32	144000	172100	199300			
33	148300	177300	205300			
34	152700	182600	211500			
35	157300	188100				
36	162000	193700				
37	166900	199500				
38	171900	205500				
39	177100					
40	182400					

**Note:** The end-points of any column do not signify the end points of the pay received at that level. As was the case in the earlier provision of traditional pay scales, the last point does not represent the maximum pay of that level for calculation purposes. The end-points of the column should not be treated as the maximum and minimum of a pay scale to calculate the average pay for any level.

## **Annexure -II**

### **Constitution of Screening cum Evaluation / Selection Committee**

The procedure for doing promotion to various cadre positions shall be described in the Special Rule which has to be revised by the Government inline with the AICTE regulations.

The procedure for doing Career Advancement Placements to various level shall be described in the GO to be issued by the Government inline with the AICTE Regulations.



### **Annexure-III**

#### **Training Requirements for Placements of Teachers from all the Disciplines**

**For Assistant Professor (Senior Scale):** Completion of following training requirements at the level of Assistant Professor.

---

Two weeks of Faculty Development Programme (FDP) in the relevant area out of which at least one of the FDP shall be in advanced pedagogy recognised by AICTE / UGC / TEQIP / NITTTR / PMMMNMTT / IISc / IIT / University / Government / DTE / Board of Technical Education / CoA / IIA / SPA / ITPI / NRCs / ARPIT research organization / other institute of National Importance / Design Studio.

OR

One week faculty development programme as above and one eight weeks duration MOOCS course with E-Certification by NPTEL-AICTE

OR

Completed two such eight weeks duration MOOCS courses with E Certification by NPTEL - AICTE.

---

AND

Completed minimum two weeks of relevant Industrial Training / Professional Training.

**For Assistant Professor (Selection Grade):** Completion of following training requirements at the level of Assistant Professor (Senior Scale)

---

Two weeks of Faculty Development Programme (FDP) in the relevant area recognised by AICTE / UGC / TEQIP / NITTTR / PMMMNMTT / IISc / IIT / University / Government / DTE / Board of Technical Education / CoA / IIA / SPA / ITPI / NRCs / ARPIT / research organization / other institute of National Importance / Design Studio.

OR

One week faculty development programme as above and one eight weeks duration MOOCS course with E-Certification by NPTEL-AICTE

OR

Completed two such eight weeks duration MOOCS courses with E-Certification by NPTEL-AICTE.

---

AND

Completed minimum two weeks of relevant Industrial Training / Professional Training

**For Associate Professor (non cadre):** Completion of following training requirements at the level of Assistant Professor (Selection Grade)

---

Two weeks of Faculty Development Programme (FDP) in the relevant area recognised by AICTE / UGC / TEQIP / NITTTR / PMMMNMTT / IISc / IIT / University / Government / DTE / Board of Technical Education / CoA / IIA / SPA / ITPI / NRCs / ARPIT / research organization / other institute of National Importance / Design Studio.

OR

One week faculty development programme as above and one eight weeks duration MOOCS course with E-Certification by NPTEL-AICTE

OR

Completed two such eight weeks duration MOOCS courses with E-Certification by NPTEL-AICTE.

---

AND

Completed minimum two weeks of relevant Industrial Training / Professional Training.



## **Annexure - IV**

### **CALCULATION OF 360° FEEDBACK SCORE**

The 360 Degree Score shall be determined on the basis of following parameters.

- a. Teaching Process (Maximum Point 25)
- b. Students' Feedback (Maximum Point 25)
- c. Departmental Activities (Maximum Point 20)
- d. Institute Activity (Maximum Point 10)
- e. ACR (Maximum Point 10)
- f. Contribution to Society (Maximum Point 10)

The candidate shall submit calculation sheet for each academic year to be considered and a summary sheet exhibiting his score on a 10 point scale

**a. Teaching - Process (Maximum Points 25)**

The calculation shall be presented in a table as presented in this Annexure. The table will have the details of courses taught in the academic year in consideration, like Semester, course Code / Name, No. of scheduled classes, actually held classes. The total shall be reduced on 25 point scale.

**b. Students' Feedback (Maximum Points 25)**

The candidate shall submit average score for each course taught during academic year under consideration on a scale of 25. The average of total of all such score shall be used.

**c. Departmental Activities (Maximum Points 20)**

This section summarizes all the responsibilities assigned by Head of the Department to a teacher during academic year under consideration through a proper office order. This may include responsibilities like Lab I/C, Time Table I/C, NBA - AICTE work, sponsored projects, departmental newsletter etc. The candidate will earn 3 points per semester for each activity up to a maximum of 20.

**d. Institute Activity (Maximum Points 10)**

This section summaries all the responsibilities assigned by Head of the institute to the candidate during academic year under consideration through a proper office order. This may include responsibilities like Head of Department, Coordinator, Warden, Training and Placement officer, Estate Officer etc. The candidate will earn 5 points per semester for each activity up to a maximum of 10.

**e. ACR (Maximum points 10)**

ACR maintained at institute level shall have 10 points based on grading.

**f. Contribution to Society (Maximum Points 10)**

The candidate involved in different initiatives by AICTE. The candidate will earn 5 points per semester for each activity. The claim should be supported by an office order/ official communication from Head of Institute.

The grand total of points for all academic years shall be converted to a 10 points scale.

**Note:** The activities mentioned in above criterion are indicative. Principal / Director / HoD may add or remove some of the activities at department and institute level as per the requirements of the institute. Weightage of 10 Marks may be given for ACRs maintained at institute level out of 20 Marks as per following grading.

**Calculation of Credit Points**  
(Sample Calculations Page-1)

Name	
Present Position	
Academic Year	
Teaching Process	

**A. Teaching Process (Max Point 25)**

S. No.	Semester	Course Code/ Name	No. of Scheduled Classes	No. of actually held classes	Points earned	Enclosure No.
1	1/ 2018-19	CET-100	42	39		
2	1/ 2018-19	CET-200	39	38		
3	2/ 2018-19	MED-100	41	39		
4	2/ 2018-19	BSE-100	42	41		
		<b>Total</b>	<b>164</b>	<b>157</b>	<b>23.93</b>	

**B. Students' feedback (Max Point 25)**

S. No.	Semester	Course Code/ Name	Average Student feedback on the scale of 25	Enclosure No.
	1/ 2018-19	CET-100	22.3	
	1/ 2018-19	CET-200	21.8	
	2/ 2018-19	MED-100	19.6	
	2/ 2018-19	BSE-100	22.8	
		<b>Total</b>	<b>86.5</b>	



**C. Departmental Activities (Max credit 20)**

<b>S. No.</b>	<b>Semester</b>	<b>Activity</b>	<b>Credit Point</b>	<b>Criteria</b>	<b>Enclosure No.</b>
1	1/ 2018-19	Lab I/C	3	3 Point/ semester	
2	1/ 2018-19	Consultancy	3	3 Point/ semester	
3	1/ 2018-19	Timetable I/C	3	3 Point/ semester	
4	2/ 2018-19	Timetable I/C	3	3 Point/ semester	
5	2/ 2018-19	NBA work	3	3 Point/ event	
6	2/ 2018-19	Lab I/C	3	3 Point/ event	
7	2/ 2018-19	Consultancy	3	3 Point/ semester	
		<b>Total</b>	<b>21</b>		

## Calculation of Credit Points

(Sample Calculations Page-2)

### D. Institute Activities (Max Credit 10)

S. No	Semester	Activity	Credit Point	Criteria	Enclosure No.
1	1/ 2018-19	HoD /Dean	4	4 Point/ semester	
2	2/ 2018-19	Coordinator appointed by Head of Institute	2	2 Point/ semester	
3	2/ 2018-19	Organized Conference	2	2 Point/ event	
4	2/ 2018-19	FDP/Conference	2	1 point / event, to be divided between all co-coordinators	

### E. ACR maintained at institute level (Max Credit 10)

Extraordinary	Excellent	Very Good	Good	Satisfactory
10	9	8	7	5

S.N o.	Year	Activity	Credit Point	Criteria	Enclosure No.
1	2018-19	ACR	10	Extraordinary	
2		ACR	8	Very Good	
3		ACR	9	Excellent	
4		ACR	10	Extraordinary	
Average			37/4=9.25		

### F. Contribution to Society (Max Credit 10)

S. No.	Semester	Activity	Credit Point	Criteria	Enclosure No.
1		Induction Program	5		
2		Unnat Bharat Abhiyan	5		



3		Yoga Classes	5		
4		Blood Donation	5		

**Calculation of Credit Points  
(Blank Format)**

Name	
Present Position	
Academic Year	
Teaching- Process	

**A. Teaching Process (Max Points 25)**

S. No.	Semester	Course Code/ Name	No. of Scheduled Classes	No. of actually held classes	Point	Enclosure no.
1						
2						

**B. Students' feedback (Max Points 25)**

S. No.	Semester	Course Code/ Name	Average Student feedback on the scale of 25	Enclosure no.
1				
2				

**C. Departmental Activities (Max Points 20)**

S. No.	Semester	Activity	Credit Point	Criteria	Enclosure no.
1					
2					

**D. Institute Activities (Max Points 10)**

S. No.	Semester	Activity	Credit Point	Criteria	Enclosure no.
1					
2					

**E. ACR maintained at institute level (Maximum Points 10)**

S. No.	Year	Activity	Credit Point	Criteria	Enclosure no.
1					
2					

**F. Contribution to Society ( Maximum Points 10)**

S. No.	Semester	Activity	Credit Point	Criteria	Enclosure no.
1					
2					

**Summary**

Summary	Academic Year	Academic Year	Academic Year
	1	2	3
A. Teaching Process (Max Points 25)			
B. Students' feedback (Max Points 25)			
C. Departmental Activities (Max Points 20)			
D. Institute Activities (Max Points 10)			
E. ACR (Max Points 10)			
F. Contribution to Society (Max Points 10)			
Total (Max Points 100)			
Total on 10 Point scale			



## STUDENT'S FEEDBACK FORM

(To be used by institutions)

Academic Year:		Name of the Faculty	
Course		Semester	
		Date of the feedback	

For getting filled in through student

S. No.	Description	Very Poor (1)	Poor (2)	Good (3)	Very Good (4)	Excellent (5)
1	Has the Teacher covered entire Syllabus as prescribed by University/ College/ Board?					
2	Has the Teacher covered relevant topics beyond syllabus					
3	Effectiveness of Teacher in terms of:					
	(a) Technical content/course content					
	(b) Communication skills					
	(c) Use of teaching aids					
4	Pace on which contents were covered					
5	Motivation and inspiration for students to learn					
6	Support for the development of Students' skill					
	(i) Practical demonstration					
	(ii) Hands on training					
7	Clarity of expectations of students					
8	Feedback provided on Students' progress					
9	Willingness to offer help and advice to students.					
	<b>Total</b>					