



ಕರ್ನಾಟಕ ಸರ್ಕಾರ

ಹಿಂಬರಹ ಸಂಖ್ಯೆ: ಡಿಟಿಇ 49 ಡಿವಿಪಿ (1) 2018

ನಿರ್ದೇಶಕರ ಕಛೇರಿ,
ತಾಂತ್ರಿಕ ಶಿಕ್ಷಣ ಇಲಾಖೆ,
"ತಾಂತ್ರಿಕ ಶಿಕ್ಷಣ ಭವನ",
ಅರಮನೆ ರಸ್ತೆ,
ಬೆಂಗಳೂರು-560 001.
ದಿನಾಂಕ: 18-05-2020

ಸರ್ಕಾರದ ಆದೇಶ ಸಂಖ್ಯೆ: ಇಡಿ 12 ಡಿಟಿಇ 2019, ದಿನಾಂಕ 24-03-2020 ರ
ಆದೇಶದ ಪ್ರತಿಯನ್ನು ಮಾಹಿತಿಗಾಗಿ ಹಾಗೂ ಮುಂದಿನ ಕ್ರಮಕ್ಕಾಗಿ ಈ ಮೂಲಕ
ಕಳುಹಿಸಲಾಗಿದೆ.


ನಿರ್ದೇಶಕರು,
ತಾಂತ್ರಿಕ ಶಿಕ್ಷಣ ಇಲಾಖೆ

ಇವರಿಗೆ,

ತಾಂತ್ರಿಕ ಶಿಕ್ಷಣ ಇಲಾಖೆ
ಬೆಂಗಳೂರು.

- 1) ಎಲ್ಲಾ ಸರ್ಕಾರಿ / ಅನುದಾನಿತ ಇಂಜಿನಿಯರಿಂಗ್ ಕಾಲೇಜುಗಳ ಪ್ರಾಚಾರ್ಯರಿಗೆ.
- 2) ಜಂಟಿ ನಿರ್ದೇಶಕರು (ಆಡಳಿತ), ತಾಂತ್ರಿಕ ಶಿಕ್ಷಣ ನಿರ್ದೇಶನಾಲಯ, ಬೆಂಗಳೂರು
- 3) ಜಂಟಿ ನಿರ್ದೇಶಕರು (ಪರೀಕ್ಷೆ), ತಾಂತ್ರಿಕ ಶಿಕ್ಷಣ ನಿರ್ದೇಶನಾಲಯ, ಬೆಂಗಳೂರು
- 4) ಜಂಟಿ ನಿರ್ದೇಶಕರು (ಸಿಡಿಸಿ), ತಾಂತ್ರಿಕ ಶಿಕ್ಷಣ ನಿರ್ದೇಶನಾಲಯ, ಬೆಂಗಳೂರು
- 5) ಜಂಟಿ ನಿರ್ದೇಶಕರು (ತನಿಖೆ), ತಾಂತ್ರಿಕ ಶಿಕ್ಷಣ ನಿರ್ದೇಶನಾಲಯ, ಬೆಂಗಳೂರು
- 6) ಆಡಳಿತಾಧಿಕಾರಿಗಳು, ತಾಂತ್ರಿಕ ಶಿಕ್ಷಣ ನಿರ್ದೇಶನಾಲಯ, ಬೆಂಗಳೂರು
- 7) ಲೆಕ್ಕಾಧಿಕಾರಿಗಳು (ಪರೀಕ್ಷೆ)
- 8) ಲೆಕ್ಕಾಧಿಕಾರಿಗಳು (ಬಿಲ್ / ಬಯುಡಿ)
- 9) ರಿಜಿಸ್ಟ್ರಾರ್ (ಆಡಳಿತ)
- 10) ಅಧೀಕ್ಷಕರು (ನಗದು / ಬಿಲ್)
- 11) ತಾಂತ್ರಿಕ ಶಿಕ್ಷಣ ನಿರ್ದೇಶನಾಲಯದ ಇ-ಗವರ್ನೇಸ್ ವಿಭಾಗ- ಇಲಾಖೆಯ
ವೆಬ್‌ಸೈಟ್‌ನಲ್ಲಿ ಪ್ರಚುರ ಪಡಿಸಲು.



PROCEEDINGS OF THE GOVERNMENT OF KARNATAKA

Subject : Revision of AICTE pay scales in respect of Teachers, Librarians & Equivalent Cadre personnel of Govt./Aided Engineering Colleges (Degree) & degree level Technical Institutions/Universities under the control of the Higher Education Department - reg.

READ :

1. Government Order No. ED 96 DTE 2010, dated: 07.03.2011.
2. Letter No.1-37/2016-TS.II, dated: 18.01.2019 and 29.01.2019 from the Ministry of Human Resource Department, Department of Higher Education, (Technical Section-II) – GOI
3. AICTE Notification No.F.No.61-1/RIFD/7thCPC/2016-17, dated: 01.03.2019.
4. Letter No.F.No. 61-1/RIFD/7th CPC/2016-17, dated: 08.03.2019 of the All India Council for Technical Education.
5. Letter No.23-1/2019-TS.II, dated: 21.05.2019 from the Ministry of Human Resource Department, Department of Higher Education, (Technical Section-II) - GOI.
6. Government Order No. FD 17 SRP 2019, dated: 02.11.2019.

Preamble :-

In Government order dated: 07.03.2011 read at (1) above, orders were issued extending the 2006 Revised AICTE Pay scale benefits w.e.f. 01.01.2006 to the Teachers and equivalent cadre staff working in Government/Aided Engineering Colleges, University constituent Engineering Colleges under the control of the Department of the Higher Education, Government of Karnataka.

Sequel to the directions of the GOI to revise the pay scale of teachers and other academic staff in degree level Engineering Colleges and Technical Institutions under the purview of AICTE vide letter dated: 18.01.2019 read at (2) above, the AICTE in its communication dated: 08.03.2019 read at (4) above has informed the State Government to implement the revised AICTE pay scales to the teaching and equivalent cadre staff working in Technical Institutions under the control of State Government. Further, the GOI in its

letter dated: 21.05.2019 read at (5) above has also informed the State Government to adopt the revised pay scheme in respect of teachers working in Technical Institutions and to submit a suitable proposal for getting financial assistance (reimbursement) before 31.03.2020. The State Government has also been informed to make appropriate changes in the respective statutes/rules in this regard.

Sequel to the instructions of GOI vide letter read at (2) above, the AICTE has issued a revised 2019 regulations in respect of faculties working in Technical Institutions vide Notification dated: 01.03.2019 read at (3) above.

The revised Central Government pay scales i.e. 2016 Revised AICTE pay scales have been structured by merging the Dearness Allowance of 125% sanctioned from 01.01.2016 in the pre-revised pay scale. Subsequent to the revision of Central Government Pay Scales w.e.f., 01.01.2016, pending revision of the pay scales in respect of these category of teachers the dearness allowance with reference to pre-revised pay scales have been sanctioned to the teachers by the State Government. Recently, in G.O. dated : 02.11.2019 read at (6) above, orders have been issued granting 164% of Dearness allowance in the pre-revised pay scales. In other words, Government have sanctioned 33% of dearness allowance in pre-revised pay scale from 01.07.2016 till 01.07.2019 to the Teachers & the equivalent cadre staff working in Government/Aided Degree level Technical Institutions and in Technical Universities in the State. Resultantly, the State Government have sanctioned 33% of Dearness allowance in the pre-revised pay scales to these category of teaching staff as against 17% of D.A sanctioned by the GOI in the 2016 Revised Pay Scheme. Further, these employees are being paid HRA at the rate of 30%, 20% and 10% of Basic pay till date, as against 24%, 16% and 8% of revised HRA rates applicable to the Central Government employees in the 2016 revised pay matrix. Accordingly, these aspects are kept in mind while implementing the 2016 Revised Pay Scheme to the faculties working in Govt./Aided Engineering Colleges and Technical Institutions/University in the State.

Accordingly, as a matter of policy and precedent and in the light of the instructions from GOI and AICTE to revise the pay scales of teaching

and equivalent cadre staff working in Govt./Aided Engineering Colleges and Technical University and its constituent colleges, the following orders are issued.

GOVERNMENT ORDER No. ED 12 DTE 2019,
BENGALURU, Dated : 24th March 2020.

1. In the light of the facts and circumstances narrated in the preamble, the Government are pleased to revise the AICTE pay scales in respect of Teachers and equivalent cadre teaching staff working in Govt./Aided Engineering Colleges, constituent colleges of Technical University and Technical University under the control of Department of the Higher Education as follows:

- i. As for as the cadre structure is concerned there shall be only 3 designations in respect of teachers in degree level Engineering Colleges and other degree level technical institutions viz; Assistant Professor, Associate Professor and Professor. However, there shall be no change in the present designations in respect of Library and Physical Education personnel at various levels.
- ii. The existing pay scales of the Teachers, Librarians, Physical Education and equivalent cadre staff are revised as specified in the following Tables:

Table -1

Revised pay for teachers in University and Colleges:

Sl. No.	Designation	Existing Pay (Rs.)		Corresponding Designation	Revised Pay in the Pay Matrix (Rs.)		
		Pay Band	AGP		Academic level	Minimum	Maximum
1.	Assistant Professor	15600-39100	6000	Assistant Professor (Grade-I)	10	57,700	1,82,400
2.	Assistant Professor	15600-39100	7000	Assistant Professor (Grade-II)	11	68,900	2,05,500
3.	Assistant Professor	15600-39100	8000	Assistant Professor (Grade-III)	12	79,800	2,11,500
4.	Associate Professor	37400-67000	9000	Associate Professor	13A1	1,31,400	2,17,100
5.	Professor	37400-67000	10000	Professor	14	1,44,200	2,18,200
6.	Professor (HAG-Scale)	67000-79000	-	Senior Professor	15	1,82,200	2,24,100

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24/03/2020

Table -2

Revised pay for Librarians in University and Colleges:

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

Table -3

Revised pay for Physical Education Personnel in University and Colleges:

Sl No	Designation	Existing Pay (Rs.)		Revised Pay (Rs.)		
		Pay Band	AGP	Academic Level	Minimum	Maximum
1.	Assistant Director of Physical Education & Sports/College Director of Physical Education & Sports	15,600-39,100	6,000	10	57,700	1,82,400
2.	Assistant Director of Physical Education & Sports (Sr. Scale) / College Director of Physical Education & Sports (Sr.Scale)	15,600-39,100	7,000	11	68,900	2,05,500

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3.	Deputy Director of Physical Education & Sports / Assistant Director of Physical Education & Sports (Selection Grade) / College Director of Physical Education & Sports (Selection Grade).	15,600-39,100	8,000	12	79,800	2,11,500
4.	Deputy Director of Physical Education & Sports / Assistant Director of Physical Education & Sports (Selection Grade) / College Director of Physical Education & Sports (Selection Grade)	37,400-67,000	9,000	13A.1	1,31,400	2,17,100

a) The first academic level (corresponding to AGP of Rs. 6000) in the pay matrix in Annexure-I is numbered as academic level 10. Similarly, the other academic levels are 11, 12, 13A.1, 14 and 15.

2. REVISED PAY FOR DIRECTOR/ PRINCIPAL:

The pay of Director/Principal shall be equivalent to the pay of Professor at level 14 with rationalized entry pay of Rs.1,43,200/- along with the existing special allowance of Rs.3000/- p.m.

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

3. DATE OF EFFECT:

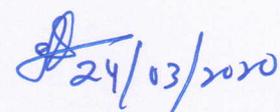
The revised AICTE pay scales shall be effective from 01.01.2016. All other allowances/benefits like DA, HRA & CCA, CAS, benefits etc., on account of fixation of pay in the Revised Pay Matrix are prospective.

Provided the effective dates of service conditions pertaining to qualifications, experience, recruitment, promotion etc. shall be as specified in the respective AICTE Regulations issued from time to time.

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4. COVERAGE:

- i) The above scheme of pay revision shall apply to Teachers and other academic staff such as Librarians, Physical Education Personnel and Equivalent cadres in degree level Engineering Colleges and other degree level Technical Institutions/University under the control of the Higher Education Department.
- ii) Provided the above pay revision in respect of Tenure posts/Deputation posts in the University/Technical Institutions shall be applicable subject to the fulfillment of the terms and conditions of posting if any issued in accordance with the provisions of AICTE Regulations read with the provisions of rules/orders issued by the State Government. .
- iii) The above scheme of pay revision shall not be extended to persons who do not fulfill the minimum criteria stipulated in the 2019 AICTE Regulation viz: **“AICTE Pay Scales, Service Conditions and Minimum Qualifications for Appointment of Teachers and Other Academic Staff such as Library, Physical Education and Training & Placement Personnel in Technical Institutions and Measures for the Maintenance of Standards in Technical Education- (Degree) Regulation, 2019”** and amendments if any issued from time to time.
- iv) Except the issues related to conditions of recruitment and qualifications, fixation of pay, grant of CAS benefits and adherence to the prescribed standards as stipulated in the above mentioned 2019 AICTE Regulation, the regulation of service conditions of teachers and equivalent cadre academic staff shall strictly be in accordance with the provisions of the Rules framed by the State and orders issued thereunder.
- v) The above scheme of revision shall not be applicable to such cadres / posts whose, terms of Appointment and Recruitment is not in accordance with the provisions of AICTE Regulations.
- vi) The above scheme of pay revision is not applicable to such Institutions/Colleges that are not recognized by AICTE and are not entitled for financial assistance from GOI for AICTE Pay Revision.
- vii) Without the previous sanction of the State Government the above scheme of Pay Revision shall not be extended to the Teachers, Librarians and Physical Education Personnel who are drawing pay in the State Pay Scale even though they fulfill the conditions stipulated under the respective AICTE Regulations.

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5. DESIGNATION:

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

6. FIXATION OF PAY IN THE REVISED PAY MATRIX:

1. The Revised Pay Matrix is as specified in Annexure-I appended to this order.
2. The formula followed by the 7th CPC is adopted in structuring the academic pay structure, moving from the concept of Pay Band and Academic Grade Pay to that of Academic Levels and Cells in the Revised Pay Matrix.
3. Each cell in an academic level is at 3% higher stage than the previous cell in that level.
4. The index of Rationalisation (IOR) is 2.67 for present AGP less than Rs. 10,000 and 2.72 for the AGP of Rs. 10,000 and above.
5. The initial pay of the incumbent faculty member holding a permanent post in the cadre of Teacher/Librarian/Physical Education Teacher and equivalent posts shall be fixed in the Revised Pay Matrix specified in **Annexure-I**, w.e.f. 01.01.2016 in the following manner:

- i) The entry pay for each level of Pay Band and Academic Grade Pay in the corresponding academic level and Cells is as specified below:

Level	Academic Grade Pay (Rs.)	Entry Pay (Rs.)	Revised entry pay (Rs)
10	6,000	21,600	57,700
11	7,000	25,790	68,900
12	8,000	29,900	79,800
13A.1	9,000	49,200	1,31,400
14	10,000	53,000	1,44,200
15	-	67,000	1,82,200

- ii) The pay of incumbent employee shall be fixed at the corresponding appropriate level in the Pay Matrix by multiplying the existing basic pay as on 01-01-2016 by a multiplication factor of 2.57, rounded off to

the nearest rupee, the figure so arrived at shall be located in the applicable level in the Pay Matrix. If the figure so arrived at corresponds to any identical pay in the applicable level of Pay Matrix, the same shall be the revised pay. If no such Cell is available in the applicable level the pay shall be fixed at the immediate next higher Cell in that applicable level of the Pay Matrix.

- iii) In fixation of pay whenever a situation arises that more than two stages are bunched together, one additional increment equal to 3% may be given for every two stages bunched and pay fixed in the subsequent Cell in the Pay Matrix.
- iv) If the minimum pay or the first Cell in the applicable level is more than the amount calculated as per sub-clause (ii) above, the pay shall be fixed at the minimum pay or the first Cell of that applicable level.
- v) The pay of employees appointed by direct recruitment on or after 1st day of January 2016 shall be fixed at the minimum pay or the first Cell in the level applicable to the post to which such employees are appointed but not otherwise as specified in sub-clause (ii) above.
- vi) Fixation of pay by using the multiplication factor 2.57 is not applicable to employees promoted on or after 01.01.2016. However, their pay is regulated in accordance with the provisions of this G.O. and the Rules governing service conditions as the case may be.
- vii) After fixation of pay, grant of increment shall be regulated in accordance with the provisions of KCSRs and Orders issued thereunder prevailing at the time of such re-fixation of pay.
- viii) The fixation of pay in the Revised Pay Matrix shall be done in the form provided in **Annexure-II** appended to this order. One copy of this form should be pasted in the Service Register and one copy should be sent to the concerned Head of the Department.

6) For the purpose of this order:

- a) "Pay Matrix" means, Matrix specified in *Annexure-I* appended to this order with levels of pay arranged in vertical cells as assigned to corresponding existing Pay Band and Grade Pay or Scale;
- b) "Level" in the Pay Matrix shall mean the Level corresponding to the existing Pay Band and Grade Pay or scale specified in *Annexure-A* of the Schedule.

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- c) "Pay in the Level" means pay drawn in the appropriate Cell of the Level as specified in Annexure-I.
- d) "Basic Pay" in the revised pay structure means the pay drawn in the prescribed Level in the Pay Matrix.

7. ALLOWANCES:

a) Dearness allowance :-

The dearness allowance in the revised pay scale w.e.f. 01.01.2016 and grant of DA subsequently shall be regulated as specified below. However, the monetary benefit on account of regulation of DA in the Revised Pay shall be prospective as indicated in para (3) above.

01.01.2016 – nil
01.07.2016 – 2% of basic pay
01.01.2017 – 4% of basic pay
01.07.2017 – 5% of basic pay
01.01.2018 – 7% of basic pay
01.07.2018 – 9% of basic pay
01.01.2019- 12% of basic pay
01.07.2019- 17% of basic pay

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

b) Other allowances:-

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

8. INCREMENT:

a) The rate of annual increment in the Pay Matrix is 3% with each cell being higher by 3% over the previous cell. Accordingly, the annual increment shall be as specified in the vertical cells of the applicable level in the Pay Matrix.

b) The grant of annual increment to employees shall be regulated in accordance with the provisions of the applicable Service Rules and standing orders issued in this regard from time to time by the State Government.

9. PROMOTION:

Subject to the fulfillment of conditions stipulated in the respective AICTE Regulations read with the provisions of rules/orders of the State Government; after fixation of pay in the Pay Matrix when an individual gets a promotion his pay in the Pay Matrix shall be fixed as follows:

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

10. SUPERANNUATION AND RE-EMPLOYMENT:

The age of superannuation of teachers and other equivalent cadres in the Govt./Aided degree level Engineering colleges and other degree level Technical Institutions/University in the State, shall be in accordance with the Rules/Orders issued in this regard and shall be regulated as notified by the State Government from time to time. Further, if the situation warrants necessary steps may be taken to re-employ the academic staff with prior approval of the State which shall strictly be in accordance with the provisions stipulated by AICTE from time to time read with the provisions of the rules of the State Government.

11. REGULATION OF SERVICE CONDITIONS:

i) The conditions of service of teachers and equivalent cadre staff like grant of CAS, promotion, cadre structure etc., shall be as stipulated in the "AICTE Pay Scales, Service Conditions and Minimum Qualifications for Appointment of Teachers and Other Academic Staff such as Library, Physical Education and Training & Placement Personnel in Technical Institutions and Measures for the Maintenance of Standards in Technical Education-(Degree) Regulation, 2019" & applicable provisions of respective AICTE Regulations read with the provisions of service rules issued by the State Government.

ii) The provisions contained in the above mentioned AICTE Regulation, 2019 and relevant other regulations shall strictly be implemented without any further changes. Further, without the prior approval of the State Government no changes shall be made in the respective service rules even though it is amended or relaxed by the AICTE.

iii) The respective degree level technical institutions and technical university shall take necessary steps to amend the existing statutes as per the AICTE norms provided nothing should be contradictory to the provisions of the Statutes framed by the State Government. .

12. CONSULTANCY ASSIGNMENTS:

The consultancy rules, terms, conditions and the model of revenue sharing between institutions and consultant teachers shall be as per the AICTE Regulations/Consultancy Rules read with the relevant Rules/Orders of the State Government issued if any from time to time.

13. ANOMALIES IN PAY REVISION:

Separate orders will be issued by the State Government after examining the cases of anomalies in pay if any brought to the notice of the State after getting necessary clarification from AICTE in this regard.

14. PAYMENT OF ARREARS OF PAY REVISION:

As specified in para (3) above an employee is entitled to get the arrears of pay on account of revision pay w.e.f. 01.01.2016. Accordingly, the teacher and equivalent cadre staff are entitled for the difference of basic pay only on account of Pay Revision till the date of issue of this order. However, no arrears of allowances in respect of the allowances that are specified in para (3) and (7) above are admissible with reference to the revised pay.

Further, it is clarified that the financial liabilities of the State is only for the approved posts as on 01.01.2016 and not for the posts that are created or filled after that date either by the University or by the concerned authorities or by otherwise.

15. UNDERTAKING:

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

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16. INCENTIVES FOR Ph.D./M.Phil. and OTHER HIGHER QUALIFICATION:

In view of the conflicting provisions in para (5) of the GOI letter No.1-37/2016-TS.II dated: 18-01-2019 and in regulation 2.22 of the "AICTE Pay Scales, Service Conditions and Minimum Qualifications for Appointment of Teachers and Other Academic Staff such as Library, Physical Education and Training & Placement Personnel in Technical Institutions and Measures for the Maintenance of Standards in Technical Education-(Degree) Regulation, 2019" regarding grant of Advance Increments for acquiring higher educational qualifications suitable orders will be issued in this regard after getting necessary clarifications from AICTE and MHRD, Government of India.

17. RECRUITMENT AND QUALIFICATIONS:

a) Conditions governing eligibility criteria for direct recruitment to the post of Teachers and other academic staff in the degree level Engineering Colleges and degree level Technical Institutions/University and its constituent colleges shall be as specified in the "AICTE Pay Scales, Service Conditions and Minimum Qualifications for Appointment of Teachers and Other Academic Staff such as Library, Physical Education and Training & Placement Personnel in Technical Institutions and Measures for the Maintenance of Standards in Technical Education-(Degree) Regulation, 2019" and amendments if any issued in this regard from time to time by AICTE read with the provisions of applicable rules of the State Government like the Karnataka Civil Services (General Recruitment) Rules, 1977 and orders issued thereunder.

b) All other eligibility criteria for direct recruitment to the various level cadres shall be as specified in the applicable AICTE Regulations.

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

i) 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 and DBT or State PSUs etc., may be counted for direct recruitment only to the relevant cadres/posts but fixation of pay, Regulations of Service Conditions in such cases shall be strictly in accordance with the provisions of Rules framed by the State. Further, for promotion under the CAS the previous service of a teacher in the cadre of Assistant Professor, Associate Professor, Professor or any other nomenclature etc., shall be considered in accordance with the provisions of

relevant Service Rules/Orders of the State Government if any and further subject to the fulfillment of the following:

- (a) The essential qualifications for the post held are not lower than the qualifications prescribed by the AICTE for Assistant Professor, Associate Professor and Professor, as the case may be.
- (b) The post is/was in an equivalent grade or of the pre-revised scale of pay as the post of Assistant Professor/Associate Professor/Reader and Professor.
- (c) The concerned Assistant Professor, Associate Professor and Professor should possess the same minimum qualifications as prescribed by the AICTE for appointment to the post of Assistant Professor/Associate Professor/Reader and Professor as the case may be.
- (d) The post was filled in accordance with the prescribed selection procedure as laid down in the Regulations/statutes of the University/State Government/Central Government/concerned Institutions for such appointments.
- (e) The previous appointment was not as guest faculty for any duration.
- (f) The previous ad-hoc or temporary or contractual service (by whatever nomenclature it may be called) shall be counted for direct recruitment and for promotion subject to fulfillment of conditions stipulated in 2019 AICTE Regulations and Amendments issued from time to time.

ii) The provisions of AICTE Regulations and State Government Rules shall strictly be adhered to while taking a decision on this issue.

19. EQUIVALENCE OF EXPERIENCE OF DIPLOMA & 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 norms prescribed by AICTE.

20. MANDATORY TEACHING HOURS/DAYS:

The respective colleges/universities shall adopt the mandatory teaching hours and working days prescribed by the AICTE and the State Government from time to time.

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21. MANDATORY TEACHERS TRAINING:

In addition to the training scheme framed by the State Government/Universities every teacher appointed or promoted to any position shall have to undergo mandatory training programmes as per the AICTE Teachers Training Policy as specified in AICTE Regulations, 2019 and necessary amendments issued in this regard.

22. DEPUTATION & AICTE PAY SCALES:

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

23. THE PERIOD OF PROBATION AND CONFIRMATION:

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

24. CREATION AND FILLING-UP OF TEACHING POSTS:

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

25. CODE OF PROFESSIONAL ETHICS:

- a) Provisions of the KCS (Conduct) Rules, 1966 and similar other respective rules in respect of private aided institutions are applicable to the faculties working in Government/Aided Technical Institutions as the case may be.
- b) Further, each University should evolve its own professional ethics/code of conduct which shall be in consonance with the provisions of Acts/Rules framed by the State.

J 24/03/2020

26. SERVICE AGREEMENT:

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

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

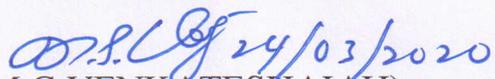
The seniority of employees including the inter-se seniority among direct recruitees and promotees etc shall be determined as per the provisions of Karnataka Government Servants' (Seniority) Rules,1957 and orders issued thereunder.

28. OTHER MATTERS:

If any difficulty arises in giving effect to the above provisions the same may be considered in the light of the provisions contained in **“AICTE Pay Scales, Service Conditions and Minimum Qualifications for Appointment of Teachers and Other Academic Staff such as Library, Physical Education and Training & Placement Personnel in Technical Institutions and Measures for the Maintenance of Standards in Technical Education-(Degree) Regulation, 2019”** and amendments issued thereunder read with relevant service rules of the State and if necessary the same may be referred to government for necessary orders/clarifications.

29. This Order issues with the concurrence of the Finance Department vide its Note No. FD 22 SRP 2019, dated:23.03.2020.

By order and in the name of the
Governor of Karnataka


(M.G.VENKATESHAIAH)

Under Secretary to Government.

Higher Education Department (Technical).

To:

The Complier, Karnataka Gazette, for publication in the gazette.

Copy to:

1. The Secretary to Government of India, MHRD, Department of Education, New Delhi.
2. The Chairman /Member Secretary, All India Council of Technical Education,

- 7th floor, Chandralok Building, Janapath, New Delhi: 110001.
3. The Chairman / Secretary, UGC, New Delhi.
 4. The Accountant General, Karnataka, Bangalore (Audit) (A&E) (Accounts), Bengaluru.
 5. The Additional Chief Secretary to Hon'ble Chief Minister, Vidhana Soudha, Bengaluru.
 6. The Additional Chief Secretary to Government, Finance Department / Planning Department, Vidhana Soudha / M.S.Building, Bengaluru.
 7. The Secretary to Govt.(Exp), Finance Department, Vidhana Soudha, Bengaluru
 8. The Director of Technical Education, Palace Road, Bengaluru.
 9. The PS to Hon'ble Deputy Chief Minister (Higher Education, IT&BT, Science and Technology and Skill Development) Bengaluru.
 10. The Principals of the Government and Aided Institutions through Director of Technical Education.
 11. The Deputy Secretary to Government, Finance Department (Service-II), Vidhana Soudha, Bengaluru.
 12. The Deputy Secretary to Government, DPAR (Cabinet), Vidhana Soudha, Bengaluru.
 13. Information Centre, Education Department, M.S.Building, Bengaluru.
 14. S.G.F/Spare Copies.

ANNEXURE-I

Pay Matrix Table for Degree Level Technical Institutions

Pay Band (Rs.)		15,600-39,100			37,400-67,000		67,000-79,000
Academic Grade Pay (Rs)		6,000	7,000	8,000	9,000	10,000	-
Index of Rationalization(IOR)		2.67	2.67	2.67	2.67	2.72	2.72
Entry Level Pay(Rs)		21,600	25,790	29,900	49,200	53,000	67,000
Academic Level		10	11	12	13A.1	14	15
Revised Entry Pay (Rs)	1	57,700	68,900	79,800	1,31,400	1,44,200	1,82,200
	2	59,400	71,000	82,200	1,35,300	1,48,500	1,87,700
	3	61,200	73,100	84,700	1,39,400	1,53,000	1,93,300
	4	63,000	75,300	87,200	1,43,600	1,57,600	1,99,100
	5	64,900	77,600	89,800	1,47,900	1,62,300	2,05,100
	6	66,800	79,900	92,500	1,52,300	1,67,200	2,11,300
	7	68,800	82,300	95,300	1,56,900	1,72,200	2,17,600
	8	70,900	84,800	98,200	1,61,600	1,77,400	2,24,100
	9	73,000	87,300	1,01,100	1,66,400	1,82,700	
	10	75,200	89,900	1,04,100	1,71,400	1,88,200	
	11	77,500	92,600	1,07,200	1,76,500	1,93,800	
	12	79,800	95,400	1,10,400	1,81,800	1,99,600	
	13	82,200	98,300	1,13,700	1,87,300	2,05,600	
	14	84,700	1,01,200	1,17,100	1,92,900	2,11,800	
	15	87,200	1,04,200	1,20,600	1,98,700	2,18,200	
	16	89,800	1,07,300	1,24,200	2,04,700		
	17	92,500	1,10,500	1,27,900	2,10,800		
	18	95,300	1,13,800	1,31,700	2,17,100		
	19	98,200	1,17,200	1,35,700			
	20	1,01,100	1,20,700	1,39,800			
	21	1,04,100	1,24,300	1,44,000			
	22	1,07,200	1,28,000	1,48,300			
	23	1,10,400	1,31,800	1,52,700			
	24	1,13,700	1,35,800	1,57,300			
	25	1,17,100	1,39,900	1,62,000			
	26	1,20,600	1,44,100	1,66,900			
	27	1,24,200	1,48,400	1,71,900			
	28	1,27,900	1,52,900	1,77,100			
	29	1,31,700	1,57,500	1,82,400			
	30	1,35,700	1,62,200	1,87,900			
	31	1,39,800	1,67,100	1,93,500			
	32	1,44,000	1,72,100	1,99,300			
	33	1,48,300	1,77,300	2,05,300			
	34	1,52,700	1,82,600	2,11,500			
	35	1,57,300	1,88,100				
	36	1,62,000	1,93,700				
	37	1,66,900	1,99,500				
	38	1,71,900	2,05,500				
	39	1,77,100					
	40	1,82,400					

M.G. Venkateshaiah
(M.G.VENKATESHAIAH)

Under Secretary to Government.
Higher Education Department (Technical).

Annexure-II

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

Date:

Signature & Designation of Head of Department

Office:

24/03/2020

Annexure-III

UNDERTAKING

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

Date:

Signature:

Station:

Name:

Designation:

College:

Signed before me

Signature & Designation of Head of the Office/Department

A 24/03/2020