

PROCEEDINGS OF THE PRINCIPAL, Smt.NPS.GOV'T.COLLEGE FOR WOMEN, CHITTOOR

PRESENT:Dr.K.MANOJHAR,M.Com,B.Ed,Ph.D

Rc.No.Spl.100/2023-25

Date:20-07-2023

Sub:- Smt.NPS Govt.College for Women, Chittoor - Constitution of College Planning and Development Committee for the Term 2023-25 - Reg.

In accordance with the rules in vogue, the Principal is pleased to constitute " College Planning and Development Committee" with the following members:

S.No.	Name and Address	Category	Position
1.	Dr.K.Manohar Principal, Smt.NPSGDC(W), Chittoor.	Principal	President
2	Sri.N.P.Venkateswara Chowdary Ex.MLA,Chittoor.	Founder of the College	Secretary
3	Dr.G.Usha Rani, Prof.in Telugu, Smt.NPSGDC(W), Chittoor.	Lecturer	Member
4	Sri.A.M.Narendra Kumar Vice Principal, Smt.NPSGDC(W),Chittoor.	Lecturer	Member
5	Sri.B.Purushotham Naidu Lecturer in Commerce, Smt.NPSGDC(W), Chittoor.	Lecturer	Member
6	Dr.K.Ushasri Prof.in Microbiology, Smt.NPSGDC(W), Chittoor.	Lecturer	Member
7	Dr.K.Ramalakshmi Doctor and Women Activist	Academic / Technical	Member
8	Sri.Y.Prabhu Civil Engineer	Deputy Executive	Member
9	Sri.V.J.Balaji	Philanthropist	Member
10	Sri.B.N.Nageswara Rao	Businessman	Member
11	Sri.S.R.Mohan Naidu	Social Activist	Member
12	Dr.S.R.Sudhakar 9440205157	Educationist	Member
13	Sri.P.Durga Prasad	Parent	Member
14	Sri.J.Venkara Ramana	Parent	Member
15	Sri.A.Chandra Babu	Parent	Member
16	Shaik.Haseena	Student(Alumni)	Member

The committee will have a two year term(2023-2025) and comes into effect with immediate effect. The members are requested to attend the meetings of the CPDC at regular intervals, participate in the deliberations and extend their cooperation for the development of the college. The date and timing of meetings will be informed to all the members well in advance.


Principal
Smt. NPS.Govt. College for Women
CHITTOOR-517002.(A.P.)
Smt. NPS.Govt. College for Women
CHITTOOR-517002.(A.P.)

Copy to all the members of CPDC,
Copy submitted to CE,A.P.Vijayawada.

25/09/2023

Agenda & Discussion:

- * Hostel toilets repair and renovation.

* The social welfare department Paid Rs 9,78,879.00 towards the rent on 29/03/2023 for the Period of December 2014 to February 2018. (Rs 25.353.00 Per month)

- * From the rent amount Rs. 4,13,200.00 was utilized for College building toilets repairs and renovations for the NAAC 3rd Cycle reaccreditation by Passing a resolution by the CPDC members.

- * APEWIDC gave estimation for Rs. 7,20,000/- to complete the work.

- * The balance amount of Rs 1,10,384.00 to complete the work may be taken from PG Zoology amount.

- * In The CPDC account Rs 6,09,617/- is available and Rs 1,10,384.00 may be taken from PG Zoology account and the total amount of Rs 7,20,000/- may be paid to the APEWIDC to Complete the hostel building toilet repair and renovation work at an early date.

N. P. Devtozma Chit

CPDC Member Secretary

X.O.D

Principal
Smt. N.P.S. Govt. College for Women
CHITTORGAR 517002, A.P.

Members CPDC

- 1
- 2 ~~de~~
- 3 Neil
- 4 ~~Thorne~~
- 5 ~~gl~~
- 6 Audrey
- 7 ~~ev~~
- 8 P. Sarnel
- 9 ~~de~~
- 10 ~~de~~

RESOLUTION.

27/12/2023.

The Principal, the Vice Principal, the members of the Staff and CPDC members met in the Principal's Chamber and resolved the following.

Agenda.

- * Proceedings from the Commissioner, CCE to renovate and repair hostel toilets received.
- * Proceedings issued to APEWIDC to undertake the work.

Discussion And Resolution.

The Principal received the Proceedings from the Commissioner dated 14/12/2023 according to the permission to undertake the renovation and repair of toilets of the hostel using the amount of Rs 7,20,000/- C CPDC amount of Rs 6,09,617/- & Zoology PGT amount of Rs. 1,10,384/- Hence, it is resolved to issue Proceedings to APEWIDC to undertake the work.

The students and the warden brought to the notice of the Principal and CPDC members regarding the bad condition of the toilets in the hostel. The Principal Communicated the issue to the Commissioner and requested him to accord the permission to take the work. On 14/12/2023, the Commissioner issued the Permission Proceeding number RC No. 26/OP-II 2023, Hence, it is resolved to give Proceedings to APEWIDC to undertake the work immediately.

Dr. P. Venkatesh Reddy
CPDC Member Secretary.

Vice Principal.

X.B. Principal, 27/12/23

Principal
Smt. N.P.S. Govt. College for Women
CHITTOOR-517002.(A.P.).

Members of the CPDC Committee

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- (2) P. l. l.
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- (8) B. l. l.
- (9) P. l. l.
- (10) P. l. l.
- (11) P. l. l.
- 12 N. l. l.
- 13 T. l. l.
- 14 P. l. l.
- 15 C. l. l.

Resolution.

11/01/2024

The Principal, Vice Principal, the members of the Staff and the CPDC Secretary and the members met in the Principal's Chamber and discussed the following.

Agenda.

- * Letter. Re. No. Supdt/CPDC. CTR/2024, Dated 05/01/2024, of APEWIDC, Chittoor.

Discussion & Resolution.

The Principal wrote a letter to The Commissioner, CCE seeking the permission to undertake hostel building toilet renovation and the Commissioner granted permission. As per the Proceedings issued by the Commissioner, the Principal requested the APEWIDC, Chittoor to undertake the renovation work immediately. The Executive Engineer, APEWIDC, Chittoor requested to transfer the amount to undertake work.

After a detailed discussion, it is resolved unanimously to transfer Rs. 7,20,000/- (Rupees Seven lakhs twenty thousand only) (Rs. 6,09,617/- CPDC funds and Rs. 1,10,384/- Zoology Pm amount) to the account of

Executive Engineer, APEWIDC, Chittoor.

State Bank of India.

Collectorate Branch, Chittoor.

A/c No - 10494219413

IFSC - SBIN0015100.

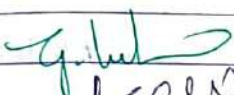
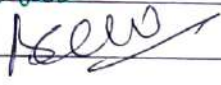
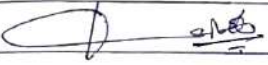
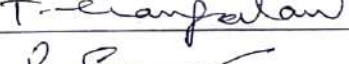
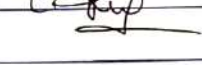
The amount will be transferred to the above account on 11/01/2024 and it is resolved to request the APEWIDC, Chittoor to undertake the renovation work immediately.


Principal.

Vice Principal.

M. P. Clements Center
CPDC Member Secretary.

Members of the CPDC Committee.

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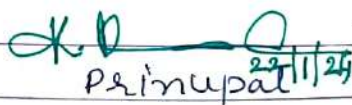
Resolution.

22/01/24.

The cpdc members and all our staff members of the college met in the principal's chamber and resolved the following:-

1. purchase of gold medals of Rs ^{2,20,000/-}~~2,25,000/-~~ ✓
2. It is resolved to purchase gold medals every year to the meritorious students for celebration of college day. Quotations have been raised and finally decided to purchase the gold medals in Mehta Jewellery, Chennai. An amount of Rs 2,20,000/- has been taken from the interest of gold medal a/c (Sapthagiri Bank) after weighting of gold medals the difference amount will be deposited.
3. An amount of Rs 2,20,000/- will be withdrawn from college a/c no. 50043102579 vide chq NO: 559183 dated 22/1/24 to Mehta Jewellery Chennai by way of RTGS.

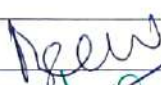
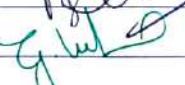
N. N. Venkatesh Chidambaram
CPDC member Secretary

K. D. 
Principal 22/1/24

Principal

Smt. N.P.S. Govt. College for Women
CHITTOOR-517002. (A.P.).

Members of CPDC

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T. Chandra Kumar

Resolution

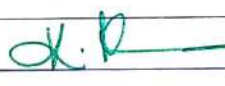
19/03/24

1. The CPDC members and members of the staff met in the chamber of the principal on 19/3/24 and the following resolutions were taken.

1. It is resolved ^{and paid an advance amount} ~~in the sum of~~ Rs 2,20,000 (Two lakh twenty thousand) on 22/1/24 from the interest amount of Gold medal account towards purchase of gold medals for the year 2022-23.

2. It is resolved to pay the remaining amount of 33949/- (Thirty three thousand nine forty nine) to Mehta Jewellery Chemist towards gold medal from the interest amount of Gold Medal Account.

M. P. Uthappa Reddy.
CPDC Members Secretary


19/3/24
Principal

Members of CPDC

Smt. N.P.S. Govt. College for Women
CHITTOOR-517002.(A.P.)

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ANDHRA PRADESH PUBLIC SERVICE COMMISSION: VIJAYAWADA

NOTIFICATION NO.26/2018, Dt.31/12/2018

LECTURERS IN GOVERNMENT DEGREE COLLEGES IN A.P COLLEGIATE EDUCATION SERVICE
(GENERAL RECRUITMENT)

PARA – 1:

- 1.1. Applications are invited online for recruitment to the post of Lecturers in Government Degree Colleges in A.P Collegiate Education Service for a total of 161 CF and 147 Fresh in the scale of pay of Rs.15,600 – 39100 with Rs. 6000/- AGP (Revised U.G.C scales of 2006) from candidates within the age group of 18 - 42 years as on 01.07.2018.
- 1.2. The proforma Application will be available on Commission's Website (<https://psc.ap.gov.in>) **from 05/02/2019 to 26/02/2019** (Note: **25/02/2019** is the last date for payment of fee upto 11:59 mid night).
- 1.3. Before applying for the post, an applicant shall register his/her bio-data particulars through One Time Profile Registration (OTPR) on the Commission's Website viz., <https://psc.ap.gov.in>. Once applicant registers his/her particulars, a user ID is generated and sent to his/her registered mobile number and email ID. Applicants need to apply for the post using the OTPR user ID through Commission's website.
- 1.4. The Commission conducts Screening Test in offline mode in case subject wise applicants exceed 25,000 in number and Main Examination in online mode for candidates selected in screening test.
- 1.5. If the screening test is to be held, the date of screening test will be communicated through Commission's Website.
- 1.6. The main examination in online mode for candidates selected in screening test will be held through computer based test **on 21/05/2019 and 22/05/2019**. There would be objective type questions which are to be answered on computer system. Instructions regarding computer based recruitment test are attached as Annexure - IV. In case any paper of the Examination is held in different languages, the candidate has to choose the medium in which he/she wants to write the examination and the paper will be valued with reference to that medium only.
- 1.7. A general Mock Test facility is available to the applicants to acquaint themselves with the computer based recruitment test. Applicant can visit the website and practice the answering pattern under MOCK TEST option available on main page of website <https://psc.ap.gov.in>.
- 1.8. The applicant is required to visit the Commission's website regularly to keep himself / herself updated until completion of the recruitment process. The Commission's website information is final for all correspondence. No individual correspondence by any means will be entertained under any circumstances.
- 1.9. HALL TICKETS can be downloaded whenever the Commission uploads them to its website. Intimation would be given through the website regarding downloading of Hall Tickets.
- 1.10. All desirous and eligible candidates shall apply online after satisfying themselves that they are eligible as per the terms and conditions of this recruitment notification. Any application sent through any mode other than the prescribed online mode will not be entertained under any circumstances. Submission of application form by the candidate is authentication that he / she has read the notification and shall abide by the terms and conditions laid down there under.
- 1.11. The details of vacancies are as follows:-

I. CARRIED FORWARD VACANCIES

P.C. No	Subject	Name of the Zone				Total
		I	II	III	IV	
01	English	02	01	-	04	07
02	Telugu	-	01	-	-	01
03	Hindi	-	01	01	01	03
04	Urdu	-	-	01	04	05
05	Oriya	01	-	-	-	01
06	History	02	01	-	2	05
07	Economics	02	02	03	02	09
08	Political Science	04	04	04	08	20
09	Commerce	02	06	02	05	15
10	Mathematics	02	05	02	05	14

11	Physics	03	06	02	03	14
12	Chemistry	04	02	-	01	07
13	Botany	02	03	02	01	08
14	Zoology	02	01	01	02	06
15	Computer Science	04	10	04	09	27
16	Computer Application	-	-	-	07	07
17	Statistics	-	01	01	03	05
18	Micro-Biology	-	-	02	02	04
19	Bio-Technology	-	-	-	01	01
20	Geology	-	01	-	01	02
	Total CF vacancies:					161

Note: As per G.O.Ms.No.277, GA (SC & ST CELL .B) Dept., dated: 22.03.1976, G.O.Ms.No.23 Backward Class (Welfare) Dept., dated: 18.03.1996 and G.O.MS.No.81, G.A.(Ser.A) Department, dt. 22/02/1997 the Carry Forward Vacancies to be filled first by a relevant community candidate in succeeding recruitment.

II. **FRESH VACANCIES**

P.C. No	Subject	Name of the Zone				Total
		I	II	III	IV	
01	English	03	03	01	-	07
02	Telugu	02	02	-	-	04
03	Hindi	-	01	-	-	01
04	Urdu	-	-	-	-	-
05	Oriya	-	-	-	-	-
06	History	01	02	01	-	04
07	Economics	-	03	-	-	03
08	Political Science	02	02	-	-	04
09	Commerce	02	-	02	01	05
10	Mathematics	-	-	01	-	01
11	Physics	01	04	04	03	12
12	Chemistry	09	18	08	03	38
13	Botany	05	07	-	-	12
14	Zoology	03	05	01	02	11
15	Computer Science	-	06	05	12	23
16	Computer Application	01	05	05	02	13
17	Statistics	-	02	-	04	06
18	Micro-Biology	02	01	-	-	03
19	Bio-Technology	-	-	-	-	-
20	Geology	-	-	-	-	-
	Total Fresh vacancies:					147

Note: The details of vacancies viz., Community, Zone and Gender wise (General / Women) may be seen at Annexure-I

PARA-2: ELIGIBILITY:

- i. He / She is of sound health, active habits and free from any bodily defect or infirmity rendering him unfit for such service;,
- ii. His / Her character and antecedents are such as to qualify him for such service;,
- iii. He /She possesses the academic and other qualifications prescribed for the post: and
- iv. He/ She is a citizen of India:
Provided that no candidate other than a citizen of India may be appointed except with the previous sanction of the State Government and except in accordance with such conditions and restrictions as they may be laid down. Such sanction shall not be accorded unless the State Government are satisfied that sufficient number of citizens of India, who are qualified and suitable are not available.

PARA-3: EDUCATIONAL QUALIFICATIONS:

A candidate should possess the academic qualifications and experience including practical experience prescribed, if any, for the post on the date of the notification for direct recruitment issued by the concerned recruiting agency.

Name of the post	Educational Qualifications
Lecturer in Government Degree Colleges in A.P Collegiate education Service	i) Good academic record with a minimum of 55% marks or an equivalent Grade of B in the 7 point scale with letter grades O, A, B, C, D, E & F at the Masters Degree level, in the relevant subject, obtained from the Universities recognized in India. ii) Should have passed National Eligibility Test (NET) for lecturers conducted by UGC, CSIR or similar tests accredited by the UGC or SLET conducted by the Osmania University in terms of G.O. Ms. No. 19, Higher Education (CE.I-1), Dept., Dt. 24/02/2011 and by Andhra University, Visakhapatnam in terms of G.O.Ms. No.57, Higher Education (CE.I-1) Dept.,dt.19.12.2014. N.B.:1. A relaxation of 5% marks may be provided (from 55% to 50% of marks) at the Master's Level for the SC/ST/PH (as per G.O.Ms.NO.91, Higher Education (CE.I.1) Dept., dated:08.09.2004)category. 2. A relaxation of 5% marks may be provided (from 55% to 50% of marks) to the Ph.D., Degree holders who have passed their Master's Degree prior to 19.09.1991. 3. "NET/SLET shall remain the minimum eligibility condition for recruitment and appointment of Lecturers in Government Degree Colleges". Provided, however, that candidates who are or have been awarded Ph.D degree in compliance of the University Grants Commission (minimum standards and procedure for award of Ph.D. Degree) Regulations, 2009 shall be exempted from the requirements of the minimum eligibility condition of NET / SLET for recruitments and appointment of Lecturers in Government Degree Colleges. (As per G.O. Ms. No. 47 Higher Education (CE.I-1) Department., dt.14/05/2007 read with G.O. Ms. No. 128, Higher Education(CE-I-1) Dept., dt.24/08/2010)

Note: Please see Annexure – III for subject equivalency particulars.

PARA- 4 RESERVATIONS:

- 4.1. There will be reservations in direct recruitment in respect of Scheduled Tribes, Scheduled Castes, Backward Classes, Physically Challenged, Women and Meritorious Sports Person as per Rule 22 and 22 (A) of A.P. State and Subordinate Service Rules.
- 4.1.i. Inter change procedure would be followed for BCs / SCs / STs as per G.O.Ms.No.436, General Administration (Ser.D) Dept., dated:15.10.1996 and in terms of rule 22 (h)(ii) of A.P. State and Subordinate rules 1996
- 4.2. In the case of candidates who claim the benefit of reservation or relaxation from upper age limit on the basis of Caste/Tribe or Community the basic document of proof of Community will be the Certificate issued by the Revenue Authorities not below the rank of Tahsildar in the case of SC/ST and Non Creamy Layer Certificate issued by the Revenue Authorities in the case of Backward Classes. The list of Caste/Tribe/Community is as incorporated in Schedule-I of above Rules. The list is also appended at Annexure –V. The candidates have to produce proof of the community claimed in their application at all stages of selection along with the certificates relating to educational qualifications and local status certificates etc.,. Subsequent claim of change of community will not be entertained.
- 4.3. The meritorious sportsman means a sportsman who has represented the State or the Country in a national or international competition or Universities in the Inter-University tournaments conducted by the Inter-University Boards or the State School team in the national sports/games for schools conducted by the All India School Games Federation in any of the games, sports, mentioned below; and any other games/sports as may be specified by the Government from time to time, in terms of Rule 2 (19) of AP State and Subordinate Service Rules.
- 4.4. The person with disability means a person suffering from not less than forty percent of any disability as certified by a medical authority except hearing Impairment. Hearing Impairment means loss of sixty decibels or more in the better ear in the conversational range of frequencies which corresponds to 85 dBs Hearing threshold on the audiogram in the better ear i.e., 85 dB hearing level in audiogram – 25 dB upper limit of normal hearing = 60 dBs hearing loss as per provision under "person with Disabilities Act, 1995".
- 4.5. Caste & Community: Community Certificate issued by the competent authority in terms of G.O. Ms No. 58, SW (J) Dept., dt.12/5/97 should be submitted at appropriate time. As per A.P. State and Subordinate Service Rules, Rule -2(28) Explanation: No person who professes a religion different from Hinduism shall be deemed a member of Schedule Caste. BCs, SCs & STs belonging to other States are not entitled for reservation.

- 4.6. If eligible disabled candidates of a particular category are not available, to fill up the carry forward vacancy, the same shall be filled-up by the method of interchanging as per G.O. Ms. No.23, department for Women, Children, Disabled and Senior Citizen (DW)Dept., Dated: 26.05.2011 and G.O.Ms.No.99, General Admn (Services -D) Dept., dated: 04.03.2013. Hence all the disabled categories are allowed to apply.
- 4.7. There shall be Reservation to Women horizontally to an extent of 33 1/3% as per G.O. Ms. No. 63, GA (Ser-D) Dept., dated:17.04.2018.
- 4.8. The reservation to meritorious sports persons will apply as per G.O.Ms.No.13, GA (Ser-D) Dept., dated: 23.01.2018, G.O.Ms.No.74, youth, advancement, Tourism and Culture (Sports) Dept., dated:09.08.2012 and G.O.Ms.No.473, youth, advancement, Tourism and Culture (Sports) Dept., dated: 03.12.2018.
- 4.9. Reservation to BC-E group will be subject to the adjudication of the litigation before the Hon'ble Courts including final orders in Civil Appeal No: 2628-2637 of 2010 in SLP(c). No. 7388-7397 of 2010, dated. 25/03/2010 and orders from the Government.
- 4.10. The candidates claiming to be belonging to non-creamy layer of Backward Class have to obtain a Certificate in terms of G.O. Ms. No. 3, Backward Classes Welfare (C-2) Department, Dated 04.04.2006 read with G.O. Ms. No. 26 Backward Classes Welfare(C) Department, Dated 09.12.2013 regarding their exclusion from the Creamy Layer from the competent authority (Tahasildar) and produce the same at appropriate time of verification. In case of failure to produce the same on the day of verification, the Candidature will be considered against open competition even if he / she is otherwise eligible in all aspects.

PARA- 5 AGE:

- 5.1. No person shall be eligible for direct recruitment if he/she is less than 18 years of age and if he / she is more than 42 years of age as on 01/07/2018 as per G.O.Ms.No.132,GA (Ser-A) Dept., dated:15.10.2018. Candidates should not be born earlier than 2nd July 1976 and not later than 1st July 2000.
- 5.2. Age Relaxation is applicable to the categories as detailed below:

S. No.	Category of candidates	Relaxation of age permissible
1.	SC/ST and BCs	5 Years
2.	Physically Handicapped persons	10 Years
3.	Ex-Service men	Shall be allowed to deduct from his age a period of 3 years in addition to the length of service rendered by him in the armed forces / NCC.
4.	N.C.C. (who have worked as Instructor in N.C.C.)	
5.	A.P. State Government Employees (Employees of APSEB, APSRTC, Corporations, Municipalities etc. are not eligible).	5 Years based on the length of regular service.
6.	Retrenched temporary employees in the State Census Department with a minimum service of 6 months.	3 Years

EXPLANATION:

Provided that the persons referred to at Sl.Nos.3 & 4 above shall, after making the deductions referred to in sub Rule 12 (c) (i) & (ii) of A.P. State and Subordinate Service Rules not exceed the Maximum age limit prescribed for the post.
The age relaxation for Ex-Servicemen is applicable for those who have been released from Armed Forces other than by way of dismissal or discharge on account of misconduct or inefficiency.

PARA - 6 HOW TO APPLY:

STEP-I: Candidates applying for the first time for any notification has to first fill the OTPR application carefully to obtain OTPR ID. While filling the OTPR, the candidate has to ensure that the particulars are filled correctly. The Commission bears no responsibility for the mistakes, if any, made by the candidates. If candidates choose to modify they may do so by clicking the modify OTPR make the modification, save them and proceed to STEP-II (If candidates have already registered and have the OTPR ID, number then he/she can proceed to STEP-II.)

STEP-II: The applicant has to Login in the Commission's website with the user name (OTPR ID) and the Password set by candidate. After Login, the applicant has to click on the "Online Application Submission" present in the bottom right corner of the Commission's website.

PAYMENT PROCESS: The applicant now has to click on the payment link against the notification number that he wants to apply. The basic details required for calculation of the fee and age relaxation will be prepopulated from the OTPR data. The applicant has to verify all the details that are displayed. Once the payment form is submitted, the respective details (used for calculation of fee and age relaxation) will not be altered in any stage of application processing. Hence if any details are to be changed, applicant should use the modify OTPR link, modify the details, save it and again click on application payment link.

STEP-III: After checking all the data and ensuring that the data is correct the applicant has to fill application specific data such as Local/Non Local status, white card details etc., which are also used to calculate the fee. Once all the data is filled appropriately, the applicant has to submit the payment form. On successful submission, the payment reference ID is generated and is displayed on the screen. By clicking "OK" the applicant is shown the various payment options where he/she can select any one among them and complete the payment process as given on the screen.

STEP-IV: Once the payment is successful, payment reference ID is generated. Candidates can note the payment reference ID for future correspondence. Thereafter the applicant is directed to the application form. Applicant should provide the payment reference Id generated along with the other details required for filing the application form (other fields like OTPR ID and fees relaxations details will be prepopulated from the data submitted in the payment form for respective notification). The applicant should check the data displayed thoroughly and should fill the application specific fields like qualification details, examination centre etc., carefully and submit the application form. Once the application is submitted successfully then application receipt is generated. The applicant is requested to print and save the application receipt for future reference/correspondence.

NOTE: Applicant shall note that the data displayed from OTPR at the time of submitting the application will be considered for the purpose of this notification only. Any changes made by the applicant to OTPR data at a later date shall not be considered for the notification on hand.

STEP-V: In any case if the payment process is not submitted successfully, then the applicant should start the fresh payment process as mentioned in STEP-II.

STEP-VI: Once the application is submitted successfully, correction in application form will be enabled. The corrections can be made in the application form itself. Fields which affects the name, fee and age relaxations are not enabled for corrections.

NOTE:

- A. The Commission is not responsible, for any omissions by the applicant in bio-data particulars while submitting the application form online. The applicants are therefore, advised to strictly follow the instructions given in the user guide before submitting the application.
- B. All the candidates are requested to submit their application with correct data. It is noticed that some of the candidates are requesting for change in the data, after submission of the application. It is informed that such requests shall be allowed on payment of Rs.100/- (Rupees hundred only) for each correction. However changes are not allowed for name, fee and age relaxation. No manual application for corrections shall be entertained. Corrections in the applications will be enabled after the last date of the submission of applications and will be allowed up to 7 days only from the last date of applications.
- C. The particulars furnished by the applicant in the application form will be taken as final. Candidates should, therefore, be very careful in uploading / submitting the application form online.
- D. Incomplete/incorrect application form will be summarily rejected. The information if any furnished by the candidate subsequently will not be entertained by the Commission under any circumstances. Applicants should be careful in filling-up the application form and submission. If any lapse is detected during the scrutiny, the candidature will be rejected even though he/she comes to the final stage of recruitment process or even at a later stage and also liable for punishment as per Para 14.1 of this notification.
- E. Before uploading/submission application form, the candidates should carefully ensure his/her eligibility for this examination. No relevant column of the application form should be left blank; otherwise application form will not be accepted.

PARA - 7: (a) FEE:

- 7.1. Applicant must pay Rs. 250/- (Rupees two hundred and fifty only) towards application processing fee and Rs 120/- (Rupees one hundred twenty only) towards examination fee.
- 7.2. However, the following categories of candidates are exempted from payment of examination fee Rs.120/- only.
- i) SC, ST, BC, PH & Ex-Service Men.
 - ii) Families having household supply white card issued by Civil Supplies Department, A.P. Government. (Residents of Andhra Pradesh)
 - iii) Un-employed youth as per G.O.Ms.No.439, G.A (Ser- A) Dept., dated: 18/10/1996 should submit declaration at an appropriate time to the Commission.
 - iv) Applicants belonging to the categories mentioned above (except Physically Handicapped Persons & Ex-Service Men) hailing from other States are not entitled for exemption from payment of fee and not entitled for claiming any kind of reservation.
 - v) Candidates belonging to other States shall pay the prescribed fee of Rs.120/- (Rupees one hundred and twenty only), along with processing fee of Rs. 250/- (Rupees two hundred and fifty only) through different channels as indicated at Para-6. Otherwise such applications will not be considered and no correspondence on this will be entertained.

7.3. b) MODE OF PAYMENT OF FEE:

- i) The fee mentioned in the above paragraph is to be paid online using Payment gateway using net banking/ credit card / debit card. The list of banks providing service for the purpose of online remittance of fee will be available on the website.
- ii) The fee once remitted shall not be refunded or adjusted under any circumstances. Failure to pay the examination fee and application fee (in non-exempt case) will entail total rejection of application.
- iii) IPOs / Demand Drafts are not accepted.
- iv) In case of corrections Rs.100/- per correction will be charged. However changes are not allowed for Name, Fee and age relaxation.

PARA-8: SCHEME OF EXAMINATION:-

The Scheme & Syllabus for the examination has been shown in Annexure-II.

PARA - 9: CENTRES FOR THE WRITTEN (OBJECTIVE TYPE) EXAMINATIONS (CBRT):

The applicant may choose the Test centre with three preferences. However the Commission reserves the right to allot the applicant to any centre of examination depending on the availability of the resources like centres / systems.

PARA – 10 RESOLUTION OF DISPUTES RELATED TO QUESTION PAPER, ANSWER KEY AND OTHER MATTERS

- 10.1. The Commission would publish the key on its website after conduct of the examination. Any objections with regard to the key and any other matter shall be filed within one week after publication of the key in the prescribed proforma available in the website.
- 10.2. The objections received in the prescribed proforma and within due date will be referred to expert Committee for opinion and to take appropriate decision thereon by the Commission. As per decision of the Commission a revised key will be hosted and further objections only in respect of keys that are revised would be called for a period of three working days from the date of publication of revised key. No further objections on original key will be entertained at this stage. The matter will again be referred to experts, taking into consideration the opinion of expert Committee and the final key would be hosted on website based on the decision of the Commission.
- 10.3. The objections if any would be examined and the decision of the Commission in this regard shall be final. Any objection filed after expiry of specified time from the date of publication of key / revised key would not be entertained.

PARA -11 NOTE ON IMPORTANT LEGAL PROVISIONS GOVERNING THE RECRUITMENT PROCESS:

- 11.1. Vacancies: The recruitment will be made to the vacancies notified only. There shall be no waiting list as per G.O. Ms. No. 81, General Administration (Ser. A) Department, Dated 22/02/1997, G.O.Ms.No.544, General Administration (Ser. A) Department,

Dated:04.12.1998 and Rule 6 of APPSC Rules of procedure. In any case, no cognisance will be taken by Commission of any vacancies arising or reported after the completion of the selection and recruitment process or the last date as decided by the Commission as far as this Notification is concerned, and these will be further dealt with as per G.O. & Rule cited above.

- 11.2. The recruitment will be processed as per this notification and as per the Rules and Instructions issued by the Government and also as decided by the Commission from time to time. In A.P. Collegiate Education Service Rules in G.O.Ms. No. 47, Higher Education (CE.I-1) Department, dated: 14.05.2007 and G.O.Ms.No.128, Higher Education (CE.I-1), Department, dated:24.08.2010 and Special Rules / Adhoc Rules Governing the recruitment and other related GOs, Rules etc., are applicable.
- 11.3. **Rules:** The various conditions and criteria prescribed herein are governed by the A.P. State and Subordinate Service Rules, 1996 read with the relevant Special Rules applicable to any particular service in the departments. Any guidelines or clarification is based on the said Rules, and, in case of any necessity, any matter will be processed as per the relevant General and Special Rules as in force.
- 11.4. The Commission is empowered under the provisions of Article 315 and 320 of the Constitution of India read with relevant laws, rules, regulations and executive instructions and all other enabling legal provisions in this regard to conduct examination for appointment to the posts notified herein, duly following the principle of order of merit as per Rule 3(vi) of the APPSC Rules of Procedure read with relevant statutory provisions and ensuring that the whole recruitment and selection process is carried out with utmost regard to secrecy and confidentiality so as to ensure that the principle of merit is scrupulously followed.
- 11.5. The post is State Cadre and gazetted category and organized into zones local reservation is not applicable as per G.O.Ms.No.674 GA(SPF-A) dated: 28.10.1975.
- 11.6. Scheme is prescribed as per G.O Ms. No.141, Finance (HR-I Plg, & Policy) Dept., dated:01.08.2016.
- 11.7. The persons already in Government Service/ Autonomous bodies/ Government aided institutions etc., whether in permanent or temporary capacity or as work charged employees are however required to inform, in writing, to their Head of Office/ Department that they have applied for this recruitment.
- 11.8. A candidate shall be disqualified for appointment, if he himself or through relations or friends or any others has canvassed or endeavored to enlist for his candidature, extraneous support, whether from official or non-official sources for appointment to this service.
- 11.9. Evaluation of various physical disabilities and procedure for certification will be as per orders contained in G.O.Ms. No. 31, WD, CW & DW (DW) Dept., dated 01.12.2009.
- 11.10. The Candidates who have obtained Degrees through Open Universities / Distance Education mode are required to have recognition by the Distance Education Council, Government of India. Unless such Degrees have been recognized by the D.E.C. they will not be accepted for purpose of Educational Qualification. The onus, in case of doubt, of Proof of recognition by the D.E.C. that their Degrees / Universities have been recognized, rests with the candidate. Candidates may also refer G.O.R.t.No.143, Higher Education (EC) Dept., Dated:11.07.2018 and the Supreme Court judgment dated:03.11.2017 in this connection.

PARA- 12 Please read the following Annexures appended to the notification before filling the application form

Annexure- I- Break up of vacancies
 Annexure- II- Scheme & Syllabus
 Annexure- III- Subject equivalencies
 Annexure- IV Instructions to candidates
 Annexure- V- LIST OF SC / ST /BC's

PARA-13: PROCEDURE OF SELECTION:

- 13.1. The selection to this post will be based on the Scheme and Syllabus shown at Annexure-II. The selection of candidates for appointment to the post will be made in two successive stages viz., (1) Written Examination and (2) Oral Test in the shape of an interview.
- 13.2. Appearance in all the papers of computer based examination / Main examination is compulsory. Absence in any of the papers will automatically render the disqualification of the candidature.
- 13.3. As per G.O.Ms.No.5, General Administration (Ser-A) Dept., dated:05.01.2018 "Government here by permit the Andhra Pradesh Public Service Commission to pick up candidates who obtains such minimum qualifying marks in Screening Test / Preliminary Examination as may

be fixed by the Commission at its discretion shall be admitted to the Main Examination in all direct recruitment examinations. The APPSC is further permitted to select candidates belonging to the Scheduled Caste or Scheduled Tribes or Backward classes or Physically Challenged candidates for Main Examination by applying relaxed standards in the Screening Test / Preliminary Examination, if the Commission is of the opinion that sufficient number of candidates from these communities are not likely to be eligible for main examination on the basis of general standard in Screening Test / Preliminary Examination in order to fill up the vacancies reserved for them". Candidates who will come up for selection due to relaxed standards shall be considered against reserved category only.

- 13.4 The selection of candidates for appointment to the posts shall be based on the merit in the computer based examination followed by oral test, to be held as per the scheme of examination enunciated at para 8 above.
- 13.5. The minimum qualifying marks for consideration of a candidate to the selection process are 40% for OCs, 35% for BCs, and 30% for SCs, STs and PHs or as per rules. In the event of Schedule Caste & Schedule Tribe candidates not coming up for selection with the existing minimum prescribed for selection in the competitive examination conducted by the APPSC their selection shall be considered on the basis of rank with reference to their performance in the written and / or oral competitive examination irrespective of the marks secured.

N.B.: Mere securing of minimum qualifying marks does not confer any right to the candidate for being considered to the selection.
- 13.6. Where the candidates get equal number of marks in the main examination if two or more candidates get equal total number of marks, those candidates shall be bracketed. Candidates within the same bracket shall then be ranked 1, 2, 3 etc., according to age i.e., oldest being considered for admission. In case there is tie in age, the person who possesses educational qualification at earlier date would be considered.
- 13.7. With regard to situation where there is deletion of questions, if any, from any paper, scaling (proportionate increase) would be done for that particulars part of the paper to the maximum marks prescribed for the paper and the marks would be rounded off to 2 decimals to determine the merit of the candidate.
- 13.8. While the Commission calls for preference of candidates in respect of posts in the application form, it is hereby clarified that the said preferences are only indicative for being considered to the extent possible but not binding or limiting the Commission's powers under Article 315 and 320 of the Constitution of India. Therefore, the Commission has the power to assign a candidate to any of the notified posts for which he is considered to be qualified and eligible, subject to fulfilling the selection criterion.
- 13.9. The appointment of selected candidates will be subject to their being found medically fit in the appropriate medical classification, and if he/she is of sound health, active habits and free from any bodily defect or infirmity.
- 13.10. ANSWER KEY AND MARKS: Answer key would be published on the website and marks of each candidate are also displayed on website. No separate memorandum of marks would be issued.

PARA-14: DEBARMENT:

- 14.1. Candidates should make sure of their eligibility to the post applied for and that the declaration made by them in the format of application regarding their eligibility is correct in all respects. Any candidate **furnishing in-correct information or making false declaration regarding his/her eligibility at any stage or suppressing any information** is liable TO BE DEBARRED UPTO FIVE YEARS FROM APPEARING FOR ANY OF THE EXAMINATIONS CONDUCTED BY THE COMMISSION, and summary rejection of their candidature for this recruitment.
- 14.2. The Penal Provisions of Act 25/97 published in the A.P. Gazette No. 35, Part-IV.B Extraordinary dated: 21/08/1997 shall be invoked **if malpractice and unfair means are noticed at any stage** of the recruitment. Further candidates shall be liable for penalty as per G.O.Ms.No.385,G.A.(Ser. A) Dept., Dt.18/10/2016. The Chief Superintendent of the examination centre is authorized to take decision in case of malpractice or usage of unfair means or creation of disturbance or use of physical force by any candidate and report the matter to the competent authority as well as register a police case.
- 14.3. The Commission is vested with the Constitutional duty of conducting recruitment and selection as per rules duly maintaining utmost secrecy and confidentiality in this process and any attempt by anyone causing or likely to cause breach of this constitutional duty in such manner or by such action as to violate or likely to violate the fair practices followed and ensured by the Commission will be sufficient cause for rendering such questionable means as ground for debarment and penal consequences as per law and rules as per decision of the Commission.

14.4. Any candidate found **impersonating or procuring impersonation by any person** or resorting to any other irregular or improper means in connection with his / her candidature for selection or obtaining support of candidature by any means, such a candidate may in addition to rendering himself/ herself liable to criminal prosecution, be liable to be debarred permanently from any exam or selection held by the Service Commissions in the country.

14.5. **ELECTRONIC GADGETS BANNED:**

(a) The use of any mobile (even in switched off mode), pager, scientific calculator or any electronic equipment or programmable device or storage media like pen drive, smart watches etc., or camera or blue tooth devices or any other equipment or related accessories either in working or switched off mode capable of being used as a communication device during the examination is strictly prohibited. Any infringement of these instructions shall entail disciplinary action including ban from future examinations.

(b) Candidates are advised in their own interest not to bring any of the banned items including mobile phones/ pagers to the venue of the examination, as arrangement for safe – keeping cannot be assured.

PARA-15: COMMISSION'S DECISION TO BE FINAL:

The decision of the Commission in all aspects and all respects pertaining to the application and its acceptance or rejection as the case may be, conduct of examination and at all consequent stages culminating in the selection or otherwise of any candidate shall be final in all respects and binding on all concerned, under the powers vested with it under Article 315 and 320 of the Constitution of India. Commission also reserves its right to alter and modify the terms and conditions laid down in the notification for conducting the various stages up to selection, duly intimating details thereof to all concerned, as warranted by any unforeseen circumstances arising during the course of this process, or as deemed necessary by the Commission at any stage.

Place: VIJAYAWADA
Date: 31.12.2018

Sd/-A.K.Maurya,IFS.,
SECRETARY

ANNEXURE-I
NOTIFICATION NO.26/2018
THE DETAILED VACANCY POSITION FOR THE POST OF LECTURERS IN GOVT. DEGREE COLLEGES
IN A.P COLLEGIATE EDUCATION SERVICE
STATE WIDE POST

I. CARRIED FORWARD VACANCIES

- Note:** 1. As per G.O.Ms.No.277, GA (SC & ST CELL .B) Dept., dated: 22.03.1976, G.O.Ms.No.23 Backward Class (Welfare) Dept., dated: 18.03.1996 and G.O.MS.No.81, G.A. (Service. A) Department, dt. 22/02/1997 the Carry Forward vacancies to be filled first by a relevant community candidate in succeeding recruitment.
2. If eligible candidates are not available from any of the disabled categories, i.e. VH, HH and OH the vacancy shall be filled-up by interchange among candidates of other categories of disability, as per G.O.Ms.NO.23, Dept., for woman, children, disabled, & senior citizens (DW) Dept., dated:26.05.2011, G.O.Ms.No.99, General Admn (Services -D) Dept., dated: 04.03.2013. Hence, all the disabled categories of persons are allowed to apply.
3. Reservation to meritorious sports persons will apply as per G.O.Ms.No.13 GA (Ser-D) Dept., dated:23.01.2018 and G.O.Ms.No.74 youth advancement tourism and culture (sports) Dept. and G.O.Ms.No.473, youth, advancement, Tourism and Culture (Sports) Dept., dated: 03.12.2018.
4. As per the G.O.Ms.No.436, GA (Ser.D) Dept., Dated;15-10-1996 and in terms of Rule 22 (h)(ii) of AP State Subordinate Service Rules 1996, interchanging procedure shall be follows, as detailed below:
- (*) If qualified candidates belonging to SC or ST are not available, the vacancy reserved to be filled by a candidate belonging to ST or SC Vice-Versa viz., SC to ST /ST to SC.
- (**) If qualified candidate belonging to a particular Group of BCs (ABCD&E) are not available the vacancy reserved to that group that shall accrue to the nest group in respective Zones in concerned subjects.

POST CODE – 01 ENGLISH

Community	Zone - I		Zone - II		Zone - III		Zone - IV		Total		Grand Total
	G	W	G	W	G	W	G	W	G	W	
OC	01	-	-	-	-	-	01	-	02	-	02
BC-A	-	-	-	-	-	-	01	-	01	-	01
BC-B	-	-	-	-	-	-	-	-	-	-	-
BC-C	-	-	-	-	-	-	-	-	-	-	-
BC-D	-	-	-	-	-	-	-	-	-	-	-
BC-E	-	-	-	-	-	-	-	-	-	-	-
SC	-	-	-	-	-	-	-	-	-	-	-
ST	-	01*	-	-	-	-	-	01*	-	02	02
VH	-	-	-	-	-	-	-	-	-	-	-
HH	-	-	01	-	-	-	01	-	02	-	02
OH	-	-	-	-	-	-	-	-	-	-	-
TOTAL	01	01	01	-	-	-	03	01	05	02	07

POST CODE – 02 TELUGU

Community	Zone - I		Zone - II		Zone - III		Zone - IV		Total		Grand Total
	G	W	G	W	G	W	G	W	G	W	
OC	-	-	-	-	-	-	-	-	-	-	-
BC-A	-	-	-	-	-	-	-	-	-	-	-
BC-B	-	-	-	-	-	-	-	-	-	-	-
BC-C	-	-	-	-	-	-	-	-	-	-	-
BC-D	-	-	-	-	-	-	-	-	-	-	-
BC-E	-	-	-	-	-	-	-	-	-	-	-
SC	-	-	-	-	-	-	-	-	-	-	-
ST	-	-	-	-	-	-	-	-	-	-	-
VH	-	-	-	-	-	-	-	-	-	-	-
HH	-	-	01	-	-	-	-	-	01	-	01
OH	-	-	-	-	-	-	-	-	-	-	-
TOTAL	-	-	01	-	-	-	-	-	01	-	01

POST CODE – 03 HINDI

Community	Zone - I		Zone - II		Zone - III		Zone - IV		Total		Grand Total
	G	W	G	W	G	W	G	W	G	W	
OC	-	-	-	-	-	-	-	-	-	-	-
BC-A	-	-	-	-	-	-	-	-	-	-	-
BC-B	-	-	-	-	-	-	-	-	-	-	-
BC-C	-	-	-	-	-	-	01**	-	01	-	01
BC-D	-	-	-	-	-	-	-	-	-	-	-
BC-E	-	-	-	-	-	-	-	-	-	-	-
SC	-	-	-	-	-	-	-	-	-	-	-
ST	-	-	-	01*	-	-	-	-	-	01	01
VH	-	-	-	-	-	01	-	-	-	01	01
HH	-	-	-	-	-	-	-	-	-	-	-
OH	-	-	-	-	-	-	-	-	-	-	-
TOTAL	-	-	-	01	-	01	01	-	01	02	03

POST CODE – 04 URDU

Community	Zone - I		Zone - II		Zone - III		Zone - IV		Total		Grand Total
	G	W	G	W	G	W	G	W	G	W	
OC	-	-	-	-	-	-	-	-	-	-	-
BC-A	-	-	-	-	-	-	-	01**	-	01	01
BC-B	-	-	-	-	-	-	-	-	-	-	-
BC-C	-	-	-	-	-	-	-	-	-	-	-
BC-D	-	-	-	-	-	-	-	-	-	-	-
BC-E	-	-	-	-	-	-	-	-	-	-	-
SC	-	-	-	-	-	01*	01*	--	01	01	02
ST	-	-	-	-	-	-	-	01*	-	01	01
VH	-	-	-	-	-	-	-	01	-	01	01
HH	-	-	-	-	-	-	-	-	-	-	-
OH	-	-	-	-	-	-	-	-	-	-	-
TOTAL	-	-	-	-	-	01	01	03	01	04	05

POST CODE – 05 ORIYA

Community	Zone - I		Zone - II		Zone - III		Zone - IV		Total		Grand Total
	G	W	G	W	G	W	G	W	G	W	
OC	-	-	-	-	-	-	-	-	-	-	-
BC-A	-	-	-	-	-	-	-	-	-	-	-
BC-B	-	-	-	-	-	-	-	-	-	-	-
BC-C	-	-	-	-	-	-	-	-	-	-	-
BC-D	-	-	-	-	-	-	-	-	-	-	-
BC-E	-	-	-	-	-	-	-	-	-	-	-
SC	-	01*	-	-	-	-	-	-	-	01	01
ST	-	-	-	-	-	-	-	-	-	-	-
VH	-	-	-	-	-	-	-	-	-	-	-
HH	-	-	-	-	-	-	-	-	-	-	-
OH	-	-	-	-	-	-	-	-	-	-	-
TOTAL	-	01	-	-	-	-	-	-	-	01	01

POST CODE - 06 HISTORY

Community	Zone - I		Zone - II		Zone - III		Zone - IV		Total		Grand Total
	G	W	G	W	G	W	G	W	G	W	
OC	01	-	-	-	-	-	-	01	01	01	02
BC-A	-	-	-	-	-	-	-	-	-	-	-
BC-B	-	-	-	-	-	-	-	-	-	-	-
BC-C	-	-	-	-	-	-	-	-	-	-	-
BC-D	-	-	-	-	-	-	-	-	-	-	-
BC-E	-	-	-	01**	-	-	-	-	-	01	01
SC	-	-	-	-	-	-	-	-	-	-	-
ST	-	01*	-	-	-	-	-	-	-	01	01
VH	-	-	-	-	-	-	-	-	-	-	-
HH	-	-	-	-	-	-	01(UM)	-	01	-	01
OH	-	-	-	-	-	-	-	-	-	-	-
TOTAL	01	01	-	01	-	-	01	01	02	03	05

POST CODE-.07 ECONOMICS

Community	Zone I		Zone II		Zone III		Zone IV		Total		Grand Total
	G	W	G	W	G	W	G	W	G	W	
OC	-	-	-	-	-	-	-	-	-	-	-
BC-A	-	-	-	-	01	-	-	-	01	-	01
BC-B	-	-	-	-	-	-	-	-	-	-	-
BC-C	-	-	-	-	-	-	-	-	-	-	-
BC-D	-	-	-	-	-	01	01	-	01	01	02
BC-E	-	01**	-	01**	-	01	-	-	-	03	03
SC	-	-	-	-	-	-	-	-	-	-	-
ST	-	01*	-	-	-	-	-	-	-	01	01
VH	-	-	-	-	-	-	-	-	-	-	-
HH	-	-	01	-	-	-	01	-	02	-	02
OH	-	-	-	-	-	-	-	-	-	-	-
TOTAL	-	02	01	01	01	02	02	-	04	05	09

POST CODE - 8 POLITICAL SCIENCE

community	Zone - I		Zone - II		Zone - III		Zone - IV		Total		Grand Total
	G	W	G	W	G	W	G	W	G	W	
OC	02	-	01	01	-	01	01	02	04	04	08
BC-A	-	-	-	-	-	-	-	-	-	-	-
BC-B	-	01	-	01**	-	01**	-	-	-	03	03
BC-C	-	-	01**	-	01	-	-	-	02	-	02
BC-D	-	-	-	-	-	-	-	01**	-	01	01
BC-E	-	-	-	-	-	-	-	01**(UM)	-	01	01
SC	-	-	-	-	-	-	-	-	-	-	-
ST	-	01*	-	-	-	01*	01	01*	01	03	04
VH	-	-	-	-	-	-	-	-	-	-	-
HH	-	-	-	-	-	-	01	-	01	-	01
OH	-	-	-	-	-	-	-	-	-	-	-
TOTAL	02	02	02	02	01	03	03	05	08	12	20

POST CODE - .09 COMMERCE

community	Zone - I		Zone - II		Zone - III		Zone - IV		Total		Grand Total
	G	W	G	W	G	W	G	W	G	W	
OC	-	01	-	01	-	01	-	04	-	07	07
BC-A	-	-	-	01**	-	-	-	-	-	01	01
BC-B	-	-	-	-	-	-	-	-	-	-	-
BC-C	-	-	-	-	-	-	-	-	-	-	-
BC-D	-	-	-	01	-	-	-	-	-	01	01
BC-E	-	-	-	-	-	-	-	-	-	-	-
SC	-	-	-	-	-	-	-	-	-	-	-
ST	-	-	-	01*+01	-	-	-	01*	-	03	03
VH	-	-	-	-	-	-	-	-	-	-	-
HH	01	-	01	-	01	-	-	-	03	-	03
OH	-	-	-	-	-	-	-	-	-	-	-
TOTAL	01	01	01	05	01	01	-	05	03	12	15

POST CODE – 10 MATHEMATICS

Community	Zone - I		Zone - II		Zone - III		Zone - IV		Total		Grand Total
	G	W	G	W	G	W	G	W	G	W	
OC	-	-	-	-	-	-	-	01	-	01	01
BC-A	-	-	-	-	-	-	-	-	-	-	-
BC-B	-	-	-	-	-	-	-	-	-	-	-
BC-C	-	-	-	-	01	-	01**	-	02	-	02
BC-D	-	-	-	-	-	-	-	-	-	-	-
BC-E	-	-	-	-	-	-	-	-	-	-	-
SC	-	-	01	01	-	-	-	01*	01	02	03
ST	-	01*	01	01*	-	01*	01	-	02	03	05
VH	-	01	-	01	-	-	-	-	-	02	02
HH	-	-	-	-	-	-	01	-	01	-	01
OH	-	-	-	-	-	-	-	-	-	-	-
TOTAL	-	02	02	03	01	01	03	02	06	08	14

POST CODE – 11 PHYSICS

Community	Zone I		Zone II		Zone III		Zone IV		Total		Grand Total
	G	W	G	W	G	W	G	W	G	W	
OC	-	01	01	-	-	-	-	-	01	01	02
BC-A	-	-	-	-	-	-	-	-	-	-	-
BC-B	-	-	-	-	-	-	-	-	-	-	-
BC-C	-	-	-	-	-	-	-	-	-	-	-
BC-D	-	-	-	-	-	-	-	-	-	-	-
BC-E	-	-	-	01**	-	01	-	-	-	02	02
SC	-	-	-	-	-	-	-	-	-	-	-
ST	-	01*	02*	-	-	-	01*	01*	03	02	05
VH	-	01	--	01	-	01	-	-	-	03	03
HH	-	-	01	-	-	-	01	-	02	-	02
OH	-	-	-	-	-	-	-	-	-	-	-
TOTAL	-	03	04	02	-	02	02	01	06	08	14

POST CODE - 12 CHEMISTRY

Community	Zone I		Zone II		Zone III		Zone IV		Total		Grand Total
	G	W	G	W	G	W	G	W	G	W	
OC	-	01	-	-	-	-	-	-	-	01	01
BC-A	-	-	-	-	-	-	-	-	-	-	-
BC-B	-	-	-	-	-	-	-	-	-	-	-
BC-C	-	-	-	-	-	-	-	-	-	-	-
BC-D	-	-	-	-	-	-	-	-	-	-	-
BC-E	-	01**	-	01**	-	-	-	-	-	02	02
SC	-	-	-	-	-	-	-	-	-	-	-
ST	01	-	-	-	-	-	-	01	01	01	02
VH	-	01	-	-	-	-	-	-	-	01	01
HH	-	-	01	-	-	-	-	-	01	-	01
OH	-	-	-	-	-	-	-	-	-	-	-
TOTAL	01	03	01	01	-	-	-	01	02	05	07

POST CODE - 13 BOTANY

Community	Zone I		Zone II		Zone III		Zone IV		Total		Grand Total
	G	W	G	W	G	W	G	W	G	W	
OC	-	-	-	-	-	-	-	-	-	-	-
BC-A	-	-	-	-	-	-	-	-	-	-	-
BC-B	-	-	-	-	-	-	-	-	-	-	-
BC-C	-	-	-	-	-	-	-	-	-	-	-
BC-D	-	-	-	-	-	-	-	-	-	-	-
BC-E	-	-	-	01	-	-	-	-	-	01	01
SC	-	-	-	-	-	-	-	-	-	-	-
ST	-	01*	-	01	-	01*	-	-	-	03	03
VH	-	01	-	01	-	01	-	-	-	03	03
HH	-	-	-	-	-	-	01	-	01	-	01
OH	-	-	-	-	-	-	-	-	-	-	-
TOTAL	-	02	-	03	-	02	01	-	01	07	08

POST CODE – 14 ZOOLOGY

Community	Zone I		Zone II		Zone III		Zone IV		Total		Grand Total
	G	W	G	W	G	W	G	W	G	W	
OC	-	-	-	01	-	-	-	-	-	01	01
BC-A	-	-	-	-	-	-	-	01	-	01	01
BC-B	-	-	-	-	-	-	-	-	-	-	-
BC-C	-	-	-	-	-	-	-	-	-	-	-
BC-D	-	-	-	-	-	-	-	-	-	-	-
BC-E	-	-	-	-	-	-	-	-	-	-	-
SC	-	-	-	-	-	-	-	-	-	-	-
ST	-	01*	-	-	-	-	-	-	-	01	01
VH	-	01	-	-	-	01	-	-	-	02	02
HH	-	-	-	-	-	-	01	-	01	-	01
OH	-	-	-	-	-	-	-	-	-	-	-
TOTAL	-	02	-	01	-	01	01	01	01	05	06

POST CODE - 15 COMPUTER SCIENCE

Community	Zone -I		Zone- II		Zone -III		Zone -IV		Total		Grand Total
	G	W	G	W	G	W	G	W	G	W	
OC	-	-	-	03	-	01	-	03	-	07	07
BC-A	-	01**	01	01**	-	-	01	-	02	02	04
BC-B	-	01**	-	-	-	-	-	01**	-	02	02
BC-C	-	-	-	-	-	-	-	-	-	-	-
BC-D	-	-	-	01**	-	01**	-	01**	-	03	03
BC-E	-	-	-	01**	-	01**	-	01**	-	03	03
SC	-	-	-	-	-	-	-	-	-	-	-
ST	-	01*	01*	01*	-	-	-	01*	01	03	04
VH	-	01	-	01	-	01	-	01	-	04	04
HH	-	-	-	-	-	-	-	-	-	-	-
OH	-	-	-	-	-	-	-	-	-	-	-
TOTAL	-	04	02	08	-	04	01	08	03	24	27

POST CODE NO. 16 COMPUTER APPLICATION

Community	Zone I		Zone II		Zone III		Zone IV		Total		Grand Total
	G	W	G	W	G	W	G	W	G	W	
OC	-	-	-	-	-	-	01	01	01	01	02
BC-A	-	-	-	-	-	-	-	-	-	-	-
BC-B	-	-	-	-	-	-	-	01**	-	01	01
BC-C	-	-	-	-	-	-	-	-	-	-	-
BC-D	-	-	-	-	-	-	-	01**	-	01	01
BC-E	-	-	-	-	-	-	-	01**	-	01	01
SC	-	-	-	-	-	-	-	01*	-	01	01
ST	-	-	-	-	-	-	-	-	-	-	-
VH	-	-	-	-	-	-	-	01	-	01	01
HH	-	-	-	-	-	-	-	-	-	-	-
OH	-	-	-	-	-	-	-	-	-	-	-
TOTAL	-	-	-	-	-	-	01	06	01	06	07

POST CODE – 17 STATISTICS

Community	Zone - I		Zone - II		Zone - III		Zone - IV		Total		Grand Total
	G	W	G	W	G	W	G	W	G	W	
OC	-	-	-	-	-	-	-	-	-	-	-
BC-A	-	-	-	-	-	-	-	-	-	-	-
BC-B	-	-	-	-	-	-	-	-	-	-	-
BC-C	-	-	-	-	-	-	01**	-	01	-	01
BC-D	-	-	-	-	-	-	-	-	-	-	-
BC-E	-	-	-	-	-	-	-	-	-	-	-
SC	-	-	-	01*	-	01*	-	-	-	02	02
ST	-	-	-	-	-	-	-	01*	-	01	01
VH	-	-	-	-	-	-	-	01	-	01	01
HH	-	-	-	-	-	-	-	-	-	-	-
OH	-	-	-	-	-	-	-	-	-	-	-
TOTAL	-	-	-	01	-	01	01	02	01	04	05

POST CODE -. 18 MICROBIOLOGY

Community	Zone - I		Zone - II		Zone - III		Zone - IV		Total		Grand Total
	G	W	G	W	G	W	G	W	G	W	
OC	-	-	-	-	-	-	-	-	-	-	-
BC-A	-	-	-	-	-	-	-	-	-	-	-
BC-B	-	-	-	-	-	-	-	-	-	-	-
BC-C	-	-	-	-	-	-	-	-	-	-	-
BC-D	-	-	-	-	-	-	-	-	-	-	-
BC-E	-	-	-	-	-	-	-	-	-	-	-
SC	-	-	-	-	-	-	-	-	-	-	-
ST	-	-	-	-	-	01*	-	01*	-	02	02
VH	-	-	-	-	-	01	-	01	-	02	02
HH	-	-	-	-	-	-	-	-	-	-	-
OH	-	-	-	-	-	-	-	-	-	-	-
TOTAL	-	-	-	-	-	02	-	02	-	04	04

POST CODE -19 BIO-TECHNOLOGY

Community	Zone - I		Zone - II		Zone - III		Zone - IV		Total		Grand Total
	G	W	G	W	G	W	G	W	G	W	
OC	-	-	-	-	-	-	-	-	-	-	-
BC-A	-	-	-	-	-	-	-	-	-	-	-
BC-B	-	-	-	-	-	-	-	-	-	-	-
BC-C	-	-	-	-	-	-	-	-	-	-	-
BC-D	-	-	-	-	-	-	-	-	-	-	-
BC-E	-	-	-	-	-	-	-	-	-	-	-
SC	-	-	-	-	-	-	-	-	-	-	-
ST	-	-	-	-	-	-	-	-	-	-	-
VH	-	-	-	-	-	-	-	01	-	01	01
HH	-	-	-	-	-	-	-	-	-	-	-
OH	-	-	-	-	-	-	-	-	-	-	-
TOTAL	-	-	-	-	-	-	-	01	-	01	01

POST CODE – 20 :: GEOLOGY

Community	Zone - I		Zone - II		Zone -III		Zone - IV		Total		Grand Total
	G	W	G	W	G	W	G	W	G	W	
OC	-	-	-	-	-	-	-	-	-	-	-
BC-A	-	-	-	01**	-	-	-	-	-	01	01
BC-B	-	-	-	-	-	-	-	-	-	-	-
BC-C	-	-	-	-	-	-	-	-	-	-	-
BC-D	-	-	-	-	-	-	-	-	-	-	-
BC-E	-	-	-	-	-	-	-	-	-	-	-
SC	-	-	-	-	-	-	-	-	-	-	-
ST	-	-	-	-	-	-	-	01*	-	01	01
VH	-	-	-	-	-	-	-	-	-	-	-
HH	-	-	-	-	-	-	-	-	-	-	-
OH	-	-	-	-	-	-	-	-	-	-	-
TOTAL	-	-	-	01	-	-	-	01	-	02	02

II. FRESH VACANCIES

POST CODE – 01 ENGLISH

Community	Zone-I		Zone-II		Zone-III		Zone-IV		Total		Grand Total
	G	W	G	W	G	W	G	W	G	W	
OC	01	-	01	-	-	01	-	-	02	01	03
BC-A	01	-	-	-	-	-	-	-	01	-	01
BC-B	-	-	-	-	-	-	-	-	-	-	-
BC-C	-	-	-	-	-	-	-	-	-	-	-
BC-D	-	-	01	-	-	-	-	-	01	-	01
BC-E	-	-	01	-	-	-	-	-	01	-	01
SC	01	-	-	-	-	-	-	-	01	-	01
ST	-	-	-	-	-	-	-	-	-	-	-
VH	-	-	-	-	-	-	-	-	-	-	-
HH	-	-	-	-	-	-	-	-	-	-	-
OH	-	-	-	-	-	-	-	-	-	-	-
SPORTS	-	-	-	-	-	-	-	-	-	-	-
TOTAL	03	-	03	-	-	01	-	-	06	01	07

POST CODE - 02 TELUGU

Community	Zone-I		Zone-II		Zone-III		Zone-IV		Total		Grand Total
	G	W	G	W	G	W	G	W	G	W	
OC	-	01	-	01	-	-	-	-	-	02	02
BC-A	-	-	-	-	-	-	-	-	-	-	-
BC-B	01	-	-	-	-	-	-	-	01	-	01
BC-C	-	-	-	-	-	-	-	-	-	-	-
BC-D	-	-	-	-	-	-	-	-	-	-	-
BC-E	-	-	-	-	-	-	-	-	-	-	-
SC	-	-	-	-	-	-	-	-	-	-	-
ST	-	-	01	-	-	-	-	-	01	-	01
VH	-	-	-	-	-	-	-	-	-	-	-
HH	-	-	-	-	-	-	-	-	-	-	-
OH	-	-	-	-	-	-	-	-	-	-	-
SPORTS	-	-	-	-	-	-	-	-	-	-	-
TOTAL	01	01	01	01	-	-	-	-	02	02	04

POST CODE - 03 HINDI

Community	Zone-I		Zone-II		Zone-III		Zone-IV		Total		Grand Total
	G	W	G	W	G	W	G	W	G	W	
OC	-	-	-	01	-	-	-	-	-	01	01
BC-A	-	-	-	-	-	-	-	-	-	-	-
BC-B	-	-	-	-	-	-	-	-	-	-	-
BC-C	-	-	-	-	-	-	-	-	-	-	-
BC-D	-	-	-	-	-	-	-	-	-	-	-
BC-E	-	-	-	-	-	-	-	-	-	-	-
SC	-	-	-	-	-	-	-	-	-	-	-
ST	-	-	-	-	-	-	-	-	-	-	-
VH	-	-	-	-	-	-	-	-	-	-	-
HH	-	-	-	-	-	-	-	-	-	-	-
OH	-	-	-	-	-	-	-	-	-	-	-
SPROTS	-	-	-	-	-	-	-	-	-	-	-
TOTAL	-	-	-	01	-	-	-	-	-	01	01

POST CODE – 06 HISTORY

community	Zone-I		Zone-II		Zone-III		Zone-IV		Total		Grand Total
	G	W	G	W	G	W	G	W	G	W	
OC	01	-	01	-	-	-	-	-	02	-	02
BC-A	-	-	-	-	01	-	-	-	01	-	01
BC-B	-	-	-	-	-	-	-	-	-	-	-
BC-C	-	-	-	-	-	-	-	-	-	-	-
BC-D	-	-	-	-	-	-	-	-	-	-	-
BC-E	-	-	-	-	-	-	-	-	-	-	-
SC	-	-	01	-	-	-	-	-	01		01
ST	-	-	-	-	-	-	-	-	-	-	-
VH	-	-	-	-	-	-	-	-	-	-	-
HH	-	-	-	-	-	-	-	-	-	-	-
OH	-	-	-	-	-	-	-	-	-	-	-
SPORTS	-	-	-	-	-	-	-	-	-	-	-
TOTAL	01	-	02	-	01	-	-	-	04	-	04

POST CODE – 07 ECONOMICS

community	Zone-I		Zone-II		Zone-III		Zone-IV		Total		Grand Total
	G	W	G	W	G	W	G	W	G	W	
OC	-	-	-	01	-	-	-	-	-	01	01
BC-A	-	-	-	-	-	-	-	-	-	-	-
BC-B	-	-	01	-	-	-	-	-	01	-	01
BC-C	-	-	-	-	-	-	-	-	-	-	-
BC-D	-	-	-	-	-	-	-	-	-	-	-
BC-E	-	-	-	-	-	-	-	-	-	-	-
SC	-	-	-	-	-	-	-	-	-	-	-
ST	-	-	01	-	-	-	-	-	01		01
VH	-	-	-	-	-	-	-	-	-	-	-
HH	-	-	-	-	-	-	-	-	-	-	-
OH	-	-	-	-	-	-	-	-	-	-	-
SPORTS	-	-	-	-	-	-	-	-	-	-	-
TOTAL	-	-	02	01	-	-	-	-	02	01	03

POST CODE – 08 POLITICAL SCIENCE

community	Zone-I		Zone-II		Zone-III		Zone-IV		Total		Grand Total
	G	W	G	W	G	W	G	W	G	W	
OC	01	01	-	-	-	-	-	-	01	01	02
BC-A	-	-	01	-	-	-	-	-	01		01
BC-B	-	-	-	-	-	-	-	-	-	-	-
BC-C	-	-	-	-	-	-	-	-	-	-	-
BC-D	-	-	-	-	-	-	-	-	-	-	-
BC-E	-	-	-	01	-	-	-	-	-	01	01
SC	-	-	-	-	-	-	-	-	-	-	-
ST	-	-	-	-	-	-	-	-	-	-	-
VH	-	-	-	-	-	-	-	-	-	-	-
HH	-	-	-	-	-	-	-	-	-	-	-
OH	-	-	-	-	-	-	-	-	-	-	-
SPORTS	-	-	-	-	-	-	-	-	-	-	-
TOTAL	01	01	01	01	-	-	-	-	02	02	04

POST CODE – 09 COMMERCE

Community	Zone-I		Zone-II		Zone-III		Zone-IV		Total		Grand Total
	G	W	G	W	G	W	G	W	G	W	
OC	-	01	-	-	-	01	-	-	-	02	02
BC-A	-	-	-	-		-	-	-	-	-	-
BC-B	-	-	-	-	01	-	-	-	01	-	01
BC-C	-	-	-	-	-	-	-	-	-	-	-
BC-D	01	-	-	-	-	-	-	-	01	-	01
BC-E	-	-	-	-	-	-	-	-	-	-	-
SC	-	-	-	-	-	-	-	01	-	01	01
ST	-	-	-	-	-	-	-	-	-	-	-
VH	-	-	-	-	-	-	-	-	-	-	-
HH	-	-	-	-	-	-	-	-	-	-	-
OH	-	-	-	-	-	-	-	-	-	-	-
SPORTS	-	-	-	-	-	-	-	-	-	-	-
TOTAL	01	01	-	-	01	01	-	01	02	03	05

POST CODE – 10 MATHEMATICS

Community	Zone-I		Zone-II		Zone-III		Zone-IV		Total		Grand Total
	G	W	G	W	G	W	G	W	G	W	
OC	-	-	-	-	01	-	-	-	01	-	01
BC-A	-	-	-	-	-	-	-	-	-	-	-
BC-B	-	-	-	-	-	-	-	-	-	-	-
BC-C	-	-	-	-	-	-	-	-	-	-	-
BC-D	-	-	-	-	-	-	-	-	-	-	-
BC-E	-	-	-	-	-	-	-	-	-	-	-
SC	-	-	-	-	-	-	-	-	-	-	-
ST	-	-	-	-	-	-	-	-	-	-	-
VH	-	-	-	-	-	-	-	-	-	-	-
HH	-	-	-	-	-	-	-	-	-	-	-
OH	-	-	-	-	-	-	-	-	-	-	-
SPORTS	-	-	-	-	-	-	-	-	-	-	-
TOTAL	-	-	-	-	01	-	-	-	01	-	01

POST CODE - 11 PHYSICS

Community	Zone-I		Zone-II		Zone-III		Zone-IV		Total		Grand Total
	G	W	G	W	G	W	G	W	G	W	
OC	-	-	01	-	01	01	02	-	04	01	05
BC-A	-	-	-	-	-	-	-	-	-	-	-
BC-B	-	-	-	-	01	-	-	-	01	-	01
BC-C	-	-	-	-	-	-	-	-	-	-	-
BC-D	-	01	01	-	-	-	-	-	01	01	02
BC-E	-	-	-	01	-	-	-	-	-	01	01
SC	-	-	01	-	-	01	01	-	02	01	03
ST	-	-	-	-	-	-	-	-	-	-	-
VH	-	-	-	-	-	-	-	-	-	-	-
HH	-	-	-	-	-	-	-	-	-	-	-
OH	-	-	-	-	-	-	-	-	-	-	-
SPORTS	-	-	-	-	-	-	-	-	-	-	-
TOTAL	-	01	03	01	02	02	03	-	08	04	12

POST CODE -12 CHEMISTRY

Community	Zone-I		Zone-II		Zone-III		Zone-IV		Total		Grand Total
	G	W	G	W	G	W	G	W	G	W	
OC	03	02	05	04	02	01	01	-	11	07	18
BC-A	01	-	01	-	01	-	-	-	03	-	03
BC-B	-	-	01	01	01	-	-	-	02	01	03
BC-C	-	-	-	-	-	-	-	-	-	-	-
BC-D	-	-	-	01	-	-	01	-	01	01	02
BC-E	-	-	-	-	-	-	01	-	01	-	01
SC	01	-	02	-	01	-	-	-	04	-	04
ST	01	-	-	01	01	-	-	-	02	01	03
VH	-	-	-	-	-	-	-	-	-	-	-
HH	01	-	-	-	01	-	-	-	02	-	02
OH	-	-	01	-	-	-	-	-	01	-	01
SPORTS	-	-	01	-	-	-	-	-	01	-	01
TOTAL	07	02	11	07	07	01	03	-	28	10	38

POST CODE -13 BOTANY

Community	Zone-I		Zone-II		Zone-III		Zone-IV		Total		Grand Total
	G	W	G	W	G	W	G	W	G	W	
OC	-	01	02	01	-	-	-	-	02	02	04
BC-A	01	-	01	-	-	-	-	-	02	-	02
BC-B	-	-	01	-	-	-	-	-	01	-	01
BC-C	-	-	-	-	-	-	-	-	-	-	-
BC-D	-	01	-	-	-	-	-	-	-	01	01
BC-E	-	01	-	-	-	-	-	-	-	01	01
SC	01	-	01	-	-	-	-	-	02	-	02
ST	-	-	01	-	-	-	-	-	01	-	01
VH	-	-	-	-	-	-	-	-	-	-	-
HH	-	-	-	-	-	-	-	-	-	-	-
OH	-	-	-	-	-	-	-	-	-	-	-
SPORTS	-	-	-	-	-	-	-	-	-	-	-
TOTAL	02	03	06	01	-	-	-	-	08	04	12

POST CODE – 14 ZOOLOGY

Community	Zone-I		Zone-II		Zone-III		Zone-IV		Total		Grand Total
	G	W	G	W	G	W	G	W	G	W	
OC	01	-	01	01	01	-	-	-	03	01	04
BC-A	01	-	01	-	-	-	-	-	02	-	02
BC-B	-	-	-	-	-	-	-	01	-	01	01
BC-C	-	-	-	-	-	-	-	-	-	-	-
BC-D	-	-	-	-	-	-	-	-	-	-	-
BC-E	-	01	-	-	-	-	-	-	-	01	01
SC	-	-	01	-	-	-	-	-	01	-	01
ST	-	-	-	-	-	-	-	-	-	-	-
VH	-	-	-	-	-	-	-	-	-	-	-
HH	-	-	01	-	-	-	-	-	01	-	01
OH	-	-	-	-	-	-	-	-	-	-	-
SPORTS	-	-	-	-	-	-	01	-	01	-	01
TOTAL	02	01	04	01	01	-	01	01	08	03	11

POST CODE -15 COMPUTER SCIENCE

Community	Zone-I		Zone-II		Zone-III		Zone-IV		Total		Grand Total
	G	W	G	W	G	W	G	W	G	W	
OC	-	-	02	01	01	02	04	03	07	06	13
BC-A	-	-	01	-	-	-	01	-	02	-	02
BC-B	-	-	-	-	-	-	01	-	01	-	01
BC-C	-	-	-	-	-	-	-	-	-	-	-
BC-D	-	-	-	-	-	-	01	-	01	-	01
BC-E	-	-	-	-	-	-	-	-	-	-	-
SC	-	-	01	-	-	-	-	-	01	-	01
ST	-	-	-	-	01	-	01	-	02	-	02
VH	-	-	-	-	-	-	-	-	-	-	-
HH	-	-	01	-	01	-	01	-	03	-	03
OH	-	-	-	-	-	-	-	-	-	-	-
SPORTS	-	-	-	-	-	-	-	-	-	-	-
TOTAL	-	-	05	01	03	02	09	03	17	06	23

POST CODE- 16 COMPUTER APPLICATION

Community	Zone-I		Zone-II		Zone-III		Zone-IV		Total		Grand Total
	G	W	G	W	G	W	G	W	G	W	
OC	-	-	01	-	02	-	01	-	04	-	04
BC-A	-	-	-	-	-	01	-	-	-	01	01
BC-B	-	-	-	01	-	-	-	-	-	01	01
BC-C	-	-	-	-	-	-	-	-	-	-	-
BC-D	-	-	-	-	-	-	-	-	-	-	-
BC-E	-	-	-	-	-	-	-	-	-	-	-
SC	-	-	01	-	-	01	-	01	01	02	03
ST	-	-	-	01	-	-	-	-	-	01	01
VH	-	01	-	01	-	01	-	-	-	03	03
HH	-	-	-	-	-	-	-	-	-	-	-
OH	-	-	-	-	-	-	-	-	-	-	-
SPORTS	-	-	-	-	-	-	-	-	-	-	-
TOTAL	-	01	02	03	02	03	01	01	05	08	13

POST CODE 17 STATISTICS

Community	Zone-I		Zone-II		Zone-III		Zone-IV		Total		Grand Total
	G	W	G	W	G	W	G	W	G	W	
OC	-	-	01	-	-	-	01	01	02	01	03
BC-A	-	-	-	01	-	-	-	-	-	01	01
BC-B	-	-	-	-	-	-	-	-	-	-	-
BC-C	-	-	-	-	-	-	-	-	-	-	-
BC-D	-	-	-	-	-	-	-	01	-	01	01
BC-E	-	-	-	-	-	-	-	-	-	-	-
SC	-	-	-	-	-	-	01	-	01	-	01
ST	-	-	-	-	-	-	-	-	-	-	-
VH	-	-	-	-	-	-	-	-	-	-	-
HH	-	-	-	-	-	-	-	-	-	-	-
OH	-	-	-	-	-	-	-	-	-	-	-
SPORTS	-	-	-	-	-	-	-	-	-	-	-
TOTAL	-	-	01	01	-	-	02	02	03	03	06

POST CODE -18 MICROBIOLOGY

Community	Zone-I		Zone-II		Zone-III		Zone-IV		Total		Grand Total
	G	W	G	W	G	W	G	W	G	W	
OC	01	-	-	-	-	-	-	-	01	-	01
BC-A	-	01	-	01	-	-	-	-	-	02	02
BC-B	-	-	-	-	-	-	-	-	-	-	-
BC-C	-	-	-	-	-	-	-	-	-	-	-
BC-D	-	-	-	-	-	-	-	-	-	-	-
BC-E	-	-	-	-	-	-	-	-	-	-	-
SC	-	-	-	-	-	-	-	-	-	-	-
ST	-	-	-	-	-	-	-	-	-	-	-
VH	-	-	-	-	-	-	-	-	-	-	-
HH	-	-	-	-	-	-	-	-	-	-	-
OH	-	-	-	-	-	-	-	-	-	-	-
SPORTS	-	-	-	-	-	-	-	-	-	-	-
TOTAL	01	01	-	01	-	-	-	-	01	02	03

Annexure-II
NOTIFICATION NO.26/2018
SCHEME AND SYLLABUS FOR RECRUITMENT TO THE POST OF
LECTURERS IN GOVERNMENT DEGREE COLLEGES IN A.P COLLEGIATE EDUCATION SERVICE

PART-A: Written 'Examination (Objective Type)			
Papers	No. of Questions	Duration (Minutes)	Maximum Marks
Paper-1: General Studies & Mental Ability (Degree Standard)	150	150	150
Paper-2: Concerned Subject (One only) (PG Standard)	150	150	300
PART-B: Interview (Oral Test)			50
TOTAL			500
<u>NEGATIVE MARKS:</u> As per G.O.Ms. No.235, Finance (HR-I, Plg & Policy) Dept., Dt. 06/12/2016, for each wrong answer will be penalized with 1/3rd of the marks prescribed for the question.			

NB: The Candidates have to choose one of the following subjects relevant to the PG Degree for writing Paper-2:

1. English	2. Telugu	3. Hindi
4. Urdu	5. Oriya	6. Commerce
7. Economics	8. History	9. Political Science
10. Mathematics	11. Physics	12. Chemistry
13. Botany	14. Zoology	15. Statistics
16. Bio-technology	17. Microbiology	18. Computer Applications
19. Computer Science	20. Geology	

SYLLABUS
PAPER-1
GENERAL STUDIES & MENTAL ABILITY

1. Events of national and international importance.
2. Current affairs- international, national and regional.
3. General Science and it applications to the day to day life Contemporary developments in Science & Technology and information Technology
4. Social- economic and political history of modern India with emphasis on Andhra Pradesh.
5. Indian polity and governance: constitutional issues, public policy, reforms and e-governance initiatives with specific reference to Andhra Pradesh.
6. Economic development in India since independence with emphasis on Andhra Pradesh.
7. Physical geography of Indian sub-continent and Andhra Pradesh.
8. Disaster management: vulnerability profile, prevention and mitigation strategies, Application of Remote Sensing and GIS in the assessment of Disaster.
9. Sustainable Development and Environmental Protection
10. Logical reasoning, analytical ability and data interpretation.
11. Data Analysis:
 - a) Tabulation of data
 - b) Visual representation of data
 - c) Basic data analysis (Summary Statistics such as mean, median, mode, variance and coefficient of variation) and Interpretation
12. Bifurcation of Andhra Pradesh and its Administrative, Economic, Social, Cultural, Political, and Legal implications/problems.

PAPER-2-SUBJECT**1. ENGLISH****I. Movements and Concepts**

Renaissance, Metaphysical poetry, Neo-classicism, Romanticism, Rise of the novel, Modernism, Postmodernism, Colonialism, Postcolonialism, Diaspora, Psychoanalytical criticism, Myth and archetype, Feminism, Structuralism, Poststructuralism, Deconstruction.

II. Writers and Texts

1)	William Shakespeare	<i>Hamlet, Tempest</i>
2)	John Milton	<i>Paradise Lost</i> -Book 1 and 9
3)	William Wordsworth	"Immortality Ode", <i>Tintern Abbey</i>
4)	John Keats	"Ode to a Nightingale", "To Autumn"
5)	Robert Browning	"My Last Duchess", "The Last Ride Together"
6)	Charles Dickens	David Copperfield
7)	TS Eliot	"The Waste Land", Murder in the Cathedral
8)	GB Shaw	Saint Joan
9)	Virginia Woolf	"A Room of One's Own"
10)	Samuel Beckett	Waiting for Godot
11)	William Golding	Lord of the Flies
12)	Robert Frost	"Home Burial", "The Road Not Taken"
13)	Eugene O'Neill	The Hairy Ape
14)	Toni Morrison	Beloved
15)	Mulk Raj Anand	Untouchable
16)	AK Ramanujan	"Love Poem for a Wife", "Small-Scale Reflections on a Great House"
17)	Girish Karnad	Hayavadana
18)	Salman Rushdie	Midnight's Children
19)	Chinua Achebe	Things Fall Apart
20)	Margaret Atwood	Edible Woman
21)	AD Hope	"Australia", "Crossing the Frontier"
22)	Bessie Head	<i>A Question of Power</i>

III. English Language Teaching

- 1) ELT in India: (History and status of English in India; English as Second Language, English as Foreign Language, and English as Global Language).
- 2) Methods and Approaches: (Grammar Translation method, Direct method, Audio-Lingual method; Structural approach, Communicative language teaching)
- 3) Teaching of Language Skills: (Teaching of Listening, Speaking, Reading, and Writing Skills; Teaching of Grammar and Functional English; Teaching of Vocabulary; Classroom techniques; Use of authentic materials)
- 4) Testing and Evaluation: (Principles, Types, Objectives of testing and evaluation)
- 5) Phonetics and Phonology; Syntax and Structure.

2. TELUGU

తెలుగు

1. (ఎ) సంప్రదాయ సాహిత్యకవుల అధ్యయనం - కాలం - రచనలు

నన్నయ, తిక్కన, ఎర్రన, శివకవులు (నన్నెచోడుడు, మల్లికార్జున పండితారాధ్యుడు, పాల్కురికి సోమనాథుడు), నాచనసోమన - భాస్కర రామాయణ కవులు, రంగనాథ రామాయణ కవి - శ్రీనాథుడు - పోతన - పిల్లలమర్రి పినవీరభద్రుడు - గౌరన - జక్కన - అనంతామాత్యుడు - కొరవి గోపరాజు - నంది మల్లన, ఘంట సింగన - అష్టదిగ్గజ కవులు - తాళ్ళపాక కవులు - శ్రీకృష్ణదేవరాయలు - పొన్నగంటి తెలగన్న - చేమకూర వెంకటకవి - తంజావూరు రాజకవులు - కవయిత్రులు - కూచిమంచి తిమ్మకవి - జగ్గకవి.

(బి) వేమన తాత్త్వికత - సమకాలిక పరిశీలన, దృక్పథం - సమాజంపై వేమన కవిత్వ ప్రభావం.

2. సాహిత్య ధోరణుల అధ్యయనం - యుగప్రభావం - రూపాలు - మొదలైనవి. ఇతిహాసం - పురాణం ప్రబంధం - శతకం - సంకీర్తన సాహిత్యం - చారిత్రక కావ్యం - సంప్రదాయ, ఆధునిక గద్య రచనలు - నవల - కథానిక - వ్యాసం - ఏకాంకిక మొదలైనవి - వాదాలు (దళిత, హేతు, స్త్రీ, ప్రాంతీయ)

3. జానపద విజ్ఞానం - గేయాలు - కథాగేయాలు - గద్యాభ్యాసాలు - (పురాణగాథలు - ఇతిహాసాలు - కథలు), సామెతలు - పొదుపుకథలు - జానపద కళలు - (వీధి నాటకాలు, యక్షగానాలు, బొమ్మలాటలు, పగటివేషాలు, చిందు, గంగ జాతర కళారూపాలు.

4. ఆధునిక కవుల అధ్యయనం - ఆధునిక ధోరణులు వారి రచనలు - గురజాడ - రాయప్రోలు - వీరేశలింగం - చిలకమర్తి - పానుగంటి - విశ్వనాథ - దేవులపల్లి - బసవరాజు - పింగళి - కాటూరి - దువ్వూరి - పుట్టపర్తి - శ్రీశ్రీ - ప్రసిద్ధ ఆధునిక కవులు - భావ అభ్యుదయ - దిగంబర.

5. తెలుగు వ్యాకరణ, ఛందస్సు అధ్యయనం :

వ్యాకరణం - బాల వ్యాకరణం (సంజ్ఞ, సంధి, క్రియా, తత్సమ, ఆచ్చిక ప్రకరణాలు)

శ్రౌధ వ్యాకరణ (సంజ్ఞ, సంధి, కారక, శబ్ద వాక్య పరిచ్ఛేదాలు)

ఛందస్సు - వృత్తాలు, జాతులు, ఉపజాతులు

(ఉత్పలమాల, చంపకమాల, శార్దూలం, మత్తేభం, ద్విపద, తరువోజ, సీసం,

కందం, స్రగ్ధర, పంచచామరం)

అలంకారాలు - అర్థాలంకారాలు, శబ్దాలంకారాలు

తెలుగు భాషా చరిత్ర పరిణామం - (ప్రాజ్ఞన్నయ యుగం నుండి నేటి వరకు)- ద్రావిడ భాషా కుటుంబాలలో తెలుగు స్థానం - భౌగోళిక విభజన - మాండలికాలు.

7. భాషా విజ్ఞాన అధ్యయనం - భాషా శాస్త్రం, అర్థ విపరిణామం - ఆధునిక కాలం : శాసన భాష నుండి సాహిత్య భాష వరకు (వ్యావహారిక భాషా ఉద్యమం వంటివి)
8. తెలుగు సాహిత్య పరిణామం - (ప్రాజ్ఞన్నయ యుగం నుండి నేటి వరకు)
9. సౌందర్య, సాహిత్య విమర్శ అధ్యయనం (ప్రాక్, పశ్చిమ) ఆధునిక తెలుగు సాహిత్య విమర్శ.
10. సంస్కృత వ్యాకరణం, కావ్యాలు - సంస్కృత వ్యాకరణం ప్రాథమిక విజ్ఞానం, సామాన్య ప్రామాణిక గద్య, పద్య పాఠ్యాంశాలు - హితోపదేశం, కాళిదాసుని కృతులు, సంస్కృత పంచకావ్యాల పరిచయం.

3. HINDI

HINDI

हिन्दी भाषा और उसका विकास

इकाई-1

हिन्दी की ऐतिहासिक पृष्ठभूमि : प्राचीन भारतीय आर्यभाषाएँ – वैदिक तथा लौकिक संस्कृत और उनकी विशेषताएँ। मध्यकालीन भारतीय आर्यभाषाएँ – पालि; प्राकृत – शौरसेनी, अर्धमागधी, मागधी, अपभ्रंश और उनकी विशेषताएँ। आधुनिक भारतीय आर्यभाषाएँ और उनका वर्गीकरण। देवनागरी लिपि: विकास, विशेषताएँ और मानकीकरण।

इकाई-2

हिन्दी का भौगोलिक विस्तार: हिन्दी की उपभाषाएँ, पश्चिमी हिन्दी, पूर्वी हिन्दी, विशेषताएँ।

इकाई 3

हिन्दी का भाषिक स्वरूप : हिन्दी की स्वनिम व्यवस्था – खंड्य, खंड्येतर। हिन्दी शब्द रचना – उपसर्ग, प्रत्यय, समास। रूपरचना – लिंग, वचन, और कारक – व्यवस्था के संदर्भ में हिन्दी के संज्ञा, सर्वनाम, विशेषण और क्रियारूपा। हिन्दी वाक्य रचना: पदक्रम और अन्विति।

इकाई 4

हिन्दी के विविध रूप: संपर्क भाषा, राष्ट्रभाषा, राजभाषा के रूप में हिन्दी, माध्यम-भाषा, संचार-भाषा; हिन्दी की सांविधानिक स्थिति। हिन्दी प्रसार के आंदोलन, प्रमुख व्यक्तियों तथा संस्थाओं का योगदान।

इकाई-5

हिन्दी साहित्य का इतिहास

हिन्दी साहित्य का इतिहास- दर्शन, हिन्दी साहित्य के इतिहास-लेखन की पद्धतियाँ।

हिन्दी साहित्य के प्रमुख इतिहास ग्रंथ, हिन्दी के प्रमुख साहित्यिक केन्द्र, संस्थाएँ एवं पत्र-पत्रिकाएँ, हिन्दी साहित्य के इतिहास का काल विभाजन और नामकरण

आदिकाल: हिन्दी साहित्य का आरम्भ कब और कैसे ? रासो साहित्य आदिकालीन हिन्दी का जैन साहित्य, सिद्ध और नाथ साहित्य, अमीर खुसरों की हिन्दी कविता, विद्यापति और उनकी पदावली, आरम्भिक गद्य तथा लौकिक साहित्य।

इकाई 6

मध्यकाल

भक्ति आन्दोलन के उदय के सामाजिक-सांस्कृतिक कारण, प्रमुख निर्गुण एवं सगुण संप्रदाय, वैष्णव भक्ति की सामाजिक- सांस्कृतिक पृष्ठभूमि, आलवार सन्त, पुमुख संप्रदाय और आचार्य, भक्ति आन्दोलन का अखिल भारतीय स्वरूप और उसका अन्तःप्रादेशिक वैशिष्ट्य।

हिन्दी सन्त काव्य : सन्त काव्य का वैचारिक आधार, प्रमुख निर्गुण संत कवि कबीर, नानक, दादू, रैदास, संत काव्य की प्रमुख विशेषताएँ, भारतीय धर्म साधना में संत कवियों का स्थान।

हिन्दी सूफी काव्य: सूफी काव्य का वैचारिक आधार, हिन्दी के प्रमुख सूफी कवि और काव्य - मुल्ला दाऊद (चन्दायन), कुतुबन (मृगावती), मंझन (मधुमालती), मालिक मुहम्मद जायसी (पद्मावत), सूफी प्रेमाख्यानकों का स्वरूप, हिन्दी सूफी काव्य की प्रमुख विशेषताएँ।

हिन्दी कृष्ण काव्य : विविध संप्रदाय, वल्लभ संप्रदाय, अष्टछाप, प्रमुख कृष्ण भक्त कवि और काव्य, सूरदास (सूरसागर), नंददास (रास पंचाध्यायी), भ्रमरगीत परंपरा, गीति परंपरा और हिन्दी कृष्ण काव्य - मीरा और रसखान।

हिन्दी राम काव्य विविध संप्रदाय, राम भक्ति शाखा के कवि और काव्य, तुलसीदास की प्रमुख कृतियाँ, काव्य रूप और उनका महत्व।

रीति काल: सामाजिक-सांस्कृतिक परिप्रेक्ष्य, रीतिकाव्य के मूल स्रोत, रीतिकाल की प्रमुख प्रवृत्तियाँ, रीतिकालीन कवियों का आचार्यत्व, रीतिमुक्त काव्यधारा, रीतिकाल के प्रमुख कवि: केशवदास, मतिराम, भूषण, बिहारीलाल, देव, घनानन्द और पद्माकर, रीतिकाव्य में लोकजीवन।

इकाई 7

आधुनिक काल: हिन्दी गद्य का उद्भव और विकास। भारतेन्दु पूर्व हिन्दी गद्य, 1857 की राज्य क्रान्ति और सांस्कृतिक पुनर्जागरण, भारतेन्दु और उनका मण्डल, 19वीं शताब्दी के उत्तरार्द्ध की हिन्दी पत्रकारिता।

द्विवेदी युग: महावीर प्रसाद द्विवेदी और उनका युग, हिन्दी नवजागरण और सरस्वती, मैथिलीशरण गुप्त और राष्ट्रीय काव्यधारा, राष्ट्रीय काव्यधारा के प्रमुख कवि, स्वच्छन्दतावाद और उसके प्रमुख कवि।

छायावाद और उसके बाद: छायावादी काव्य की प्रमुख विशेषताएँ, छायावाद के प्रमुख कवि: प्रसाद, निराला, पंत, और महादेवी, उत्तर छायावादी काव्य और उसके प्रमुख कवि, प्रगतिशील काव्य और उसके प्रमुख कवि, प्रयोगवाद और नई कविता, नई कविता के कवि, समकालीन कविता, समकालीन साहित्यिक पत्रकारिता।

इकाई 8

हिन्दी साहित्य की गद्य विधाएँ

हिन्दी उपन्यास: प्रेमचंद पूर्व उपन्यास, प्रेमचंद और उनका युग, प्रेमचंद के परवर्ती प्रमुख उपन्यासकार: जैनेन्द्र, अज्ञेय, हजारी प्रसाद द्विवेदी, यशपाल, अमृतलाल नागर, फणीश्वरनाथ रेणु, भीष्म साहनी, कृष्ण सोवती, निर्मल वर्मा, नरेश मेहता, श्रीलाल शुक्ल, राही मासूम राजा, रंगेय राघव, मन्नू भण्डारी।

हिन्दी कहानी: बीसवीं सदी की हिन्दी कहानी और प्रमुख कहानी आन्दोलन।

हिन्दी नाटक: हिन्दी नाटक और रंगमंच, विकास के चरण और प्रमुख नाट्यकृतियाँ: अंधेर नगरी, चंद्रगुप्त, अंधायुग, आधे-अधूरे, आठवां सर्ग, हिन्दी एकांकी।

हिन्दी निबंध: हिन्दी निबंध के प्रकार और प्रमुख निबंधकार – रामचन्द्र शुक्ल, हजारीप्रसाद द्विवेदी, कुबेरनाथ राय, विद्यानिवास मिश्र, हरिशंकर परसाई।

हिन्दी आलोचना: हिन्दी आलोचना का विकास और प्रमुख आलोचक: रामचन्द्र शुक्ल, नंददुलारे वाजपेयी, हजारी प्रसाद द्विवेदी, रामविलास शर्मा, डॉ. नगेन्द्र, डॉ. नामवर सिंह, विजयदेव नारायण साही। हिन्दी की अन्य गद्य विधाएँ : रेखाचित्र, संस्मरण, यात्रा-साहित्य, आत्मकथा, जीवनी और रिपोर्टाज।

इकाई 9

काव्य शास्त्र और आलोचना:

काव्य के लक्षणः शब्दार्थौ सहितौ काव्यम् (भामह), तद्वर्णौ शब्दार्थौ सगुणावनलंकृती पुनः
क्वापि (मम्मट), वाक्यं रसात्मकं काव्यम् (विश्वनाथ), रमणीयार्थ-प्रतिपादकः शब्दः
काव्यम् (पण्डितराज जगन्नाथ), काव्य की आत्मा।

विविध संप्रदाय, प्रमुख सिद्धांत-रस, अलंकार, रीति, ध्वनि, वक्रोक्ति और औचित्य।
रस का स्वरूप और साधारणीकरण।

सहृदय की अवधारणा।

हिन्दी आलोचना - रामचन्द्र शुक्ल और उनके आलोचनात्मक प्रतिमान।

शुक्लोत्तर समीक्षा और समीक्षक - हजारी प्रसाद द्विवेदी, नन्ददुलारे वाजपेयी, डॉ.
रामविलास शर्मा, डॉ. नामवर सिंह, विजयदेव नारायण साही, समकालीन आलोचना।
प्लेटो और अरस्तू का अनुकरण सिद्धांत तथा अरस्तू का विरेचन सिद्धांत।

वर्ड्सवर्थ का काव्य-भाषा सिद्धांत।

कालरिज कल्पना और फैनटसी।

आई.ए.रिचर्ड्स - मूल्य सिद्धांत तथा काव्य भाषा सिद्धांत

टी.एस. इलियट - निर्व्यक्तिकता का सिद्धांत, वस्तुनिष्ठ सह-सम्बन्धी, परंपरा की
अवधारणा।

रुसो - रूपवाद, नयी समीक्षा।

संरचनावाद, उत्तर संरचनावाद, आधुनिकता, उत्तर आधुनिकता, विखण्डनवाद।

इकाई 10

कबीर - हजारी प्रसाद द्विवेदी - दोहा - पद सं 160-209

जायसी ग्रंथावली - सं रामचन्द्र शुक्ल - नागमती वियोग खण्ड

सूरदास - भ्रमरगीत - सार - सं रामचन्द्र शुक्ल 21 से 70 तक

तुलसीदास - उत्तरकाण्ड, रामचरितमानस - गीता प्रेस, गोरखपुर

प्रसाद - कामायनी - श्रद्धा, इडा सर्ग

निराला - राम की शक्ति पूजा, कुरुरमुत्ता

अज्ञेय - असाध्यवीणा, नदी के द्वीप

मुक्तिबोध - अंधेरे में।

प्रेमचंद - गोदान

अज्ञेय - शेखर एक जीवनी, भाग-1

प्रसाद - चन्द्रगुप्त

मोहन राकेश - आधे-अधूरे

इकाई 11

प्रयोजनमूलक हिन्दी

प्रयोजनमूलक हिन्दी : अर्थ, परिभाषा और क्षेत्र, ज्ञान प्रधान, सूचनात्मक और रचनात्मक साहित्य में प्रयुक्त भाषा भेद, हिन्दी का क्षेत्रीय, राष्ट्रीय एवं अंतर्राष्ट्रीय संदर्भ हिन्दी भाषा-नियोजन एवं भाषा प्रबंधन

भारतीय बहुभाषिकता और हिन्दी, हिन्दी की व्यापक संकल्पना

प्रयुक्ति का अर्थ और प्रकार

प्रयोजनमूलक हिन्दी की विविध प्रयुक्तियाँ

प्रमुख प्रयुक्ति क्षेत्र - वैज्ञानिक, तकनीकी, कार्यालयी, व्यवसायिक आदि

इन क्षेत्रों से संबंधित विशिष्ट अभिव्यक्तियाँ एवं पारिभाषिक शब्दावली का सामान्य परिचय

प्रयोजनमूलक हिन्दी और अनुवाद

इकाई 12

हिन्दी में कंप्यूटर की सुविधाएँ

शब्द संसाधन, हिन्दी साफ्टवेयर, हिन्दी में कंप्यूटर अनुप्रयोग और मशीनी अनुवाद

इकाई 13

भारतीय साहित्य

भारतीय साहित्य का स्वरूप

भारतीय साहित्य के अध्ययन की समस्याएँ

भारतीय साहित्य का इतिहास और हिन्दी साहित्य के विकास में भारतीय साहित्य की भूमिका

इकाई 14

तेलुगु भाषा और साहित्य का इतिहास

तेलुगु भाषा का उद्भव और विकास

मध्ययुगीन तेलुगु साहित्य की मुख्य प्रवृत्तियाँ और प्रमुख रचनाकार

तेलुगु शैव और संत-साहित्य, राम काव्य, कृष्ण भक्ति काव्य, अष्ट दिग्गज कवि, दक्षिणांध्र युग-साहित्य, तेलुगु साहित्य का आधुनिक काल- आधुनिक तेलुगु कविता: भाव कविता-अभ्युदय कविता-दिगंबर कविता-तेलुगु कविता की अद्यतन प्रवृत्तियाँ-तेलुगु गद्य का विकास-उपन्यास-कहानी-नाटक-निबंध और अन्य गद्य विधाएँ- प्रतिनिधि रचनकार

इकाई 15

पत्रकारिता और मीडिया-लेखन

हिन्दी पत्रकारिता का इतिहास

हिन्दी में समाचार लेखन कला

संपादकीय लेखन शीर्षक की संरचना, लीड, इंट्रो

पृष्ठ-सज्जा

साक्षात्कार

मीडिया-लेखन

विभिन्न जनसंचार माध्यमों का स्वरूप, मुद्रण, श्रव्य, दृश्य, इंटरनेट

मौखिक भाषा की प्रकृति, समाचार-लेखन एवं वाचन।

दृश्य माध्यमों में भाषा की प्रकृति।

4. URDU

The Syllabus covers all important topics related to Urdu Language and Literature. It deals with the Origin & Development of Urdu Language, Deccan Urdu Literature. Evolution & Development of different Forms of Literature, both in Prose and Poetry with reference to the works of prominent writers and poets, Literature Movements and Criticism.

The Syllabus is detailed as follows :

1. ORIGIN & DEVELOPMENT OF URDU LANGUAGE

Three different periods of Indo-Aryan Language. Maghribi Hindi Aur Uski Boliyan, Khadi Boli Ka Irteqa. Urdu ke Aaghaz Ke Barey Mein Mukhtalif Nazariyat.

2. DECCANIYAT :

- a) Bahmani Daur : Fakhruddin Nizami (Kadamrao Padamrao).
- b) Adilshahi Daur : Nusrati (Gulshan-e-Ishq)
- c) Qutubshahi Daur : Mohammed Quli Qutub Shah (Deewas-e- Mohammed Quli Qutub Shah), Mulla Wajhi (Sabras & Qutub Mushtari), Ghawwasi (Saiful Mulook-o-Badeeuj Jamaal), Ibne Nishati (Phool Ban)

3. DEVELOPMENT OF DIFFERENT FORMS OF LITERATURE :

a) POETRY :

- i. **GHAZAL** : (Tareef, Tareekh aur Tanqeed) The following Poets: Mir, Dard, Atish, Ghalib, Momin, Iqbal, Hasrat, Fani, Jigar, Firaq, Nasir Kazmi.
- ii. **QASEEDA**: (Tareef, Tareekh aur Tanqeed) The following poets : Sauda and Zauq.
- iii. **MARSIYA**: (Tareef, Tareekh aur Tanqeed). The following poets: Mir Anees and Mirza Dabir.
- iv. **RUBAYEE**: (Tareef, Tareekh aur Tanqeed) The following Poets: Anees, Akbar, Amjad and Josh.
- v. **MASNAVI**: (Tareef, Tareekh aur Tanqeed) Masnavi Sehrul Bayaan (Mir Hasan), Gulzar-e-Naseem (Daya Shanker Naseem), Zehr-e-Ishq (Nawab Mirza Shauq).
- vi. **NAZM** : (Tareef, Tareekh aur Tanqeed) (Paband Nazm, Nazm-e-Murra, Azad Nazm, Sonnet, Triolet, Haiku and Mahiya) ; Nazeer, Hali, Akbar, Chakbast, Iqbal, Josh, Akhtarul Imaan, Sardar Jafari, Noon Meem Rashid, Meeraji, Farhat Kaifi and Aziz Tamannayee.

b) PROSE :

- i. **DASTAN** : (Tareef, Tareekh aur Tanqeed) : Bagh-o-Bahar, Fasana-e-Ajayeb.
- ii. **NOVEL** : (Tareef, Tareekh aur Tanqeed) Fasana-e-Azad (Ratan Nath Sharshar) Taubatun Nusoo (Deputy Nazeer Ahmed) Umrao Jan Ada (Mirza Hadi Ruswa) Gowdan (Prem Chand) Ek Chadar Maili si (Rajender Singh Bedi), Tedhi Lakeer (Ismath Chughtayee), Aiwane Ghazal (Jeelani Bano).
- iii. **AFSANA** : (Tareef, Tareekh aur Tanqeed) Premchand (Najaat), Manto (Tobatek Singh), Krishen Chander (Mahalakshmi ka Pul), Quratul Ayeen Hyder (Nazaara Darmiyan Hai).
- iv. **DRAMA** : (Tareef, Tareekh aur Tanqeed) : Amaanat (Indra Sabha). Agha Hashr Kashmiri (Said-e-Hawas), Imtiyaz Ali Taj (Anarkali), Habeeb Tanweer (Agra Bazaar), Mohammed Hasan (Zahaak).
- v. **INSHAIYA** : (Tareef, Tareekh aur Tanqeed) Khaja Hasan Nizami (Sipara-e-Dil), Rasheed Ahmed Siddiqui (Ashufta Bayani Meri) Patras Bukhari (Mazameen-e-Patras).
- vi. **KHUTOOT** : (Tareef, Tareekh aur Tanqeed) Ghalib (Urdu-e-Mualla), Moulana Azad (Ghubar-e-Khatir).
- vii. **SAWANEH NIGARI** : (Tareef, Tareekh aur Tanqeed) : Yadgaar-e-Ghalib, Nazeer Ahmed Ki Kahani Kuch Unki Kuch Meri Zabani.

4. LITERARY CRITICISM : (Tareef aur Tareekh)

- i. Tazkeron Mein Tanqeedi Nuqoosh : Nikatush-Shoara, Gulshan-e-Bekhar, Aab-e-Hayat.
- ii. Hali ke Tanqeedi Nazariyat : Muqaddama-e-Sher-o-Shairi.
- iii. Mukhtalif Tanqeedi Dabistaan (Unki Tareef aur Tareekh) : Taassurati Tanqeed, Jamaliyati Tanqeed, Nafsiyati Tanqeed, Marxi Tanqeed aur Saakhtiyati Tanqeed.
- iv. Mumtaz Naqideen : Hali, Shibli, Niyaz Fatehpuri, Waheeduddin Salim, Firaq, Ehtesham Hussain, Kalimuddin Ahmed, Aale-Ahmed Suroor, Mughni Tabassum.

5. DIFFERENT LITERARY MOVEMENTS : (Their Contribution)

Fort William College, Delhi College, St. George College, Dabistane Dilli Dabistane Lucknow, Aligarh Tahreek, Jamia Osmania and Darut Tarjuma, Taraqqi Pasand Tahreek, Halqa-e-Arbaab-e-Zauq, Jadeediyat.

6. URDU JOURNALISM, TRANSLATION & MASS – MEDIA, Print and Electronic.

5. ORIYA

ଓଡ଼ିଆ ପାଠ୍ୟକ୍ରମ

‘କ’ ବିଭାଗ

(ଓଡ଼ିଆ ଭାଷା ସମ୍ବନ୍ଧୀୟ)

ପ୍ରତ୍ୟେକ ବିଭାଗରୁ ପାଞ୍ଚଗୋଟି ପ୍ରଶ୍ନ ଦିଆଯିବ ।

- * ଓଡ଼ିଆ ଭାଷାର ଉତ୍ପତ୍ତି ଓ କ୍ରମ ବିକାଶ
- * ଓଡ଼ିଆ ଭାଷାର ଉପରେ ଇଂରେଜୀ, ଯାବନିକ ଓ ଦ୍ରାବିଡ଼ ଭାଷାର ପ୍ରଭାବ
- * କବିତା ଓ ଚର୍ଚ୍ଚିତ
- * କାବ୍ୟ ଓ ବିଭକ୍ତି
- * ସମ୍ବାଦ ଓ ସମ୍ପାଦକୀୟ ଶବ୍ଦ
- * ସହି
- * ଓଡ଼ିଆ ଶବ୍ଦ ଭଣ୍ଡାର
- * ଧ୍ବନି ପରିଚର୍ଚ୍ଚନା କାରଣ
- * ଓଡ଼ିଆ ସ୍ୱଭାଷଣ

‘ଖ’ ବିଭାଗ

(ଓଡ଼ିଆ ସାହିତ୍ୟ ସମ୍ବନ୍ଧୀୟ)

[*]ବିଭିନ୍ନ ପ୍ରତ୍ୟେକ ବିଭାଗରୁ ଦଶଗୋଟି ପ୍ରଶ୍ନ ଦିଆଯିବ ।

- * ବର୍ଣ୍ଣନା ଗାତିକା
- * ସାରଳା ସାହିତ୍ୟ
- * ଓଡ଼ିଆ ପୁରାଣ ଓ ସଦୃଶ ସାହିତ୍ୟ
- * ଓଡ଼ିଆ ରୀତି ସାହିତ୍ୟ
- * ଚଉତିଶା, କୋଇଲି ଓ ଓଡ଼ିଆ ପଦ୍ୟବଳୀ ସାହିତ୍ୟ
- * ଜନବିଶ୍ୱାସ ଶତକ ଓଡ଼ିଆ ସାହିତ୍ୟ (ଗଦ୍ୟ ସାହିତ୍ୟ, ପଦ୍ୟ ସାହିତ୍ୟ ଓ ସାହିତ୍ୟ ପଦ୍ଧତି)
- * ସତ୍ୟବାଦୀ ସାହିତ୍ୟ
- * ସବୁଜ ସାହିତ୍ୟ ଓ ପ୍ରଗତିଶୀଳ ଓଡ଼ିଆ ସାହିତ୍ୟ
- * ସ୍ୱାଧୀନତା ପରବର୍ତ୍ତୀ ଓଡ଼ିଆ ଗଦ୍ୟ ସାହିତ୍ୟ (ଗଳ୍ପ, ଉପନ୍ୟାସ, ପ୍ରବନ୍ଧ)
- * ସ୍ୱାଧୀନତା ପରବର୍ତ୍ତୀ ଓଡ଼ିଆ କବିତା

6. COMMERCE

Financial management : Meaning, nature, objectives and scope of financial management. Capital budgeting, process, techniques. Sources of finance. Cost of capital – cost of various sources of finance. Leverages – operating and financial leverages. Capital structure theories. Dividend decisions Working .capital management- cash, receivables and inventory management.

Financial and management accounting : Techniques of analysis of financial statements – comparative and common size statements, trend analysis and ratio analysis. Funds flow and cash flow analyses. Marginal costing and decision making.

Managerial economics : Meaning, nature and scope of managerial economics. Demand analysis. Production and cost analysis. Market structure – perfect and imperfect markets.

Business environment : Meaning and components of business environment. Industrial policies 1956, and 1991. Liberalization, privatization and globalization. WTO.

Marketing management :Meaning, concepts, nature, and scope of marketing management – Marketing environment. Consumer behavior and market segmentation. Product, Price, Promotion and Channel management.

Human resources management : HR functions. HR planning – job analysis, recruitment and job evaluation, Training and development methods. Performance appraisal methods. Trade unions and collective bargaining.

Quantitative techniques: Sampling and sampling methods. Probability and probability distributions – Hypothesis testing. Parametric tests (Z, t-tests, and ANOVA) and non-parametric tests (Chi-square test).

IT and e-commerce : E-Commerce business models – Internet and web technologies. E-payment methods – e-cash, e-cheques, credit cards, smart cards, and debit cards.

7.ECONOMICS

1. Microeconomic Analysis

Demand analysis – Marshallian, Hicksian and Revealed preference approaches; axiomatic approach Theory of Production and Costs Pricing and output under different forms of market structure; collusive and non-collusive oligopolies. Factor Pricing analysis. Elements of General Equilibrium analysis and new welfare economics.

2. Macroeconomic Analysis

National income accounting – basic concepts. methods of estimation. Determination of output and employment – Classical approach, Keynesian approach. Real balance effect – Patinkin and Pigou. Theories of inflation. Phillips Curve analysis. Business cycles – Models of Samuelson, Hicks and Kaldor. IS-LM Analysis - Relative roles of monetary and fiscal policies. Mundell-Fleming open economy model. Rational expectations; new classical / tenets.

3. Development and Growth

Development and Growth – Role of institutions.

Theories of growth and development – Models of growth of Joan Robinson and Kaldor; Technical Progress – Hicks, Harrod and learning by doing, production function approach to the determinants of growth ; Endogenous growth : role of education, research and knowledge – explanation of cross country differentials in economic development and growth.

Theories of development – Classical, Marx, Schumpeter and structural analysis of development – Imperfect market paradigm, Lewis model of development, Ranis-Fei model, Dependency theory of development.

Factors in economic development – natural resources, population, capital, human resource development – Measurement of development – Conventional, HDI and Quality of Life indices.

Trade and development – trade as engine of growth, two-gap analysis, Prebisch, Singer and Myrdal views; gains from trade and LDCs.

4. Money and Banking

Definition and functions of money; empirical definition of money – monetary aggregates; monetarism; demand for money – Fisher, Cambridge, Keynesian, Friedman, Baumol and Tobin; supply of money – determinants; money multiplier. Role and functions of Central bank; NBFIs; instruments of monetary control; stabilization policies; monetary and interest rate targetting.

Social responsibility of banks; banking sector reforms, Basel I and II; deregulation, competition and efficiency; NPAs. Specialized financial and investment institutions.

5. Public Finance

Role of government in a mixed economy – allocation, distribution and stabilization. Private, public and merit goods. Theories of Social choice. Theories of taxation, types, incidence and effects. Theories of public expenditure – effects on savings, investment and growth Burden of public debt; Wagner and Peacock – Wiseman hypotheses. Union Finance – Trends in Revenue and Expenditure of the Government of India.

State Finance – Trends in Revenue and Expenditure of the State Governments. Public Debt – Effects and Burden and Management of public debt. Government Budget – Forms of Budgeting, Zero based budgeting, Different Budget deficits. Fiscal Federalism – Horizontal and vertical imbalances; methods of fiscal adjustment.

6. International Trade and Finance

Theories of International Trade : Empirical verification and relevance. International Trade under Imperfect competition. Terms of Trade and Economic Growth – Secular Deterioration of Terms of Trade Hypothesis – a critical review. Equilibrium / disequilibrium in Balance of Payment – Traditional, Absorption and monetary approaches to adjustment in Balance of Payments. Impact of Tariffs on Partial and general equilibrium analysis; Political economy of Non-Tariff Barriers. Theory of regionalism at Global level – Trade blocks – SAARC and ASEAN. Trade Policy and Reforms in India. Optimum currency areas – Euro - ERM

7. Indian Economy :

Basic features of Indian economy; growth and structural changes – composition and trends in National Income.

Demography – Demographic features; demographic transition and demographic dividend; rural urban migration and rural urban divide.

Planning : Objectives and strategies of planning; and achievements of programmes for poverty alleviation and regional imbalances.

Agriculture : Land reforms and New Green Revolution – Role of technology; regional disparities in Indian agriculture; Pricing Policy; Food subsidy and Public distribution system.

Industry : Industrial growth and Productivity – New industrial policy; Privatisation, Disinvestment – FDI and role of MNCs. SMEs and industrial development.

Public Finance : Composition and growth of public expenditure and debt; Fiscal reforms and rationalization of subsidies; Centre – State financial relations.

WTO and its impact on Indian economy; Energy and Environment: Energy Security; Environmental Policy of Government of India, Rationale of Social Forestry.

8. QUANTITATIVE METHODS :

a. Statistical Methods

Measures of Central tendency, dispersion, skewness and kurtosis
 Fundamentals of probability – Binomial, Poisson and Normal distributions. Simple correlation and regression analysis
 Statistical inferences – Applications, sampling distributions (t, Chi-square and F tests), Sampling of attributes, testing of hypothesis Index numbers and time series analysis Sampling and census methods, types of sampling and errors.

b. Econometric Methods :

i) Single Equation Linear Model :

Assumption and properties of OLS

Multiple Regression Model – Estimation and Interpretation

Multi-collinearity, auto-correlation and heteroscedasticity – Causes, detection, consequences and remedy.

Dummy variables, distributed lags – need, limitations and interpretation

Applications in economics.

ii) Simultaneous Equation Models :

Structural and reduced forms, Endogenous and exogenous variables, Identification problems and conditions.

Single equation methods of estimations – two stage least squares, indirect least squares, and least variance ratio.

c. Time Series Models

Auto-regressive (AR), moving average (MA) and mixed processes (ARMA, ARIMA)

Concepts of unit root, integration and cointegration, random walks.

d. Mathematical Methods

i) Principles of optimization : maxima and minima of functions of a single variable.

ii) Basic concepts of Game Theory – Two-person, Zero-sum Game, Pure and Mixed strategy, Saddle point solution, Linear programming and input output analysis.

8.HISTORY

Ancient India :

1. Pre and protohistoric background – Stone ages and Chalcolithic cultures.
2. Harappan Civilization – Extent, major cities, characteristic features, social and economic conditions, script, religious practices, causes for the decline.
3. Iron Age – Aryan migration – Second urbanization.
4. Vedic Age : Importance literature, Political, Social and economic conditions in the early and later vedic age.
5. India in the 6th century B.C. : Political, Social and economic conditions, Rise and spread of Jainism and Buddhism.
6. Mauryan Age: Political history of the Mauryans, Ashoka, Mauryan Administration, social and economic conditions, decline of the Mauryan empire.
7. The Satavahanas: Political history, administration, contribution to the culture.
8. Gupta Period: Political history, administration, social and economic conditions, growth of culture, decline of the empire.
9. India in the 7th century A.D.: Harsha Vardhana, Pallavas and Chalukyas, Rashtrakutas their political history and their contribution to culture.

Medieval India :

10. India between 650 and 1200 A.D. – Political, social and economic conditions, Chola administration and culture.
11. Age of the Delhi Sultanate: (1206-1526), Political history, Military and Administrative organisation, changes in society and economy, Bhakti movement.
12. The Vijayanagar Empire: Origin, History, Krishnadevaraya, social and economic conditions, contribution to art and architecture, decline.
13. Mughal Age (1556-1707) : Political history, Akbar, Administration, Social and economic conditions, culture, decline of the Mauryan empire, Marattas and Shivaji.

Modern India (1757-1947):

14. Historical forces and factors which led to the establishment of the British power in India – Early resistance to the British power in India – Hyder Ali, Tippu Sultan, causes for their failure.

15. Evolution of British paramountcy in India : Policies of Wellesley and Dalhousie – Economic policies of the British.
16. Socio-religious reform movements – Rajaram Mohan Roy, Dayananda Saraswathi and others – Educational policies of the British and their impact on Indian society.
17. Revolt of 1857 : Causes, results, significance.
18. Rise and growth of the Indian National Movement: Birth of the Indian National Congress, the national movement from 1885 to 1905; movement from 1905 to 1920. Role of Tilak and Annie Besant: The movement from 1920 to 1947 ; Emergence of Gandhi; Non-cooperation movement, Salt Satyagraha and the Quit India Movement.
Freedom movement in Andhra Pradesh with special reference to the role of Alluri Sitarama Raju and Tanguturi Prakasam, Revolt against the nizam's rule in Telangana.

Modern World:

19. Industrial Revolution – Significance and results.
20. American War of Independence – course, results, significance.
21. French Revolution – course, effects, significance.
22. National liberation movements in Italy and Germany in the 19th century – Mazzini, Cavour, Garibaldi, Bismarck.
23. World War-I – Causes and effects.
24. The Russian Revolution of 1917 – Causes, results and importance.
25. The World between the two world wars – Nazism in Germany, Fascism in Italy, Turkey under Mustafa Kamal Pasha.
26. Developments in China 1911-1949 – Nationalist Revolution of 1911 – Communist Revolution of 1948.
27. World War-II – Causes and effects.

9. Political Science

I Political Science – Basic Concepts

1. Political Science - Nature and Scope – Inter disciplinary Character.
2. Key Concepts - State, Sovereignty, Power, Nation.
3. Political Ideas - Rights, Liberty, Equality, Law and Justice.
4. Democracy - Meaning and Theories of Democracy, Electoral System.
5. Forms of Government - Unitary and Federal, Parliamentary and Presidential.

II Political Theory

1. Political Theory- Nature, Concerns, Resurgence and its decline.
2. Political Ideologies - Liberalism, Neoliberalism, Marxism, Socialism and Fascism.
3. Role of Ideology and end of Ideology.
4. Nationalism and Internationalism.
5. Theories of Development.

III Political Thought

1. Greek Political Thought - Plato and Aristotle.
2. Medieval Political Thought - Aquinas and St. Augustine.
3. Modern Political Thought - Machiavelli and Bodin.
4. Contractual Political Thought - Hobbes, Locke and Rousseau.
5. Indian Political Thought - Manu, Kautilya, Gandhi, Phule and Ambedkar

IV Comparative Politics

1. Comparative Politics - Nature, Scope and Approaches.
2. Constitutionalism - Western and Non- Western.
3. Organs of Government - Legislature, Executive and Judiciary.
4. Party Systems and Pressure Groups.
5. Power, Authority and legitimacy.

V Political Sociology

1. Political Socialisation and Political Culture
2. Political Development and Political Modernisation.
3. Political Elite and Theories.
4. Political Communication - Changing Role of Media.
5. Political Stratification - Caste, Class and Gender.

VI Indian Government and Politics

1. Nationalist Movement and Making of the Constitution.
2. Salient Features and Ideological foundations of Indian Constitution.
3. Federalism and Centre – State Relations.
4. Union Executive , Legislature and Judiciary – President, Prime Minister, Council of Ministers, Loksabha and Rajyasabha, Supreme Court and Judicial Review.
5. Contemporary Socio- Political Movements – Peasant, Dalit, Backward, Environmental, Regional and Sub- Regional Movements.

VII State and Local Governments

1. Frame work for the study of State Politics.
2. State Executive & Legislature : Governor, Chief Minister and State Legislature
3. Panchayati Raj : Genesis and Development – Structure and

functions, 73rd Amendment of India constitution

4. Urban Local Government : Structure and functions, 74th Amendment of Indian constitution
5. Regional Inequalities – Demand for Autonomy and statehood.

VIII Public Administration

1. Emergence of Public Administration as a discipline – Nature, Scope and importance of Public Administration.
2. Theories and principles of organization.
3. Human Resources Management and Bureaucracy.
4. Leadership and Decision-making.
5. Good Governance – problem of corruption – Right to Information – Need for Lokpal.

IX Public Policy and Political Analysis

1. Public Policy – Nature, Scope and Importance – Public Policy as a Policy Science.
2. Theories of Public Policy – Group theory, Incrementalism, Elite theory, Decision-making theory.
3. Policy making Institutions – Legislature, Executive and Judiciary – Planning Commission
4. Policy Process - Role of Media, Political Parties and Pressure Groups.
5. Policy Evaluation.

X International Relations

1. Approaches to the study of International Relations.
2. Elements of National Power.
3. Basic Issues – Disarmament, Arms control, Diplomacy, Cold war, War and conflict Resolution.
4. UNO : Aims, objectives, structure and its changing role in the contemporary world.
5. Indian Foreign Policy – Non-Alignment, Relations with neighbors and security concerns and Globalization.

10. MATHEMATICS

I. Real Analysis

Finite, countable and uncountable sets – Real Number system $\mathbb{R}$ – infimum and supremum of a subset of $\mathbb{R}$ – Bolzano – Weierstrass theorem.

Sequences, convergence, limit superior and limit inferior of sequences, sub sequences, Heine Borel Theorem.

Infinite series – Tests of convergence.

Continuity and uniform continuity of real valued functions of real variable. Monotonic functions and functions of bounded variation.

Differentiability and mean value theorems.

Riemann integrability.

Sequences and Series of functions.

II. Metric Spaces

Metric spaces – completeness, compactness and connectedness – continuity and uniform continuity of functions from one metric space into another.

Topological spaces – base and subbase – continuous function.

III. Elementary Number

Primes and composite numbers – Fundamental Theorem of arithmetic – divisibility – congruences – Fermat's theorem – Wilson's Theorem – Euler's ϕ - function.

IV. Group Theory

Groups, subgroups, normal subgroups – quotient groups – homomorphisms and isomorphism theorems – permutation groups, cyclic groups, Cayley's theorem. Sylow's theorems and their applications.

V. Ring Theory

Rings, integral domains, fields – subrings and ideals – Quotient rings – homomorphisms – Prime ideals and maximal ideals – polynomial rings – Irreducibility of polynomials – Euclidean domains and principal ideal domains.

VI. Vector Spaces

Vector Spaces, Subspaces – Linear dependence and independence of vectors – basis and dimension – Quotient spaces – Inner product spaces – Orthonormal basis – Gram – Schmidt process.

VII. Matrix Theory

Linear transformations – Rank and nullity – change of bases.

Matrix of a linear transformation – singular and non-singular matrices – Inverse of matrix – Eigenvalues and eigenvectors of matrix and of linear transformation – Cayley – Hamilton's theorem.

VIII. Complex Analysis

Algebra of complex numbers – the complex plane – Complex functions and their

Analyticity – Cauchy-Riemann equations – Mobius transformations.

Power Series.

Complex Integration – Cauchy's theorem – Morera's Theorem – Cauchy's integral formula – Liouville's theorem – Maximum modules principle – Schwarz's lemma – Taylor's series – Laurents series.

Calculus of residues and evaluation of integrals.

IX. Ordinary Differential Equation

Ordinary Differential Equation (ODE) of first order and first degree – Different methods of solving them – Exact Differential equations and integrating factors.

ODE of first order and higher degree – equations solvable for p , x and y – Clairaut's equations – Singular Solutions.

Linear differential equations with constant coefficients and variable coefficients – variation of parameters.

X. Partial Differential Equations

Formation of differential equations (PDE) – Lagrange and Charpit methods for solving first order – PDE's – Cauchy problem for first order PDE's Classification of second order PDE's – General solution of higher order PDE's with constant coefficients.

11. PHYSICS

PART-A

I. Mathematical Methods of Physics

Dimensional analysis. Vector algebra and vector calculus. Linear algebra, matrices, Cayley-Hamilton Theorem. Eigenvalues and eigenvectors. Linear ordinary differential equations of first & second order, Special functions (Hermite, Bessel, Laguerre and Legendre functions). Fourier series, Fourier and Laplace transforms. Elements of complex analysis, analytic functions; Taylor & Laurent series; poles, residues and evaluation of integrals. Elementary probability theory, random variables, binomial, Poisson and normal distributions. Central limit theorem.

Data interpretation and analysis. Precision and accuracy. Error analysis, propagation of errors. Least squares fitting, Linear and non-linear curve fitting and Chi-Square Test.

II. Classical Mechanics

Newton's laws. Dynamical systems, Phase space dynamics, stability analysis. Central force motions. Two body Collisions – scattering in laboratory and Centre of mass frames. Rigid body dynamics-moment of inertia tensor. Non-inertial frames and pseudoforces. Variational principle. Generalized coordinates. Lagrangian and Hamiltonian formalism and equations of motion. Conservation laws and cyclic coordinates. Periodic motion: small oscillations, normal modes. Special theory of relativity-Lorentz transformations, relativistic kinematics and mass-energy equivalence.

III. Electromagnetic Theory

Electrostatics : Gauss's law and its applications, Laplace and Poisson equations, boundary value problems. Magnetostatics : Biot-Savart law, Ampere's theorem. Electromagnetic induction. Maxwell's equations in free space and linear isotropic media; boundary conditions on the fields at interfaces. Scalar and vector potentials, gauge invariance. Electromagnetic waves in free space. Dielectrics and conductors. Reflection and refraction, polarization, Fresnel's law, interference, coherence, and diffraction. Dynamics of charged particles in static and uniform electromagnetic fields. Charged particles in inhomogeneous fields.

IV. Quantum Mechanics

Wave-particle duality. Schrödinger equation (time-dependent and time-independent). Eigenvalue problems (particle in a box, harmonic oscillator, etc.). Tunneling through a barrier. Wave-function in coordinate and momentum representations. Commutators and Heisenberg uncertainty principle. Dirac notation for state vectors. Motion in a central potential : orbital angular momentum, angular momentum algebra, spin, addition of angular momenta; Hydrogen atom. Stern-Gerlach experiment. Time-independent perturbation theory and applications. Variational method. Time dependent perturbation theory and Fermi's golden rule, selection rules. Identical particles, Pauli exclusion principle, spin-statistics connection.

V. Thermodynamics and Statistical Physics

Laws of thermodynamics and their significance. Thermodynamic potentials, Maxwell relations, chemical potential, phase equilibria. Phase space, micro-and macro-states. Micro-canonical, canonical and grand-canonical ensembles and partition functions. Free energy and its connection with thermodynamic quantities. Classical and quantum statistics. Bose and Fermi gases. Principle of detailed balance. Blackbody radiation and Planck's distribution law.

VI. Electronics

Semiconductors devices (diodes, junctions, transistors, field effect devices, homo- and hetero-junction devices), device structure, device characteristics, frequency dependence and applications. Opto-electronic devices (solar cells, photo-detectors, LEDs). Operational amplifiers and their applications. Digital techniques and applications (Logic circuits, registers, counters and comparators). A/D and D/A converters. Microprocessor microcontroller basics. Fundamentals of communication electronics, modulation techniques.

VII. Atomic & Molecular Physics

Quantum states of an electron in an atom. Electron spin. Spectrum of helium and alkali atom. Relativistic corrections for energy levels of hydrogen atom, hyperfine structure and isotopic shift, width of spectrum lines, LS & JJ couplings. Zeeman, Paschen-Bach & Stark effects. Electron spin resonance. Nuclear magnetic resonance, chemical shift. Frank-Condon principle. Electronic, rotational, vibrational and Raman spectra of diatomic molecules, selection rules. Lasers : spontaneous and stimulated emission, Einstein A & B coefficients. Optical pumping, population inversion, rate equation. Modes of resonators and coherence length.

VIII. Condensed Matter Physics

Bravais lattices. Reciprocal lattice. Diffraction and the structure factor. Bonding of solids. Elastic properties, phonons, lattice specific heat. Free electron theory and electronic specific heat. Response and relaxation phenomena. Drude model of electrical and

thermal conductivity. Hall effect and thermoelectric power. Electron motion in a periodic potential, band theory of solids : metals, insulators and semiconductors. Superconductivity : type-I and type-II superconductors. Josephson junctions. Superfluidity. Defects and dislocations. Ordered phases of matter : translational and orientational order, kinds of liquid crystalline order. Quasi crystals.

IX. Nuclear and Particle Physics

Basic nuclear properties ; size, shape and charge distribution, spin and parity. Binding energy, semi-empirical mass formula, liquid drop model. Nature of the nuclear force, form of nucleon-nucleon potential, charge-independence and charge-symmetry of nuclear forces. Deuteron problem. Evidence of shell structure, single-particle shell model, its validity and limitations. Elementary ideas of alpha, beta and gamma decays and their selection rules. Fission and fusion. Nuclear reactions, reaction mechanism, compound nuclei and direct reactions.

PART-B

I. Mathematical Methods of Physics

Green's function. Partial differential equations (Laplace, wave and heat equations in two and three dimensions). Elements of computational techniques : root of functions, interpolation, extrapolation, integration by trapezoid and Simpson's rule, Solution of first order differential equation using Runge-Kutta method. Finite difference methods. Tensors. Introductory group theory.

II. Classical Mechanics

Basic concepts of dynamical systems, Poisson brackets and canonical transformations. Symmetry, invariance and Noether's theorem. Hamilton-Jacobi theory.

III. Electromagnetic Theory

Dispersion relations in plasma. Lorentz invariance of Maxwell's equation. Transmission lines and wave guides. Radiation- from moving charges and dipoles and retarded potentials.

IV. Quantum Mechanics

Spin-orbit coupling, fine structure. WKB approximation. Elementary theory of scattering : phase shifts, partial waves, Born approximation. Relativistic quantum mechanics : Klein-Gordon and Dirac equations. Semi-classical theory of radiation.

V. Thermodynamics and Statistical Physics

First- and second-order phase transitions. Diamagnetism, paramagnetism, and ferromagnetism. Ising model. Bose-Einstein condensation. Diffusion equation. Random walk and Brownian motion. Introduction to nonequilibrium processes.

VI. Condensed Matter Physics

Electron spin resonance, Nuclear magnetic resonance, chemical shift and applications. X-ray diffraction technique, scanning electron microscopy and transmission electron microscopy.

VII. Nuclear and Particle Physics

Classification of fundamental forces. Elementary particles and their quantum numbers (charge, spin, parity, isospin, strangeness, etc.). Quark model, baryons and mesons. C, P, and T invariance. Application of symmetry arguments to particle reactions. Parity non-conservation in weak interaction. Relativistic kinematics.

12.CHEMISTRY

INORGANIC CHEMISTRY

1. Atomic structure and chemical bonding – structure and bonding in homo and hetero nuclear molecules. Applications of VSEPR, Valence Bond and Molecular orbital theories in explaining the structures of simple molecules.
2. Transition elements and coordination compounds – physical and chemical characteristics of transition elements – Bonding theories – crystal field theory – crystal field splitting patterns in various geometries. Calculation of CFSE – Jahn-Teller effect – Application of MO theory to octahedral and square planar complexes – Electronic spectra of complexes – Russell Saunders coupling – term symbols – spectra of octahedral and tetrahedral complexes – charge transfer spectra – magnetic properties of complex compounds.
3. Metal - ligand equilibria in solution – step wise and overall stability constants – factors affecting the stability of metal complexes – Pearson's theory of hard and soft acids and bases (HSAB) – Chelate effect.
4. Reaction mechanisms in complexes – Inert and labile complexes – Ligand substitution reactions of octahedral complexes – Acid hydrolysis, base hydrolysis – conjugate base mechanism – Anation reactions – substitution reactions of square planar complexes – Trans effect – Electron transfer reactions – Inner and outer sphere mechanisms.
5. Metal complexes - EAN rule – structure and bonding of metal carbonyls of Mn, Fe, Co and Ni – Metal nitrosyls – structure and bonding.
6. Cages and ring compounds – preparation, structure and reactions of boranes and carboranes – Boron-nitrogen and Sulfur-nitrogen cyclic compounds.
7. Metal clusters – factors favoring M-M bonds – Structure and bonding in $\text{Re}_2\text{Cl}_8^{2-}$, $\text{Mo}_6\text{Cl}_8^{4+}$, $\text{Nb}_6\text{X}_{12}^{2+}$, Re_3Cl_9 and $\text{Re}_3\text{Cl}_{12}^{3-}$.
8. Bio-inorganic chemistry – metal complexes as oxygen carriers – hemoglobin and myoglobin – oxygen transport – non heme proteins – hemerythrin and hemocyanin.
9. Analytical chemistry – chromatography – general principles involved in separations by paper, thin layer and column chromatography – GC and HPLC.

Physical Chemistry

1. Thermodynamics

Brief review of concepts of I and II laws of thermodynamics. Concept of entropy. Entropy as a state function. Calculation of entropy changes in various processes. Entropy changes in an ideal gas. Entropy changes on mixing of ideal gases. Entropy as a function of V and T. Entropy as a function of P and T. Entropy change in isolated systems- Clausius inequality. Entropy change as criterion for spontaneity and equilibrium.

Third law of thermodynamics. Evaluation of absolute entropies from heat capacity data for solids, liquids and gases. Standard entropies and entropy changes of chemical reactions. Helmholtz and Gibbs free energies (A and G). A and G as a criteria for equilibrium and spontaneity. Physical significance of A and G. Driving force for chemical reactions- relative signs of ΔH and ΔS .

Thermodynamic relations. Gibbs equations. Maxwell relations. Temperature dependence of G. Gibbs- Helmholtz equation. Pressure dependence of G.

Chemical potential: Gibbs equations for non-equilibrium systems. Material equilibrium. Phase equilibrium. Clapeyron equation and Clausius-Clapeyron equation .

Conditions for equilibrium in a closed system. Chemical potential of ideal gases. Ideal-gas reaction equilibrium-derivation of equilibrium constant. Temperature dependence of equilibrium constant-the van't Hoff equation.

Solutions: Specifying the Solution composition. Partial molar properties-significance. Relation between solution volume and partial molar volume. Measurement of partial molar volumes- slope and intercept methods. The chemical potential. Variation of chemical potential with T and P. Gibbs-Duhem equation-derivation and significance

Ideal solutions. Thermodynamic properties of ideal solutions. Mixing quantities. Vapour pressure-Raoult's law. Thermodynamic properties of ideally dilute solutions. Vapour pressure-Henry's law.

Nonideal systems. Concept of fugacity, fugacity coefficient. Determination of fugacity. Non ideal solutions. Activities and activity coefficients. Standard-state conventions for non ideal solutions. Determination of activity coefficients from vapour pressure measurements. Activity coefficients of nonvolatile solutes using Gibbs-Duhem equation.

Multicomponent phase equilibrium: Vapour pressure lowering, freezing point depression and boiling point elevation

2. Statistical Thermodynamics

Concepts of distribution and probability. Estimation of probability and the most probable distribution. Systems composed of noninteracting particles. Derivation of Boltzmann distribution law.

The molecular partition function. Systems composed of interacting particles. The concept of ensemble and canonical ensemble. Canonical partition function and its relation to molecular partition function. The factorization of molecular partition function – translational, rotational, vibrational and electronic partition functions. Derivation of expressions for translational, rotational (diatomic) and vibrational partition functions. Relationship between partition functions and thermodynamic functions.

The relationship between partition functions and thermodynamic functions. Specific heats of solids – Einstein equation of heat capacity of solids – derivation. Explanation of heat capacity at very low and very high temperatures – Dulong and Petits Law. Debye theory.

The entropy of a monoatomic ideal gas. The Sackur-Tetrode equation- derivation. Mean translational and vibrational energies.

3. Electrochemistry

Electrochemical Cells : Derivation of Nernst equation – problems. Chemical and concentration cells (with and without transference). Liquid junction potential – derivation of the expression for LJP – its determination and elimination. Applications of EMF measurements : Solubility product, potentiometric titrations, determination of transport numbers, equilibrium constant measurements.

Decomposition potential and its significance. Electrode polarization – its causes and elimination. Concentration overpotential.

Concept of activity and activity coefficients in electrolytic solutions. The mean ionic activity coefficient. Debye-Huckel theory of electrolytic solutions. Debye-Huckel limiting law (derivation not required). Calculation of mean ionic activity coefficient. Limitations of Debye-Huckel theory. Extended Debye-Huckel law.

Theory of electrolytic conductance. Derivation of Debye-Huckel-Onsager equation – its validity and limitations.

Concept of ion association – Bjerrum theory of ion association (elementary treatment) - ion association constant – Debye-Huckel-Bjerrum equation.

4. QUANTUM CHEMISTRY

Black body radiation-Planck's concept of quantization-Planck's equation, average energy of an oscillator (derivation not required). Wave particle duality and uncertain principle-significance of these for microscopic entities. Emergence of quantum mechanics. Wave mechanics and Schroedinger wave equation.

Operators-operator algebra. Commutation of operators, linear operators. Complex functions. Hermitian operators. Operators ∇ and ∇^2 . Eigenfunctions and eigenvalues. Degeneracy. Linear combination of eigenfunctions of an operator. Well behaved functions. Normalized and orthogonal functions.

Postulates of quantum mechanics. Physical interpretation of wave function. Observables and operators. Measurability of operators. Average values of observables. The time dependent Schrodinger equation. Separation of variables and the time-independent Schrodinger equation..

Theorems of quantum mechanics. Real nature of the eigen values of a Hermitian operator-significance. Orthogonal nature of the eigen values of a Hermitian operator-significance of orthogonality. Expansion of a function in terms of eigenvalues. Eigen functions of commuting operators-significance. Simultaneous measurement of properties and the uncertainty principle. *Particle in a box*- one dimensional and three dimensional. Plots of ψ and ψ^2 -discussion. Degeneracy of energy levels. Comparison of classical and quantum mechanical particles. Calculations using wave functions of the particle in a box-orthogonality, measurability of energy, position and momentum, average values and probabilities. Application to the spectra of conjugated molecules.

Cartesian, Polar and spherical polar coordinates and their interrelations

Schrodinger equation for the hydrogen atom- separation into three equations. Hydrogen like wave functions. Radial and angular functions. Quantum numbers n , l and m and their importance. The radial distribution functions. Hydrogen like orbitals and their representation. Polar plots, contour plots and boundary diagrams.

Many electron systems. Approximate methods. The variation method-variation theorem and its proof. Trial variation function and variation integral. Examples of variational calculations. Particle in a box. Construction of trial function by the method of linear combinations. Variation parameters. Secular equations and secular determinant..

Bonding in molecules. Molecular orbital theory-basic ideas. Construction of MOs by LCAO, H_2^+ ion. The variation integral for H_2^+ ion. Detailed calculation of Wave functions and energies for the bonding and antibonding MOs. Physical picture of bonding and antibonding wave functions. Energy diagram. The MO and VB wave functions for H_2 molecule and their comparison

5. Chemical Kinetics

Theories of reaction rates : Collision theory, steric factor. Transition state theory. Reaction coordinate, activated complex and the transition state. Thermodynamic formulation of

transition state theory. Unimolecular reactions and Lindemann's theory.

Complex reactions- Opposing reactions, parallel reactions and consecutive reactions (all first order type). Chain reactions-general characteristics, steady state treatment. Example- $\text{H}_2\text{-Br}_2$ reaction. Derivation of rate law.

Effect of structure on reactivity- Linear free energy relationships. Hammett and Taft equations- substituent (σ and σ^*) and reaction constant (ρ and ρ^*) with examples.

Factors affecting reaction rates in solution. Diffusion controlled reactions. Influence of dielectric constant and ionic strength on ion-ion, ion-dipole and dipole-dipole reactions. Primary and secondary salt effects. Kinetic isotope effects: Primary and secondary isotope effects. Solvent isotope effects.

Enzyme catalysis: Chemical catalysis and enzyme catalysis – distinction – energy considerations and rate accelerations – examples.

Michaelis-Menten mechanisms of enzyme catalyzed reactions involving one and two intermediates. Steady-state approximation. Derivation of kinetic equations. Evaluation of kinetic parameters. Enzyme-substrate complex: Fischer's lock and key and Koshland's induced fit hypotheses. Specificity of enzyme-catalyzed reactions. Discussion of the various types of forces involved in the formation of E-S complex. pH dependence of enzyme-catalyzed reactions – the kinetics and the equations involved.

6. Photochemistry

Electronic transitions in molecules. The Franck Condon principle. Electronically excited molecules- singlet and triplet states. Radiative life times of excited states-theoretical treatment. Measured lifetimes. Quantum yield and its determination. Actinometry-ferrioxalate and uranyl oxalate actinometers-problems.

Derivation of fluorescence and phosphorescence quantum yields. E-type delayed fluorescence- evaluation of triplet energy splitting (ΔE_{ST}). Photophysical processes-photophysical kinetics of unimolecular reactions. Calculation of rate constants of various photophysical processes-problems, State diagrams

Photochemical primary processes. Types of photochemical reactions- electron transfer, photodissociation, addition, abstraction, oxidation and isomerization reactions with examples. Effect of light intensity on the rates of photochemical reactions. Photosensitization. Quenching- Stern Volmer equation. Experimental set up of a photochemical reaction. Introduction to fast reactions- Principle of flash photolysis

7. Solid state chemistry

Magnetic properties of solids- classification of magnetic materials, Magnetic susceptibility, Langevin diamagnetism, Weiss theory of para magnetism

Electronic properties of metals, insulators and semi conductors: Electronic structure of solids, Band theory, band structure of metals, insulators and semiconductors. Electrons, holes and Excitons. The temperature dependence of conductivity of extrinsic semi conductors. Photo conductivity and photovoltaic effect-p-n junctions.

Superconductivity. Occurrence of superconductivity. Destruction of superconductivity by magnetic fields-Meisner effect. Types of superconductors. Theories of super conductivity- BCS theory.

ORGANIC CHEMISTRY

1. IUPAC nomenclature of organic molecules including structural, positional, functional, regio- and stereoisomers.

2. Molecular representations: Wedge, Fischer, Newman and Saw-horse formulae, their description and interconversions. Stereoisomers-classification-configuration –R,S-nomenclature-Criteria for Chirality. Axially chiral allenes, spiranes, alkylidene cycloalkanes, chiral biaryls, atropisomerism. Planar chiral ansa compounds and trans- cyclooctene. Helically chiral compounds, Determination of absolute configuration by chemical correlation methods. Determination of configuration in E,Z-nomenclature: Spectral and Chemical methods of configuration determination of E,Z isomers. Determination of configuration in aldoximes and ketoximes.

3. Nature of Bonding in Organic Molecules and Aromaticity, Delocalized chemical bonding-conjugation, cross conjugation, resonance, hyperconjugation, tautomerism, Huckle's rule and the concept of aromaticity, aromaticity in benzenoid and non-benzenoid compounds, alternant and non-alternant hydrocarbons, metallocenes- Ferrocene, Azulenes, Fulvenes, Annulenes, anti-aromaticity, pseudo-aromaticity, homo-aromaticity.

4. Reactive intermediates and Molecular rearrangements. Reactive Intermediates: Generation, detection, structure, stability and reactions of carbocations, carbanions, carbenes, nitrenes and free radicals. Molecular rearrangements: Definition and classification. Molecular rearrangements involving 1) electron deficient carbon: Wagner- Meerwein, Pinacol-Pinacolone, Allylic and Wolf rearrangement. 2) Electron deficient Nitrogen: Hofmann, Lossen, Curtius, Schmidt and Beckmann rearrangements 3) electron deficient Oxygen: Baeyer-Villiger oxidation. 4) Base catalyzed rearrangements: Benzilic acid, Favourski, Transannular, Sommelet-Hauser and Smiles rearrangement

5. Organic Reaction mechanism-I Electrophilic addition to carbon-carbon double bond: Stereoselective addition to carbon-carbon double bond; *anti* addition- Bromination and epoxidation followed by ring opening. *Syn* addition of OsO_4 and KMnO_4 . Hydroboration.

Michael reaction. Elimination reactions E2, E1, E1CB mechanisms. Orientation and stereoselectivity in E2 eliminations. Pyrolytic syn elimination and α -elimination, elimination Vs substitution. Determination of reaction mechanism: Energy profiles of addition and elimination reactions, transition states, product isolation and structure of intermediates, use of isotopes, chemical trapping, crossover experiments.

6. Importance of heterocyclic compounds as drugs. Nomenclature of heterocyclic systems based on ring size, number and nature of hetero atoms. Synthesis and reactivity of pyrrole, furan, thiophene, pyridine, indole, benzofuran, benzothiophene, quinoline, isoquinoline.

7. Alkaloids and terpenoids- Importance of natural products as drugs. Isolation of natural products by steam distillation, solvent extraction and chemical methods. Structure determination and synthesis of papaverine, nicotine and quinine-General methods in the structure determination of terpenes. Isoprene rule, structure determination and synthesis of α -terpenol and camphor.

8. Organic Photochemistry, Photochemical energy, Frank-Condon principles, Jablonski diagram, singlet and triplet states, dissipation of photochemical energy, photosensitization, quenching, quantum efficiency and quantum yield. Photochemistry of carbonyl compounds - $n \rightarrow \pi^*$ and $\pi \rightarrow \pi^*$ transitions. Norrish type-I and Norrish type-II cleavages. Paterno-Buchi reactions, Photoreduction, photochemistry of enones - hydrogen abstraction, rearrangements of α,β - unsaturated ketones and cyclohexadienones, photochemistry of *p*-benzoquinones. Dienes - photochemistry of 1,3-butadienes, (2+2) additions leading to cage structures, photochemistry of cyclohexadienes, photochemistry of aromatic compounds, excited state of benzene and its 1,2-, 1,4- additions

9. Pericyclic Reactions Molecular orbital symmetry, Frontier orbitals of ethylene, 1,3 butadiene, 1,3,5 hexatriene and allyl system. Classification of pericyclic reactions. Woodward - Hoffmann correlation diagrams. FMO and PMO (Möbius Hückel) approaches. Electrocyclic reactions-Conrotatory and disrotatory. $4n$, $4n+2$ and allyl systems. Cycloadditions-antarafacial and suprafacial additions, $4n$ and $4n+2$ systems, 2+2 addition of ketene, 1,3 dipolar cycloadditions Sigmatropic rearrangements - Suprafacial and antarafacial shifts of H, Sigmatropic shifts involving carbon moieties, 3,3 and 5,5 sigmatropic rearrangements.

10. Structure determination of organic compounds by UV IR, NMR and Mass Various electronic transitions, Beer-Lambert's law, effect of solvent on electronic transitions, ultraviolet bands for carbonyl compounds, unsaturated carbonyl Compounds, dienes, conjugated polyenes, Effect of hydrogen bonding and solvent effects-NMR-Shielding mechanism, mechanism of measurement, chemical shift values, chemical exchange, complex spin-spin interaction, ^{13}C NMR spectroscopy, chemical shift-Mass spectral fragmentation of organic compounds, common functional groups, molecular-ion peak, metastable peak,

13.BOTANY

CELL AND MOLECULAR BIOLOGY OF PLANTS

Cell Wall : Structure and functions, biogenesis, growth.

Plasma membrane : Structure, models and functions : Sites for ATPases, Ion carriers, Channels and pumps, Receptors.

Plasmodesmata : Structure, Role in movement of molecules and macromolecules, Comparison with gap junctions.

Chloroplast : Structure, genome organization, gene expression, RNA editing, nucleochloroplastic interactions.

Mitochondria : Structure, genome organization, Biogenesis.

Plant Vacuoles : Tonoplast membrane, ATPases, transporters, as storage organelle.

Nucleus : Structure, nuclear pores, nucleosome organization, DNA structure : A, B and Z forms, replication, damage and repair, transcription, Plant promoters and transcription factors, splicing mRNA transport, nucleolus, rRNA biosynthesis.

Ribosomes : Structure, site of protein synthesis, mechanism of translation, initiation, elongation and termination; structure and role of tRNA.

Protein sorting : Targeting of proteins to organelles.

Cell shape and motility : The cytoskeleton; organization and role of microtubules and microfilaments; motor movements; implications in flagellar and other movements.

Cell cycle and apoptosis : Control mechanisms; role of cyclins and cyclin dependent kinases; retinoblastoma and E2F proteins; cytokinesis and cell plate formation; mechanisms of

programmed cell death.

Other cellular organelles : Structure and functions of microbodies, Golgi apparatus, lysosomes, endoplasmic reticulum.

Techniques in cell biology : Immuno techniques; in situ hybridization, FISH, GISH; confocal microscopy.

CYTOLOGY, GENETICS AND CYTOGENETICS

Chromatin organization : Chromosome structure and Packaging of DNA, molecular organization of centromere and telomere; nucleolus and ribosomal RNA genes ; euchromatin and heterochromatin ; karyotype analysis ; banding patterns ; specialized types of chromosomes ; polytene, lampbrush, B-chromosomes and sex chromosomes ; molecular basis of chromosome pairing.

Structural and numerical alterations in chromosomes : Duplication, deficiency, inversion and translocation ; autopolyploids ; allopolyploids ; evolution of major crop plants.

Genetics of prokaryotes and eukaryotic organelles : genetic recombination in phage ; genetic transformation, conjugation and transduction in bacteria ; genetics of mitochondria and chloroplasts cytoplasmic male sterility.

Gene structure and expression : Genetic fine structure ; cis – trans test ; Benzer's experiment; introns and their significance ; RNA splicing ; regulation of gene expression in prokaryotes and eukaryotes.

Genetic recombination and genetic mapping : Recombination ; independent assortment and crossing over ; molecular mechanism of recombination ; role of RecA and RecBCD enzymes ; site-specific recombination ; chromosome mapping, linkage groups, genetic markers, construction molecular maps.

Mutations : Spontaneous and induced mutations ; physical and chemical mutagens ; molecular basis of gene mutations ; transposable elements in prokaryotes and eukaryotes ; mutations induced transposons ; site-directed mutagenesis ; DNA damage and repair mechanisms.

Plant Breeding : Principles and methods of plant breeding ; Marker assisted breeding.

Biostatistics : Mean, Variance, Standard deviation, Standard error, Student's 't' test, chi-square and ANOVA.

Molecular cytogenetic : Nuclear DNA content; C-value paradox; cot curve and its significance; restriction mapping – concept and techniques ; multigene families and their evolution.

BIOLOGY AND DIVERSITY OF LOWER PLANTS : CRYPTOGAMS

Microbiological techniques : Pure culture, enrichment and anaerobic culture.

Importance of microorganisms : Microbes in medicine, agriculture and environment.

Microbial growth : Nutritional requirements of microorganisms and methods to measure growth.

Microbial Ecology : Genetrification ; phosphorous solubilization ; nitrogen fixation

Phycology : Thallus organization ; cell ultra structure ; reproduction (vegetative, sexual, asexual) ; criteria for classification of algae : pigments, reserve food, flagella ; classification, salient features of Chlorophyta, Charophyta, Xanthophyta, Bacillariophyta, Phaeophyta and Rhodophyta ; algal blooms, algal biofertilizers ; algae as food, feed and uses in industry.

Mycology : General characters of fungi ; substrate relationship in fungi ; cell ultrastructure ; unicellular and multicellular organization ; cell wall composition ; nutrition (saprobic, biotrophic, symbiotic) ; reproduction (vegetative, asexual, sexual) ; heterothallism ; heterokaryosis parasexuality ; Molecular aspects in classification.

General account of Mastigomycotina, Zygomycotina, Ascomycotina, Basidiomycotina, Deuteromycotina ; fungi in industry, medicine and as food ; fungal diseases in plants and humans ; Mycorrhizae ; fungi as biocontrol agents.

Bryophyta : Morphology, structure, reproduction and life history ; distribution ; classification, general account of Marchantiales, Junger maniales, Anthoceratales, Sphagnumales, Funariales and Polytrcales ; economic and ecological importance.

Pteridophyta : Morphology, anatomy and reproduction ; classification ; evolution of stele ; heterospory and origin of seed habit; general account of fossil pteridophyta ; introduction to Psilopsida, Lycopsidea, Sphenopsida and Pteropsida.

TAXONOMY AND DIVERSITY OF SEED PLANTS

Introduction and classification of Gymnosperms

Structure and reproduction in Cycadales, Ginkgoales, Coniferales, Ephedrales, Welwitschiales and Gnetales.

The species concept : Taxonomic hierarchy, species, genus, family and other categories ; principles used in assessing relationship, delimitation of taxa and attribution of rank.

Salient features of the International Code of Botanical nomenclature.

Taxonomic tools : Herbarium ; floras ; histological, cytological, phytochemical, serological, biochemical and molecular techniques ; computers and GIS.

Systems of angiosperm classification : Phenetic versus phylogenetic systems ; cladistics in taxonomy ; relative merits and demerits of major systems of classification.

Concepts of phytogeography : Endemism, hotspots; plant explorations; invasions and introductions.

PLANT PHYSIOLOGY AND METABOLISM

Energy flow : Principles of thermodynamics, free energy and chemical potential, redox reactions, structure and functions of ATP.

Fundamentals of enzymology : General aspects, allosteric mechanism, regulatory and active sites, isoenzymes, kinetics of enzymatic catalysis, Michaelis – Menton equation and its significance.

Membrane transport and translocation of water and solutes : Plant water relations, mechanism of water transport through xylem, passive and active solute transport, membrane transport proteins.

Signal transduction : Receptors and G-proteins, phospholipid signaling, role of cyclic nucleotides, calcium calmodulin cascade, diversity in protein kinases and phosphatases.

Photochemistry and photosynthesis : Photosynthetic pigments and light harvesting complexes, photo oxidation of water, mechanisms of electron and proton transport, carbon assimilation – the Calvin cycle, photorespiration and its significance, the C₄ cycle, the CAM pathway, biosynthesis of starch and sucrose.

Respiration and lipid metabolism : Glycolysis, the TCA cycle, electron transport and ATP synthesis, pentose phosphate pathway, glyoxylate cycle, alternative oxidase system, structure and function of lipids, fatty acid biosynthesis, synthesis of membrane lipids, structural lipids and storage lipids and their catabolism.

Nitrogen fixation and metabolism : Biological nitrogen fixation, nodule formation and nod factors, mechanism of nitrate uptake and reduction, ammonium assimilation.

Photobiology : Photochromes and cryptochromes, photophysiology of light –induced responses, cellular localization.

Plant growth regulators and elicitors : Physiological effects and mechanism of action of auxins, gibberellins, cytokinins, ethylene, abscisic acid, brassinosteroids, polyamines, jasmonic acid and

salicyclic acid.

The flowering process : Photoperiodism, endogenous clock and its regulation, floral induction and development – genetic and molecular analysis, role of vernalization.

Stress physiology : Plant responses to biotic and abiotic stress; mechanisms of biotic and abiotic stress tolerance, HR and SAR, water deficit and drought resistance, salinity stress, metal toxicity, freezing and heat stress, oxidative stress.

Coping with biotic stress : Chemical control, Biological control, IPM

PLANT DEVELOPMENT AND REPRODUCTION

Shoot development : Organization of the shoot apical meristem (SAM); control of cell division and cell to cell communication; control of tissue differentiation especially xylem and phloem ; secretory ducts and laticifers.

Phyllotaxy and leaf differentiation

Root development : Organization of root apical meristem (RAM); cell fates and lineages; vascular tissue differentiation; homeotic mutants in Arabidopsis and Antirrhinum, sex determination.

Male gametophyte: Structure of anthers; microsporogenesis, role of tapetum; pollen development and gene expression; male sterility; sperm dimorphism and hybrid seed production; pollen germination, pollen tube growth and guidance ; pollen storage ; pollen allergy, pollen embryos.

Female gametophyte: Ovule development; megasporogenesis; organization of the embryo sac, structure of the embryo sac cells.

Pollination, pollen – pistil interaction and fertilization : Floral characteristics, pollination mechanisms and vectors; self-incompatibility; double fertilization.

Seed development and fruit growth: Endosperm development during early, maturation and desiccation stages; embryogenesis, cell lineages during late embryo development; storage proteins of endosperm and embryo; polyembryony; apomixes; embryo culture; fruit maturation.

Dormancy: Seed dormancy; overcoming seed dormancy; bud dormancy.

Senescence and programmed cell death (PCD): Types of cell death, PCD in the life cycle of plants, metabolic changes associated with senescence and its regulation; influence of hormones and environmental factors on senescence.

PLANT ECOLOGY

Climate, soil and vegetation patterns of the world: Life zones; major biomes and major vegetation and soil types of the world.

Vegetation organization: Concepts of community and continuum ; analysis of communities (analytical and synthetic characters)

Ecological succession: Hydrosere and xerosere.

Ecosystem organization: Structure and functions; primary production (methods of measurement, global pattern, controlling factors); energy dynamics (trophic organization, energy flow Pathways, ecological efficiencies); litter fall and decomposition (mechanism, substrate quality and climatic factors); global biogeochemical cycles of C,N,P and S; mineral cycles (pathways, processes, budgets) in terrestrial and aquatic ecosystems.

Biological diversity: Concept and levels; role of biodiversity in ecosystem functions and stability ; speciation and extinction; IUCN categories of threat; distribution and global patterns, terrestrial biodiversity hot spots; inventory.

Air, water and soil pollution: Kinds, sources, quality parameters; effects on plants ecosystems.

Climate change: Green house gases (CO₂, CH₄, N₂O, CFCs: sources, trends and role); ozone

layer and ozone hole ; consequences of climate change (CO₂ fertilization, global warming, sea level rise, UV radiation).

Ecosystem stability : Concept (resistance and resilience); ecological perturbations (natural and anthropogenic) and their impact on plants and ecosystems ; ecology of plant invasion ; environmental impact assessment ; ecosystem restoration.

Ecological management : Concepts; sustainable development; sustainability indicators.

PLANT RESOURCE UTILIZATION AND CONSERVATION

Plant Biodiversity and sustainable development

Origin, evolution, botany, cultivation and uses of (i) Food forage and fodder crops (ii) fibre crops (iii) medicinal and aromatic plants and (iv) vegetable oil-yielding crops. Ethnobotany

Important fire-wood and timber – yielding plants and non-wood forest products (NWFPs) such as bamboos, rattans, raw materials for paper-making, gums, tannins, dyes, resins and fruits.

Green revolution : Benefits and adverse consequences.

Plants used as avenue trees for shade, pollution control and aesthetics.

Principles of conservation; extinctions; environmental status of plants based on International Union for Conservation of Nature.

Strategies for conservation – in situ conservation : International efforts and Indian initiatives ; protected areas in India – sanctuaries, national parks, biosphere reserves, wetlands, mangroves and coral reefs for conservation of wild biodiversity.

Strategies for conservation – ex situ conservation : Principles and practices; botanical gardens, field gene banks, seed banks, in vitro repositories, cryobanks; general account of the activities of Botanical Survey of India (BSI), National Bureau of Plant Genetic Resources (NBPGR), Indian Council of Agricultural Research (ICAR), Council of Scientific and Industrial Research (CSIR) and the Department of Biotechnology (DBT) for conservation, non-formal conservation efforts.

BIOTECHNOLOGY AND GENETIC ENGINEERING OF PLANTS AND MICROBES

Plant Biotechnology – Principles, scope and applications.

Plant cell and tissue culture : General introduction, scope, cellular differentiation, and totipotency.

Organogenesis and adventives embryogenesis : Morphogenesis; somatic embryogenesis.

Somatic hybridization : Protoplast isolation, fusion and culture.

Applications of plant tissue culture : Clonal propagation, artificial seed, production of hybrids and soma clones, production of secondary metabolites / natural products, cryopreservation and germplasm storage.

Recombinant DNA technology : Gene cloning principles and techniques, genomic / c DNA libraries, vectors, DNA synthesis and sequencing, polymerase chain reaction, DNA fingerprinting and DNA markers.

Genetic engineering of plants : Transgenic plants, Methods of gene transfer – *Agrobacterium* – mediated and microprojectile, chloroplast transformation, intellectual property rights, ecological risks and ethical concerns.

Microbial genetic manipulation : Bacterial transformation, selection of recombinants and transformants, genetic improvement of industrial microbes.

Genomics and proteomics : High throughput sequencing, genome projects, bioinformatics, functional genomics, microarrays.

14.ZOOLOGY

General Concepts :

1. Levels of structural organization :
Unicellular, colonial and multicellular forms. Prokaryotic and Eukaryotic cells. Levels of organization of tissues, organs & systems.
2. Acoelomata, Pseudocoelomata, Coelomata, Protostomia and Deuterostomia.
3. Concepts of species and hierarchical taxa, biological nomenclature, classical methods of taxonomy of animals.

Non-Chordata :

1. General characteristics and classification of invertebrates up to class level.
2. Protozoa: Locomotion, Nutrition and Reproduction in protozoa, Protozoan diseases of man.
3. Porifera: Canal system in porifera, skeleton in porifera, Reproduction in sponges.
4. Coelenterata : Polymorphism, Metagenesis, coral formation, Etenophora.
5. Hemlinths: Common Helminthic parasites of Man – *Taenia solium*, *Schistosoma sp.*, *Ascaris*, *Ancylostoma*, *Oxyuris*, *Loa*, *Trichinella*, *Strongyloides* – their life cycles. Parasitism and parasitic adaptations.
6. Annelida: Excretory system, Coelom formation, coelom and coelomoducts.
7. Arthropoda: Mouthparts of Insects, useful and harmful insects, Metamorphosis in insects. Apiculture and sericulture in India, crustacean larvae.
8. Mollusca: Respiration, Torsion and De-torsion, pearl formation and Pearl industry.
9. Echinodermata: Echinoderm larvae, Water vascular system.

CHORDATA :

1. General Characters and classification of chordates upto class, Origin of Chordates, phylogeny and affinities of Hemichordata, Retrogressive metamorphosis.
2. Vertebrate integument and derivatives, Comparative account of Digestive, Respiratory, Circulatory, Excretory and Reproductive systems of Vertebrates.
3. Pisciculture in India, Common edible fishes of Andhra Pradesh.
4. Origin and evolution of Amphibia, Paedogenesis, Neotony.
5. Important Snakes of India, Dinosaurs.
6. Flight adaptations and Migration in birds. Archeopteryx, Poultry in India.
7. Adaptive radiation and Dentition in Mammals.

CELL BIOLOGY :

1. Prokaryotic and Eukaryotic cell, Plasma Membrane-Ultrastructure, Permeability, intercellular communication, Endocytosis, Exocytosis, Phagocytosis, Active transport, membrane pumps.
2. Structure & function of Intracellular organelles – Nucleus, Mitochondria, Golgi bodies, lysosomes, endoplasmic reticulum, peroxisomes, plastids, vacuoles, Cell wall, Cytoskeleton and its role in motility.
3. Organization of genes and chromosomes - Operon, unique and repetitive DNA, structure of chromatin and chromosomes, heterochromatin, euchromatin, transposons.
4. Cell division and cell cycle - Mitosis and meiosis, their regulation, steps in cell cycle, regulation and control of cell cycle.
5. DNA replication, repair and recombination - Unit of replication, replication origin and replication fork, Recombinant technology, Transgenic and cloned animals, DNA damage and repair mechanisms.
6. Protein synthesis - initiation, elongation and termination of Genetic code.
7. Regulation of gene expression - Lac operon, Lambda operon.

GENETICS :

1. Mendel's law of inheritance - Critical review and Linkage.
2. Gene mapping methods : Linkage-complete and Incomplete linkage; Linkage maps, Recombination, mapping with molecular markers, somatic cell hybrids.
3. Crossing over : Types (Somatic or mitotic crossing over and Germinal or meiotic crossing over), theories about the mechanism of crossing over, tetrad analysis, and cytological detection of crossing over.
4. Mutations : Types (Spontaneous and Induced), causes and detection, mutant types (lethal, conditional, biochemical, loss of function, gain of function, germinal versus somatic mutants), Molecular basis of mutations.
5. Chromosomal aberrations (deletion, duplication, inversion and translocation, ploidy and their genetic implications); Autosomal abnormalities (Down's syndrome, Trisomy-13, -18);

Sex anomalies (Turner's syndrome, Klinefelter's syndrome, Hermaphroditism).

- Human genetics : Human karyotyping, Genetic disorders due to mutant genes (Huntington's chorea), Inborn errors of metabolism-Phenylketonuria, alkaptonuria, Sickle cell anemia.

SYSTEM AND CELL PHYSIOLOGY :

- Blood and circulation - Blood corpuscles, haemopoiesis, plasma function, blood groups, haemoglobin, haemostasis.
- Cardiovascular System : Neurogenic, myogenic hearts, cardiac cycle, heart as a pump, neural and chemical regulation of all above.
- Respiratory system - Transport of gases, exchange of gases, waste elimination, neural and chemical regulation of respiration.
- Nervous system - Neurons, action potential, Conduction of nerve impulse, synapse, Neurotransmitters.
- Muscle : Ultra structure and mechanism of muscle contraction.
- Sense organs – Eye, Ear.
- Excretory system - Comparative physiology of excretion, urine formation, micturition.
- Osmoregulation – Osmoregulation in fishes, Hormonal control of osmoregulation.
- Digestive system - Digestion, absorption, assimilation and egestion.
- Endocrinology and reproduction - Endocrine glands, basic mechanism of hormone action, hormones and diseases, reproduction in mammals.
- Chemical bonds (Covalent, Hydrogen and Ionic bonds, Van der Waals interactions).
- Outline classification of organic compounds (carbohydrates, proteins and lipids).
- Order of protein structure, primary, secondary, tertiary and quaternary; Ramachandran plot.
- Glycolysis, TCA cycle and their Biomedical importance. Pentose phosphate pathway, Gluconeogenesis. Redox Potentials, Mitochondrial electron transport system, Oxidative phosphorylation.

EVOLUTION :

- Origin of life - Modern concepts, theories of Evolution.
- Isolation, Speciation, Natural Selection.
- Hardy Weinberg's Law.
- Population Genetics (Gene pool, Gene frequency), Genetic drift and convergent evolution, Adaptive radiation.
- Evolution of Man.
- Zoogeographical realms of the world.

DEVELOPMENTAL BIOLOGY :

- Spermatogenesis, oogenesis.
- Fertilization, cleavage, gastrulation formation of germ layers, parthenogenesis.
- Embryogenesis in vertebrates.
- Formation and function of foetal membranes.
- Types of Placenta.
- Regulation, genetic control of development.
- Development of Frog and chick.

HISTOLOGY :

- Histology of Mammalian tissues and organs - Epithelial, connective, blood, bone, cartilage, skin, stomach, intestine, liver, pancreas, kidney, Testis and Ovary.

ECOLOGY :

- Concept of Ecosystem.
- Biogeochemical cycles (Carbon, Nitrogen and Phosphorous).
- Influence of environmental factors on animals, energy flow in Ecosystem, food chains, food web and trophic levels.
- Community and population ecology. Ecological succession.
- Environmental pollution-Air, water, land, noise, radioactive, thermal and visual, effects of pollution on ecosystem, prevention of pollution.
- Wildlife in India-conservation, Chipko movement.
- Biodiversity-Economic significance, conservation, hot spots of India.

IMMUNOLOGY :

1. Cells of the immune system : Lymphoid cells, Mononuclear cells, granulocytic cells, Mast cells.
2. Organs of the immune system - primary and secondary lymphoid organs, lymphatic system.
3. Antigens: Antigenic determinants or epitopes, immunogenicity, Haptens.
4. Innate (Non-specific immunity): Anatomical barriers, phagocytosis, NK cells, interferon.
5. Humoral immunity: Immunoglobulins (fine structure of immunoglobulins and immunoglobulin classes); the complement system, Classical and alternate pathway, inflammation.
6. Cell mediated immunity : Mechanism of cell mediated immunity; Brief account on Antigen presentation, Major histocompatibility complex.
7. Antigen-Antibody interactions : Affinity, Avidity, Cross-reactivity, precipitation reactions, and Agglutination reactions and ELISA.
8. Brief account on immunological Hypersensitivity disorders :
 - a) Tolerance and Autoimmunity
 - b) Transplantation.
 - c) Immunodeficiency diseases - HIV.
 - d) Immunization (Active and passive immunity).

15. STATISTICS

Probability Theory :

- Random experiment, Random event, Sample Space, Classes of sets, fields, sigma-fields, minimal sigma-fields, Borel sigma fields in $\mathbb{R}$, Measure, Lebesgue measure, Lebesgue-Stieltjes measures, Measurable functions, Borel function, induced sigma field, Probability Measure, Basic Properties of a Measure, conditional probability and Bayes Theorem. Caratheodory extension theorem (Statement only), measurable function, random variables, distribution function and its properties, expectation, statements and applications of monotone convergence theorem, Fatou's lemma, dominated convergence theorem.
- Expectations of functions of rv's, conditional expectation and conditional variance, their applications. Characteristic function of a random variable and its properties. Inversion theorem, uniqueness theorem (Functions which cannot be Characteristic functions). Levy's continuity theorem (Statement only). Chebychev, Markov, Cauchy-Schwartz, Jensen, Liapunov, Holder's and Minkowsky's inequalities.
- Sequence of Random variables, convergence in Probability, convergence in distribution, almost sure convergence, convergence in quadratic mean and their interrelationships, Slutsky's theorem, Borel-Cantelli lemma Borel 0-1 law, Kolmogorov 0-1 law (Glivenko – Cantelli Lemma Statement only).
- Law of large numbers, Weak law of large numbers, Bernoulli and Khintchen's WLLN's, Kolmogorov Inequality, Kolmogorov SLLN for independent random variables and statement only for i.i.d. case and their applications, statements of three series theorem. Central Limit theorem : De Moivre – Laplace CLT, Lindberg-Levy CLT, Liapounov's CLT, Statement of Lindberg-Feller CLT, simple applications.
- Introduction to stochastic processes; classification of stochastic process according to state-space and time-domain. Finite and countable state Markov chains; time-homogeneity; Chapman-Kolmogorov equations; marginal distribution and finite – dimensional distribution; classification of states of a Markov chain – recurrent, positive recurrent, null-recurrent and transient states.

Distribution Theory

- Standard discrete and continuous univariate distributions : Binomial, geometric, Poisson, Negative Binomial, Hyper-geometric, Uniform, Triangular, beta, exponential, gamma, Weibull, Normal, Lognormal, and Cauchy distributions and their properties. Joint, Marginal and conditional pmf's and pdf's.
- Families of Distributions : Power series distributions, Exponential families of distributions. Functions of Random variables and their distributions (including transformation of rv's). Bivariate Normal, Bivariate Exponential (Marshall and Olkins form), Compounding distributions using Binomial and Poisson. Truncated (Binomial, Poisson, Normal and Lognormal) and mixture distributions – Definition and examples.
- Sampling Distributions of sample mean and variance, independence of $\bar{X}$ and s^2 . Central and Non-central χ^2 , t and F distributions. Order statistics Joint and marginal distributions of order statistics and Distribution of Range. Distributions of order statistics from rectangular, exponential and normal distributions. Empirical distribution function.
- Multinomial distribution. Multivariate normal, bi-variate as a particular case, moments, c.f., conditional and marginal distributions. Distributions of correlation coefficient, partial and multiple correlations, and inter relationships. Dimension reduction method : PCA, FA, Canonical Correlations and MDS. Discriminant analysis and cluster Analysis.
- Distributions of quadratic forms under normality and related distribution theory.

Statistical Inference :

- Point Estimation : Point Estimation Vs. Interval Estimation, Advantages, Sampling distribution, Likelihood function, exponential family of distribution. Desirable properties of a good estimator : Unbiasedness, consistency, efficiency and sufficiency – examples. Neyman factorization theorem (Proof in the discrete case only), examples. UMVU estimation, Rao-Blackwell theorem, Fisher Information, Cramer-Rao inequality and Bhattacharya bounds. Completeness and Lehmann-Scheffe theorem. Median and modal unbiased estimation.
- Methods of estimation : method of moments and maximum likelihood method, examples. Properties of MLE. Consistency and asymptotic normality of the consistent solutions of likelihood equations. Definition of CAN and BAN, estimation and their properties, examples. Interval

estimation, confidence level CI using pivots and shortest length CI. Confidence intervals for the parameters for Normal, Exponential, Binomial and Poisson Distributions.

- Fundamental notions of hypothesis testing-Statistical hypothesis, statistical test, Critical region, types of errors, test function, randomized and non-randomized tests, level of significance, power function, Most powerful test, Neyman –Pearson fundamental lemma. MLR families and Uniformly most powerful tests for one parameter exponential families.
- Concepts of consistency, unbiased and invariance of tests. Likelihood Ratio tests, statement of the asymptotic properties of LR statistics with applications (including homogeneity of means and variances). Relation between confidence interval estimation and testing of hypothesis. Concept of robustness in estimation and testing with example.
- Concept of sequential estimation, sequential estimation of a normal population. Notions of sequential versus fixed sample size techniques. Wald's sequential probability Ratio test (SPRT) procedure for testing simple null hypothesis against simple alternative. Termination property of SPRT. SPRT procedures for Binomial, Poisson, Normal and Exponential distributions and associated OC and ASN functions. Statement of optimality of SPRT.
- Concepts of loss, risk and decision functions, admissible and optimal decision functions, Estimation and testing viewed as decision problems.
- **Nonparametric methods :** Nonparametric methods for one-sample problems based on sign test, Wilcoxon signed Rank test, run test and Kolmogorov – Smirnov test.
- Two sample problems based on sign test, Wilcoxon signed rank test for paired comparisons, Wilcoxon Mann-Whitney test, Kolmogorov – Smirnov Test, (Expectations and variance of above test statistics, except for Kolmogorov – Smirnov tests, Statements about their exact and asymptotic distributions), Wald-Wolfowitz Runs test and Normal scores test.
- Chi-Square test of goodness of fit and independence in contingency tables. Tests for independence based on Spearman's rank correlation and Kendall's Tau. Ansari-Bradley test for two sample dispersions. Kruskal – Wallis test for one-way layout (K-samples). Friedman test for two-way layout (randomised block).
- Asymptotic Relative Efficiency (ARE) and Pitman's theorem. ARE of one sample, paired sample and two sample locations tests.

Sampling Techniques

- Non – Sampling errors : Sources and treatment of non-sampling errors. Non – sampling bias and variance.
- SRSWR / WOR, Stratified random sampling and Systematic Sampling.
- Unequal probability Sampling : ppswr / wor methods (including Lahiri's scheme) and related estimators of a finite population mean. Horowitz – Thompson, Hansen – Horowitz and Yates and Grundy estimators for population mean / total and their variances.
- Ratio Method Estimation: Concept of ratio estimators, Ratio estimators in SRS, their bias, variance / MSE. Ratio estimator in Stratified random sampling – Separate and combined estimators, their variances / MSE.
- Regression method of estimation : Concept, Regression estimators in SRS with pre-assigned value of regression coefficient (Difference Estimator) and estimated value of regression coefficient, their bias, variance / MSE, Regression estimators in Stratified Random sampling – Separate and combined regression estimators, their variance / MSE.
- Cluster Sampling : Cluster sampling with clusters of equal sizes, estimator of mean per unit, its variance in terms of intracluster correlation, and determination of optimum sample and cluster sizes for a given cost. Cluster sampling with clusters of unequal sizes, estimator – population mean its variance / MSE.
- Sub sampling (Two – Stage only) : Equal first stage units – Estimator of population mean, variance / MSE, estimator of variance. Determination of optimal sample size for a given cost. Unequal first stage units – estimator of the population mean and its variance / MSE.

Design of Experiments

- Formulation of a linear model through examples. Estimability of a linear parametric function. Gauss-Markov linear model, BLUE for linear functions of parameters, relationship between BLUE's and linear Zero-functions. Gauss-Markov theorem.
- Simple linear regression, examining the regression equation, Lack of fit and pure error. Analysis of Multiple regression models. Estimation and testing of regression parameters, sub-hypothesis. Introduction of residuals, overall plot, time sequence plot, plot against $\bar{Y}_i$, Predictor variables X_{ij} ,

Serial correlation among the residual outliers. The use of dummy variables in multiple regression, Polynomial regressions – use of orthogonal polynomials. Derivation of Multiple and Partial correlations, tests of hypothesis on correlation parameters.

- Analysis of Covariance : One-way and Two-way classifications. Factorial experiments : Estimation of Main effects, interaction and analysis of 2^k , factorial experiment in general with particular reference to $k = 2, 3$ and 4 and 3^2 factorial experiment. Multiple Comparisons : Fishers least significance difference (LSD) and Duncan's Multiple Range test (DMR test).
- Total and Partial Confounding in case of 2^3 , 2^4 and 3^2 factorial designs. Concept of balanced partial confounding. Fractional replications of factorial designs : One half replications of 2^3 and 2^4 factorial designs, one-quarter replications of 2^5 and 2^6 factorial designs. Resolutions of a design. Split – Plot design.
- Youdin design, intra block analysis. **B.I.B.D.**, **P.B.I.B.D.**, their analysis, estimation of parameters, testing of hypothesis.

16. BIOTECHNOLOGY

CELL BIOLOGY: Diversity of cell size and shape. Cell theory, microscopic techniques for study of cells. Sub-cellular fractionation and criteria of functional integrity. Cellular organelles-Plasma membrane, cell wall, Mitochondria, Chloroplast, Nucleus and other organelles and their organization, structure and functions. Cell motility-cilia, flagella of eukaryotes. Transport of nutrients, ions and macromolecules across membranes. Liposomes, drug delivery systems, cellular energy transactions-role of mitochondria and chloroplast. Molecular assemblies like membranes; structure and functional aspects. Ribosome's, extra cellular matrix. Cell cycle – Overview of eukaryotic cell cycle, regulation of cell cycle by cell growth and extra cellular signals. Cell cycle check points. Regulators of cell cycle progression – MPF, cyclins and cyclin-dependent kinases. Cell death and proliferation – Apoptosis: definition, differences between apoptosis and necrosis and mechanism. Cancer: Types and Classification, Development and Properties of Cancer cells. Somatic mutations in cancer cells. Biotic and abiotic stress in plants. Signal transduction: types of receptors, second messengers (calcium, phosphoinositides and Nitric oxide). Meiosis, Gametogenesis, fertilization and Development of chick embryo.

BIOMOLECULES AND ANALYTICAL TECHNIQUES: - Chemical foundations of Biology water, pH, pK, acids, bases, buffers, weak bonds, covalent bonds. Principles of thermodynamics. Classification, structure and functions of carbohydrates, amino acids, proteins, nucleic acids and lipids. Chromatography Methods; partition, ion exchange, and affinity methods, criteria for purity, proteins and nucleic acids sequencing methods, Hormones, vitamins and minerals.

Analytical techniques: Principle, instrumentation and applications of VIS/UV, IR, NMR, LASER Raman Spectroscopy MASS Spectroscopy, Fluorescence Spectroscopy, Differential colorimetry, X-ray Crystallography, Ultra centrifugation, Electron Cryomicroscopy and Scanning Tunneling microscopy. Methods of cell study; confocal microscopy, Flowcytometry and FACS (fluorescence activated cell sorter) and atomic force microscopy. Radiochemical methods; Stable and radioactive isotopes, measurement of radioactivity by Liquid scintillation counting, GM counters and autoradiography. Specific activity and precursor-product relationship. Tracer studies and Effect of radiation on cells.

MOLECULAR BIOLOGY: - DNA Structure, replication, repair and recombination, Transcription, regulation and post transcriptional modifications in Prokaryotes and Eukaryotes. Transcriptional and post-transcriptional gene silencing. Translation and regulation in Prokaryotes and eukaryotes, co-translation and post-translational modifications of proteins. Protein Localization-Synthesis of secretory and membrane proteins, import into nucleus, mitochondria, chloroplast and peroxisomes, Biology of Cancer-Oncogenes and Tumour Suppressor genes, Structure, function and mechanism of action of pRB and p53 tumor suppressor proteins.

Antisense oligonucleotides, molecular targets of drug action and Ribozyme Technology. Homologous Recombination-Holliday model gene targeting, gene disruption, FLP/FRT and Cre/Lox recombination RecA and other recombinases. Molecular Mapping of Genome, Genes, mutation and mutagenesis, site directed mutagenesis and Human genome project, Transposons

BIOSTATISTICS: - Frequency distribution, Distribution of data binomial, poisson and normal. Measures of central tendency-mean, median, mode and standard deviation-probability distribution-regression-correlation- Analysis of variance-tests of significance- T-test, F-test, Chi-square test.

MICROBIOLOGY: - Discovery of the microbial world; Distinguishing features of prokaryotes and eukaryotes; general role of microorganisms in transformation of organic matter and in the causation of diseases; Microbial taxonomy; Classification, Nomenclature and new approaches to microbial taxonomy; Pure culture techniques; sterilization methods; Principles of microbial nutrition and composition of culture media; culture enrichment techniques; Growth and its mathematical expression; synchronized cultures, Culture collection and maintenance of cultures; Purple and green bacteria Rickettsias; Chlamydia and Mycoplasma. Archea; Viruses: structure and replication of viruses; DNA viruses and RNA viruses; Viroids and Prions; Virus and their Genetic System; Bacteriophages; RNA phages; Retroviruses, Biomass and Bioenergy.

IMMUNOLOGY:- Phylogeny of immune System; Innate and acquired immunity; Hematopoietic and differentiation, cells and organs of the immune system; Lymphocyte trafficking; Antigencity and super antigens; Immunoglobulin types, structure and function, Antigen-antibody interactions; Blood groups, Cell migration and Homing, Immunoglobulin and gene organization. Major histocompatibility complex, BCR and TCR and generation of diversity; Complement system, Antigen processing and presentation, generation of humoral and cell mediated immune responses; Activation of B-and T- lymphocytes, Cytokines and their role in immune regulation; Cell mediated cytotoxic, Hypersensitivity, Autoimmunity, Transplantation, Tumor Immunology, AIDS and other Immunodeficiency; Hybridoma Technology, Psychoneuro-immunology,

Single chain antibodies, theories of antibody diversity, Vaccines – Concept of immunization, routes of vaccination. Types of vaccines – Whole organism (attenuated and inactivated) and component vaccines (synthetic peptides, DNA vaccines, recombinant vaccines, subunit vaccines, conjugate vaccines. Vaccine delivery systems.

BIOPROCESS ENGINEERING:- Fermentation-types of fermentors and bioreactor design, cell concentration and stirring. Filtration, methods of cell disruption. Downstream processing, industrial applications of bioprocess. Synchronized and continuous culturing. Industrial production of glutamic acid, citric acid, ethanol, penicillin and riboflavin. Purification and crystallization of products.

ENZYME TECHNOLOGY:- Discovery classifications and nomenclature of enzymes. Techniques of enzymes isolation and assay, Intracellular localization of enzymes, Isoenzymes, Multienzyme complexes and multifunctional enzymes Physico-chemical characterization of enzymes, Enzymes kinetics, kinetic of enzymes of inhibition. Allosterism, Enzyme memory and mnemonic enzymes, Various techniques used for the immobilization of enzymes and their applications in Biotechnology. Purification of enzymes and their applications, Single cell proteins. Industrial application of enzyme, applications in biosensors.

ENVIRONMENTAL BIOTECHNOLOGY:- Ecological balance, resiliency of ecosystem and sustainable development, environmental pollution and global problems, water, air, soil pollution and their impacts on environment and biotechnological approaches for management, waste

water treatment: aerobic and anaerobic processes, bioremediation of contaminated soils and waste land, biotechnological treatment for industrial effluents and solid wastes. GM microbes

GENETIC ENGINEERING:- Discovery, properties and application of Restriction enzymes, Cloning and expression vectors, Purification of plasmids, genomic DNA and mRNA. Genomic and cDNA Library construction and screening of recombinants by hybridization methods, Reporter assays, protein engineering- site directed mutagenesis, adding disulfide bonds – changing asparagines to other amino acids modification of metal cofactor requirements. Increasing of specific activity Stability to thermal and salinity conditions, Phage Display library and yeast two hybrid system. Gene transfer methods Tagging, Role of gene tagging analysis; Gene Therapy, Gene silencing methods, Biochips.

BIOINFORMATICS:- Biological databases, ORF finding, EST analysis, gene identification, microsatellite repeat patterns, Blast all flavours, Mutation matrix, global Vs local alignments, Dot plots, PAM and BLOSUM matrices, Multiple sequence modeling, alignments dendrograms, phylograms, protein structure prediction methods, molecular modeling, Primer design, QSAR, Drug designing

PLANT BIOTECHNOLOGY:- Selection of explants, micro and macro Propagation techniques in plant tissue culture suspension culture, single cell. Anther, pollen and ovary culture for production of haploid plants. Cryopreservation for germplasm conservation. Plant Transformation technology, Transgene stability and gene silencing. Application of plant Transformation for productivity and performance. Metabolic Engineering and Industrial products: Plant secondary metabolites, industrial enzymes, biodegradable plastics, therapeutic proteins, antibodies, edible vaccines. Molecular marker assisted selection and Breeding: RFLP maps, RAPD markers, STS, microsatellites, SCAR (sequence characterized amplified regions), SSCP (single stand conformational polymorphism), AFLP, GM Crops

ANIMAL BIOTECHNOLOGY: - Animal cell culture technology, simple and complex growth media, cell culture techniques, primary and established cell lines. Biology and characterization of the cultured cells, measuring growth parameters, maintenance of cell culture, Measurement of viability and cytotoxicity, cell separation. Scaling-up of animal cell culture. Cell synchronization. Cell cloning and micromanipulation. Cell transformation. Stem cell cultures, embryonic stem cells and their applications. Cell culture based vaccines. Organ and histotypic cultures. Apoptosis, measurement of cell death. Biodegradation of Toxicants, Diagnostic aids, organ perfusion studies., GM animals.

Principles and preparation of DNA and RNA probes and their applications: Study and expression of cloned genes in prokaryotes and eukaryotic systems. Microbial production of interferon, human growth hormone, insulin in *E.coli*. Genetic Engineering – Social and moral implications, national and international guidelines/regulations. Biotechnology patents and safeguarding human health.

17.MICROBIOLOGY

General Microbiology and Microbial Physiology

History of Microbiology. Contributions of Scientists. Types, applications and importance of microscopy. Structure of microbial cells. Methods of sterilization: Physical methods –chemical methods and their application. Pure culture techniques. Preservation methods and Maintenance of Microbial cultures. Microbiological media and cultivation of microorganisms. Microbial identification methods. Principles of bacterial taxonomy and classification. Microbial growth curve. Measurement of Growth. Synchronous cultures – methods of synchronous culturing. Continuous culturing methods, factors effecting growth. Phenomenon of bacterial sporulation.

Cell and Molecular Biology, Virology

DNA structure, types and replication, Structure and types of RNA. Transcription and translation. Concept of ribozyme. Genetic code and Wobble hypothesis, Gene regulation. Cloning and expression vectors. Construction and screening of genomic and cDNA libraries. Types of mutagens, molecular basis and analysis of mutations, site directed mutagenesis. DNA damage and repair mechanisms. Recombination in bacteria by Transformation, Conjugation, Transduction. Transposable elements. Cell cycle and programmed cell death. Signal transduction, Protein folding & roles of Molecular chaperones.

Structure of viruses. Cultivation of viruses. Structure, genetics and Replication of Bacteriophages (Lytic and Lysogenic cycle), Plant Virus (TMV), Animal/human viruses (eg. Influenza virus, HIV and Adeno virus). Viral Interference and Interferons. Biochips. DNA markers: RFLP, Micro/mini satellites, SNPS, RAPDs and AFLP. Finger printing. DNA sequencing. Expression of recombinant proteins Protein-protein and protein-DNA interaction. Applications of recombinant DNA technology and Gene therapy.

Biochemistry and Techniques

pH and its biological relevance. Redox potentials, Electron transport, oxidative phosphorylation. Microbial respiration and fermentation. Classification, properties and chemical structure of carbohydrates and lipids. Classification, Properties and structure of amino acids and proteins. Biosynthesis and degradation of amino acids and proteins. Metabolism of carbohydrates and lipids – glycolytic pathways, TCA cycle, gluconeogenesis, glycogenesis. Biosynthesis of triacylglycerols and oxidation of fatty acids. Enzymes - nomenclature, classification, methods for determination of enzyme activity. Enzyme kinetics - Michelis-Menton kinetics. Optical methods - colourimetry and spectrophotometry, fluorimetry, optical rotation, Circular dichroism, NMR, ESR spectroscopy, X-ray diffraction, types of mass spectrometry. Chromatographic techniques, diffusion, dialysis, cell disruption methods, centrifugation techniques, electrophoreses and blotting techniques. Radio isotopes – detection and measurement.

Immunology

Components of immune system, Clonal selection theory. Antigen and antibody structure. Major Histocompatibility Complex (MHC) and transplantation. Antigen and antibody reactions. Immune response to infectious diseases. Hybridoma technology. Hypersensitivity, Tumor immunology, Immunological tolerance and immuno-suppression. Immune deficiency diseases. Immunotherapy of infectious diseases. Vaccines and Immunization.

Biostatistics: Variations and frequency distributions, measures of central tendency and dispersion, standard deviation, standard error, elements of probability, correlation and linear regression. Normal curve test, 't' test, 'F' test, 'Z'-test, ANOVA, Chi-square test, and confidence intervals. Experimental designs using statistical tools.

Bioinformatics: Basics of computers, Disk operating systems (DOS), Windows, MS office, information networking. Databases, Sequence and structure analysis of DNA and Proteins. Primer design. Protein engineering and drug designing. Tools and packages of networking.

Industrial Microbiology

Exploitation of microbes and industrial products. Types of fermentations, Detection and assay of fermentation products. Scale up of fermentations, Product recovery methods, Strain development strategies. Immobilization methods. Fermentative production of Ethanol, beer, wine, Antibiotics, citric acid, Vitamin B12, Glutamic acid and microbial enzymes. Steroid Biotransformations – Principles of vaccine production. Microbial biopesticides, Microbial products from genetically modified (cloned) organisms eg. Insulin. QA, QC, GLP, GMP, Patents & IPR

Medical Microbiology

Principles of Medical Microbiology, Normal flora of human body. Properties of pathogenic microorganisms. Bacterial, viral, fungal and parasitic infectious diseases (air born, water born, food born, insect born and zoonotic infections). Principles of diagnostic microbiology. Systematic Medical Microbiology - *β*-Haemolytic streptococci, *Mycobacterium tuberculosis*, *Neisseria gonorrhoea*, *E.coli*, *Salmonella typhi*. *Staphylococcus aureus*, *Clostridium tetani*, *Pseudomonas*, HIV, Polio, Rabies and Amoebiasis, Malaria and Trichomoniasis and Fungal diseases. Medical diagnostics.

Mode of action of important drugs – Cell wall inhibitors (Betalactum – eg. Penicillin), membrane inhibitors (polymyxins), macromolecular synthesis inhibitors (streptomycin), Antifungal antibiotics (nystatin). Drug resistance. Antiviral agents. Microbiological assays.

Food, Environment and Agriculture Microbiology.

Dairy Microbiology. microbiological examination of fresh and canned foods. Fermented foods, spoilage of foods and food preservation methods. Current and future implications concerning food safety, hazards and risks. Microbes and animal interactions – Rumen Microbiology, termite microbial communities. Probiotics, Prebiotics and their significance in human beings and animals. Microorganisms in air, water and soil and their importance. Microbial diversity in the environment. Microbial mineralization and C, N, S, P and Fe cycles. Soil humus formation. Rhizosphere, mycorrhiza and phyllosphere. Microbial degradation of carbonaceous materials in soil. Biology and biochemistry of Nitrogen fixation. Biofertilizers, Biopesticides, Persistence and degradation of pesticides, herbicides, fungicides and insecticides. Sewage treatment and bioremediation.

18.Computer Applications

19.Computer Science

1. Mathematical Foundations:

Mathematical Logic – Propositional Logic, First Order Logic; Probability: Conditional Probability, Mean, Median, Mode and Standard deviation; Random Variables; Distributions - Uniform, Normal, Exponential, Poisson, Binomial. Set Theory and Algebra: Sets, Relations, Functions, Groups, Partial Orders, Lattices, Boolean Algebra. Combinatorics: Permutations, Combinations, Counting, Summation, Generating Functions, Recurrence Relations.

2. Programming:

Programming in C, C++ and Java: Object Oriented Programming Concepts including Classes; Polymorphism; Inheritance and Programming in C, C++ and Java.

3. Data and File Structures:

Data structure – Definition, Arrays, stacks, queues, linked lists, trees, graphs, priority queues and heaps.

File Structures - Fields, records and files, Sequential, direct, index-sequential and relative files, Hashing, inverted lists and multi-lists B trees and B+ trees.

4. Design and Analysis of Algorithms:

Asymptotic notation, Notations of Space and Time complexities, Worst and Average case analysis; Design: Greedy Approach, Dynamic Programming, Divide and Conquer; Tree and Graph traversals, connected components, spanning trees, shortest paths; Hashing, Sorting, Searching. Asymptotic analysis (best, worst and average cases) of time and space, upper and lower bounds.

5. Computer Organization:

Machine instructions and addressing modes, Main Memory Organization, CPU Organization, I/O Organization, Micro-programmed Control, Cache Memory, Secondary Storage.

6. Operating Systems and Unix:

Processes, Threads, Inter-process communication, Concurrency, Synchronization, Deadlock, CPU scheduling, Memory management and virtual memory, File systems, I/O systems, Protection and security.

Unix System - File system, process management, bourne shell, Shell variables, command line programming.

Filters and Commands - Pr, head, tail, cut, paste, sort, uniq, tr, join, etc., grep, egrep, fgrep, etc., sed, awk, etc.

System Calls (like) - Creat, open, close, read, write, isseek, link, unlink, stat, fstat, umask, chmod, exec, fork, wait, system.

7. Relational Database Design and SQL

E R diagrams and their transformation to relational design, normalization - 1NF, 2NF, 3NF, BCNF and 4NF, Limitations of 4NF and BCNF.

SQL - Data Definition language (DDL), Data Manipulation Language (DML), Data Control language (DCL) commands. Database objects like-Views, indexes, sequences, synonyms, data dictionary.

Transaction Management, concurrency control and system recovery.

8. Software Engineering:

Software Characteristics, Software Process Models, Analysis, Design, Coding, Testing, and Software Quality Assurance, Software Metrics

9. Computer Graphics:

Line Drawing, Graphic Primitives and Polygons, 2D Transformations, Windowing and Clipping, 3-D Graphics, Curves and Surfaces.

10. Computer Networks:

ISO/OSI stack, LAN technologies, (Ethernet and Token ring), Flow and error control techniques, Routing algorithms, Congestion control, TCP/UDP and Sockets, IP (v4), Application layer protocols (icmp, dns, smtp, pop, ftp, http).

11. **Data Warehousing and Mining:** Data Warehousing Concepts and Architectures, OLAP, Data Pre-processing, Data Cube Technology, Data mining Functionalities, Primitives, Data Characterization, Association Mining, Classification and regression, Clustering and Outlier Analysis.
12. **Web Technologies:**
HTML, XML, Basic Concepts of Client Server computing, Static, Dynamic and Active Web pages, Client and Server Side Scripting.
13. **E Commerce and Security:**
Electronic Commerce - Framework, Media Convergence of Applications, Consumer Applications, Organisation Applications.
Electronic Payment Systems - Digital Token, Smart Cards, Credit Cards, Risks in Electronic Payment System, Designing Electronic Payment Systems.
Electronic Data Interchange (EDI) - Concepts, Applications, (Legal, Security and Privacy) issues, EDI and Electronic Commerce, Standardization and EDI, EDI Software Implementation, EDI Envelope for Message Transport, Internet-Based EDI.
Cryptography - Fundamentals of Cryptology, Cipher Methods, Cryptographic Algorithms, Cryptographic Tools, Protocols for Secure Communication, Attacks on Crypto systems. Security Technologies – Firewalls, Intrusion Detection and Prevention Systems, VPNs.
14. **Theory of Computation and Compiler Design:**
Regular languages and finite automata, Context free languages and Push-down automata, Recursively enumerable sets and Turing machines, Undecidability. Compiler Design: Lexical analysis, Parsing, Syntax directed translation, Runtime environments, Intermediate and target code generation, Basics of code optimization.
15. **Cryptography and Network Security:**
Data Encryption and Decryption, Symmetric Key algorithms like DES, IDEA and AES, Public Key Cryptography, RSA algorithm, Digital Signatures & Authentication, Firewalls and VPN.
16. **Artificial Intelligence:**
AI Approach to problem solving, State Space Search, Problem Characteristics, Production System Model, Breadth First and Depth First Search, Heuristic Search Techniques, Predicate Logic and Resolution for Theorem Proving, Knowledge representation using Rules, Frames, Semantic Nets, Script, and CD Diagrams, Uncertain reasoning Techniques, TMS, Linear and Nonlinear Planning.

20.GEOLOGY

1. Geomorphology and Remote Sensing

Basic principles, weathering and soils, mass wasting, influence of climate on processes. Concept of erosion cycles. Geomorphology of fluvial tracts, arid zones, coastal regions, karst landscapes and glaciated ranges. Applications of Geomorphology in mineral prospecting, civil engineering, hydrology and environmental studies, topographical maps and geomorphology of India.

Concepts and principles of aerial photography and photogrammetry Satellite Remote Sensing. Fundamentals of Digital Image Processing. Use of Remote Sensing in landforms, landuse, and structural mapping, Hydrogeological studies and mineral exploration. Geographic Information System (GIS) – principles and applications.

2.Structural geology and Geotectonics

Principles of geological mapping and map reading, projection diagrams, stress-strain relationship of elastic, plastic and viscous materials. Behavior of minerals and rocks under deformation conditions. Structural analysis of folds, cleavages, lineation's, joints, and faults. Superposed deformation. Mechanism of folding and faulting. Unconformities and basement cover relations. Structural behavior of igneous rocks, diapirs and salt domes. Fundamentals of petrofabric analysis.

Earth and solar system. Planetary evolution of earth and its internal structure. Heterogeneity of the earth's crust. Major tectonic features of the oceanic and continental crust. Continental drift-geological, geophysical and other evidences, mechanics, objections and present status. Gravity and magnetic anomalies at mid oceanic ridges, deep sea trenches, continental shield areas and mountain chains. Paleomagnetism, seafloor spreading and plate tectonics, Island arcs, oceanic islands and volcanic arcs, isostasy, orogeny, epeirogeny, geosynclines, and seismic belts of the earth. Seismicity and plate movements. Geodynamics of the Indian plate.

3.Stratigraphy

Nomenclature and the modern stratigraphic code. Radio isotopes and measuring geological time. Geological time scale, stratigraphic procedures of correlation of unfossiliferous rocks. Precambrian stratigraphy of India. Stratigraphy of the Paleozoic and Mesozoic and Cenozoic formations of India. Gondwana system and gondwana land, and origin of Himalaya and evolution of Siwalik basin, Deccan volcanic. Quaternary stratigraphy, rock record, paleoclimates and paleogeography.

4. Paleontology

Fossil records, morphology and time ranges fossil groups. Evolutionary changes in Mollusks and mammals in geological time. Principles of evolution. Use of species and genera of foraminifera and echinodermata in biostratigraphic correlation. Siwalik vertebrate fauna and flora, different microfossil groups and their distribution in India.

5. Crystallography and Mineralogy

Physical, chemical and crystallographic characteristic of common rock forming mineral group. Silicate structures. Common minerals of igneous and metamorphic rocks. Minerals of the carbonate, phosphate, sulphide, halide and oxide groups.

Optical properties of common rock forming silicate minerals, uniaxial and biaxial minerals. Extinction, pleochroism, birefringence of mineral and their relation with mineral composition. Twinned crystals and dispersion of optic axis and crystallographic axis.

6. Igneous and Metamorphic petrology

Forms, textures, and structures of igneous rocks, silicate melt equilibria, binary and ternary phase diagrams, Petrology and geotectonic evolution of granites, basalts, andesites and alkaline rocks. Petrology of gabbros, kimberlites, anorthosites and carbonatites. Origin and evolution of magmas.

Textures and structures of metamorphic rocks. Regional and contact metamorphism of pelitic and impure calcareous rocks. Mineral assemblages and P/T condition.

Characteristics of different grades and facies of metamorphism, Metasomatism and granitization, magmatites. Plate tectonics and metamorphic zones. Paired metamorphic belts.

7. Sedimentology

Provenance and diagenesis of sediments, Sedimentary textures. Framework matrix and cement of terrigenous sediments. Definition, measurement and interpretation of grain size. Elements of hydraulics, primary structure, paleocurrent analysis. Biogenic and chemical sedimentary structures. Sedimentary environment and facies. Facies modeling for marine, non marine and mixed sediments. Tectonics and sedimentation. Classification and definition of sedimentary basins, sedimentary basins of India. Cycle sediments. Seismic and sequence stratigraphy. Purpose and scope of basin analysis. Structure contours and isopach maps.

8. Geochemistry

Earth in relation to the solar system and universe, cosmic abundance of elements. Composition of the planets and meteorites. Structure and composition of earth and distribution of elements. Trace elements. Elementary crystal chemistry and thermodynamics. Introduction to isotope geochemistry. Geochemistry of hydrosphere, biosphere and atmosphere. Geochemical cycle and principles of geochemical prospecting. Origin of elements.

9. Environmental geology

Concepts and principles. Natural hazards, preventive/precautionary measures-floods, landslides, earthquakes, rivers and coastal erosion. Impact assessment of anthropogenic activities such as urbanization, open-cast mining and quarrying, river-valley projects, disposal of industrial radioactive waste. Excess withdrawal of groundwater, use of fertilizers, dumping of ores, mine waste and flyash. Organic and inorganic contamination of groundwater and their remedial measures. Soil degradation and remedial methods. Environmental protection-legislative measures in India. Factors for groundwater subsidence.

10. Indian mineral deposits and mineral economics

Occurrence and distribution of metalliferous deposits-base metals, iron, manganese, aluminium, platinum, chromium, nickel, gold, silver, molybdenum. Indian deposits of non metals-mica, asbestos, barite, gypsum, apatite and beryl. Phosphrite, placer and rare earth mineral deposits. Gemstones, raw materials used for refractories, abrasives, glass, fertilizers, paints, ceramics and cement industries.

Strategic, critical and essential minerals. India's status in mineral production. Change in pattern of mineral consumption, National Mineral Policy. Mineral concession rules, Marine mineral resources and law of sea. Conservation and substitution of minerals.

11. Ore genesis

Ore deposits and ore minerals. Magmatic processes of mineralization, porphyry, skarn, and hydrothermal mineralization. Fluid inclusion studies and paragenesis. Mineralization associated with – i. ultramafic, mafic and acid rocks, ii. Greenstone belts, iii. Komatiites, anorthosites and kimberlites, iv. Submarine volcanism-volcanogenic deposits. Magma-related mineralization through geological time. Stratiform and stratabound ores. Syngenetic deposits, residual and mechanical concentration processes, supergene sulphide and oxide enrichments.

12. Mineral exploration

Methods of surface and subsurface exploration, prospecting for economic minerals and fuels-drilling, sampling, and assaying. Geophysical techniques – gravity, electrical, magnetic, air borne, and seismic. Instrumental techniques of detection and measurement of radio activity. Radio active methods for prospecting and assaying of mineral deposits. Geomorphological and remote sensing techniques. Geobotanical and geochemical methods. Bore hole logging and survey for deviation.

13. Fuels

Definition, origin of coal, stratigraphy of coal measures. Fundamentals of coal petrology, peat, lignite, bituminous and anthracite. Industrial application of coal. Indian coal deposits.

Origin, accumulation, migration and entrapment of natural hydrocarbons. Characters of reservoir rocks. Structural, stratigraphic and mixed traps. Geographical and geological distribution of petroliferous basins of India. Gas hydrates and Coal Bed Methane occurrences.

Mineralogy and geochemistry of radioactive minerals. Distribution of radio active minerals in India. Radio active methods in petroleum exploration-well logging techniques. Nuclear waste disposal-geological constraints.

14. Engineering geology

Mechanical properties of rocks and soils. Geological investigations for river-valley projects-dams and reservoirs; tunnels-type, methods and problems. Bridges-types and foundation problems. Shoreline engineering, landslides, classification, causes, prevention and rehabilitation. Earthquake resistant structures. Problems of groundwater in engineering projects. Geotechnical case studies of major projects in India.

15. Hydrogeology

Origin of water-meteoric, juvenile, and connate. Hydrological cycle-evaporation, precipitation, runoff. Hydrographs, water table contour maps. Rock properties affecting groundwater. Types of aquifers. Porosity, permeability, specific yield and retention, hydraulic conductivity, transmissivity, storage and storage coefficient.

Well hydraulics, general flow equations, study of unidirectional flow, radial flow to a well, unsteady radial flow in a confined and unconfined aquifer. Water level fluctuation and causative factors. Methods of pumping tests and analyses, evaluation of aquifer parameters. Artificial recharge of groundwater. Groundwater legislation. Sustainability criteria and managing renewable and non-renewable groundwater resources.

Groundwater quality-sources of salinity, estimation of major elements, interpretation of chemical analyses. Groundwater pollution, arsenic and fluoride problems. Groundwater quality maps of India. Quality criteria for groundwater use. Salt water intrusion in coastal aquifers and remedial methods.

Surface geophysical methods-seismic, gravity, geoelectrical and magnetic. Subsurface geophysical methods-well logging for delineation of aquifers and estimation of water quality.

Annexure-III
SUBJECT EQUIVALENCY PARTICULARS

DEPARTMENT OF COLLEGIATE EDUCATION			
S.No.	Name of the Post	Qualification (PG LEVEL)	Qualification In Under Graduate Level
1.	Lecturers in English	M.A.(English)	
2.	Lecturers in Telugu	M.A.(Telugu)	
3.	Lecturers in Hindi	M.A. (Hindi)	
		Hindi Sahitya Sammelan, Alhabad	
		Madyama (Visarada) Uttamsa (Hindi Sahitya)	
		Rastra Basha Prachar Samiti Wardha Ratna	
		Dakshina Bharath Hindi Prachar Sabha Madras – Praveena	
		Hindi Vidya Peetha Deoghar-msahityalankar	
		Maharastra Rastra Basha Sabha – Poona – Pandit	
		Hindi Prachar Sabha, Hyderabad – Vidwan Gujarath Vidya Peeth, Ahmadabad - Sevak	
4.	Lecturers in Urdu	M.A.(Urdu)	
5.	Lecturers in Oriya	M.A.(Oriya)	
6.	Lecturers in History	M.A.(History)	Same subject in Under Graduate Level as clarified by APSCHE vide Lr.No.APSCHE/ums-1035/Clarification-equiv-Qualifications/2018, dated 03-07-2018.
7.	Lecturers in Economics	M.A. (Economics)	Same subject in Under Graduate Level as clarified by APSCHE vide Lr.No.APSCHE/ums-1035/Clarification-equiv-Qualifications/2018, dated 03-07-2018
		M.A.(Applied Economics)	
		M.Sc. Economics	
8.	Lecturers in Political Science	M.A. (Political Science) M.A. Public Administration	Same subject in Under Graduate Level as clarified by APSCHE vide Lr.No.APSCHE/ums-1035/Clarification-equiv-Qualifications/2018, dated 03-07-2018
9.	Lecturers in Commerce	M.Com (Commerce) & M.B.A	B.Com
10	Lecturers in Mathematics	M.A./M.Sc. Mathematics	
		M.A./M.Sc. Applied Mathematics	
		M.Sc. Mathematics and Computer Science	
		M.Sc. Mathematics with Computer Science	
		M.Sc./ M.Sc. Tech. Physics	
		Material Science	
		Solid State Physics	
		Condensed Matter Physics	
		Space Physics	
		Nuclear Physics	
		Electronics	

11	Lecturers in Physics	Electronics & Instrumentation	
		Applied Physics	
		Instrumentation	
		Opto-Electronics	
		Five Integrated M.Sc. Physics	
		Microwaves	
		Bio-Physics	
		Meteorology & Oceanography	
		Geo Physics	
		Astro Physics	
		Astronomy	
		Nano Science	
		Nano Technology	
		Photonics	
		Energy Management	
		Electronic Communications	
12	Lecturer in Chemistry	M.Sc. Chemistry	
		Inorganic Chemistry	
		Analytical Chemistry	
		Nuclear Chemistry	
		Organic Chemistry	
		Physical Chemistry	
		Environmental Chemistry	
		Mineral Chemistry	
		Fertilizers and Agro Chemistry	
		(Photo Chemistry) & Forest Products	
		Analysis of Food, Drugs & Water	
		Synthetic Chemistry	
		Applied Chemistry	
		Chemistry (Associate Ship exam in Chemistry)	
		Bio inorganic Chemistry	
		Medical Chemistry	
		Industrial Chemistry	
		Chemistry(Physical –organic Chemistry)	
		Chemistry(pharmaco informatics)	
		Natural Products Chemistry	
13	Lecturer in Botany	M.Sc. Botany	
		M.Sc. Plant Science	
		M.Sc. Plant Science (Bio-Technology)	
14	Lecturer in Zoology	M.Sc. Zoology	
		M.Sc. Animal Science – 5 Years of integrated M.Sc. Systems Biology of University of Hyderabad.	
15	Lecturer in Computer Science	M.Sc. Computer Science	B.Sc Computer Science
		M.Tech (Computers)	B.Tech. Computer Science
		M.C.A.	B.Sc (IT/ Computer Science)
16	Lecturer in Computer Application	Master in Computer Applications	Preference shall be given to the candidates with Comp. Appl. At Graduate Level
		M.Tech (Computers)	
17	Statistics	M.Sc (Statics/Applied Statistics)	
18	Lecturer in Microbiology	M.Sc. (Micro-Biology)	B.Sc. Biological Science & Microbiology
		M.Sc. (Life Science)	
19	Lecturer in Bio-Technology	M.Sc. Bio- Technology	B.Sc. Biological Science, Zoology & Bio Technology
		M.Sc. (Life Science)	
20	Lecturer in Geology	M.Sc (Geology)	

Annexure-IV

INSTRUCTIONS TO CANDIDATES

A. INSTRUCTIONS TO CANDIDATES:

- A.1. The applicants are required to go through the user guide and satisfy themselves as to their eligibility for this recruitment carefully before applying and enter the particulars completely online.
- A.2. Applicant must compulsorily fill-up all relevant columns of application and submit application through website only. The particulars made available in the website will be processed through computer and the eligibility decided in terms of notification and confirmed accordingly.
- A.3. The applications received online in the prescribed proforma available in the website and within the time shall only be considered and the Commission will not be held responsible for any kind of delay/discrepancy on part of the candidate.
- A.4. Applicants must compulsorily upload his/her own scanned photo and signature through .jpg format.
- A.5. The applicants should not furnish any particulars that are false, tampered, fabricated or suppress any material information while making an application through website.
- A.6. Important:-Hand written/typed/Photostat copies/printed application form will not be entertained.
- A.7. The applicant shall produce all the essential certificates issued by the competent authority, for verification by the commission, as and when called for. If candidates fail to produce the same, his/her candidature shall be rejected / disqualified without any further correspondence.
- A.8. The following certificate formats are available on the Commission's Website (<https://psc.ap.gov.in>) for reference.
 - A.8.1. Community, Nativity and Date of Birth Certificate
 - A.8.2. Declaration by the Un-Employed
 - A.8.3. School Study Certificate
 - A.8.4. Certificate of Residence
 - A.8.5. Medical Certificate for the Blind
 - A.8.6. Certificate of Hearing Disability and Hearing Assessment
 - A.8.7. Medical Certificate in respect of Orthopedically Handicapped Candidates
 - A.8.8. Creamy Layer Certificate
 - A.8.9. Local status certificate (if applicable)

B. INSTRUCTIONS REGARDING OFF-LINE EXAMINATION FOR CANDIDATES (if

Screening test is held):

- B.1. The candidates should go through the instructions given on the cover page of test booklet and carefully write his/her Registration Number, Subject / Subject Code, Booklet Series, Name of the Examination Centre etc., in the Answer Sheet, which will be provided to him/her in the examination hall.
- B.2. Since the answer sheets are to be scanned (valued) with Optical Mark Scanner system, the candidates have to USE BALL POINT PEN (BLUE or BLACK) ONLY FOR MARKING THE ANSWERS. The candidates will be supplied OMR Sheet consisting of two copies i.e., the Original Copy (Top Sheet) and Duplicate Copy (Bottom Sheet). The candidate is required to use Ball Point Pen (Blue or Black) for filling the relevant blocks in the OMR Sheet including bubbling the answers. After writing the examination the candidate has to handover the original OMR sheet (Top Sheet) to the invigilator in the examination hall. If any candidate takes away the original OMR Sheet (Top Sheet) his/her candidature will be rejected.
 However the candidate is permitted to take away the duplicate (Bottom Sheet) OMR Sheet for his/her record. The candidates should bring Ball Point Pen (Blue or Black and smooth writing pad) to fill up relevant columns on the Answer Sheet. The candidate must ensure encoding the Registration Number, Subject/Subject Code, Booklet Series correctly, write the Name of the Examination Centre, appending Signatures of the Candidate and Invigilator, etc., on the O.M.R. Answer sheet correctly, failing which the Answer sheet will not be valued. Use of whitener / correcting fluid / Blade / Powder/ Eraser / folding / Tearing / Rough Work or any kind of tampering to change the answers on OMR Sheet will lead to disqualification / invalidation / rejection. No

- correspondence whatsoever will be entertained from the candidates in this regard.
- B.3. The OMR Sheet is to be bubbled by Ball Point Pen (Blue or Black) only. Bubbling by Pencil / Ink Pen / Gel Pen is not permitted in this examination. Any kind of tampering to change the answers on the OMR Sheet will lead to disqualification / invalidation / rejection. No correspondence whatsoever will be entertained from the candidates in this regard.

C. INSTRUCTIONS REGARDING ON-LINE EXAMINATION FOR CANDIDATES:

- C.1. The candidates should take their seats at the prescribed time before the commencement of the examination. Biometric identification would be conducted before entry into examination hall. The entry time would be mentioned in the hall ticket. Late entry after the given entry time would not be allowed. Candidates should not leave the examination hall till the expiry of fulltime. Loaning and interchanging of articles among the candidates is not permitted in the examination hall. Electronic devices including cell phones and pagers are not allowed in the examination hall.
- C.2. The starting time of each examination paper and the entry time would be mentioned in the hall ticket
- C.3. Candidates will not be permitted to leave the examination hall till the expiry of full time. If any candidate leaves the examination hall in the middle, he would be disqualified. If there is any problem with computer system, the candidates have to wait without talking to others till the system is restored. In case of any violation, the candidate will be disqualified.
- C.4. The examination link with the login screen will already be available on your system. Please inform the invigilator if this is not the case.
- C.5. 10 minutes prior to the exam, you'll be prompted to login. Please type the Login ID (Roll No) and the Password (Password for Candidate will be given on exam day) to proceed further.
- C.6. Invigilator will announce the password 15 minutes before commencement of the Examination.
- C.7. Copying or noting down questions and/or options is not allowed. Severe action will be taken if any candidate is found noting down the questions and/or options.
- C.8. After logging in, your screen will display:
- *Profile Information - Check the details & click on "I Confirm" or "I Deny".
 - *Detailed exam instructions - Please read and understand thoroughly.
 - *Please click on the "I am ready to Begin" button, after reading the instructions.
- C.9. You have to use the mouse to answer the multiple choice type questions with FOUR alternative answers.
- C.10. To answer any numerical answer type question, you need to use the virtual numeric key pad and the mouse.
- C.11. On the online exam question screen, the timer will display the balance time remaining for the completion of exam.
- C.12. The question numbers are color coordinated and of different shapes based on the process of recording your response: White (Square) - For un-attempted questions. Red (Inverted Pentagon) - For unanswered questions. Green (Pentagon) - For attempted questions. Violet (Circle) - Question marked by candidate for review, to be answered later. Violet (Circle with a Tick mark) - Question answered and marked by candidate for review.
- C.13. After answering a question, click the SAVE & NEXT button to save your response and move onto the next question.
- C.14. Click on Mark for Review & NEXT to mark your question for review, and then go to the next question.
- C.15. To clear any answer chosen for a particular question, please click on the CLEAR RESPONSE button.
- C.16. A summary of each section, (i.e. questions answered, not answered, marked for review) is available for each section. You have to place the cursor over the section name for this summary.
- C.17. In case you wish to view a larger font size, please inform the Invigilator. On the Invigilator's confirmation, click on the font size you wish to select. The font size will be visible on the top.

- C.18. You may view INSTRUCTIONS at any point of time during exam, by clicking on the INSTRUCTIONS button on your screen.
- C.19. The SUBMIT button will be activated after 150 Minutes. Please keep checking the timer on your screen.
- C.20. In case of automatic or manual log out, all your attempted responses will be saved. Also, the exam will start from the time where it had stopped.
- C.21. You will be provided a blank sheet for rough work. Do write your Login ID and Password on it. Please ensure that you return it to the invigilator at the end of the exam after tearing only the password from it.
- C.22. Please don't touch the key board as your exam ID will get locked. If your ID gets locked, please inform a nearby invigilator who will help in unlocking your ID and then you can continue with the exam.
- C.23. Please inform the invigilator in case of any technical issues.
- C.24. Please do not talk to or disturb other candidates.
- C.25. In case you are carrying articles other than the admit card, photo identity proof and pen, please leave them outside the exam room.
- C.26. You cannot leave exam room before submitting the paper. Please inform the invigilator if you want to use the wash room.

D. GENERAL INSTRUCTIONS TO CANDIDATES:

- D.1. If the candidate notices any discrepancy printed on the Hall ticket, as to community, date of birth etc., he/she may immediately bring it to the notice of Commission's officials/Chief Superintendent in the examination centre and necessary corrections can be made in the Nominal Roll, in the Examination Hall against his/her Hall Ticket Number for being verified by the Commission's Office.
- D.2. The candidate should satisfy the Invigilator of his/her identity with reference to the signature and photographs available on the Nominal Rolls and Hall Ticket.
- D.3. The candidates should take their seats at the given time before the commencement of the examination and are not to be allowed after the scheduled time. The time of Examination and entry time would be mentioned in the hall ticket. Late entry after the given entry time would not be allowed. Candidates should not leave the examination hall till the expiry of fulltime.
- D.4. The candidates must note that his/her admission to the examination is strictly provisional. The mere fact that an Admission to the examination does not imply that his/her candidature has been finally cleared by the Commission or that the entries made by the candidate in his/her application have been accepted by the Commission as true and correct. The candidates have to be found suitable after verification of original certificates; and other eligibility criteria. The Applicants have to upload his/her scanned recent colour passport photo and signature to the Application Form. Failure to produce the same photograph, if required, at the time of interview/ verification, may lead to disqualification. Hence the candidates are advised not to change their appearance till the recruitment process is complete.
- D.5. The candidates are not allowed to bring any Electronic devices such as mobile / cell phones, programmable calculators, tablets, iPad, Bluetooth, pagers, watches or any other computing devices to examination Hall. Non programmable calculators would be permitted, wherever necessary. Loaning and interchanging of articles among the candidates is not permitted in the examination hall and any form of malpractice will not be permitted in the exam hall.
- D.6. The candidates are expected to behave in orderly and disciplined manner while writing the examination. Their candidature will be rejected in case of impersonation/ disorder/ rowdy behaviour during Examination and necessary F.I.R. for this incident will be lodged with concerned Police Station. The Chief Superintendent of the centre is authorized to take spot decision in this matter.
- D.7. Candidates trying to use unfair means shall be disqualified from the selection. No correspondence whatsoever will be entertained from the candidates.
- D.8. The Penal Provisions of Act 25/97 published in the A.P. Gazette No. 35, Part-IV.B Extraordinary dated: 21/08/1997 shall be invoked if malpractice and unfair means are noticed at any stage of the Examination. Action will be taken to penalize as per G.O.Ms.No.385, G.A. (Ser. A) Dept., Dt.18/10/2016.
- D.9. (a) Wherever the candidates are totally blind, they will be provided a scribe to write the examination and 20 minutes extra time is permitted to them per hour. Eligible candidates are also allowed to bring their own scribe after due intimation to the Commission after

duly providing the full identification details of the scribe like name, address and appropriate proof of identification.

- (b) The applicants shall upload the certificate relating to percentage of disability for considering the appointment of scribe in the examination.
 - (c) An extra time of 20 minutes per hour is also permitted for the candidates with locomotor disability and CEREBRAL PALSY where dominant (writing) extremity is affected for the extent slowing the performance of function (Minimum of 40% impairment). No scribe is allowed to such candidates.
 - (d) The candidate as well as the scribe will have to give a suitable undertaking conforming to the rules applicable
- D.10. In case the Hall-Ticket is without photo or too small, he/she should affix a passport size photo on Hall-ticket and appear by duly getting attested by Gazetted Officer. He/she shall handover similar photo for each paper to Chief Superintendent for affixing the same on the Nominal Rolls.
- D.11. The candidate will not be admitted to the examination Hall without procedural formalities.
- D.12. The candidate admission to the Examination is provisional, subject to the eligibility, confirmation/satisfaction of conditions laid down in this notification.
- D.13. The candidates should put his/ her signature and get the signature of the invigilator at the appropriate places in the Nominal Roll or OMR Answer Sheet.
- D.14. Instructions to be followed scrupulously in the Examination Hall.

ANNEXURE-V
LIST OF SCHEDULED CASTES
(Definition 28 of General Rule - 2)
SCHEDULE - I

(Substituted with effect from 27-07-1977 through G.O.Ms.No. 838, G.A.(Services-D) Department, dated 15/12/1977)

- 1 Adi Andhra
- 2 Adi Dravida
- 3 Anamuk
- 4 Aray Mala
- 5 Arundhatiya
- 6 Arwa Mala
- 7 Bariki
- 8 Bavuri
- 9 Beda Jangam, Budga Jangam (In Districts of Hyderabad, Rangareddy, Mahaboobnagar, Adilabad, Nizamabad, Medak, Karimnagar, Warangal, Khammam and Nalgonda)*
- 10 Bindla
- 11 Byagara, Byagari*
- 12 Chachati
- 13 Chalavadi
- 14 Chamar, Mochi, Muchi, Chamar-Ravidas, Chamar-Rohidas*
- 15 Chambhar
- 16 Chandala
- 17 Dakkal, Dokkalwar
- 18 Dandasi
- 19 Dhor
- 20 Dom, Dombara, Paidi, Pano
- 21 Ellamalwar, Yellammalawandlu
- 22 Ghasi, Haddi, Relli, Chachandi
- 23 Godagali, Godagula (in the Districts of Srikakulam, Vizianagaram & Vishakapatnam) *
- 24 Godari
- 25 Gosangi
- 26 Holey
- 27 Holey Dasari
- 28 Jaggali
- 29 Jambuwulu
- 30 Kolupulvandlu, Pambada, Pambanda, Pambala *
- 31 Madasi Kuruva, Madari Kuruva
- 32 Madiga
- 33 Madiga Dasu, Mashteen
- 34 Mahar
- 35 Mala, Mala Ayawaru *
- 36 Mala Dasari
- 37 Mala Dasu
- 38 Mala Hannai
- 39 Mala Jangam
- 40 Mala Masti
- 41 Mala Sale, Netkani
- 42 Mala Sanyasi
- 43 Mang
- 44 Mang Garodi
- 45 Manne
- 46 Mashti
- 47 Matangi
- 48 Mahter
- 49 Mitha Ayyalvar
- 50 Mundala
- 51 Paky, Moti, Thoti
- 52 (Omitted)*
- 53 Pamidi
- 54 Panchama, Pariah
- 55 Relli
- 56 Samagara
- 57 Samban

- 58 Sapru
- 59 Sindhollu, Chindollu
- 60 Yatala (Srikakulam Dist. Only) Memo No. 8183/CV-1/2006-10 SW (CV-I) Dept., Dt. 31/03/2008
- 61 Valluvan * (Chittoor and Nellore Dist. Only) Memo No. 8183/CV-1/2006-10 SW (CV-I) Dept., Dt. 31/03/2008

* As for the Constitution (Scheduled Caste) orders (Second Amendment) Act 2002, Act No. 61 of 2002

LIST OF SCHEDULED TRIBES

1. Andh, Sadhu Andh *
2. Bagata
3. Bhil
4. Chanchu (Chenchwar omitted) *
5. Gadabas, Boda Gadaba, Gutob Gadaba, Kallayi Gadaba, Parangi Gadaba, Kathera Gadaba, Kapu Gadaba *
6. Gond, Naikpod, Rajgond, Koitur *
7. Goudu (in the Agency tracts)
8. Hill Reddis
9. Jatapus
10. Kammara
11. Kattunayakan
12. Kolam, Kolawar *
13. Konda Dhoras, Kubi *
14. Konda Kapus
15. Konda Reddis
16. Kondhs, Kodi, Kodhu, Desaya Kondhs, Dongria Kondhs, Kuttiya Konds, Tikiria Khondhs, Yenity Khondhs, Kuvinga *
17. Kotia, Benthoriya, Bartika, Dulia, Holva, Sanrona, Sidhopaiko (Dhulia, Paiko, Putiya- omitted *)
18. Koya, Doli Koya, Gutta Koya, Kammara Koya, Musara Koya, Oddi Koya, Pattidi Koya, Rajah, Rasha Koya, Lingadhari Koya (Ordinary), Kottu Koya, Bhine Koya, Raj Koya (Goud-omitted *)
19. Kulia
20. Malis (excluding Adilabad, Hyderabad, Karimnagar, Khammam, Mahabubnagar, Medak, Nalgonda, Nizamabad and Warangal District)
21. Manna Dhora
22. Nayaks (in the Agency tracts)
23. Mukha Dhora, Nooka Dhora
24. Pardhan
25. Porja, Parangi Perja
26. Reddi Dhoras
27. Rona, Rena
28. Savaras, Kapu Savaras, Maliya Savaras, Khutto Savaras
29. Sugalis, Lambadis, Banjara *
30. Thoti (in Adilabad, Hyderabad, Karimnagar, Khammam, Mahabubnagar, Medak, Nalgonda, Nizamabad and Warangal Districts)
31. Valmiki (in the Scheduled Areas of Vishakapatnam, Srikakulam, Vizianagaram, East Godavari and West Godavari Districts *)
32. Yenadis, Chella Yenadi, Kappala Yenadi, Manchi Yenadi, Reddi Yenadi *
33. Yerukulas, Koracha, Dabba Yerukula, Kunchapuri Yerukula, Uppu Yerukula *
34. Nakkala Kurivikaran (Nakkala – A.P. Gazette, Part – III (B) Central Acts ordinance and Regulations Issue No. 05 Dt. 02/10/2003)
35. Dhulia, Paiko, Putiya (in the districts of Vishakapatnam, Vizianagaram *)

* As for the Scheduled Castes and Scheduled Tribes Orders (Amendment) Act 2002, Act No. 10 of 2003

LIST OF SOCIALLY AND EDUCATIONALLY BACKWARD CLASSES

(Amended from time to time as on 31/08/2007)

GROUP- A

Aboriginal Tribes, Vimuktha Jathis, Nomadic and Semi Nomadic Tribes etc.,

1. Agnikulakshatriya, Palli, Vadabalija, Besta, jalari, Gangavar, Gangaputra, Goondla, Vanyakulakshatriya (Vannekapu, Vannereddi, Pallikapu, Pallireddy Neyyala and Pattapu) *Mudiraj / Mutrasi / Tenugollu, The G.O. Ms.No. 15 BCW(C2) Dept., dt. 19/02/2009 is suspended. Hence the inclusion of Mudiraj / Mutrasi / Tenugollu is suspended) vide Hon^{ble} A.P. High Court orders in WP No. 2122/2009 dated: 29-04- 2009.

2. Balasanthu, Bahurupi
3. Bandara
4. Budabukkala
5. Rajaka (Chakali Vannar)
6. Dasari (formerly engaged in bikshatana)
(amended vide G.O.Rt.No. 32, BCW(M1) Department, dated 23/02/1995)
7. Dommara
8. Gangiredlavaru
9. Jangam (whose traditional occupation is begging)
10. Jogi
11. Katipapala
12. Korcha
13. Lambada or Banjara in Telangana Area
(deleted and included in S.T. list vide G.O.Ms.No. 149, SW, dated 3/5/1978)
14. Medari or Mahendra
15. Mondivaru, Mondibanda, Banda
16. Nayee Brahmin (Mangali), Mangala and Bajantri
(amended vide G.O.Ms.No. 1, BCW(M1) Department, dated 6/1/1996)
17. Nakkala (Deleted vide G.O. Ms. No. 21, BCW(C2) Dept., Dt. 20/06/2011)
18. Vamsha Raj (amended vide G.O.Ms.No. 27, BCW(M1) Department, dated 23/06/1995 deleting the Original name Pitchiguntla)
19. Pamula
20. Pardhi (Mirshikari)
21. Pambala
22. Peddammavandlu, Devaravandlu, Yellammavandlu, Mutyalammavandlu (Dammali, Dammala, Dammula, Damala Castes confined to Srikakulam dist. Vide G.O.Ms. No.: 9 BCW(C2) Dept., Dt. 9/04/2008)
23. Veeramushti (Nettikotala), Veera bhadreeya (Amended vide G.O. Ms. No. 62, BCW (M1) Dept., Dt. 10/12/1996)
24. Valmiki boya (Boya, Bedar, Kirataka, Nishadi, Yellapi, Pedda Boya) Talayari and Chunduvallu
(G.O.Ms. No. 124, SW, Dt. 24.06.85) Yellapi and Yellapu are one and the same amended vide G.O. Ms. No. 61, BCW(M1) Dept., Dt. 05.12.1996)
25. Yerukalas in Telangana area (deleted and included in the list of S.Ts)
26. Gudala
27. Kanjara - Bhatta
28. Kalinga (Kinthala deleted vide G.O.Ms. No. 53, SW, Dt. 07.03.1980)
29. Kepmare or Reddika
30. Mondipatta
31. Nokkar
32. Pariki Muggula
33. Yata
34. Chopemari
35. Kaikadi
36. Joshinandiwalas
37. Odde (Oddilu, Vaddi, Vaddelu)
38. Mandula (Govt. Memo No. 40-VI/70-1, Edn., Dt. 10.02.1972)
39. Mehator (Muslim) (Govt. Memo No. 234-VI/72-2, Edn., Dt. 05.07.1972).
40. Kunapuli (Govt. Memo No. 1279/P1/74-10, E&SW, Dt. 03.08.1975)
41. Patra (included in G.O. Ms. No. 8, BCW(C2) Dept., Dt. 28.08.2006)
42. kurakula of Srikakulam, Vizianagaram and Visakhapatnam Districts only. Included vide in G.O.MS.No. 26 BC W (C2) Dept., Dt. 4/07/08
43. Pondara of Srikakulam, Vizianagaram, and Visakhapatnam Districts only. Included vide G.O.MS.No. 28 BC W (C2) Dept., Dt. 4/07/08
44. Samanthula, Samantha, sountia, Sauntia of Srikakulam District only. Included vide G.O.MS.No. 29 BC W (C2) Dept., Dt. 4/07/08
45. pala-Ekari, Ekila, Vyakula, Ekiri, Nayanivaru, Palegaru, Tolagari, Kavali of Chittoor, Cuddapah, Kurnool, Anantapur, Nellore, Hyderabad and Rangareddy Districts only. Included Vide G.O. MS. No. 23 B.C. W (C2) Dept., Dt. 4/07/08
46. Rajannala, Rajannalu of Karimnagar, Warangal, Nizamabad and Adilabad Districts only. (included in vide G.O.Ms. No. 44 B.C.W(C2) Dept., Dt.07/08/2008).
47. Bukka Ayyavars, Included vide G.O.Ms.No. 6 Backward Classes Welfare (C2) Dept., dt. 19/02/2009.
48. Gotrala, Included vide G.O.Ms.No. 7 Backward Classes Welfare (C2) Dept., dt. 19/02/2009. The area of operation shall be confined to Telangana Region only.

49. Kasikapadi / Kasikapudi, Included vide G.O.Ms.No. 8 Backward Classes Welfare (C2) Dept., dt. 19/02/2009. The area of operation shall be confined to Hyderabad, Rangareddy, Nizamabad, Mahaboobnagar and Adilabad Districts of Telangana Region only.
50. Siddula, Included vide G.O.Ms.No. 9 Backward Classes Welfare (C2) Dept., dt. 19/02/2009. The area of operation shall be confined to Telangana Region only.
51. Sikligar / Saikalgar, Included vide G.O.Ms.No. 10 Backward Classes Welfare (C2) Dept., dt. 19/02/2009.
52. Poosala included vide G.O. Ms.No. 16 Backward Classes Welfare (C2) Dept., dt. 19/02/2009.
53. Aasadula / Asadula, included vide G.O. Ms. No. 13, Backward Classes Welfare (C2) Dept., Dt. 27/05/2011. The area of operation shall be confined to East Godavari and West Godavari Districts only.
54. Keuta/Kevuto/Keviti, included vide G.O. Ms. No. 15, Backward Classes Welfare (C2) Dept., Dt. 27/05/2011. The area of operation shall be confined to Srikakulam District only.

GROUP – B (Vocational)

1. Achukatlavandlu in the Districts of Visakhapatnam and Guntur confined to Hindus only as amended vide G.O. Ms. No. 8, BCW(C2) Dept., Dt. 29.03.2000
2. Aryakshatriya, Chittari, Giniyar, Chitrakara, Nakshas (Muchi Telugu Speaking deleted vide G.O. Ms. No. 31, BCW (M1) Dept., 11.06.1996)
3. Devanga
4. Goud (Ediga) Gouda (Gamella) Kalalee, Goundla, Settibalija of Vishakhapatnam, East Godavari, West Godavari and Krishna Districts and Srisayana (Segidi) – (amended vide G.O. Ms. No. 16, BCW (A1) Dept., dt. 19.06.1997)
5. Dudekula, Laddaf, Pinjari or Noorbash
6. Gandla, Telikula, Devatilakula (Amended vide G.O. Ms. No. 13, BCW(A1) Dept., dt. 20.05.1997)
7. Jandra
8. Kummara or Kulala, Salivahana (Salivahana added vide G.O. Ms. No. 28, BCW(M1) Dept., 24.06.1995)
9. Karikalabhakthulu, Kaikolan or Kaikala (Sengundam or Sengunther)
10. Karnabhakthulu
11. Kuruba or Kuruma
12. Nagavaddilu
13. Neelakanthi
14. Patkar (Khatri)
15. Perika (Perikabaliya, Puragirikshatriya)
16. Nessi or Kurni
17. Padmasali (Sali, Salivan, Pattusali, Senapathulu, Thogata Sali)
18. Srisayana ((**sagidi**)- deleted and added to Sl.No. 4 of Group-B)
19. Swakulasali
20. Thogata, Thogati or Thogataveerakshtriya
21. Viswabrahmin, Viswakarma (Ausula or Kamsali, Kammari, Kanchari Vadla or Vadra or Vadrangi and Silpis) (Viswakarma added vide G.O. Ms. No. 59 BCW(M1) Dept., Dt. 06.12.1995)
22. Kunchiti, Vakkaliga, Vakkaligara, Kunchitiga of Anantapur Dist. Only vide G.O. Ms.No. 10 BCW(C-2) Dept., Dt. 9-04-2008
23. Lodh, Lodhi, Lodha of Hyderabad, Rangareddy, Khammam and Adilabad Districts only. Included in Vide G.O.MS.No. 22 BC W (C2) Dept., Dt. 4/07/08
24. Bondili (included in vide G.O.Ms. No. 42, B.C.W(C2) Dept., Dt.07/08/2008)
25. Are Marathi, Maratha(Non-Brahmins), Arakalies and Surabhi Natakavallu. (included in vide G.O.Ms. No. 40, B.C.W(C2) Dept., Dt.07/08/2008)
26. Neeli (included in vide G.O.Ms. No. 43, B.C.W(C2) Dept., Dt.07/08/2008).
27. Budubunjala/Bhunja/Bhadbhunja, included vide G.O.Ms. No. 11, Backward Classes Welfare (C2) Dept., Dt. 27/05/2011. The area of operation shall be confined to Hyderabad and Ranga Reddy District only.
28. Gudia/Gudiya, included vide G.O.Ms. No. 14, Backward Classes Welfare (C2) Dept., Dt. 27/05/2011. The area of operation shall be confined to Srikakulam, Vizianagaram and Vishakhapatnam, district only.

GROUP – C

Scheduled Castes converts to Christianity and their progeny
(Substituted in G.O.Ms.No.159, G.A.(Ser.D) Dept., dt. 02/04/1981)

GROUP – D (Other Classes)

1. Agaru
2. Are-Katika, Katika, Are-Suryavamsi(Are-Suryavamsi added vide G.O. Ms. No. 39, B.C. W(C2) Dept., Dt. 7/08/08)
3. Atagara
4. Bhatraju
5. Chippolu (Mera)
6. Gavara
7. Godaba
8. Hatkar
9. Jakkala
10. Jingar
11. Kandra
12. Kosthi
13. Kachi
14. Surya Baliya, (Kalavanthulu) Ganika (amended vide G.O.Ms. No. 20, BCW(P2) Dept., Dt. 19.07.1994)
15. Krishanabaliya (Dasari, Bukka)
16. Koppulavelama
17. Mathura
18. Mali (Bare, Barai, Marar and Tamboli of all Districts of Telangana Region added as synonyms vide G.O. Ms. No. 3, BCW(C2) Dept., Dt. 09.01.2004 and G.O. Ms. No. 45, B.C.W(C2) Dept., Dt.07/08/2008)
19. Mudiraj / Mutrasi / Tenugollu.
20. Munnurukapu (Telangana)
21. Nagavamsam (Nagavamsa) vide G.O.Ms.No. 53, BC Welfare Dept., dated:19/09/1996
22. Nelli(deleted vide G.O.Ms. No. 43, B.C.W(C2) Dept., Dt.07/08/2008)
23. Polinativemas of Srikakulam and Visakhapatnam districts
24. deleted vide G.O. Ms.No. 16 Backward Classes Welfare (C2) Dept., dt. 19/02/2009
25. Passi
26. Rangrez or Bhavasarakshtriya
27. Sadhuchetty
28. Satani (Chattadasrivaishnava)
29. Tammali (Non-Brahmins) (Shudra Caste) whose traditional occupation is playing musical instruments, vending of flowers and giving assistance in temple service but not Shivarchakars. Included vide G.O. Ms. No. 7, Backward Classes Welfare (C2) Dept., Dt. 19/02/2011).
30. Turupukapus or Gajula kapus {... the words "of Srikakulam, Vizianagaram and Vishakapatnam Districts" were deleted vide G.O.Ms.No. 62, Backward Classes Welfare (C2) Dept., dt. 20/12/2008 and G.O. Ms.No. 19 Backward Classes Welfare (C2) Dept., dt. 19/02/2009} who are subject to Social customs or divorce and remarriage among their women (G.O. Ms. No. 65, E&SW, dt. 18.02.1994)
31. Uppara or Sagara
32. Vanjara (Vanjari)
33. Yadava (Golla)
34. Are, Arevalla and Arollu of Telangana District (Included vide G.O.Ms.No. 11, Backward Classes Welfare (C-2) Department, dt. 13/5/2003 and G.O.Ms. No. 41, B.C.W(C2) Dept., Dt.07/08/2008)
35. Sadara, Sadaru of Anantapur Dist. Only vide G.O.Ms.No. 11 BCW (C-2) Dept., Dt. 9-04-2008
36. Arava of Srikakulam District only. Included in vide G.O. MS. No. 24 BC W (C2) Dept., Dt. 4/07/08
37. Ayyaraka, of Srikakulam, Vizianagaram, Visakhapatnam, East Godavari, West Godavari, Krishna, Guntur, Khammam and Warangal Districts only. Included in vide G.O. MS. No. 25 BC W (C2) Dept., Dt. 4/07/08
38. Nagaralu of Srikakulam, Vizianagaram, Visakhapatnam, Krishna, Hyderabad and Rangareddy Districts only. Included in vide G.O. MS. No. 27 BC W (C2) Dept., Dt. 4/07/08
39. Aghamudian, Aghamudiar, Agamudivellalar and Agamudimudaliar including Thuluva Vellalas of Chittoor, Nellore, Kurnool, Anantapur, Hyderabad and Rangareddy Districts only. Included in vide G.O. MS. No. 20 BC W (C2) Dept., Dt. 4/07/08
40. Beri Vysya, Beri Chetty of Chittoor, Nellore and Krishna Districts only. Included in vide G.O. MS. No. 21 BC W (C2) Dept., Dt. 4/07/08
41. Atirasa included vide G.O. Ms.No. 5 Backward Classes Welfare (C2) Dept., dt.

- 19/02/2009. The area of operation shall be confined to East Godavari and West Godavari Districts only.
42. Sondi / Sundi included vide G.O. Ms.No. 11 Backward Classes Welfare (C2) Dept., dt. 19/02/2009.
 43. Varala included vide G.O. Ms.No. 12 Backward Classes Welfare (C2) Dept., dt. 19/02/2009. The area of operation shall be confined to Telangana region only.
 44. Sistakaranam included vide G.O. Ms.No. 13 Backward Classes Welfare (C2) Dept., dt. 19/02/2009.
 45. Lakkamari Kapu included vide G.O. Ms.No. 14 Backward Classes Welfare (C2) Dept., dt. 19/02/2009. The area of operation shall be confined to Telangana region only.
 46. Veerashaiva Lingayat/Lingabaliya, included vide G.O. Ms.No. 22 Backward Classes Welfare (C2) Dept., dt. 28/02/2009.
 47. Kurmi, included vide G.O.Ms. No. 12, Backward Classes Welfare (C2) Dept., Dt. 27/05/2011. The area of operation shall be confined to Telangana Region and also Krishna District only.
 48. Kalinga Komati / Kalinga Vysya vide G.O. Ms. No.10 Backward classes Welfare(c) Department Dated.24.9.2014. The area of operation shall be confined to Srikakulam, Vizianagaram and Visakhapatnam districts only.

GROUP – E

(Socially and Educationally Backward Classes of Muslims)

1. Achchukattalavandlu, Singali, Singamvallu, Achchupanivallu, Achchukattuvaru, Achukatlavandlu.
2. Attar Saibuli, Attarollu
3. Dhobi Muslim/ Muslim Dhobi/ Dhobi Musalman, Turka Chakla or Turka Sakala, Turaka Chakali, Tulukka Vannan, Tskalas or Chakalas, Muslim Rajakas.
4. Faqir, Fhakir Budbudki, Ghanti, Fhakir, Ghanta Fhakirlu, Turaka Budbudki, Derves, Fakeer
5. Garadi Muslim, Garadi Saibulu, Pamulavallu, Kani-Kattuvallu, Garadollu, Garadiga.
6. Gosangi Muslim, Phakeer Sayebulu
7. Guddi Eluguvallu, Elugu Bantuvallu, Musalman Keelu Gurravallu
8. Hajam, Nai, Nai Muslim, Navid
9. Labbi, Labbai, Labbon, Labba
10. Pakeerla, Borewale, Deraphakirlu, Bonthala
11. Kureshi/ Khureshi, Khasab, Marati Khasab, Muslim Katika, Khatik Muslim
12. Shaik/ Sheikh
13. Siddi, Yaba, Habshi, Jasi
14. Turaka Kasha, Kakkukotte Zinka Saibulu, chakkitakanevale, Terugadu Gontalavaru, Thirugatiganta, Rollaku Kakku Kottevaru, Pattar Phodulu, Chakketakare, Thuraka Kasha
15. Other Muslim groups excluding Syed, Saiyed, Sayyad, Mushaik; Mughal, Moghal; Pathans; Irani; Arab; Bohara, Bohra; Shia Imami Ismaili, Khoja; Cutchi-Memon; Jamayat; Navayat; and all the synonyms and sub-groups of the excluded groups; and except those who have been already included in the State List of Backward Classes.

N.B.:1. The above list is for information and subject to confirmation with reference to G.O. Ms.No. 58, SW (J) Department, dated 12/05/1997 and time to time orders.

2. On account of any reason whatsoever in case of any doubt/ dispute arising in the matter of community status (SC/ST/BC/OC) of any candidate, subject to satisfaction with regard to relevant rules and regulations in force the decision of the Commission shall be final in all such cases.

**GOVERNMENT OF ANDHRA PRADESH
ABSTRACT**

UNIVERSITIES AND COLLEGES – Implementation of UGC Revised Pay Scales, 2016 to the Teaching staff in the Universities and Colleges with effect from 01.01.2016 – Orders – Issued.

HIGHER EDUCATION (UE) DEPARTMENT

G.O.Ms.No.14.

Dated:13.02.2019.

Read the following:-

1. G.O.Ms.No. 14 Higher Education (UE.II) Department, Dated:20.2.2010.
2. G.O.Ms.No 38, Higher Education(U.E.II) Department, Dated: 23.6.2016
3. Govt.Lr.No. 2398/UE/A1/2017 Dated:29.6.2017 with UGC Regulations 2016
4. MHRD Govt. of India F.No.1-7/2015-U.II(1) Dated:2.11.2017
5. Secretary, UGC F.No.23-4/2017(PS), Dated:31.1.2018
6. UGC Regulations F.No.1-2/2017(EC/PS), Dated:18.7.2018
7. G.O.Rt.No.267 Higher Education (UE) Department Dated:27.11.2018
8. Report of the Committee, Dated: 23.1.2019.

ORDER :

In the G.O. first read above, orders have been issued extending the UGC Revised Pay Scales of 2006 which are analogous to the University Grants Commission Scales of pay to the Teachers, Librarians and Physical Education personnel in the Universities and Colleges in the State.

2. In the G.O. second read above and letter 3rd read above, orders were issued substituting the appendix of G.O.Ms.No.14, to that of UGC Regulations 2010 and communicated the UGC Regulations, 2016.

3. In the reference 4th and 5th read above, Government of India has revised the UGC Scales for University and College Teachers with effect from 01.01.2016 and communicated the same by the University Grants Commission to all State Governments for immediate action in a time a bound manner. It is stated, among other things, that the Government of India will provide financial assistance to the State Governments who wish to adopt and implement the revision of Pay scales subject to the following terms and conditions:

- (a) The Central Government will provide financial assistance to the State Governments for the period from 1.1.2016 to 31.3.2019, which have opted for these revised pay scales, to the extent of 50% of the additional expenditure involved in the implementation of the revision.
- (b) The State government will meet the remaining 50% of the expenditure from their own sources for the period from 1.1.2016 to 31.3.2019 and the entire liability on account of revision of pay scales, etc., of University and college teachers would be taken over by the State Government w.e.f. 1.4.2019.

- (c) Financial assistance from the Central Government will be provided to those posts which were in existence and had been filled up as on 1.1.2016.
- (d) State Governments, taking into consideration other local conditions, may also decide in their discretion, to introduce scales of pay higher than those mentioned in this Scheme, and may give effect to the revised bands/scales of pay from a date on or after 1.1.2016; however, in such cases, the details of modifications proposed shall be furnished to the Central Government and Central assistance shall be restricted to the Pay Bands as approved by the Central Government and not to any higher scale of pay fixed by the State Government(s);
- (e) Payment of Central assistance for implementing this Scheme is also subject to the conditions that the entire Scheme of revision of pay scales, together with all the conditions to be laid down by the UGC by way of Regulations and other guidelines shall be implemented and scales of pay mentioned herein above.
- (f) The proposal for claiming the reimbursement from MHRD should be submitted well before 31.3.2019. No proposal beyond this date will be accepted.

4. In the reference 6th read above, the University Grants Commission issued UGC Regulations, 2018 for minimum qualifications for appointment of teachers and other academic staff in the Universities and Colleges and measures for the maintenance of standards in higher education.

5. In the reference 7th read above, the Government have constituted a Committee to examine the implementation of UGC Pay Scales of 2016 and UGC Regulations 2018 with the following terms of references and submit its report to the Govt.

- [a] To examine the terms and conditions stipulated in the Govt. of India letter Dated.02.11.2017 forwarded by UGC in its letter dt.31.01.2018 and UGC Regulations 2018 with regard to the Pay Scales in 7th PRC, its structure, increments, allowances and its applicability to the teachers working in all State Universities funded by the State Government, Government and Government Aided Colleges offering Degree, Education and Physical Education courses.
- [b] To examine the additional financial commitment @ 50% on the part of the State Government from 1.1.2016 to 31.3.2019 to claim 50% arrears from MHRD,GOI during the period and 100%subsequently.
- [c] To examine the formulae evolved by MHRD as per Govt. of India Lr.No.1-1/2017-V.II dt.11.6.2018 for consolidation of pension w.e.f.1.1.2016 to the university and college teachers who have drawn UGC Pay Scales and retired from service before 1.1.2016 and approximate additional financial commitment to be borne by the Government.

- [d] To examine the UGC Regulations 2018 on maintenance of academic standards, selections of teachers under direct recruitment and CAS.
- [e] To examine the Regulations on service matters of the teachers and on other general aspects.

6. The committee has submitted the report to the State Govt on 23.1.2019 in the reference 8th read above. After careful examination of the committee, the Government of Andhra Pradesh have decided to implement U.G.C. Revised Pay Scales, 2016 to the University and College Teachers with effect from 1.1.2016 in the State of Andhra Pradesh as shown in the Appendix to this order.

7. Short title:

These pay scales may be called the Andhra Pradesh Revised U.G.C. Scales of Pay, 2016.

8. Coverage and Applicability :-

(1) The UGC Revised Pay Scales of 2016 are applicable to the University and College Teachers, Librarians, Directors of Physical Education admitted to the privileges of the Universities.

(2) The scales shall be applicable to the faculty of all the State funded universities established through State Act and receiving Block Grants, Government Degree Colleges and Aided teaching staff in the Private Aided Degree Colleges, where UGC Scales of pay of 2006 were implemented/ extended.

(3) These orders are also applicable to such of the institutions which follow the norms/regulations prescribed by UGC/their respective National Councils, provided the qualifications and other criteria are not lower than those prescribed by the UGC Regulations.

(4) These scales are applicable to those university and college teachers who were under the UGC scales of pay as on 1.1.2016 and recruited thereafter and fulfilled all the eligibility criteria laid down by the UGC for the purpose in the UGC Revised Pay Scales, 2016.

(5) The UGC Revised Pay Scales, 2016 are applicable to the teachers who were in the scales other than UGC and came under the UGC Scales after 1.1.2016, by option.

(6) Teachers who were given UGC Revised Pay Scales of 2006 with conditions to fulfil within a time frame but failed to fulfil the same will not be eligible for the UGC Revised Pay Scales 2016 until they fulfil the conditions. They may be given the new scales prospectively as and when they fulfil the conditions. Further, the UGC Revised Pay Scales 2016 shall not be extended with conditions for ineligible teachers.

(7) The non-Teaching cadres like Registrars, Controller of Examinations and Finance Officers etc., in respect of the state funded institutions, shall continue to be governed by the existing service conditions and state pay scales as approved by the

Universities. And these scales are not applicable to the teachers who are drawing the UGC Scales of Pay and occupy these posts on deputation or transfer or by appointment.

9. Date of effect:

These pay scales shall come into force with effect from 01.01.2016.

10. Pay Scales and Pay Fixation Formula :

(I) Pay Fixation method

The revised pay structure for different categories of teachers and equivalent positions is based on the following :

- a) The formula followed by the 7th Central Pay Commission (CPC) is followed in the academic pay structure, moving from the concept of Pay Band and Academic Grade Pay to that of Academic Levels and Cells.
- b) The first academic level (corresponding to AGP of Rs.6000) is numbered as academic level 10. Similarly, the other academic levels are 11, 12, 13A, 14 and 15.
- c) Each cell in an academic level is at 3% higher than the previous cell in that level.
- d) 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.
- e) The entry pay for each level is as follows:

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

- f) The pay of all eligible university and college teachers in the UGC Scales of Pay as on 1.1.2016 shall be fixed at the corresponding pay in the UGC RPS 2016 as per the Pay Matrix Tables annexed with effect from 01.01.2016.
- g) The Pay Matrix based on the above propositions on Academic Levels, Cells and Entry Pay are annexed shall be implemented.
- h) For fixation of pay of an employee in the Pay Matrix as on 1st January, 2016, the existing pay (Pay in Pay Band plus Academic Grade Pay) in the pre-revised structure as on 31st December, 2015 shall be

multiplied by a factor of 2.57. The figure so arrived at is to be located in the Academic Level corresponding to employee's Pay Band and Academic Grade Pay in the new Pay Matrix. If a Cell identical with the figure so arrived at is available in the appropriate Academic Level, that Cell shall be the revised pay; otherwise the next higher cell in that Academic Level shall be revised pay of the employee. If the figure arrived at in this manner is less than the first cell in that Academic Level, then the pay shall be fixed at the first cell of that Academic Level.

If a situation arises whenever more than two stages are bunched together, one additional increment equal to 3 percent may be given for every two stages bunched, and pay fixed in the subsequent cell in the pay matrix.

(i) Revised pay for Teachers in Universities and Colleges

Existing pay	Revised pay
Assistant Professor (at Rs.6000 AGP in PB Rs. 15,600-39,100)	Assistant Professor (at Academic Level 10 with rationalized entry pay of Rs. 57,700/-)
Assistant Professor (at Rs. 7000 AGP in PB Rs. 15,600-39,100)	Assistant Professor (at Academic Level 11 with rationalized entry pay of Rs. 68,900/-)
Assistant Professor (at Rs. 8000 AGP in PB Rs. 15,600-39,100)	Assistant Professor (at Academic Level 12 with rationalized entry pay of Rs. 79,800/-)
Associate Professor (at Rs. 9000 AGP in PB Rs. 37,400-67,000)	Associate Professor (at Academic Level 13A with rationalized entry pay of Rs. 1,31,400/-)
Professor (at Rs. 10000 AGP in PB Rs. 37,400-67,000)	Professor (at Academic Level 14 with rationalized entry pay of Rs. 1,44,200/-)
Professor (HAG Scale/ PB of Rs. 67,000-79,000)	Professor (at Academic Level 15 with rationalized entry pay of Rs. 1,82,200/-)

(ii) Revised pay for Librarians in Universities and Colleges

Existing pay	Revised pay
Assistant Librarian / College Librarian (at Rs.6000 AGP in PB Rs. 15,600-39,100)	Assistant Librarian / College Librarian (at Academic Level 10 with rationalized entry pay of Rs. 57,700/-)
Assistant Librarian (Sr. Scale)/ College Librarian (Sr. Scale) (at Rs. 7000 AGP in PB Rs. 15,600-39,100)	Assistant Librarian (Sr. Scale)/ College Librarian (Sr. Scale) (at Academic Level 11 with rationalized entry pay of Rs. 68,900/-)

Deputy Librarian / Assistant Librarian (Selection Grade)/ College Librarian (Selection Grade)(at Rs. 8000 AGP in PB Rs. 15,600- 39,100)	Deputy Librarian / Assistant Librarian (Selection Grade)/ College Librarian (Selection Grade) (at Academic Level 12 with rationalized entry pay of Rs. 79,800/-)
Deputy Librarian / Assistant Librarian (Selection Grade)/ College Librarian (Selection Grade) (at Rs. 9000 AGP in PB Rs. 37,400-67,000)	Deputy Librarian / Assistant Librarian (Selection Grade)/ College Librarian (Selection Grade) (at Academic Level 13A with rationalized entry pay of Rs. 1,31,400/-)
University Librarian (at Rs. 10000 AGP in PB Rs. 37,400-67,000)	University Librarian (at Academic Level 14 with rationalized entry pay of Rs. 1,44,200/-)

(iii) Revised pay for Directors of Physical Education & Sports in Universities and Colleges

Existing pay	Revised pay
Assistant Director of Physical Education & Sports / College Director of Physical Education & Sports (at Rs.6000 AGP in PB Rs. 15,600-39,100)	Assistant Director of Physical Education & Sports / College Director of Physical Education & Sports (at Academic Level 10 with rationalized entry pay of Rs. 57,700/-)
Assistant Director of Physical Education & Sports (Senior Scale)/ College Director of Physical Education & Sports (Senior Scale) (at Rs. 7000 AGP in PB Rs. 15,600-39,100)	Assistant Director of Physical Education & Sports (Senior Scale)/ College Director of Physical Education & Sports (Senior Scale) (at Academic Level 11 with rationalized entry pay of Rs. 68,900/-)
Deputy Director of Physical Education & Sports / Assistant Director of Physical Education & Sports (Selection Grade) / College Director of Physical Education & Sports (at Rs. 8000 AGP in PB Rs. 15,600- 39,100)	Deputy Director of Physical Education & Sports / Assistant Director of Physical Education & Sports (Selection Grade) / College Director of Physical Education & Sports (at Academic Level 12 with rationalized entry pay of Rs. 79,800/-)
Deputy Director of Physical Education & Sports / Assistant Director of Physical Education & Sports (Selection Grade) / College Director of Physical Education & Sports (at Rs. 9000 AGP in PB Rs. 37,400- 67,100)	Deputy Director of Physical Education & Sports / Assistant Director of Physical Education & Sports (Selection Grade) / College Director of Physical Education & Sports (at Academic Level 13A with rationalized entry pay of Rs. 1,31,400/-)
University Director of Physical Education & Sports (at Rs. 10000 AGP in PB Rs. 37,400-67,000)	University Director of Physical Education & Sports (at Academic Level 14 with rationalized entry pay of Rs. 1,44,200/-)

- (II) The minimum pay and maximum pay matrix of the category concerned i.e Assistant Professor, Assistant Professor-Senior Scale, Assistant Professor – Selection Grade, Associate Professor, Professor and Senior Professor, may be fixed as the pay scale of that category duly indicating the academic level of that category.

Category	Academic level	Pay scale
Asst. Professor	10	Rs. 57,700-1,82,400
Asst. Professor Sr.Scale	11	Rs. 68,900-2,05,500
Asst. Professor Sel.Gr.	12	Rs. 79,800- 2,11,500
Associate Professor	13A	Rs. 1,31,400-2,17,100
Professor	14	Rs. 1,44,200-2,18,200
Senior Professor	15	Rs. 1,82,200-2,24,100

11. Revised pay of the Vice-Chancellor of Universities

- (i) Vice Chancellor: The pay of the Vice Chancellor shall be fixed at Rs. 2,10,000/- (fixed) (Figures obtained by using the IOR of 2.81 on 75,000/- and rounding off the figures to nearest five thousand), with the existing special allowance of Rs. 5000/- per month.

12. Revised pay of Principals in Colleges

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

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

Note:

- (i) The existing pay scale of person appointed as Principal shall be protected.
- (ii) Principals would continue to have lien in their main academic post where they would continue to get notional promotions while they are functioning as principals. After completion of their tenure as principals, they would go back to their academic post and draw salary due in such respective academic posts, and would not continue to have the Principals pay.

13. Increment

- (i) The annual increment is given in the Pay Matrix at 3%, with each cell being higher by 3% over the previous cell in same level, rounded off to nearest 100. The 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 for grant of increment namely, 1st January and 1st July of every year, instead of existing date of 1st July, 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 or grant of financial up-gradation.
- (iii) The option date of increment as on 1st Jan or 1st Jul will have effect as and when the teacher concerned was appointed or promoted. Till such time, the existing procedure of 1st July will continue. The clarification issued by the Ministry of Finance vide No.4-21/2017-IC/E.III (A) dt.31.7.2018 in this regard is to be followed.

14. Promotion

When an individual gets a promotion, his new pay on promotion would be fixed in the Pay Matrix as follows:

On promotion, he would be given a notional increment (F.R. 22 a (i)) 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; otherwise the next higher cell in 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 then level.

15. Allowances

- (1) The percentage of HRA as clarified vide No. 2/5/2017-EII(B), Dated: 07.07.2017 of the Ministry of Finance, Govt. of India shall be followed w.e.f. 01.07.2017.

City	Cities in AP	HRA rates as per 2006	HRA Rates as per 2016		
			DA upto 25%	DA crosses 25%	DA crosses 50%
X	Nil	30%	24%	27%	30%
Y	Vijayawada, Vizag, Guntur, Nellore	20%	16%	18%	20%
Z	Remaining cities	10%	8%	9%	10%

- (2) In respect of all allowances, except DA & HRA, state rules shall be adopted. In case of DA & HRA the rates prescribed for the Scales of the Central Government Employees, from time to time, shall be implemented. In respect of other allowances, except DA & HRA, the State PRC shall be requested to include the cadres of university and college teachers who are under UGC Revised Pay Scales 2006. Further, the changes made in respect of other allowances for the State Govt. employees shall also be applied automatically to the university and college teachers who are under UGC Revised Pay Scales 2006 from time to time.

16. Recruitment and Qualifications, Selection procedures and other service conditions :

- (1) The Recruitment and Qualifications, Selection Procedures, general service conditions, teaching days, work load, code of professional ethics, accountability etc., shall be as indicated in the schedule to this order.
- (2) Supplementary Rules will be issued for effective implementation of UGC Regulations 2018.
- (3) Pension, Gratuity, ex-gratia compensation etc. The State Government Orders shall apply in respect of Pension, Gratuity and other retirement related benefits for those drawing UGC Scales on par with the State Government employees from time to time.
- (4) Superannuation age - The existing age of superannuation of teachers in the State Universities and Colleges, shall apply from time to time.
- (5) Medical Benefits: The state Govt orders shall be apply from time to time.

17. On account of implementation of 2016 U.G.C. scales of pay w.e.f. from 1.1.2016, the Government of A.P. shall make a claim towards central assistance to the extent of 50% of the additional expenditure involved immediately for the period from 01.01.2016 to 31.03.2019.

18. Anomalies if any in the implementation of the scheme should be brought to the notice of Government for clarification.

19. Payment of arrears in UGC revised Pay Scales of 2016, from 1.1.2016 to 31.3.2019 will be credited into GPF account of the teacher concerned on receipt of reimbursement from MHRD and the revised salary in UGC Scales of Pay of 2016 will be paid from 1.4.2019.

20. In respect of employees who were appointed to service on or after 01.09.2004 and are governed by the Contributory Pension Scheme (CPS), out of the arrears payable for the period from 01.01.2016 to 31.03.2019, 10% of arrears shall be credited to the PRAN accounts of the individuals along with the employer share as per G.O.Ms.No.250, Finance (Pen.I) Department, dated: 06-09-2012 and the remaining 90% of arrears shall be paid, in cash in three instalments, on receipt of reimbursement from MHRD share and the revised salary in UGC Scales of Pay of 2016 will be paid from 01.04.2019.

21. This order issues with concurrence of Finance (PC&TA) Department vide their Fin.U.O.No 62021/15/2018-PC and TA, Dated:12/02/2019.

(BY ORDER AND IN THE NAME OF THE GOVERNOR OF ANDHRA PRADESH)

K. DAMAYANTHI
PRINCIPAL SECRETARY TO GOVERNMENT

To
All the Registrars of State funded Universities,
The Commissioner of Collegiate Education, Vijayawada.
The Commissioner, School Education, Vijayawada.
The Secretary, UGC, New Delhi,

The Secretary, MHRD, GOI, New Delhi.
The Chairman, APSCH, Tadepalli.
The Secretary, APSCH, Tadepalli
The Director of Local fund Audit, Vijayawada.
The Director, Printing & Stores, Purchases, Vijayawada.
The Director of Treasuries & Accounts.

Copy to:

PS to Secretary to CM
OSD to M (HRD)
PS to C.S
PS to Prl. Secy, HE Department.
The GA (Cabinet) Department
Finance (PC&TA) Department
The Law (B) Department
All sections in H.E. Department
Pay & Accounts officer, Vijayawada.
The Accountant General, Vijayawada, AP.
The Secretary, APPSC, Vijayawada.
Sf/Sc.

// FORWARDED :: BY ORDER//

SECTION OFFICER

Schedule to G.O.Ms.No.14, HE[UE] Dept., Dated:13.2.2019

PART – I : RECRUITMENT AND QUALIFICATIONS

1.0 General

- 1.0.1 These Regulations may be called UGC (minimum qualifications for appointment and other service conditions of University and College teachers and cadres of Librarians, Directors of Physical Education and Sports for maintenance of standards in higher education and revision of pay-scales) Regulations,2018.
- 1.0.2 For the purposes of direct recruitment to teaching posts in disciplines relating to university and collegiate education, inter alia in the fields of health, medicine, special education, agriculture, veterinary and allied fields, technical education, teacher education, norms or standards laid down by authorities established by the relevant Act of Parliament under Article 246 of the Constitution for the purpose of co-ordination and determination of standards in institutions for higher education or research and scientific and technical institutions, shall prevail.
- (i) *Provided* that where no such norms and standards have been laid down by any regulatory authority, UGC Regulations herein shall be applicable till such time as any norms or standards are prescribed by the appropriate regulatory authority.
- (ii) *Provided* further that for appointment to the post of Assistant Professor and equivalent positions pertaining to disciplines in which the National Eligibility Test (NET), conducted by the University Grants Commission or Council of Scientific and Industrial Research as the case may be, or State level Eligibility Test (SLET) or the State Eligibility Test (SET), conducted by bodies accredited by the UGC for the said purpose, qualifying in NET/SLET/SET shall be an additional requirement.

1.1 Recruitment and Qualifications

- 1.1.1 The direct recruitment to the posts of Assistant Professor, Associate Professor and Professor in the Universities and Colleges, and Senior Professor in the Universities, shall be on the basis of merit through an all-India advertisement, followed by selection by a duly-constituted Selection Committee as per the provisions made under these Regulations. These provisions shall be incorporated in the Statutes/ Ordinances of the university concerned. The composition of such a committee shall be as specified in these Regulations.
- 1.1.2 The minimum qualifications required for the post of Assistant Professor, Associate Professor, Professor, Senior Professor, Principal, Assistant Librarian, Deputy Librarian, Librarian, Assistant Director of Physical Education and Sports, Deputy Director of Physical Education and Sports and Director of Physical Education and Sports, shall be as specified by the UGC in these Regulations.

1.1.3

- I. The National Eligibility Test (NET) or an accredited test (State Level Eligibility Test SLET/SET) shall remain the minimum eligibility for appointment of Assistant Professor and equivalent positions wherever provided in these Regulations. Further, SLET/SET shall be valid as the minimum eligibility for direct recruitment to Universities/ Colleges/ Institutions in the respective state only:

Provided that candidates who have been awarded a Ph.D. Degree in accordance with the University Grants Commission (Minimum Standards and Procedure for Award of M.Phil./ Ph.D. Degree) Regulation, 2009, or the University Grants Commission (Minimum Standards and Procedure for Award of M.Phil/ Ph.D. Degree) Regulation, 2016, and their subsequent amendments from time to time, as the case may be, shall be exempted from the requirement of the minimum eligibility condition of NET/ SLET/ SET for recruitment and appointment of Assistant Professor or any equivalent position in any University, College or Institution.

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

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

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

- II. The clearing of NET/SLET/SET shall not be required for candidates in such disciplines for which NET/SLET/SET has not been conducted.

- 1.1.4** A minimum of 55% marks (or an equivalent grade in a point-scale, wherever the grading system is followed) at the Master's level shall be the essential qualification for direct recruitment of teachers and other equivalent cadres at any level.

- I. A relaxation of 5% shall be allowed at the Bachelor's as well as at the Master's level for the candidates belonging to Scheduled Caste/Scheduled Tribe/Other Backward Classes (OBC)(Non-creamy Layer)/Differently-abled ((a) Blindness and low vision; (b) Deaf and Hard of Hearing; (c) Loco-motor disability including cerebral palsy, leprosy cured, dwarfism, acid-attack victims and muscular dystrophy; (d) Autism, intellectual disability, specific learning disability and mental illness; (e) Multiple disabilities from amongst persons under (a) to (d) including deaf-blindness) for the purpose of eligibility and assessing good academic record for direct recruitment. The eligibility marks of 55% marks (or an equivalent grade in a point scale wherever the grading system is followed) and the relaxation of 5% to the categories mentioned above are permissible, based only on the qualifying marks without including any grace mark procedure.
- 1.1.5 A relaxation of 5% shall be provided, (from 55% to 50% of the marks) to the Ph.D. Degree holders who have obtained their Master's Degree prior to 19 September, 1991.
- 1.1.6 A relevant grade which is regarded as equivalent of 55%, wherever the grading system is followed by a recognized university, at the Master's level shall also be considered valid.
- 1.1.7 The Ph.D. Degree shall be a mandatory qualification for appointment and promotion to the post of Professor.
- 1.1.8 The Ph.D. Degree shall be a mandatory qualification for appointment and promotion to the post of Associate Professor.
- 1.1.9 The Ph.D. Degree shall be a mandatory qualification for promotion to the post of Assistant Professor (Selection Grade/Academic Level 12) in Universities.
- 1.1.10 The Ph.D. Degree shall be a mandatory qualification for direct recruitment to the post of Assistant Professor in Universities with effect from 01.07.2021.
- 1.1.11 The time taken by candidates to acquire M.Phil. and / or Ph.D. Degree shall not be considered as teaching/ research experience to be claimed for appointment to the teaching positions. Further the period of active service spent on pursuing Research Degree simultaneously with teaching assignment without taking any kind of leave, shall be counted as teaching experience for the purpose of direct recruitment/ promotion. Regular faculty members upto twenty per cent of the total faculty strength (excluding faculty on medical / maternity leave) shall be allowed by their respective institutions to take study leave for pursuing Ph.D. degree.
- 1.1.12 No person shall be appointed to the post of University and College teacher, Librarian or Director of Physical Education and Sports, in any university or in any of institutions including constituent or affiliated colleges recognised under clause (f) of Section 2 of the University Grants commission Act, 1956

or in an institution deemed to be a University under Section 3 of the said Act if such person does not fulfil the requirements as to the qualifications for the appropriate post as provided in the Schedule 1 of these Regulations.

1.2 Direct Recruitment

1.2.1 For the Disciplines of Arts, Commerce, Humanities, Education, Law, Social Sciences, Sciences, Languages, Library Science, Physical Education, and Journalism & Mass Communication.

I. Assistant Professor:

Eligibility (A or B) :

A.

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

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

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

- e) The candidate has presented at least two papers based on his/her Ph.D work in conferences/seminars sponsored/funded/supported by the UGC / ICSSR/ CSIR or any similar agency.

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

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

OR

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

Note: The Academic score as specified in Appendix II (Table-3A) for Universities, and Appendix II (Table-3B) for Colleges, shall be considered for short-listing of the candidates for interview only, and the selections shall be based only on the performance in the interview.

II. Associate Professor:

Eligibility:

- (i) A good academic record, with a Ph.D. Degree in the concerned/allied/relevant disciplines.
- (ii) A Master's Degree with at least 55% marks (or an equivalent grade in a point-scale, wherever the grading system is followed).
- (iii) A minimum of eight years of experience of teaching and / or research in an academic/research position equivalent to that of Assistant Professor in a University, College or Accredited Research Institution/industry with a minimum of seven publications in the peer-reviewed or UGC-listed journals and a total research score of Seventy five (75) as per the criteria given in Appendix II, Table 2.

III. Professor:

Eligibility (A or B) :

A.

- (i) An eminent scholar having a Ph.D. degree in the concerned/allied/relevant discipline, and published work of high quality, actively engaged in research with evidence of published work with, a minimum of 10 research publications in the peer-reviewed or UGC-listed journals and a total research score of 120 as per the criteria given in Appendix II, Table 2.
- (ii) A minimum of ten years of teaching experience in university/college as Assistant Professor/Associate Professor/Professor, and / or research experience at equivalent level at the University/National Level Institutions with evidence of having successfully guided doctoral candidate.

OR

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

IV Senior Professor in Universities

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

Eligibility:

- (i) An eminent scholar with good track record of high-quality research publications in Peer-reviewed or UGC- listed journals, significant research contribution to the discipline, and engaged in research supervision.
- (ii) A minimum of ten years of teaching/research experience as Professor or an equivalent grade in a University, College or an institute of national level.
- (iii) The selection shall be based on academic achievements, favourable review from three eminent subject experts who are not less than the rank of Senior Professor or a Professor of at least ten years experience.

- (iv) The selection shall be based on ten best publications in the Peer-reviewed or UGC -listed journals and award of Ph.D degrees to at least two candidates under his/her supervision during the last 10 years and interaction with the Selection Committee constituted as per the UGC Regulations.

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

A. Eligibility:

- (i) Ph.D. degree
- (ii) Professor/Associate Professor with a total service/ experience of at least fifteen years of teaching/research in Universities, Colleges and other institutions of higher education.
- (iii) A minimum of 10 research publications in peer-reviewed or UGC-listed journals.
- (iv) A minimum of 110 Research Score as per Appendix II, Table 2

B. Tenure

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

VI. Vice-Principal

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

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

I. Assistant Professor:

Eligibility (A or B):

A.

(i) Master's Degree with 55% marks (or an equivalent grade in a point scale wherever grading system is followed) in the relevant subject or an equivalent degree from an Indian/foreign University.

(ii) Besides fulfilling the above qualifications, the candidate must have cleared the National Eligibility Test (NET) conducted by the UGC, CSIR or similar test accredited by the UGC like SLET/SET or who are or have been awarded a Ph. D. Degree in accordance with the University Grants Commission (Minimum Standards and Procedure for Award of M.Phil./Ph.D. Degree) Regulations, 2009 or 2016 and their amendments from time to time as the case may be.

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

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

Note 1: The fulfilment of these conditions is to be certified by the Registrar or the Dean (Academic Affair) of the University concerned.

Note 2: The clearance of NET/SLET/SET shall also not be required for such Masters Programmes in disciplines for which NET/SLET/SET is not conducted by the UGC, CSIR or similar test accredited by the UGC (like SLET/SET).

OR

B. A traditional or a professional artist with highly commendable professional achievement in the subject concerned having a Bachelor's degree, who has:

- (i) studied under a noted/reputed traditional Master(s)/Artist(s)
- (ii) Has been 'A' grade artist of AIR/Doordarshan;
- (iii) Has the ability to explain, with logical reasoning the subject concerned; and
- (iv) Has adequate knowledge to teach theory with illustrations in the discipline concerned.

II. Associate Professor : Eligibility (A or B):

A.

- (i) Good academic record, with a doctoral degree in the concerned / allied / relevant subject.
- (ii) Performing ability of a high professional standard.
- (iii) Eight year's experience of teaching in a University or College and / or of research in a University/national level institution, equal to that of Assistant Professor in a University/College.
- (iv) Has made a significant contribution to knowledge in the subject concerned, as evidenced by quality publications.

OR

B. A traditional or a professional artist with highly commendable professional achievement having Master's degree in the subject concerned, who has:

- (i) been 'A'-grade artist of AIR/ Doordarshan;
- (ii) eight years' experience of outstanding performing achievement in the field of specialisation;
- (iii) experience in designing of new courses and /or curricula;
- (iv) participated in National level Seminars/Conferences/Concerts in reputed institutions' and
- (v) ability to explain, with logical reasoning, the subject concerned and adequate knowledge to teach theory with illustrations in the said discipline.

III. Professor :

Eligibility (A or B):

A.

- (i) An eminent scholar having a doctoral degree in the concerned / allied / relevant subject.
- (ii) Have been actively engaged in research with at least ten years of experience in teaching in University/College and / or research at the University/National level institutions
- (iii) Minimum of 6 research publications in the peer-reviewed or UGC-listed journals,
- (iv) Has a total research score of 120, as per Appendix II, Table 2.

OR

B. A traditional or a professional artist, with highly-commendable professional achievement, in the subject concerned,

- (i) Having Masters degree, in the relevant subject
- (ii) Has been 'A'-grade artist of AIR/ Doordarshan
- (iii) Has Ten years of outstanding performing achievements in the field of specialisation
- (iv) Has made significant contributions in the field of specialisations and ability to guide research;
- (v) Has participated in National/International Seminars/ Conferences/ Workshops/Concerts and/ or recipient of National/International Awards/Fellowships;
- (vi) Has the ability to explain with logical reasoning the subject concerned, and
- (vii) Has adequate knowledge to teach theory with illustrations in the said discipline.

1.2.3 Drama Discipline:

I. Assistant Professor Eligibility (A or B)

A

(i) Master's Degree with 55% marks (or an equivalent grade in a point scale wherever grading system is followed) in the relevant subject or an equivalent degree from an Indian/foreign University.

(ii) Besides fulfilling the above qualifications, the candidate must have cleared the National Eligibility Test (NET) conducted by the UGC or the CSIR or a similar test accredited by the UGC, like SLET/SET or who are or have been awarded a Ph.D. Degree in accordance with the University Grants Commission (Minimum Standards and Procedure for Award of M.Phil./Ph.D. Degree) Regulations, 2009, or 2016, and their amendments from time to time as the case may be.

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

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

Note:

1. The fulfilment of these conditions is to be certified by the Registrar or the Dean (Academic Affairs) of the University concerned.
2. NET/SLET/SET shall also not be required for such Masters Programmes in disciplines for which the NET/SLET/SET is not conducted by the UGC, CSIR or similar test accredited by the UGC, like SLET/SET.

B. A traditional or a professional artist with highly commendable professional achievement in the concerned subject, who has:

(i) been a professional artist with three years' Bachelor degree/Post Graduate Diploma, with 55% marks (or an equivalent grade in a point-scale wherever the grading system is followed), from the National School of Drama, or any other such Institution in India or abroad;

(ii) five years of regular acclaimed performance at regional/ national/ international stage, supported by evidence; and

(iii) the ability to explain, with logical reasoning, the subject concerned and adequate knowledge to teach theory with illustrations in the discipline concerned.

II. Associate Professor:

Eligibility (A or B) :

A.

(i) A good academic record, having a Ph.D degree in a relevant / allied / concerned discipline with performing ability of high professional standard as certified by an Expert Committee constituted by the University concerned for the said purpose.

(ii) Eight years experience of teaching in a University/College and/ or research in a University/national- level institutions equal to that of Assistant Professor in a University/College.

(iii) A significant contribution to knowledge in the subject concerned, as evidenced by the quality publications.

OR

B. A traditional or a professional artist, having highly commendable professional achievement in the subject concerned, has a Master's degree, who has:

(i) Been recognised artist of Stage/ Radio/TV;

(ii) Eight years of outstanding performance in the field of specialisation;

(iii) Experience of designing new courses and /or curricula;

(iv) Participated in Seminars/Conferences in reputed institutions; and

(v) The ability to explain with logical reasoning the subject concerned and adequate knowledge to teach theory with illustrations in the said discipline

III. Professor

Eligibility (A or B) :

- A.** An eminent scholar, having a doctoral degree in a relevant / allied / concerned discipline, actively engaged in research with ten years of experience in teaching and /or research at a University/ National-level institution, including experience of guiding research at the doctoral level, with outstanding performing achievement in the field of specialisation, with a minimum of 6 research publications in the peer- reviewed or UGC listed journals, and a total research score of 120, as per Appendix II, Table 2.

OR

- B.** A traditional and a professional artist, having highly commendable professional achievement in the subject concerned, who has:
- (i) Master's degree, in the relevant subject;
 - (ii) Ten years of outstanding performing achievements in the field of specialisation;
 - (iii) Made significant contribution in the field of specialisation
 - (iv) Guided research;
 - (v) Participated in National/ International Seminars/ Conferences / Workshops and/or recipient of National/ International Awards/ Fellowships;
 - (vi) Ability to explain with logical reasoning the subject concerned;
 - (vii) Adequate knowledge to teach theory, with illustrations in the said discipline.

1.2.4 Yoga Discipline

I. Assistant Professor :

Eligibility (A or B) :

- A.** Good academic record, with at least 55% marks (or an equivalent grade in a point-scale wherever the grading system is followed) at the Master's degree in Yoga or any other relevant subject, or an equivalent degree from an Indian/ foreign University.

OR

- B.** Besides fulfilling the above qualifications, the candidate must have cleared the National Eligibility Test (NET) conducted by the UGC, CSIR or a similar test accredited by the UGC like SLET/SET or who are or have been awarded a Ph. D. Degree in a relevant / allied / concerned discipline, in accordance with the University Grants Commission (Minimum Standards and Procedure for Award of M.Phil./Ph.D. Degree) Regulations, 2009 or 2016 and their amendments from time to time.

A Master's degree in any discipline with at least 55% marks (or an equivalent grade in a point-scale wherever the grading system is followed) and a Ph.D. Degree in Yoga* in accordance with the University Grants Commission (Minimum Standards and Procedure for Award of M.Phil./Ph.D. Degree) Regulations, 2009 or 2016 and their amendments from time to time as the case may be.

*Note: Considering the paucity of teachers in the newly-emerging field of Yoga, this alternative has been provided and shall be valid only for five years from the date of notification of these Regulations

II. ASSOCIATE PROFESSOR

- (i) A good academic record, with a Ph.D. degree in the subject concerned or in a relevant discipline.
- (ii) A Master's degree with at least 55% marks (or an equivalent grade in a point-scale, wherever the grading system is followed).
- (iii) A minimum of eight years' experience of teaching and/ or research in an academic/research position equivalent to that of Assistant Professor in a University, College or Accredited Research Institutions/Industry with evidence of published work and a minimum of 7 publications as books and / or research/policy papers in peer- reviewed or UGC listed journals and a total research score of at least Seventy five (75), as per the criteria given in Appendix II, Table 2.

III. PROFESSOR Eligibility (A or B) :

A.

- (i). An eminent scholar with Ph. D. degree in the subject concerned or in an allied/relevant subject and published work of high quality, actively engaged in research with evidence of published work, with a minimum of 10 publications as books and/ or research/policy papers in the peer-reviewed or UGC listed journals and a total research score of at least 120 as per the criteria given in Appendix II, Table 2.

- (ii) A minimum of ten years of teaching experience in a University/College and / or experience in research at the university/National level institution/Industries, with evidence of having successfully guided doctoral candidate.

OR

- B.** An outstanding professional, with established reputation in the relevant field, who has made significant contribution to the knowledge in the concerned/allied/relevant discipline, to be substantiated by credentials.

1.2.5 QUALIFICATIONS, EXPERIENCE AND OTHER ELIGIBILITY REQUIREMENTS FOR APPOINTMENT OF OCCUPATIONAL THERAPY TEACHERS

I. ASSISTANT PROFESSOR:

A Bachelor's Degree in Occupational Therapy (B.O.T./B.Th.O./B.O.Th.), Masters in Occupational Therapy (M.O.Th/M.Th.O./ M.Sc. O.T/M.OT.), with at least 55% marks (or an equivalent grade in a point-scale wherever the grading system is followed), from a recognised University

II. ASSOCIATE PROFESSOR:

- (i) Essential: A Master's Degree in Occupational Therapy (M.O.T./M.O.Th./M.Sc. O.T.), with eight years' experience as Assistant Professor.
- (ii) Desirable: Higher Qualification, including a Ph. D. degree in any discipline of occupational therapy recognised by the UGC, and published work of high standard in peer-reviewed or UGC- listed journals.

III. PROFESSOR:

- (i) Essential : Master's Degree in Occupational Therapy (M.O.T./M.O.Th./M.Th.O./M.Sc. O.T.), with Ten years of total experience in Occupational Therapy.
- (ii) Desirable: Higher Qualification, such as Ph.D. degree in any discipline of occupational therapy recognised by the UGC, and published work of high standard in peer- reviewed or UGC- listed journals.

IV. PRINCIPAL / DIRECTOR / DEAN:

Essential: Master's Degree in Occupational Therapy (M.O.T./M.Th.O./M.Oth./M.Sc. O.T.), with fifteen years' experience, which shall include five years' experience as Professor (Occupational Therapy).

Note:

- (i) The senior-most Professor in the institution shall be designated as the Principal / Director / Dean.
- (ii) Desirable: Higher qualification, like a Ph. D. degree in any discipline of occupational therapy recognized by the UGC and published work of high standard in peer reviewed or UGC listed journals.

1.2.6 QUALIFICATIONS, EXPERIENCE AND OTHER ELIGIBILITY REQUIREMENTS FOR APPOINTMENT OF PHYSIOTHERAPY TEACHERS

I. ASSISTANT PROFESSOR:

Bachelor's Degree in Physiotherapy (B.P./T./B. Th./P./B.P.Th.), Master's Degree in Physiotherapy (M.&P.Th/M.Th.P./M.Sc. P.T/M.P.T.) with at least 55% marks (or an equivalent grade in a point scale wherever the grading system is followed) from a recognized University.

II. ASSOCIATE PROFESSOR:

- (i) Essential: A Master's Degree in Physiotherapy (M.P.T./M.P.Th./M.Th.P/M.Sc. P.T.) with eight years' experience as Assistant Professor.
- (ii) Desirable: Higher Qualification, such as Ph.D. degree in any discipline of Physiotherapy recognised by the U.G.C, and published work of high standard in peer-reviewed or UGC - listed journals.

III. PROFESSOR:

Essential: Master's Degree in Physiotherapy (M.P.T. / M.P.Th./M.Th.P./M.Sc. P.T.), with ten years experience.

Desirable:

- (i) Higher Qualification like Ph. D. in any subject of Physiotherapy recognised by U.G.C, and
- (ii) Published work of high standard in peer -reviewed or UGC-listed journals.

IV. PRINCIPAL / DIRECTOR / DEAN:

Essential: Master's Degree in Physiotherapy (M.P.T./ M.Th.P./M.Pth./M.Sc. P.T.) with fifteen years total experience, including five years experience as Professor (Physiotherapy).

Note:

- (i) Senior-most Professor shall be designated as the Principal / Director / Dean.
- (ii) Desirable: Higher qualification like Ph.D. in any subject of Physiotherapy recognized by the UGC and published work of high standard in peer reviewed or UGC listed journals.

1.2.7 **MINIMUM QUALIFICATIONS FOR DIRECT RECRUITMENT TO THE POSTS OF UNIVESRITY ASSISTANT LIBRARIAN / COLLEGE LIBRARIAN, UNIVERSITY DEPUTY LIBRARIAN AND UNIVERSITY LIBRARIAN**

I. UNIVERSITY ASSISTANT LIBRARIAN / COLLEGE LIBRARIAN

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

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

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

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

Note:

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

II. UNIVERSITY DEPUTY LIBRARIAN

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

III. UNIVERSITY LIBRARIAN

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

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

1.2.8 MINIMUM QUALIFICATIONS FOR THE POSTS OF ASSISTANT DIRECTORS OF PHYSICAL EDUCATION AND SPORTS, DEPUTY DIRECTOR OF PHYSICAL EDUCATION AND SPORTS AND DIRECTOR OF PHYSICAL EDUCATION AND SPORTS (DPES)

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

Eligibility (A or B) :

A.

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

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

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

- e) The candidate has presented at least two research papers in conference/seminar, based on his/her Ph.D work.

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

- (iv) NET/SLET/SET shall also not be required for such Masters Programmes in disciplines for which NET/SLET/SET is not conducted by the UGC, CSIR or similar test accredited by the UGC like SLET/SET.
- (v) Passed the physical fitness test conducted in accordance with these Regulations.

OR

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

II. University Deputy Director of Physical Education and Sports

Eligibility (A or B) :

A

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

OR

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

III. University Director of Physical Education and Sports

- (i) A Ph.D. in Physical Education or Physical Education and Sports or Sports Science.

- (ii) Experience of at least ten years in Physical Education and Sports as University Assistant/Deputy DPES or ten years as College DPES or teaching for ten years in Physical Education and Sports or Sports Science as Assistant/Associate Professor.
- (iii) Evidence of organising competitions and coaching camps of at least two weeks' duration.
- (iv) Evidence of having produced good performance of teams/athletes for competitions like state/ national/ inter-university/combined university, etc.

IV. Physical Fitness Test Norms

- (a) Subject to the provisions of these Regulations, all candidates who are required to undertake the physical fitness test are required to produce a medical certificate certifying that he/she is medically fit before undertaking such tests.
- (b) On the production of such certificate mentioned in sub-clause (a) above, the candidate would be required to undertake the physical fitness test in accordance with the following norms:

NORMS FOR MEN			
12 MINUTES RUN/WALK TEST			
Upto 30 Years	Upto 40 Years	Upto 45 Years	Upto 50 Years
1800 metres	1500 metres	1200 metres	800 metres

NORMS FOR WOMEN			
8 MINUTES RUN/WALK TEST			
Upto 30 Years	Upto 40 Years	Upto 45 Years	Upto 50 Years
1000 metres	800 metres	600 metres	400 metres

PART- II : SELECTION COMMITTEE & SELECTION PROCEDURES

2.0 CONSTITUTION OF SELECTION COMMITTEES AND GUIDELINES ON SELECTION PROCEDURE:

2.1 Selection Committee Composition

I. Assistant Professor in the University:

- (a) The Selection Committee for the post of Assistant Professor in the University shall consist of the following persons :
 - (i) The Vice Chancellor or his/her nominee, who has at least ten years of experience as Professor, shall be the Chairperson of the Committee.
 - (ii) An academician not below the rank of Professor to be nominated by the Visitor/Chancellor, wherever applicable.
 - (iii) Three experts in the subject concerned nominated by the Vice Chancellor out of the panel of names approved by the relevant statutory body of the university concerned.
 - (iv) Dean of the Faculty concerned, wherever applicable.
 - (v) Head/Chairperson of the Department/School concerned.
 - (vi) An academician representing SC/ST/OBC/Minority/ Women/ Differently-abled categories to be nominated by the Vice Chancellor, if any of the candidates from any of these categories is an applicant and if any of the above members of the selection committee does not belong to that category.
- (b) Four members, including two outside subject experts, shall constitute the quorum.

II. Associate Professor in the University

- (a) The Selection Committee for the post of Associate Professor in the University shall have the following composition:
 - (i) The Vice Chancellor or his/her nominee, who has at least ten years of experience as Professor, shall be the Chairperson of the Committee.
 - (ii) An academician not below the rank of Professor to be nominated by the Visitor/ Chancellor, wherever applicable.
 - (iii) Three experts in the subject/field concerned nominated by the Vice-Chancellor, out of the panel of names approved by the relevant statutory body of the university.

- (iv) Dean of the faculty, wherever applicable.
 - (v) Head/Chairperson of the Department/School.
 - (vi) An academician representing SC/ST/OBC/ Minority / Women / Differently-abled categories, if any of candidates belonging to any of these categories is the applicant, to be nominated by the Vice-Chancellor, if any of the above members of the selection committee does not belong to that category.
- (b) At least four members, including two outside subject experts, shall constitute the quorum

III. Professor in the University

- (a) The Selection Committee for the post of Professor in the University shall consist of the following persons :
- (i) Vice-Chancellor who shall be the Chairperson of the Committee.
 - (ii) An academician not below the rank of Professor to be nominated by the Visitor/Chancellor, wherever applicable.
 - (iii) Three experts in the subject/field concerned to be nominated by the Vice- Chancellor out of the panel of names approved by the relevant statutory body of the university concerned.
 - (iv) Dean of the faculty, wherever applicable.
 - (v) Head/Chairperson of the Department/School.
 - (vi) An academician belonging to the SC/ST/OBC/ Minority / Women / Differently-abled categories, if any of the candidates representing these categories is the applicant, to be nominated by the Vice- Chancellor, if any of the above members of the selection committee does not belong to that category.
- (b) At least four members, including two outside subject experts, shall constitute the quorum.

IV. Senior Professor

- (a) The Selection Committee for the post of Senior Professor in the University shall consist of the following persons:
- (i) Vice Chancellor who shall be the Chairperson of the Committee.
 - (ii) An academician not below the rank of Senior Professor/Professor with minimum ten years experience who is the nominee of the Visitor/Chancellor, wherever applicable.

- (iii) Three experts not below the rank of a Senior Professor/Professor with a minimum of ten years' experience in the subject/field concerned nominated by the Vice-Chancellor out of the panel of names approved by the relevant statutory body of the university.
 - (iv) Dean (not below the rank of Senior Professor/Professor with minimum ten years experience) of the faculty, wherever applicable.
 - (v) Head/Chairperson (not below the rank of Senior Professor/Professor with minimum ten years experience) or Senior-most Professor (not below the rank of Senior Professor/Professor, with a minimum of ten years' experience) of the Department/School.
 - (vi) An academician (not below the rank of a Senior Professor/Professor with minimum ten years experience) representing SC/ST/OBC/ Minority / Women / Differently-abled categories, if any of candidates representing these categories is the applicant, to be nominated by the Vice Chancellor, if any of the above members of the selection committee do not belong to that category.
- (b) Four members, including two outside subject experts, shall constitute the quorum.

V. Assistant Professor in Colleges, including Private and Constituent Colleges:

- (a) The Selection Committee for the post of Assistant Professor in Colleges, including Private and constituent Colleges shall consist of the following persons:
 - (i) The Chairperson of the Governing Body or his/her nominee, from amongst the members of the Governing body, who shall be the Chairperson of the Selection Committee.
 - (ii) The Principal of the College.
 - (iii) The Head of the Department / Teacher-In charge of the concerned subject from the college.
 - (iv) Two nominees of the Vice-Chancellor of the affiliating university, of whom one should be a subject-expert. In case of colleges notified/declared as a minority educational institution, two nominees of the Chairperson of the college from out of a panel of five names, preferably from the minority community, recommended by the Vice-Chancellor of the affiliating university, from the list of experts suggested by the relevant statutory body of the college, of whom one should be a subject-expert.

- (v) Two subject-experts not connected with the college who shall be nominated by the Chairperson of the College governing body out of a panel of five names recommended by the Vice-Chancellor from the list of subject experts approved by the relevant statutory body of the university concerned. In case of colleges notified/declared as minority educational Institutions, two subject experts not connected with the University nominated by the Chairperson of the Governing Body of the College out of the panel of five names, preferably from the minority communities, recommended by the Vice-Chancellor from the list of subject experts approved by the relevant statutory body of the College.
- (vi) An academician representing SC/ST/OBC/Minority/ Women/ Differently-abled categories, if any of candidates belonging to any of these categories is the applicant, to be nominated by the Vice-Chancellor, if any of the above members of the selection committee does not belong to that category.
- (b) Five members, including two outside subject experts, shall constitute the quorum.

VI. Associate Professor in Colleges, including Private and Constituent Colleges

- (a) The Selection Committee for the post of Associate Professor in Colleges including Private and Constituent Colleges, shall consist of the following persons:
 - (i) The Chairperson of the Governing Body or his/her nominee, from amongst the members of the Governing body, who shall be the Chairperson of the Selection Committee.
 - (ii) The Principal of the College.
 - (iii) The Head of the Department / Teacher-In charge of the concerned subject from the college.
 - (iv) Two University representatives nominated by the Vice-Chancellor, one of whom shall be the Dean of College Development Council or equivalent position in the University, and the other must be expert in the concerned subject. In case of Colleges notified/declared as minority educational institutions, two nominees of the Chairperson of the College from out of a panel of five names, preferably from minority communities, recommended by the Vice-Chancellor of the affiliating university from the list of experts suggested by the relevant statutory body of the college of whom one should be a subject expert.
 - (v) Two subject-experts not connected with the college to be nominated by the Chairperson of the governing body of the college out of a panel of five names recommended by the Vice Chancellor from the list of subject experts approved by the relevant statutory body of the university concerned. In case of colleges notified/ declared as minority educational

Institutions, two subject experts not connected with the University nominated by the Chairperson of the College Governing Body out of the panel of five names, preferably from minority communities, recommended by the Vice Chancellor from the list of subject experts approved by the relevant statutory body.

- (vi) An academician belonging to the SC/ST/OBC/Minority/Women/ Differently-abled categories, if any of candidates belonging to these categories is the applicant, to be nominated by the Vice-Chancellor, if any of the above members of the selection committee does not belong to that category.
- (b) The quorum for the meeting shall be five, including two subject experts.

VII. Professor in Colleges, including Private and Constituent Colleges

- (a) The Selection Committee for the post of Professor in Colleges including Private and Constituent Colleges shall consist of the following persons:
 - (i) The Chairperson of the Governing Body or his/her nominee, from amongst the members of the Governing body, who shall be the Chairperson of the Selection Committee.
 - (ii) The Principal of the College.
 - (iii) The Head of the Department / Teacher-In charge of the concerned subject from the college not below the rank of Professor.
 - (iv) Two University representatives not below the rank of Professor nominated by the Vice-Chancellor, one of whom shall be the Dean of College Development Council or equivalent position in the University, and the other must be expert in the concerned subject. In case of Colleges notified/declared as minority
 - (v) educational institutions, two nominees, not below the rank of Professor, of the Chairperson of the College from out of a panel of five names, preferably from minority communities, recommended by the Vice-Chancellor of the affiliating university from the list of experts suggested by the relevant statutory body of the college of whom one should be a subject expert.
 - (vi) Two subject-experts not connected with the college to be nominated by the Chairperson of the governing body of the college out of a panel of five names recommended by the Vice Chancellor from the list of subject experts approved by the relevant statutory body of the university concerned. In case of colleges notified/declared as minority educational Institutions, two subject experts not connected with the

University nominated by the Chairperson of the College Governing Body out of the panel of five names, preferably from minority communities, recommended by the Vice Chancellor from the list of subject experts approved by the relevant statutory body.

- (vii) An academician not below the rank of Professor belonging to the SC/ST/OBC/ Minority/Women/Differently-abled categories, if any of candidates belonging to these categories is the applicant, to be nominated by the Vice-Chancellor, if any of the above members of the selection committee does not belong to that category.

- (b) The quorum for the meeting shall be five, including two subject experts.

Note : The Government will examine and issue separate orders on the issues relating to the implementation of regulations on the appointment of Professor / Principal under CAS in the Colleges including Private and Constituent Colleges.

VIII. College Principal and Professor

A. Selection Committee

- (a) The Selection Committee for the post of College Principal and Professor shall have the following composition:
 - (i) Chairperson of the Governing Body to be the Chairperson.
 - (ii) Two members of the Governing Body of the college to be nominated by the Chairperson of whom one shall be an expert in academic administration.
 - (iii) Two nominees of the Vice-Chancellor who shall be Higher Education experts in the subject/field concerned out of which at least one shall be a person not connected in any manner with the affiliating University. In case of Colleges notified/declared as minority educational institutions, one nominee of the Chairperson of the College from out of a panel of five names, preferably from minority communities, recommended by the Vice-Chancellor of the affiliating university of whom one should be a subject expert.
 - (iv) Three Higher Education experts consisting of the Principal of a College, a Professor and an accomplished educationist not below the rank of a Professor (to be nominated by the Governing Body of the college out of a panel of six experts approved by the relevant statutory body of the university concerned).
 - (v) An academician representing SC/ST/OBC/Minority/Women/Differently-abled categories, if any of candidates representing these categories is the applicant, to be nominated by the Vice-Chancellor,

if any of the above members of the selection committee does not belong to that category.

- (vi) Two subject-experts not connected with the college to be nominated by the Chairperson of the governing body of the college out of a panel of five names recommended by the Vice Chancellor from the list of subject experts approved by the relevant statutory body of the university concerned. In case of colleges notified/declared as minority educational institutions, two subject experts not connected with the University nominated by the Chairperson of the College governing body out of the panel of five names, preferably from minority communities, recommended by the Vice Chancellor from the list of subject experts approved by the relevant statutory body.
- (b) Five members, including two experts, shall constitute the quorum.
- (c) All the selection procedures of the selection committee shall be completed on the day/last day of the selection committee meeting itself, wherein, minutes are recorded along with the scoring Proforma and recommendation made on the basis of merit with the list of selected and waitlisted candidates/Panel of names in order of merit, duly signed by all members of the selection committee.
- (d) The term of appointment of the College Principal shall be five years, with eligibility for reappointment for one more term only after an assessment by a Committee appointed by the University as per the composition given in sub-clause (B) of 5.1 (VIII).
- (e) After the completion of his/her term as Principal, the incumbent shall join back his/her parent organisation with the designation as Professor and in the grade of the Professor..

B. Committee for Assessment of College Principal and Professor for Second Term

The Committee for assessment to the post of College Principal for second term shall have the following composition:

- (i) Nominee of the Vice-Chancellor of the affiliating University.
- (ii) Nominee of the Chairman, University Grants Commission.

The nominees shall be nominated from the Principals of the Colleges with Excellence/College with Potential of Excellence/Autonomous College/NAAC Grade 'A' accredited colleges.

Note : The Government will examine and issue separate orders on the issues relating to the implementation of regulations on the appointment of Professor / Principal under CAS in the Colleges including Private and Constituent Colleges.

- IX. Selection Committees for the posts of Directors, Deputy Directors, Assistant Directors of Physical Education and Sports, Librarians, Deputy Librarians and Assistant Librarians** shall be the same as that of Professor, Associate Professor and Assistant Professor, respectively, except that in Library and Physical Education and Sports or Sports Administration, respectively, practicing Librarian/Director Physical Education and Sports, as the case may be, shall be associated with the Selection Committee as one of the subject experts.
- X. The "Screening-cum-Evaluation Committee" for CAS promotion of Assistant Professors/equivalent cadres in Librarians/Physical Education and Sports from one level to the other higher level shall consist of:**
- A. For University teachers:**
- (i) The Vice-Chancellor or his/her nominee shall be the Chairperson of the Committee;
 - (ii) The Dean of the Faculty concerned;
 - (iii) The Head of the Department /Chairperson of the School; and
 - (iv) One subject expert in the subject concerned nominated by the Vice-Chancellor from the University panel of experts.
- B. For College teachers:**
- (i) The Principal of the college;
 - (ii) Head /Teacher-Incharge of the department concerned from the college;
 - (iii) Two subject experts in the subject concerned nominated by the Vice-Chancellor from the university panel of experts;
- C. For University Assistant Librarian:**
- (i) The Vice-Chancellor shall be the Chairperson of the Committee;
 - (ii) The Dean of the Faculty concerned;
 - (iii) The Librarian, University Library; and
 - (iv) One expert who is a working Librarian nominated by the Vice-Chancellor from the University panel of experts.
- D. For College Assistant Librarian:**
- (i) The Principal shall be the Chairperson of the Committee;

- (ii) The Librarian, University Library; and
- (iii) Two experts who are working Librarians nominated by the Vice-Chancellor from the University panel of experts.

E. For University Assistant Director, Physical Education and Sports:

- (i) The Vice-Chancellor shall be the Chairperson of the Committee;
- (ii) The Dean of the Faculty concerned;
- (iii) The University Director, Physical Education and Sports; and
- (iv) One expert in Physical Education and Sports Administration from University system nominated by the Vice-Chancellor from the University panel of experts.

F. For College Director, Physical Education and Sports:

- (i) The Principal shall be the Chairperson of the Committee;
- (ii) The University Director, Physical Education and Sports; and
- (iii) Two experts in Physical Education and Sports Administration from University system nominated by the Vice-Chancellor from the University panel of experts.

Note: The quorum for these committees in all categories shall be three which will include one subject expert/ university nominee.

2.2 The Screening-cum-Evaluation Committee on verification/evaluation of grades secured by the candidate through the Assessment Criteria and Methodology Proforma designed by the respective university based on these Regulations and as per the minimum requirement specified:

- (a) In Appendix II, Table 1 for each of the cadre of Assistant Professor;
- (b) In Appendix II, Table 4 for each of the cadre of Librarian; and
- (c) In Appendix II, Table 5 for each of the cadre of Physical Education and Sports

shall recommend to the Syndicate/ Executive Council /Board of Management of the University/College about the suitability for the promotion of the candidate(s) under CAS for implementation.

2.3 The selection process shall be completed on the day/last day of the selection committee meeting, wherein the minutes are recorded and recommendation made on the basis of the performance of the interview are duly signed by all members of the selection committee.

- 2.4 For all Selection Committees specified in these Regulations, Head of Department / Teacher-Incharge should be either in the same or higher rank/ position than the rank/position for which the interview is to be held.

2.5 SELECTION PROCEDURE:

- I. The overall selection procedure shall incorporate transparent, objective and credible methodology of analysis of the merits and credentials of the applicants based on the weightage given to the performance of the candidate in different relevant parameters and his/her performance on a grading system proforma, based on Appendix II, Tables 1, 2, 3A, 3B, 4, and 5.

In order to make the system more credible, universities may assess the ability for teaching and / or research aptitude through a seminar or lecture in a classroom situation or discussion on the capacity to use the latest technology in teaching and research at the interview stage. These procedures can be followed for both the direct recruitment and the CAS promotions, wherever selection committees are prescribed in these Regulations.

- II. The universities shall adopt these Regulations for selection committees and selection procedure through their respective statutory bodies incorporating Appendix II, Table 1, 2, 3A, 3B, 4, and 5 at the institutional level for University Departments and their Constituent colleges/ affiliated colleges(Government/ Government- aided/ Autonomous/ Private Colleges) to be followed transparently in all the selection processes. The universities may devise their own self-assessment-cum-performance appraisal forms for teachers in strict adherence to the Appendix II, Table 1, 2, 3A, 3B, 4, and 5 specified in these Regulations.
- III. In all the Selection Committees of direct recruitment of teachers and other academic staff in universities and colleges provided herein, an academician belonging to the Scheduled Caste/Scheduled Tribe/ OBC/Minority/Women/Differently-abled categories, if any of candidates belonging to these categories is the applicant and if any of the members of the selection committee does not belong to that category, shall be nominated by the Vice-Chancellor of the University, and in case of a College, Vice-Chancellor of the University to which the college is affiliated to. The academician, so nominated for this purpose, shall be one level above the cadre level of the applicant, and such nominee shall ensure that the norms of the Central Government or concerned State Government, in relation to the categories mentioned above, are strictly followed during the selection process.
- IV. The process of selection of a Professor shall involve the inviting of the application developed by the respective university, based on the Assessment Criteria and Methodology guidelines set out in these Regulations in Appendix II, Table 1 and 2 and reprints of all significant publications of the candidates.

Provided that the publications submitted by the candidate shall have been published during the qualifying period.

Provided further that such publications shall be made available to the subject experts for assessment before holding the interview. The evaluation of the publications by the experts shall be taken into consideration while finalizing the outcome of selection.

- V. In the case of selection of faculty members who are from outside the academic field and are considered under Clause 4.1 (III.B), 4.2 (I.B, II.B, III.B), 4.3 (I.B, II.B, III.B) and 4.4 (III.B) of these Regulations, the university's statutory bodies must lay down clear and transparent criteria and procedure so that only outstanding professionals who can contribute substantially to the university knowledge system are selected.
- VI. In the selection process for the posts involving different nature of responsibilities in certain disciplines/areas, as Music and Fine Arts, Visual Arts and Performing Arts, Physical Education and Sports, and Library, greater emphasis may be laid on the nature of deliverables indicated against each of the posts in these Regulations which need to be taken up by the institution while developing the Proforma for both the direct recruitment and the CAS promotion.
- VII. The Internal Quality Assurance Cell (IQAC) shall be established in all Universities/Colleges as per the UGC/ National Assessment Accreditation Council (NAAC) guidelines with the Vice-Chancellor, as Chairperson (in the case of Universities), and Principal, as Chairperson (in case of Colleges). The IQAC shall act as the documentation and record-keeping Cell for the institution, including assistance in the development of Assessment Criteria and Methodology Proforma based on these Regulations. The IQAC may also introduce, wherever feasible, the student feedback system as per the NAAC guidelines on institutional parameters without incorporating the component of the students' assessment of individual teachers in the Assessment Criteria and Methodology Proforma.
- A.** The Assessment of the performance of College and University teachers for the CAS promotion is based on the following criteria:
 - (i) Teaching-Learning and Evaluation: The commitment to teaching based on observable indicators such as being regular to class, punctuality to class, remedial teaching and clarifying doubts within and outside the class hours, counselling and mentoring, additional teaching to support the college/university as and when the need arises, etc. Examination and evaluation activities like performing of examination supervision duties, question-papers setting for university/college examinations, participation in the evaluation of examination answer scripts, conducting examinations for internal assessment as per the schedule to be announced by

the institution at the beginning of each Academic Session and returning and discussing the answers in the class.

- (ii) Personal Development Related to Teaching and Research Activities: Attending orientation/refresher/methodology courses, development of e-contents and MOOC's, organising seminar/conference/ workshop / presentation of papers and chairing of sessions/guiding and carrying out research projects and publishing the research output in national and international journals etc.
- (iii) Administrative Support and Participation in Students' Co- curricular and Extra-curricular Activities.

B. Assessment Process

The following three-step process is recommended for carrying out assessment for promotion under the CAS at all levels:

Step 1: The college/university teachers shall submit to college/university an annual self-appraisal report in the prescribed Proforma to be designed based on Tables 1 to 5 of Appendix II. The report should be submitted at the end of every academic year, within the stipulated time. The teacher will provide documentary evidence for the claims made in the annual self- appraisal report, which is to be verified by the HOD/Teacher- in-charge etc. The submission should be through the Head of the Department (HOD)/teacher-in-charge.

Step 2: After completion of the required years of experience for promotion under CAS and fulfilment of other requirements indicated below, the teacher shall submit an application for promotion under CAS.

Step 3: A CAS Promotion shall be granted as mentioned in Clauses 6.4 of these Regulations.

2.6 Assessment Criteria and Methodology:

- (a) Tables 1 to 3 of Appendix II are applicable to the selection of Assistant Professors/ Associate Professors/ Professors/Senior Professor in Universities and Colleges;
- (b) Table 4 of Appendix II is applicable to Assistant Librarians/ College Librarians and Deputy Librarians for promotion under Career Advancement Scheme; and
- (c) Table 5 of Appendix II is applicable to Assistant Directors/ College Director of Physical Education sports and Deputy Directors/Directors of Physical Education and Sports for promotions under Career Advancement Scheme.

- 2.7 The constitution of the Selection Committees and Selection Procedure as well as the Assessment Criteria and Methodology for the above cadres, either

through direct recruitment or through Career Advancement Scheme, shall be in accordance with these Regulations.

- 2.8 The criteria for promotions under Career Advancement Scheme laid down under these Regulations shall be effective from the date of notification of these Regulations. However, to avoid hardship to those faculty members who have already qualified or are likely to qualify shortly under the existing regulations, a choice may be given to them, for being considered for promotions under the existing Regulations. This option can be exercised only within three years from the date of notification of these Regulations.
- I.** A teacher who wishes to be considered for promotion under the CAS may submit in writing to the university/college, within three months in advance of the due date, that he/she fulfils all the requirements under the CAS and submit to the university/college the Assessment Criteria and Methodology Proforma as evolved by the university concerned supported by all credentials as per the Assessment Criteria and Methodology guidelines set out in these Regulations. In order to avoid any delay in holding the Selection Committee meetings for various positions under the CAS, the University/College may initiate the process of screening/selection, and complete the process within six months from the receipt of application. Further, in order to avoid any hardship, the candidates who fulfil all other criteria mentioned in these Regulations, as on and till the date on which these regulations are notified, can be considered for promotion from the date, on or after the date, on which they fulfil these eligibility conditions.
 - II.** The Selection Committee specifications as contained in Clauses 5.1 to 5.4 shall be applicable to all direct recruitments of faculty positions and equivalent cadres and Career Advancement promotions from Assistant Professor to Associate Professor, from Associate Professor to Professor, Professor to Senior Professor (in University) and for equivalent cadres.
 - III.** The CAS promotion from a lower stage to a higher stage of Assistant Professor shall be conducted through a "Screening-cum-Evaluation Committee", following the criteria laid down in Table1 of Appendix II.
 - IV.** The promotion under the CAS being a personal promotion to a teacher holding a substantive sanctioned post, on his/her superannuation, the said post shall revert back to its original cadre.
 - V.** For the promotion under the CAS, the applicant teacher must be on the role and in active service of the University/College on the date of consideration by the Selection Committee.
 - VI.** The candidate shall offer himself/herself for assessment for promotion, if he/she fulfils the minimum grading specified in the relevant Assessment Criteria and Methodology Tables, by submitting an application and the required Assessment Criteria and Methodology Proforma. He/she can do so three months before the due date. The

university shall send a general circular twice a year, inviting applications for the CAS promotions from the eligible candidates.

- (i) If a candidate applies for promotion on completion of the minimum eligibility period and is successful, the date of promotion shall be from that of minimum period of eligibility.
- (ii) If, however, the candidate finds that he/she would fulfil the CAS promotion criteria, as defined in Tables 1, 2, 4, and 5 of Appendix II at a later date and applies on that date and is successful, his/her promotion shall be effected from that date of the candidate fulfilling the eligibility criteria.
- (iii) The candidate who does not succeed in the first assessment, he/she shall have to be re-assessed only after one year. When such a candidate succeeds in the eventual assessment, his/her promotion shall be deemed to be one year from the date of rejection.

VII. Regarding the cases pending for promotions from one Academic Level/Grade Pay to another Academic Level/Grade Pay under the Career Advancement Scheme provided under the UGC Regulations on Minimum Qualifications for Appointment of Teachers and other Academic Staff in Universities and Colleges and Measures for the Maintenance of Standards in Higher Education 2010 and its subsequent amendments, the teachers shall be given the option to be considered for the promotion from one Academic Level/Grade Pay to another Academic Level/Grade Pay as per the following:

- a. The teachers shall be considered for promotion from one Academic Level/Grade Pay to another as per the CAS under these Regulations.

OR

- b. The faculty members shall be considered for the promotion from one Academic Level/Grade Pay to another as per the CAS provided under the UGC Regulations on Minimum Qualifications for Appointment of Teachers and other Academic Staff in Universities and Colleges and Measures for the Maintenance of Standards in Higher Education 2010 and its amendments with relaxation in the requirements of Academic Performance Indicators (API) based Performance Based Appraisal System (PBAS) upto the date of notification of these Regulations.

The relaxation in the requirements of Academic Performance Indicators (API) based Performance Based Appraisal System (PBAS) upto the date of notification of these Regulations for the promotion from one Academic Level/Grade Pay to another under CAS as provided in UGC Regulations on Minimum Qualifications for Appointment of Teachers and other Academic Staff in Universities and Colleges and Measures for the Maintenance of Standards in Higher Education 2010 and its amendments, is defined as under :

- (i) Exemption from scoring under Category I, as defined in Appendix III of said above mentioned UGC Regulations on Minimum Qualifications for Appointment of Teachers and other Academic Staff in Universities and Colleges and Measures for the Maintenance of Standards in Higher Education 2010 and its amendments including University Grants Commission (Minimum Qualifications for Appointment of Teachers and other Academic Staff in Universities and Colleges and Measures for the Maintenance of Standards in Higher Education) (4th Amendment), Regulations, 2016, for faculty and other equivalent cadre positions.
- (ii) Scoring in Category II and Category III for faculty and other equivalent cadre positions shall be as provided for in the UGC Regulations on Minimum Qualifications for Appointment of Teachers and other Academic Staff in Universities and Colleges and Measures for the Maintenance of Standards in Higher Education 2010 with the following combined minimum API score requirement for Category II and Category III taken together, as mentioned below.

Note: There shall be no minimum API score requirement for Category II and Category III individually.

TABLE-A

(Minimum API requirement for the promotion of teachers under CAS in university departments)

S. No.		Assistant Prof. (Stage 1/ AGP Rs.6000/- to Stage 2/AGP Rs.7000/-)	Assistant Professor (Stage 2/ AGP Rs.7000/- to Stage 3/AGP Rs.8000/-)	Assistant Professor (Stage 3/AGP Rs. 8000/) to Associate Professor(Stage 4/AGP Rs.9000/-)	Associate Professor (Stage 4/ AGP Rs. 9000/- to Professor (Stage5/AGP Rs.10000/-)
1	Research and Academic contribution (Category III)	40/assessment period	100/assessment period	90/assessment period	120/assessment period
2	Expert assessment system	Screening Committee	Screening Committee	Selection Committee	Selection Committee

Table-B
(Minimum API requirement for the promotion of teachers under CAS in colleges (UG & PG))

Sl. No.		Assistant Professor (Stage 1/ AGP Rs.6000/- to Stage 2/AGP Rs.7000/-)	Assistant Professor (Stage 2/ AGP Rs.7000/- to Stage 3/AGP Rs.8000/-)	Assistant Professor (Stage 3/ AGP Rs.8000/-) to Associate Prof. (Stage 4/ AGP Rs. 9000/-)	Associate Professor (Stage 4/ AGP Rs.9000/- to Professor (Stage 5/AGP Rs.10000/-)
1	Research and Academic contribution (Category III)	20/assessment period	50/assessment period	45/assessment period	60/assessment period
2	Expert assessment system	Screening Committee	Screening Committee	Selection Committee	Selection Committee

Table-C
(Minimum API requirement for the promotion of Library staff under CAS in Universities)

S.N		Assistant Librarian (Stage 1/ AGP Rs.6000/- to Stage 2/AGP Rs.7000/-)	Assistant Librarian (Stage 2/ AGP Rs.7000/- to Stage 3/AGP Rs.8000/-)	Assistant Librarian (Selection Grade/Deputy Librarian) (Stage 3/ AGP Rs.8000/-) to Deputy Librarian (Stage4/AGP Rs.9000/-)	Deputy Librarian (Stage 4/AGP Rs. 9000/-) to Deputy Librarian (Stage 5 AGP Rs10,000/-)
1	Research and Academic contribution (Category III)	40/assessment period	100/assessment period	90/assessment period	120 per assessment period
2	Expert assessment system	Screening Committee	Screening Committee	Selection Committee	Selection committee

Table-D

(Minimum API requirement for the promotion of Library staff under CAS in Colleges)

S. No.		Assistant Librarian (Stage 1/ AGP Rs.6000/- to Stage 2/AGP Rs.7000/-)	Assistant Librarian (Stage 2/ AGP Rs.7000/- to Stage 3/AGP Rs.8000/-)	Assistant Librarian (Selection Grade/Deputy Librarian) (Stage 3/ AGP Rs.8000/-) to Deputy Librarian (Stage 4/AGP Rs.9000/-)
1	Research and Academic contribution (Category III)	20/assessment period	50/assessment period	45/assessment period
2	Expert assessment system	Screening Committee	Screening Committee	Selection Committee

Table-E

(Minimum API requirement for the promotion of University Director/Deputy Director/Assistant Director, Physical Education and Sports)

S. No.		Assistant Director (Stage 1/ AGP Rs.6000/- to Stage 2/AGP Rs.7000/-)	Assistant Director (Stage2/AGP Rs.7000/-) to Assistant Director (Selection Grade)/Deputy Director (Stage 3/AGP Rs.8000/-)	Assistant Director (Selection Grade)/ Deputy Director (Stage 3/ GP Rs.8000/-) to Deputy Director (Stage 4/AGP Rs.9000/-)	Deputy Director (Stage 4/AGP Rs. 9000/-) to Deputy Director (Stage 5 AGP Rs10,000/-)
1	Research and Academic contribution (Category III)	40/assessment period	100/assessment period	90/assessment period	120per assessment period
2	Expert assessment system	Screening Committee	Screening Committee	Selection Committee	Selection committee

Table-F
(Minimum API requirement for the promotion of College Director, Physical Education and Sports)

S.No.		Assistant Director (Stage 1/AGP Rs.6000/- to Stage 2/AGP Rs.7000/-)	Assistant Director(Stage 2/ AGP Rs.7000/-) to Assistant Director Selection Grade)/ Deputy Director (Stage 3/AGP Rs.8000/-)	Assistant Director (Selection Grade) / Deputy Director (Stage 3/ AGP Rs.8000/-) to Deputy Director (Stage 4/AGP Rs.9000/-)
1	Research and Academic contribution (Category III)	20/assessment period	50/assessment period	45/assessment period
2	Expert assessment system	Screening Committee	Screening Committee	Selection Committee

VIII. The requirement for Orientation course and Refresher course for promotions due under the CAS shall not be mandatory upto 31st December, 2018.

2.9 STAGES OF PROMOTION UNDER THE CAREER ADVANCEMENT SCHEME OF INCUMBENT AND NEWLY-APPOINTED ASSISTANT PROFESSORS/ ASSOCIATE PROFESSORS/ PROFESSORS

A. The entry-level Assistant Professors (Level 10) shall be eligible for promotion under the Career Advancement Scheme (CAS) through two successive levels (Level 11 and Level 12), provided they are assessed to fulfill the eligibility and performance criteria as laid down in Clause 6.3. of these Regulations.

B. Career Advancement Scheme (CAS) for Colleges teachers

I. Assistant Professor (Academic Level 10) to Assistant Professor (Senior Scale/Academic Level 11)

Eligibility:

Assistant Professors who have completed four years of service and having a Ph.D. degree or five years of service and having a M.Phil. / PG Degree in Professional Courses, such as LLM, M.Tech., M.V.Sc., M.D., or six years of service for those without Ph.D./M.Phil./ PG Degree in Professional courses.

- (i) Attended one Orientation course of 21 days' duration on teaching methodology; and
- (ii) Any one of the following: Completed one Refresher / Research Methodology Course

OR

Any two of the following: Workshop, Syllabus Up-gradation Workshop, Training Teaching-Learning- Evaluation, Technology Programmes and Faculty Development Programmes of at least one week (5 days) duration,

OR

Completed one MOOCs course (with e-certification) or development of e-contents in four-quadrants / MOOC's course during the assessment period.

CAS Promotion Criteria:

A teacher shall be promoted if;

- (i) He/she gets 'satisfactory' or 'good' grade in the annual performance assessment reports of at least three/four/five of the last four/five/six years of the assessment period as the case may be, as specified in Appendix II, Table 1, and;
- (ii) The promotion is recommended by the screening-cum-evaluation committee.

II. Assistant Professor (Senior Scale/Academic Level 11) to Assistant Professor (Selection Grade/Academic Level 12)

Eligibility:

- 1) Assistant Professors who have completed five years of service in Academic Level 11/Senior Scale.
- 2) Any two of the following in the last five years of Academic Level-11/ Senior Scale: Completed courses/programmes from among the categories of Refresher Courses/Research Methodology course/Workshops/Syllabus Up Gradation Workshop/ Teaching-Learning-Evaluation/ Technology Programmes/ Faculty Development Programme/ Syllabus Up-gradation Workshop/ Teaching-Learning-Evaluation/ Technology Programmes/ Faculty Development Programmes of at least two weeks (ten days) duration (or completed two courses of at least one week (five days) duration in lieu of every single course/programme of at least two weeks (ten days) duration); or completed MOOCs course in the relevant subject (with e-certification); or Contribution towards development of e-content in 4-quadrant (at least one quadrant) minimum of 10 modules of a course/contribution towards development of at least 10 modules of MOOCs course/ contribution towards conducting of a MOOCs course during the period of assessment.

CAS Promotion Criteria:

A teacher shall be promoted if;

- (i) The teacher gets 'satisfactory' or 'good' grade in the annual performance assessment reports of at least four of the last five years of the assessment period, (as prescribed in Appendix II, Table 1) and
- (ii) The promotion is recommended by the Screening-cum-evaluation committee.

III. Assistant Professor (Selection Grade/Academic Level 12) to Associate Professor (Academic Level 13A)

Eligibility:

- 1) Assistant Professor who has completed three years of service in Academic Level 12/Selection-Grade.
- 2) A Ph.D. degree in subject relevant /allied/relevant discipline.
- 3) Any one of the following during the last three years: completed one course / programme from amongst the categories of Refresher Courses/ Methodology Workshop/Syllabus Up-gradation Workshop/ Teaching- Learning-Evaluation Technology Programme/ Faculty Development Programme of at least two weeks (ten days) duration (or completed two courses of at least one week (five days) duration in lieu of every single course/programme of at least two weeks (ten days) duration); or completed one MOOCs course (with e- certification); or contribution towards development of e-contents in 4-quadrant(at least one quadrant) minimum of 10 modules of a course/contribution towards development of at least 10 modules of MOOCs course/ contribution towards conduct of a MOOCs course during the period of assessment.

CAS Promotion Criteria:

A teacher may be promoted if;

- (i) He/she gets a 'satisfactory' or 'good' grade in the annual performance assessment reports of at least two of the last three years of the assessment period as prescribed in Appendix II, Table 1, and
- (ii) The promotion to the post of Associate Professor is recommended by the selection committee in accordance with these Regulations.

IV. Associate Professor (Academic Level 13A) to Professor (Academic Level 14)

Eligibility:

- 1) An Associate Professors who have completed three years of service in Academic Level 13A.
- 2) A Ph.D. degree in subject relevant/allied/relevant discipline.
- 3) A minimum of 10 research publications in peer-reviewed or UGC-listed journals out of which three research papers shall be published during the assessment period.
- 4) A minimum of 110 Research Score as per Appendix II, Table 2

CAS Promotion Criteria:

A teacher shall be promoted if;

- (i) The teacher gets 'satisfactory' or 'good' grade in the annual performance assessment reports of at least two of the last three years of the assessment period, as per Appendix II, Table 1 and at least 110 research score as per Appendix II, Table 2.
- (ii) The promotion to the post of Professor is recommended by selection committee constituted in accordance with these Regulations.

Note : The Government will examine and issue separate orders on the issues relating to the implementation of regulations on the appointment of Professor / Principal under CAS in the Colleges including Private and Constituent Colleges.

C. Career Advancement Scheme (CAS) for University teachers

I. Assistant Professor (Academic Level 10) to Assistant Professor (Senior Scale/Academic Level 11)

Eligibility:

- (i) An Assistant Professor who has completed four years of service with a Ph.D. degree or five years of service with a M.Phil. / PG Degree in Professional Courses, such as LLM, M.Tech, M.V.Sc. and M.D., or six years of service in case of those without a Ph.D./M.Phil./ PG Degree in a Professional course and satisfies the following conditions:
- (ii) Attended one Orientation course of 21 days duration on teaching methodology;
- (iii) Any one of the following: Completed Refresher/ Research Methodology Course/ Workshop/ Syllabus Up-gradation Workshop/ Training Teaching-Learning-Evaluation, Technology Programmes/ Faculty Development Programmes of at least one week (5 days) duration, or taken one MOOCs course (with e- certification) or development of e-contents in four-quadrants / MOOC's course during the assessment period; and
- (iv) Published one research publication in the peer-reviewed journals or UGC-listed journals during assessment period.

CAS Promotion Criteria :

A teacher shall be promoted if;

- (i) He/she gets a 'satisfactory' or 'good' grade in the annual performance assessment reports of at least three/four/five of the last four/five/six years of the assessment period as the case may be (as provided in Appendix II, Table 1), and;

- (ii) The promotion is recommended by the screening-cum evaluation committee.

II. Assistant Professor (Senior Scale/Academic Level 11) to Assistant Professor (Selection Grade/Academic Level 12)

Eligibility:

- (i). Assistant Professors who has completed five years of service in Academic Level 11/Senior Scale.
- (ii). A Ph.D. Degree in the subject relevant/allied/relevant discipline.
- (iii). Has done any two of the following in the last five years of Academic Level 11/Senior Scale: Completed a course / programme from amongst the categories of Refresher Courses/Research Methodology/ Workshops/ Syllabus Up-gradation Workshop/ Teaching-Learning-Evaluation/ Technology Programmes / Faculty Development Programme of at least two weeks (ten days) duration (or completed two courses of at least one week (five days) duration in lieu of every single course/programme of at least two weeks (ten days) duration), or, completed one MOOCs course in the relevant subject (with e-certification); or contribution towards the development of e-content in 4-quadrant (at least one quadrant) minimum of 10 modules of a course/contribution towards the development of at least 10 modules of MOOCs course/ contribution towards conduct of a MOOCs course during the period of assessment.
- (iv). Published three research papers in the peer-reviewed journals or UGC-listed journals during assessment period.

CAS Promotion Criteria:

A teacher shall be promoted if;

- (i) The teacher gets a 'satisfactory' or 'good' grade in the annual performance assessment reports of at least four of the last five years of the assessment period, (as prescribed in Appendix II, Table 1) and;
- (ii) The promotion is recommended by the Screening-cum-evaluation committee.

III. Assistant Professor (Selection Grade/Academic Level 12) to Associate Professor (Academic Level 13A)

- 1) Assistant Professor who has completed three years of service in Academic Level 12/ Selection grade.
- 2) A Ph.D Degree in the subject concerned/allied/relevant discipline.
- 3) Any one of the following during last three years: completed one course / programme from amongst the categories of Refresher Courses/ Research Methodology Workshops/Syllabus Up-gradation Workshop/ Teaching-Learning-Evaluation Technology Programme/ Faculty Development Programme of at

least two weeks (ten days) duration (or completed two courses of at least one week (five days) duration in lieu of every single course/programme of at least two weeks (ten days) duration); or completed one MOOCs course (with e-certification); or contribution towards the development of e-content in 4-quadrant (at least one quadrant) minimum of 10 modules of a course/contribution towards development of at least 10 modules of MOOCs course/ contribution towards conduct of a MOOCs course during the period of assessment.

- 4) A minimum of seven publications in the peer-reviewed or UGC-listed journals out of which three research papers should have been published during the assessment period.
- 5) Evidence of having guided at least one Ph.D. candidate.

CAS Promotion Criteria:

A teacher shall be promoted if;

- (i) He/she gets a 'satisfactory' or 'good' grade in the annual performance assessment reports of at least two of the last three years of the assessment period as specified in Appendix II, Table 1, and has a research score of at least 70 as per Appendix II, Table 2.
- (ii) The promotion is recommended by a selection committee constituted in accordance with these Regulations.

IV. Associate Professor (Academic Level 13A) to Professor (Academic Level 14)

Eligibility:

- 1) An Associate Professor who has completed three years of service in Academic Level 13 A.
- 2) A Ph.D degree in the subject concerned/allied/relevant discipline.
- 3) A minimum of ten research publications in the peer-reviewed or UGC-listed journals out of which three research papers should have been published during the assessment period.
- 4) Evidence of having successfully guided doctoral candidate.
- 5) A minimum of 110 Research Score as per Appendix II, Table 2.

CAS Promotion Criteria:

A teacher shall be promoted if;

- (i) He/she gets 'satisfactory' or 'good' grade in the annual performance assessment reports of at least two of the last three years of the assessment period, as per

Appendix II, Table 1, and at least 110 research score, as per Appendix II, Table 2.

- (ii) The promotion is recommended by a selection committee constituted in accordance with these Regulations.

V. Professor (Academic Level 14) to Senior Professor (Academic Level 15)

A Professor can be promoted to the post of Senior Professor under the CAS. The promotion shall be based on academic achievement, favourable review from three eminent subject -experts who are not of the rank lower than the rank of a Senior Professor or a Professor having at least ten years' of experience. The selection shall be based on 10 best publications during the last 10 years and interaction with a Selection Committee constituted in accordance with these Regulations.

Eligibility:

- (i) Ten years' experience as a Professor.
- (ii) A minimum of ten publications in the peer-reviewed or UGC-listed journals and Ph.D. degree has been successfully awarded to two candidates under his/her supervision during the assessment period.

D. Career Advancement Scheme (CAS) for Librarians

Note:

- (i) The following provisions apply only to those persons who are not involved in the teaching of Library Science. Teachers in institutions where Library Science is a teaching department shall be covered by the provisions given under sections 6.4 (B) and 6.4 (C), of these Regulations for Colleges/Institutions and for Universities, respectively.
- (ii) The Deputy Librarian in Universities shall have two levels i.e. Academic Level 13A and Academic Level 14 while College Librarians shall have five levels i.e. Academic Level 10, Academic Level 11, Academic Level 12, Academic Level 13A and Academic Level 14.

I. From University Assistant Librarian (Academic level 10)/College Librarian (Academic level 10) to University Assistant Librarian (Senior Scale/Academic level 11)/ College Librarian (Senior Scale/Academic level 11):

Eligibility:

An Assistant Librarian/ College Librarian who is in Academic Level 10 and has completed four years of service having a Ph.D. degree in Library Science/ Information Science/ Documentation Science or an equivalent degree or five years' of experience, having at least a M.Phil. degree, or six years of service for those without a M.Phil. or a Ph.D. degree.

- (i) He/she has attended at least one Orientation course of 21 days' duration; and

- (ii) Training, Seminar or Workshop on automation and digitalisation, maintenance and related activities, of at least 5 days, as per Appendix II, Table 4.

CAS Promotion Criteria:

An Assistant Librarian/College Librarian may be promoted if:

- (i) He/she gets a 'satisfactory' or 'good' grade in the annual performance assessment reports of at least three/four/five out of the last four/five/six years of the assessment period as the case may be as specified in Appendix II, Table 4, and
- (ii) The promotion is recommended by a screening-cum-evaluation committee.

II. From University Assistant Librarian (Senior Scale/Academic level 11)/College Librarian (Senior Scale/Academic level 11) to University Assistant Librarian (Selection Grade/ Academic level 12/ College Librarian (Selection Grade/Academic level 12)

Eligibility:

- 1) He/she has completed five years of service in that grade.
- 2) He/she has done any two of the following in the last five years:
 - (i) Training/Seminar/Workshop/Course on automation and digitalisation,
 - (ii) Maintenance and other activities as per Appendix II, Table 4 of at least two weeks (ten days) duration (or completed two courses of at least one week (five days) duration in lieu of every single course/programme of at least two weeks (ten days) duration), (iii) Taken/developed one MOOCs course in the relevant subject (with e-certification), or (iv) Library up-gradation course.

CAS Promotion Criteria:

An individual shall be promoted if:

- (i) He/she gets a 'satisfactory' or 'good' grade in the annual performance assessment reports of at least four out of the last five years of the assessment period, as specified in Appendix II, Table 4, and;
- (ii) The promotion is recommended by a screening-cum-evaluation committee.

III. From University Assistant Librarian (Selection Grade/Academic level 12)/College Librarian (Selection Grade/Academic level 12) to University Deputy Librarian (Academic Level 13A)/College Librarian (Academic Level 13A)

- 1) He/she has completed three years of service in that grade.
- 2) He/she has done any one of the following in the last three years:
 - (i) Training/Seminar/Workshop/Course on automation and digitalization,
 - (ii) Maintenance and related activities as per Appendix II, Table 4 of at least two weeks' (ten days) duration, (iii) Completed two courses of at least one week

(five days) duration in lieu of every single course/programme of at least two weeks (ten days) duration), (iv) Taken/developed one MOOCs course in the relevant subject (with e-certification), and (v) Library up-gradation course.

CAS Promotion Criteria:

An individual shall be promoted if:

- (i) He/she gets a 'satisfactory' or 'good' grade in the annual performance assessment reports of at least two out of the last three years of the assessment period, as specified in Appendix II, Table 4; and
- (ii) The promotion is recommended by a Selection Committee constituted as per these Regulations on the basis of the interview performance.

IV. The criteria for CAS Promotions from University Deputy Librarian/College Librarians (Academic Level 13A) to University Deputy Librarian/College Librarians (Academic Level 14) shall be the following:

- 1) He/she has completed three years of service in that grade.
- 2) He/she has done any one of the following in the last three years: (i) Training/Seminar/Workshop/Course on automation and digitalization, (ii) Maintenance and related activities as per Appendix II, Table 4 of at least two weeks' (ten days) duration, (iii) Completed two courses of at least one week (five days) duration in lieu of every single course/programme of at least two weeks (ten days) duration), (iv) Taken/developed one MOOCs course in the relevant subject (with e-certification), and (v) Library up-gradation course.
- 3) Evidence of innovative library services, including the integration of ICT in a library.
- 4) A Ph.D. Degree in Library Science/Information Science/Documentation /archives and Manuscript- Keeping

CAS Promotion Criteria:

An individual shall be promoted if:

- (i) He/she gets a 'satisfactory' or 'good' grade in the annual performance assessment reports of at least two out of the last three years of the assessment period, as specified in Appendix II, Table 4; and
- (ii) The promotion is recommended by a Selection Committee constituted as per these Regulations on the basis of the interview performance.

E. Career Advancement Scheme (CAS) for Directors of Physical Education and Sports

Note:

- (i) The following provisions apply only to those personnel who are not involved in teaching physical education and sports. Teachers in institutions where

Physical Education and Sports is a teaching department shall be covered by the provisions given under sections 6.4 (B) and 6.4 (C), of these Regulations for Colleges/Institutions and for Universities, respectively.

- (ii) The Deputy Director Physical Education and Sports in Universities shall have two levels i.e. Academic Level 13A and Academic Level 14 while College Director Physical Education and Sports shall have five levels i.e. Academic Level 10, Academic Level 11, Academic Level 12, Academic Level 13A and Academic Level 14.

I. From Assistant Director of Physical Education and Sports (Academic Level 10)/College Director of Physical Education and Sports (Academic Level 10) to Assistant Director of Physical Education and Sports (Senior Scale/Academic Level 11) / College Director of Physical Education and Sports (Senior Scale/Academic Level 11)

Eligibility:

- (i) He/she has completed four years of service with a Ph.D. degree in Physical Education or Physical Education & Sports or Sports Science or five years of service with an M.Phil. degree or six years of service for those without an M.Phil or Ph.D. degree.
- (ii) He/she has attended one Orientation course of 21 days' duration; and
- (iii) He/she has done any one of the following: (a)Completed Refresher / Research Methodology Course/ workshop, (b)Training Teaching-Learning-Evaluation Technology Programme/ Faculty Development Programme of at least 5 days duration and (c) Taken/developed one MOOCs course (with e-certification).

CAS Promotion Criteria:

An individual may be promoted if:

- (i) He/she gets a 'satisfactory' or 'good' grade in the annual performance assessment reports of at least three/four/five of the last four/five/six years of the assessment period as the case may be, as specified in Appendix II, Table 5; and
- (ii) The promotion is recommended by a screening-cum-evaluation committee.

II. From Assistant Director of Physical Education and Sports (Senior Scale/Academic Level11)/ College Director of Physical Education And Sports (Senior Scale/Academic Level 11) to University Assistant Director of Physical Education and Sports (Selection Grade/Academic Level 12) / College Director of Physical Education and Sports (Selection Grade/Academic Level 12)

- 1) He/she has completed five years of service in that grade.
- 2) He/she has done any two of the following in the last five years: (i)Completed one course / programme from among the categories of refresher courses,

research methodology workshops, (ii)Teaching-Learning-Evaluation Technology Programmes / Faculty Development Programmes of at least two weeks (ten days) duration, (iii)Completed two courses of at least one week(five days) duration in lieu of every single course/programme of at least two weeks (ten days) duration), and (iv) Taken/developed one MOOCs course in the relevant subject (with e-certification).

CAS Promotion Criteria:

An individual may be promoted if;

- (i) He/she gets a 'satisfactory' or 'good' grade in the annual performance assessment reports of at least four out of the last five years' of the assessment period as specified in Appendix II, Table 5, and;
- (ii). The promotion is recommended by a screening-cum-evaluation committee .

III. From University Assistant Director of Physical Education and Sports (Selection Grade/Academic Level 12)/ College Director of Physical Education and Sports (Selection Grade/Academic Level 12) to University Deputy Director of Physical Education and Sports (Academic Level 13 A)/ College Director of Physical Education and Sports (Academic Level 13A)

- 1) He/she has completed three years of service.
- 2) He/she has done any one of the following during last three years: (i)Completed one course / programme from among the categories of Refresher Courses, Research Methodology Workshop, (ii)Teaching-Learning- Evaluation Technology Programmes / Faculty Development Programmes of at least two weeks (ten days) duration (or completed two courses of at least one week (five days) duration in lieu of every single course/programme of at least two weeks (ten days) duration), (iii) Taken / developed one MOOCs course in relevant subject (with e-certification).

CAS Promotion Criteria:

An individual may be promoted if;

- (i) He/she gets a 'satisfactory' or 'good' grade performance assessment reports of at least two out of the last three years of the assessment period as specified in Appendix II, Table 5, and;
- (ii) The promotion is recommended by a selection committee constituted as per these Regulations on the basis of the interview performance.

IV. The criteria for CAS Promotions from University Deputy Director Physical Education and Sports/College Director Physical Education and Sports (Academic Level 13A) to University Deputy Director Physical Education and Sports/College Director Physical Education and Sports (Academic Level 14) shall be the following:

- 1) He/she has completed three years of service.

- 2) He/she has done any one of the following during last three years: (i) Completed one course / programme from among the categories of Refresher Courses, Research Methodology Workshop, (ii) Teaching- Learning-Evaluation Technology Programmes / Faculty Development Programmes of at least two weeks (ten days) duration (or completed two courses of at least one week (five days) duration in lieu of every single course/programme of at least two weeks (ten days) duration), (iii) Taken / developed one MOOCs course in relevant subject (with e-certification).
- 3) Evidence of organising competitions and coaching camps of at least two weeks' duration.
- 4) Evidence of having produced good performance of teams/athletes for competitions like state/national/inter- university/combined university, etc.
- 5) A Ph.D. in Physical Education or Physical Education and Sports or Sports Science.

CAS Promotion Criteria:

An individual may be promoted if;

- (i) He/she gets a 'satisfactory' or 'good' grade performance assessment reports of at least two out of the last three years of the assessment period as specified in Appendix II, Table 5, and;
- (ii) The promotion is recommended by a selection committee constituted as per these Regulations on the basis of the interview performance.

2.10 Discretionary award of advance increments for those who enter the profession as Associate Professor or Professor with higher merit, high number of research publications of high quality and experience at the appropriate level, shall be within the competence of the appropriate authority of the University concerned or recruiting institution based on the recommendations of a selection committee while considering the case of individual candidates in the context of the merits of each case, taking into account the pay structure of other teachers in the faculty and other merit-specific factors. Discretionary award of advance increments is not applicable to those entering the profession as Assistant Professor/Assistant Librarian/Assistant Director of Physical Education and Sports and to those who are entitled for grant of advance increments for having acquired a Ph. D., M. Phil. or M.Tech. and LLM degree. However, those entering the service as Assistant Professor/Assistant Librarian/Assistant Director of Physical Education and Sports, having a post-doctoral teaching/research experience, after obtaining a Ph.D. degree and proven credentials, may be eligible for discretionary award of advanced increments to be given to the person, as decided and recorded by the Selection Committee in the minutes of its meeting.

PART- III : GENERAL CONDITIONS OF SERVICE

3.0 Pay Scales, Fixation, Allowances, Superannuation age etc.

3.1 Pay Scales, Fixation and Allowances

- 3.1.1 The UGC Revised Pay Scales, 2016 may be implemented w.e.f. 1.1.2016.
- 3.1.2 The pay may be fixed in the pay matrix as on 1.1.2016. The existing pay (pay in band plus academic grade pay) in pre-revised structure as on 31.12.2015 shall be multiplied by a factor of 2.57. The figure so arrived at is to be located in the academic level corresponding to employees pay band and academic grade pay in the new pay matrix. If a cell identical to the figure so arrived is available in a appropriate academic level, that cell shall be the revised pay; otherwise the next higher cell in that academic level shall be the revised pay of the employee. If the figure arrived at in this manner is less than the first cell in that academic level, then the pay shall be fixed at the first cell of that academic level.
- 3.1.3 The minimum pay and maximum pay matrix of the post concerned ie Assistant Professor, Assistant Professor-Senior Scale, Assistant Professor – Selection Grade, Associate Professor, Professor, may be fixed as pay scale of that post duly indicating the academic level of the category of that post.

Category	Academic level	Pay scale
Asst. Professor	10	Rs. 57,700-1,82,400
Asst. Professor Sr. Scale	11	Rs. 68,900-2,05,500
Asst. Professor Sel. Grade	12	Rs. 79,800- 2,11,500
Associate Professor	13A	Rs. 1,31,400-2,17,100
Professor	14	Rs.1,44,200-2,18,200
Senior Professor	15	Rs.1,82,200-2,24,100

- 3.1.4 The option date of the increment as on 1st Jan. or 1st July, as clarified vide Ministry of Finance clarification vide No. 4-21/2017-IC/E.III (A) dt. 31.7.2018 may be followed.
- 3.1.5 The per centage of HRA as clarified vide No. 2/5/2017-EII(B) dt. 7.7..2017 of the Ministry of Finance, Govt. of India may be followed.

3.2 LEAVE

3.2.1 DUTY LEAVE:

- (i) Duty leave upto 30 days in an academic year may be granted for the following purposes:
 - (a) Attending Orientation Programme, Refresher Course, Research Methodology Workshop, Faculty Induction Programme, Conference, Congresses, Symposia and Seminar, as a delegate nominated by the university or with the permission of the university/college ;
 - (b) Delivering lectures in institutions and universities at the invitation of such institutions or universities received by the university, and accepted by the Vice- Chancellor/Principal of the College;
 - (c) Working in another Indian or foreign university, any other agency, institution or organisation, when so deputed by the university/College;
 - (d) Participating in a delegation or working on a committee appointed by the Central Government, State Government, the UGC, a sister university or any other similar academic body; and
 - (e) For performing any other duty assigned to him/her by the university/college.
- (ii) The duration of leave should be such as may be considered necessary by the sanctioning authority on each occasion.
- (iii) The leave may be granted on full pay, provided, that if the teacher receives a fellowship or honorarium or any other financial assistance beyond the amount needed for normal expenses, he/she may be sanctioned duty leave on reduced pay and allowances.
- (iv) Duty leave may be combined with earned leave, half pay leave or extraordinary leave, or Casual leave.
- (v) Duty leave should be given also for attending meetings in the UGC, DST, etc. where a teacher is invited to share his/her expertise with an academic body, government agency or NGO.

3.2.2 STUDY LEAVE:

- (i) The scheme of Study Leave provides an opportunity to avail of scholarships/fellowships awarded to the faculty who wish to acquire new knowledge and to improve analytical skills. When a teacher is awarded a scholarship or stipend (by whatever nomenclature called), for pursuing further studies, leading to a Ph.D./Post- doctoral qualification or for undertaking a research project in a higher education institution abroad, the amount of the scholarship/fellowship shall not be linked to the recipient's pay/salary paid to him/her by his /her parent institution. The

awardee shall be paid salary for the entire duration of fellowship/scholarship, provided, that he/she does not take up any other remunerative jobs, like teaching, in the host country.

- (ii) A teacher on Study Leave shall not take up, during the period of that leave, any regular or part-time appointment under an organisation in India or abroad. He/she may, however, be allowed to accept a fellowship or a research scholarship or an ad-hoc teaching and research assignment with an honorarium or any other form of assistance, other than the regular employment in an institution either in India or abroad, provided, that the Executive Council/Syndicate of his/her parent institution may, if it so desires, sanction study leave on reduced pay and allowances to the extent of any receipt in this regard, in-lieu of teaching etc., which may be determined by his/her employer.
- (iii) The study leave shall be granted to an entry-level appointee as Assistant Professor/Assistant Librarian/Assistant Director of Physical Education and Sport/College DPE&S (other than as Associate Professor or Professor of a University/College/Institution, who is otherwise eligible for sabbatical leave) after a minimum of three years of continuous service, to pursue a special line of study or research directly related to his/her work in the University/ College/Institution or to make a special study of the various aspects of University organisation and methods of education, giving full plan of the work.
- (iv) The study leave shall be granted by the Executive Council/Syndicate on the recommendation of the Head of the Department concerned. The leave shall not be granted for more than three years in one spell, save in exceptional cases, in which the Executive Council/Syndicate is satisfied that such extension is unavoidable on academic grounds and necessary in the interest of the University/College/Institution.
- (v) The study leave shall not be granted to a teacher who is due to retire within five years of the date on which he/she is expected to return to duty after the expiry of study leave.
- (vi) The study leave shall be granted not more than twice during one's entire career. However, the maximum period of study leave admissible during the entire service shall not exceed five years.
- (vii) The study leave may be granted more than once, provided, that not less than five years have elapsed after the teacher/returned to duty on completion of the earlier spell of study leave. For subsequent spell of study leave, the teacher shall indicate the work done during the period of earlier leave as also give details of work to be done during the proposed spell of study leave.
- (viii) No teacher who has been granted study leave shall be permitted to alter substantially the course of study or the programme of research without the permission of the Executive Council/Syndicate, in the event the course of study falls short of study leave sanctioned, the teacher shall resume duty on the conclusion of the course of study unless the previous

approval of the Executive Council/Syndicate to treat the period of short-fall as Extra-Ordinary leave has been obtained.

- (ix) Subject to the maximum period of absence from duty, on leave not exceeding three years, the study leave may be combined with the earned leave, half-pay leave, extra-ordinary leave of vacation provided that the earned leave at the credit of the teacher shall be availed of at the discretion of the teacher. When the study leave is taken in continuation of vacation, the period of study leave shall be deemed to begin to run on the expiry of the vacation. A teacher, who is selected to a higher post during the study leave, shall be placed in that position and shall get the higher scale only after joining the post.
- (x) The period of study leave shall count as service for purpose of the retirement benefits (pension/contributory provident fund), provided that the teacher rejoins the University/College/Institution on the expiry of his/her study leave, and serve the institution for the period for which the Bond has been executed.
- (xi) The study leave granted to a teacher shall be deemed to have been cancelled in case it is not availed of within 12 months of its sanction, provided, that where the study leave granted has been so cancelled. The teacher may apply again for such leave.
- (xii) A teacher availing himself/herself of the study leave, shall undertake that he/she shall serve the University/College/Institution for a continuous period of at least three years to be calculated from the date of his/her resuming duty on the expiry of the study leave.
- (xiii) A teacher -
 - (a) who is unable to complete his/her studies within the period of study leave granted to him/her or
 - (b) who fails to rejoin the services of the University on the expiry of his/her study leave or
 - (c) who rejoins the service of the university but leaves the service without completing the prescribed period of service after rejoining the service or
 - (d) who, within the said period, is dismissed or removed from the service by the University shall be liable to refund, to the University/College/Institution, the amount of the leave salary and allowances and other expenses, incurred on the teacher or paid to him/her or on his/her behalf in connection with the course of study.

Explanation:

If a teacher asks for extension of the study leave and is not granted the extension but does not rejoin duty on the expiry of the leave originally sanctioned, he/she shall be deemed to have failed to rejoin the service on the

expiry of his/her leave for the purpose of recovery of dues under these Regulations.

Notwithstanding the above provision, the Executive Council/Syndicate may order that nothing in these Regulations shall apply to a teacher who, within three years of return to duty from study leave is permitted to retire from service on medical grounds, provided further that the Executive Council/Syndicate may, in any other exceptional case, waive or reduce, for reasons to be recorded the amount refundable by a teacher under these Regulations.

- (xiv) After the leave has been sanctioned, the teacher shall, before availing himself/herself of the leave, execute a bond in favour of the University/College/Institution, binding himself/herself for the due fulfillment of the conditions laid down in paragraph (x) to (xiii) above and give security of immovable property to the satisfaction of the Finance Officer/Treasurer or a fidelity bond of an insurance company or a guarantee by a scheduled bank or furnish security of two permanent teachers for the amount which might become refundable to the University/College/Institutions in accordance with paragraph (x) to (xiii) above.
- (xv) The teacher on study leave shall submit to the Registrar/Principal of his/her parent University/College/Institution six-monthly reports of progress in his/her studies from his/her supervisor or the Head of the institution. Such report shall reach the Registrar/Principal within one month of the expiry of every six months of the period of the study leave. If the report does not reach the Registrar/Principal within the specified time, the payment of leave salary may be deferred till the receipt of such report.
- (xvi) The teacher on leave shall submit a comprehensive report on the completion of the study leave period. A copy of the research document/ monograph/ academic paper produced during the period of the study leave shall be put in the public domain, preferably on the website of the University/ College/ Institution.
- (xvii) With a view to enhancing the knowledge and skills of the faculty members, especially the junior faculty, at the level of Assistant Professor, the Heads of universities / Colleges/ Institutions and their subordinate Departments are enjoined to be generous in the award of study leave in the interest of faculty improvement, thereby impacting the academic standards of the University/ College/ Institution in the long run.

3.2.3 Sabbatical Leave:

- (i) The permanent, whole-time teachers of the university and colleges who have completed seven years' of service as a Reader/ Associate Professor or a Professor may be granted sabbatical leave to undertake study or research or any other academic pursuit solely for the object of increasing their proficiency and usefulness to the university and higher education system. The duration of leave shall not exceed one year, at a time, and two years in the entire career of the teacher.

- (ii) A teacher, who has availed himself/ herself of study leave, would not be entitled to the sabbatical leave, until after the expiry of five years from the date of the teacher's return from previous study leave or any other kind of training programme of duration of one year or more.
- (iii) A teacher shall, during the period of sabbatical leave, be paid full pay and allowances (subject to the prescribed conditions being fulfilled) at the rates applicable to him / her immediately prior to his/her proceeding on sabbatical leave.
- (iv) A teacher on sabbatical leave shall not take up, during the period of that leave, any regular appointment under another organisation in India or abroad. He/she may, however, be allowed to accept a fellowship or a research scholarship or ad hoc teaching and research assignment with honorarium or any other form of assistance, other than the regular employment in an institution of advanced studies, provided that in such cases the Executive Council/ Syndicate may, if it so desires, sanction the sabbatical leave on reduced pay and allowances.
- (v) During the period of sabbatical leave, the teacher shall be allowed to draw the increment on the due date. The period of leave shall also count as service for purposes of pension/ contributory provident fund, provided that the teacher rejoins the university on the expiry of his/her leave.

3.2.4 Other Kinds of Leave Rules for Permanent Teachers of the Universities / Colleges The following kinds of leave would be admissible to permanent teachers:

- (i) Leave treated as duty, viz. casual leave, special casual leave, and duty leave;
- (ii) Leave earned by duty, viz. earned leave, half-pay leave, and commuted leave;
- (iii) Leave not earned by duty, viz. extraordinary leave; and leave not due;
- (iv) Leave not debited to leave account
- (v) Leave for academic pursuits, viz. study leave, sabbatical leave and academic leave;
- (vi) Leave on grounds of health, viz., maternity leave and quarantine leave.
- (b) The Executive Council/Syndicate may grant, in exceptional cases, for the reasons to be recorded, any other kind of leave, subject to such terms and conditions as it may deem fit to impose.

3.2.4.1. Casual Leave

- (i) The total casual leave granted to a teacher shall not exceed eight days in an academic year.

- (ii) Casual leave cannot be combined with any other kind of leave except special casual leave. However, such casual leave may be combined with holidays including Sundays. Holidays or Sundays falling within the period of casual leave shall not be counted as casual leave.

3.2.4.2 Special Casual Leave

- (i) Special casual leave, not exceeding 10 days in an academic year, may be granted to a teacher:
 - (a) To conduct examination of a university/Public Service Commission/ Board of Examination or any other similar body/ institution; and
 - (b) To inspect academic institutions attached to a statutory board.
- (ii) In computing the 10 days' leave admissible, the days of actual journey, if any, to and from the places where activities specified above, take place, will be excluded.
- (iii) In addition, special casual leave to the extent mentioned below, may also be granted;
 - (a) To undergo sterilization operation (vasectomy or salpingectomy) under family welfare programme. Leave in this case shall be restricted to six working days; and
 - (b) To a female teacher who undergoes non-puerperal sterilization. Leave in this case shall be restricted to 14 days.
- (iv) The special casual leave shall not accumulate, nor can it be combined with any other kind of leave except the casual leave. It may be granted in combination with holidays or vacation by the sanctioning authority on each occasion.

3.2.4.3 Earned Leave

- (i) Earned leave admissible to a teacher shall be:
 - (a) $\frac{1}{30}^{\text{th}}$ of the actual service, including vacation; plus
 - (b) $\frac{1}{3}^{\text{rd}}$ of the period, if any, during which he/she is required to perform duty during the vacation.

For purposes of computation of the period of actual service, all periods' of leave except casual, special casual, and duty leave, shall be excluded.

- (ii) Earned leave at the credit of a teacher shall not accumulate beyond 300 days. The maximum period of earned leave that may be sanctioned at a time shall not exceed 60 days. Earned leave exceeding 60 days may, however, be sanctioned in the case of higher study, or training, or leave with medical certificate, or when the entire leave, or a portion thereof, is spent outside India.

For removal of doubt, it may be clarified :

1. When a teacher combines vacation with earned leave, the period of vacation shall be reckoned as leave in calculating the maximum amount of leave on average pay which may be included in the particular period of leave.
2. In case where only a portion of the leave is spent outside India, the grant of leave in excess of 120 days shall be subject to the condition that the portion of the leave spent in India shall not, in the aggregate, exceed 120 days.
3. Encashment of earned leave shall be allowed to members of the teaching staff as applicable to the employees of the Central Government or State Government.

Note : The Government will examine and issue separate orders on encashment of earned leave for the University teachers.

3.2.4.4 Half-pay Leave

Half-pay leave may be sanctioned for a period of 20 days to a permanent teacher for each completed year of service. Such leave may be granted on the basis of a medical certificate from a registered medical practitioner, for any private affairs or for any academic purpose.

Explanation:

A "completed year of service" means the continuous service of a specified duration under the university, and includes the periods of absence from duty as well as leave, including the extraordinary leave.

Note : Half-pay leave shall be combined with earned leave for calculating the number of earned leaves in case the number of earned leaves are less than 300 for purpose of encashment of leave at the time of superannuation as applicable to the employees of Government of India/ State Government.

3.2.4.5 Commuted Leave

Commuted leave, not exceeding half the amount of half-pay leave due, may be granted to a permanent teacher on the basis of medical certificate from a registered medical practitioner subject to the following conditions:

- (i) Commuted leave during the entire service shall be limited to a maximum of 240 days;
- (ii) When commuted leave is granted, twice the amount of such leave shall be debited against the half-pay leave account; and
- (iii) The total duration of earned leave and commuted leave taken in conjunction shall not exceed 240 days, at a time;

Provided that no commuted leave shall be granted under these Regulations, unless the authority competent to sanction leave has reason to believe that the teacher would return to duty on its expiry.

3.2.4.6 : Extraordinary Leave

- (i) A permanent teacher may be granted extraordinary leave when:
 - (a) No other leave is admissible; or
 - (b) Other leave is admissible and the teacher applies in writing for the grant of extraordinary leave.
- (ii) The extraordinary leave shall always be without pay and allowances. It shall not count for an increment except in the following cases:
 - (a) Leave taken on the basis of medical certificates;
 - (b) Cases where the Vice-Chancellor/Principal is satisfied that the leave was taken due to causes beyond the control of the teacher, such as inability to join or rejoin duty due to civil commotion or a natural calamity, and the teacher has no other kind of leave to his credit;
 - (c) Leave taken for pursuing higher studies; and
 - (d) Leave granted to accept an invitation to a teaching post or fellowship or research-cum- teaching post or on assignment for technical or academic work of importance.
- (iii) Extraordinary leave may be combined with any other leave except the casual leave and special casual leave, provided that the total period of continuous absence from duty on leave (including periods of vacation when such vacation is taken in conjunction with leave) shall not exceed three years, except in cases where the leave is taken on medical certificate. The total period of absence from duty shall in no case, exceed five years in the entire service period of the individual.
- (iv) The authority empowered to grant leave may commute retrospectively the periods of absence without the leave into extraordinary leave.

3.2.4.7 'Leave Not Due'

- (i) 'Leave not due', may, at the discretion of the Vice-Chancellor/Principal, be granted to a permanent teacher for a period not exceeding 360 days during the entire period of service, out of which not more than 90 days at a time and 180 days, in all, may be otherwise than on a medical certificate. Such leave shall be debited against the half-pay leave earned by him/her subsequently.
- (ii) 'Leave not due' shall not be granted, unless the Vice-Chancellor/Principal is satisfied that as far as can reasonably be foreseen, the teacher will return to duty on the expiry of the leave and earn the leave granted.

- (iii) A teacher to whom 'leave not due' is granted shall not be permitted to tender his/her resignation from service so long as the debit balance in his/her leave account is not wiped off by active service, or he/she refunds the amount paid to him/her as pay and allowances for the period not so earned. In a case where retirement is unavoidable on account of reason of ill-health, incapacitating the teacher for further service, refund of leave salary for the period of leave yet to be earned may be waived by the Executive Council/College Governing Body.

Provided that the Executive Council/College Governing Body may waive off, in any other exceptional case, for reasons to be recorded in writing, the refund of leave salary for the period of leave yet to be earned.

3.2.4.8 Maternity Leave

- (i) Maternity leave on full pay may be granted to a woman teacher for a period not exceeding 180 days, to be availed of twice in the entire career. Maternity leave may also be granted in case of miscarriage, including abortion, subject to the condition that the total leave granted in respect of this to a woman teacher in her career is not more than 45 days, and the application for leave is supported by a medical certificate.
- (ii) Maternity leave may be combined with any earned leave, half-pay leave or extraordinary leave, but any leave applied for in continuation of the maternity leave may be granted if the request is supported by a medical certificate.

3.2.4.9 Child-care Leave

Woman teachers having any minor child/children may be granted leave up to a period of two years for taking care of the minor child/children. The child-care leave for a maximum period of two years (730 days) may be granted to the woman teachers during entire service period in lines with the State Government woman employees. In the cases, where the child-care leave is granted for more than 45 days, the University/College/Institution may appoint a part-time / guest substitute teacher with intimation to the UGC.

3.2.4.10 Paternity Leave

Paternity leave of 15 days may be granted to male teachers during the confinement of their wife, and such leave shall be granted only up to two children.

3.2.4.11 Adoption leave

Adoption leave as per the rules of the State Government.

3.2.4.12. Surrogacy leave

Leave for Surrogacy shall be applicable as per the Rules, Regulations and Norms as laid down by the State Government.

3.3 Research Promotion Grant

The UGC or the respective agency (Central/State Governments) may provide a start-up grant at the level of Rs. 3.0 lakhs in Social Sciences, Humanities and Languages and Rs. 6.0 lakhs in Sciences and Technology to teachers and other non-vocational academic staff to take up research immediately after their appointment.

3.4 Consultancy Assignments

The consultancy rules, terms, conditions and the model of revenue sharing between institutions and consultant- teachers shall be as per the UGC Consultancy Rules to be provided separately.

3.5 Counting of Past Services for Direct Recruitment and Promotion under CAS

Previous regular service, whether national or international, as Assistant Professor, Associate Professor or Professor or equivalent in a University, College, National Laboratories or other scientific/professional organisations such as the CSIR, ICAR, DRDO, UGC, ICSSR, ICHR, ICMR and DBT, should count for the direct recruitment and promotion under the CAS of a teacher as Assistant Professor, Associate Professor, Professor or any other nomenclature, provided that:

- (a) The essential qualifications of the post held were not lower than the qualifications prescribed by the UGC for Assistant Professor, Associate Professor and Professor, as the case may be.
- (b) The post is/was in an equivalent grade or of the pre-revised scale of pay as the post of Assistant Professor (Lecturer) Associate Professor (Reader) and Professor.
- (c) The concerned Assistant Professor, Associate Professor and Professor should possess the same minimum qualifications as prescribed by the UGC for appointment to the post of Assistant Professor, Associate Professor and Professor, as the case may be.
- (d) The post was filled in accordance with the prescribed selection procedure as laid down in the Regulations of the University/State Government/Central Government/ Institutions concerned, for such appointments.
- (e) The previous appointment was not as guest lecturer for any duration.
- (f) The previous Ad-hoc or Temporary or contractual service (by whatever nomenclature it may be called) shall be counted for direct recruitment and for promotion, provided that:
 - (i) the essential qualifications of the post held were not lower than the qualifications prescribed by the UGC for Assistant Professor, Associate Professor and Professor, as the case may be

- (ii) the incumbent was appointed on the recommendation of a duly constituted Selection Committee/Selection Committee constituted as per the rules of the respective university;
- (iii) the incumbent was drawing total gross emoluments not less than the monthly gross salary of a regularly appointed Assistant Professor, Associate Professor and Professor, as the case may be; and

Note: The State Government will examine and issue separate orders on counting of past service in the Universities and Colleges for recruitment and CAS for implementation of the above Regulation.

3.6 Period of Probation and Confirmation

The period of probation and confirmation may be as per the State Government rules in force.

3.7 Creation and Filling-up of Teaching Posts

Teaching posts in universities, as far as feasible, may be created, with the concurrence of the Government and on sufficient work load justification, in a pyramidal order, for instance, for one post of Professor, there shall be two posts of Associate Professors and four posts of Assistant Professor, per department.

Engaging teaching personnel for temporary teaching arrangement, in order to meet contingent teaching requirement can be resorted to for a limited and specified time period during an academic year by the Executive Council of the University on sufficient workload justification.

3.8 Appointments on Contract Basis

The teachers should be appointed on contract basis only when it is absolutely necessary and when the student- teacher ratio does not satisfy the laid-down norms. In any case, the number of such appointments should not exceed 10% of the total number of faculty positions in a College/University. The qualifications and selection procedure for appointing them should be the same as those applicable to a regularly-appointed teacher. The fixed emoluments paid to such contract teachers should not be less than the monthly gross salary of a regularly- appointed Assistant Professor. Such appointments should not be made initially for more than one academic session, and the performance of any such entrant teacher should be reviewed for academic performance before reappointing him/her on contract basis for another session. Such appointments on contract basis may also be resorted to when absolutely necessary to fill vacancies arising due to maternity leave, child-care leave, etc.

3.9 Teaching Days

3.9.1 The Universities/Colleges must have at least 180 teaching, i.e., there should be a minimum of 30 weeks of actual teaching in a 6-day week. Of the remaining period, 12 weeks may be devoted to admission and examination activities, and non-instructional days for co-curricular, sports, college day, etc., 8 weeks for vacations and 2 weeks may be attributed to various public holidays. If the University adopts a 5 day week pattern, then the number of weeks should be increased correspondingly to ensure the equivalent of 30 weeks of actual teaching, with a 6-day week.

The above provision is summarised as follows:

	Number of weeks : 6-days a week pattern		Number of weeks : 5-days a week pattern	
Categorisation	University	College	University	College
Teaching and Learning Process	30 (180 days) weeks	30 (180 days)weeks	36 (180 days) weeks	36 (180 days) weeks
Admissions, Examinations, and preparation for Examination	12	10	8	8
Vacations	8	10	6	6
Public Holidays (to increase and adjust teaching days accordingly)	2	2	2	2
Total	52	52	52	52

3.9.2 In-lieu of the curtailment of vacation by 2 weeks, the university teachers may be credited with 1/3rd of the period of their earned leave. However, colleges may have an option of a total vacation of 10 weeks in a year and no earned leave except when required to work during the vacations for which, as in the case of University teachers, 1/3rd of the period shall be credited as Earned Leave.

3.9.3 Workload

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

Assistant Professor	-	16 hours per week
Associate Professor/Professor	-	14 hours per week

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

3.10 Service Agreement and Fixing of Seniority

3.10.1 At the time of recruitment in Universities and Colleges, a service agreement should be executed between the University/College and the teacher concerned and a copy thereof shall be deposited with the Registrar/Principal. Such service agreement shall be duly stamped as per the government rates applicable.

3.10.2 The self-appraisal methodology, as per Clause 6.0 and its sub-clauses and Clauses 6.1 to 6.4 and all the sub-clauses contained therein and as per Tables 1 to 5 of Appendix II, as per eligibility, shall form part of the service agreement/record.

3.10.3 Inter-se seniority between the direct recruited and teachers promoted under CAS

The inter-se seniority of a direct recruit shall be determined with reference to the date of joining and for the teachers promoted under the CAS with reference to the date of eligibility as indicated in the recommendations of the selection committee of the respective candidates.

3.11 Other Terms and Conditions

3.11.1 Incentives for Ph.D./M.Phil. and other Higher Qualification

- (i) Five non-compounded advance increments shall be admissible at the entry level of recruitment as Assistant Professor to persons possessing the degrees of Ph.D. awarded in a relevant discipline by the University following the process of admission, registration, course work and external evaluation as prescribed by the UGC.
- (ii) M.Phil degree holders at the time of recruitment to the post of Assistant Professor shall be entitled to two non-compounded advance increments.
- (iii) Those possessing Post-graduate degree in the professional course such as LL.M./M.Tech/M.Arch./ M.E./M.V.Sc./M.D., etc. recognized by the relevant statutory body/ council, shall also be entitled to two non-compounded advance increments at the entry level.
- (iv) (a) Teachers who complete their Ph.D. degree while in service shall be entitled to three non-compounded increments fixed at increment applicable at entry level only if such Ph.D. is in a relevant discipline of the discipline of employment and has been awarded by a University complying with the process prescribed by the UGC for enrolment, course work, evaluation, etc.

(b) However, teachers in service who have already been awarded Ph.D. by the time of coming into force of these Regulations or having been enrolled for Ph.D. have already undergone course-work as well as evaluation, if any, and only Notification in regard to the award of Ph.D. is awarded, shall also be entitled to the award of three non-compounded increments fixed at increment applicable at entry level only, even if the university awarding such Ph.D. has not yet been notified by the UGC as having complied with the process prescribed by the Commission.

- (v) In respect of every other case, a teacher who is already enrolled for Ph.D. shall avail the benefit of three non-compounded increments fixed at increment applicable at entry level only if the university awarding the Ph.D. has been notified by the UGC to have complied with the process prescribed by the Commission for the award of Ph.D. in respect of either course-work or evaluation or both, as the case may be.
- (vi) Teachers in service who have not yet enrolled for Ph.D. shall therefore, derive the benefit of three non-compounded increments fixed at increment applicable at entry level only on award of Ph.D., while in service only if such enrolment is with a university which complies with the entire process including that of enrolment as prescribed by the UGC.
- (vii) Teachers who acquire M.Phil. Degree or a post-graduate degree in a professional course recognised by the relevant Statutory Body / Council, while in service, shall be entitled to one advance increment fixed at increment applicable at entry level only.
- (viii) Five non-compounded advance increments shall be admissible to Assistant Librarian / College Librarian who are recruited at entry level with Ph.D. degree in the discipline of library science from a university complying with the process prescribed by the UGC in respect of enrolment, course-work and evaluation process for the award of Ph.D. in Library Science.
- (ix) (a) Assistant Librarian/College Librarian acquiring the degree of Ph.D. at any time while in service, in the discipline of library science from a university complying with the process prescribed by the UGC in respect of enrolment, course-work and evaluation shall be entitled to three non-compounded advance increments fixed at increment applicable at entry level only.

 (b) However, persons in posts of Assistant Librarian/College Librarian on higher positions who have already been awarded Ph.D. in library science at the time of coming into force of these Regulations or having already undergone course-work as well as evaluation, if any, and only Notification in regard to the award of Ph.D. is awaited, shall also be entitled to the award of three non-compounded increments fixed at increment applicable at entry level only.
- (x) In respect of every other case of persons in the post of Assistant Librarian / College Librarian or higher positions who are already enrolled for Ph.D. shall avail the benefit three non-compounded increments fixed at increment applicable at entry level only if the university awarding the Ph.D. has been notified by the UGC to have complied with the process prescribed by the

Commission for the award of Ph.D.in respect of either course-work or evaluation or both as the case may be.

- (xi) Assistant Librarian/College librarian and others in higher library positions in service who have not yet enrolled for Ph.D. shall therefore, derive the benefit of three non-compounded increments fixed at increment applicable at entry level only on award of Ph.D. while in service only if such enrolment is with a university which complies with the entire process, including that of enrolment as prescribed by the UGC.
- (xii) Two non-compounded advance increments shall be admissible for Assistant Librarian/College Librarian with M.Phil. degree in Library Science at the entry level. Assistant Librarian/College Librarian and those in higher positions acquiring M.Phil degree in library science at any time during the course of their service shall be entitled to one advance increment fixed at increment applicable at entry level only.
- (xiii) Five non-compounded advance increments shall be admissible to Assistant Director of Physical Education and Sports / College Director of Physical Education and Sports who are recruited at entry level with Ph.D. degree in the discipline of Physical Education/Physical Education and Sports / Sports Science from a university complying with the process prescribed by the UGC in respect of enrolment, course-work and evaluation process for the award of Ph.D. in Physical Education/Physical Education and Sports / Sports Science.
- (xiv) Notwithstanding anything in the forgoing clauses, those who have already availed the benefit of advance increments for possessing Ph.D./M.Phil at the entry level or in service once either under this regulation or under the earlier schemes/regulations shall not be entitled to the benefit of advance increments under these Regulations.
- (xv) Teachers, library and Physical Education and Sports cadres who have already availed the benefits of increments as per the then existing policy for acquiring Ph.D./M.Phil. while in service shall not be entitled to advance increments under these Regulations.
- (xvi) For posts at the entry level where no such advance increments were admissible for possessing Ph.D./M.Phil. under the earlier schemes/regulations, the benefit of advance of increments for possessing Ph.D./M.Phil shall be available to only those appointments which have been made on or after the coming into force of these Regulations.

3.12 Promotion

When an individual gets a promotion, his new pay on promotion would be fixed in the Pay Matrix as follows:

On promotion, the teacher or equivalent position would be given a notional increment in his/her existing Academic Level of Pay, by moving him/her to the next higher Cell at that Level; and the pay shown in this Cell would now be located in the new Academic Level corresponding to the post to which he/she has been promoted. 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 in that Level shall be the new pay of the teacher or equivalent position. 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 the new Level.

3.13 Allowances and Benefits

- 3.13.1 In respect of all allowances, except DA & HRA, state rules may be adopted. In case of DA & HRA the rates prescribed for the Scales of the Central Government Employees, from time to time, shall be implemented. In respect of other allowances, except DA & HRA, the State PRC shall be requested to include the cadres of university and college teachers who are under UGC Revised Pay Scales 2006. Further, the changes made in respect of other allowances for the State Govt. employees shall also be applied automatically to the university and college teachers who are under UGC Revised Pay Scales 2006 from time to time.
- 3.13.2 Pension, Gratuity, ex-gratia compensation etc. The State Government Orders shall apply in respect of Pension, Gratuity and other retirement related benefits for those drawing UGC Scales on par with the State Government employees from time to time.
- 3.13.3 Superannuation age - The existing age of superannuation of teachers in the State Universities and Colleges, shall apply from time to time.
- 3.14.4 Medical Benefits: All medical benefits for teachers and Library and Physical Education Cadres, shall be as applicable to the State Government employees. Further, the Teachers and Library and Physical Education Cadres may be placed under Health Scheme of respective State Government, as the case may be, for State Universities/Colleges respectively.

PART- IV : OTHER MEASURES

4.0 SELECTION OF PRO-VICE CHANCELLOR/ VICE-CHANCELLOR OF UNIVERSITIES:

4.1 PRO-VICE-CHANCELLOR:

The Pro-Vice-Chancellor shall be appointed by the Executive Council on the recommendation of the Vice-Chancellor.

4.2 It shall be the prerogative of the Vice-Chancellor to recommend a person to be the Pro-Vice-Chancellor to the Executive Council. The Pro-Vice-Chancellor shall hold office for a period, which is co-terminus with that of the Vice-Chancellor.

4.3 VICE CHANCELLOR:

- (i) A person possessing the highest level of competence, integrity, morals and institutional commitment is to be appointed as Vice-Chancellor. The person to be appointed as a Vice-Chancellor should be a distinguished academician, with a minimum of ten years' of experience as Professor in a University or ten years' of experience in a reputed research and / or academic administrative organisation with proof of having demonstrated academic leadership.
- (ii) The selection for the post of Vice-Chancellor should be through proper identification by a Panel of 3-5 persons by a Search-cum-Selection-Committee, through a public notification or nomination or a talent search process or a combination thereof. The members of such Search-cum-Selection Committee shall be persons of eminence in the sphere of higher education and shall not be connected to the University concerned or its colleges. One member of the Search cum-Selection Committee shall be nominated by the Chairman, University Grants Commission, for selection of Vice Chancellors of State, Private and Deemed to be Universities.
- (iii) The Visitor/Chancellor shall appoint the Vice Chancellor out of the Panel of names recommended by the Search-cum-Selection Committee.
- (iv) The term of office of the Vice-Chancellor shall form part of the service period of the incumbent making him/her eligible for all service related benefits.

4.4 Code of Professional Ethics

I. Teachers and their Responsibilities:

Whoever adopts teaching as a profession assumes the obligation to conduct himself / herself in accordance with the ideal of the profession. A teacher is constantly under the scrutiny of his students and the society at large. Therefore, every teacher should see that there is no incompatibility between his precepts and practice. The national ideals of education which have already been set forth and which he/she should seek to inculcate among students must be his/her own ideals. The profession further requires that the teacher should be calm, patient and communicative by temperament and amiable in disposition.

Teacher should:

- (i) Adhere to a responsible pattern of conduct and demeanor expected of them by the community;
- (ii) Manage their private affairs in a manner consistent with the dignity of the profession;
- (iii) Seek to make professional growth continuous through study and research;
- (iv) Express free and frank opinion by participation at professional meetings, seminars, conferences etc., towards the contribution of knowledge;
- (v) Maintain active membership of professional organisations and strive to improve education and profession through them;
- (vi) Perform their duties in the form of teaching, tutorials, practicals, seminars and research work, conscientiously and with dedication;
- (vii) Discourage and not indulge in plagiarism and other non ethical behaviour in teaching and research;
- (viii) Abide by the Act, Statute and Ordinance of the University and to respect its ideals, vision, mission, cultural practices and tradition;
- (ix) Co-operate and assist in carrying out the functions relating to the educational responsibilities of the college and the university, such as: assisting in appraising applications for admission, advising and counselling students as well as assisting the conduct of university and college examinations, including supervision, invigilation and evaluation; and
- (x) Participate in extension, co-curricular and extra-curricular activities, including the community service.

II. Teachers and Students

Teachers should:

- (i) Respect the rights and dignity of the student in expressing his/her opinion;
- (ii) Deal justly and impartially with students regardless of their religion, caste, gender, political, economic, social and physical characteristics;
- (iii) Recognise the difference in aptitude and capabilities among students and strive to meet their individual needs;
- (iv) Encourage students to improve their attainments, develop their personalities and at the same time contribute to community welfare;
- (v) Inculcate among students scientific temper, spirit of inquiry and ideals of democracy, patriotism, social justice, environmental protection and peace;
- (vi) Treat the students with dignity and not behave in a vindictive manner towards any of them for any reason;
- (vii) Pay attention to only the attainment of the student in the assessment of merit;
- (viii) Make themselves available to the students even beyond their class hours and help and guide students without any remuneration or reward;
- (ix) Aid students to develop an understanding of our national heritage and national goals; and
- (x) Refrain from inciting students against other students, colleagues or administration.

III. Teachers and Colleagues

Teachers should:

- (i) Treat other members of the profession in the same manner as they themselves wish to be treated;
- (ii) Speak respectfully of other teachers and render assistance for professional betterment;
- (iii) Refrain from making unsubstantiated allegations against colleagues to higher authorities; and
- (iv) Refrain from allowing considerations of caste, creed, religion, race or sex in their professional endeavour.

IV. Teachers and Authorities :

Teachers should:

- (i) Discharge their professional responsibilities according to the existing rules and adhere to procedures and methods consistent with their profession in initiating steps through their own institutional bodies and / or professional organisations for change of any such rule detrimental to the professional interest;
- (ii) Refrain from undertaking any other employment and commitment, including private tuitions and coaching classes which are likely to interfere with their professional responsibilities;
- (iii) Co-operate in the formulation of policies of the institution by accepting various offices and discharge responsibilities which such offices may demand;
- (iv) Co-operate through their organisations in the formulation of policies of the other institutions and accept offices;
- (v) Co-operate with the authorities for the betterment of the institutions keeping in view the interest and in conformity with the dignity of the profession;
- (vi) Adhere to the terms of contract;
- (vii) Give and expect due notice before a change of position takes place; and
- (viii) Refrain from availing themselves of leave except on unavoidable grounds and as far as practicable with prior intimation, keeping in view their particular responsibility for completion of academic schedule.

V. Teachers and Non-Teaching Staff :

Teachers should :

- (i) Treat the non-teaching staff as colleagues and equal partners in a cooperative undertaking, within every educational institution;
- (ii) Help in the functioning of joint-staff councils covering both the teachers and the non-teaching staff.

VI. Teachers and Guardians

Teachers should:

- (i) Try to see through teachers' bodies and organisations, that institutions maintain contact with the guardians, their students, send reports of their performance to the guardians whenever necessary and meet the guardians in meetings convened for the purpose for mutual exchange of ideas and for the benefit of the institution.

VII. Teachers and Society

Teachers should:

- (i) Recognise that education is a public service and strive to keep the public informed of the educational programmes which are being provided;
- (ii) Work to improve education in the community and strengthen the community's moral and intellectual life ;
- (iii) Be aware of social problems and take part in such activities as would be conducive to the progress of society and hence the country as a whole;
- (iv) Perform the duties of citizenship, participate in community activities and shoulder responsibilities of public offices;
- (v) Refrain from taking part in or subscribing to or assisting in any way activities, which tend to promote feeling of hatred or enmity among different communities, religions or linguistic groups but actively work for national integration.

The Vice-Chancellor/Pro-Vice-Chancellor/Rector

The Vice-Chancellor/Pro-Vice-Chancellor/Rector should :

- (a) Provide inspirational and motivational value-based academic and executive leadership to the university through policy formation, operational management, optimization of human resources and concern for environment and sustainability;
- (b) Conduct himself/herself with transparency, fairness, honesty, highest degree of ethics and decision making that is in the best interest of the university;
- (c) Act as steward of the university's assets in managing the resources responsibility, optimally, effectively and efficiently for providing a conducive working and learning environment;
- (d) Promote the collaborative, shared and consultative work culture in the university, paving way for innovative thinking and ideas;
- (e) Endeavour to promote a work culture and ethics that brings about quality, professionalism, satisfaction and service to the nation and society.
- (f) Refrain from allowing considerations of caste, creed, religion, race, gender or sex in their professional endeavour.

College Principal should;

- (a) Provide inspirational and motivational value-based academic and executive leadership to the college through policy formation, operational management, optimization of human resources and concern for environment and sustainability;

- (b) Conduct himself/herself with transparency, fairness, honesty, highest degree of ethics and decision making that is in the best interest of the college;
- (c) Act as steward of the College's assets in managing the resources responsibility, optimally, effectively and efficiently for providing a conducive working and learning environment;
- (d) Promote the collaborative, shared and consultative work culture in the college, paving way for innovative thinking and ideas;
- (e) Endeavour to promote a work culture and ethics that brings about quality, professionalism, satisfaction and service to the nation and society.
- (f) Adhere to a responsible pattern of conduct and demeanor expected of them by the community;
- (g) Manage their private affairs in a manner consistent with the dignity of the profession;
- (h) Discourage and not indulge in plagiarism and other non ethical behaviour in teaching and research;
- (i) Participate in extension, co-curricular and extra-curricular activities, including the community service.
- (j) Refrain from allowing considerations of caste, creed, religion, race, gender or sex in their professional endeavour.

Director Physical Education and Sports (University/College)/Librarian (University/College) should;

- (a) Adhere to a responsible pattern of conduct and demeanor expected of them by the community;
- (b) Manage their private affairs in a manner consistent with the dignity of the profession;
- (c) Discourage and not indulge in plagiarism and other non ethical behaviour in teaching and research;
- (d) Participate in extension, co-curricular and extra-curricular activities, including the community service.
- (e) Refrain from allowing considerations of caste, creed, religion, race, gender or sex in their professional endeavour.

4.5 Maintenance of Standards in Higher-Education Institutions:

In order to maintain the academic standards in higher education, the following recommendations shall be adopted by the respective Universities/ Colleges/ Institutions:

- (i) The process of evaluation for Ph.D shall be uniform in all the universities in accordance with the respective UGC Regulations and their amendments from time to time, in this regard. The Universities shall adopt these Regulations within six months of their notification.
- (ii) There shall be special provision of supernumerary Ph.D seats not exceeding 10% of the total seats available in the department, if there is no vacant seat available with the eligible Supervisors in that department, to the in-service teachers for encouraging the faculty members of colleges and universities for getting a Ph.D. degree.
- (iii) In order to encourage research and increase country's research output, Universities shall accord permission and provide need-based facility for college teachers to supervise Ph.D./M.Phil. scholars. Universities shall amend their Statutes and Ordinances accordingly.
- (iv) All newly-recruited faculty members shall be provided one-time seed money/start up grant/research grant for establishing a basic research/computational facility as per the provisions laid down in these regulations.
- (v) The Ph.D. degree shall be made a mandatory requirement for recruitment and promotions in accordance with the provisions laid down in these Regulations.
- (vi) Research clusters shall be created amongst the universities/colleges/research institutions within the state for sharing research facilities, human resources, skills and infrastructure to ensure optimal utilisation of resources and to create synergies among higher education institutions.
- (vii) An induction programme of one month shall be introduced for all newly-recruited Assistant Professors in the universities /colleges/institutions ideally before the starting of their teaching work, but definitely within one year of the recruitment of the new faculty member. In addition to the Human Resource Development Centres of the UGC, Universities/Institutions with the Pandit Madan Mohan Malviya National Mission on Teachers and Teaching(PMMMNTT) scheme shall also organize such induction programmes as per their mandate.
- (viii) These induction programmes shall be treated at par with the Orientation Programmes already being run by the Human Resource Development Centres of the UGC for the purpose of the CAS requirements. Universities/Colleges/Institutions shall send the faculty members to such programmes in a phased manner so that the teaching work does not suffer.
- (ix) All short-term and long-duration capacity-building programmes for teachers/faculty ranging from one week to one month as well as seminars, workshops in different pedagogic and discipline-specific areas being conducted by centres such as Schools of Education (SoEs), Teaching Learning Centres (TLCs), Faculty Development Centres (FDCs), Centres for Excellence in Science and Mathematics (CESMEs), Centres for Academic Leadership and Education Management (CALEMs) under the PMMMNTT scheme shall be taken into consideration for fulfilment of the requirements as laid down in Career Advancement Scheme of these Regulations.

PART -V : SCHEDULE

APPENDICES

Appendix I	Fitment Tables for fixation of pay of the existing incumbents, who were in position as on 01.01.2016, in various categories of posts indicated in the tables (MHRD Notification MHRD letters No. Corrigendum F.No.1-7/2015-U.II(1) dated 08.11.2017
Appendix II	<u>Assessment Criteria and Methodology</u> Table 1 to 3 - For University and College Teachers Table 4 - For Assistant Librarian, Deputy Librarian, Librarian etc. Table 5 - For Assistant Director/Deputy Director/Director Physical Education and Sports etc.

Appendix I

Fitment Tables for fixation of pay of the existing incumbents, who were in position as on 01.01.2016, in various categories of posts indicated in the tables

F.No.1-7/2015-U.II(I)
Government of India
Ministry of Human Resource Development
Department of Higher Education
University Section

ShastriBhavan, New Delhi
Dated : 2nd November, 2017

Corrigendum

Subject: Scheme of revision of pay of teachers and equivalent cadres in university and colleges following the revision of pay scales of Central Government employees on the recommendations of the 7th Central Pay Commission (CPC)

In the order of the Government of India in the Ministry of Human Resource Development (Department of Higher Education) on 1-7/2015-U.II(I) dated 2.11.2017 in the Annexure (Page 9) appended to the said order, figures mention in

Cell Academic level 12, row 8 may be read as "84,700" instead of "84,100"

Cell Academic level 13A, row 16 may be read as "2,04,700" instead of "2,04,100"

Cell Academic level 14, row 8 may be read as "1,82,700" instead of "1,82,100"

2. The rest of the content of the above order remains the same

Annexure-I :Pay Matrix

Pay band Rs.	15,600-39,100			37,400-67,000		67,000 - 79,000
Grade Pay (Rs.)	6,000	7,000	8,000	9,000	10,000	0
Index of Rationalization	2.67	2.67	2.67	2.67	2.72	2.72
Entry Pay (Rs.)	21,600	25,790	29,900	49,200	53,000	67,000
Academic Level	10	11	12	13A	14	15
Rationalised \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					

Appendix II

Table 1

Assessment Criteria and Methodology for University/College Teachers

S. No.	Activity	Grading Criteria
1.	Teaching: (Number of classes taught/total classes assigned)x100% (Classes taught includes sessions on tutorials, lab and other teaching related activities)	80% & above - Good Below 80% but 70% & above- Satisfactory Less than 70% - Not satisfactory
2.	Involvement in the University/College students related activities/research activities) (a) Administrative responsibilities such as Head, Chairperson/ Dean/ Director/ Co-ordinator, Warden etc. (b) Examination and evaluation duties assigned by the college / university or attending the examination paper evaluation. (c) Student related co-curricular, extension and field based activities such as student clubs, career counselling, study visits, student seminars and other events, cultural, sports, NCC, NSS and community services. (d) Organising seminars/ conferences/ workshops, other college/university activities. (e) Evidence of actively involved in guiding Ph.D students. (f) Conducting minor or major research project sponsored by national or international agencies. (g) At least one single or joint publication in peer-reviewed or UGC list of Journals.	Good - Involved in at least 3 activities Satisfactory - 1-2 activities Not-satisfactory - Not involved / undertaken any of the activities Note: Number of activities can be within or across the broad categories of activities
Overall Grading: Good: Good in teaching and satisfactory or good in activity at Sl.No.2. Or Satisfactory: Satisfactory in teaching and good or satisfactory in activity at Sl.No.2. Not Satisfactory: If neither good nor satisfactory in overall grading Note: For the purpose of assessing the grading of Activity at Serial No. 1 and Serial No. 2, all such periods of duration which have been spent by the teacher on different kinds of paid leaves such as Maternity Leave, Child Care Leave, Study Leave, Medical Leave, Extraordinary Leave and Deputation shall be excluded from the grading assessment. The teacher shall be assessed for the remaining period of duration and the same shall be extrapolated for the entire period of assessment to arrive at the grading of the teacher. The teacher on such leaves or deputation as mentioned above shall not be put to any disadvantage for promotion under CAS due to his/her absence from his/her teaching responsibilities subject to the condition that such leave/deputation was undertaken with the prior approval of the competent authority following all procedures laid down in these regulations and as per the acts, statutes and ordinances of the parent institution.		

Table 2**Methodology for University and College Teachers for calculating Academic/Research Score**

(Assessment must be based on evidence produced by the teacher such as: copy of publications, project sanction letter, utilization and completion certificates issued by the University and acknowledgements for patent filing and approval letters, students' Ph.D. award letter, etc.,)

S.No	Academic/Research Activity	Faculty of Sciences/ Engineering/Agriculture/ Medical/ Veterinary Sciences	Faculty of Languages/ Humanities/ Arts/Social/ Sciences/ Library/ Education/ Commerce/ Management/ & other related discipline
1	Research Papers in Peer-Reviewed or UGC listed Journals	08 per paper	10 per paper
2	Publications (other than Research papers)		
	(a) Books authored which are published by ;		
	International publishers	12	12
	National Publishers	10	10
	Chapter in Edited Book	05	05
	Editor of Book by International Publisher	10	10
	Editor of Book by National Publisher	08	08
	(b) Translation works in Indian and Foreign Languages by qualified faculties		
	Chapter or Research paper	03	03
	Book	08	08
3.	Creation of ICT mediated Teaching Learning pedagogy and content and development of new and innovative courses and curricula		
	(a) Development of Innovative pedagogy	05	05
	(b) Design of new curricula and courses	02 per curricula/course	02 per curricula/course
	(c) MOOCs		
	Development of complete MOOCs in 4 quadrants (4 credit course)(In case of MOOCs of lesser credits 05 marks/credit)	20	20
	MOOCs (developed in 4 quadrant) per module/lecture	05	05
	Content writer/subject matter expert for each module of MOOCs (at least one quadrant)	02	02
	Course Coordinator for MOOCs (4 credit course)(In case of MOOCs of lesser credits 02 marks/credit)	08	08

	(d) E-Content		
	Development of e-Content in 4 quadrants for a complete course/e-book	12	12
	e-Content (developed in 4 quadrants) per module	05	05
	Contribution to development of e-content module in complete course/paper/e-book (at least one quadrant)	02	02
	Editor of e-content for complete course/ paper /e-book	10	10
4	(a) Research guidance		
	Ph.D.	10 per degree awarded 05 per thesis submitted	10 per degree awarded 05 per thesis submitted
	M.Phil./P.G dissertation	02 per degree awarded	02 per degree awarded
	(b) Research Projects Completed		
	More than 10 lakhs	10	10
	Less than 10 lakhs	05	05
	(c) Research Projects Ongoing :		
	More than 10 lakhs	05	05
	Less than 10 lakhs	02	02
	(d) Consultancy	03	03
5	(a) Patents		
	International	10	10
	National	07	07
	(b) *Policy Document (Submitted to an International body/organisation like UNO/UNESCO/World Bank/International Monetary Fund etc. or Central Government or State Government)		
	International	10	10
	National	07	07
	State	04	04
	(c) Awards/Fellowship		
	International	07	07
	National	05	05
6	*Invited lectures / Resource Person/ paper presentation in Seminars/ Conferences/full paper in Conference Proceedings (Paper presented in Seminars/Conferences and also published as full paper in Conference Proceedings will be counted only once)		
	International (Abroad)	07	07
	International (within country)	05	05
	National	03	03
	State/University	02	02

The Research score for research papers would be augmented as follows :

Peer-Reviewed or UGC-listed Journals (Impact factor to be determined as per Thomson Reuters list) :

i) Paper in refereed journals without impact factor	-	5 Points
ii) Paper with impact factor less than 1	-	10 Points
iii) Paper with impact factor between 1 and 2	-	15 Points
iv) Paper with impact factor between 2 and 5	-	20 Points
v) Paper with impact factor between 5 and 10	-	25 Points
vi) Paper with impact factor >10	-	30 Points

(a) Two authors: 70% of total value of publication for each author.

(b) More than two authors: 70% of total value of publication for the First/Principal/Corresponding author and 30% of total value of publication for each of the joint authors.

Joint Projects: Principal Investigator and Co-investigator would get 50% each.

Note:

- Paper presented if part of edited book or proceeding then it can be claimed only once.
- For joint supervision of research students, the formula shall be 70% of the total score for Supervisor and Co-supervisor. Supervisor and Co-supervisor, both shall get 7 marks each.
- *For the purpose of calculating research score of the teacher, the combined research score from the categories of 5(b). Policy Document and 6. Invited lectures/Resource Person/Paper presentation shall have an upper capping of thirty percent of the total research score of the teacher concerned.
- The research score shall be from the minimum of three categories out of six categories.

Table: 3 A
Criteria for Short listing of candidates for Interview for the Post of
Assistant Professors in Universities

S. No.	Academic Record	Score			
1	Gradation	80% & Above = 15	60% to less than 80% =13	55% to less than 60%=10	45% to less than 55%=05
2	Post-Graduation	80% & Above = 25	60% to less than 80% =23	55% (50% in case of SC/ST/OBC (non-creamy layer) /PWD) to less than 60%=20	
3		60% & above = 07	55% to less than 60% = 05		
4	Ph.D	30			
5	NET with JRE	07			
	NET	05			
	SLET/SET	03			
6	Research Publications (2 marks for each research published in Peer-Reviewed or UGC-listed Journals)	10			
7	Teaching / Post Doctoral Experience (2 marks for one year each)#	10			
8	Awards				
	International/ National Level (Awards given by International Organisations/ Government of India/ Government of India recognised National Level Bodies)	03			
	State-Level (Awards given by State Government)	02			

#However, if the period of teaching/Post-doctoral experience is less than one year then the marks shall be reduced proportionately.

Note:

- (A) (i) M.Phil + Ph.D Maximum - 30 Marks
(ii) JRF/NET/SET Maximum - 07 Marks
(iii) In awards category Maximum - 03 Marks
- (B) Number of candidates to be called for interview shall be decided by the concerned universities.

(C)

Academic Score	-	80
Research Publications -	10	
Teaching Experience	-	10
Total	-	100

- (D) Score shall be valid for appointment in respective State SLET/SET Universities/ Colleges / Institutions only

Table:3B**Criteria for Short-listing of candidates for Interview for the Post of Assistant Professors in Colleges.**

SI.N .	Academic Record	Score			
1.	Graduation	80% & Above = 21	60% to less than 80% = 19	55% to less than 60% = 16	45% to less than 55% = 10
2.	Post-Graduation	80% & Above = 25	60% to less than *0% = 23	55% (50% in case of SC/ST/OBC (non-creamy layer)/PWD) to less than 60% = 20	
3.	M.Phil.	60% & above= 07	55% to less than 60% =05)		
4.	Ph.D.	25			
5.	NET with JRF	10			
	NET	08			
	SLET/SET	05			
6.	Research Publications (2 marks for each research publications published in Peer- Reviewed or UGC- listed Journals)	06			
7.	Teaching / Post Doctoral Experience (2 marks for one year each)#	10			
8.	Awards				
	International / National Level (Awards given by International Organisations/ Government of India/ Government of India recognised National Level Bodies)	03			
	State Level (Awards given by State Government)	02			

However, if period of teaching/post-doctoral experience is less than one year then the marks shall be reduced proportionately.

Note:

(A)

(i) M.Phil. + Ph.D.	Maximum	-	25 Marks
(ii) JRF/NET/SET	Maximum	-	10 Marks
(iii) In awards category	Maximum	-	03 Marks

(B) Number of candidates to be called for interview shall be decided by the college.

(C) Academic Score	-	84
Research Publications	-	06
Teaching Experience	-	10

TOTAL - 100

(D) SLET/SET score be valid for appointment in respective State Universities / Colleges / institutions only.

Table 4
Assessment Criteria and Methodology for Librarians

S. No	Activity	Grading Criteria
1	Regularity of attending library (calculated in terms of percentage of days attended to the total number of days he/she is expected to attend) While attending in the library, the individual is expected to undertake, inter alia, following items of work: - Library Resource and Organization and maintenance of books, journals and reports. - Provision of Library reader services such as literature retrieval services to researchers and analysis of report. - Assistance towards updating institutional website	90% and above – Good Below 90% but 80% and above – Satisfactory Less than 80% - Not satisfactory
2	Conduct of seminars/ workshops related to library activity or on specific books or genre of books.	Good – 1 National level seminar/ workshop + 1 State/institution level workshop/ Seminar Satisfactory – 1 National level seminar/ workshop or 1 state level seminar/ workshop +1 institution level seminar/ workshop or 4 institution seminar/ workshop Unsatisfactory – Not falling in above two categories
3	If library has a computerized database then OR If library does not have a computerized database	Good – 100% of physical books and journals in computerized database. Satisfactory – At least 99% of physical books and journals in computerized database. Unsatisfactory – Not falling under good or satisfactory. OR Good – 100% Catalogue database made up to date[Satisfactory-90% catalogue database made up to date Unsatisfactory – Catalogue database not up to mark. (To be verifies in random by the CAS Promotion Committee)
4	Checking inventory and extent missing books	Good : Checked inventory and mission book less than 0.5% Satisfactory – Checked inventory and missing books less than 1% Unsatisfactory – Did not check inventory OR Checked inventory and mission books 1% or more.

5	(i) Digitisation of books database in institution having no computerized database. (ii) Promotion of library network. (iii) Systems in place for dissemination of information relating to books and other resources. (iv) Assistance in college administration and governance related work including work extracurricular activities. (v) Design and offer short-term courses for users. (vi) Publications of at least one research paper in UGC approved journals.	Good : Involved in any two activities Satisfactory : At least one activity Not Satisfactory: Not involved/ undertaken any of the activities.
Overall Grading	Good: Good in Item 1 and satisfactory/ good in any two other items including Item 4. Satisfactory: Satisfactory in Item 1 and satisfactory/ good in any other two items including Item 4. Not satisfactory: It neither good nor satisfactory in overall grading.	
Note: 1) It is recommended to use ICT technology to monitor the attendance of library staff and compute the criteria of assessment. 2) The Librarian must submit evidence of published paper, participation certificate for refresher or methodology course, successful research guidance from Head of Department of the concerned department, project completion. 3) The system of tracking user grievances and the extent of grievances redressal details may also be made available to the CAS promotion committee.		

Table 5

Assessment Criteria and Methodology for Directors of Physical Education and Sports

S. No	Activity	Granting Criteria
1	Attendance calculated in terms of percentage of days attended to the total number of days he is expected to attend.	90 and above – Good Above 80 but below 90- Satisfactory. Less than 80- Not satisfactory.
2.	Organizing intra college competition	Good – Intra college competition in more than 5 disciplines. Satisfactory – Intra college competition in 3-5 disciplines. Unsatisfactory – Neither good nor satisfactory.
3.	Institution participating in external competitions	Good – National level competition in at least one discipline plus State/District level competition in at least 3 disciplines. Satisfactory – State level competition in at least one discipline plus district level competition in at least 3 disciplines. Or District level competition in at least 5 disciplines. Unsatisfactory – Neither good nor satisfactory.
4.	Up-gradation of sports and physical training infrastructure with scientific and technological inputs. Development and maintenance of playfields and sports and physical Education facilities.	Good/Satisfactory/Not-Satisfactory to be assessed by the Promotion committee.
5.	(i) At least one student of the institution participating in national/ state/ university/ (for college levels only) teams. Organizing state/national/ inter university/ inter college level competition. (ii) Being invited for coaching at state/national level. (iii) Organizing at least three workshops in a year. (iv) Publications of at least one research paper in UGC approved journal. Assistance in college administration and governance related work including work done during admissions, examinations and extracurricular college activities.	Good: Involved in any two activities. Satisfactory: 1 activity Not Satisfactory: Not involved/undertaken any of the activities.

Overall Grading	Good: Good in Item 1 and satisfactory/good in any other items. Satisfactory: Satisfactory in Item 1 and satisfactory/good in any other two items. Not Satisfactory: If neither good nor satisfactory in overall grading.
Note: i) It is recommended to use ICT technology to monitor the attendance of sports and physical education and compute the criteria of assessment. ii) The institution must obtain student feedback. The feed-backs must be shared with concerned Director of Physical and Education and Sports and also the CAS Promotion committee. iii) The system of tracking user grievances and the extent of grievance redressal details may also be made available to the CAS Promotion Committee.	

K. DAMAYANTHI
PRINCIPAL SECRETARY TO GOVERNMENT

Service rules:

The recruitment service, promotion, superannuation etc. are governed by the service rules of the UGC, and the Government of Andhra Pradesh, as promulgated from time to time. These rules are as follows:

Service Rules for teaching and subordinate staff:

I) These Rules are referred to as the Andhra Pradesh Collegiate Education Service Rules :

1. G.O.Ms.No. 259, G.A. (Rules) Department, dt:9.2.1962

2. G.O.Ms.No.258, Education dt:20.1.1971

3. G.O.Ms.No. 531, Education, dt:7.4.1975

4. G.O.Ms.No. 1196, Education, dt:27.12.1977

5. G.O.Ms.No.423, Education, dt:19.4.1979

6. G.O.Ms.No.843, Education, dt:19.9.1979

7. G.O.Ms.No.939, Education, dt:22.10.1979

8. G.O.Ms.No.399, Education, dt:21.5.1980

9. G.O.Ms.No.77, Education, dt:28.1.1981

10. G.O.Ms.No.1259, Education, dt:6.11.1981

11. G.O.Ms.No.491, Education, dt:16.11.1984

12. G.O.Ms.No.50, Education, dt:26.1.1986

13. G.O.Ms.No.158, Education, dt:10.6.1987

14. G.O.Ms.No.340, Education, dt:10.6.1987

15. G.O.Ms.No.131, Education, dt:29.5.1990

16. G.O.Ms.No.378, Education, dt:21.11.1991

17. G.O.Ms.No.37, Education, dt:5.2.1994

II) Government of India MHRD letter No 1-32/2006-U. dated 31st Dec 2008

Recruitment Process:

- ☐ Applications are invited on-line for recruitment to the post of Lecturers in Govt Degree Colleges by Andhra Pradesh Public Service Commission (APPSC).
- ☐ The APPSC conducts Screening test in off-line mode in case applicants exceed 25,000 in number and the main examination in on-line mode for the candidates selected in screening test.
- ☐ Applicants must possess the qualification from a recognized University as detailed below:
 - 1) Good academic record with minimum of 55% or an equivalent Grade of B at the Masters Degree level in the relevant subject, obtained from the Universities recognized in India.
 - 2) NET/SLET shall remain the minimum eligibility condition for recruitment and appointment of Lecturers in Govt Degree Colleges.
 - 3) Candidates who are or have been awarded Ph.D degree in compliance of the University Grants Commission shall be exempted from the requirements of the minimum eligibility condition of NET/SLET to recruitments and appointment of Lecturers in Govt Degree Colleges.
- ☐ The selection of candidates for Appointment to the posts will be made in two stages:
 - Written Examination (Objective Type)
 - Oral Test in the form of Interview only for those qualified as per rules. The final selection of candidates for Appointment to the posts will be based on the Merit in the computer based examination and Oral test (Interview) marks put together to be held as per the scheme of examination.
- ☐ Only those candidates who qualify in the written examination by being ranked high will be called for interview in 1:2 ratio. The minimum qualifying marks in the examination for consideration of a candidate to the selection process in case of OC category is 40%, for BC category it is 35% and for SC, ST and PH categories it is 30% or as per the relevant rules. The minimum qualifying mark is relaxable in the case of SC/ST/BC/PH at the discretion of the Commission Applicants clearing the above procedure will be allotted posting as per the vacancies availability in the State.
- ☐ The candidates will be selected and allotted to Service/ Department as per their rank in the merit list and as per Zonal / Post preference opted by the applicant at the time of making application to the post online.
- ☐ The whole process is done with the help of Andhra Pradesh Public Service Commission (APPSC).

Career Advancement Scheme (CAS)- Promotional Procedure:

The service conditions specified for Career Advancement Scheme are mentioned here under:

Assistant Professor with Pay Band II – 15600-39100 + 7000 AGP

[Hitherto known as Lecturer (Senior Scale)]

1. Completed 6 years service on regular appointment in UGC Pay Scales
2. Completed 4 Years to those who are having Ph.D. degree
3. Completion of 5 years to those who are possessing M.Phil., degree/PG degree in Professional Courses such as LLM, M.Tech., MVSC., or M.D.
4. Minimum API Scores as delineated in Table-II (b) of Appendix.III
5. One orientation and one Refresher/Research Methodology Course of 3/4 weeks duration.
6. Screening Cum Verification process for recommending promotion.

The Teachers (15600-39100 + 7000 AGP) in Senior Scale shall be designated as Assistant Professors.

Assistant Professor (Pay Band.III – 15600-39100 + 8000 AGP):

(Hitherto known as Lecturer (Selection Grade))

1. On Completion of 11 years service in UGC Scales.
2. Completion of 9 years to those who are possessing Ph.D., degree.
3. Completion of 10 years to those who are having M.Phil. degree/PG degree in Professional Courses such as LLM., M.Tech., MVSC., or M.D.
4. Minimum API Scores
5. Additionally one Course/Programme from among the categories of Refresher Courses, Methodology workshops, Training, Teaching Learning Evaluation Technology Programmes, Soft Skills Development Programmes and Faculty Development Programs of 3/4 weeks duration.
6. Screening Cum Verification process for recommending promotion.

Associate Professor Pay Band.IV (A) (37400-67000 + 9000 AGP):

1. Shall have completed three years of Service in the Pay Band of 15600-39100 + 8000 AGP (Pay Band.III)
2. Minimum API Scores as delineated in Table. I(b) of Appendix.III
3. At least three Publications in the entire period of Assistant Professor (12 years of service). However, an exemption of one publication to those who are having M.Phil., degree and an exemption of two Publications to those who are possessing Ph.D., degree.

4. Additionally one Course/Programme from among the categories of Refresher Courses, Methodology workshops, Training, Teaching Learning Evaluation Technology Programmes, Soft Skills Development Programmes and Faculty Development Programmes of minimum one week duration.

Professor Pay Band.IV (B) (37400-67000 + 10000 AGP):

1. Associate Professor completed three years of Service in the Pay Band of 37400-67000 + 9000 AGP (Pay Band.IV (A)) and possessing a Ph.D. Degree in the relevant discipline.
2. Minimum API Scores using PBAS proforma as delineated in Table. I (b) of Appendix.III
3. At least five publications from the period that the teacher is placed in Stage.III (i.e. from the date of award of Pay Band.III with AGP of 8000).



GOVERNMENT OF ANDHRA PRADESH
GENERAL ADMINISTRATION (SER-C) DEPARTMENT

ANDHRA PRADESH CIVIL SERVICES
(CLASSIFICATION, CONTROL AND APPEAL)
RULES, 1991

ABSTRACT

Andhra Pradesh Civil Services (Classification Control and Appeal) Rules, 1991 - Issued.

GENERAL ADMINISTRATION (Services-C) DEPARTMENT

G.O.Ms.No.487

Dt. 14-9-1992

Read the following:

1. G.O.Ms.No.1376, G.A. (Rules) Department, dt.28-11-63.
2. G.O.Ms.No.490, G.A. (Ser.C) Department, dt.8-8-91.
3. Published in Part I No.235 Extraordinary A.P. Gazette, dt.1-7-92.

* * *

ORDER:

The Officer on Special Duty appointed by the Government to examine whether any amendments are required to various Acts and Rules relating to the conduct and discipline of Government servants has examined the provisions of the Andhra Pradesh Civil Services (Classification Control and Appeal) Rules, 1963, keeping in view of the suggestions made by the Commissioner for departmental enquiries and also of the Government, and then submitted a report to the Government. The Government after careful consideration of the suggestions made by him have decided to issue the Andhra Pradesh Civil Services (Classification, Control and Appeal) Rules, 1991, in super-session of the rules issued in the G.O, first read above as amended from time to time.

2. The following Notification will be published in the Andhra Pradesh Gazette.

NOTIFICATION

In exercise of the powers conferred by the proviso to article 309 of the Constitution of India and of all other powers hereunto enabling the Governor of Andhra Pradesh hereby makes the following rules, in supersession of the Andhra Pradesh Civil Services (Classification Control and Appeal) Rules, 1963 issued in G.O.Ms.No.1376, G.A. (Rules) Dept. dated the 28th November, 1963 and published in supplement to Part-I of the Andhra Pradesh Gazette, dated the 30th January, 1964.

RULES

PART - I - GENERAL

(1) Short title and commencement:-

(1) These rules may be called the Andhra Pradesh Civil Services (Classification, Control and Appeal) Rules. 1991,

(2) They shall come into force on and after the expiration of three months from the date of publication of these rules in the Andhra Pradesh Gazette.

Interpretation.

(2) In these rules, unless the context otherwise requires:-

(a) appointing authority in relation to a Government servant means:-

- (i) the authority which actually made the temporary or officiating or substantive appointment as the case may be, of the Government Servant to the post held by him at the time of initiation of disciplinary proceeding, or
- (ii) the authority which is, under the rules regulating the recruitment to the post which the Government servant for the time being holds, competent to make an appointment.

Whichever authority is higher;

(b) 'Commission' means the Andhra Pradesh Public Service Commission.

(c) 'Disciplinary Authority' means the authority competent under these rules to impose on a Government Servant any of the penalties specified in rule 9 or rule 10.

(d) 'Government' means the Government of Andhra Pradesh.

(e) 'Government Servant' means a person who

- (i) is a member of a Civil Service of the State or holds a Civil post in connection with the affairs of the State, whether temporary or permanent, appointed, thereto before, on or after the date specified in rule 1 and includes such Government Servant whose services are temporarily placed at the disposal of the Government of India, the Government of another State, or a company, corporation or organisation owned or controlled by Government, or a local or other authority, notwithstanding that his salary is drawn from sources other than the Consolidated fund of the State;
- (ii) is a member of a Civil Service of, or holds a Civil post under the Government of India or the Government of another State and whose services are temporarily placed at the disposal of Government;
- (iii) is in the service of a local or other authority and whose services are temporarily placed at the disposal of Government;

(f) 'Governor' means Governor of Andhra Pradesh;

(g) 'major penalty' means any of the penalties specified in clauses (vi) to (x) (both inclusive) of rule 9 ;

(h) 'minor penalty' means any of the penalties specified in clauses (i) to (v) (both inclusive) of rule 9 and in rule 10;

(i) 'Service' means a Civil Service of the State;

(j) 'State' means the State of Andhra Pradesh.

Application.

- (3) (1) These rules shall apply to every Government Servant except
- (a) persons in casual employment,
 - (b) persons subject to discharge from service on less than one month's notice.
 - (c) persons for whom special provision is made, in respect of matters covered by these rules, by or under any law for the time being in force or in any rule or by or under any contract or agreement entered into by or with the previous approval of the Government before or after the commencement of these rules, in regard to matters covered by such special provisions,
 - (d) members of the All India Services.
- (2) If any doubt arises -
- (a) whether these rules apply to any person, or
 - (b) whether a person to whom these rules apply belongs to a particular service, or as to which of the two or more services is the Service to which such person belongs, the matter shall be referred to the Government whose decision shall be final.

Power to exclude from operation

- (4) Notwithstanding any thing in rule 3, the Governor may, by notification published in the Andhra Pradesh Gazette, exclude, wholly or in part, from the operation of these rules, the holder of any post or, the holders of any class of posts, in respect of whom the Governor declares that the rules cannot suitably be applied and these rules shall thereupon to the extent of such exclusion, cease to apply to them accordingly.

PART II - CLASSIFICATION**Classification of Services:**

- (5) (1) The Civil Services of the State, the members of which are subject to these rules, shall be classified as follows:
- (a) the State Services; and
 - (b) the Subordinate Services.

- (2) A member of the civil service of the State and every person holding a civil post under the State whose services are placed at the disposal of any company, corporation, organisation or local authority by the Government or by any competent authority shall, for the purposes of these rules, be deemed to be a member of such civil service or be deemed to hold such civil post, notwithstanding that his salary is drawn from a source other than the Consolidated Fund of the State.

Constitution of State Services

- (6) The State Services shall consist of the services specified in Schedule I

to these rules and includes any other services that may be notified or as the case may be constituted by Government from time to time.

Constitution of Subordinate Services

(7) The Subordinate Services shall consist of the services specified in Schedule II to these rules and include any other services that may be notified or as the case may be constituted by Government from time to time.

(G.O.Ms.No. 516, G:A. (Ser. C) Dept., Dt. 6-12-99)

PART III - SUSPENSION

Suspension

(8) (1) A member of a Service may be placed under suspension from service.

(a) where disciplinary proceeding against him is contemplated or is pending, or

(b) where in the opinion of the authority competent to place the Government servant under suspension, he has engaged himself in activities prejudicial to the interest of the security of the State; or

(c) where a case against him in respect of any criminal offence is under investigation, inquiry or trial:

The proviso omitted, (G.O.Ms.No.417, GA (Ser,C) Dept., dt: 24-08-94)

"(d) A Government Servant may be placed under suspension from service even if the offence for which he was charged does not have bearing on the discharge of his official duties".

(G. O. Ms. No. 27, G.A. (Ser. C) Dept., Dt. 24-1-2002.)

(2) A Government servant shall be deemed to have been placed under suspension by an order of the authority competent to place him under suspension.

(a) With effect from the date of his detention, if he is detained in custody, whether on a criminal charge or otherwise for a period exceeding forty-eight hours ;

(b) with effect from the date of his conviction if, in the event of a conviction for an [offence](#), he is sentenced to a term of imprisonment exceeding forty-eight hours and is not forthwith dismissed or removed or compulsorily retired consequent to such conviction.

Explanation:- The period of forty-eight hours referred to in clause (b) of this sub-rule shall be computed from the commencement of the imprisonment after the conviction and for this purpose intermittent periods of imprisonment, if any shall be taken [into](#) account.

"(c) the order of suspension cease to be operative as soon as the criminal proceedings, on the basis of which the Government Servant was arrested and released on bail, are terminated",

(G.O. Ms. No. 27, G.A.(Ser.C) Dept., dt: 24.1.2002)

(3) Where a penalty of dismissal, removal or compulsory retirement from service imposed upon a Government servant under suspension is set aside in appeal or on revision or review under these rules and the case is remitted for further inquiry or action or with any other directions, the order of his suspension shall be deemed to have continued in force on and from the date of the original order of dismissal, removal, or compulsory retirement and shall remain in force until further orders.

(4) Where a penalty of dismissal, removal or compulsory retirement from service imposed upon a Government servant is set aside or declared or rendered void, in consequence of or by a decision of a court of law and the authority competent to impose the penalty, on a consideration of the circumstances of the case, decides to hold a further inquiry against him on the allegations on which the penalty of dismissal, removal or compulsory retirement was originally imposed, the Government servant shall be deemed to have been placed under suspension by the authority competent to impose the suspension from the date of the original order of dismissal, removal or compulsory retirement and shall continue to remain under suspension until further orders:

Provided that no such further inquiry shall be ordered unless it is intended to meet a situation where the court has passed an order purely on technical grounds without going into the merits of the case.

(5) (a) An order of suspension made or deemed to have been made under this rule shall continue to remain in force until it is modified or revoked by the authority which made or is deemed to have made the order or by an authority to which that authority is subordinate.

(b) Where a Government servant is suspended or is deemed to have been suspended, whether in connection with any disciplinary proceeding or otherwise, and any other disciplinary proceeding is commenced against him during the continuance of that suspension, the authority competent to place him under suspension may, for reasons to be recorded by him in writing, direct that the Government servant shall continue to be under suspension until the termination of all or any of such proceedings.

(c) An order of suspension made or deemed to have been made under this rule may, at any time, be modified or revoked by the authority which made or is deemed to have made the order or by any authority to which that authority is subordinate.

PART IV - PENALTIES AND DISCIPLINARY AUTHORITIES

Penalties

9. The following penalties may, for good and sufficient reasons and as hereinafter provided, be imposed on a Government servant, namely:-

Minor Penalties

- (i) Censure;
- (ii) Withholding of promotion;
- (iii) ~~deleted~~ vide G.O.Ms.No. 335, G.A.(Ser.C) Dept., dt: 4.8.2005.
- (iv) withholding of increments of pay without cumulative effect (G. O. Ms. No. 205, GA (Ser. C) Dept., dt. 5-6-98);
- (v) (a) suspension, where a person has already been suspended under rule 8 to the extent considered necessary;
- (v) (b) Reduction to a lower stage in the time scale of pay for a period not exceeding three years, without cumulative effect and not adversely affecting his pension;
(G.O. Ms. No. 373, G.A. (Ser.C) Dept., dt: 6.12.2003)

Major Penalties

- (vi) withholding of increments of pay with cumulative effect (G.O.Ms.No. 205, GA (Ser.C) Dept., dt. 5-6-98);
- (vii)(a) save as provided for in clause (v) (b), reduction to a lower stage in the time scale of pay for a specified period, with further directions as to whether or not the Government servant will earn increments of pay during the period of such reduction and whether on the expiry of such period, the reduction will or will not have the effect of postponing the future increments of his pay;"
- (vii)(b) reduction to lower time-scale of pay, grade, post or service which shall ordinarily be a bar to the promotion of the Government servant to the time-scale of pay, grade, post or service from which he was reduced, with or without further directions, regarding conditions of restoration to the grade or post or service from which the Government servant was reduced and his seniority and pay on such restoration to that grade, post or service;"
(G.O. Ms. No. 373, G.A. (Ser.C) Dept., dt: 6.12.2003)
- (viii) compulsory retirement;
- (ix) removal from service which shall not be a disqualification for future employment under the Government;
- (x) dismissal from service which shall ordinarily be a disqualification for future employment under the Government.

Provided that, in every case in which the charge of acceptance from any person of any gratification, other than legal remuneration, as a motive or reward for doing or forbearing to do any official act is established, the penalty mentioned in clause (ix) or clause (x) shall be imposed.

Provided further that in any exceptional case and for special reasons to be recorded in writing, any other penalty may be imposed.

Explanation:- The following shall not amount to a penalty within the meaning of this rule, namely-

- (i) non-promotion whether in a substantive or officiating capacity, of a Government servant in a class, category or grade of the service, after consideration of his case on merit, to a higher class, category or grade in the same Service to which he is eligible;
- (ii) reversion of a Government servant from a department in which he is on deputation to his parent department or to a post not lower than the post on which he holds a lien or a suspended lien, for administrative reasons unconnected with his work or conduct;
- (iii) replacement of the services of a Government servant, whose services had been borrowed from the Government of another State or the Central Government or an authority under the control of the Government of another State or the Central Government or the authority from which the services of such Government servant had been borrowed;
- (iv) stoppage or postponement of increment of a Government Servant on account of extension of probation under rule 26 in Part-II of the Andhra Pradesh State and Subordinate Service Rules;
- (v) reversion of a Government Servant, appointed on probation to any other Service, grade or post to his permanent Service, grade or post during or at the end of the period of probation in accordance with the terms of his appointment or the rules and orders governing such probation.
- (vi) reversion of a Government servant officiating in a higher service, grade or post to a lower service, grade or post, on the ground that he is considered to be unsuitable for such higher service, grade or post or on any administrative ground unconnected with his conduct.
- (vii) withholding of increments of pay of a Government servant for his failure to pass any departmental examination in accordance with the rules or orders governing the service to which he belongs or post which he holds or the terms of his appointment;
- (viii) termination of the services of a Government Servant appointed on probation, during or at the end of the period of his

probation, in accordance with the terms of his appointment or the rules and orders governing such probation;

- (ix) discharge of a Government Servant engaged under contract, in accordance with the terms of his contract;
- (x) discharge of a Government Servant appointed otherwise than under contract, to hold a temporary appointment, on the expiration of the period of the appointment;
- (xi) compulsory retirement of a Government servant in accordance with the provisions relating to his superannuation or retirement under sub-rules (2) and (2A) of rule 3 of the Andhra Pradesh Liberalised Pension Rules, 1961 or under rules 292, 293 and 293A of the Hyderabad Civil Services Rules or under the Andhra Pradesh Government Servant's Premature Retirement Rules, 1975 or under Article 465(2) or under Note I to Article 465A of the Civil Services Regulations or in the case of members of the Civil Service of the erstwhile Hyderabad Government, compulsory retirement before completion of 30 years or 25 years of qualifying service according as the members of the service is governed by the Revised Pension Rules, 1951 or by the rules in force before that date, as the case may be, or the corresponding provisions thereof.

Other penalties

10. In addition to the penalties specified In rule 9 and notwithstanding anything therein, the following penalties may, for good and sufficient reasons and as hereinafter provided, be Imposed, namely:-

- (i) fine, on a member of the Andhra Pradesh Last Grade Service and on a person holding any of the posts specified in Appendix-I to these rules;
- (ii) suspension for a period not exceeding fifteen days-
 - (a) on Forest Guards;
 - (b) on directly recruited members of the Andhra Pradesh Police Subordinate Service and the Andhra Pradesh Special Armed Police Service.
 - (c) on Station Officers, Engineers Sub-Officers, Leading Fireman, Driver-Mechanics, Driver-Operators, Firemen-Machanlcs, Firemen and equivalent ranks of the Andhra Pradesh Fire Subordinate Service:

Provided that the penalty may be imposed on Government Servants mentioned in sub-clauses (b) and (c) only if the penalty of reduction to a lower grade, post or time-scale or to a lower stage in the same time-scale cannot be imposed.

Disciplinary Authorities in respect of State Services

11. (1) The High Court of Andhra Pradesh may impose on members

of the Andhra Pradesh State Judicial Service, any of the penalties specified in clauses (i) to (vii) of rule 9;

Provided that the High Court of Andhra Pradesh may impose on Judicial, First Class Magistrates any of the penalties specified in rule 9.

(2) (i) The Commissioners concerned may impose on Mandal Revenue Officer, Assistant Superintendents of Excise (including Chemical Examiner in the cadre of Assistant Superintendent of Excise), Deputy Commercial Tax Officers and Assistant Directors of Survey and Land Records, any of the penalties specified in clauses (i) to (v) of rule 9.

(ii) The District Collector may impose on Mandal Revenue Officers the penalties of (a) censure, (b) withholding of increment for a period of three months without cumulative effect.

(iii) (a) The Commissioner, Commercial Taxes may impose on Commercial Tax Officers the penalties of (a) censure, (b) withholding of increment for a period of three months without cumulative effect.

(b) The Deputy Commissioner, Commercial Taxes may impose on Deputy Commercial Tax Officers the penalties of (a) censure, (b) withholding of increment for a period of three months without cumulative effect.

(iv) "(a) The Commissioner, Panchayat Raj and Rural Employment may impose the minor penalties as specified in clauses (i) to (v) of rule 9, on Chief Executive Officers, Zilla Parishad Deputy Chief Executive Officers, Zilla Parishad, District Panchayat Officers and Accounts Officers of Zilla Parishad.

(b) The Collector and District Magistrate may impose the minor penalties as specified in clauses (i) to (v) of rule 9, on Mandal Parishad Development Officers, Divisional Panchayat Officers, Extension Officers (Panchayats), Extension Officers (Rural Development), executive Officers (Gram Panchayat)".

(3) The Principal Secretary to Government, the Second Secretary to Government, the Special Secretary to Government, the Secretary to Government and the Secretary to Governor may impose on Section Officers working in their respective departments, any of the penalties specified in clauses (i) to (v) of rule 9.

"(3-A) The Principal Secretary to Government, the Second Secretary to Government, Special Secretary to Government, the Secretary to Government and the Secretary to Governor may impose on the Private Secretaries to the said Secretaries to Government working in their respective departments, any of the penalties specified in clauses (i) to (v) of rule:9".

(G.O.Ms.No. 382, GA (Ser.C) Dept., dt.15-9-2001.)

(4)The Director of Treasuries and Accounts may impose on the Accounts Officers, District Treasury Officers, Assistant Directors, Pension Payment Officers and other Officers of equivalent cadre in Treasuries and

Accounts Department, the penalties specified In clauses (i) and (iv) of rule 9;

(5) The Director of Local Fund Audit may impose on the Audit Officers of the Andhra Pradesh Local Fund Audit Service, the penalties specified In clauses (i) and (iv) of rule 9.

(6) The Commissioner, Endowments Department may impose on the Deputy Commissioner and Assistant Commissioners, Endowments Department, the penalties specified in clauses (i) and (iv) of rule 9.

Sub-rule (7) omitted.

(G.O.Ms.No. 246, GA (Ser.C) Department, dt. 13-06-1997).

(8) The Director of Municipal Administration may impose on Municipal Commissioners of the Andhra Pradesh Municipal Commissioners Subordinate Service any of the penalties specified in clauses (i) to (iv) of rule 9.

(9) The Director of Agriculture may impose on the Deputy Directors of Agriculture, the penalty specified in clause (i) of rule 9.

(10) (i) The Director, Bureau of Economics and Statistics or the District Collector may impose on District Statistical Officer, the penalty specified in clause (i) of rule 9.

(ii) The Director, Bureau of Economics and Statistics may impose on Assistant Directors, any of the penalties specified in clauses (i), (ii), (iv) of rule 9.

(11) The Director, Commerce and Export Promotion may impose on Assistant Directors and Section Officers in categories II and III of the Andhra Pradesh Central Store Purchase Service, any of the penalties specified in clauses (i) to (iv) of rule 9.

(12) The Commissioner of Labour may impose on Assistant Commissioners of labour, any of the penalties specified in clauses (i), (ii), (iv) of rule 9.

(13) The Inspector-General of Registration and Stamps may impose on District Registrars (including Assistant Inspector-General), any of the penalties specified in clauses (i), (ii), (iv) of rule 9.

(14) The Commissioner/Director of Fisheries may impose on Deputy Directors of Fisheries, any of the penalties specified in clauses (i) to (iv) of rule 9.

(15) The State Port Officer, Andhra Pradesh may impose on Assistant Engineer for Marine Works at minor ports, the penalty specified in clause (i) of rule 9.

(16) (i) The Director of School Education may impose on Officers in Class II of the Andhra Pradesh Educational Service, any of the penalties specified in clauses (i), (ii), (iv) of rule 9.

(ii) The Director of Higher Education may impose on Deputy

Directors of Higher Education, Chief Academic Guidance Officer in the State Council for Educational Research and Training, Hyderabad and Principals of Government Degree Colleges, any of the penalties specified in clauses (i), (ii), (iv) of rule 9.

(iii) The Director of Adult Education may impose on Deputy Directors of Adult Education and District Adult Education Officers, the penalty specified in clause (i) of rule 9.

(17) (i) The Director of Medical Education may impose on Civil Assistant Surgeons, any of the penalties specified in clauses (i) to (iv) of rule 9.

(ii) The Principals of Medical Colleges may impose on Civil Assistant Surgeons of Clinical and Non-Clinical Specialties any of the penalties specified in clauses (i), (ii), (iv) of rule 9.

(iii) The Superintendents of General Hospitals attached to Medical Colleges may impose on Civil Assistant Surgeons of Clinical Specialties and Civil Assistant Surgeons belonging to the Specialties of Bio-Chemistry, Pathology and Micro-Biology, any of the penalties specified in clauses (i), (ii), (iv) of rule 9.

(iv) The Superintendents of the District Headquarters Hospitals may impose on Civil Assistant Surgeons working in the District Headquarters Hospitals, any of the penalties specified in clauses (i), (ii), (iv) of rule 9.

(v) The District Medical and Health Officers may impose on Civil Assistant Surgeons working in the Hospitals in the Districts other than those working in the District Headquarters Hospitals, any of the penalties specified in clauses (i), (ii), (iv) of rule 9.

(18) (i) The Director of Public Health may impose on Statistician and Medical Officer (Maternity and Child Health) Grade-II, any of the penalties specified in clauses (i) to (vii) of rule 9.

(ii) The Director of Health and Family Welfare may impose on Civil Assistant Surgeons in the Public Health Department, any of the penalties specified in clauses (i) to (iv) of rule 9.

(19) (i) The Director of Animal Husbandry may impose on members in classes III and IV of the Andhra Pradesh Animal Husbandry Service, any of the penalties specified in clauses (i) to (iv) of rule 9.

(ii) The Regional Director or Deputy Director may impose on Veterinary Officers, the penalties specified in clauses (i) to (iv) of rule 9.

(20) (i) The Superintendent of Engineer, (Irrigation) may impose all minor penalties and major penalty of stoppage of annual grade increments with cumulative effect on Assistant Executive Engineer and Deputy Executive Engineer (Irrigation).

(ii) the Engineer-in-Chief (Irrigation) may impose all other major penalties as specified in rule 9 of these rules on Assistant Executive Engineer and Deputy Executive Engineer (Irrigation).

(G.O.Ms.No. 353, G.A. (Ser.C) Dept., dt: 18.11.2003)

Earlier position

(20) The Engineer-in-Chief (Irrigation) may impose on-

(a) Assistant Engineers, Irrigation Department and Junior Superintendents, Public Works Workshop, the penalty specified in clause (i) of rule 9, and

(b) The Non-Technical Personal Assistant in his office, any of the penalties specified in clauses (i) to (vii) of rule 9.

(21) The Chief Engineer (Electricity) may impose on-

(a) Assistant Engineers, Store Superintendents, Chief Accountants and Deputy Chief Accountants under his control, the penalty specified in clause (i) of rule 9; and

(b) the Non-Technical Personal Assistant in his office, any of the penalties specified in clauses (i) to (vii) of rule 9.

(22) The Engineer-in-Chief (R&B) may impose on Deputy Executive Engineers (R&B), the penalty specified in clause (i) of rule 9.

23. (i) The Superintendent Engineer, (Public Health) may impose all minor penalties and major penalty of stoppage of annual grade increments with cumulative effect on Assistant Executive Engineer and Deputy Executive Engineer (Public Health).

(ii) The Engineer-in-Chief (Public Health) may impose all other major penalties specified in rule 9 of these rules on Assistant Executive Engineer and Deputy Executive Engineer (Public Health).

(G.O. Ms. No. 353, G.A. (Ser.C) Dept., dt: 18.11.2003)

Earlier position

(23) The Chief Engineer, Public Health may impose on Assistant Engineers and Municipal Engineers, Grade II and Municipal Engineers, Grade I (Telangana), the penalty specified in clause (i) of rule 9.

(24) (i) The Chief Engineer (General & Panchayati Raj) may impose on Deputy Executive Engineers of the Panchayati Raj Engineering Service, the penalties specified in clauses (i) and (iv) of rule 9.

(ii) The Superintending Engineer (Panchayati Raj) may impose on Assistant Executive Engineers of the Panchayati Raj Engineering Service, any of the penalties specified in clauses (i) to (iv) of rule 9.

(25) (i) The Deputy Inspector-General of Police or an officer of corresponding rank may impose on -

(a) Deputy Superintendent of Police, Assistant Commissioner of Police, Assistant Commandant, Andhra Pradesh Special Police, Deputy Superintendent, Police Communications and Technical Assistant to Police Transport Officer, any of the penalties specified in clauses (i) to (iv) of rule 9; and

(b) Inspector of Police, Reserve Inspector, Armed Reserve, Reserve Inspector, Andhra Pradesh Special Police, Inspector of Police, Shorthand Bureau, Inspector of Police Communications, Inspector of Police Transport Organisation, Inspector of Women Police, any of the penalties specified in rule 9.

(ii) The Superintendent of Police or an officer of corresponding rank may also impose on Inspector of Police, Reserve Inspector of Armed Reserve, Reserve Inspector of Andhra Pradesh Special Police, Inspector of Police, Shorthand Bureau, Inspector of Police Communications, Inspector of Police Transport Organisation, Inspector of Women Police, any of the penalties specified in clauses (i) to (iv) of rule 9.

(26) The General Manager, District Industries Centre or an officer not lower in rank than a Joint Director of Industries, who is the Head of the District Industries Centre may impose on a member of service holding a post included in category III of the Andhra Pradesh Industries Service, the penalties specified in clauses (i) and (iv) of rule 9.

- (a) The Principal Chief Conservator of Forests may impose on Assistant Conservator of Forests any of the penalties specified in clauses (i), (ii) and (iv) of rule 9.

(G.O.Ms.No. 496, GA (Ser.C) Dept., dt. 29-11-96)

- (b) The Commissioner of Industries may impose on officers of the Industries Department upto and including the Officers of the rank of Joint Directors of Industries, any of the penalties specified in clauses (i) to (v) of rule 9.

(G.O.Ms.No. 247, GA (Ser.C) Dept., dated 16-06-1997)

- (c) The Controller, Legal Metrology may impose on the Assistant Controllers, Legal Metrology any of the penalties specified in clauses (i) to (v) of rule 9.

- (d) the Commissioner and Director, Handloom & Textiles may impose on Deputy Director (Handloom & Textiles) the penalties specified in clauses (i) and (iv) of Rule 9,"

(G.O.Ms.No. 359, GA (Ser.C) Dept., dt. 7-09-98).

- (e) The Director of Prosecution may impose any of the penalties specified in clauses (i) to (v) of rule 9 on all categories of Andhra Pradesh Prosecution Services except Additional Director of Prosecution.

(G.O. Ms. No. 206, G.A. (Ser.C) Dept., dt: 16.7.2003)

(27) Without prejudice to the foregoing provisions;

(i) every Head of Department may impose on a member of the State Services under his control, the penalty specified in clause (iii) of rule 9, except in the case of each member holding a post immediately below his rank; and

(ii) every Head of Department declared to be the appointing

authority may impose on a member of the State Service holding a post at first level or at second level under his control, any of the penalties specified in clauses (i) to (viii) of rule 9.

(G.O.Ms.No. 428, GA (Ser.C) Dept., dt. 13-10-1999).

"(iii) The Special Chief Secretary and Chief Commissioner of Land Administration may impose any of the penalties specified in clause (ix) and clause (x) of rule 9 on Mandal Revenue Officers",

(G.O.Ms.No.231, GA (Ser.C) Dept., dt. 7-6-2005).

Government's power to impose penalties on members of State Services

(12) Notwithstanding anything in rule 11, the Government may impose any of the penalties specified in rule 9 on members of the State Services.

Authorities competent to suspend members of State Service

(13) The authority which may place under suspension under rule 8 members of the State Services mentioned in column (1) of the table below shall be the authority mentioned in column (2) thereof;

Table

Class of members of the State Service	Authority which may place under suspension under rule 8.
(1)	(2)
1. Members of the State Judicial Service.	High Court of Judicature of Andhra Pradesh at Hyderabad
2. Mandal Revenue Officers (Tahsildars) (including Mandal Revenue Officers, Civil Supplies), Assistant Civil Supply Officers (Civil Supplies), Assistant Excise Superintendents (including Chemical Examiner) and Deputy Commercial Tax Officers.	Commissioners concerned.

(1)	(2)
"2-A.Mandal Parishad Development Officers, Divisional Panchayat Officers, Extension Officers (Panchayats), Extension Officers (Rural Development), Executive Officers (Gram Panchayats)	Collectors and District Magistrate.

The District Collectors are empowered to place the Mandal Revenue Officers (Tahsildar Cadre) under suspension for a period of three months and to obtain the approval of the Commissioner of Land Revenue, if the suspension period has to be extended beyond the period of three months. (G.O.Ms.No. 533, GA (Ser.C) Dept., dated 06-12-1997).

3. Section Officers In the Chief Secretary to Government, Departments of Secretariat and Principal Secretary to Government, Governor's Secretariat. Second Secretary to Government, Secretary to Government, Special Secretary to Government or the Secretary to Governor, as the case may be.

3(A). Private Secretaries to Secretaries to Government in the Chief Secretary to Government, Departments of Secretariat and Principal Secretary to Government, Governor's Secretariat. Second Secretary to Government, Secretary to Government, Special Secretary to Government or the Secretary to Governor, as the case may be.

(G.O.Ms.No.382 GA (Ser,C) Department, dated: 15-9-2001)

"4. (i) The Assistant Executive Engineer, Irrigation Executive Engineer Irrigation

(ii) The Deputy Executive Superintendent Engineer (Irrigation) Engineer, Irrigation

(G.O. Ms. No. 353, G.A. (Ser.C) Dept., dt: 18.11.2003)

Earlier Position

4, Deputy Executive Engineers and Engineer-in-Chief, Irrigation Assistant Executive Engineers in Department. Irrigation Department, and Junior Superintendents, Public Works

Workshops.

- | | |
|---|--|
| 5. Asst. Research Officer In the Engineering Research Department. | Chief Engineer incharge of Engineering Research Department. |
| 6. (i) Deputy Executive Engineers, Assistant Executive Engineers, Roads & Buildings Department. | i. Engineer-in-Chief (R & B). |
| (ii) Non-Technical Personal Asst. to the Chief Engineer (Roads & Buildings). | ii. Chief Engineer concerned to whom the Non-Technical Personal Assistant is attached. |
| 7. (i) The Assistant Executive Engineer, Public Health | Executive Engineer (Public Health) |
| (ii) The Deputy Executive Engineer, Public Health | Superintendent Engineer Public Health |

(G.O. Ms. No. 353, G.A. (Ser.C) Dept., dt: 18.11.2003)

Earlier Position

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|---|--|
| 7. Deputy Executive Engineers (Public Health) Mechanical Expert Superintendent and Chemist, Drainage and Disposal work. | Chief Engineer (Public Health) |
| 8. Deputy Executive Engineer of Panchayat Raj Engineering Department, Non-Technical Personal Assts. to the Chief Engineer (General. & P.R.) | Chief Engineers (General & PR.) |
| 9. Civil Assistant Surgeons and Health Officers. | Director of Medical Education or Inspector General of Prisons if the misconduct relates to professional duties of jail discipline. |
| 10. Statistical Officers and Medical Officers (Maternity and Child Health), Grade-II. | Director of Medical Education. |
| 11. Lay Secretaries and Treasurers in Government Medical Institutions. | Director of Medical Education or Director of Indian Medicine and Homeopathy as the case may be. |

12. Members in Class IV of the Director of Animal Husbandry.
Andhra Pradesh Animal Husbandry
Service.

13. Omitted (G.O.Ms.No. 246,
G.A, (Ser.C) Dept., Dt.13-06-1997.)

14. Inspector of Factories, Inspector of Commissioner of Labour.
Boilers, District Inspector of Labour,
Inspector of Evaluation and
Implementation and Administrative
Officers (Subsidised Housing Scheme).

15. Inspectors of Police, Reserve Deputy Inspector General of Police,
Inspectors, Armed Reserve, Reserve Commissioner of Police or Officers of
Inspectors of Andhra Pradesh Special corresponding rank concerned.
Police, Inspectors of Police, Shorthand
Bureau, Inspectors of Police,
Communications, Inspectors of Police
Transport Organisation, Inspector, of
Women Police.

16. Deputy Director working in the Director of Printing, Stationery and stores
Departments of Printing and in its Purchase, Hyderabad.
various wings.

"16(a) Assistant Conservator of Forests Principal Chief Conservator of Forests.
working in the Forest Department.

17(a) Other members of the State The Regional authority or where no
services holding initial Gazetted post. regional authority exists the Head of the
Department.

(b) Other members of the State Head of the department concerned.
services holding second level
Gazetted post.

[G.O.Ms.No. 428, G.A. (Ser.C) Dept., dt. 13-10-1999]

Disciplinary authorities and Authorities competent to suspend, in respect of Subordinate Services.

14. (1) (a) (i) The authority which may place a member of a Subordinate Service under suspension under rule 8 or impose on such member the penalties specified in clause (i) of rule 10 and clauses (i) and (iv) of rule 9 shall be his immediate superior gazetted officer or where the appointing authority for such member is a non-gazetted officer, such officer, or any authority to which he is subordinate;

(ii) The Executive Engineer (Irrigation) may place the Assistant Engineer (Irrigation) under

suspension and

- (iii) The Executive Engineer (Public Health) may place the Assistant Engineer (Public Health) under suspension",

(G.O. Ms. No. 353, G.A. (Ser.C) Dept., dt: 18.11.2003)

(b) (i) The authority which may impose, on a member of a Subordinate Service, the penalty specified in clause (iii) of rule 9 shall be the officer next above the immediate superior gazetted officer;

- (ii) The Executive Engineer (Irrigation) may impose minor penalties on Assistant Engineer (Irrigation) and

- (iii) The Executive Engineer (Public Health) may impose minor penalties on Assistant Engineer (Public Health)

(G.O. Ms. No. 353, G.A. (Ser.C) Dept., dt: 18.11.2003)

Provided that the appointing authority or any authority to which it is subordinate may also impose the aforesaid penalty;

Provided further that the Assistant Excise Superintendent, M.R.Os. Deputy Commercial Tax Officer, Personal Assistant to the Superintendent of Police and Deputy Superintendent of Police, except to the extent provided in the first proviso to sub-rule (2), shall not exercise the powers vested in a gazetted officer under this sub-rule; but such powers shall be exercised by Superintendent of Excise, Revenue Divisional Officer, Commercial Tax Officer, Superintendent of Police or Additional Superintendent of Police, as the case may be;

Provided also that in the case of the members belonging to the categories of officers specified in Appendix-II to these rules, the authority which may impose any of the penalties specified in clauses (i), (iii), (iv) of rule 9 or place under suspension under rule 8 shall be as specified thereof against each such category .

(2) (i) The authority which may impose on a member of a Subordinate Service, the penalties specified in clauses (ii), (v) to (x) of rule 9 shall be the appointing authority or any authority to which it is subordinate:

- (ii) The Superintendent Engineer (Irrigation) may impose major penalties on Assistant Engineer (Irrigation)

- (iii) The Superintendent Engineer (Public Health) may impose major penalties on Assistant Engineer (Public Health).

(G.O. Ms. No. 353, G.A. (Ser.C) Dept., dt: 18.11.2003)

Provided that in case of the members of the Services specified in Appendix III to these rules, the authority which may impose any of the penalties specified in rule 9 and clause (i) of rule 10, shall be as specified thereof against each;

Provided further that in case of a member of the Andhra Pradesh Police Subordinate Service or the Andhra Pradesh Special Armed Police Service, the authority which may impose any of the penalties specified in rule 9, shall be as specified against each of the categories in Appendix IV;

(G.O.Ms.No. 284, G.A. (Ser.C) Department, Dated: 07-07-1997)

Provided also as that the Superintendent, Forest School, Yellandu, Forest
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Utilisation Officer, State Sylviculturist, Working Plans Officer or District Forest Officer concerned, as the case may be or any authority to which it is subordinate, may impose the penalty specified in clause (ii) of rule 10 on Government servants mentioned in sub-clause (a) thereof;

Provided also that the authority specified as competent to impose the penalty of suspension under clause (v) of the rule 9 in Appendix IV, as the case may be or any authority to which it is subordinate may impose the penalty specified in clause (ii) of rule 10 on Government servants mentioned in sub-clause (b) thereof;

Provided also that the Additional Director of Fire Service or the Regional Fire Officer concerned, as the case may be, or any authority to which it is subordinate may impose the penalty specified in clauses (ii) of rule 10 on Government servants mentioned in sub-clause (c) thereof.

Power of appointing authority etc. to suspend members of State and Subordinate Services.

"Provided also that the Mandal Parishad Development Officer may impose the minor penalties and keep under suspension the Superintendent, Extension Officer (Panchayat Raj & Rural Development), Senior Assistant, Panchayat Secretaries, Junior Assistant, Typist, Class IV employees of Mandal Parishads as specified in clauses (i) to (v) of rule 9 of these rules".

(G.O. Ms. No. 53, G.A. (Ser.C) Dept., dt: 28.2.2004)

15. Notwithstanding anything in these rules, the appointing authority or any authority to which it is subordinate including Government may also place under suspension under rule 8, any member of a service to whom these rules apply.

Disciplinary authority in case of promotion or transfer of a member of a service and on reversion or reduction there from.

16. (1) Where, on promotion or transfer, a member of a service in a class, category or grade is holding an appointment in another **class**, category or grade thereof or in another service, State or Subordinate, no penalty shall be imposed upon him in respect of his work or conduct before such promotion or transfer except by authority competent to impose the penalty upon a member of the service in the latter class, category, grade or service, as the case may be. This provision shall apply also to cases of transfer or promotion of a person from a post under the jurisdiction of one authority to that of another authority within the same class, category or grade;

Provided that the authority which may impose any of the penalties on a member of the Andhra Pradesh Police Subordinate Service or the Andhra Pradesh Special Armed Police Service or the Deputy Superintendent of Police or Assistant Commissioner of Police in category 2 and the Inspector of Police in category 4 of the Andhra Pradesh Police Service in cases not involving promotion or appointment by transfer, shall be the competent authority having jurisdiction over such member at the time of commission of such act or omission, as the case may be or any authority to which it is subordinate;

Provided further that in case of a member of the Andhra Pradesh Police Subordinate Service or the Andhra Pradesh Special Armed Police Service, an Officer superior to the competent authority may, for reasons to be recorded In writing, transfer a record of enquiry in a disciplinary case from the competent

authority to any other authority holding the same rank for disposal.

(2) Where a person has been reverted or reduced from a State Service to a Subordinate Service, or from one service to another or from one class, category or grade of a service to another class, category or grade thereof, no penalty shall be imposed upon him in respect of his work or conduct while he was a member of the service, class, category or grade, as the case may be, from which he was reverted or reduced, except by an authority competent to impose the penalty upon a member of such service, **class**, category or grade.

Special Provision in respect of Police Officials employed in Anti-Corruption Bureau, Vigilance and Enforcement Department and Lokayukta and Upa-Lokayukta.

17. No member of the Andhra Pradesh Police Subordinate Service or an Inspector of Police employed in the Anti-Corruption Bureau, the Department of Vigilance and Enforcement, General Administration Department or under the Lokayukta and Upa-Lokayukta shall be compulsorily retired, removed or dismissed from service during the period of his employment in the Anti-Corruption Bureau, the Department of Vigilance and Enforcement, General Administration Department or under the Lokayukta and Upa-Lokayukta or for a period of three years from the date on which he ceased to be employed therein, without the previous sanction of the State Government;

Provided that the previous sanction of the State Government shall not be necessary for compulsory retirement, removal or dismissal of a member of the service or an Inspector of Police employed in the Anti-Corruption Bureau, the Department of Vigilance and Enforcement, General Administration Department or under the Lokayukta and Upa-Lokayukta, for any act done by him prior to his employment therein.

Lower authority not to reopen case: higher authority can exercise power

18. (1) Where in any case a higher authority has imposed or declined to impose a penalty under rule 11, 12 or 14 a lower authority shall have no jurisdiction to proceed under these rules in respect of the same case.

(2) Where in any case a lower authority has imposed a penalty or exonerated a member of a service, it shall not debar a higher authority from exercising his powers under these rules in respect of the same case. The order of such higher authority shall supercede any order passed by a lower authority in respect of the same case.

Authority to Institute proceedings

19. (1) The Government or any other authority empowered by it by general or special order may-

- (a) institute disciplinary proceedings against any Government servant;
- (b) direct a disciplinary authority to institute disciplinary proceedings against any Government servant on whom that disciplinary authority is competent to impose under these rules any of the penalties specified in rule 9 or rule 10.

(2) A disciplinary authority competent under these rules to impose any of the penalties specified in clauses (i) to (v) of rule 9 or in rule 10 may institute disciplinary proceedings against any Government servant for the imposition of any of the penalties specified in clauses (vi) to (x) of rule 9 notwithstanding that such disciplinary authority is not competent under these rules to impose any of the latter penalties .

PART - V PROCEDURE FOR IMPOSING PENALTIES

20. No order imposing any of the penalties specified in clauses (vi) to (x) of rule 9 shall be made except after an inquiry held, as far as may be, in the manner provided in this rule and rule 21 or in the manner provided by the Andhra Pradesh Civil Services (Disciplinary Proceedings Tribunal) Act, 1960 or the Andhra Pradesh Lokayukta and Upa-Lokayukta Act, 1983, where such inquiry is held under the said Acts.

(2) Whenever the disciplinary authority is of the opinion that there are grounds for inquiring into the truth of any imputation of misconduct or misbehavior against a Government servant, it may itself inquiry into, or appoint under this rule, as the case may be, authority to inquire into the truth thereof.

EXPLANATION:- Where the disciplinary authority itself holds the inquiry, any reference to the inquiring authority shall be construed as a reference to the disciplinary authority.

(3) Where it is proposed to hold an inquiry against a Government servant under this rule and rule 21, the disciplinary authority or the cadre controlling authority who is not designated as disciplinary authority and who is subordinate to the appointing authority can drawn up or cause to be drawn up.

(i) The substance of the imputations of misconduct or misbehavior into definite and distinct articles of charge.

(ii) A statement of the imputations of misconduct or misbehavior in support of each article of charge, which shall contain.

(a) A statement of all relevant facts including any; admission or confession made by the Government servant.

(b) Copies of documents by which and copies of statements of witnesses by whom, the articles of charge are proposed to be sustained.

NOTE:- Where the documents are voluminous relevant extracts of the documents may be furnished to the Government.

(2) The disciplinary authority shall deliver or cause to be delivered to the Government servant a copy of the articles of charge, the statement of the imputations of misconduct or misbehavior and copies of the statements of witnesses by which each article of charge is proposed to be sustained and shall require the Government servant to appear before the disciplinary authority on such day and at

such time NOT EXCEEDING TEN WORKING DAYS and submit a written statement of his defense and to state whether he desires to be heard in person.

(5) (a) On the date fixed for appearance the Government servant shall submit the written statement of his defense. He shall be questioned whether he pleads guilty to the charges or not and if he pleads guilty to all or any of the articles of charges, the disciplinary authority shall record the plea and obtain the signature of the Government Servant thereon.

(b) Where the Government Servant appears before the disciplinary authority and pleads not guilty to the charges or refuses or omits to plead, the disciplinary authority shall record the plea and obtain signature of the Government servant thereon and may decide to hold the inquiry itself or if it consider necessary to do so appoint a serving or retired Government servant as inquiring authority for holding the inquiry into the charges and also appoint a Government servant as Presenting Officer to present the case in support of the articles of charge and adjourn the case to a date not exceeding five days for the said purpose.

(c) On the date so fixed the disciplinary authority shall by an order appoint the inquiring authority and shall also appoint a Government servant as Presenting Officer to present the case in support of the articles of charge.

Provided that the disciplinary authority may if it considers necessary having regard to the facts and circumstances of the case, appoint a legal practitioner or a legally trained Government Servant as Presenting Officer.

(d) The disciplinary authority shall serve copies of the orders appointing the inquiring authority and the Presenting Officer on the Government servant and inform him that he may take the assistance of any other Government Servant to present the case on his behalf, but he may not engage a Legal Practitioner for the purpose unless the Presenting Officer appointed by the disciplinary authority is a legal practitioner or a legally trained Government Servant.

Provided that no Government servant dealing in his official capacity with the case of inquiry relating to the person charged or any officer to whom an appeal may be preferred shall be permitted by the inquiring authority to appear on behalf of the person charged before the inquiry authority.

Provided further that the Government servant may take the assistance of any other Government servant posted at any other station, if the inquiring authority having regard to the circumstances of the case, and for reasons to be recorded in writing so permits.

NOTE:- (1) The Government Servant shall not take the assistance of any other Government servant who has pending two disciplinary cases on hand in which he has to give assistance.

NOTE:- (2) The Government servant shall not take the assistance of any other Government servant who is dealing in his official capacity with the case of inquiry relating to the Government servant charged.

The Government servant may also take the assistance of a retired Government servant to present the case on his behalf, subject to such conditions as may be specified by the Government from time to time by general or special order in his behalf.

(e) The disciplinary authority shall inform the Government servant to submit within five days a list of documents, which he requires to be discovered or produced by Government for the purpose of his defence indicating the relevance of the documents so required.

(f) The disciplinary authority may for reasons to be recorded in writing refuse to requisition such of the documents as are, in its opinion, not relevant to the case.

(g) The disciplinary authority shall on receipt of the notice for the discovery or production of documents, forward the same or copies thereof to the authority in whose custody or possession the documents are kept with a requisition for the production of the documents by such date as may be specified in such requisition.

(h) On receipt of the requisition referred to in sub-rule (5) (g) every authority having the custody or possession of the requisitioned documents shall produce the same before the disciplinary authority

Provided that if the authority having the custody or possession of the requisitioned documents is satisfied for reasons to be recorded by it in writing that the production of all or any such documents would be against the public interest or security of the state, shall submit the fact to the Head of Department or to the Secretary of the Department concerned for a decision in the matter. Such decision shall be informed to the disciplinary authority and the disciplinary authority shall on being so informed communicate the information to the Government servant and withdrawn the requisition made by it for the production or discovery of such documents.

(6) Where the Government servant to whom a copy of the article of charge has been delivered does not submit the written statement of defence on or before the date specified for the purpose or does not appear in person before the disciplinary authority, the disciplinary authority may decide to hold the inquiry ex-parte or if it considers necessary so to do, appoint an inquiry authority for the purpose.

(7) (a) The disciplinary authority shall, where it is not the inquiring authority, forward to the inquiring authority.

(i) a copy of the articles of charge and the statement of the imputations of misconduct or misbehavior;

(ii) a copy of the written statement of defence, if any submitted by the Government servant;

- (iii) copies of the statements of witnesses, referred to in sub-rule (3);
- (iv) copies of documents referred to in sub-rule (3);
- (v) evidence proving the delivery of copies of the documents referred to in sub-rule j(3) to the Government servant; and
- (vi) a copy of the order appointing the "Presenting Officer".

(b) The disciplinary authority shall also forward to the inquiring authority documents received under sub-rule 5(h) as and when they are received.

(8) After receiving the documents mentioned under sub-rule 7(a) the inquiring authority shall issue a notice in writing to the Presenting Officer and also to the Government servant to appear before him on such day and at such time and place specified by him which shall not exceeds ten days.

(9) (a) The presenting Officer and Government servant shall appear before the inquiring authority on the date fixed under sub-rule (8).

(b) If the Government servant informs the inquiring authority that he wishes to inspect the documents mentioned in sub-rule (3) for the purpose of preparing his defence, the inquiring authority shall order that he may inspect the documents within five days and the presenting Officer shall arrange for the inspection accordingly.

(c) The inquiring authority shall call upon the Government servant whether he admits the genuineness of any of the documents copies of which have been furnished to him and if he admits the genuineness of any document it may be taken as evidence without any proof by the concerned witness.

(d) The inquiring authority shall adjourn the case for inquiry to a date not exceeding ten days for production of evidence and require the Presenting Officer to produce the evidence by which he proposes to prove the articles of charges.

(10) (a) On the dates fixed for recording the evidence, the oral and documentary evidence by which the articles of charges are proposed to be proved shall be produced by or on behalf of the disciplinary authority.

(b) The evidence shall be recorded as far as possible on day-to-day basis till the evidence on behalf of the disciplinary authority is completed.

(c) The witnesses shall be examined by the Presenting Officer and they may be cross-examined by or on behalf of the Government servant.

(d) The Presenting Officer shall be entitled to re-examine the witnesses on any points on which they have been cross examined, but not on any new matter, without the permission of the inquiring authority.

(e) The inquiring authority may also put such questions to the witnesses as it thinks fit.

(11) (a) If it appears necessary before the closure of the case on behalf of the disciplinary authority, the inquiring authority may, in its discretion, allow the presenting officer to produce evidence not included in the list given to the Government servant or may itself call for new evidence or recall and re-examine any witness.

(b) In such case the Government servant shall be entitled to have a copy of the list of further evidence proposed to be produced and an adjournment of the inquiry for three clear days before the production of such new evidence, exclusive of the day of adjournment and the day to which the inquiry is adjourned.

(c) The inquiring authority shall give the Government servant an opportunity of inspecting such documents before they are taken on the record.

NOTE:- New evidence shall not be permitted or called for and witness shall not be recalled to fill up any gap in the evidence. Such evidence may be called for only when there is an inherent lacuna or defect in the evidence which has been produced originally.

(12) (a) When the case for the disciplinary authority is closed, the Government servant shall be required to state his defence orally or in writing as he may prefer and to submit a list of witnesses to be examined on his behalf for which purpose the case may be adjourned to a date not exceeding five days.

(b) If the defence is made orally, it shall be recorded and the Government servant shall be required to sign the record. In either case, a copy of the statement of defence and the list of defence witness may be provided.

(c) The case shall be adjourned to a date not exceeding ten days for production of defence evidence.

(13) The evidence on behalf of the Government servant shall then be produced. The Government servant may examine himself in his own behalf if he so prefers. The witnesses produced by the Government servant shall then be examined and shall be liable to cross-examination re-examination and examination by the inquiring authority according to the provisions applicable to the witnesses for the disciplinary authority.

(14) The inquiring authority may after the Government servant closes his case, and shall, If the Government servant has not examined himself, generally question him on the circumstances appearing against him in the evidence for purpose of enabling the Government servant to explain any circumstances appearing In the evidence against him.

(15) The inquiring authority may, after the completion of the production of evidence, hear the presenting officer, if any appointed, and the Government servant, or permit them to file written briefs of their respective cases, if they so desire.

(16) (a) Where a disciplinary authority competent to impose any of the penalties specified in clauses (i) to (v) of rule 9 and in rule 10 but not competent to impose any of the penalties specified in clauses (vi) to (x) of rule 9, has itself inquired into or caused to be inquired into the articles of any charge and that authority, having regard to its own findings or having regard to its decision on any of the findings of any inquiring authority appointed by it is of the opinion that specified in clauses (vi) to (x) of rule 9 should be imposed on the Government servant, that authority shall forward the records of the inquiry to such disciplinary authority as is competent to impose the last mentioned penalties.

(b) The disciplinary authority to which the records are so forwarded may act on the evidence on the record or may if it is of the opinion that further examination of any of the witnesses is necessary in the interests of justice, recall the witnesses and examine, cross-examine and re-examine the witnesses and may impose on the Government servant such penalty as it may deem fit in accordance with these rules.

(17) Whenever an inquiring authority, after having heard and recorded the whole or any part of the evidence in an inquiry ceases to exercise jurisdiction therein, and is succeeded by another inquiring authority which has and which exercises, such jurisdiction, the inquiring authority so succeeding may act on the evidence so recorded by its predecessor, or partly recorded by its predecessor, and partly recorded by itself.

Provided that if the succeeding authority is of the opinion that further examination of any of the witnesses whose evidence has already been recorded is necessary in the interest of justice, it may recall examine, cross-examine and re-examine any such witnesses in before provided.

(18)(i) After the conclusion of the inquiry a report shall be prepared and It shall contain

(a) the articles of charge and the statement of the imputation of misconduct or misbehavior.

(b) the defense of the Government servant in respect of each article of charge;

(c) An assessment of the evidence in respect of each article of charge;

(d) The findings on each article of charge and the reasons therefor.

Explanation:- If in the opinion of the inquiring authority the proceedings of the inquiry establish any article of charge different from the original articles of the charge, it may record its findings on such article of charge.

Provided that the findings on such article of charge shall not be recorded unless the Government servant has either admitted the facts on which such article of charge is based or has had a reasonable opportunity of defending himself against such article of charge.

(vii) The inquiring authority, where it is not itself the disciplinary authority; shall forward to the disciplinary authority the records of inquiry which; shall include.

(a) the report prepared by it under clause (i);

(b) the written statement of defence, if any, submitted by the Government servant;

- (c) the oral and documentary evidence produced in the course of the inquiry;
- (d) written briefs, If any, filed by the Presenting officer or the Government servant or both during the course of the inquiry and
- (e) the orders, if any, made by the disciplinary authority and the inquiring authority in regard to the inquiry.

Explanation:-.It is not necessary to have an inquiry in the manner provided for in this rule or to hear in person in the case of reduction of rank in seniority list (A and B lists) of Constables fit for promotion as Head Constables I in the Andhra Pradesh Police Subordinate Service or Andhra Pradesh Special Armed Police Service.

(vide G.O. Ms. No. 383, G.A.(Ser.C) Dept., dt: 19.12.2003)

AMENDMENTS

In rule 20, - for sub-rules (3), (4), (5), (6), (7), (10) and (12) the following shall be substituted, namely:-

“(3) Where it is proposed to hold an inquiry against a Government servant under this rule and rule 21, the disciplinary authority or the cadre controlling authority who is not designated as disciplinary authority and who is subordinate to the appointing authority can draw up or cause to be drawn up—

(i) the substance of the imputations of misconduct or misbehaviour into definite and distinct articles of charge;

(ii) a statement of the imputations of misconduct or misbehaviour in support of each article of charge, which shall contain;

(a) a statement of all relevant facts including any admission or confession made by the Government servant;

(b) a list of documents by which, and a list of witnesses by whom, the articles of charge are proposed to be sustained.

(4) The disciplinary authority shall deliver or cause to be delivered to the Government servant a copy of the articles of charge, the statement of the imputations of misconduct or misbehaviour and a list of documents and witnesses by which each article of charge is proposed to be sustained and copies of the said documents and statements of the said witnesses and shall require the Government servant to appear before the disciplinary authority on such day and at such time not exceeding ten working days and submit a written statement of his defence and to state whether he desires to be heard in person.

(5) (a) On the date fixed for appearance, the Government servant shall submit the written statement of his defence. The disciplinary authority shall ask the Government servant whether he is guilty or has any defence to make and if he pleads guilty to any of the articles of charge, the disciplinary authority shall record

the plea, sign the record and obtain the signature of the Government servant thereon. The disciplinary authority shall record findings of guilty in respect of those articles of charge to which the Government servant pleads guilty. Where the Government servant admits all the articles of charge, the disciplinary authority shall record its findings on each article of charge after taking such evidence as it may think fit and shall act in the manner laid down in Rule 21.

(b) Where the Government servant appears before the disciplinary authority and pleads not guilty to the charges or refuses or omits to plead, the disciplinary authority shall record the plea and obtain the signature of the Government servant thereon and may decide to hold the inquiry itself or if it considers it necessary to do so, appoint an inquiring authority for holding the inquiry into the charges and also appoint a Government servant or a retired Government servant or a legal practitioner as Presenting Officer to present the case in support of the articles of charge and adjourn the case to a date not exceeding five days.

(c) On the day so fixed, the disciplinary authority shall serve copies of the orders appointing the inquiring authority and the Presenting Officer on the Government servant and inform him that he may take the assistance of any other Government servant to present the case on his behalf, but he may not engage a retired Government servant or a legal practitioner for the purpose unless the Presenting Officer appointed by the disciplinary authority is one such, or, the disciplinary authority, having regard to the circumstances of the case, so permits:

Provided that no Government servant dealing in his official capacity with the case of inquiry relating to the person charged or any officer to whom an appeal may be preferred shall be permitted by the inquiring authority to appear on behalf of the person charged before the inquiring authority:

Provided further that the Government servant may take the assistance of any other Government servant posted at any other station, if the inquiring authority having regard to the circumstances of the case and for reasons to be recorded in writing, so permits.

Note (1):- The Government servant shall not take the assistance of any other Government servant who has pending two disciplinary cases on hand in which he has to give assistance.

Note (2):- The Government servant may also take the assistance of a retired Government servant to present the case on his behalf, subject to such conditions as may be specified by the Government from time to time by general or special order in this behalf.

(d) The disciplinary authority shall inform the Government servant to submit within five days a list of documents, which he requires to be discovered or produced by Government for the purpose of his defence indicating the relevance of the documents so required.

(e) The disciplinary authority may for reasons to be recorded in writing refuse to requisition such of the documents as are, in its opinion, not relevant to the case.

(f) The disciplinary authority shall on receipt of the notice for the discovery or production of documents, forward the same or copies thereof to the authority in whose custody or possession the documents are kept, with a requisition for the production of the documents by such date as may be specified in such requisition.

(g) On receipt of the requisition referred to in clause (f) of this sub-rule, every authority having the custody or possession of the requisitioned documents shall produce the same before the disciplinary authority:

Provided that if the authority having the custody or possession of the requisitioned documents is satisfied for reasons to be recorded by it in writing that the production of all or any of such documents would be against the public interest or security of the State, shall submit the fact to the Head of the Department or to the Secretary of the Department concerned for a decision in the matter. Such decision shall be informed to the disciplinary authority and where the decision is to withhold production of all or any of such documents, the disciplinary authority shall on being so informed communicate the information to the Government servant and withdraw the requisition made by it for the production or discovery of such documents and where the decision is against withholding the production of all or any of such documents, every authority having the custody or the possession of such requisitioned documents shall produce the same before the disciplinary authority.

(6) Where the Government servant to whom a copy of the articles of charge has been delivered does not submit the written statement of defence on or before the date specified for the purpose or does not appear in person before the disciplinary authority or otherwise fails or refuses to comply with the provisions of this rule, the disciplinary authority may decide to hold the inquiry *ex parte* or if it considers it necessary so to do, appoint an inquiring authority for the purpose.

(7) (a) The disciplinary authority shall, where it is not the inquiring authority, forward to the inquiring authority--

(i) a copy of the articles of charge and the statement of the imputations of misconduct or misbehaviour;

(ii) a copy of the written statement of defence, if any, submitted by the Government servant;

(iii) copies of the statements of witnesses, referred to in sub- rule (3);

(iv) copies of documents referred to in sub-rule (3);

(v) evidence proving the delivery of copies of the documents referred to in sub-rule (3) to the Government servant; and

(vi) a copy of the order appointing the Presenting Officer.

(b) The disciplinary authority shall also forward to the inquiring authority documents received under clause (g) of sub-rule (5) as and when they are received.

(10) (a) On the date fixed for recording the evidence, the oral and documentary evidence by which the articles of charge are proposed to be proved shall be produced by or on behalf of the disciplinary authority.

(b) The evidence shall be recorded as far as possible on day-to-day basis till the evidence on behalf of the disciplinary authority is completed.

(c) The witnesses shall be examined by or on behalf of the Presenting Officer and they may be cross-examined by or on behalf of the Government servant.

(d) The Presenting Officer shall be entitled to re-examine the witnesses on any points on which they have been cross-examined, but not on any new matter without the permission of the inquiring authority.

(e) The inquiring authority may also put such questions to the witnesses as it thinks fit.

(12) (a) When the case for the disciplinary authority is closed, the Government servant shall be required to state his defence orally or in writing as he may prefer and to submit a list of witnesses to be examined on his behalf for which purpose the case may be adjourned to a date not exceeding five days.

(b) If the defence is made orally, it shall be recorded and the Government servant shall be required to sign the record. In either case, a copy of the statement of defence and the list of defence witnesses may be provided to the Presenting Officer, if any, appointed.

(c) The case shall be adjourned to a date not exceeding ten days for production of defence evidence.

2. In the Explanation under clause (ii) of sub-rule (18), the word 'Armed' shall be omitted.

(G.O Ms. No. 337, G.A. (Ser-C) Dept., dt: 22.7.2006)

Earlier Position

Procedure for Imposing major penalties:-

20. (1) No order imposing any of the penalties specified in clauses (vi) to (x) of rule 9 shall be made except after an Inquiry held, as far as may be, in the manner provided in this rule and rule 21 or in the manner provided by the Public Servants (Inquiries) Act, 1850 (Central Act 37 of 1850) or the Andhra Pradesh Civil Services (Disciplinary Proceedings Tribunal) Act, 1960 or the Andhra Pradesh Lokayukta and Upa-Lokayukta Act, 1983, where such inquiry is held under the said Acts.

(2) Whenever the disciplinary authority is of the opinion that there are grounds for inquiring into the truth of any imputation of misconduct or misbehaviour against a Government servant, it may itself inquire into, or appoint

under this rule or under the provisions of the Public Servants (Inquiries) Act, 1850, is the case may be, authority to inquire into the truth thereof.

Explanation:- Where the disciplinary authority itself holds the inquiry, any reference in sub-rule (7) to sub-rule (20) and in sub-rule (22) to the inquiring authority shall be construed as a reference to the disciplinary authority.

(3) Where it is proposed to hold an inquiry against a Government servant under this rule and rule 21, the disciplinary authority, or the cadre controlling authority who is not designated as disciplinary authority and who is subordinate to the appointing authority can drawn up or cause to be drawn up.

(G.O.Ms.No. 33, GA (Ser.C) Department, dated 24-01-1998)

- (i) the substance of the imputations of misconduct or misbehaviour into definite and distinct articles of charge.
- (ii) a statement of the imputations of misconduct or misbehaviour in support of each article of charge, which shall contain.
 - (a) A statement of all relevant facts including any admission or confession made by the Government servant.
 - (b) A list of documents by which, and a list of witnesses by whom, the articles of charge are proposed to be sustained.

(4) The disciplinary authority shall deliver or cause to be delivered to the Government servant a copy of the articles of charge, the statement of the imputations of misconduct or misbehaviour and a list of documents and witnesses by which each article of charge is proposed to be sustained and shall require the Government servant to submit within such time as may be specified, a written statement of his defence and to state whether he desires to be heard in person.

(5) (a) On receipt of the written statement of defence, the disciplinary authority may itself inquire into such of the articles of charge as are not admitted, or, if it considers it necessary so to do, appoint under sub-rule (2), an inquiring authority for the purpose, and where all the articles of charge have been admitted by the Government servant in his written statement of defence, the disciplinary authority shall record its findings on each charge after taking such evidence as it may think fit and shall act in the manner laid down in rule 21.

(b) If no written statement of defence is submitted by the Government servant, the disciplinary authority may itself inquire into the articles of charge or may, if it considers it necessary to do so, appoint, under sub-rule (2) an inquiring authority for the purpose.

(c) Where the disciplinary authority itself inquires into any article of charge or appoints an inquiring authority for holding an inquiry into such charge, it may, by an order, appoint a Government servant or a legal practitioner, to be known as the "Presenting Officer" to present on its behalf the case in support of the articles of charge.

(6) The disciplinary authority shall, where it is not inquiring authority, forward to the inquiring authority-

- (i) a copy of the articles of charge and the statement of the imputations of

misconduct or misbehaviour;

- (ii) a copy of the written statement of defence, if any submitted by the Government servant;
- (iii) a copy of the statements of witnesses, if any, referred to in sub-rule (3);
- (iv) evidence proving the delivery of the documents referred to in sub-rule (3) to the Government servant; and
- (v) a copy of the order appointing the "Presenting Officer".

(7) The Government servant shall appear in person before the inquiring authority on such day and at such time within fifteen working days from the date of receipt by him of the articles of charge and the statement of the imputation of misconduct or misbehaviour, as the inquiring authority may, by a notice in writing, specify in this behalf or within such further time, not exceeding fifteen days, as the inquiring authority may allow.

(8) (a). The Government servant may take the assistance of any other Government servant to present the case on his behalf, but may not engage a legal practitioner for the purpose unless the Presenting Officer appointed by the disciplinary authority is a legal practitioner, or, the disciplinary authority, having regard to the circumstances of the case so permits;

Provided that no member of service dealing in his official capacity with the case of inquiry relating to the person charged shall be permitted by the inquiry officer or by any officer to whom an appeal may be preferred to appear on behalf of the person charged before the enquiry officer.

Provided further that the Government servant may take the assistance of any other Government servant posted at any other station, if the inquiring authority having regard to the circumstances of the case, and for reasons to be recorded in writing, so permits.

Note:- (1) The Government servant shall not take the assistance of any other Government servant who has pending two disciplinary cases on hand in which he has to give assistance.

Note:- (2) The Government servant shall not take the assistance of any other Government servant who is dealing in his official capacity with the case of inquiry relating to the Government Servant charged.

(b) The Government servant may also take the assistance of a retired Government servant to present the case on his behalf, subject to such conditions as may be specified by the Government from time to time by general or special order in this behalf. (Further instructions issued vide Memo.No.657/Ser.C/94-4, G.A. (Ser. C) Dept., dated 9-3-95).

(9) If the Government servant who has not admitted any of the articles of charge in his written statement of defence or has not submitted any written statement of defence, appears before the inquiring authority, such authority shall ask him whether he is guilty or has any defence to make and if he pleads guilty to any of the articles of charge, the inquiring authority shall record the plea, sign the record and obtain the signature of the Government servant thereon.

(10) The inquiring authority shall return a finding of guilty in respect of those articles of charge to which the Government servant pleads guilty.

(11) The inquiring authority shall, if the Government servant fails to appear within the specified time or refuses or omits to plead, require the Presenting Officer to produce the evidence by which he proposes to prove the articles of charge, and shall adjourn the case to a later date not exceeding thirty days, after recording an order that the Government servant may, for the purpose of preparing his defence:

- (i) inspect within five days of the order or within such further time not exceeding five days as the inquiring authority may allow, the documents specified in the list referred to in sub-rule (3);
- (ii) submit a list of witnesses to be examined on his behalf.

Note:-If the Government servant applies orally or in writing for the supply of copies of the statement of witnesses mentioned in the list referred to in sub-rule (3), the inquiring authority shall furnish him with such copies as early as possible and in any case not later than three days before the commencement of the examination of the witnesses on behalf of the disciplinary authority.

- (iii) give a notice within ten days of the order or within such further time not exceeding ten days as the inquiring authority may allow for the discovery or production of any documents which are in the possession of Government but not mentioned in the list referred to in sub-rule (3).

Note:- The Government servant shall indicate the relevance of the documents required by him to be discovered or produced by the Government.

(12) The inquiring authority shall, on receipt of the notice for the discovery or production of documents, forward the same or copies thereof to the authority in whose custody or possession the documents are kept, with a requisition for the production of the documents by such date as may be specified in such requisition ..

Provided that the inquiring authority may, for reasons to be recorded by it in writing, refuse to requisition such of the documents as are, in its opinion, not relevant to the case.

(13) On receipt of the requisition referred to in sub-rule (12), every authority having the custody or possession of the requisitioned documents, shall produce the same before the inquiring authority, and the requisitioning of the documents can be done either at the instance of the Member of Service or by the inquiring authority suo-moto.

"Provided that if the authority having the custody or possession of the requisitioned documents is satisfied for reasons to be recorded by it in writing that the production of all or any of such documents would be against the public interest or security of the State, shall submit the fact to the Head of Department, or to the Secretary of the Department concerned for a decision in the matter. Such decision shall be informed to the inquiring authority, and the inquiring authority shall on being so informed, communicate the information to the Government servant and withdraw the requisition made by it for the production or discovery of

such documents".

(G.O. Ms. No. 13, G.A.(Ser.C) Dept., dt: 10.1.2002)

Earlier position

Provided that if the authority having the custody or possession of the requisitioned documents is satisfied for reasons to be recorded by it in writing that the production of all or any of such documents would be against the public interest of security of the State, it shall inform the inquiring authority accordingly and the inquiring authority shall on being so informed, communicate the information to the Government servant and withdraw the requisition made by it for the production or discovery of such documents.

Provided further that if such documents are not produced as evidence and if they are sent only for the perusal of inquiring authority, the inquiring authority shall have the power to take it to a higher authority stating that on a perusal of a particular document it finds nothing in it to warrant claiming privilege.

(14) On the date fixed for the inquiry, the oral and documentary evidence by which the articles of charge are proposed to be proved shall be produced by or on behalf of the disciplinary authority. The witnesses shall be examined by or on behalf of the Presenting Officer and may be cross-examined by or on behalf of the Government servant. The Presenting Officer shall be entitled to re-examine the witnesses on any points on which they have been cross-examined, but not on any new matter, without the leave of the inquiring authority. The inquiring authority may also put such questions to the witnesses as it thinks fit.

(15) If it shall appear necessary before the closure of the case on behalf of the disciplinary authority, the inquiring authority may, in its discretion, allow the Presenting Officer to produce evidence not included in the list given to the Government servant or may itself call for new evidence or recall and re-examine any witness and in such case the Government servant shall be entitled to have, if he demands it, a copy of the list of further evidence proposed to be produced and an adjournment of the inquiry for three clear days before the production of such new evidence, exclusive of the day of adjournment and the day to which the inquiry is adjourned. The inquiring authority shall give the Government servant an opportunity of inspecting such documents before they are taken on the record. The inquiring authority may also allow the Government servant to produce new evidence, if it is of the opinion that the production of such evidence is necessary in the interest of justice.

Note:- New evidence shall not be permitted or called for any witness shall not be recalled to fill up any gap in the evidence. Such evidence may be called for only when there is an inherent lacunae or defect in the evidence which has been produced originally.

(16) When the case for the disciplinary authority is closed, the Government servant shall be required to state his defence, orally or in writing, as he may prefer. If the defence is made orally, it shall be recorded and the Government servant shall be required to sign the record. In either case, a copy of the statement of defence shall be given to the Presenting Officer, if any, appointed.

(17) The evidence on behalf of the Government servant shall then be

produced. The Government servant may examine himself in his own behalf if he so prefers. The witnesses produced by the Government servant shall then be examined and shall be liable to cross examination, re-examination and examination by the inquiring authority according to the provisions applicable to the witnesses for the disciplinary authority.

(18) The inquiring authority may, after the Government servant closes his case, and shall, if the Government servant has not examined himself, generally question him on the circumstances appearing against him in the evidence for purpose of enabling the Government servant to explain any circumstances appearing in the evidence against him.

(19) The inquiring authority may, after the completion of the production of evidence, hear the presenting officer, if any appointed, and the Government servant, or permit them to file written briefs of their respective cases, if they so desire.

(20) If the Government servant to whom a copy of the articles of charge has been delivered, does not submit the written statement of defence on or before the date specified for the- purpose or does not appear in person before the inquiring authority or otherwise fails or refuses to comply with the provisions of this rule, the inquiring authority may hold the inquiry *ex parte*.

(21) (a) Where a disciplinary authority competent to impose any of the penalties specified in clauses (i) to (v) of rule 9 and in rule 10 but not competent to impose any of the penalties specified in clauses (vi) to (x), of rule 9, has itself inquired into or caused to be inquired into the articles of any charge and that authority, having regard to its own findings or having regard to its decision on any of the findings of any inquiring authority appointed by it is of the opinion that the penalties specified in clauses (vi) to (x), of rule 9 should be imposed on the Government servant, that authority shall forward the records of the inquiry to such disciplinary authority as is competent to impose the last mentioned penalties.

(b) The disciplinary authority to which the records are so forwarded may act on the evidence on the record or may, if it is of the opinion that further examination of any of the witnesses is necessary in the interests of justice, recall the witnesses and examine, cross-examine and re-examine the witnesses and may impose on the Government servant such penalty as it may deem fit in accordance with these rules.

(22) Whenever an inquiring authority, after having heard, and recorded the whole or any part of the evidence in an inquiry ceases to exercise jurisdiction therein, and is succeeded by another inquiring authority which has and which exercises, such jurisdiction, the inquiring authority so succeeding may act on the evidence so recorded by its predecessor, or partly recorded by its predecessor, and partly recorded by itself.

Provided that if the succeeding inquiring authority is of the opinion that further examination of any of the witnesses whose evidence has already been recorded is necessary in the interest of justice, it may recall examine, cross-examine and re-examine any such witnesses as herein before provided.

(23) (i) After the conclusion of the inquiry, a report shall be prepared and it shall contain-

(a) the articles of charge and the statement of the imputation of misconduct

or misbehaviour.

- (b) the defence of the Government servant in respect of each article of charge;
- (c) an assessment of the evidence in respect of each article of charge;
- (d) the findings on each article of charge and the reasons therefor.
- (e) Omitted.

(G.O.Ms.No.270, G.A. (Ser.C) Dept., dated 18-06-1999).

- (e) to recommend the penalty proposed to be imposed on the delinquent officer, keeping in view the rule 9 of these rules.

(G.O.Ms.No.229, G.A. (Ser.C) Dept., dated 22-05-2002).

- (e) Omitted.

(G.O.Ms.No.454, G.A. (Ser.C) Dept., dated 7-11-2002).

Explanation:- If in the opinion of the inquiring authority the proceedings of the inquiry establish any article of charge different from the original articles of the charge, it may record its findings on such article of charge:

Provided that the findings on such article of charge shall not be recorded unless the Government servant has either admitted the facts on which such article of charge is based or has had a reasonable opportunity of defending himself against such article of charge.

(ii) The inquiring authority, where it is not itself the disciplinary authority shall forward to the disciplinary authority the records of inquiry which shall include.

- (a) the report prepared by it under clause (i);
- (b) the written statement of defence, if any, submitted by the Government servant;
- (c) the oral and documentary evidence produced in the course of the inquiry;
- (d) written briefs, if any, filed by the Presenting Officer or the Government servant or both during the course of the inquiry; and
- (e) the orders, if any, made by the disciplinary authority and the inquiring authority in regard to the inquiry.

Explanation:-

It is not necessary to have an inquiry in the manner provided for in this rule or to hear in person in the case of reduction of rank in seniority list (A and B lists) of Constables fit for promotion as Head Constables in the Andhra Pradesh Police Subordinate Service or Andhra Pradesh Special Armed Police Service.

Action on the inquiry report:

"21 (1) The disciplinary authority, if it is not itself the inquiring authority may, for reasons to be recorded by it in writing, remit the case to the inquiring authority for further inquiry and report and the inquiring authority shall thereupon proceed to hold the further inquiry

according to the provisions of rule 20 as far as may be.

- (2) The disciplinary authority shall forward or cause to be forwarded a copy of the report of the inquiry, if any, held by the disciplinary authority or where the disciplinary authority is not the inquiring authority a copy of the report of the inquiring authority together with its own tentative reasons for disagreement, if any, with the findings of inquiring authority on any article of charge to the Government servant who shall be required to submit, if he so desires, his written representation or submission to the disciplinary authority within fifteen days, irrespective of whether the report is favorable or not to the Government servant.
- (3) The disciplinary authority shall consider the representation, if any, submitted by the Govt. servant and record its findings before proceeding further in the matter as specified in the subrules (4) and (5) below:
- (4) If the disciplinary authority having regard to its findings on all or any of the articles of charge is of the opinion that any of the penalties specified in clauses (i) to (v) of Rule 9, should be imposed on the Government servant, it shall, notwithstanding anything contained in Rule 22, make an order imposing such penalty:

Provided that in every case where it is necessary to consult the Commission, the record of the inquiry shall be forwarded by the disciplinary authority to the Commission for its advice and such advice shall be taken into consideration before making any order imposing any penalty on the Government servant.

- (5) If the disciplinary authority having regard to its findings on all or any of the articles of charge and on the basis of the evidence adduced during the inquiry is of the opinion that any of the penalties specified in clauses (vi) to (x) of Rule 9 should be imposed on the Government servant, it shall make an order imposing such penalty and it shall not be necessary to give the Govt. servant any opportunity of making representation on the penalty proposed to be imposed:

Provided that in every case where it is necessary to consult the Commission, the record of the inquiry shall be forwarded by the disciplinary authority to the Commission for its advice and such advice shall be taken into consideration before making an order imposing any such penalty on the Govt. servant".

(G.O. Ms. No. 22, G.A.(Ser.C) Dept., dt: 30.1.2004)

Earlier Position

21. (1) The disciplinary authority, if it is not itself the inquiring authority may, for reasons to be recorded by it in writing, remit the case to the inquiring authority for further inquiry and report and the inquiring authority shall thereupon proceed to hold the further inquiry according to the provisions of rule 20 as far as may be,

(2) The disciplinary authority shall, if it disagrees with the findings of the inquiring authority on any article of charge, record its reasons for such disagreement and record its own findings on such charge, if the evidence on record is sufficient for the purpose.

(3) If the disciplinary authority having regard to its findings on all or any of the articles of charge is of the opinion that any of the penalties specified in clauses (i) to (v) of rule 9 and in rule 10 should be imposed on the Government servant, it shall, notwithstanding anything contained in rule 22, make an order imposing such penalty.

Provided that in every case where it is necessary to consult the Commission, the record of the inquiry shall be forwarded by the disciplinary authority to the Commission for its advice and such advice shall be taken into consideration before making any order imposing any penalty on the Government Servant.

(4) If the disciplinary authority having regard to its findings on all or any of the articles of charge and on the basis of the evidence adduced during the inquiry, is of the opinion that any of the penalties specified in clauses (vi) to (x) of rule 9 should be imposed on the Government servant, it shall make an order after furnishing a copy of the report of the inquiring authority to the Government Servant and after taking into consideration any representation made by him thereto within a reasonable time ordinarily not exceeding one month. It shall not be necessary to give the Government Servant any opportunity of making representation on the penalty proposed to be imposed:

Provided that in every case where it is necessary to consult the Commission the record of the inquiry shall be forwarded by the disciplinary authority to the Commission for its advice and such advice shall be taken into consideration before making an order imposing any such penalty on the Government Servant.

(G.O. Ms No. 179, G.A. (Ser.C) Dept., dt: 11.4.2002)

In rule 21 after subrule (1) the following shall be inserted namely:-

"(1A) The disciplinary authority shall forward or cause to be forwarded a copy of the report of the inquiry, if any, held by the disciplinary authority or where the disciplinary authority is not the inquiring authority, a copy of the report of the inquiring authority to the Government Servant who shall be required to submit, if he so desires, his written representation or submission to the disciplinary authority within fifteen days, irrespective of whether the report is favourable or not to the Government Servant:

Provided that where the disciplinary authority disagrees with the whole or any part of the findings of the inquiring authority, the point or points of disagreement together with a brief statement of the grounds therefore shall, in case where it affects the Government Servant charged adversely or prejudicially, be communicated along with the report of the inquiry.

(1B) The disciplinary authority shall consider the representation, if any, submitted by the Government Servant before proceeding further in the matter specified in sub-rules (2) to (4)".

(G.O. Ms No. 515, G.A. (Ser.C) Dept., dt: 2112.2002)

In rule 21 (i) after subrule (1) sub rules (1A) and (1B) shall be omitted.

(ii) for sub rules (3) and (4) and provisos there under, the following shall be substituted, namely:-

"(3) The disciplinary authority shall forward or cause to be forwarded a copy of the report of the inquiry, if any, held by the disciplinary authority or where the disciplinary authority is not the inquiring authority, a copy of the report of the inquiry authority to the Government Servant who shall be required to submit, if he / she so desires, his / her written representation or submission to the disciplinary authority within a reasonable time ordinarily not exceeding one month. It shall not be necessary to give the Government Servant opportunity of making representation on the penalty proposed to be imposed:

- (i) Provided that, where the disciplinary authority disagrees with the whole or any part of the findings of the inquiring authority, the point or points of disagreement together with a brief statement of the grounds therefore shall be communicated along with the report of the inquiry.
- (ii) Provided further that in every case where it is necessary to consult the Commission the record of the inquiry shall be forwarded by the disciplinary authority to the Commission for its advice and such advice shall be taken into consideration before making an order imposing any such penalty on the Government Servant."

22. Procedure for imposing minor penalties:-

(1) Subject to the provisions of sub-rule (4) of rule 21, no order imposing on a Government Servant any of the penalties specified in clauses (i) to (v) of rule 9 and in rule 10 shall be made except after:-

- (a) informing the Government Servant in writing of the proposal to take action against him and of the imputations of misconduct or misbehaviour on which it is proposed to be taken, and giving him a reasonable opportunity of making such representation as he may wish to make against the proposal;
- (b) holding an inquiry in the manner laid down in sub-rule (3) to (23) of rule 20, in every case in which the disciplinary authority is of the opinion that such inquiry is necessary;
- (c) taking the representation, if any, submitted by the Government servant under clause (a) and the record of inquiry, if any. held under clause (b) into consideration;
- (d) recording a finding on each imputation of misconduct or misbehaviour; and
- (e) consulting the Commission where such consultation is necessary.

(2) Notwithstanding anything contained in clause (b) of sub-rule (1), if in a case it is proposed, after considering representation, if any, made by the Government servant under clause (a) of that sub-rule, to withhold increments of pay and such withholding of increments is likely to affect adversely the amount of pension payable to the Government Servant or to withhold increments of pay for a period exceeding three years an inquiry shall be held in the manner laid down in sub-rules (3) to (23) of rule 20, before making any order imposing on Government Servant any such penalty.

(3) The record of the proceedings in such cases shall include:-

- (i) a copy of the intimation to the Government Servant of the proposal to take action against him;
- (ii) a copy of the statement of imputations of misconduct or misbehaviour delivered to him;
- (iii) his representation, if any;
- (iv) the evidence produced during the inquiry, if any;
- (v) the advice of the Commission, if any;
- (vi) the findings on each imputation of misconduct or misbehaviour; and
- (vii) the orders on the case together with the reasons therefor.

23. Communication of Orders:-

Orders made by the disciplinary authority shall be communicated to the Government Servant who shall also be supplied with a copy of the report of the inquiry, if any, held by the disciplinary authority and a copy of its findings on each article of charge, or, where the disciplinary authority is not the inquiring authority, a copy of the report of the inquiring authority and a statement of the findings of the disciplinary authority together with brief reasons for its disagreement, if any, with the findings of the inquiring authority (unless they have already been supplied to him) and also a copy of the advice, if any, given by the Commission and, where the disciplinary authority has not accepted the advice of the Commission, a brief statement of the reasons for such non-acceptance.

Common Proceedings :-

24. (1) Where two or more Government Servants of the same service or different services are concerned in any case, the Government or any other authority competent to impose the penalty of dismissal from service on all such Government Servants may make an order directing that disciplinary action against all of them may be taken in a common proceedings.

Provided that if the authorities competent to impose the penalty of dismissal on such Government Servants are different, such authorities not being the Government, an order for holding such inquiry in a common proceeding may be made by the highest of such authorities with the consent of the other authorities competent to impose the said penalty on the others.

(2) Subject to the other provisions of these rules, every such order shall specify:

- (i) the authority which may function as the disciplinary authority for the purpose of such common proceedings;
- (ii) the penalties specified in rule 9 and rule 10 which such disciplinary authority shall be competent to impose;
- (iii) whether the procedure laid down in rule 20 and rule 21 or rule 22 shall be followed in the proceeding ..

Special procedure in certain cases:

25. Notwithstanding anything contained in rule 20 to rule 24 -

- (i) where any penalty is imposed on a Government servant on the ground of conduct which has led to his conviction on a criminal charge, or
- (ii) where the disciplinary authority is satisfied for reasons to be recorded by it in writing that it is not reasonably practicable to hold an inquiry in the manner provided in these rules, or
- (iii) where the Governor is satisfied that in the interest of the security of the State, it is not expedient to hold any inquiry in the manner provided in these rules,

The disciplinary authority may consider the circumstances of the case and make such orders there on as it deems fit:

First Proviso deleted

(G.O.Rt.No. 6421, GA (Ser.C) Dept., dt. 29-12-1993)

Provided that the Commission shall be consulted, where such consultation necessary, before any orders are made in any case under this rule.

"Provided further that no such consultation with the Commission is necessary before any orders are made under clause (i) of this rule".

(G.O.Ms.No.240, G.A.(Ser.C) Dept., dt: 14.8.2003)

Waiver of Procedure in certain cases:

26 (1) All or any of the provisions of rules 20 to 24 may, in exceptional cases and for special and sufficient reasons to be recorded by the disciplinary authority in writing, be waived where there is a difficulty in observing fully the requirements of these rules and those requirements can be waived without causing any injustice to the Government servant charged.

(2) If, in respect of any Government servant charged, a question arises whether it is reasonably practicable to hold such inquiry or give such opportunity as is referred to in rules 20 to 24, the decision thereon of the disciplinary **authority** competent to impose any of the penalties specified in clauses (vii) to (x) of rule 9 on the Government servant concerned shall be final.

"27: Action on report of Lokayukta and Upa-Lokayukta:-

(1) Notwithstanding anything contained in rule 20 or rule 22, where it is proposed to impose on a Government Servant any of the penalties specified in rule 9 or rule 10 on the basis of the recommendation contained in the report mentioned in sub-section (1) of section 12 of the Andhra Pradesh Lokayukta and Upa-Lokayukta Act 1983, the disciplinary authority shall take action on the basis of the recommendation contained in the report, after furnishing a copy of the report to the charged Government Servant to make a representation, if any, within a reasonable time fixed and after taking into consideration such representation, and impose any of the penalties specified in rule 9 or rule 10.

Provided that, the disciplinary authority for the purpose of this rule shall be the authority under rule 2(c) or as specified under clause (c) of Section 2 of the Andhra Pradesh Lokayukta and Upa-Lokayukta Act, 1983.

(G.O. Ms. No. 350, G.A.(Ser.C) Dept., dt: 8.8.2002)

"(2) The Complaints Committee report on allegations of sexual harassment and atrocities on women shall be deemed to be an inquiry report under these rules.

Notwithstanding anything contained in rule 20 or rule 22 where it is proposed to impose on Government Servant any of the penalties specified in rule 9 or rule 10 on the basis of the inquiry report of the Complaints Committee, the disciplinary authority shall taken action on the basis of recommendations contained in the inquiry report after furnishing a copy of the report to the charged Government servant to make a representation, if any, within a reasonable time fixed and after taking into consideration such representation, and impose any of the penalties specified in rule 9 or rule10".

(G.O. Ms. No. 557, G.A.(Ser. C) Dept., dated: 14.12.2005)

Earlier Position

Action on report of Lokayukta and Upa-Lokayukta:

27. Not withstanding anything contained in rule 20 or rule 22, the disciplinary authority on receipt of a report from the Lokayukta or Upalokayukta under sub-section (1) of Section 12 of the A P. Lokayukta and Upalokayukta Act, 1983 and on the basis of the findings and recommendations made by the Andhra Pradesh Lokayukta or Upa-Lokayukta as the case may be the disciplinary authority shall take action against the employees under the relevant rules governing such employee and dispose of the case duly following the relevant procedure prescribed and duly considering the report of the Lokayukta or Upalokayukta as the case may be and shall arrive at independent of his judgement on the findings and recommendations at the conclusion.

Provided that the disciplinary authority for the purpose of this rule shall be the authority specified under clause (c) of section 2 of the AP. Lokayukta and Upa-Lokayukta Act, 1983 or the authority competent under

the rules governing such employee whichever authority is higher.

[G.O.Ms.No. 457, G.A (Ser.C) Dept., dt. 5-12-2001]

Rules not to affect provisions relating to Andhra Pradesh Survey and Land Records Subordinate Service:

28. Nothing in these rules shall affect the rule of regulation of the pay of the members of the Andhra Pradesh Survey and Land Records Subordinate Service in the following categories according to their monthly outturn of work.

CLASS I

CATEGORY 3

Town Surveyor

panchayat Surveyor

CATEGORY 4

Deputy Surveyor

Taluk Surveyor

CATEGORY 5

Field Surveyor

Class II

CATEGORY 7

Junior Computer

CATEGORY 8

Junior Draftman

Rules not to affect provisions in Andhra Pradesh Stationery manual

29. Nothing in these rules shall affect the operation of the Instructions contained in the Andhra Pradesh Stationery Manual, Volume I relating to the recovery from the pay of warehousemen, packers in the office of the Director of Stationery of the value of the short receipts reported by the indenting officers.

Provisions regarding officers lent to Government of India, etc.

30. (1) Where the services of a Government servant are lent by one department to another department or to the Government of India or the Government of another State (hereinafter in this rule referred to as "the borrowing authority"), the borrowing authority shall have the powers of the appointing authority for the purpose of placing such Government servant under suspension and of the disciplinary authority for the purpose of conducting a disciplinary proceeding against him:

Provided that the borrowing authority shall forthwith inform the authority which lent the services of the Government servant (hereinafter in this rule referred to as "the lending authority") of the circumstances leading

to the order of suspension of such Government servant or the commencement of the disciplinary proceeding as the case may be.

(2) In the light of the findings in the disciplinary proceeding conducted against the Government servant:

"(i) If the borrowing authority is of the opinion that any of the penalties specified in clauses (i) to (v) of rule 9 or in rule 10, should be imposed on the Government servant, it may, make such orders as it deem necessary.

(ii) If the borrowing authority is of the opinion that the penalty specified in clause (vi) of rule 9 should be imposed on Government servant, it may pass such orders as it may deem necessary, duly following the procedure prescribed in rule 20,

Provided that the borrowing authority shall inform the lending authority, which lent the services of the Government servant the circumstances leading to the imposition of the penalty specified in clause (vi) of rule 9:

Provided further that if the borrowing authority is of the opinion that any of the penalties specified in clauses (vii) to (x) of rule 9 should be imposed on such Government servant, it shall replace his services at the disposal of the lending authority and transmit to it the proceedings of tile enquiry and thereupon the lending authority may, if it is disciplinary authority, pass such orders thereon as it may deem necessary, or if it is not disciplinary authority, submit the case to the disciplinary authority which shall pass such orders on the case as it may deem necessary".

[G.O.Ms.No.20, G.A. (Ser.C) Dept., Dt. 20-1-2000)

Provided that before passing any such order, the disciplinary authority shall comply with the provisions of sub-rules (3) and (4) of rule 21:

Explanation: The disciplinary authority may make an order under this clause on the record of the inquiry transmitted to it by the borrowing authority, or after holding such further inquiry as it may deem necessary, as far as may be in accordance with rule 20.

Provided further that the provision in clauses (i) and (ii) requiring the replacement of the services of the Government Servant at the disposal of the **lending** authority shall not apply where the Government servant has been lent by one department to another and both the departments are under the same administrative authority.

(3) For the purpose of this rule, an Assistant or an Assistant Section Officer of the Secretariat or an Assistant or a Senior Assistant of the office of the Commissioner for Land Revenue deputed for training as Revenue Inspector, in the Andhra Pradesh Ministerial Service or a Section Officer of the Secretariat or a Superintendent of the office of the Commissioner for Land Revenue deputed for training as Mandal Revenue Officer in the districts, shall be deemed to be a Government servant lent.

(4) "(i) Where the borrowing authority, is a Company or Corporation or Organisation or local or other authority, such borrowing authority may, subject to such specific conditions or limitations, if any, that may be made in the terms of deputation, suspend or impose any of the penalties specified in clauses (i) to (vi) of rule 9 or clause (i) of rule 10, on the Government servant, duly following the procedure prescribed in CCA Rules.

Provided that the borrowing authority shall intimate the fact of placing the Government servant under suspension or imposing on him/her the penalty as the case may be to the lending authority:

Provided further that if the borrowing authority is of the opinion that any of the penalties specified in clauses (vii) to (x) of rule 9 should be imposed on the Government servant, it shall replace his services at the disposal of the lending authority and transmit to it the proceedings of the enquiry and thereupon the lending authority may, if it is disciplinary authority, pass such orders thereon as it may deem necessary or if it is not disciplinary authority, submit the case to the disciplinary authority which shall pass such orders on the case as it may deem necessary".

[G.O.Ms.No. 20 G.A. (Ser.C) Dept., Dt. 20-1-2000]

(ii) Where a Government servant whose services are placed at the disposal of any company, corporation, organisation or a local or other authority has, at any time before his services were so placed, committed any act or **omission** which renders him liable to any penalty specified in rule 9 or rule 10, the authority competent to impose any such penalty on such Government servant shall alone be competent to institute disciplinary proceeding against him and to impose on him such penalty specified in rule 9 or rule 10 as it thinks fit and the borrowing authority under whom he is serving at the time of the institution of such proceeding, shall be bound to render all reasonable facilities to such competent authority instituting and conducting such proceeding.

Provisions regarding officers borrowed from Government of India etc.

31. (1) Where an order of suspension is made or a disciplinary proceeding is conducted against a government servant whose services have been borrowed by one department from another department or from the Government of India or the Government of another State or a company or corporation or organisation or a local or other authority the authority lending the services (hereinafter in this rule referred to as "the lending authority") shall forthwith be informed of the circumstances leading to the order of the suspension of the Government servant or of the commencement of the disciplinary proceeding, as the case may be.

(2) In the light of the findings in the disciplinary proceeding conducted against the Government servant:

"(i) If the disciplinary authority is of the opinion that any of the penalties specified in clauses (i) to (v) of rule 9 or in rule 10 should be imposed on him/her it may, subject to the provisions

of sub-rule (3) of rule 21 pass such orders as it may deem necessary:

Provided that the borrowing authority shall intimate the fact of imposing the penalty on Government servant, to the lending authority.

- (ii) If the borrowing authority is of the opinion that the penalty specified in clause (vi) of rule 9 should be imposed on Government Servant, it may pass such orders as it may deem necessary, duly following the procedure prescribed in rule 20.

Provided further that if the borrowing authority is of the opinion that any of the penalties specified in clauses (vii) to (x) of rule 9 should be imposed on the Government servant, it shall replace his services at the disposal of the lending authority and transmit to it the proceedings of the enquiry and thereupon the lending authority may, if it is disciplinary authority, pass such orders thereon as it may deem necessary or if it is not disciplinary authority, submit the case to the disciplinary authority which shall pass such orders on the case as it may deem necessary" .

(G.O.Ms.No. 20, G.A. (Ser.C) Dept., Dt. 20-1-2000)

PART VI - APPEALS

Orders against which no appeal lies

32. Notwithstanding anything contained in this part, no appeal shall lie against.

- (i) any order made by the Governor.
- (ii) any order of an interlocutory nature or of the nature of a step-in-aid of the final disposal of a disciplinary proceeding, other than an order of suspension.
- (iii) any order passed by an inquiring authority in the course of the inquiry under rule 20.

Orders against which appeal lies

33. (1) Subject to the provisions of rule 32 a Government servant may prefer an appeal, as hereinafter provided, against all or any of the following orders, namely:-

- (i) an order of suspension made or deemed to have been made under rule 8;
- (ii) an order imposing any of the penalties specified in rule 9 or rule 10 whether made by the disciplinary authority or by an appellate or revising authority;
- (iii) an order enhancing any penalty imposed under rule 9 or rule 10;
- (iv) an order discharging him in accordance with the terms of his contract if he has been engaged on a contract for fixed or for an indefinite period and has rendered under either form of contract, continuous service for a period exceeding five years

at the time when his services are so discharged; and

- (v) an order reducing or withholding the maximum pension, including an additional pension, admissible to him under the rules governing pension.

(2) Subject to the provisions of rule 32, a member of a subordinate service may, as here-in-after provided, prefer an appeal against an order passed by an authority subordinate to the Government (i) varying to his disadvantage his conditions of service, pay, allowances or pension as regulated in rules or in a contract of service and (ii) interpreting to his disadvantage the provisions of any rules or contract of service whereby his conditions of service, pay, allowances or pension are regulated.

Explanation :-In this rule, the expressions 'Government Servant' and 'member of a Subordinate Service' include a person who has ceased to be in Government Service.

Appellate authorities :

34. (1) A Government Servant, including a person who has ceased to be in Government service, may prefer an appeal against all or any of the orders specified in rule 33 to the authorities as follows:-

- (i) An Appeal from an order passed by the High Court shall lie to the Governor.
- (ii) An appeal from an order imposing on a member of a state service any of the penalties specified in rule 9 or placing such member under suspension under rule 8 passed by the Head of the Department shall lie to the Government and an appeal from an order passed by a lower authority shall lie to the Head of the Department.

Provided that an appeal from an order imposing the penalties specified in clauses (i) to (v) of rule 9 on all types of Inspectors of Police by the Superintendent of Police or an Officer of the corresponding rank shall lie to the Special Inspector-General of Police (Law and Order).

- (iii) An Appeal from an order imposing on a member of a Subordinate Service any of the penalties Specified in rule 9 or rule 10 or placing such member under suspension under rule 8 passed by any authority lower than the Government shall lie to the next higher authority to whom the former authority is administratively subordinate;

Provided that in respect of the members of Subordinate Services working in the Habitual offenders settlements in the Police Department, the appellate authority shall be the Superintendent of Police concerned in respect of orders passed by the manager of the Settlement.

Provided further that in the case of a member of the Andhra Pradesh Police Subordinate Service or the Andhra Pradesh Special Armed Police Service, the appellate authority shall be as specified against each of the categories in Appendix - IV;

(G.O.Ms.No. 284, GA (Ser.C) Dept. Dated: 07-07-1997)

Provided also that in the case of a member of the Andhra Pradesh Police Subordinate Service or the Andhra Pradesh Special Armed Police Service an officer superior to the competent authority may, for reasons to be recorded in writing, transfer an appeal from the competent authority to any other authority holding the same rank for disposal.

- (iv) An Appeal against an order referred to in sub-rule (2) of rule 33 shall lie to the Government.

(2) Notwithstanding anything contained in sub-rule (1)

- (i) an appeal against an order in a common proceeding held under rule 24 shall lie to the authority to which the authority functioning as the disciplinary authority for the purpose of that proceeding is immediately subordinate;
- (ii) where the person who made the order appealed against becomes, by virtue of his subsequent appointment or otherwise, the appellate authority in respect of such order, an appeal against such order shall lie to the authority to which such person is immediately subordinate and, if there is no such authority, by an authority appointed by the Government.

Period of limitation for appeals

35. No appeal preferred under these rules shall be entertained unless such appeal is preferred within a period of three months from the date on which a copy of the order appealed against is delivered to the appellant:

Proviso deleted.

(G.O.Ms.No. 64, GA (Ser.C) Dept., Dt. 27-2-1998)

Form and contents of appeal

36. (1) Every person preferring an appeal shall do so separately and in his own name.

(2) The appeal shall contain all material statements and arguments relied on by the appellant and shall be complete in itself, and shall not contain any disrespectful or improper language. It shall be presented to the authority to whom the appeal lies, a copy being forwarded by the appellate to the authority which made the order appealed against.

(3) The authority which made the order appealed against shall, on receipt of a copy of the appeal, forward the same with its comments thereon together with the relevant records to the appellate authority, without any avoidable delay and without waiting for any direction from the appellate authority.

Consideration of appeal

37. (1) In the case of an appeal against an order of suspension, the appellate authority shall consider whether in the light of the provisions of rule 8 and having regard to the circumstances of the case, the order of

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suspension is justified or not and confirm or revoke the order accordingly.

(2) In the case of an appeal against an order imposing any of the penalties specified in rule 9 or rule 10 or enhancing any penalty imposed under the said rules, the appellate authority shall consider:-

- (a) whether the procedure laid down in these rules has been complied with and if not, whether such non-compliance has resulted in the violation of any provisions of the Constitution of India or in failure of justice;
- (b) whether the findings of the disciplinary authority are warranted by the evidence on the record; and
- (c) whether the penalty or the enhanced penalty imposed is adequate; inadequate, or severe and pass orders.
- (i) confirming, enhancing, reducing or setting aside the penalty; or
- (ii) remitting the case to the authority which imposed or enhanced the penalty or to any other authority with such direction as it may deem fit in the circumstances of the case;

Provided that:

- (i) the Commission shall be consulted in all cases where such consultation is necessary;
- (ii) if the enhanced penalty which the appellate authority proposed to impose is one of the penalties specified in clauses (vi) to (x) of rule 9 and an inquiry under rule 20 has not already been held in the case, the appellate authority shall, subject to the provisions of rule 25, itself hold such inquiry or direct that such inquiry be held in accordance with the provisions of rule 20 and, thereafter, on consideration of the proceedings of such inquiry, make such orders as it may deem fit;
- (iii) if the enhanced penalty which the appellate authority proposes to impose is one of the penalties specified in clauses (vi) to (x) of rule 9 and an inquiry under rule 20 has already been held in the case, the appellate authority shall make such orders as it may deem fit; after the appellant has been given a reasonable opportunity of making a representation [G.O.Ms.No. 480, G.A. (Ser.C) Dept., dt. 20-12-2001]
- (iv) subject to the provisions of rule 25, the appellate authority shall.-
- (a) where the enhanced penalty which the appellate authority proposes to impose, is the one specified in clause (iv) of rule 9 and falls within the scope of the provisions contained in sub-rule (2) of rule 22; and

- (b) where an inquiry in the manner laid down in rule 20 has not already been held in the case:

itself hold such inquiry or direct that such inquiry be held in accordance with the provisions of rule 20 and thereafter, on consideration of the proceedings of such inquiry, pass such orders as it may deem fit; and

- (v) no order imposing an enhanced penalty shall be made in any other case unless the appellant has been given a reasonable opportunity, as far as may be, in accordance with the provisions of rule 22, of making a representation against such enhanced penalty.

(3) In an appeal against any other order specified in rule 33 the appellate authority shall consider all the circumstances of the case and make such orders as it may deem just and equitable.

Review of original orders passed by Government, in lieu of appeal

38. (a) Every member of State Service, or a member of a Subordinate Service in whose case the Government have passed original orders, shall not be entitled to appeal but shall be entitled to make separately and in his own name, within a period of three months from the date on which the order was communicated to him, a petition to the Government for review of the order passed by them on any of the following grounds, namely:- .

- (i) that the order against which the petition for review is made was not passed by the competent authority;
 - (ii) that a reasonable opportunity was not given to the petitioner for defending himself;
 - (iii) that the punishment is excessive or unjust;
 - (iv) that the petitioner has made a discovery of new matter or evidence which he proves to the satisfaction of the Government, was not within his knowledge or could not be adduced by him before the order imposing the penalty was passed; and
 - (v) that there is an evident error or omission in the order such as failure to apply the law of limitation or an error of procedure apparent on the face of record.
- (b) any petition for review which does not satisfy any of the above grounds shall be summarily rejected.
 - (c) The Government shall pass such order as they think proper in respect of any petition for review that has been admitted under this rule.

IMPLEMENTATION OF ORDERS IN APPEAL

39. The authority which made the order appealed against shall give effect to the orders passed by the appellate authority.

PART VII - REVISION AND REVIEW

Revision;

40. (1) Notwithstanding anything contained in these rules.

- (i) the Government, or
- (ii) in the case of a Government servant serving in a department or office under the control of a head of department such head of the department directly under the Government; or
- (iii) any appellate authority, or
- (iv) any other authority specified in this behalf by the Government by a general or special order, and within such time as may be prescribed in such general or special orders may where a revision petition is preferred by the Government servant within one year of the date of receipt by him of the order sought to be revised, and in cases where no such revision petition is preferred within four years of the date of the order proposed to be revised, either suo-motu or otherwise and after calling for the records of any inquiry and examination, revise any order of penalty made under these rules or under the rules repealed by the rule 45, after consultation with the commission where such consultation is necessary. The said authority may exercise the power suo-motu within four years from the date of issue of order of penalty by the competent authority or within one year of the date of receipt of the petition either confirm or reduce or set aside the order of penalty or any other order already issued, and where it is proposed to enhance the penalty, such authority may exercise the power within four years from the date of receipt of the petition and revise any order made under rule 45 after consultation with the commission where such consultation is necessary, and
 - (a) confirm, modify or set aside the order; or
 - (b) confirm, reduce, enhance or set aside the penalty imposed by the order, or impose any penalty where no penalty has been imposed; or
 - (c) remit the case to the authority which made the order or to any other authority directing such authority to make such further inquiry as it may consider proper in the circumstances of the case; or
 - (d) pass such other orders as it may deem fit;

Provided that the Special Inspector-General of Police (Law and Order) or the Deputy Inspector-General of Police or an officer of the corresponding rank may, of his own motion or otherwise, revise an order passed on appeal by the authority subordinate to him:

Provided further that no order imposing or **enhancing** any penalty

shall be made by any revising authority unless the Government servant concerned has been given a reasonable opportunity of making a representation against the penalty proposed and where it is proposed to impose any of the major penalties specified in rule 9 or to enhance the minor penalty imposed by the order sought to be revised to any of the major penalties and if an inquiry under rule 20 has not already been held in the case, no such penalty shall be imposed except after inquiring in the manner laid down in rule 20, subject to the provisions of rule 25 and except after consultation with the Commission, where such consultation is necessary:

Provided also that subject to the provisions of rule 25, the revising authority shall:

- (a) where the enhanced penalty which the revising authority propose to impose, is the one specified in clause (iv) of rule 9 and falls within the scope of the provisions contained in sub-rule (2) of rule 22; and
- (b) where an inquiry in the manner laid down in rule 20 has not already been held in the case.

itself hold such inquiry or direct that such inquiry be held in accordance with the provisions of rule 20 and thereafter, on a consideration of the proceedings of such inquiry, pass such orders as it may deem fit:

Provided further that no power of revision shall be exercised by the head of department, unless

- (i) the authority which made the order in appeal, or
- (ii) the authority to which an appeal would lie, where no appeal has been preferred, is subordinate to him.

(2) No proceeding for revision shall be initiated or commenced until after

- (i) the expiry of the period of limitation for preferring an appeal, or
- (ii) the disposal of the appeal, where any such appeal has been preferred; the Government servant may however prefer a revision petition for revising the order of penalty within a period of one year after the appeal petition to the prescribed appellate authority is disposed off.

(3) An application for revision shall be dealt with in the same manner as if it were appeal under these rules.

[G.O.Ms.No. 455, G.A. (Ser.C) Dept., dated 5-12-2001]

Review:

41. The Government may exercise the power to review any order passed under these rules only on the reference made by the Head of the Department when any new material or evidence which could not be produced or was not available at the time of passing the order under

review and which has the effect of changing the nature of the case, has come or has been brought to its notice.

(G.O.Ms.No. 64 GA (Ser.C) Dept., dated: 27-02-1998)

Provided that no order imposing or enhancing any penalty shall be made by the Government unless the Government servant concerned has been given a reasonable opportunity of making a representation against the penalty proposed or where it is proposed to impose any of the major penalties specified in rule 9 or to enhance the minor penalty imposed by the order sought to be reviewed to any of the major penalties and if an inquiry under rule 20 has not already been held in the case, no such penalty shall be imposed except after inquiring in the manner laid down in rule 20, subject to the provisions of rule 25 and except after consultation with the Commission where such consultation is necessary.

Provided further that the Government shall exercise the power of review within a period of three years.

(G.O.Ms.No. 408, GA (Ser.C) Dept., dated: 20-09-1996)

PART VIII - MISCELLANEOUS

Service of orders, notices etc.,

42. Every Order, notice and other process made or issued under these rules shall :

- (i) if he is on duty be served on the Government servant by delivering or tendering it in person;
- (ii) if he is on leave or under suspension or otherwise absent be communicated to him by registered post to the address given by him, if any, or of his usual place of residence;
- (iii) if it cannot be so served or communicated, be published in the Andhra Pradesh Gazette.

Power to relax time limit and to condone delay:

43. Save as otherwise expressly provided in these rules, the authority competent under these rules to make any order may, for good and sufficient reasons or if sufficient cause is shown, extend the time specified in these rules for anything required to be done under the rules or condone any delay.

Supply of copy of Commissions's advice:

44. Whenever the Commission is consulted as provided in these rules, a copy of the advice by the Commission and, where such advice has not been accepted, also a brief statement of the reasons for such non-acceptance, shall be furnished to the Government servant concerned along with a copy of the order passed in the case, by the authority making the order.

Repeal and Saving:

45. (1) The Andhra Pradesh Civil Services (Classification, Control

and Appeal) Rules, 1963 issued in G.O.Ms.No.1376, General Administration (Rules) Department, dated the 28th November, 1963 in so far as they relate to the services specified in these rules, are hereby repealed.

Provided that:

- (a) such repeal shall not affect the previous operation of the said rules, or any notification or order made, or anything done, or any action taken thereunder;
- (b) any proceedings under the said rules, pending at the commencement of these rules shall be continued and disposed of as far as may be in accordance with the provisions of these rules, as if such proceedings were proceedings under these rules.

(2) nothing in these rules shall operate to deprive any person of any right of appeal, which he would have had if these rules had not been made, in respect of any order passed before the commencement of these rules. An appeal pending at the time when, or preferred after these rules came into force shall be deemed to be an appeal under these rules, and rule 37 shall apply as if the appeal were against an order appealable under these rules.

(3) As from the commencement of these rules any appeal or application for revision or review against any orders made before such commencement shall be preferred or made under these rules, as if such orders were made under these rules;

Provided that nothing in these rules shall be construed as reducing any period of limitation for any appeal, revision or review provided by any rule in force before the commencement of these rules.

Removal of Doubts:

46. If any doubt arises as to the interpretation of any of the provisions of these rules, the matter shall be referred to the Government, whose decision shall be final. .

(BY ORDER AND IN THE NAME OF THE GOVERNOR OF ANDHRA PRADESH)

K.V. NATARAJAN,

CHIEF SECRETARY TO GOVERNMENT.

To

The Director, Printing, Stationery & Stores Purchase (Printing Wing)
Department, Hyderabad,

(for publication of the notification in the Andhra Pradesh Gazette and to supply three thousand printed copies to this Department).

All Departments of Secretariat (10 copies) All Heads of Departments.

All Collectors & District Judges.

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The Registrar, High Court of Andhra Pradesh, Hyderabad.

The Registrar, Andhra Pradesh Administrative Tribunal, Hyderabad.

The Secretary, Andhra Pradesh Public Service Commission, Hyderabad.

The Chairman, Tribunal for Disciplinary Proceedings, Hyderabad.

The General Administration (SC.D)/(Vigilance & Enforcement) Department. All Administrative Sections in General Administration Department.

Copy to the Law (E) Department.

S.F./S.C.

P.T.O. for Schedules I&II and Appendices 1 to 4

SCHEDULE-I

[Rule- 6]

1. The Andhra Pradesh Administrative Service.
2. The Andhra Pradesh Agricultural Service.
3. The Andhra Pradesh Animal Husbandry Service.
4. The Andhra Pradesh Boiler Service.
5. The Andhra Pradesh Central Stores Purchase Service.
6. The Andhra Pradesh Civil Service (Executive Branch)
7. The Andhra Pradesh Commercial Taxes Service.
8. The Andhra Pradesh Co-operative Service.
9. The Andhra Pradesh Economic and Statistical Service.
10. The Andhra Pradesh Educational Service.
11. The Andhra Pradesh Electrical Service.
12. The Andhra Pradesh Employment Service.
13. The Andhra Pradesh Engineering Service.
14. The Andhra Pradesh Excise Service.
15. The Andhra Pradesh Factory Service.
16. The Andhra Pradesh Fire Service.
17. The Andhra Pradesh Fisheries Service.
18. The Andhra Pradesh Forest Service.
19. The Andhra Pradesh General Service.
20. The Andhra Pradesh Government Life Insurance Service.
21. The Andhra Pradesh (R & B) Engineering Service.
22. The Andhra Pradesh Hindu Religious and Charitable Endowments (Administration Service.)
23. The Andhra Pradesh Homeopathic Service.
24. The Andhra Pradesh Indian Medicine Service
25. The Andhra Pradesh Industries Service.
26. The Andhra Pradesh Information Service.
27. The Andhra Pradesh Jail Service.
28. The Andhra Pradesh Labour Service.
29. The Andhra Pradesh Marketing Service.
30. The Andhra Pradesh Medical Service.
31. The Andhra Pradesh Mining Service.
32. The Andhra Pradesh Municipal Commissioners Service.

33. The Andhra Pradesh Panchayat Service.
34. The Andhra Pradesh Panchayat Raj Engineering Service.
35. The Andhra Pradesh Panchayat Raj Service (Executive Branch)
36. The Andhra Pradesh Pay and Accounts Service.
37. The Andhra Pradesh Police Service.
38. The Andhra Pradesh Port Service.
39. The Andhra Pradesh Public Health Service.
40. The Andhra Pradesh Public Health and Municipal Engineering Service.
41. The Andhra Pradesh Printing Service.
42. The Andhra Pradesh Registration Service.
43. The Andhra Pradesh Higher Judicial Service.
44. The Andhra Pradesh State Judicial Service.
45. The Andhra Pradesh State Legal Service.
46. The Andhra Pradesh Survey and Land Records Service.
47. The Andhra Pradesh Technical Education Service.
48. The Andhra Pradesh Town Planning Service.
49. The Andhra Pradesh Transport Service.
50. The Andhra Pradesh Treasury and Accounts Service.
51. The Andhra Pradesh Weights and Measures Service.
52. The Andhra Pradesh Backward Class Welfare Service.
53. The Andhra Pradesh Horticulture Service.
54. The Andhra Pradesh Handlooms & Textiles Service.
[G.O.Ms.No. 525, G.A. (Ser.C) Dept., Dt. 30-11-98]
55. The Andhra Pradesh Insurance Medical Service.
[G.O.Ms.No. 19, G.A. (Ser.C) Dept., Dt. 13-1-99]
56. The Andhra Pradesh Tribal Welfare Engineering Service
[G.O.Ms.No. 315, G.A. (Ser.C) Dept., Dt. 5-9-2000]
57. Andhra Pradesh State Prosecution **Service**.
(G.O. Ms. No. 206, G.A. (Ser.C) Dept., dt: 16.7.2003)
58. Andhra Pradesh State Audit **Service**.
(G.O. Ms. No. 71, G.A. (Ser.C) Dept., dt: 17.02.2009)

SCHEDULE -II

[Rule - 7]

1. The Andhra Pradesh Agricultural Subordinate Service.
2. The Andhra Pradesh Animal Husbandry Subordinate Service.
3. The Andhra Pradesh Certified Schools Subordinate Service.
4. The Andhra Pradesh Commercial Taxes Subordinate Service.
5. The Andhra Pradesh Co-operative Subordinate Service.
6. The Andhra Pradesh Economics and Statistical Subordinate Service.
7. The Andhra Pradesh School Education Subordinate Service.
8. The Andhra Pradesh Electrical Subordinate Service.
9. The Andhra Pradesh Engineering Subordinate Service.
10. The Andhra Pradesh Excise Subordinate Service.
11. The Andhra Pradesh Fire Subordinate Service.
12. The Andhra Pradesh Fisheries Subordinate Service.
13. The Andhra Pradesh Forest Subordinate Service.
14. The Andhra Pradesh General Subordinate Service.
15. The Andhra Pradesh Government Press Subordinate Service.
16. The Andhra Pradesh(R & B) Engineering Subordinate Service.
17. The Andhra Pradesh Homeopathic Subordinate Service.
18. The Andhra Pradesh Indian Medicine Subordinate Service.
19. The Andhra Pradesh Industries Subordinate Service.
20. The Andhra Pradesh Information Subordinate Service.
21. The Andhra Pradesh Jail Subordinate Service.
22. The Andhra Pradesh Judicial Ministerial Service.
23. The Andhra Pradesh Last Grade Service.
24. The Andhra Pradesh Labour Subordinate Service.
25. The Andhra Pradesh Marketing Subordinate Service.
26. The Andhra Pradesh Medical Subordinate Service.
27. The Andhra Pradesh Ministerial Service.
28. The Andhra Pradesh Mining Subordinate Service.
29. The Andhra Pradesh Minor Irrigation Subordinate Service.
30. The Andhra Pradesh Municipal Commissioners Subordinate Service.
31. The Andhra Pradesh Panchayat Raj Executive Subordinate

Service,

32. The Andhra Pradesh Panchayat Raj Subordinate Engineering Service.
33. The Andhra Pradesh Pay and Accounts Subordinate Service,
34. The Andhra Pradesh Police Subordinate Service.
35. The Andhra Pradesh Port Subordinate Service.
36. The Andhra Pradesh Public Health Subordinate Service.
37. The Andhra Pradesh Public Health and Municipal Engineering Subordinate Service.
38. The Andhra Pradesh Registration Subordinate Service.
39. The Andhra Pradesh Revenue Subordinate Service.
40. The Andhra Pradesh Secretariat Subordinate Service.
41. The Andhra Pradesh Special Armed Police Service.
42. The Andhra Pradesh Survey and Land Records Subordinate Service.
43. The Andhra Pradesh Survey and Land Records Subordinate (Temporary) Service.
44. The Andhra Pradesh Technical Education Subordinate Service.
45. The Andhra Pradesh Town Planning Subordinate Service.
46. The Andhra Pradesh Treasury and Accounts Subordinate Service.
47. The Andhra Pradesh Sericulture Subordinate Service.
48. The Andhra Pradesh Backward Classes Welfare Subordinate Service.
49. The Andhra Pradesh Horticulture Subordinate Service.
50. The Andhra Pradesh Endowments Executive Officers Subordinate Officers Service.
51. The Andhra Pradesh Handlooms & Textiles Subordinate Service. [G.O.Ms.No.525, G.A. (Ser.C) Dept., Dt. 30-11-98]
52. The Andhra Pradesh Insurance Medical Subordinate Service. [G.O.Ms.No.19, G.A.(Ser.C) Dept., Dt. 13-1-99]
53. The Andhra Pradesh Panchayat Raj Subordinate Service. [G.O.Ms.No.79, G.A. (Ser.C) Dept., Dt. 1-3-99]
54. The Andhra Pradesh Tribal Welfare Engineering Subordinate Service. [G.O.Ms.No. 315, G.A. (Ser.C) Dept., Dt. 5-9-2000]
55. Andhra Pradesh State Audit Subordinate **Service.**

(G.O. Ms. No. 71, G.A. (Ser.C) Dept., dt: 17.02.2009)

APPENDIX -1

[Rule 10 (i)]

GOVERNMENT GUEST HOUSE DEPARTMENT :

Members of the Andhra Pradesh General Subordinate Service.

(a) Government House Department, Hyderabad :-Stewards, Grades 1 and 11, Butlers, Carpenters, Painters, Head Cooks, Assistant Cooks, Drivers, Tailor and Electrician.

(b) Hyderabad House, New Delhi :-Sanitary Fitter, Electrician, Drivers, Cooks and Butlers.

(c) Jubilee Hall, Hyderabad :- Daroga,

GOVERNMENT PRESS:

i. Office Establishment at Kurnool--Attendees.

ii. Members of the Andhra Pradesh Government Press Subordinate Service.

JAIL DEPARTMENT :

I. Andhra Pradesh Jail Subordinate Service

Branch I-Class I.

1. Jailors in Sub-Jails.
2. Gate-Keepers (including Chief Head Warders, Jamedars, Grades I and 11, Head Warders and Dafedars.
3. Warders (including Jawans) in Jails--Grades 1 and 11.

Class II :

Woman Warders - Grades I and 11.

Branch II-Class I:

1. Special Grade Prison Teachers and Instructors.
2. Higher Elementary Grade Teachers and Instructors

Class II:

1. Carpenter Instructors .- Grades-II and III.
2. Blacksmith Instructors.
3. Tailor Instructors -- Grade II.
4. Weaving Instructors -- Grades II and III.
5. Durrie-making Instructors Grades II and III.
6. Carpet-making Instructors.
7. Dyeing Instructors .- Grades II and III.
8. Polisher,
9. Fitter -- Grades II and III.

10. Shoe-making Instructors.

Class-III:

Jamedar, Chauffers.

Temporary Posts.

BRANCH - IV:

1. Wiremen.
2. Packer Clerks and Packers.

PORT DEPARTMENT:

I. Andhra Pradesh Port Subordinate Service.

1. Assistant Light Keepers and Signallers.
2. Flag Lascars.
3. Tindals Grade II.
4. Boatmen.

II. Andhra Pradesh General Subordinate Service.

1. Serangs - Grade II
2. Firemen - Grades I and II.
3. Welders.
4. Greasers
5. Lascars
6. Store Attender.
7. Hammermen.

PUBLIC HEALTH AND MUNICIPAL ENGINEERING DEPARTMENT:

1. Andhra Pradesh General Subordinate Service.
Attenders employed in the office of the Sanitary Engineer.

PROCEEDINGS OF THE COMMISSIONER OF COLLEGIATE EDUCATION
ANDHRA PRADESH :: MANGALAGIRI
Present : Sri. Dr.Pola Bhaskar., I.A.S.,

Rc.No.01/UGG.PF/2023

Dt : 03.04.2023

Sub :- Collegiate Education- Government and Private Aided Colleges-
Career Advancement Scheme - CAS - January 2023 - Certain
Guidelines for validation - Regarding.

Read:- 1) This office Procdgs. Rc.No.522/O.P.I/2022 dated 06.07.2022
2) This office Procdgs. Rc.No.01/UGC-PF/2023 dated 20.01.2023
3) E-mails / representations received from the CAS aspirants
4) This office Procdgs. Rc.No.01/UGC-PF/2023 dated 22.02.2023

The attention of the Principals of all Government Degree Colleges in the State and Secretary & Correspondents of the Private Aided Colleges in the State are invited to the references read above and are directed to validate the CAS applications received in their logins as per the detailed guidelines issued in CAS -January 2023 notification as detailed below :-

- The schedule for verification and validation is from 03.04.2023 to 15.04.2023.
- The User ID and passwords for validating in the CAS web-portal will be provided by SMS to the Principals of Government Degree Colleges/ Secretary & Correspondents of Private Aided Colleges concerned.
- The requirement for Orientation Course and Refresher course for promotions due under CAS will not be mandatory upto 31.12.2018 only and thereafter no exemption is considered in terms of G.O.Ms. No. 14 Higher Edn dated 13.02.2019.
- Lecturers/Librarians/ Physical Directors who have attended and completed Induction/Orientation programmes / Refresher Courses/ FDP's offered by Teaching learning Centre, Ramanujam College, University of Delhi, New Delhi under Pandit Madan Mohan Malavya National Mission on Teachers and Teaching (PMMMNTT) sponsored by Ministry of Education (esrt while MHRM) Govt of India will be considered as they were approved by Government of India.
- The validation must be done thoroughly verifying the educational qualifications with reference to their date of acquiring and date of eligibility of CAS promotions as the case may be.
- API scores / APAR has to be verified and duly validated
- The Research publications, Research Scores, other e-content certificates and supporting documents have to be verified

P.T.O.

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with the uploaded documents by the applicants with that of entries in the Service Register and update the Service Registers accordingly with all the relevant entries without fail.

- After successful verification, and if the information uploaded by the applicant is found correct, the Principal of GDC's / Secretary & Correspondent of PAC's can select the option "**Validated and Confirmed**" and in case, if the details given by the applicant mismatch with Service Register/ incorrect/ or any discrepancies noticed, they may submit the application by selecting "**Not confirmed but submitted with remarks**" by invariably entering detailed remarks for each discrepancy and submit the CAS applications, which will be sent to Zonal level Scrutiny committees.
- After successful submission, they have to take print out of the entire validated CAS application generated in PDF in triplicate. They should retain one copy for future reference and submit two attested copies of entire application along with the Service Registers to the Zonal level Scrutiny committees, which will be communicated shortly.

The validation has to be completed on or before 15.04.2023 and no further extension will be entertained and it is directed to validate the applications only after through verification with the Service Registers of the applicants. The validating authorities will be held responsible for discrepancies if any found after validation.

Sd/- Dr. Pola Bhaskar
Commissioner of Collegiate Education

To

The Principals of Government Degree Colleges in the state.

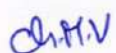
The Secretary & Correspondents of Private Aided Degree Colleges in the state.

Copy to CAO & AGO of this Office

Copy to the Regional Joint Directors of Collegiate Education, Rajahmundry, Guntur & Kadapa.

Spare.1.

//True Copy Attested//


Deputy Director of Collegiate Education


PROCEEDINGS OF THE COMMISSIONER OF COLLEGIATE EDUCATION
ANDHRA PRADESH :: MANGALAGIRI
Present : Sri. Dr.Pola Bhaskar., I.A.S.,

Rc.No.01/UGC.PF/2024

Dt : 08.07.2024

Sub :- Collegiate Education- Government and Private Aided Colleges- Career Advancement Scheme – Calling for online applications from the eligible Lecturers / Librarians / Physical Directors for **CAS - July 2024** - Notification - Issued.

Read:- 1.G.O.Ms.No.14 Education, dated: 20.02.2010.
2.G.O.Ms.No.38 Education (UEI) Department, dated: 23.06.2016.
3. Govt. Memo No. 15641/UE/AL/2012, dated: 07.02.2017.
4.Govt.Lr.No.2398/UE/A1/2017 Dated: 29.6.2017 with UGC Regulations 2016
5. G.O.Ms.No.14. HIGHER EDUCATION (UE) DEPARTMENT Dated:13.02.2019.
6. UGC Regulations F. No. 9-1/2010(PS/MISC)Pt. Vol.II, Dated: 31.7.2023. [3rd Amendment], Regulations,2023.
7. UGC Notification No. F.9-1/2010(PS/MISC).Pt. Vol.II dated 06.06.2024. [4th Amendment], Regulations,2024.

Government vide G.O. second read above have issued orders substituting the appendix of G.O 1st read above, to that of UGC Regulations 2010 and communicated the UGC Regulations, 2016 in the letter 4th read above. Further, in the reference 5th read above, orders were issued implementing UGC Regulations 2018 for awarding CAS (Career Advancement Scheme) to the Lecturers, Physical Directors and Librarians are one among all the Regulations to be implemented.

Therefore, while placing all the above Government Orders issued in the references read above, the following notification is hereby issued for the award of Career Advancement Scheme – July 2024 to the eligible Lecturers/Physical Directors/Librarians to move from one AGP to next AGPs and from one Academic Level to next Academic Level as the case may be in both the aforesaid UGC Regulations.

The schedule, procedure, promotion criteria's and eligibility conditions for award of CAS to the Lecturers/Physical Directors/Librarians in both the Regulations are enclosed in the notification. The online application for CAS will be available in the C.C.E., Official Website, from **18.07.2024** onwards.

The Principals of Government Degree Colleges/Correspondents of Private Aided Colleges are here by instructed to communicate the notification to the Lecturers PDs/Librarians and see that eligible candidates apply for CAS without fail.

P.T.O

/ 2 /

All the eligible Lecturers/Physical Directors/Librarians are here by instructed to go through the Notification and apply as per the directions therein.

The individuals who are eligible for CAS promotions as on 31.07.2024 are directed to apply for one (1) Pay Band/Academic Level only even though eligible for further promotions in view of proposal for issue of CAS notifications in every six (6) months.

Further, the Principals of Government Degree Colleges/Correspondents of Private Aided Colleges are hereby instructed to verify the application of each individual in respect of his/her eligibility for CAS soon after receipt of the application in their log-in, and validate the application through online and forward the validated application form to the Scrutiny Committee at Zonal Level. Three (3) sets of verified and validated application forms (Hard copies), updated Service Registers, and other relevant documents should be handed over in the O/o Regional Joint Director of Collegiate Education Concerned.

After scrutiny by the Zonal Level Committee, the application of the eligible applicants will be placed before the Screening-Cum-Evaluation Committee/Selection Committee for award of CAS promotions, which will be published in the C.C.E., official website.

Encl: Notification (CAS - July 2024)

Sd/- Dr. Pola Bhaskar.

Commissioner of Collegiate Education

To

The Principals of Government Degree Colleges in the state.

The Correspondents of Private Aided Degree Colleges in the state.

The Principal of Private Aided Degree Colleges in the state.

Copy to CAO & AGO of this Office

Copy to the Regional Joint Directors of Collegiate Education, Rajahmundry, Guntur & Kadapa.

Copy forwarded to the Secretary, A.P. State Council of Higher Education for favour of information.

Copy forwarded to the Registrars of all Universities Concerned.

Copy submitted to the Principal Secretary, Higher Education Dept, Andhra Pradesh, Amaravathi.

Spare.1.

//True Copy Attested//

Joint Director of Collegiate Education

Ch.H.V

**Government of Andhra Pradesh
Commissionerate of Collegiate Education**

**Notification for the award of Career Advancement Scheme (July 2024) for
College Teachers-Lecturers/Principals/Physical Directors and Librarians
of Government Degree Colleges (GDCs) and
Private Aided Colleges (PACs)**

(Annexure to Proceedings Rc.No. 01/UGC-PF/2024, dated: 08.07.2024)

Online applications are invited from all the eligible College Teachers (Principals & Lecturers) /Physical Directors/Librarians for **Career Advancement Scheme (CAS)** who fulfills the eligibility conditions as on **31.07.2024**. The applicants are hereby instructed to apply for CAS by filling the online application (Part I and Part II) available in the CCE Website duly verifying the eligibility conditions stipulated in the notification i.e., the eligibility under **UGC 2010 regulations and its subsequent amendments or under UGC regulations 2018 whichever is applicable**.

1. How to apply:

Step-1: Fill-up the basic details form (**Part-I**) and submit the data. On successful submission of Part-I Basic Details Form, an **acknowledgement** number will be generated.

Note :- In view of new TRAI guidelines, the existing system of sending Acknowledgement number through S.M.S is currently dispensed with for this Notification. Hence, the applicants are requested to write down the generated Acknowledgement Number and save it for further reference.

Step-2: Use the Acknowledgement number for online Payment of requisite registration and application fee.

Step-3: After successful payment of requisite fee, applicants are directed to fill up CAS Application Form (**Part-II**)

Note: The applicants are informed to apply for one Pay Band/Academic Level only. The applicants are not allowed to submit separate applications for each Pay Band/Academic Level in view of issuance of CAS notifications in every six months.

2. Fee Payment:

The applicants have to pay an amount of Rs. 1500/- fifteen hundred (Rs. 500/- as Registration fee and Rs. 1000/- as application fee) through the gateway provided in the online application.

3. Process :

- The Principals/Correspondents, on receiving the application in their log-in, have to verify the application of each individual in respect of his/her eligibility for CAS and validate the application online and forward the validated application form to the Scrutiny Committee at Zonal Level along with Three sets of verified and validated application forms (Hard copies), Updated Service Registers, and other necessary documents
- After scrutiny by the Zonal Level Committee, the application of the eligible applicants will be placed before the Screening –Cum- Evaluation Committee / Selection Committee.
- The Screening –Cum- Evaluation Committee / Selection Committee will finally select the eligible candidates for CAS.

4. Timelines/ Schedule for the Award of CAS to the Eligible College Teachers (Lecturers and Principals), Physical Directors and Librarians.

S.No	EVENT	TENTATIVE DUE DATES
01	Opening date of online application form in CCE website	18-07-2024 [Thursday]
02	Closing date for Submission of online Applications for CAS by the applicants	31-07-2024 [Wednesday]
03	Verification and Validation of CAS Applications by the College Principals/Correspondents.	07-08-2024 [Wednesday]
04	Commencement of Scrutiny by the Zonal Scrutiny Level Committee	16-08-2024 [Friday]
05	Selection by Screening Cum Evaluation Committee/ Selection Committee and submission of Reports along with the list of Eligible Candidates for Award of CAS to the Commissionerate of Collegiate Education.	Subject wise Schedule will be informed separately

5. Regarding the cases pending for promotions from one Academic Level/Grade Pay to another Academic Level/Grade Pay under the Career Advancement Scheme provided under the UGC Regulations 2010 and its subsequent amendments, the teachers shall be given the option to be considered for the promotion from one Academic Level/Grade Pay to another Academic Level/Grade Pay as per the following:

(a) The teachers shall be considered for promotion from one Academic Level/Grade Pay to another as per the CAS under Regulations 2018

OR

(b) The faculty members shall be considered for the promotion from one Academic Level/Grade Pay to another as per the CAS provided under the UGC Regulations 2010 and its amendments with relaxation in the requirements of Academic Performance Indicators (API) based Performance Based Appraisal System (PBAS) upto the date of notification of these Regulations. (UGC Regulation 2018 dated 18-07-2018).

The relaxation in the requirements of Academic Performance Indicators (API) based on Performance Based Appraisal System (PBAS) upto the date of notification of UGC Regulation 2018 for the promotion from one Academic Level/Grade Pay to another under CAS as provided in UGC Regulations 2010 and its amendments is defined as under:

- (i) Exemption from scoring under Category I, as defined in Appendix III of said above mentioned UGC Regulations 2010 and its amendments including University Grants Commission (Minimum Qualifications for Appointment of Teachers and other Academic Staff in Universities and Colleges and Measures for the Maintenance of Standards in Higher Education) (4th Amendment), Regulations, 2016, for faculty and other equivalent cadre positions.
- (ii) Scoring in Category II and Category III for faculty and other equivalent cadre positions shall be as provided in the UGC Regulations 2010 with the following combined minimum API score requirement for Category II and Category III taken together, as mentioned in UGC Regulations 2018.

6. The teachers, whose promotion is due, shall select any one of the following two options to assess themselves under the PBAS system between the period from 18.07.2018 to 31.12.2024.

Option A: As per the UGC Regulations 2018.

OR

Option B: As per the UGC Regulations 2010 assessment with relaxation specified in UGC Regulations 2018 (This option can be exercised up to 31.12.2024).

Option A or B can be exercised only for the CAS due within the period of 18.07.2018 to 31.12.2024 and it is needless to state that the Teachers who get eligibility for CAS before the date of notification of UGC Regulations 2018, i.e., 18-07-2018 shall be regulated by UGC regulations 2010 and its subsequent amendments.

7. The promotion under the CAS being a personal promotion to a teacher holding a substantive sanctioned post, on his/her superannuation, the said post shall revert back to its original cadre.
8. For the promotion under the CAS, the applicant teacher must be on the roll and active service of the University/College on the date of consideration by the Screening-cum-Evaluation Committee / Selection Committee.
9. Requirement of completion of Orientation and Refresher courses for promotion due under CAS within the assessment period shall not be mandatory up to 31.12.2018.

However, as per [3rd Amendment] Regulations 2023 issued vide Notification F. No. 9-1/2010(PS/MISC)Pt. Vol.II, Dated: 31.7.2023 the Teachers whose eligibility date falls in between 01.01.2019 to 31.12.2023 can be promoted within their assessment period even if they did not complete the stipulated RC/OC on the condition that, these requirements should be fulfilled by 31.12.2023.

10. i) If a candidate applies for promotion on completion of the minimum eligibility period and is successful in assessment, the date of promotion shall be from that of minimum period of eligibility.

ii) If, however the candidate finds that he/she would fulfill the CAS promotion criteria at a later date and applies on that date and is successful, his/her promotion shall be effected from the date of the candidate fulfilling the eligibility criteria.

iii) If he/she fails to succeed in first assessment, he/she has to be reassessed only after one year. When such a candidate succeeds in the eventual assessment his/her promotion shall be deemed to be one year from the date of rejection.

11. The Promotion Criteria and Eligibility conditions for award of CAS to the College Teachers/ Physical Directors/ Librarians as per UGC Regulations 2010 and its subsequent amendments (UGC Regulations, 2016 (4th Amendment)) :

A. For College Teachers:

MINIMUM ACADEMIC PERFORMANCE AND SERVICE REQUIREMENTS FOR PROMOTION OF TEACHERS IN COLLEGES AS PER APPENDIX-III - TABLE: III

S.No.	Promotion of Teachers through CAS	Service requirement	Minimum Academic Performance Requirements and Screening/Selection Criteria
1	Assistant Professor/ equivalent cadres from Stage 1 to Stage 2	Assistant Professor in Stage 1 and completed four years of service with Ph.D. or five years of service who are with M.Phil / PG Degree in Professional Courses such as LLM, M.Tech, M.V.Sc., M.D., or six years of service who are without Ph.D/ M.Phil / PG Degree in Professional courses	(i) Minimum cumulative API scores using PBAS scoring proforma developed by the UGC as per the norms provided in Table II (A). (ii) One Orientation and one Refresher / Research Methodology Course of 2/3 weeks duration. (iii) Screening cum Verification process for recommending promotion.

2.	Assistant Professor/ equivalent cadres from Stage 2 to Stage 3	Assistant Professor with completed service of five years in Stage 2.	(i) Minimum cumulative API scores using the PBAS scoring proforma developed by the UGC as per the norms provided in Table II(A) (ii) One course / programme from among the categories of refresher courses, methodology workshops, Training, Teaching-Learning-Evaluation Technology Programmes, Soft Skills development Programmes and Faculty Development Programmes of 2/3 week duration. (iii) Screening cum Verification process for recommending promotion
3.	Assistant Professor (Stage 3) to Associate Professor (Stage 4)	Assistant Professors with three years of completed service in Stage 3.	(i) Minimum cumulative API scores using the PBAS scoring proforma developed by the UGC as per the norms provided in Table II (A). (ii) At least three publications in the entire period as Assistant Professor (twelve years). However, in the case of College teachers, an exemption of one publication may be given to M. Phil. holders and an exemption of two publications may be given to Ph. D. holders. (iii) One course / programme from among the categories of methodology workshops, Training, Teaching-Learning - Evaluation Technology Programmes, Soft Skills development Programmes and Faculty Development Programmes of minimum one week duration.

			(iv) A selection committee process as stipulated in the regulation and in Tables II(A).
4.	Associate Professor (Stage 4) to Professor (Stage 5)	Associate Professor with three years of completed service in Stage 4. and possessing a Ph.D. Degree in the relevant discipline.	(i) Minimum cumulative API scores using the PBAS scoring proforma developed by the UGC as per the norms provided in Table II (A). Teachers may combine two assessment periods (in Stages 2 and 3) to achieve minimum API scores, if required. (ii) A minimum of five publications since the period that the teacher is placed in stage 3. (iii) A selection committee process as stipulated in the regulation and in Tables II (A).

B. For Physical Directors:

MINIMUM ACADEMIC PERFORMANCE AND SERVICE REQUIREMENTS FOR PROMOTION OF PHYSICAL EDUCATION CADRES IN UNIVERSITIES AND COLLEGES

Sl.No.	Promotion of Physical Education Cadres through CAS	Service (as prescribed by the MHRD Notification) requirement	Minimum Academic Performance Requirements and Screening/Selection Criteria
1	Assistant DPE/ College DPE to Assistant DPE (Senior Scale) / College DPE (Senior Scale) (Stage 1 to Stage 2)	Assistant DPE / College DPE completed four years of service in Stage 1 with Ph.D. or five years of service with M.Phil. or six years of service without Ph.D./ M.Phil	(i) Minimum cumulative API scores using PBAS scoring proforma developed by the UGC as per the norms provided in Table V (A). (ii) One Orientation and one Refresher / Research Methodology Course of 3/4 weeks duration. (iii) Screening cum Verification process for recommending promotion.

2.	Assistant DPE (senior scale) / College DPE (senior scale) to Deputy DPE / Assistant DPE (selection grade) / College DPE (selection grade) (Stage 2 to Stage 3)	Assistant DPE (senior scale) / College DPE (senior scale) with completed service of five years in Stage 2	(i) Minimum cumulative API scores using the PBAS scoring proforma developed by the UGC as per the norms provided in Table V(A) (ii) One course / programme from among the categories of refresher courses, methodology workshops, Training, Teaching-Learning-Evaluation Technology Programmes, Soft Skills development Programmes and Faculty Development Programmes of 3/4 week duration. (iii) Screening cum Verification process for recommending promotion.
3.	Assistant DPE (Selection Grade) / College DPE (Selection Grade) to Deputy DPE / College DPE (Selection Grade) (Stage 3 to Stage 4).	Assistant DPE (Selection Grade) / College DPE (Selection Grade) with three years of completed service in Stage 3.	(i) Minimum cumulative API scores using the PBAS scoring proforma developed by the UGC as per the norms provided in Table V(A). (ii) At least three publications in the entire period as Assistant/College DPE (twelve years). However, in the case of College DPE, an exemption of one publication may be given to M. Phil. holders and an exemption of two publications may be given to Ph. D. holders. (iii) Evidence of having produced teams / athletes (iv) A selection committee process as stipulated in the regulation and in Tables V(A).

Note: The explanatory note provided for Table IIA for CAS for teachers is also applicable for the Physical Director cadres as per the API score specified for this cadre.

C. For Librarians:

MINIMUM ACADEMIC PERFORMANCE AND SERVICE REQUIREMENTS FOR PROMOTION OF LIBRARIAN CADRES IN UNIVERSITIES AND COLLEGES AS PER APPENDIX-III - TABLE IX

Sl.No.	Promotion of Librarian Cadres through CAS	Service (as prescribed by the MHRD Notification) requirement	Minimum Academic Performance Requirements and Screening/Selection Criteria
1	Assistant Librarian/ College Librarian to Assistant Librarian (Senior Scale) / College Librarian (Senior Scale) (Stage 1 to Stage 2)	Assistant Librarian/ College Librarian completed four years of service in Stage 1 with Ph.D. or five years of service with M.Phil. or six years of service without Ph.D./ M.Phil	(i) Minimum API scores using PBAS scoring proforma developed by the university as per the norms provided in Table VIII (A) of Appendix III for Librarian cadres in universities and for college Librarian cadres. (II) One Orientation and one Refresher Course of 3/4 weeks duration (iii) Screening cum Verification process for recommending promotion.
2.	Assistant Librarian (senior scale) / College Librarian (senior scale) to Assistant Librarian (selection grade) / College Librarian (selection grade) (Stage 2 to Stage 3)	Assistant Librarian (senior scale) / College Librarian (senior scale) with completed service of five years in Stage 2	(i) Minimum API scores using the PBAS scoring proforma developed by University as per the norms provided in Table VIII (A) of Appendix III for Librarian Cadres in universities and for college librarian cadres. (ii) Additionally, two refresher courses, for a minimum period of 3 to 4 week duration to have been undergone during the assessment period. (iii) Screening cum Verification process for recommending promotion.
3.	Assistant Librarian (Selection Grade) / College Librarian (Selection Grade)	Deputy Librarian / Assistant Librarian (Selection Grade) /	(i) Minimum API scores using the PBAS scoring proforma developed by university as per the norms provided in Table VIII (A) of Appendix III. Three publications over

To Deputy Librarian / College Librarian (Selection Grade) (Stage 3 to Stage 4)	College Librarian (Selection Grade) with three years of completed service in Stage 3.	twelve years. In Colleges, an exemption of one publication will be given to M. Phil holders and two publications to Ph. D. Holders. (ii) Additionally one course/training under the categories of Library automation / Analytical tool Development for academic documentation. (iii) A selection committee process as stipulated in the Regulation and in Table VIII (A)
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Note: The explanatory note provided for Table IIA for CAS for teachers is also applicable for the Librarian cadres as per the API score specified for this cadre.

12. The Promotion Criteria and Eligibility conditions for award of CAS to the College Teachers/ Physical Directors/ Librarians as per UGC Regulations 2018:

MINIMUM ACADEMIC PERFORMANCE AND SERVICE REQUIREMENTS FOR PROMOTION OF COLLEGE TEACHERS AS PER PARA 2.9 (B) OF PART-II OF THE ANNEXURE TO THE G.O.MS. NO. 14, HIGHER EDUCATION (UE-II) DEPARTMENT, DATED 13.02.2019.

CAS For College Teachers:

Sl. No.	Stages of Promotion	Eligibility	Promotion Criteria
I	Assistant Professor Academic Level 10 to Assistant Professor (Senior Grade) Academic Level 11	1). Assistant Professors who have completed four years of service and having a Ph.D.degree or five years of service and having a M.Phil. / PG Degree in Professional Courses, such as LLM, M.Tech.,M.V.Sc., M.D., or six years of service for those	(i) He/she gets 'satisfactory' or 'good' grade in the annual performance assessment reports of at least three/four/five of the last four/five/six

		without Ph.D./M.Phil./ PG Degree in Professional courses. 2). Attended one Orientation course of 21 days' duration on teaching methodology; and Any one of the following: Completed one Refresher / Research Methodology Course OR Any two of the following: Workshop, Syllabus Up-gradation Workshop, Training Teaching-Learning- Evaluation, Technology Programmes and Faculty Development Programmes of at least one week (5 days) duration, OR Completed one MOOCs course (with e-certification) or development of e-contents in four-quadrants / MOOC's course during the assessment period.	years of the assessment period as the case may be, as specified in Appendix II, Table 1, and; (ii) The promotion is recommended by the screening-cum-evaluation committee.
II	Assistant Professor (Senior Scale) Academic Level 11 to Assistant Professor (Selection Grade) Academic Level 12	(i) Assistant Professors who have completed five years of service in Academic Level 11/Senior Scale. (ii) Any two of the following in the last five years of Academic Level-11/ Senior Scale: Completed courses/programmes from among the categories of Refresher Courses/Research	(i) The teacher gets 'satisfactory' or 'good' grade in the annual performance assessment reports of at least four of the last five years of the assessment period, (as prescribed in

		Programmes/ Faculty Development Programmes of at least two weeks (ten days) duration (or completed two courses of at least one week (five days) duration in lieu of every single course/programme of at least two weeks (ten days) duration); or completed MOOCs course in the relevant subject (with e-certification); or Contribution towards development of e-content in 4-quadrant (at least one quadrant) minimum of 10 modules of a course/contribution towards development of at least 10 modules of MOOCs course/ contribution towards conducting of a MOOCs course during the period of assessment.	Appendix II, Table 1) and (ii) The promotion is recommended by the Screening-cum-evaluation committee.
III	Assistant Professor (Selection Grade/Academic Level 12) to Associate Professor (Academic Level 13A)	1). Assistant Professor who has completed three years of service in Academic Level 12/Selection-Grade. 2). A Ph.D. degree in subject relevant /allied/relevant discipline. 3)Any one of the following during the last three years: completed one course /programme from amongst the categories of Refresher Courses/ Methodology Workshop/Syllabus Up-gradation Workshop/ Teaching- Learning-	(i)He/she gets a 'satisfactory' or 'good' grade in the annual performance assessment reports of at least two of the last three years of the assessment period as prescribed in Appendix II, Table 1, and (ii)The promotion to the post of Associate Professor is

		Evaluation Technology Programme/ Faculty Development Programme of at least two weeks (ten days) duration (or completed two courses of at least one week (five days) duration in lieu of every single course/programme of at least two weeks (ten days) duration); or completed one MOOCs course (with e- certification); or contribution towards development of e-contents in 4-quadrant(at least one quadrant) minimum of 10 modules of a course/contribution towards development of at least 10 modules of MOOCs course/ contribution towards conduct of a MOOCs course during the period of assessment.	recommended by theselection committee in accordance with these Regulations.
IV	Associate Professor (Academic Level 13A) to Professor (Academic Level 14)	1)An Associate Professors who have completed three years of service in Academic Level 13A. 2)A Ph.D. degree in subject relevant/allied/relevant discipline. 3)A minimum of 10 research publications in peer-reviewed or UGC-listed journals out of which three research papers shall be published during the assessment period.	(i)The teacher gets ‘satisfactory’ or ‘good’ grade in the annual performance assessment reports of at least two of the last three years of the assessment period, as per Appendix II, Table 1 and at least 110 research score as per Appendix II, Table 2. (ii)The promotion

		4)A minimum of 110 Research Score as per Appendix II, Table 2	to the post of Professor is recommended by selection committee constituted in accordance with these Regulations.
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CAS for Physical Directors:

Sl. No.	Stages of Promotion	Eligibility	Promotion Criteria
I	College Director of Physical Education and Sports (Academic Level 10) to College Director of Physical Education and Sports (Senior Scale/Academic Level 11)	(i) He/she has completed four years of service with a Ph.D. degree in Physical Education or Physical Education & Sports or Sports Science or five years of service with an M.Phil. degree or six years of service for those without an M.Phil or Ph.D. degree. (ii) He/she has attended one Orientation course of 21 days' duration; and (iii) He/she has done any one of the following: (a) Completed Refresher / Research Methodology Course/ workshop, (b) Training Teaching-Learning-Evaluation Technology Programme/ Faculty Development Programme of at least 5 days duration and (c) Taken/developed one MOOCs course (with e-certification).	(i) He/she gets a 'satisfactory' or 'good' grade in the annual performance assessment reports of at least three/four/five of the last four/five/six years of the assessment period as the case may be, as specified in Appendix II, Table 5; and (ii) The promotion is recommended by a screening-cum-evaluation committee.

II	College Director of Physical Education and Sports (Academic Level 11) to College Director of Physical Education and Sports (Senior Scale/Academic Level 12)	1) He/she has completed five years of service in that grade. 2) He/she has done any two of the following in the last five years: (i) Completed one course / programme from among the categories of refresher courses, research methodology workshops, (ii) Teaching-Learning-Evaluation Technology Programmes / Faculty Development Programmes of at least two weeks (ten days) duration, (iii) Completed two courses of at least one week (five days) duration in lieu of every single course/programme of at least two weeks (ten days) duration), and (iv) Taken/developed one MOOCs course in the relevant subject (with e-certification).	(i) He/she gets a 'satisfactory' or 'good' grade in the annual performance assessment reports of at least four out of the last five years' of the assessment period as specified in Appendix II, Table 5, and; (ii). The promotion is recommended by a screening-cum-evaluation committee .
III	College Director of Physical Education and Sports (Academic Level 12) to College Director of Physical Education and Sports (Senior Scale/Academic Level 13A)	1) He/she has completed three years of service. 2) He/she has done any one of the following during last three years: (i) Completed one course / programme from among the categories of Refresher Courses, Research Methodology Workshop, (ii) Teaching-Learning- Evaluation Technology Programmes / Faculty Development Programmes of at least two weeks (ten days) duration (or completed two courses of at least one week (five days) duration in lieu of every single course/programme of at least two weeks (ten days) duration), (iii) Taken / developed one	(i) He/she gets a 'satisfactory' or 'good' grade performance assessment reports of at least two out of the last three years of the assessment period as specified in Appendix II, Table 5, and; (ii) The promotion is recommended by a selection committee constituted as per

		MOOCs course in relevant subject (with e-certification).	these Regulations on the basis of the interview performance.
IV	College Director of Physical Education and Sports (Academic Level 13A) to College Director of Physical Education and Sports (Senior Scale/Academic Level 14)	1) He/she has completed three years of service. 2) He/she has done any one of the following during last three years: (i) Completed one course / programme from among the categories of Refresher Courses, Research Methodology Workshop, (ii) Teaching- Learning-Evaluation Technology Programmes / Faculty Development Programmes of at least two weeks (ten days) duration (or completed two courses of at least one week (five days) duration in lieu of every single course/programme of at least two weeks (ten days) duration), (iii) Taken / developed one MOOCs course in relevant subject (with e-certification). 3) Evidence of organising competitions and coaching camps of at least two weeks' duration. 4) Evidence of having produced good performance of teams/athletes for competitions like state/national/inter-university/combined university, etc. 5) A Ph.D. in Physical Education or Physical Education and Sports or Sports Science.	(i) He/she gets a 'satisfactory' or 'good' grade performance assessment reports of at least two out of the last three years of the assessment period as specified in Appendix II, Table 5, and; (ii) The promotion is recommended by a selection committee constituted as per these Regulations on the basis of the interview performance.

CAS for Librarians:

Sl. No.	Stages of Promotion	Eligibility	Promotion Criteria
I	College Librarian (Academic level 10) to College Librarian (Senior Scale /Academic level 11)	(1) An Assistant Librarian/ College Librarian who is in Academic Level 10 and has completed four years of service having a Ph.D. degree in Library Science/ Information Science/ Documentation Science or an equivalent degree or five years' of experience, having at least a M.Phil. degree, or six years of service for those without a M.Phil or a Ph.D. degree. (2) He/she has attended at least one Orientation course of 21 days' duration; and (3) Training, Seminar or Workshop on automation and digitalisation, maintenance and related activities, of at least 5 days, as per Appendix II, Table 4.	(i) He/she gets a 'satisfactory' or 'good' grade in the annual performance assessment reports of at least three/four/five out of the last four/five/six years of the assessment period as the case may be as specified in Appendix II, Table 4, and (ii) The promotion is recommended by a screening-cum-evaluation committee.
II	College Librarian (Academic level 11) to College Librarian (Senior Scale /Academic level 12)	1) He/she has completed five years of service in that grade. 2) He/she has done any two of the following in the last five years: (i) Training/Seminar/Workshop/Course on automation and digitalisation, (ii) Maintenance and other activities as per Appendix II, Table 4 of at least two weeks (ten days) duration or completed two courses of at least one week (five days) duration in lieu of every single course/programme of at least two weeks (ten days) duration),	(i) He/she gets a 'satisfactory' or 'good' grade in the annual performance assessment reports of at least four out of the last five years of the assessment period, as specified in

		(iii) Taken/developed one MOOCs course in the relevant subject (with e-certification), or (iv) Library up-gradation course.	Appendix II, Table 4, and; (ii) The promotion is recommended by a screening-cum-evaluation committee.
III	College Librarian (Academic level 12) to College Librarian (Senior Scale /Academic level 13A)	1) He/she has completed three years of service in that grade. 2) He/she has done any one of the following in the last three years: (i) Training/Seminar/Workshop/Course on automation and digitalization, (ii) Maintenance and related activities as per Appendix II, Table 4 of at least two weeks' (ten days) duration, (iii) Completed two courses of at least one week (five days) duration in lieu of every single course/programme of at least two weeks (ten days) duration), (iv) Taken/developed one MOOCs course in the relevant subject (with e-certification), and (v) Library up-gradation course.	(i) He/she gets a 'satisfactory' or 'good' grade in the annual performance assessment reports of at least two out of the last three years of the assessment period, as specified in Appendix II, Table 4; and (ii) The promotion is recommended by a Selection Committee constituted as per these Regulations on the basis of the interview performance.
IV	College Librarian (Academic level 13A) to College Librarian (Senior Scale /Academic level 14)	1) He/she has completed three years of service in that grade. 2) He/she has done any one of the following in the last three years: (i) Training/Seminar/Workshop/Course on automation and digitalization, (ii) Maintenance and related activities as per Appendix II, Table 4 of at least	(i) He/she gets a 'satisfactory' or 'good' grade in the annual performance assessment reports of at least two out of

		two weeks' (ten days) duration, (iii) Completed two courses of at least one week (five days) duration in lieu of every single course/programme of at least two weeks (ten days) duration), (iv) Taken/developed one MOOCs course in the relevant subject (with e-certification), and (v) Library up-gradation course. 3) Evidence of innovative library services, including the integration of ICT in a library. 4) A Ph.D. Degree in Library Science/ Information Science/Documentation /archives and Manuscript- Keeping.	the last three years of the assessment period, as specified in Appendix II, Table 4; and (ii) The promotion is recommended by a Selection Committee constituted as per these Regulations on the basis of the interview performance.
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Sd/- Dr. Pola Bhaskar
Commissioner of Collegiate Education

//True Copy Attested//

Joint Director of Collegiate Education
Ch.H.V. 8/2/24



भारत का राजपत्र The Gazette of India

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असाधारण
EXTRAORDINARY

भाग III—खण्ड 4
PART III—Section 4

प्राधिकार से प्रकाशित
PUBLISHED BY AUTHORITY

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नई दिल्ली, शुक्रवार, जून 7, 2024/ज्येष्ठ 17, 1946
NEW DELHI, FRIDAY, JUNE 7, 2024/JYAISHTHA 17, 1946

विश्वविद्यालय अनुदान आयोग अधिसूचना

नई दिल्ली, 6 जून, 2024

मि.सं. 9-1/2010(पीएस/विविध)पार्ट.खंड.II.—विश्वविद्यालय अनुदान आयोग अधिनियम, 1956 (1956 का 3) की धारा 14 के साथ पठित धारा 26 की उपधारा (1) के खंड (ड.) और (छ) के अधीन प्रदत्त शक्तियों का प्रयोग करते हुए, यूजीसी एतद्वारा विश्वविद्यालय अनुदान आयोग (विश्वविद्यालयों और महाविद्यालयों में शिक्षकों और अन्य अकादमिक स्टाफ की नियुक्ति के लिए न्यूनतम अर्हताएं और उच्चतर शिक्षा में मानकों का अनुरक्षण के लिए अन्य उपाय) विनियम, 2018 में निम्नलिखित संशोधन करता है, नामतः -

1. लघु शीर्षक और प्रारंभ :- (1) इन विनियमों को विश्वविद्यालय अनुदान आयोग (विश्वविद्यालयों और महाविद्यालयों में शिक्षकों और अन्य अकादमिक स्टाफ की नियुक्ति के लिए न्यूनतम अर्हताएं और उच्चतर शिक्षा में मानकों के अनुरक्षण के लिए अन्य उपाय) (चौथा संशोधन) विनियम, 2024 कहा जाएगा (यूआईएन:2/2024)।

(2) ये शासकीय राजपत्र में अपने प्रकाशन की तिथि से प्रवृत्त होंगे।

2. विश्वविद्यालय अनुदान आयोग (विश्वविद्यालयों और महाविद्यालयों में शिक्षकों और अन्य अकादमिक स्टाफ की नियुक्ति के लिए न्यूनतम अर्हताएं और उच्चतर शिक्षा में मानकों के अनुरक्षण के लिए अन्य उपाय) (तीसरा संशोधन), विनियम 2023 में खंड 6.3 के अधीन विनिर्दिष्ट परंतुक को निम्नलिखित से प्रतिस्थापित किया जाएगा, नामतः -

"इन विनियमों के तहत उल्लिखित कैरियर उन्नति योजना के अंतर्गत पदोन्नतियों के लिए मानदंड इन विनियमों की अधिसूचना की तिथि से प्रभावी होंगे। तथापि, उन संकाय सदस्यों को कठिनाई से बचाने के लिए, जिन्होंने पहले ही अर्हता प्राप्त कर ली है या विश्वविद्यालयों और महाविद्यालयों में शिक्षकों और अन्य अकादमिक स्टाफ की नियुक्ति के लिए न्यूनतम अर्हताएं और उच्चतर शिक्षा में मानकों के अनुरक्षण के लिए अन्य उपाय, 2010 के अनुरूप यूजीसी विनियमों के अनुसार 31 दिसंबर 2024 तक अर्हता प्राप्त करने की संभावना हैं, उन्हें 2010 या 2018 विनियमों के तहत पदोन्नति के लिए विचार में रखे जाने का विकल्प दिया जा सकता है। पात्रता की तिथि पदोन्नति की तिथि के रूप में धारित की जाएगी। आवेदन जमा करने की तिथि पर, उम्मीदवार को पदोन्नति के लिए आवश्यक सभी पात्रता मानदंडों को पूरा करना चाहिए।"

परिणामस्वरूप, विश्वविद्यालय अनुदान आयोग (विश्वविद्यालयों और महाविद्यालयों में शिक्षकों और अन्य अकादमिक स्टाफ की नियुक्ति के लिए न्यूनतम अर्हताएं और उच्चतर शिक्षा में मानकों के अनुरक्षण के लिए अन्य उपाय) (तीसरा संशोधन) विनियम, 2023 के खंड 6.3 को हटाया गया समझा जाएगा।

प्रो. मनिष र. जोशी, सचिव

[विज्ञापन-III/4/असा./174/2024-25]

नोट: प्रधान विनियम भारत सरकार के राजपत्र, असाधारण भाग III, खंड 4 में मि. सं. 1-2/2017 (ईसी/पीएस) दिनांक 18 जुलाई, 2018 द्वारा प्रकाशित किए गए थे।

UNIVERSITY GRANTS COMMISSION NOTIFICATION

New Delhi, the 6th June, 2024

No. F.9-1/2010(PS/MISC)Pt. Vol.II.—In exercise of the powers conferred under clause (e) and (g) of sub-section (1) of Section 26 read with Section 14 of the University Grants Commission Act, 1956 (3 of 1956), the University Grants Commission hereby makes the following amendment in the University Grants Commission (Minimum Qualifications for Appointment of Teachers and other Academic Staff in Universities and Colleges and other Measures for the Maintenance of Standards in Higher Education) Regulations, 2018, namely:-

- Short title and commencement.**—(1) These regulations may be called the **University Grants Commission (Minimum Qualifications for Appointment of Teachers and other Academic Staff in Universities and Colleges and other Measures for the Maintenance of Standards in Higher Education) (4th Amendment) Regulations, 2024 (UIN:2/2024).**
(2) These shall come into force on the date of their publication in the Official Gazette.
- The proviso prescribed under Clause 6.3 in the University Grants Commission (Minimum Qualifications for Appointment of Teachers and other Academic Staff in Universities and Colleges and Other Measures for the Maintenance of Standards in Higher Education) (3rd Amendment) Regulations, 2023, shall be substituted with the following:-

"The criteria for promotions under Career Advancement Scheme laid down under these Regulations shall be effective from the date of notification of these Regulations. However, to avoid hardship to those faculty members who have already qualified or are likely to qualify till 31st December 2024 as per the UGC Regulations on Minimum Qualifications for Appointment of Teachers and other Academic staff in Universities and Colleges and other Measures for the Maintenance of Standards in Higher Education, 2010, a choice may be given to them either for being considered for promotions under the 2010 or 2018 Regulations. The date of eligibility shall be retained as the date of promotion. On the date of submission of the application, the candidate should fulfill all eligibility criteria required for promotion."

As a consequence, the Clause 6.3 of the University Grants Commission (Minimum Qualifications for Appointment of Teachers and other Academic Staff in Universities and Colleges and Other Measures for the Maintenance of Standards in Higher Education) (3rd Amendment) Regulations, 2023, stands deleted.

Prof. MANISH R. JOSHI, Secy.

[ADVT.-III/4/Exty./174/2024-25]

Note: The Principal Regulations were published in the Gazette of India, Extraordinary under Part III, Section 4 vide No.F. 1-2/2017 (EC/PS) dated 18th July 2018.



भारत का राजपत्र The Gazette of India

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असाधारण
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भाग III—खण्ड 4
PART III—Section 4

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No. 535]

नई दिल्ली, मंगलवार, अगस्त 1, 2023/श्रावण 10, 1945
NEW DELHI, TUESDAY, AUGUST 1, 2023/SHRAVANA 10, 1945

विश्वविद्यालय अनुदान आयोग

अधिसूचना

नई दिल्ली, 31 जुलाई, 2023

मि.सं. 9-1/2010 (पीएस/मिस.) भाग खण्ड II.—विश्वविद्यालय अनुदान आयोग अधिनियम, 1956 (1956 का 3) की धारा 14 के साथ पठित धारा 26 की उप-धारा (1) के खंड (ड) तथा (छ) के अंतर्गत प्रदत्त शक्तियों का प्रयोग करते हुए, विश्वविद्यालय अनुदान आयोग एतद्वारा विश्वविद्यालय अनुदान आयोग (विश्वविद्यालयों और महाविद्यालयों में शिक्षकों और अन्य शैक्षिक कर्मचारियों की नियुक्ति हेतु न्यूनतम अर्हता तथा उच्चतर शिक्षा में मानकों के रख-रखाव हेतु अन्य उपायों संबंधी) विनियम, 2018 में निम्नलिखित संशोधन करता है, यथा-

- लघु शीर्षक एवं प्रवर्तन-(1) इन विनियमों को विश्वविद्यालय अनुदान आयोग (विश्वविद्यालयों और महाविद्यालयों में शिक्षकों और अन्य शैक्षिक कर्मचारियों की नियुक्ति हेतु न्यूनतम अर्हता तथा उच्चतर शिक्षा में मानकों के रख-रखाव हेतु अन्य उपायों संबंधी) (तृतीय संशोधन) विनियम, 2023 कहा जा सकता है।
(2) वे आधिकारिक राजपत्र में प्रकाशन की तिथि से लागू होंगे।
- निम्नलिखित विनियमों में विश्वविद्यालय अनुदान आयोग (विश्वविद्यालयों और महाविद्यालयों में शिक्षकों और अन्य शैक्षिक कर्मचारियों की नियुक्ति हेतु न्यूनतम अर्हता तथा उच्चतर शिक्षा में मानकों के रख-रखाव हेतु अन्य उपायों संबंधी) विनियम, 2018 संशोधित किया जाएगा और निम्नानुसार पढ़ा जाएगा:-

विनियम	विश्वविद्यालयों और महाविद्यालयों में शिक्षकों और अन्य शैक्षिक कर्मचारियों की नियुक्ति हेतु न्यूनतम अर्हता तथा उच्चतर शिक्षा में मानकों के रख-रखाव हेतु अन्य उपायोंसंबंधी, विनियम 2018 के मुख्य विनियमों में मौजूदा प्रावधान	विश्वविद्यालयों और महाविद्यालयों में शिक्षकों और अन्य शैक्षिक कर्मचारियों की नियुक्ति हेतु न्यूनतम अर्हता तथा उच्चतर शिक्षा में मानकों के रख-रखाव हेतु अन्य उपायों संबंधी विनियम 2018 के मुख्य विनियमों में संशोधित प्रावधान
3.12	विश्वविद्यालय अनुदान आयोग आधिनियम, 1956 की धारा 2 के खंड (च) के तहत मान्यताप्राप्त संघटित अथवा सम्बन्ध महाविद्यालयों सहित कोई विश्वविद्यालय अथवा कोई संस्थान अथवा उक्त आधिनियम की धारा 3 के तहत सम विश्वविद्यालय संस्थान में विश्वविद्यालय और महाविद्यालय शिक्षक, पुस्तकालय अध्यक्ष अथवा शारीरिक शिक्षा और खेल कूद निदेशक के पद पर किसी व्यक्ति की नियुक्ति नहीं होगी जबतक कि व्यक्ति इन विनियमों की अनुसूची 1 में उपर्युक्त पद के लिए यथा उपबंधित अर्हताओं के रूप में अपेक्षाओं को पूरा नहीं करता हो।	विश्वविद्यालय अनुदान आयोग आधिनियम, 1956 की धारा 2 के खंड (च) के अंतर्गत मान्यता प्राप्त संघटित अथवा सम्बन्ध महाविद्यालयों सहित कोई विश्वविद्यालय अथवा कोई संस्थान अथवा उक्त आधिनियम की धारा 3 के तहत सम विश्वविद्यालय संस्थान में विश्वविद्यालय और महाविद्यालय शिक्षक, पुस्तकालय अध्यक्ष अथवा शारीरिक शिक्षा और खेलकूद निदेशक के पद पर किसी व्यक्ति की नियुक्ति नहीं होगी जबतक कि व्यक्ति इन विनियमों में उल्लेखित उपर्युक्त पद के लिए यथा उपबंधित अर्हताओं के रूप में अपेक्षाओं को पूरा नहीं करता हो।
6.3	इन विनियमों के तहत कैरियर उन्नति योजना के अंतर्गत प्रोन्नतियों के लिए बनाये गए मानदंड, इन विनियमों की अधिसूचना की तिथि से प्रभावी होंगे। तथापि, विद्यमान विनियमों के अंतर्गत पहले से योग्य अथवा संभावित योग्यता प्राप्त करने वाले संकाय के सदस्यों की कठिनाई कम करने के लिए उन्हें विद्यमान विनियमों के अंतर्गत प्रोन्नति हेतु विचार किये जाने के लिए विकल्प दिया जा सकता है। यह विकल्प इन विनियमों के तिथि से केवल 3 वर्ष तक प्रयोग में लाया जा सकता है।	इन विनियमों के तहत कैरियर उन्नति योजना के अंतर्गत प्रोन्नतियों के लिए बनाये गए मानदंड, इन विनियमों की अधिसूचना की तिथि से प्रभावी होंगे। हालांकि, उन संकाय सदस्यों की कठिनाई का समाधान करने के लिए, जो विश्वविद्यालय अनुदान आयोग (विश्वविद्यालयों और महाविद्यालयों में शिक्षकों और अन्य शैक्षिक कर्मचारियों की नियुक्ति हेतु न्यूनतम अर्हता तथा उच्चतर शिक्षा में मानकों के रख-रखाव हेतु अन्य उपायों संबंधी) विनियम, 2010 विनियमों के अनुसार पहले ही अर्हता प्राप्त कर चुके हैं या मौजूदा नियमों के तहत छह महीने के भीतर (17 जनवरी 2019 तक) अर्हता प्राप्त करने की संभावना है, उन्हें पदोन्नति हेतु विचार करने के लिए एक विकल्प 2010 या 2018 विनियम के अंतर्गत दिया जा सकता है। इस विकल्प का उपयोग इन विनियमों की अधिसूचना की तारीख से केवल 31 दिसंबर, 2023 तक किया जा सकता है और पात्रता की तारीख को पदोन्नति की तारीख के रूप में बरकरार रखा जाएगा। आवेदन जमा करने की तिथि पर, उम्मीदवार को पदोन्नति के लिए आवश्यक सभी पात्रता मानदंडों को पूरा करना होगा।
6.3 VI (iii)	जो उम्मीदवार पहले मूल्यांकन में सफल नहीं होते हैं, उनका एक वर्ष के बाद ही पुनर्मूल्यांकन होगा। जब ऐसा उम्मीदवार अंतिम मूल्यांकन में सफल होता है, तो उसकी पदोन्नति अस्वीकृति की तारीख से एक वर्ष मानी जाएगी।	जो उम्मीदवार पहले मूल्यांकन में सफल नहीं होते हैं, उनका एक वर्ष के बाद ही पुनर्मूल्यांकन करना होगा। जब ऐसा उम्मीदवार अंतिम मूल्यांकन में सफल होता है, तो उसकी पदोन्नति अंतिम मूल्यांकन की तारीख के आधार या तो 1 जनवरी या 1 जुलाई से प्रभावी होगी, जैसा कि नीचे बताया गया है: यदि अंतिम मूल्यांकन 1 जनवरी और 30 जून के बीच

		है तो पदोन्नति 1 जुलाई से दी जाएगी। यदि अंतिम मूल्यांकन 1 जुलाई और 31 दिसंबर के बीच है तो पदोन्नति 1 जनवरी से दी जाएगी।
6.3 VIII	सी.ए.एस के अंतर्गत प्रत्याशित पदोन्नति के लिए अपेक्षित ओरिएंटेशन कोर्स और रिक्रेशर कोर्स की आवश्यकता 31 दिसंबर, 2018 तक अनिवार्य नहीं होगी।	जहां कहीं ओरिएंटेशन कोर्स (ओसी)/रिक्रेशर कोर्स (आरसी) की आवश्यकता अधूरी रह गई है, वहां पदोन्नति नहीं रोकी जाएगी लेकिन इन अपेक्षाओं को आयोग द्वारा समय-समय पर अधिसूचित या 31 दिसंबर, 2023 तक पूरा किया जाना चाहिए।
तालिका 3एके अंतर्गत क्रम सं. 3	एम.फिल.	एम.फिल. /एलएल.एम/ एम.टेक/ एम.आर्क/एम.ई./एम.बी.एससी./एम.डी आदि।
तालिका 3ए के नीचे नोट श्रेणी के अंतर्गत क्रम. सं.डी	स्कोर केवल संबंधित राज्य स्लेट/सेट विश्वविद्यालयों/महाविद्यालयों/संस्थानों में नियुक्ति के लिए मान्य होगा।	स्लेट/सेट स्कोर केवल संबंधित राज्य विश्वविद्यालयों/ महाविद्यालयों/ संस्थानों में नियुक्ति के लिए मान्य होगा।
तालिका 3बी के अंतर्गत क्रम. सं.3	एम.फिल.	एम.फिल./एलएल.एम/एम.टेक/एम.आर्क/एम.ई/ एम.बी.एससी./एम.डी आदि।

प्रो. मनिष जोशी, सचिव

[विज्ञापन-III/4/असा./317/2023-24]

टिप्पणी : प्रमुख विनियम का प्रकाशन भारत के राजपत्र, असाधारण भाग III, खण्ड 4 के अंतर्गत संदर्भ सं. एफ.1-2/2017 (ईसी/पीएस) दिनांक 18 जुलाई, 2018 को हुआ था।

UNIVERSITY GRANTS COMMISSION

NOTIFICATION

New Delhi, the 31st July, 2023

F. No. 9-1/2010(PS/MISC)Pt. Vol.II.—In exercise of the powers conferred under clause (e) and (g) of sub-section (1) of section 26 read with section 14 of the University Grants Commission Act, 1956 (3 of 1956), the University Grants Commission hereby makes the following amendment in the University Grants Commission (Minimum Qualifications for Appointment of Teachers and other Academic Staff in Universities and Colleges and other Measures for the Maintenance of Standards in Higher Education) Regulations, 2018, namely:-

- Short title and commencement.**-(1) These regulations may be called the **University Grants Commission (Minimum Qualifications for Appointment of Teachers and other Academic Staff in Universities and Colleges and other Measures for the Maintenance of Standards in Higher Education) (3rd Amendment) Regulations, 2023.**

(2) These shall come into force on the date of their publication in the Official Gazette.

2. The following regulations in the University Grants Commission (Minimum Qualifications for Appointment of Teachers and other Academic Staff in Universities and Colleges and Other Measures for the Maintenance of Standards in Higher Education) Regulations, 2018, shall stand amended and be read as under:-

Regulation	Existing Provisions in Principal Regulations on Minimum Qualifications for Appointment of Teachers and Other Academic Staff in Universities and Colleges and Measures for the Maintenance of Standards in Higher Education, 2018	Amended provisions in principal Regulations on Minimum Qualifications for Appointment of Teachers and Other Academic Staff in Universities and Colleges and Measures for the Maintenance of Standards in Higher Education, 2018
3.12	No person shall be appointed to the post of University and College teacher, Librarian or Director of Physical Education and Sports, in any university or in any of institutions including constituent or affiliated colleges recognized under clause (f) of Section 2 of the University Grants Commission Act, 1956 or in an institution deemed to be a University under Section 3 of the said Act if such person does not fulfill the requirements as to the qualifications for the appropriate post as provided in the Schedule 1 of these Regulations.	No person shall be appointed to the post of University and College teacher, Librarian, or Director of Physical Education and Sports, in any university or in any of the institutions including constituent or affiliated colleges recognized under clause (f) of Section 2 of the University Grants Commission Act, 1956 or in an institution deemed to be a University under Section 3 of the said Act if such person does not fulfill the requirements as to the qualifications for the appropriate post as provided in these Regulations.
6.3	The criteria for promotions under Career Advancement Scheme laid down under these Regulations shall be effective from the date of notification of these Regulations. However, to avoid hardship to those faculty members who have already qualified or are likely to qualify shortly under the existing regulations, a choice may be given to them, for being considered for promotions under the existing Regulations. This option can be exercised only within three years from the date of notification of these Regulations.	The criteria for promotions under Career Advancement Scheme laid down under these Regulations shall be effective from the date of notification of these Regulations. However, to avoid hardship to those faculty members who have already qualified or are likely to qualify within six months (till 17 th January, 2019) as per the UGC Regulations on <i>Minimum Qualifications for Appointment of Teachers and other Academic staff in Universities and Colleges and other Measures for the Maintenance of Standards in Higher Education, 2010</i> , a choice may be given to them either, for being considered for promotions under the 2010 or 2018 Regulations. This option can be exercised only up to 31 st December 2023 and the date of eligibility shall be retained as the date of promotion. On the date of submission of the application, the candidate should fulfil all eligibility criteria required for promotion.
6.3 VI (iii)	The candidate who does not succeed in the first assessment, he/she shall have to be re-assessed only after one year. When such a candidate succeeds in the eventual assessment, his/her promotion shall be deemed to be one year from the date of rejection.	The candidate who does not succeed in the first assessment, he/she shall have to be re-assessed only after one year. When such a candidate succeeds in the eventual assessment, his/her promotion shall be effected either from 1 st January or 1 st July depending on the date of eventual assessment, as detailed below: If the eventual assessment is between 1 st January and 30 th June of a year, the promotion shall be granted from 1 st July of

		the year. If the eventual assessment is between 1 st July and 31 st December of a year, the promotion shall be granted from 1 st January of next year.
6.3 VIII	The requirement for the Orientation Course and Refresher Course for promotions due under the CAS shall not be mandatory up to 31st December 2018.	Wherever the requirement of the Orientation Course (OC)/Refresher Course (RC) has remained incomplete, the promotions would not be held up, but these requirements should be fulfilled by 31 st December 2023 or as notified by the Commission from time to time.
S.No. 3 under Table 3A	M.Phil.	M.Phil/ LLM /M.Tech/ M.Arch/ M.E./ M.V.Sc./M.D etc.
S.No. D under the category of Note below Table 3A	The score shall be valid for appointment in respective State SLET/ SET Universities/ Colleges/Institutions only.	SLET/SET score shall be valid for appointment in respective State Universities/Colleges/Institutions only.
S.No. 3 under Table 3B	M.Phil.	M.Phil./ LLM / M.Tech / M.Arch / M.E / M.V.Sc. /M.D etc.

Prof. MANISH JOSHI, Secy.

[ADVT.-III/4/Exty./317/2023-24]

Note : The Principal Regulations were published in the Gazette of India, Extraordinary under Part III, Section 4 *vide* No. F. 1-2/2017 (EC/PS) dated 18th July 2018.

1. Administration:

- Andhra Pradesh State Council of Higher Education (APSCHE): <https://sche.ap.gov.in/APSCHEHome.aspx>
- Commissionerate of Collegiate Education, CCE: <http://apcce.gov.in/>
- Smt. NPS. Govt. Degree College for Women, Chittoor is affiliated to Sri Venkateswara University: <https://svuniversity.edu.in/>

2. Finance and accounts:

- CFMS: <https://cfms.ap.gov.in/>
- Finance department of AP: <https://apfinance.gov.in/>
- Finance departmental portal: <https://apfinance.apcfss.in/>
- Treasury and accounts, AP: <http://treasury.apcfss.in/>

3. Student admission and support:

- Jnanabhumi portal: <https://jnanabhumi.ap.gov.in/>

4. Examinations:

- Sri Venkateswara university: <https://svuniversity.edu.in/exams-results>
- Jnanabhumi portal: <https://jnanabhumi.ap.gov.in/>

5. Staff:

- APFRS :
https://play.google.com/store/apps/details?id=in.apcfss.apfrs&pcampaignid=web_share
- IMAP: http://103.39.134.234/CCE_IMAP/IMAP-1.0.10-cce-debug.apk
- CCE TLP: http://103.39.134.234/CCE_SPMS/Transactions/Welcome.aspx