

GOVERNMENT OF ANDHRA PRADESH
ABSTRACT

Skills Development & Training Department – Technical Education – Implementation of All India Council for Technical Education Scales of Pay, 2016 to the Working and Retired Teachers, Library and Physical Education personnel in Government and Aided Polytechnics in the State – Orders – Issued.

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SKILLS DEVELOPMENT & TRAINING (TE-A2) DEPARTMENT
G.O.Ms.No.10.

Dated:12.07.2022
Read the following.

1. G.O.Ms.No.178, HE (TE.I) Department, dt.09.12.2005.
2. G.O.Ms.No.209, HE(TE.I) Department, Dt.20.11.2010.
3. G.O.Ms.No.71, HE(TE.I) Department, Dt.18.09.2012.
4. G.O.Ms.No.48, HE(TE) Department, Dt.04.08.2017.
5. AICTE Gazette Notification, New Delhi, Dt.01.03.2019.
6. From the Spl.CTE, AP, Vijayawada, Lr.no.EHE02- 12027/10/2019-B SEC-CTE, dt.15.03.2019.
7. Govt. Memo.No.890909/TE/2019, HE (TE) Deptt., dt.07.06.2019.
8. From the CTE, AP, Vijayawada, Lr.no.EHE02- 12027/10/2019-B SEC-CTE, dt.25.06.2019.
9. Govt. Memo.No.890909/TE/2019, HE (TE) Deptt., dt.27.08.2019.
10. From the Spl. CTE, AP, Vijayawada, Lr.no.EHE02- 12027/10/2019-B SEC-CTE, dt.09.03.2020 & 20.07.2020 & 23.01.2021.
11. Govt. Memo.No.890909/TE/2019, SD&T (TE) Deptt., dt.14.06.2021.
12. From the CTE, AP, Vijayawada, Lr.no.EHE02-12027/10/2019-B SEC-CTE, dt.23.07.2021 & 24.09.2021.
13. From the General Secretary, AP-AIFPTO, Lr.No.33/AP.AIFPTO/2019, dt.06.03.2019 & 06.12.2020.
14. From the Convener, Govt. Polytechnic Lecturers (JAC), dt.27.02.2020 & 27.08.2021.
15. From the President, Polytechnic Retired Teachers Association, dt.12.08.2021.

ORDER:

In the reference 2nd read above, the Government have issued orders to implement AICTE Revised Scales of pay, 2006 to the Teachers, Library and Physical Education personnel working in Government Polytechnics in the State with effect from 01.01.2006.

2. In the reference 5th read above, the All India Council for Technical Education, New Delhi, have issued Regulations, 2019 on Pay Scales, Service Conditions and Minimum Qualifications for appointment of Teachers and Other Academic Staff such as Library and Physical Education Personnel in technical Institutions and Measures for the maintenance of Standards in Technical Education – (Diploma) w.e.f. 01.01.2016. According to the reference 5th cited, these AICTE Regulations, 2019 shall also be extended to retired faculty and other academic staff as per the revised norms recommended by 7th CPC for pensionary benefits w.e.f. 01.01.2016.

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3. In the references 6th, 8th, 10th & 12th read above, the Commissioner of Technical Education, AP, Vijayawada, has requested the Government to implement the AICTE Scales of Pay 2016 (as per AICTE Regulations, 2019 and subsequent clarifications), duly furnishing the draft modalities which includes Service Conditions and Minimum Qualifications for appointment of Teachers and Other Academic Staff such as Library and Physical Education Personnel in technical Institutions (Regular staff) and Measures for the maintenance of Standards in Technical Education – (Diploma) w.e.f. 01.01.2016 in Government and Aided Polytechnics in the State. Further, the Commissioner of Technical Education has requested to extend these Regulations to the retired teaching and other academic staff as per the revised norms recommended by 7th CPC for pensionary benefits w.e.f.01.01.2016.
4. After detailed deliberations with the Commissioner of Technical Education, necessary modifications to the service conditions etc., of AICTE Regulations, 2019, have been made to suit to the service conditions, allowances etc., as per the State Government norms and accordingly revised modalities were prepared as mentioned in Appendix-A (Regular staff) and Appendix-B (Retired teaching and other academic staff), annexed to this order.
5. After careful examination of the proposal of the Commissioner of Technical Education and the Regulations 2019 of the AICTE, Government hereby order for implementation of AICTE Pay Scales, 2016, w.e.f.01.01.2016 (as per AICTE Regulations, 2019) to the following staff, as detailed in Appendix-A (Regular staff) and Appendix-B (Retired teaching and other academic staff) annexed to this order.
 - (1) Teachers and other academic staff such as library and physical education personnel in Government and Aided Polytechnics who are drawing the AICTE Scales of Pay, 2006;
 - (2) Teaching staff promoted to the posts of Joint Director, Regional Joint Directors working in the offices of Commissionerate of Technical Education and the offices of the Regional Joint Directorates of Technical Education & Secretary, Additional Secretary working in office of State Board of Technical Education and Training (SBTET) who are drawing the AICTE Scales of Pay, 2006.
 - (3) Those who were already retired from Government Service either Voluntarily or on attaining the age of superannuation or died while in service on or after 01.01.2016 who are drawing the AICTE Scales of Pay, 2006 in the state of AP.
6. Anomalies, if any, in the implementation of the above, shall be brought to the notice of the Government for rectification/clarification.

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7. The qualifications and other eligibility criteria for promotion of the staff mentioned at Para-5 (1) and 5 (2) working in the Department, shall be governed, as stipulated at Para-6.7 of the Modalities mentioned in Appendix-A annexed to this order. The Commissioner of Technical Education is authorized to submit necessary proposals to Government for amendment of APTES Rules, 2005 within the stipulated time, as per Appendix-A annexed to this order.

7. The Commissioner of Technical Education, AP, Vijayawada shall take necessary action in the matter accordingly.

9. This order issued with the concurrence of Finance (PC-TA) Department vide their U O No. FIN01-HR0PCTA (RPRC)/61/2019-PC-TA, dt.09.07.2022.

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

SARABH GAUR
PRINCIPAL SECRETARY TO GOVERNMENT (FAC)

To

- ✓ The Commissioner of Technical Education, AP, Vijayawada.
- The Accountant General, A.P., Vijayawada.
- The Secretary, Andhra Pradesh Public Service Commission, Vijayawada.
- The Director of Treasuries & Accounts, A.P., Vijayawada.
- The pay and Accounts officer, A.P., Vijayawada.
- Copy to:
- The PS to Secretary to CM, CM's Office, AP Secretariat.
- The OSD to Hon'ble Minister for SD&T Dept.
- The Finance (PC-TA) Department, AP Secretariat.
- The PS to Principal Secretary to Government, SD&T Dept, AP Secretariat.
- All Associations mentioned in the references above (through the CTE, AP, Vijayawada).
- Sf/Sc.

//FORWARDED::BY ORDER//

13. P. P. P.
SECTION OFFICER
✓

APPENDIX-A

Modalities for implementation of AICTE Scales of Pay, 2016 to the Teachers, Librarians, Physical Directors worked in Government and Aided Polytechnics and similar staff worked in the Offices of Commissioner of Technical Education, Regional Joint Director and State Board of Technical Education and Training:

Short Title

These Pay Scales may be called the Andhra Pradesh Revised AICTE Scales of Pay, 2016 (AICTE regulations on pay scales, Service Conditions and Minimum Qualifications for appointment of Teachers and other academic staff such as Library and Physical Education personnel in Technical Institutions and measures for the maintenance of Standards in Technical Education – (DIPLOMA) Regulations, 2019)

1.2 Coverage and applicability: -

(i) The AICTE Revised Pay Scales, 2016 are applicable to all the staff who are drawing the AICTE Scales of Pay, 2006 namely teaching staff, Librarians, Physical Directors and retired staff who are drawing the AICTE Scales of Pay, 2006 in Government Polytechnics/ State Wide Institutions/Grant-in-Aid institutions, including officers in the same category working at Commissionerate of Technical Education and the offices of the Regional Joint Directorates of Technical Education & State Board of Technical Education and Training (SBTET).

Further the AICTE Revised Pay Scales, 2016 are applicable to the teaching staff promoted to the posts of Joint Director, Regional Joint Directors working in the offices of Commissionerate of Technical Education and the offices of the Regional Joint Directorates of Technical Education & Secretary, Additional Secretary working in office of State Board of Technical Education and Training (SBTET) who are drawing the AICTE Scales of Pay, 2006.

(ii) These Scales are applicable to those Government Polytechnics/ State Wide Institutions/Grant-in-Aid institutions teaching staff / Librarians/ Physical Directors who were under the AICTE Scales of Pay, 2006 as on 01-01-2016 and recruited thereafter and fulfilled all the eligibility criteria laid down by the Government for the purpose.

(iii) These Scales are applicable to those Government Polytechnics/ State Wide Institutions/Grant-in-Aid institutions Librarians/ Physical Directors who have been already retired from Government Service either voluntarily or on attaining the age of superannuation or died while in service on or after 1-1-2016 and are drawing the AICTE Scales of Pay, 2006.

iv) These regulations shall apply to all diploma level technical institutions imparting technical education and such other courses / programs approved by AICTE and areas as notified by the council from time to time

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1.3 Date of effect:

- a) These Pay Scales shall come into effect from 01-01-2016.
- b) The AICTE Pay scales shall be implemented w.e.f 01-01-2016 to 18-08-2019 on notional basis. Arrears payable for the period from 19-08-2019 to 31-03-2021 shall be credited to the GPF Accounts of the individuals and locked in for a period of 2 (two) years and the arrears with effect from 01-04-2021 shall be paid in cash or as be decided by the Government.
- c) In respect of employees who were appointed to service on or after 01.09.2004 and are governed by the Contributory Pension Scheme (CPS), the AICTE Pay scales shall be implemented w.e.f 01-01-2016 to 18-08-2019 on notional basis. The arrears payable for the period from 19.08.2019 out of which the 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 equal installments or as decided by the Government.
- d) The DA shall be as per the recommendations of AICTE and Government of India issued from time to time and will be implemented by the State Government as and when the same is sanctioned State Government employees.
- e) The following 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 Andhra Pradesh/Telangana	H.R.A. rates as per 2006 PRC	H.R.A. rates as per 2016 PRC		
			DA up to 25%	DA Crosses 25%	DA Crosses 50%
X	Hyderabad	30%	24%	27%	30%
Y	Vijayawada, Visakapatnam (Vizag), Guntur, Nellore	20%	16%	18%	20%
Z	Remaining Cities	10%	8%	9%	10%

- f) Other Allowances: Allowances such as, Leave Travel Concession, Special Compensatory Allowances, Children's Education Allowance, Transport Allowance, Deputation Allowance, House Building Allowance, and Travelling Allowance etc.

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shall be applicable from the date as notified by the Central Government from time to time. However, those allowances which are applicable and implemented to the state Government employees, alone, will only be applicable and implemented to the Teachers, Library and Physical Education personnel working in Government polytechnics and Aided polytechnics in the state under these new Pay Scales.

1.4 Effective date of application of Service Conditions:

- a) All other service conditions including Qualifications, Experience, Recruitment, Promotions etc. shall come into force with effect from 01.03.2019 i.e. the date of notification of AICTE regulations.
- b) The Qualifications, Experience, Recruitment and Promotions etc. during 01-01-2016 till the issue of AICTE Gazette Notification dated 01.03.2019 shall be governed by Service Conditions and Qualifications for the Teachers and other Academic Staff in Technical Institutions (Diploma) as Governed by Andhra Pradesh Technical Education Service Rules, 2005 dated 09-12-2005.
- c) Those who are eligible for promotions after the date of publication of this gazette shall have to meet the necessary conditions such as additional qualification, undergoing industrial training, pedagogical training, faculty induction program, publishing research papers etc. However, these requirements shall be permitted to be fulfilled till 31st July, 2022 so as to enable faculty members in equipping them for requisite mandatory requirements of this gazette to avail the benefit of promotion retrospectively from the date of eligibility.
- d) It may be noted that no further extension would be given beyond 31st July, 2022 and those who do not meet the essential criteria despite the above grace period, shall lose an opportunity for getting promotion retrospectively. However, they will be eligible for promotion from the date they meet these criteria thereafter.
- e) In cases, wherein interviews are already conducted either for direct recruitment or for promotions but candidates did not join, such candidates may be allowed to join. Their further up-gradation will be governed by the AICTE notification dated 01-03-2019.
- f) In cases, where advertisement was published, applications invited but interviews have not been conducted till publication of this notification, the institutes / employers are required to publish corrigendum and processing of applications must be done in accordance with the provisions given in governed by the AICTE notification dated 01.03.2019.

1.0 General

There shall be designations in respect of teachers in Polytechnics, namely, Lecturer, Senior Lecturer, Head of the Section and Principal. The equivalent cadres are Librarian, Senior Librarian, Physical Director and Senior Physical Director with reference to Lecturer & Senior Lecturer etc. in teaching cadre.

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2.1 Revised Designations and Mode of Appointments

There shall be only Four designations in respect of teachers in the diploma level institutes/Polytechnics namely **Lecturer, Senior Lecturer, Head of the Section** and **Principal** as given below in **Table 1**. Also there shall be no change in the present designations in respect of **Library** and **Physical Education** personnel at various levels

Following mode of appointment shall henceforth be used

Table 1: Cadre Structure and Mode of Appointment

S No	Designations of Teaching Faculty	Entry Pay (Rs.)	Level	Mode of Appointment
1	Lecturer	56,100	9A	Direct Recruitment
2	Lecturer	57,700	10	Promotion by CAS / Direct Recruitment
3	Senior Lecturer / Lecturer (Senior Scale)	68,900	11	Promotion / CAS
4	Senior Lecturer / Lecturer (Selection Grade -I)	79,800	12	Promotion / CAS
5	Senior Lecturer / Lecturer (Selection Grade -II)	131,400	13A1	Promotion / CAS
6	Head of the Section (HoS)	131,400	13A1	Promotion/ Direct Recruitment
7	Principal	131,400	13A1	Promotion/ Direct Recruitment

2.2 New Pay Structure

The new pay structure shall involve a pay matrix with an ascending series of levels and ascending cells in each level. The new pay matrix shall subsume the pay band and grade pay in one simple chart as given in **Annexure - I**. The pay matrix shall comprise of two dimensions – a horizontal range of levels starting from the lowest level in the hierarchy and ascending to the highest level, with the levels being numbered from 9A to 13A1 covering the entire gamut of Teachers and other. Within each level, the salary increases as one goes down vertically, with each progression of going down represented by a "Cell". Each Cell within that level represents the steps of annual financial progression of 3%. On recruitment / promotion, an employee shall join at a particular level and progress within the level as per the vertical range. The movement shall be based on annual increments till the time of his/her next promotion. When the employee will receive a promotion, he/she will progress to the next level in the horizontal range till it exhausts.

2.3 Levels and Cells

The method followed by the 7th CPC shall be adopted in the academic pay structure also, moving from the concept of Pay Band and Academic Grade Pay to that of Levels and Cells. The changes will appear only due to the existing difference between the two streams in terms of Academic Grade Pay vis-à-vis the corresponding Grade Pay. The levels for academic pay shall be numbered as per the corresponding non-academic level. Thus, the levels are numbered as 9A, 10, 11, 12 and 13A1 corresponding to the present AGP of Rs. 5400, 6000, 7000, 8000 and 9000 respectively.

2.4 Pay matrix and Fixation of Revised Pay:

a) For fixation of pay of an Employee in the Pay Matrix as of 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** rounded off to the nearest Rupee. The figure so arrived at, will be located at that Level in the Pay Matrix and If such an identical figure corresponds to any cell in the applicable level of the Pay Matrix, the same shall be the pay, and if no such cell is available in the applicable level, the pay shall be fixed in the immediate next higher cell in that applicable level of the pay Matrix. If the figure arrived at in this manner is less than the first cell on that Level, then the pay shall be fixed at the first cell on that Level of Pay Matrix (Annexure – I).

b) In cases where in revision of Pay, the pay of Government Servant drawing pay at two or more stages in pre-revised Pay Band and Grade Pay or scale, as the case may be, get fixed at same Cell in the applicable Level in the new Pay Matrix, one additional increment shall be given for every two stages bunched and the pay of Government Servant drawing higher pay in the pre-revised structure shall be fixed at the next vertical cell in the applicable level as per Ministry of Finance, Department of Expenditure OM No. 1-6/2016-1C dated 7th September 2016."

c) In other words, if a situation arises whenever more than two stages are bunched together, one additional increment equal to 3 % may be given for every two stages bunched, and pay fixed in the subsequent cell in the pay matrix.

For instance, if two persons drawing pay of Rs. 53,000 and Rs.54,590 in the GP 10000 are to be fitted in the new pay matrix, the person drawing pay of Rs.53,000 on multiplication by a factor of 2.57 will expect a pay corresponding to Rs.1,36,210 and the person drawing pay of Rs.54,590 on multiplication by a factor of 2.57 will expect a pay corresponding to Rs.1,40,296. Revised pay of both should ideally be fixed in the first cell of level 14 in the pay of Rs.1,44,200 but to avoid bunching the person drawing pay of Rs.54,590 will get fixed in second cell of level 14 in the pay of Rs.1,48,500.

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The following shall be kept in view while determining the extent of bunching as also the benefits to be extended on account of bunching at the time of initial fixation of pay.

- (i) Benefit on account of bunching is to be extended when two or more stages get bunched.
- (ii) Benefit of one increment is to be extended on account of bunching of every two consecutive stages.
- (iii) As stipulated, a difference of 3% is to be reckoned for determination of consecutive pay stages specific to each employee.
- (iv) All pay stages lower than Entry Pay in the 6th PRC pay structure as indicated in the Pay Matrix contained in the 7th PRC report are not to be taken into account for determining the extent of bunching.

2.4.1 Pay Fixation in the case of Direct Recruitment / Promotions:

(i) The pay of employees appointed by direct recruitment on or after the 1st day of January 2016 shall be fixed at the minimum pay or the first cell in the level, applicable to the post to which such employee is appointed. In case of promotion, the candidate would be given a notional increment (F.R. 22 a (i)) in his/her existing Level of Pay, by moving him/her to the next higher cell at that level. The pay shown in this cell would now be located in the new level corresponding to the post to which candidate has been 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 at that level shall be the new pay of the employee. If the pay arrived at in this manner is less than the first cell in the new level, then the pay shall be fixed on the first cell of that level."

(ii) The Pay fixation of Principals and other faculty members already drawing the pay in the AGP of Rs. 10000 as per 6th CPC, an appropriate column of the pay matrix table presented by 7th CPC for central Government employees shall be used as given in Annexure-I.

2.5 Date of Increment

- (i) Annual increment is given in the Pay Matrix at 3%, with each cell being higher by 3% over the previous cell in the same level, rounded off to nearest 100. Annual increments to each employee would move up in the same academic level, with an employee moving from the existing cell in the academic level to the immediate next cell in the same academic level.
- (ii) There shall be two dates of increment i.e., 1st January and 1st July of every year, provided that an employee shall be entitled to only one annual increment on either one of these two dates depending on the date of appointment, promotion or grant of financial up-gradation.

- (iii) The increment in respect of an employee appointed or promoted during the period between the 2nd day of January and 1st day of July (both inclusive) shall be granted on 1st day of January and the increment in respect of an employee appointed or promoted during the period between the 2nd day of July and 1st day of January (both inclusive) shall be granted on 1st day of July.

2.6 Annual Process of Promotion

- (i) Every College / Director of Technical Education shall ensure that the selection process for direct recruitment for various positions is carried out annually so as to maintain required faculty numbers and cadre ratio as per AICTE norms so that no loss is caused to students. Process for the Screening / promotions of the faculty members shall be carried out at a regular span annually to avoid any stagnation in career growth of faculty members.
- (ii) Candidates who do not fulfill the minimum requirement proposed in the Regulation, will have to be re-assessed after a period of one year. The date of promotion shall be the date on which he / she satisfy all the minimum requirements and successfully reassessed.
- (iii) The constitution of the Screening Committee/Promotion committee/Selection Committee as applicable at different stages are enumerated in Annexure-II. Various stages of screening/promotion / direct recruitment are given in the **Table 2**.

Table 2:

Stages of Screening/Promotion/Direct Recruitment and Mode of Selection

Stage	Designation	Mode of Selection
Entry Level, Stage-I	Lecturer	Direct recruitment
Stage-II	Senior Lecturer/Lecturer (Senior Scale)	Promotion by DPC/Screening
Stage-III	Senior Lecturer /Lecturer (Selection Grade -I)	Promotion by Screening
Stage-IV	Senior Lecturer / Lecturer (Selection Grade -II)	Promotion by Screening
Stage-V	Head of Section	By Promotion through DPC/ Direct recruitment
Stage-VI	Principal	By Promotion through DPC/ Direct recruitment

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

2.7 Research Promotion Grant

The thrust has to be given for improving quality by augmenting the research and development in the institutions. Therefore, all technical institutions should provide financial assistance for strengthening research activities.

2.8 Financial Support for implementation of AICTE PAY SCALES 2016.

The entire liability on account of revision of pay scales etc. of Polytechnic teachers shall be that of the State Government.

2.9 Age of Superannuation

The age of the superannuation of all Polytechnic teachers shall be as applicable to state Government Employees, as per the orders of the State Government issued from the time to time.

2.10 Health Insurance Scheme

Health Insurance/Group Health Insurance/ Medical facilities, Group Insurance Scheme shall be given on the pattern applicable to State Government Employees

2.11 Pension, Gratuity, Family Pension, GPF, Leave Encashment and Other Pension Benefits

The pension and Family Pension shall be extended to faculty members and other academic staff as per the revised norms recommended by the 7th CPC for fixation of pension and family pension only. Pensionary benefits and pension rules, shall be applicable as per State Government employees issued from time to time.

2.12 Industrial Training

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

2.13 Teaching Engagement

The faculty members working in technical institutions under the purview of AICTE shall have a teaching engagement of not less than 40 hours per week including teaching contact hours and other activities. The work of tutorial / project/ research/ administration may be distributed among the faculty members as per the need and availability of staff.

The laboratory engagement will also be counted towards teaching hours. The minimum teaching contact hours for various positions shall be as given in **Table 3**.

Table 3: Teaching Engagement of Faculty Members in Diploma Level Institutions

Designation	(Teaching / Laboratory Hours)/ Week (Minimum)
Lecturers	18
Senior Lecturer	18
Head of Section	16
Principal	6

2.14 Incentives for New Entrants

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

2.15 Grants for Professional Development

All faculty members may be given a grant on reimbursable basis up to Rs. 25,000/- per year, which may be permitted to be accumulated up to 3 years towards acquiring the membership of Professional Societies and for participating in National /International conferences/workshops etc.

2.16 Consultancy

- (i) Consultancy work may be undertaken by members of the faculty to generate resources either for the institutions or for themselves.
- (ii) Not only the faculty members should be encouraged to undertake consultancy work, but also an appropriate conducive environment be created by the State Governments / managements of institutions to facilitate faculty members to undertake such work.
- (iii) Suitable parameters for sharing the generated resources between the institution and individual faculty member may be evolved and adopted by the institutions where consultancy work is undertaken by faculty members.

- (iv) The faculty members engaged in consultancy/ industry interaction / research / start-up activities / community services may be allowed some adjustment in teaching time table without compromising their teaching contact hours.

2.17 Sabbatical Leave for Faculty

To encourage interface between Technical Education and Industry, the faculty members in Technical Institutions shall be given sabbatical leave of six months for working in industry / professional development, subject to the condition that the faculty has a teaching experience of minimum five years. Such leave, however, shall be available to a teacher only twice in his /her teaching career.

2.18 Start-up

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

2.19 Incentives for Ph. D. / M. Phil. and other Higher Qualification

- (i) Five non-compounded advance increments shall be admissible at the entry level of a recruited lecturer possessing a degree of Ph.D. awarded in the relevant discipline by a recognized University following the due process of admission test, course work and external evaluation as prescribed by the UGC or the admission process adopted by the institutes established under the Act of Parliament or students having valid GATE / GPAT score for admission to Ph.D. under National Doctoral Fellowship program of AICTE / Prime Minister's Research Fellowship program.
- (ii) Those possessing Master's degree in Engineering/ Technology/ Architecture/ Planning/ Pharmacy/ Design/Town Planning etc. recognized by the relevant statutory body / council, shall be entitled to two non-compounded advance increments at the entry level.
- (iii) 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 as Lecturer only if such Ph.D. is in a relevant discipline of the discipline of employment and has been awarded by a recognized University following the due process of admission test, course work and external evaluation as prescribed by the UGC or the admission process adopted by the institutes established under the Act of Parliament or students having valid GATE / GPAT score for admission to Ph.D. or students selected for Ph.D. program under Quality Improvement Program (QIP) / Teacher Research Fellowship (TRF).

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2.20 Statutory Reservation

The statutory reservation policy for recruitment and promotion of SC / ST / BC / EBC / PWD (persons with Disability) / Women candidates must be adhered to as per the respective state Government rules.

2.21 Quality Improvement Programme (QIP) Scheme for Teachers in Technical Institutions

With a view to improve the quality of Technical Education, DTE and Secretary of Skill Development & Training Department are directed to implement QIP scheme for all the eligible teachers working in Government and Government aided institutions.

2.22 Counting of Past Services for Direct Recruitment and Promotion

Previous regular service, whether national or international, as Lecturer, Assistant Professor/Associate Professor/HOD/Workshop Superintendent etc. in a University, College, equivalent post in National Laboratories or other scientific / professional organizations such as the CSIR, ICAR, DRDO, UGC, AICTE, ICSSR, ICHR, ICMR, DBT or state PSUs etc., shall be counted for direct recruitment and promotion of a teacher as Lecturer, Head of the Section, Principal or any other nomenclature provided that:

- a) The qualifications for the post held should not be lower than the qualifications prescribed by the AICTE for Lecturer, Head of the Section and Principal, 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 Lecturer, Head of the Section and Principal.
- c) The candidate for direct recruitment has applied through proper channel only.
- d) The concerned person should possess the same minimum qualifications as prescribed by the AICTE for appointment to the post of Lecturer, Head of the Section and Principal, as the case may be.
- e) The post was filled in accordance with the prescribed selection procedure as laid down in the Regulations of the State Government / Central Government / concerned institution, for such appointments.
- f) The previous appointment was not as guest lecturer for any duration or ad-hoc or in a leave vacancy of less than one year duration. Ad-hoc or temporary service can be counted provided that:

1. The period of service was of more than one year duration;
 2. The incumbent was appointed on the recommendation of duly constituted Selection Committee.
 3. The incumbent was selected to the permanent post in continuation to the ad-hoc or temporary service.
 4. An artificial break in service shall not be used to the prejudice of employee, appointed on permanent basis. The person appointed on permanent basis shall be given the benefit of entire service rendered by him with effect from the date of initial appointment (temporary/contract/ad-hoc) notwithstanding the artificial break / breaks in service.
 5. The incumbent was drawing total gross emoluments not less than the monthly gross salary at initial stage of a regularly appointed Lecturer, Head of the Section and Principal, as the case may be; and
 6. At the time of selection, the negotiated terms and conditions clearly mention the period of experience, nature of experience and same has been consented by the employer.
- g) No distinction should be made with reference to the nature of management of the institution where -previous service was rendered (private/local body/Government) for counting past services under this clause.

2.23 Equivalence of Experience of Diploma Level Institutions and Degree Level Institutions

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

2.24 Cadre Structure

The "Cadre Structure" in diploma level institutions imparting technical education is as given in **Table 2**. The following guidelines are to be taken care of while promoting faculty members indifferent cadres.

- a) Incumbent faculty members shall be upgraded to higher position, after being eligible, through a process of selection to be held annually irrespective of availability of vacancies in that cadre.
- b) The incumbent so upgraded to a higher cadre shall be re-designated as Lecturer (Senior Scale) / Lecturer (Selection Grade - I) / Lecturer (Selection Grade - II) as the case may be.

- c) With this cadre structure, all faculty members may become Lecturer (Selection Grade - II).
- d) The entry post of Lecturer can be treated as vacant once the incumbent moves on higher cadre i.e., to the post of Senior Lecturer through DPC)

2.25 Fixation of Pay

The fixation of pay and designations of incumbents in the revised pay scales shall be as given in **Annexure – I**.

Incumbent faculty members / Principals, who are in AGP of 10,000/- as per 6th CPC, shall be fixed in the appropriate cell corresponding to Level 14 of pay matrix table recommended by 7th CPC as per the AICTE notification dated 20.05.2020 (The Gazette Govt. of India dated 29.05.2020) as in **Annexure – I**.

2.26 Position of Principals

(i) Principal of AICTE approved institution has to be a full time faculty selected in accordance with the due process of selection to be adopted by the concerned State Government / DTE / Public Service Commission / respective Board of Governors / Board of Management etc., by taking into consideration the qualifications and other requirements as laid down by AICTE from time to time.

3.0 Mandatory Teacher Trainings.

- a) Every teacher appointed / promoted to any position here onwards with effect from the publication of this Government orders shall have to mandatorily undergo 8 online modules of MOOCs in SWAYAM as per the AICTE teacher training policy preferably within first year of service.
- b) No newly appointed faculty member shall be completing the probation without getting the certification of completion of these 8 modules. The teacher training policy document may be downloaded from AICTE website.
- c) The requirement of completing these modules as envisioned in this gazette is applicable to all the incumbent teachers also while applying for promotion / selection to next higher cadre only once in the career.
- d) The requirement of completing these modules, however, shall be permitted to be fulfilled till 31st July, 2022 so as to enable faculty members in equipping them for requisite mandatory requirements of this AICTE gazette to avail the benefit of promotion retrospectively from the date of eligibility.

P.T.O.

4.0 Revised Pay Scales, Service conditions and Career Advancement Scheme for teachers and equivalent positions:

The Direct recruitment on the post of lecturer shall be made at two different levels of pay in Diploma level institutions based on the qualifications of the candidate at the time of application. Minimum qualification, experience, research contributions, feedback and requisite training requirements for different levels for direct recruitment, screening and promotions for the faculty members are as follows:

4.1 For Direct Recruitment of Lecturer (Level – 9A, Entry Pay 56,100/-)

Those possessing a minimum of 4-year Bachelor's degree shall be placed in Level 9A at entry pay of Rs.56,100/-

(a) Engineering / Technology

B. E. / B. Tech. / B. S. in relevant discipline with First Class or equivalent.

(b) Pharmacy

B. Pharm. with First Class or equivalent.

(c) Hotel Management and Catering Technology

A minimum 4-year Bachelor's Degree in HMCT with First Class or equivalent.

(d) Architecture

B.Arch. or a 4-year Degree in an allied field with First Class or equivalent.

(e) Fine Arts

Bachelor's degree in appropriate discipline of Fine Arts (Applied Arts, Painting and Sculpture) or equivalent with First Class or equivalent.

(f) Design

Bachelor's degree in design or a minimum 4-year Diploma in any one of the streams of Design, Fine Arts, Applied Arts and Architecture or Bachelor's degree in Engineering with First Class or equivalent.

(g) Sciences and Humanities

Master's degree in appropriate subject with First Class or equivalent at Bachelor's or Master's level.

4.2 For Direct Recruitment of Lecturer (Level – 10, Entry Pay 57,700/-)

(a) For Technical Disciplines

Bachelor's and Master's Degrees in relevant disciplines with First Class in either of the two at the time of selection.

P.T.O.

(b) For Sciences and Humanities

A Master's degree with First Class or equivalent in a relevant subject and, 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.

(c) For Promotion of incumbent Lecturer in Level 9A to Level 10

- i) Candidates from technical disciplines shall be placed in Level 10 at suitable cell as and when the candidates acquire the Master's degree in relevant technical discipline.
- ii) Candidates of Sciences and Humanities shall be placed in Level 10 at suitable cell as and when the candidates clear the National Eligibility Test (NET) conducted by the UGC or the CSIR, or a similar test accredited by the UGC, like SLET / SET.
- iii) In case candidates do not acquire relevant Master's degree in the case of technical disciplines and in case of candidates from Sciences and Humanities do not clear National Eligibility Test (NET) conducted by the UGC or the CSIR, or a similar test accredited by the UGC, like SLET / SET, they shall be placed in appropriate cell of level 10 only after completion of 5 years.

4.3 Min. Qualifications for Lecturer (Senior scale)(Level – 11, Entry Pay 68900/-)

- 1) Qualifications as prescribed for the post of Lecturer.

AND

- 2) Three weeks of industrial training at the level of Lecturer

AND

3) Two weeks of Faculty Development Programme (FDP) recognised by AICTE/UGC/TEQIP/NITTTR/ Pandit Madan Mohan Malviya National Mission on Teachers and Teaching (PMMNMTT)/IISc/IIT /University/Govt. and out of which at least one of the FDPs shall be in advanced Pedagogy.

OR

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

OR

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

AND

P.T.O.

- 4) Minimum 5 years of experience and an average 360° feedback score between 8 to 10 on the scale of 10 in the cadre of Lecturer

OR

- 4) Minimum 6 years of experience and an average 360° feedback score between 5 to < 8 on the scale of 10 in the cadre of Lecturer.

4.4 Min. Qualifications for Lecturer (Selection Grade - I) (Level – 12, Entry Pay 79800/-)

- 1) Qualification as prescribed for the post of Lecturer (Senior Scale) necessarily with a Master's Degree in relevant discipline in First Class or equivalent either at Bachelor's or at Master's level

AND

- 2) Three weeks of industrial training at the level of Lecturer (Senior Scale)

AND

- 3) Two weeks of Faculty Development Programme (FDP) recognized by AICTE/UGC/TEQIP/NITTTR/ Pandit Madan Mohan Malviya National Mission on Teachers and Teaching (PMMMNTT)/IISc/IIT /University/Govt.

OR

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

OR

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

- 4) Minimum 5 years of experience with an average 360° feedback score between 8 to 10 on the scale of 10 in the cadre of Lecturer (Senior Scale).

OR

- 4) Minimum 6 years of experience with an average 360° feedback score between 5 to < 8 on the scale of 10 in the cadre of Lecturer (Senior Scale).

4.5 Min. Qualifications for Lecturer (Selection Grade - II) (Level – 13A1, Entry Pay 1,31,400/-)

- 1) Qualifications as prescribed for the post of Lecturer (Selection Grade - I).

AND

- 2) Three weeks of industrial training at the level of Lecturer (Selection Grade - I)

AND

P.T.O.

3) Two weeks of Faculty Development Programme (FDP) recognized by AICTE/UGC/ TEQIP/NITTTR/PanditMadan Mohan Malviya National Mission on Teachers and Teaching (PMMMNMNTT)/IISc/IIT /University/Govt.

OR

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

OR

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

AND

4) Ph. D. in relevant discipline with minimum 3 years of experience, 2 research publications in SCI journals / UGC / AICTE/ CoA/ PCI approved list of journals and an average 360° feedback score between 8 to 10 on a scale of 10, all in the cadre of Lecturer (Selection Grade - I) Level - 12.

OR

4) Ph. D. in relevant discipline with minimum 4 years of experience, 2 research publications in SCI Journals / UGC / AICTE. CoA/ PCI approved list of journals and an average 360° feedback score between 5 to < 8 on a scale of 10, all in the cadre of Lecturer (Selection Grade-I) Level - 12.

OR

4) Minimum 6 years of experience with an average 360° feedback score between 8 to 10 on a scale of 10, all in the cadre of Lecturer (Selection Grade-I) Level - 12.

OR

4) Minimum 8 years of experience with an average 360° feedback score between 5 to < 8 on a scale of 10, all in the cadre of Lecturer (Selection Grade-I) Level - 12.

Note: 360° Feedback

1. The feedback obtained every year, till the date of eligibility of next stage, shall be taken as an average of all the preceding years added together required for promotions.
2. In case the candidate fails to achieve the minimum specified feedback score, the subsequent years may be taken into consideration while dropping the lowest feedback score in any one of the year.

P.T.O.

4.5.1 Min. Qualifications for Senior Lecturer (Level – 11, Entry Pay 68900/-) – By Promotion.

1) Qualifications as prescribed for the post of Lecturer and 5 years experience in Teaching at the level of Lecturer

AND

2) Two weeks of induction training conducted by AICTE/UGC/TEQIP/NITTTR Pandit Madan Mohan Malviya National Mission on Teachers and Teaching (PMMMNMNTT)/IISc/IIT /at the level of Lecturer.

AND

3) Two weeks of Faculty Development Programme (FDP) recognised by AICTE/UGC/TEQIP/NITTTR/ Pandit Madan Mohan Malviya National Mission on Teachers and Teaching (PMMMNMNTT)/IISc/IIT /University/Govt. and out of which at least one of the FDPs shall be in advanced Pedagogy

OR

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

OR

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

AND

4) Minimum 5 years of experience and an average 360° feedback score between 8 to 10 on the scale of 10 in the cadre of Lecturer.

OR

4) Minimum 6 years of experience and an average 360° feedback score between 5 to < 8 on the scale of 10 in the cadre of Lecturer.

4.5.2 Min. Qualifications for Senior Lecturer (Selection Grade - I) (Level – 12, Entry Pay 79800/-)

1) Qualification as prescribed for the post of Lecturer (Senior Scale) necessarily with a Master's Degree in relevant discipline in First Class or equivalent either at Bachelor's or at Master's level.

AND

2) Three weeks of industrial training at the level of Lecturer (Senior Scale)

AND

3) Two weeks of Faculty Development Programme (FDP) recognised by AICTE/UGC/TEQIP/NITTTR/ Pandit Madan Mohan Malviya National Mission on Teachers and Teaching (PMMMNMNTT)/IISc/IIT /University/Govt.

OR

P.T.O.

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

OR

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

AND

4) Minimum 5 years of experience with an average 360° feedback score between 8 to 10 on the scale of 10 in the cadre of Lecturer (Senior Scale).

OR

4) Minimum 6 years of experience with an average 360° feedback score between 5 to < 8 on the scale of 10 in the cadre of Lecturer (Senior Scale).

4.5.3 Min. Qualifications for Senior Lecturer (Selection Grade - II) (Level – 13A1, Entry Pay 131400/-)

1) Qualifications as prescribed for the post of Lecturer (Selection Grade - I).

AND

2) Three weeks of industrial training at the level of Lecturer (Selection Grade - I)

AND

3) Two weeks of Faculty Development Programme (FDP) recognised by AICTE/UGC/ TEQIP/NITTTR/Pandit Madan Mohan Malviya National Mission on Teachers and Teaching (PMMMNTT)/IISc/IIT /University/Govt.

OR

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

OR

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

AND

5) Ph. D. in relevant discipline with minimum 3 years of experience, 2 research publications in SCI journals / UGC / AICTE/ CoA/ PCI approved list of journals and an average 360° feedback score between 8 to 10 on a scale of 10, all in the cadre of Lecturer (Selection Grade - I) Level - 12.

OR

P.T.O.

5) Ph. D. in relevant discipline with minimum 4 years of experience, 2 research publications in SCI Journals / UGC / AICTE. CoA/ PCI approved list of journals and an average 360° feedback score between 5 to < 8 on a scale of 10, all in the cadre of Lecturer (Selection Grade-I) Level - 12.

OR

5) Min.6 years of experience with an average 360° feedback score between 8 to 10 on a scale of 10, all in the cadre of Lecturer (Selection Grade-I) Level - 12.

OR

5) Min. 8 years of experience with an average 360° feedback score between 5 to < 8 on a scale of 10, all in the cadre of Lecturer (Selection Grade-I) Level - 12.

Note: 360° Feedback

1. The feedback obtained every year, till the date of eligibility of next stage, shall be taken as an average of all the preceding years added together required for promotions.
2. In case the candidate fails to achieve the minimum specified feedback score, the subsequent year's may be taken into consideration while dropping the lowest feedback score in any one of the year.

4.6 Minimum Qualifications for Head of the Section (Level – 13A1, Entry Pay 1,31,400/-)

For Direct Recruitment/by Promotion:

Ph. D. in relevant field and First Class at Bachelor's or Master's Degree level in the relevant discipline; minimum of 12 years of experience in Teaching/ Research/ Industry, out of which at least 2 years shall be post Ph D experience minimum at the level of Lecturer (Selection Grade-I)

OR

First Class at Bachelor's or Master's Degree level in relevant discipline with minimum of 15 years of experience in Teaching / Research / Industry, out of which at least 3 years shall be at the level of Lecturer (Selection Grade - II).

4.7 Qualifications for Principal

(Level – 13A1, Entry Pay 131400/- with the special allowance of Rs. 4500/- per month)

(a) Direct recruitment:

Ph.D. and First class at either Bachelor's or Master's level in the relevant discipline with minimum of 16 years of experience in Teaching / Research / Industry out of

which at least 3 years shall be Post Ph. D experience and 5 years experience not below the at the level of Head of Department/Head of Section.

OR

First class at Bachelor's or Master's level in the relevant discipline and minimum of 20 years of experience in Teaching / Research/ Industry, out of which 5 years of experience not below the level of Head of Department/Head of Section.

(b) For promotion of the Incumbent

Ph.D. and First class at Bachelor's or Master's level in the relevant discipline with minimum of 16 years of experience in Teaching / Research/ Industry out of which 5 years shall be at the level of Head of Section and 3 years shall be post- Ph.D experience; An average 360° feedback score of 5 to < 8 out of 10 for last 5 years.

OR

First class at Bachelor's or Master's level in the relevant discipline; minimum of 20 years of experience in Teaching / Research/ Industry, out of which 7 years shall be not below the level of Head of Section. An average 360° feedback score of 8 to 10 out of 10 for last 5 years

5.0 Min. Qualifications for Direct Recruitment and Promotion of Academic Staff

5.1 Min. Qualifications for direct recruitment of Librarian (Level – 9A, Entry Pay 56100/-)

(i) Master's Degree in Library Science/Information Science / Documentation Science or an Equivalent Professional Degree with at least First Class or equivalent and a consistently good academic record with knowledge of computerization of library.

(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 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;

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- 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.

5.2 Minimum Qualifications for Direct Recruitment of Physical Director (Physical Education - Level – 9A, Entry Pay 56100/-)

- (i) Master's Degree in Physical Education or Master's Degree in Physical Education Science or equivalent degree with at least First Class or its equivalent with good academic record from a recognized University / Institute.
- (ii) Record of having represented the University / College at the inter-University / Inter-collegiate competitions or the state and / or national championships;
- (iii) Record of strong involvement and proven track record of participation in sports, drama, music, films, painting, photography, journalism event management or other student / event management activities during college / University studies.
- iv) Record of organizing such events as student's convener or in later part of life.
- v) Evidences of organising competitions and coaching camps for at-least two week's duration.
- vi) Evidence of having produced good performance of teams / athletes for competitions like National / State / Inter University / Combined University etc.

Physical Fitness Norms

Subjected to the provisions of these regulations, all candidates who are required to undertake the physical fitness tests are required to produce a medical certificate Certifying that he / she is medically fit before undertaking such tests.

1. Norms for Men:

12 Minutes run / walk test			
Up to 30 Years	Up to 40 Years	Up to 45 Years	Up to 50 Years
1800 meters	1500 meters	1200 meters	800 meters

2. Norms for Women:

8 Minutes run / walk test			
Up to 30 Years	Up to 40 Years	Up to 45 Years	Up to 50 Years
1000 meters	800 meters	600 meters	400 meters

5.3 For Direct Recruitment of Physical Director (Physical Education) and Librarian (Level – 10, Entry Pay 57,700/-)

A Master's degree with First Class or equivalent and 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.

5.4 For Promotion of incumbent Physical Director (Physical Education) and Librarian in Level 9A to Level 10

- (i) Physical Director (Physical Education) shall be placed in Level 10 at suitable cell as and when the candidates clear the National Eligibility Test (NET) conducted by the UGC or the CSIR, or a similar test accredited by the UGC, like SLET / SET.
- (ii) In case candidates do not clear National Eligibility Test (NET) conducted by the UGC or the CSIR, or a similar test accredited by the UGC, like SLET / SET, they shall be placed in appropriate cell of level 10 only after completion of 5 years.

5.5 Methodology of further Promotions for Physical Director (Physical Education) and Librarian

The qualifications for promotions for Physical Director (Physical Education) and Librarian shall be as per the UGC Notification No. F.1-2/2017(EC/PS) Dated 18th July, 2018.

5.6 Career Advancement Scheme (CAS) for Librarians:

The Librarians shall have four levels i.e. Level 10, Level 11, Level 12, Level 13A1.

5.6.1 From Librarian (Level 10) to Librarian (Senior Scale/Level 11):

Eligibility:

- (i) A Librarian who is in 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.
- (ii) He/she has attended Orientation course of three one week FDP training programmes; and
- (iii) Training, Seminar or Workshop on automation and digitalisation, maintenance and related activities, of at least 5 days, as per Table 4.

CAS Promotion Criteria:

A Librarian may be promoted if:

- 1) 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 Table 4,

And

- 2) The promotion is recommended by a screening-cum-evaluation committee.

5.6.2 From Librarian (Senior Scale/Level 11) to Librarian (Selection Grade/Level 12)

Eligibility:

- (a) He/she has completed five years of service in that grade.
- (b) He/she has done any two of the following in the last five years:
 - (i) Training/Seminar/Workshop/Course on automation and digitalization.
 - (ii) Maintenance and other activities as per 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 Library
 - (iv) up-gradation course.

CAS Promotion Criteria:

An individual shall be promoted if:

- 1) 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 Table 4, and;
- 2) The promotion is recommended by a screening-cum-evaluation committee.

5.6.3 From Librarian (Selection Grade/level 12) to Librarian (Level 13 A1)

- (a) He/she has completed three years of service in that grade.
- (b) 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 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:

1. 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 Table 4;

And

2. The promotion is recommended by a Selection Committee constituted as per these regulations/Government orders on the basis of the interview performance.

5.7 Career Advancement Scheme (CAS) for Physical Directors:

Teachers in institutions where Physical Education and Sports is a teaching department shall be covered by the provisions given under sections 6.4 (II) and 6.4 (III) of UGC Notification No. F.1-2/2017(EC/PS) Dated 18th July, 2018 for Colleges/Institutions and for Universities, respectively.

- (ii) The Physical Director shall have four levels i.e. Academic Level 10, Level 11, Level 12 and Level 13A1.

5.7.1 From Physical Director (Level 10) to Physical Director (Senior Scale / Level 11)

Eligibility:

- 1) 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.
- 2) He/she has attended one Orientation course of 21 days' duration;

And

- 3) He/she has done any one of the following:

- (i). Completed Refresher / Research Methodology Course/ workshop,
- (ii). Training Teaching-Learning-Evaluation Technology Programme/ Faculty Development Programme of at least 5 days duration and
- (iii). Taken/developed one MOOCs course (with e-certification).

CAS Promotion Criteria:

An individual may be promoted if:

1. 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 Table 5; and

P.T.O.

2. The promotion is recommended by a screening-cum-evaluation committee.

5.7.2 From Physical Director (Senior Scale/Level11)/ to Physical Director (Selection Grade-I/Level 12):

- (a) He/she has completed five years of service in that grade.
- (b) He/she has done any two of the following in the last five years:
- (c) Completed one course / programme from among the categories of refresher courses, research methodology workshops,
- (d) Teaching-Learning-Evaluation Technology Programmes / Faculty Development Programmes of at least two weeks (ten days) duration,
- (e) 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
- (f) Taken/developed one MOOCs course in the relevant subject (with e-certification).

CAS Promotion Criteria:

An individual may be promoted if;

1. 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 Table 5,

And

2. The promotion is recommended by a screening-cum-evaluation committee.

5.7.3 from Physical Director (Selection Grade-II/Level 12) to Physical Director (Academic Level 13 A 1)

- (a) He/she has completed three years of service.
- (b) He/she has done any one of the following during last three years:
- (c) Completed one course / programme from among the categories of Refresher Courses, Research Methodology Workshop,
- (d) 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),
- (e) Taken / developed one MOOCs course in relevant subject (with e-certification).

CAS Promotion Criteria:

An individual may be promoted if;

- (a) 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 Table 5, and;
- (b) The promotion is recommended by a selection committee constituted as per the regulations on the basis of interview performance.

5.8 Relaxation in terms of Faculty Development Programme (FDP), Industrial training and 360° feedback and research publication requirement:

If any faculty member working in diverted capacity, Relaxation in terms of FDP, Industrial training and 360° feedback and research publication requirement may be extended for faculty members working in diverted capacity for not more than a period of 3 years. However, having ACRs consistently above "Very Good" is necessary.

6.0 Additional Requirements

6.1 Research Publications

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

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

6.2 Equivalence for Ph.D. / Eligibility of direct Ph.D. after B.E. / B.Tech

6.2.1 Equivalence for Ph.D

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

P.T.O.

CAS Promotion Criteria:

An individual may be promoted if;

- (a) 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 Table 5, and;
- (b) The promotion is recommended by a selection committee constituted as per the regulations on the basis of interview performance.

5.8 Relaxation in terms of Faculty Development Programme (FDP), Industrial training and 360° feedback and research publication requirement:

If any faculty member working in diverted capacity, Relaxation in terms of FDP, Industrial training and 360° feedback and research publication requirement may be extended for faculty members working in diverted capacity for not more than a period of 3 years. However, having ACRs consistently above "Very Good" is necessary.

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

6.2 Equivalence for Ph.D. / Eligibility of direct Ph.D. after B.E. / B.Tech

6.2.1 Equivalence for Ph.D

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

6.2.2 Eligibility of direct Ph.D. after B.E./B.Tech

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

6.3 Class / Division

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

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

6.4 Nomenclature of relevant degrees

The qualifications for various faculty posts specify that the degree shall be in the appropriate / relevant branch of specialization. Many IITs, NITs, Central Universities start interdisciplinary programs of new nomenclatures. In view of the increasing importance of interdisciplinary nature of engineering, the inter-disciplinary courses for both UG and PG specializations may be considered. The selection committee may take a final decision in this regard depending on the requirement of the program of study and institution. AICTE has already clarified this issue vide Government of India Gazette F. No. 27/RIFD/Pay/01/2017-18 dated 28.04.2017. If any specialization is not available in the AICTE basket, the Board / Director of Technical Education / Public Service Commission / University shall decide the equivalence based on the curriculum of the program. Hence, incumbent faculty recruited in the past based on their qualifications / specializations acquired will continue to be eligible for promotion as well as direct recruitment in the same or other institutions, subject to fulfillment of other eligibility criteria and higher qualifications as prescribed, if any, for various teaching posts.

6.5 Incumbent faculty Members with previous qualifications

Existing incumbents recruited as a Faculty with the basic minimum qualifications such as M.Sc. (Mathematics), M.Sc. (Biotechnology), M.Sc. (Electronics), M.Sc.

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(Computer Science & allied subjects), M.Sc. (Physics), M.Sc. (Chemistry), MCA, PGDM, AMIE / M. Com and any other similar qualifications which were considered eligible at the time of recruitment or taken admission in such courses before publication of this Govt. order are to be considered as eligible for promotion as well as direct recruitment in the same or other institutions, subject to fulfillment of other eligibility criteria and higher qualifications as prescribed, if any, for various teaching posts.

6.6 Faculty Members on deputation

Any Faculty Member on deputation to some Government Organization /Autonomous Bodies such as DTE /AICTE / UGC /MHRD /DST / Universities etc on academic / administrative positions shall be deemed to have experience of academics and academic administration and be exempted from the requirement of FDP, Industrial Training and 360o feedback. If the faculty has secured at least Very Good rating, it shall be considered equivalent to 8 points on a 10 point scale of 360° feedback in reference to this notification for the period of deputation.

6.7 Authorization to the Commissioner of Technical Education:

The Commissioner of Technical Education is authorized to prescribe any more appropriate conditions in implementation of AICTE Pay Scales and regulations to the teachers and other academic staff such as Librarian and Physical Education personnel working in the department subject to condition that it does not confer any undue benefit to the teachers and there should not be any additional expenditure on the state finances.

Anomalies if any, in the implementation of the AICTE Pay Scales 2016 shall be brought to the notice of Government for clarification/ratification.

The qualifications and other eligibility criteria for the promotions of teachers and other Academic Staff such as Library and Physical Education Personnel working in the Department shall be governed by APTES Rules issued vide G.O.Ms.No.178, Higher Education (TE) Department, dated 09.12.2005 till 31.07.2022 only. The Commissioner of Technical Education shall submit necessary proposals to Government immediately, as per the modalities appended to this order, for issue of amendment orders to the existing APTES Rules before 31.07.2022.

ANNEXURE- I**Pay Matrix Table for Diploma Level Technical Institutions (Amended)**

PAY MATRIX					
(All figures are in Rupees)					
Pay Band VI CPC	15600-39100				37400-67000
Cadre Title VII CPC	Lecturer	Lecturer	Lecturer (Senior scale)	Lecturer (Selection Grade -I)	Lecturer (Selection Grade-II) / HoS / Principal
Academic Grade Pay-VI CPC	5400	6000	7000	8000	9000
Entry Pay	21000	21600	25790	29900	49200
Cell No. / Level	→ 9A	10	11	12	13A1
1	56100	57700	68900	79800	131400
2	57800	59400	71000	82200	135300
3	59500	61200	73100	84700	139400
4	61300	63000	75300	87200	143600
5	63100	64900	77600	89800	147900

PAY MATRIX*
(All figures are in Rupees)
37400-67000
Principals and other faculty members already drawing the pay in the AGP of Rs. 10000 in 6th CPC
10000
53000
14
144200
148500
153000
157600
162300

6	65000	66800	79900	92500	152300
7	67000	68800	82300	95300	156900
8	69000	70900	84800	98200	161600
9	71100	73000	87300	101100	166400
10	73200	75200	89900	104100	171400
11	75400	77500	92600	107200	176500
12	77700	79800	95400	110400	181800
13	80000	82200	98300	113700	187300
14	82400	84700	101200	117100	192900
15	84900	87200	104200	120600	198700
16	87400	89800	107300	124200	204700
17	90000	92500	110500	127900	210800
18	92700	95300	113800	131700	217100
19	95500	98200	117200	135700	
20	98400	101100	120700	139800	

167200
172200
177400
182700
188200
193800
199600
205600
211800
218200

36	157700	162000	193700		
37	162400	166900	199500		
38	167300	171900	205500		
39	172300	177100			
40	177500	182400			

Note-1:*PAY MATRIX for Principals and other faculty members already drawing the pay in the AGP of Rs. 10000 in 6th CPC as per the clarification of AICTE Notification dt. 20.05.2020 (The Gazette Govt. of India dated 29.05.2020).

Note-2: The end-points of any column do not signify the end points of the pay received at that level. As was the case in the earlier provision of traditional pay scales, the last point does not represent the maximum pay of that level for calculation purposes. The end-points of the column should not be treated as the maximum and minimum of a pay scale to calculate the average pay for any level.

ANNEXURE – II

Constitution of Committee for Direct Recruitment, Screening and Promotion

The following guidelines shall be pursued on:

- (a) Direct Recruitment of the Lecturers in Government Polytechnics.
- (b) Promotion for Senior Lecturer, Head of Section (HoS) and Principal.
- (c) Screening for promotion to Lecturer (Level 10), Lecturer (Senior Scale), Lecturer (Selection Grade-I), Lecturer (Selection Grade - II) under Career Advancement Scheme (CAS)

Selection Proceedings:

All the screening / selection procedures shall be completed immediately after the screening / 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 / promoted candidates in order of merit, duly signed by all members of the committee.

(a) Direct Recruitment of the Lecturers in Government Polytechnics.

The Direct Recruitment for the Lecturers in Government Polytechnics in Andhra Pradesh is done through the Andhra Pradesh Public Service Commission (APPSC) in accordance with its recruitment procedure

(b) Promotion for Senior Lecturer, Head of Section (HoS) and Principal

The promotions for Senior Lecturer, Head of the Section (HOS) and Principal shall be effected through Departmental Promotion Committees (DPCs) constituted from time to time by the Government of Andhra Pradesh as per the Rules in vogue. The Andhra Pradesh State Government shall decide the composition of 'Departmental Promotion Committee (DPC)' from time to time for different Promotions to various posts.

(c) Screening for promotion to Lecturer (Senior Scale), Lecturer (Selection Grade-I), Lecturer (Selection Grade - II) under Career Advancement Scheme (CAS)

The A.P.P.S.C. shall scrutinize and recommend the names for promotion under CAS. The committee shall scrutinize the applications in the light of guidelines prescribed by this Government Order and recommend the names without subjecting them for interviews to the competent authority. The Screening Committee at APPSC shall scrutinize and recommend the names for the promotion of Lecturer (Senior Scale), Lecturer (Selection Grade-I), and Lecturer (Selection Grade - II Level-13A1) under Career Advancement Scheme (CAS).

Note:

1. The report of screening committee shall be approved by the concerned Director of Technical Education.
2. Criteria for screening the proposals for promotion shall be devised by the respective Director, Technical Education. However, conditions for screening / promotion such as 360° feedback, industrial training, FDPs etc. laid down by AICTE through this gazette be adopted.

ANNEXURE – III

CALCULATION OF 360° FEEDBACK SCORE

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

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

The candidate shall submit calculation sheet for each academic year to be considered and a summary sheet exhibiting his/her score on a 10-pointscale

(a) Teaching Process (Maximum Points25)

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

(b) Students' Feedback (Maximum Points25)

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

(c) Departmental Activities (Maximum Points20)

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

(d) Institute Activity (Maximum Points10)

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

(e) ACR (Maximum Points10)

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

(f) Contribution to Society (Maximum Points10)

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

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

Note:

- The activities mentioned in above criterion are indicative. Principal / Director / HOS may add or remove some of the activities at department and institute level as per the requirements of the institute.
- ACRs maintained at institute level shall have 10 Marks based on grading.

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

Name	
Present Position	
Academic Year	
Teaching Process	

i. Teaching Process (Max Point25)

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

ii. Students' feedback (Max Point25)

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

iii. Departmental Activities (Max credit20)

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

Calculation of Credit Points

iv. Institute Activities (Max Credit10)

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

v. ACRs maintained at institute level (Max Credit10)

Extraordinary	Excellent	Very Good	Good	Satisfactory
10	9	8	7	5

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

vi. Contribution to Society (Max Credit10)

S. No.	Semester	Activity	Credit Point	Criteria	Enclosure No.
1		Induction Program	5		

2		Unnat Bharat Abhiyan	5		
3		Yoga Classes	5		
4		Blood Donation	5		

vii. Calculation of Credit Points (Blank Format)

Name	
Present Position	
Academic Year	
Teaching Process	

viii. Teaching Process (Max Point25)

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

ix. Students' feedback (Max Point25)

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

J. Departmental Activities (Max credit20)

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

K. Institute Activities (Max Credit10)

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

L. ACRs maintained at institute level (Maximum Points10)

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

M. Contribution to Society (Maximum Points 10)

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

Summary

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

STUDENT'S FEEDBACK FORM

(To be used by institutions)

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

For getting filled in through student

S. No.	Description	Very Poor	Poor	Good	Very Good	Excellent
		(1)	(2)	(3)	(4)	(5)
1	Has the Teacher covered entire Syllabus as prescribed by University/ College/ Board?					
2	Has the Teacher covered relevant topics beyond syllabus					
3	Effectiveness of Teacher in terms of :					
	(a) Technical content/course					

	content					
	(b) Communication skills					
	(c) Use of teaching aids					
4	Pace on which contents were covered					
5	Motivation and inspiration for students to learn					
6	Support for the development of Students' skill					
	(i) Practical demonstration					
	(ii) Hands on training					
7	Clarity of expectations of students					
8	Feedback provided on Students' progress					
9	Willingness to offer help and advice to students.					
	Total					

Table 4

Assessment Criteria and Methodology for Librarians

Sl 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: 1. Library Resource and Organization and maintenance of books, journals and reports. 2. Provision of Library reader services such as literature retrieval services to researchers and analysis of report. 3. Assistance towards updating institutional website	90% and above – Good Below 90% but 70% and above – Satisfactory Less than 70% - 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 – 95 - 100% of physical books and journals in computerized database. Satisfactory – At least 90 - 95% 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 Section 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 Physical Directors

Sl. 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. (Timings for the Physical Director may be from 6.00 AM to 10.00 AM and 3.00 PM to 6.00 PM)	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/ Satisfactory Not- 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.	Good. Involved in any two activities. Satisfactory: 1 activity Not Satisfactory. Not involved/undertaken any of the activities

	(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.	
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FORM OF OPTION

- (i) I hereby elect the revised pay structure with effect from 1st January, 2016.
- (ii) I hereby elect the revised paystructure with effect from 1st January, 2016 and exercise my promotional fixation with effect from
- (iii) I hereby elect to continue on the existing scale of pay of my post mentioned below until:
- (a) the date of my next increment
- (b) the date of my subsequent increment raising my pay to Rs. in the existing scale
- (c) the date of my promotion/placement (CAS) to in the existing scale of pay of Rs.

Declaration - I hereby undertake to refund to the Government any amount which may be drawn by me in excess of what is admissible to me on account of erroneous fixation of pay in the revised pay structure as soon as the fact of such excess drawl comes / brought to my notice.

Signature

Name

Designation

Date

Station

Countersignature of the Head of the
Institution/ Office
Institution / Office in which employed

SAURABH GAUR
PRINCIPAL SECRETARY TO GOVERNMENT (FAC)

//FORWARDED::BY ORDER//

B. B. D. Singh
SECTION OFFICER

APPENDIX-B

Modalities for implementation of AICTE Scales of Pay, 2016 to the Retired Teachers and other academic staff such as Library and Physical Education personnel worked in Government and Aided Polytechnics and similar staff worked in the Offices of Commissioner of Technical Education, Regional Joint Director and State Board of Technical Education and Training:

General:

The consolidation of pension shall be sanctioned to the Teachers and other academic staff such as Librarians and Physical Education personnel of the Government and Aided Polytechnics, and similar staff worked in the Offices of Commissioner of Technical Education, Regional Joint Director and State Board of Technical Education and Training, who were drawing AICTE Scales of pay and retired from service prior to 01.01.2016 on the similar basis of the orders issued in G.O.Ms.No.15, Higher Education (UE) Department, Dated: 13.02.2019.

Govt. of India vide O.M.F. No. 38/37/2016 P&PW(A)(ii), Dated: 4.8.2016, Govt. of India, F. No. 38/37/2016 P&PW(A)(ii), Dated: 12.5.2017, Govt. of India Lr. No. 38/37/2016-P&PW(A), dt.6.7.2017 & Govt. of India, MHRD No. 1-1/2017-U. II, Dated:11.6.2018, issued orders consolidating the pension of the pre-2016 pensioners and family pensioners w.e.f. 01.01.2016 based on the recommendations of the Seventh Central Pay Commission. The Government of India issued concordance tables for implementation of consolidated pension.

Fixation of Pension and other Pensionary details:

1) The consolidation of the pension of the pre-2016 pensioners and family pensioners of Government Polytechnic and Aided Polytechnic and other academic staff such as Librarians and Physical Education personnel and similar staff worked in the Offices of Commissioner of Technical Education, Regional Joint Director and State Board of Technical Education and Training in the State who have drawn AP AICTE Scales of Pay and retired / died from service prior to 01.01.2016, as per the guidelines given below:

- (i) For existing pensioners, who have retired before 01.01.2016, the revised pension/family pension with effect from 01.01.2016 shall be determined by multiplying the existing pension/family pension, as had been fixed at the time of implementation of 6th CPC recommendations, by 2.57. The amount of revised pension family pension so arrived at shall be rounded off to next higher rupee.

(OR)

- (ii) The pension / family pension w.e.f. 01.01.2016 may be revised by notionally fixing the pay of pensioners in the pay matrix recommended by the 7th CPC in the level corresponding to the pay in the pay scale/pay band and grade pay at which pensioners retired/died. This will be done by notional pay fixation under each intervening Pay Commission based on the formula for revision of pay. While fixing pay on notional basis, the pay fixation formulae approved by the Government and other relevant instructions/ clarifications (such as faculty members / Principals who are retired and are in AGP of 10,000/- as per 6th CPC, shall be fixed in the appropriate cell corresponding to Level 14 of pay matrix table recommended by 7th CPC) on the subject in force at the relevant time shall be strictly followed, 50% of the notional pay

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as on 01.01.2016 shall be the revised pension and 30% of this notional pay shall be the revised family pension w.e.f. 01.01.2016. In case of family pensioners, who were entitled to family pension at enhanced rate, the revised family pension shall be the notional pay as on 01.01.2016 and shall be payable till the period up to which family pension at enhanced rate is admissible as per rules. The amount of revised pension/family pension so arrived at shall be rounded off to next higher rupee.

- (iii) In cases where pension / family pension w.e.f. 1.1.2016, as arrived at in accordance with point (i) above or worked out in accordance with point (ii) above, the pension/family pension whichever is higher shall be treated as revised pension/family pension w.e.f. 1.1.2016.
 - (iv) Those who are drawing pension/ Family Pension, as per the AICTE Pay scales, are eligible to draw pension / Family pension under these AICTE pay scales 2016.
 - (v) For the purpose of point (ii) to arrive at notional fixation of pay of the pensioners and family pensioners, the concordance tables given in the Govt. of India Lr.No.38/ 37/ 2016- P& PW (A) dt.6.7.2017 shall be followed.
2. The amount so arrived will be regarded as consolidated pension/ family pension with effect from 01.01.2016.
 3. In case where the pension consolidated is treated as the final full pension, it shall not be lower than 50% of the corresponding pay in the revised pay scale, corresponding to the pre-revised pay scale, from which the pensioner had retired. Such pension will be suitably reduced pro-rata, where the pensioner has less than the maximum required service for full pension as per rule (Rule 46 of APRP Rules 1980) applicable to the pensioner as on the date of his/ her superannuation / retirement and in no case, it will be less than the minimum pension, as prescribed by the Government from time to time. Similarly, in case where the family pension so consolidated is treated as final, it shall not be less than 30% of the corresponding pay in the revised scale of pay introduced with effect from 01.01.2016, for the post held by the concerned pensioner.
 4. The pay scales as indicated in these orders shall be followed, for allowing the minimum pension/ family pension.
 5. The Central Dearness Relief shall be paid on the consolidated pension from time to time as and when the Government sanctions the same to State Government Employees. The Dearness Relief shall be rounded off to the next rupee.
 6. Revised consolidated pension so arrived as above, shall be worked out with reference to the total pension i.e., inclusive of commuted portion of pension which should be deducted from the said amount while making monthly disbursements.
 7. The consolidation of pension / family pension to all the Government Polytechnic Teachers and other academic staff such as Librarians and Physical Education personnel and similar staff working in the Office of Commissioner of Technical Education, office of the Regional Joint Directors

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and Office of State Board of Technical Education and Training, who retired or died prior to 1.1.2016 and who have drawn Andhra Pradesh AICTE Scales of Pay, will be revised based on their new pay fixed in the AP Revised AICTE Pay Scales of 2016. Similarly, the consolidation of pension/family pension of all The Government Polytechnic Teachers and other academic staff such as Library and Physical Education personnel and similar staff working in the Office of Commissioner of Technical Education, office of the Regional Joint Director of Technical Education and Office of State Board of Technical Education and Training who have **retired on or after 01.01.2016**, will be revised based on their new pay fixed in the AP Revised AICTE Pay Scales of 2016. These are also applicable to the Joint Directors working in the office of Commissioner of Technical Education and the office of the Regional Joint Directorates of Technical Education and Secretary and Additional Secretary working in the office of the State Board of Technical Education and Training who are drawing the AICTE scales of pay 2006.

8. The pensioners are not entitled to commute any portion of pension on the difference in pension admissible as above.
9. The Additional quantum of pension, Medical Allowance and other related benefits shall be applicable as per orders issued by the State Government from time to time.
10. The revised consolidated pension/ family pension shall come into force with effect from 01.01.2016.
11. The revised consolidated pension/ family pension shall be implemented w.e.f 01-01-2016 to 18-08-2019 on notional basis. Arrears payable w.e.f 19-08-2019 shall be paid in cash in three equal installments as decided by the Government.
12. The Pension Disbursing Officers shall communicate the amount of Revised Consolidated Basic pension and Revised Consolidated Basic Enhanced Family Pension/ revised consolidated basic normal family pension to all the service pensioners and family pensioners and obtain their acknowledgement in token of having received the same.
13. All the Pension disbursing authorities shall note the consolidated pension in the pension payment orders. They shall simultaneously calculate and note the corresponding consolidated enhanced family pension in the pension payment orders. Similarly in case where enhanced family pension is being paid, the normal family pension to be payable in future, shall also be consolidated and noted on the pension payment orders.
14. The expenditure shall be debited to the concerned pension Head to which the pensions are being debited. Further, the Principal Accountant General shall adjust the expenditure on pension/family pension in terms of the orders issued by the State Government from time to time.

15. These modalities are not applicable to the retired Teachers and other academic staff such as Library and Physical Education personnel, who are under Contributory Pension Scheme. The rules of the Contributory Pension Scheme as applicable to the State Government Employees shall be applicable to the retired Teachers and other academic staff such as Library and Physical Education personnel.

SAURABH GAUR
PRINCIPAL SECRETARY TO GOVERNMENT (FAC)

//FORWARDED::BY ORDER//


SECTION OFFICER

GOVERNMENT OF ANDHRA PRADESH
DEPARTMENT OF TECHNICAL EDUCATION

OFFICE OF THE
COMMISSIONER OF TECHNICAL EDUCATION
ANDHRA PRADESH : VIJAYAWADA

Endt. No.EHE02-12027/10/2019-B SEC-CTE

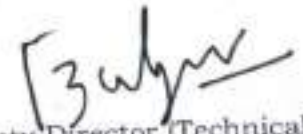
Dated: 13.07.2022.

Copy of G.O.Ms.No.10, Skills Development & Training (TE-A2) Department, dated 12.07.2022 is herewith communicated.

Sd/- Pola Bhaskar
COMMISSIONER.

To

- 1) The Regional Joint Directors of Technical Education Kakinada and Tirupati.
- 2) The Principals of all Government Polytechnics.
- 3) The DDOs in the Department.
- 4) The PAO/DTOs/STOs concerned.


Deputy Director (Technical)

GOVERNMENT OF ANDHRA PRADESH

A B S T R A C T

Technical Education – Implementation of All India Council for Technical Education Scales of Pay, 2006 to the Teachers, Library and Physical Education Personnel working in Government Polytechnics in the State with effect from 01-01-2006 – Orders – Issued.

HIGHER EDUCATION (TE.I) DEPARTMENT

G.O.Ms.No. 209.

Dated: 20-11-2010.
Read the following:-

1. G.O.Ms.No.72, H.E (TE.2) Deptt., Dated: 26-09-2001.
2. AICTE Gazette Notification, New Delhi, Dated: 5th March, 2010.
3. From the CTE, Hyd., Lr.No.B1/2244/2010, Dated: 23-03-2010 and 08-09-2010.
4. From the General Secretary, PALA, Hyderabad, Lr.No.489/PALA/2010, Dated:05-02-2010 and 22-03-2010.

>>>

ORDER:

In the reference first read above, orders have been issued extending the Revised Pay Scales, 1996 which are analogous to the All India Council for Technical Education (AICTE) Scales of Pay to the Teachers, Library and Physical Education Personnel in the Government Polytechnics in the State.

2. In the reference second read above, the All India Council for Technical Education has issued the recommendations regarding Pay Scales, service conditions and Qualifications for the Teachers and other Academic Staff in Technical Institutions i.e. All India Council for Technical Education Scales of Pay, 2006. The above recommendations are applicable to all the Teaching categories working in Diploma Level Technical Institutions falling under the purview of All India Council for Technical Education.

3. In the reference third read above, the Commissioner of Technical Education, A.P., Hyderabad, in accordance with the Gazette Notification Dated: 05-03-2010 issued by the All India Council for Technical Education and on the representation made by the Polytechnic All Lecturers Association (PALA) has recommended for implementation of AICTE Revised Pay Scales, 2006 to the Teachers, Library and Physical Education Personnel working in Government Polytechnics in the State with effect from 01-01-2006.

4. Government after careful examination of the proposal of the Commissioner of Technical Education, and the recommendation of the All India Council for Technical Education, New Delhi, have decided to implement the All India Council for Technical Education (AICTE) Revised Scales of Pay, 2006 to the Teachers, Library and Physical Education personnel working in Government Polytechnics in the State with effect from 01-01-2006.

1. Short Title

These Pay Scales may be called the Andhra Pradesh Revised AICTE Scales of Pay, 2006.

2. Date of effect:-

- (a) These Pay Scales shall come into effect from 01-01-2006.
- (b) Arrears payable for the period from 01-01-2006 to 31-03-2010 shall be credited to the GPF Accounts of the individuals and locked in for a period of 2 (two) years and the arrears with effect from 01-04-2010 shall be paid in cash.

3. Coverage and applicability:-

- (i) The AICTE Revised Pay Scales, 2006 are applicable to all the teaching staff, Librarians, Physical Directors who are drawing the AICTE Scales of Pay, 1996 in Government Polytechnics/ State Wide Institutions, including officers in the same category working at Commissionerate of Technical Education and the offices of the Regional Joint Directorates of Technical Education/ State Board of Technical Education and Training (SBTET).
- (ii) These Scales are applicable to those Government Polytechnic teachers/ Librarians/ Physical Directors who were under the AICTE Scales of Pay, 1996 as on 01-01-2006 and recruited thereafter and fulfilled all the eligibility criteria laid down by Government for the purpose.
- (iii) These Scales are applicable to those Government Polytechnic Teachers/ Librarians/ Physical Directors who have been already retired from Government Service either voluntarily or on attaining the age of superannuation or died while in service on or after 1-1-2006 and are drawing the AICTE Scales of Pay, 1996.

4. Pay Scales and Pay Fixation Formula and Modalities:

- (i) The detailed Modalities for implementation of AICTE Scales of Pay, 2006 is appended in the APPENDIX-A.
- (ii) The Pay Scales prescribed for AICTE Revised Pay Scales, 2006 are as per Fitment Tables annexed as Appendix- "B" to this order.
- (iii) The pay in respect of the in service and retired Teachers/ Physical Directors/ Librarians in the AICTE Scales of Pay, 1996 as on 1-1-2006 is shown at the corresponding pay in the AICTE Revised Pay Scales, 2006 as per the Fitment Tables annexed, the same may be fixed with effect from 1-1-2006 or from a later date as per the option exercised by the Government servant. The scales are to be implemented to those teachers who were recruited thereafter subject to fulfillment of all the eligibility criteria laid down in G.O.Ms.No.178, Higher Education (TE.I) Department, Dated: 9-12-2005 for the purpose from the date of their appointment. (iv) Each annual increment shall be equivalent to 3% of the sum total of pay in the relevant Pay Band and the AGP as applicable for the stage in the Pay Band.
- (v) Each advance increment shall be at the rate of 3% of the sum total of pay in the relevant Pay Band and the AGP as applicable and is Noncompoundable.
- (vi) The number of additional increment(s) on placement of each higher stage of AGP may be as per the existing Schemes, Regulations of Increment on promotion from lower Pay Scale to higher Pay Scale, however, in view of the considerable raise in effective pay between the two Pay Bands, there may be no additional increment on movement from the Pay Band of Rs.15600-39100 to the Pay Band of Rs.37400-67000.
- (vii) The date of next increment i.e. the date of annual increment, in all cases, may be the first of July. Employees completing six months and above in the scale as on July 1st is eligible.
- (v) Each advance increment shall be at the rate of 3% of the sum total of pay in the relevant Pay Band and the AGP as applicable and is Noncompoundable.
- (vi) The number of additional increment(s) on placement of each higher stage of AGP may be as per the existing Schemes, Regulations of Increment on promotion from lower Pay Scale to higher Pay Scale, however, in view of the considerable raise in effective pay between the two Pay Bands, there may be no additional increment on movement from the Pay Band of Rs.15600-39100 to the Pay Band of Rs.37400-67000.
- (vii) The date of next increment i.e. the date of annual increment, in all cases, may be the first of July. Employees completing six months and above in the scale as on July 1st is eligible.

5. The Commissioner of Technical Education, A.P., Hyderabad shall take necessary action accordingly.
6. This order issues with the concurrence of Finance (Exp.HE) Department vide their U.O.No. 30092/775/Expn.HE/2010, Dated: 12-11-2010.

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

C.R. BISWAL
PRINCIPAL SECRETARY TO GOVERNMENT

To
The Commissioner of Technical Education, A.P., Hyderabad.
The Accountant General, A.P., Hyderabad.
The Secretary, Andhra Pradesh Public Service Commission, Hyderabad.
The Director of Treasuries and Accounts, A.P., Hyderabad.
The District Treasury Officers in Andhra Pradesh.
The Pay & Accounts Officer, Hyderabad.
Copy to:
The Finance (Exp.HE) Department.
The General Secretary, Polytechnic All Lecturers Association (PALA), Hyderabad.
PS Prl. Secretary to Chief Minister.
PS to M(TE)
PS to Prl. Secretary to Government, HE Department.
SF/Sc

APPENDIX-A

Modalities for implementation of AICTE Scales of Pay, 2006

- 1. General**
 - (i) There shall be designations in respect of teachers in Polytechnics, namely, Lecturer, Senior Lecturer, Head of the Department and Principal. The equivalent cadres are Librarian, Senior Librarian, Physical Director and Senior Physical Director with reference to Lecturer & Senior Lecturer in teaching cadre
 - (ii) The pay of teachers and equivalent positions in Polytechnics shall be fixed according to their designations in two pay bands of Rs. 15600-39100 and Rs. 37400-67000 with appropriate "Academic Grade Pay" (AGP in short). Each Pay Band shall have different stages of Academic Grade Pay which shall ensure that teachers and other equivalent cadres covered under this Scheme, subject to other conditions of eligibility being satisfied have several opportunities for upward movement during their career.
- 2. Revised Pay Scales, Service conditions and Career Advancement Scheme for teachers and equivalent positions:**

The pay structure for different categories of teachers and equivalent positions shall be as indicated below:

 - (a) Lecturer in Polytechnics**
 - (i) Persons with B.E. / B. Tech/ B. Arch/ B. Pharm qualification in appropriate branch / discipline and M.Com/MCA/MA/ M. Sc in Humanities/ Sciences either entering the teaching profession newly or Lecturers already in service in Polytechnic Institutions shall be designated as Lecturer and shall be placed in the Pay Band of Rs. 15600-39100 with AGP of Rs. 5400 and will move to AGP of Rs. 6000 on completion of ME/ MTech/ MArch/ MPharm or MPhil in appropriate branch / discipline.
 - (ii) Persons with ME/ M. Tech/ M.Arch/ M.Pharm/ M.Phil qualification in appropriate branch / discipline either entering the teaching profession newly or Lecturers already in service in Polytechnic Institutions shall be designated as Lecturer and shall be placed in the Pay Band of Rs. 15600-39100 with AGP of Rs. 6000.
 - (iii) A Lecturer with completed service of 4 years, possessing Ph. D Degree in the relevant branch /

discipline shall be eligible, for moving up to AGP of Rs. 7000 and shall be designated as Lecturer (Senior Scale). (iv) A lecturer possessing ME/ M. Tech/ M.Arch/ M.Pharm/ M.Phil in the relevant branch / discipline as defined for technical education shall be eligible for the AGP of Rs. 7,000 after completion of 5 years service as Lecturer and shall be designated as Lecturer (Senior Scale). (v) Lecturers who do not have Ph.D or ME/ M. Tech/ M.Arch/ M.Pharm/ MPhil in the relevant branch / discipline of a program shall be eligible for the AGP of Rs. 6,000 only after completion of 6 years' service as Lecturer. (vi) Lecturers who do not have Ph.D or ME/ M. Tech/ M.Arch/ M.Pharm/ MPhil in the relevant branch / discipline of a program shall be eligible for the AGP of Rs. 7,000 only after completion of 9 years' service as Lecturer and shall be designated as Lecturer (Senior Scale).

(vii) The upward movement from AGP of Rs. 5400 to AGP of Rs. 6000 and from AGP of Rs. 6000 to Rs. 7000 for all Lecturers shall be subject to their satisfying other conditions as laid down by AICTE.

(viii) The pay of the incumbents to the posts of Senior Lecturer/ Lecturer (Senior Scale) (i.e. the pre-revised scale of Rs. 10,000-15200) shall be fixed at the appropriate stage in Pay Band of Rs.15600-39100 based on their present pay, with AGP of Rs. 7000.

(ix) Senior Lecturer/ Lecturer (Senior Scale) with completed service of 5 years with the AGP of Rs. 7000 shall be eligible, subject to other requirements laid down by the AICTE to move up to the AGP of Rs. 8000 and shall be designated as Lecturer (Selection Grade).

(x) Incumbent Lecturers (Selection Grade) who have completed 3 years in the pre-revised pay scale of Rs. 12000-18300 on 1.1.2006 shall be placed in Pay Band of Rs. 37400-67000 with AGP Pay of Rs. 9000 and shall be continued to be designated as Lecturers (Selection Grade)

(xi) Incumbent Lecturers (Selection Grade) who have not completed three years in the pay scale of Rs. 12000-18300 on 1.1.2006 shall be placed at the appropriate stage in the Pay Band of Rs. 15600-39100 with AGP of Rs. 8000 till they complete 3 years of service in the grade of Lecturer (Selection Grade), and thereafter shall be placed in the higher Pay Band of Rs.37400-67000 and shall be continued to be designated as Lecturers (Selection Grade).

(xii) Lecturers (Selection Grade), completing 3 years of teaching with the AGP of Rs. 8000 shall be eligible, subject to other conditions, as may be prescribed by AICTE, to move to the Pay Band of Rs. 37400-67000 with AGP of Rs. 9000 and shall be continued to be designated as Lecturers (Selection Grade).

(xiii) Posts of HOD shall be in the Pay Band of Rs. 37400-67000, with AGP of Rs.9000. Directly recruited HOD shall be placed in the Pay Band of Rs. 37400-67000 with an AGP of Rs. 9000, at the appropriate stage in the Pay Band in terms of the conditions of appointment.

(xiv) Head of the Department (HOD) completing 3 years of service in the AGP of Rs. 9000 and possessing a Ph.D. degree in the relevant discipline shall be eligible, subject to other conditions of academic performance as laid down by the AICTE, shall be placed in Rs.37400-67000 with AGP of Rs. 10000.

(xv) For initial direct recruitment at the level of Lecturers, HOD and Principal, the eligibility conditions in respect of academic and research requirements shall be as may be or have been prescribed by the AICTE, through Regulations.

(xvi) All advancements to higher grade pays in various cadres will be effected subject to completion of two AICTE approved refresher programs of not less than two weeks duration each and two one week each TEQIP/ ISTE/ NITTTR/ SBTET sponsored programs.

(b) Pay Scales of Principals in Polytechnics:

Appointments to the posts of Principal in Polytechnics shall be based on the conditions of eligibility in respect of educational qualifications and teaching/research experience laid down by AICTE from time to time, the posts of Principal shall be in the Pay Band of Rs.37400-67000 with AGP of Rs. 10,000, plus a Special Allowance of Rs. 2000 per month. All Principals in service shall be appropriately fixed in the Pay Band with the AGP of Rs. 10000 and shall be eligible for a special allowance of Rs. 2000 per month.

3. Pay Scales and Career Advancement Scheme for Librarians etc:

(a) Librarian:

- (i) Librarian in the pre-revised scale of pay of Rs. 8000-13500 shall be placed in the Pay Band of Rs.15600-39100 with AGP of Rs. 6000.
- (ii) All the conditions of eligibility and academic qualifications laid down by the AICTE shall be applicable for direct recruitment of Librarian.

(b) Librarian (Sr. Scale)

- (i) The posts of Senior Librarian/ Librarian (Sr. Scale) in the pre-revised scale of pay of Rs.10000-15200 shall be placed in the Pay Band of Rs. 15600-39100 with AGP of Rs.7000.
- (ii) Librarian possessing Ph.D. in Library Science at the entry level, after completing service of 4 years in the AGP of Rs.6000, and if otherwise eligible as per guidelines laid down by the AICTE shall be eligible for the higher AGP of Rs. 7000 with in the Pay Band of Rs. 15600-39100 and shall be designated as Librarian (Sr. Scale).
- (iii) Librarian not possessing Ph.D. but only M.Phil in Library Science at the entry level after completing service of 5 years in the AGP of Rs. 6000, if otherwise eligible as per guidelines laid down by the AICTE, shall become eligible for the higher AGP of Rs. 7000 and shall be designated as Librarian (Sr. Scale).
- (iv) After completing service of 6 years in the AGP of Rs. 6000, a Librarian without the relevant Ph.D. and M.Phil shall, if otherwise eligible as per guidelines laid down by the AICTE, move to the higher AGP of Rs. 7000 and shall be designated as Librarian (Sr. Scale).
- (v) The pay of the existing Senior Librarian/ Librarian (Sr. Scale) in the pre-revised scale of pay of Rs. 10000-15200 shall be fixed in the Pay Band of Rs. 15600-39100 with AGP of Rs. 7000 at an appropriate stage based on their present pay.

(c) Librarian (Selection Grade) :

- (i) On completion of service of 5 years, a Senior Librarian/ Librarian (Senior Scale) shall be eligible for the Pay Band of Rs. 15600-39100, with Academic Grade Pay of Rs.8000, subject to their fulfilling other conditions of eligibility as laid down by the AICTE and shall be designated as Librarian (Selection Grade).
- (ii) After completing 3 years in the Pay Band of Rs. 15600-39100 with an AGP of Rs. 8000, a Librarian (Selection Grade) will move to the Pay Band of Rs. 37400-67000 and AGP of Rs.9000, subject to fulfilling other conditions of eligibility laid down by the AICTE.
- (iii) Senior Librarian/ Librarians (Senior Scale) in the AGP of Rs.7000 not possessing Ph.D. in Library Science or equivalent published work but who fulfill other criteria prescribed by the AICTE, shall also be eligible for being placed in the AGP of Rs. 8000 and shall be redesignated as Librarian (Selection Grade).
- (iv) Incumbents to the posts of Librarian (Selection Grade) who have completed three years in the pre-revised pay scale of Rs. 12000-18300 on 1.1.2006 shall be fixed at an appropriate stage in the Pay Band of Rs. 37400-67000 with an AGP of Rs. 9000. They shall continue to be designated as Librarian (Selection Grade)
- (v) Incumbents to the posts of Librarian (Selection Grade) who have not completed the requirement of three years in the pre-revised pay scale of Rs. 12000-18300, for being eligible to be placed in the higher Pay Band of Rs. 37400-67000, shall be placed at an appropriate stage with Academic Grade Pay of Rs.8000 till they complete three years of service as Librarian (Selection Grade). They shall be continued to be designated as Librarian (Selection Grade).

- (v) Incumbents to the posts of Librarian (Selection Grade) who have not completed the requirement of three years in the pre-revised pay scale of Rs. 12000-18300, for being eligible to be placed in the higher Pay Band of Rs. 37400-67000, shall be placed at an appropriate stage with Academic Grade Pay of Rs.8000 till they complete three years of service as Librarian (Selection Grade). They shall be continued to be designated as Librarian (Selection Grade).

4. Incentives for PhD / M. Tech. and other higher qualification:

- (i) Five non-compounded advance increments shall be admissible at the entry level of recruitment to persons possessing the degree of Ph.D. awarded in the relevant discipline by a university following the process of registration, course-work and external evaluation as prescribed by UGC.
- (ii) M.Phil degree holders at the time of recruitment to the post of lecturer shall be entitled to two non-compounded advance increments.
- (iii) Those possessing Post Graduate degree in a professional course such as M.Tech./ M.Arch/M.Pharm/ in relevant branch / discipline recognised by a Statutory University shall also be entitled to 2 non-compounded advance increments at the entry level.
- (iv) Teachers who complete their Ph.D. degree while in service shall be entitled to three noncompounded increments if such Ph.D. is in the relevant branch / discipline and has been awarded by a university complying with the process prescribed by the UGC for enrolment, course-work and evaluation etc.
- (v) However, teachers in service who have been awarded Ph.D. at the time of coming into force of this Scheme or having been enrolled for Ph.D. or have already undergone course-work, if any, as well as evaluation, 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 even if the university awarding such Ph.D. has not yet been notified.
- (vi) Teachers in service who have not yet enrolled for Ph.D. shall therefore derive the benefit of three non-compounded increments on award of Ph.D, while in service only if such enrolment is with a university recognized by UGC.
- (vii) Teachers who acquire M.Phil. degree or a M.Tech/M.Arch/M.Pharm degree in a relevant Branch / discipline recognised by a Statutory University while in service, shall be entitled to one advance increment.
- (viii) Five non-compounded advance increments shall be admissible to 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) Librarian and other Library personnel 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.
- (x) However, persons in posts of Librarian or higher positions who have been awarded Ph.D. in library science at the time of coming into force of this Scheme or having been enrolled for Ph.D. in library science have already undergone course-work, if any, as well as evaluation, 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 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.
- (xi) In respect of every other case of persons in the posts of Librarian or higher positions who are already enrolled for Ph.D. shall avail the benefit of three non-compounded increments only if the university awarding the Ph.D. has been notified by the UGC to have complied with the process prescribed by the UGC for the award of PhD, in respect of either course-work or evaluation or both, as the case may be.

- (xii) 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 on award of PhD, 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.
- (xiii) Two non-compounded advance increments shall be admissible for Librarian with M. Phil degree in Library Science at the entry level. 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.
- (xiv) Notwithstanding anything in the foregoing clauses, those who have already availed the benefits of advance increments for possessing PhD / ME/ M. Tech/ M.Arch/ M.Pharm/ MPhil, at the entry level under the earlier scheme shall not be entitled to the benefit of advance increments under this Scheme.
- (xv) For posts at the entry level where no such advance increments were admissible for possessing PhD / ME/ M. Tech/ M.Arch/ M.Pharm/ MPhil, under the earlier scheme, the benefit of five advance increments for possessing PhD/ M. Tech shall be available to only those appointments which have been made on or after the coming into force of this Scheme.

5. Pay Scales and Career Advancement Scheme for Physical Education Personnel: (a) Physical Director

- (i) The Physical Director in the pre-revised pay scale of Rs. 8000-13500 shall be placed in the Pay Band of Rs.15600-39100 with AGP of Rs. 6000.
- (ii) All existing conditions of eligibility and academic qualifications laid down by the AICTE shall continue to be applicable for direct recruitment of Physical Director.

(b) Physical Director (Senior Scale)

- (i) Senior Physical Director/ Physical Director (Senior Scale) in the pre-revised pay scale of Rs. 10000-15200 shall be placed in the Pay Band of Rs. 15600-39100 with AGP of Rs. 7000. (ii) Physical Director in the AGP of Rs. 6000 and possessing PhD in Physical Education shall, after completing service of four years and if otherwise eligible as per guidelines prescribed by the AICTE, move to higher AGP of Rs. 7000 in the Pay Band of Rs. 15600-39100 and shall be designated as Physical Director (Senior Scale).
- (iii) Physical Directors possessing M.Phil in Physical Education in the AGP of Rs. 6000 shall, after completing service of five years be eligible for the higher AGP of Rs. 7000 and shall be designated as Physical Director (Senior Scale).
- (iv) Physical Director without the relevant Ph.D. and M.Phil shall, after completing service of six years in the AGP of Rs. 6000, and if otherwise eligible as per guidelines prescribed by the AICTE, be eligible for being placed in the AGP of Rs. 7000 and shall be designated as Physical Director (Senior Scale).
- (v) Pay of incumbent Senior Physical Director/ Physical Director (Senior Scale) shall be fixed in Pay Band of Rs. 15600-39100 at an appropriate stage in the AGP of Rs. 7000, as per the 'fixation formula' of the 6th CPC.

(c) Physical Director (Selection Grade)

- (i) After completing service of five years in the Pay Band of Rs. 15600-39100 with the AGP of Rs. 7000 and subject to satisfying other eligibility conditions laid down by the AICTE, a Senior Physical Director/ Physical Director (Senior Scale) shall move to AGP of Rs. 8000 in the Pay Band of Rs. 15600-39100. They shall be designated as Physical Director (Selection Grade).
- (ii) After completing service of three years in the Pay Band of Rs. 15600-39100 and the AGP of Rs. 8000 and subject to eligibility laid down by the AICTE, a Physical Director (Selection Grade) shall move to the Pay Band of Rs. 37400-67000 with the AGP of Rs. 9000. They shall continue to be designated as Physical Director (Selection Grade).
- (iii) All Incumbents to the post of Physical Director (Selection Grade) who have completed service of at least three years in the unrevised Pay Scale of Rs. 12000-18300 as on 1.1.2006 shall be eligible to be fixed in the Pay Band of Rs. 37400-67000 with AGP of Rs. 9000. They shall continue to be designated as Physical Director (Selection Grade).
- (iv) All incumbents to the post of Physical Director (Selection Grade) whose services in the unrevised Pay Scale of Rs. 12000-18300 fall short of three years which would have made them eligible to move to the higher Pay Band, shall be placed at an appropriate stage at the AGP of Rs. 8000 in the Pay Band of Rs. 15600-39100 till they complete the required service of three years as Physical Director (Selection Grade).

6. Other terms and conditions:

(a) Increments:

- (i) Each annual increment shall be equivalent to 3% of the sum total of pay in the relevant Pay Band and the AGP as applicable for the stage in the Pay Band.
- (ii) Each advance increment shall also be at the rate of 3% of the sum total of pay in the relevant Pay Band and the AGP as applicable and shall be non-compoundable.
- (iii) The number of additional increment(s) on placement at each higher stage of AGP shall be as per the existing scheme of increment on promotion from lower Pay Scale to higher Pay Scale; however, in view of the considerable raise in effective pay between the two Pay Bands, there shall be no additional increment on movement from the Pay Band of Rs. 15600-39100 to the Pay Band of Rs. 37400-67000.

(b) Pay 'fixation formula':

The pay 'fixation formula' recommended by 6th Central Pay Commission as accepted by the Central Government shall be adopted for Polytechnic teachers and equivalent positions in the Library Cadres and for Physical Education Personnel.

(c) Exercising of Option and Drawal of pay in the revised pay structure –

Save as otherwise provided in these rules, a Government servant shall draw pay in the revised pay structure applicable to the post to which he is appointed;

Provided that a Government servant may elect to continue to draw pay in the existing scale until the date on which he earns his next or any subsequent increment in the existing scale or until he vacates his post or ceases to draw pay in that scale.

Provided further that in cases where a Government servant has been placed in a higher pay scale between 1.1.2006 and the date of notification of these Rules on account of promotion, upgradation of pay scale etc., the Government servant may elect to switch over to the revised pay structure from the date of such promotion, upgradation, etc.

(c) Physical Director (Selection Grade)

- (i) After completing service of five years in the Pay Band of Rs. 15600-39100 with the AGP of Rs. 7000 and subject to satisfying other eligibility conditions laid down by the AICTE, a Senior Physical Director/ Physical Director (Senior Scale) shall move to AGP of Rs. 8000 in the Pay Band of Rs. 15600-39100. They shall be designated as Physical Director (Selection Grade).

Explanation 1 - The option to retain the existing scale under the proviso to this rule shall be admissible only in respect of one existing scale.

Explanation 2 - The aforesaid option shall not be admissible to any person appointed to a post on or after the 1st day of January, 2006, whether for the first time in Government service or by transfer from another post and he shall be allowed pay only in the revised pay structure.

Explanation 3 - Where a Government servant exercises the option under the provisos to this rule to retain the existing scale in respect of a post held by him in an officiating capacity on a regular basis for the purpose of regulation of pay in that scale under Fundamental Rule 22, or any other rule or order applicable to that post, his substantive pay shall be substantive pay which he would have drawn had he retained the existing scale in respect of the permanent post on which he holds a lien or would have held a lien had his lien not been suspended or the pay of the officiating post which has acquired the character of substantive pay in accordance with any order for the time being in force, whichever is higher.

(d) Exercise of Option:

- (1) The option under the above proviso shall be exercised in writing in the form appended to these rules within three months of the date of publication of these rules or where an existing scale has been revised by any order made subsequent to that date, within three months of the date of such order. PROVIDED THAT:-

- i. In the case of a government servant who is, on the date of such publication or, as the case may be, date of such order, out of India on leave or deputation or foreign service or active service, the said option shall be exercised in writing so as to reach the said authority within three months of the date of his taking charge of his post in India, and
 - ii. Where a Government servant is under suspension on the 1st day of January, 2006, the option may be exercised within three months of the date of his return to his duty if that date is later than the date prescribed in this sub-rule.
- (2) The option shall be intimated by the Government servant to the Head of his Office.
- (3) If the intimation regarding option is not received within the time mentioned in subrule(
- 1), the Government servant shall be deemed to have elected to be governed by the revised pay structure with effect on and from the 1st day of January, 2006
- (4) The option once exercised shall be final.

NOTE 1: Persons whose services were terminated on or after the 1st day of January, 2006 and who could not exercise the option within the prescribed time limit, on account of discharge on the expiry of the sanctioned posts, resignation, dismissal or discharge on disciplinary grounds, are entitled to the benefits of this rule.

NOTE 2: Persons who have died on or after the 1st day of January, 2006 and could not exercise the option within the prescribed time limit are deemed to have opted for the revised pay structure on and from the 1st day of January, 2006 or such later date as is most beneficial to their dependents, if the revised pay structure is more favourable and in such cases, necessary action for payment of arrears should be taken by the Head of Office.

Note 3: The scales of pay may not however be applicable to those who have left the services from the Department on their own will/ resigned/opted for relief to join other departments in Central/ State/Quasi Government/private service etc on or after 1-1-2006 and where All India Council for Technical Education Scales of Pay 2006 are not in force.

Note 4: Persons who were on earned leave or any other leave on 1.1.2006 which entitled them to leave salary will be allowed the benefits of this rule.

(e) Fixation of initial pay in the revised pay structure:

- (1) The initial pay of a Government servant who elects, or is deemed to have governed by the revised pay structure on and from the 1st day of January, 2006, shall, unless in any case the Government by special order otherwise directs, be fixed separately in respect of his substantive pay in the permanent post on which he holds a lien or would have held a lien if it had not been suspended, and in respect of his pay in the officiating post held by him, in the following manner, namely :-
- (A) In the case of all employees:-
- (i) The pay in the pay band/pay scale will be determined by multiplying the existing basic pay as on 1.1.2006 by a factor of 1.86 and rounding off the resultant figure to the next multiple of 10.
- (ii) If the minimum of the revised pay band/ pay scale is more than the amount arrived at as per (i) above, the pay shall be fixed at the minimum of the revised pay band/pay scale;

Provided further that:-

Where, in the fixation of pay, the pay of Government servants drawing pay at two or more consecutive stages in an existing scale gets bunched, that is to say, gets fixed in the revised pay structure at the same stage in the pay band, then, for every two stages so bunched, benefit of one increment shall be given so as to avoid bunching of more than two stages in the revised running pay bands. For this purpose, the increment will be calculated on the pay in the pay band. Grade pay would not be taken into account for the purpose of granting increments to alleviate bunching. In the case of pay scales in higher administrative grade (HAG) in the pay band PB-4, benefit of increments due to bunching shall be given taking into account all the stages in different pay scales in this grade. In the case of HAG+ scale, benefit of one increment for every two stages in the pre-revised scale will be granted in the revised pay scale. If by stepping up of the pay as above, the pay of a Government servant gets fixed at a stage in the revised pay band/ pay scale (where applicable) which is higher than the stage in the revised pay band at which the pay of a Government servant who was drawing pay at the next higher stage or stages in the same existing scale is fixed, the pay of the latter shall also be stepped up only to the extent by which it falls short of that of the former. (iii) The pay in the pay band will be determined in the above manner. In addition to the pay in the pay band, grade pay corresponding to the existing scale will be payable.

(f) Allowances:

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.

7.(a) Study Leave:

In respect of Study Leave AICTE guidelines shall be applicable from time to time.

(b) Sabbatical Leave for Teachers

To encourage interface between technical education and industry a Faculty member in a Polytechnic should be given a sabbatical leave for six months for working in an industry after the completion of six years of teaching. Such leave, however, shall be available to a teacher only twice in his/her teaching career.

8. Research Promotion Grant:

AICTE guidelines shall be applicable from time to time.

9. Age of Superannuation: The age of superannuation for Polytechnic teachers shall be 58 years on par with State Government Employees.

10. Pension benefits: The State rules shall apply in respect of Pension/ Gratuity and other retirement related benefits for those drawing AICTE Scales on par with State Government employees from time to time.

11. Date of implementation of revised pay and allowance and payment of arrears:

(i) The revised Pay and revised rates of Dearness Allowance under this Scheme shall be effective from 01.01.2006. The revised rates of all other applicable allowances such as House Rent Allowance, Transport Allowance, Children Education Allowance etc. and the non-compounded advance increments shall take effect from 1.09.2008.

(ii) An undertaking shall be taken from every beneficiary under this Scheme to the effect that any excess payment made on account of incorrect fixation of pay in the revised Pay Bands or grant of inappropriate Pay Band/ Academic Grade Pay or any other excess payment made shall be adjusted against the future payments due or otherwise to the beneficiary.

(iii) The revised Pay in the relevant Pay Band and the Academic Grade Pay together with the applicable allowances including arrears of salary as mentioned above shall be paid to all eligible beneficiaries under this Scheme pending issue of Regulations by the AICTE.

12. FACULTY NORMS

(a) Minimum Qualifications and Experience for appointment of teaching Posts in Diploma Level Technical Institutions shall be as per the Revised APTES Rules as issued by the Govt. in G.O. Ms. No. 178 Higher Education (TE-1) Department Dt. 09-12-2005.

(b) Teaching days, Work load, Reimbursement, Accountability, Jobs and Responsibilities:- The teaching days, workload, reimbursement, accountability, Job & Responsibilities of Teachers/ Physical directors/ librarians in Government Polytechnics shall be in accordance with G.O.Ms.No.72, Higher Education (TE.II) Department, Dated: 26-09-2002.

(c) Anomalies in the implementation of the Scheme:

Anomalies, if any, in the implementation of the scheme shall be brought to the notice of the Government through Commissioner of Technical Education for the issue of clarification.

(d) TA/DA Rules: TA/DA Rules in accordance with State Government norms for the employees drawing AICTE. Scales of pay, 2006 may be applied.

13. Future Revision: The beneficiaries of these scales shall not be entitled for revision of scales again till next revision of scales is made by All India Council for Technical Education.

14. Composition of Committee for Movement from one A.G.P. to another A.G.P. : Same procedure as laid down in G.O.Ms.No.72, Higher Education (TE.II) Department, Dated: 26-09- 2002 shall be adopted. Since it is only a movement from one A.G.P. to another A.G.P. in respect of the above posts the committee shall scrutinize the applications in the light of guidelines prescribed by the All India Council for Technical Education in Para's of 2(a), 3(b) and (c) of the Appendix-"A" appended to this order.

C.R. BISWAL
PRINCIPAL SECRETARY TO GOVERNMENT

//Forwarded: :By order//

SECTION OFFICER

FORM OF OPTION

11. Date of implementation of revised pay and allowance and payment of arrears:

(i) The revised Pay and revised rates of Dearness Allowance under this Scheme shall be effective from 01.01.2006. The revised rates of all other applicable allowances such as House Rent Allowance, Transport Allowance, Children Education Allowance etc. and the non-compounded advance increments shall take effect from 1.09.2008.

*(i) I hereby elect the revised pay structure with effect from 1st January, 2006.

*(ii) I hereby elect the revised pay structure with effect from 1st January, 2006 and exercise my promotional fixation with effect from

*(iii) I hereby elect to continue on the existing scale of pay of my post mentioned below until:

- (a) the date of my next increment
- (b) the date of my subsequent increment raising my pay to Rs. in the existing scale
- (c) the date of my promotion/placement (CAS) to in the existing scale of pay of Rs. _____

Declaration - I hereby undertake to refund to the Government any amount which may be drawn by me in excess of what is admissible to me on account of erroneous fixation of pay in the revised pay structure as soon as the fact of such excess drawal comes / brought to my notice.

of the Head of the Institution / Office

Signature

Countersignature

Name _____

Designation _____

Date _____

Station _____

Institution / Office in which employed

C.R. BISWAL
PRINCIPAL SECRETARY TO GOVERNMENT

Form for fixation of Pay in the Revised Pay Structure		
1	Name of Institution/ Office	
2	Name and Designation of Employee	Name _____
		Designation _____
3	Existing scale of Pay	
4	Existing Basic Pay as on _____ (date of option)	
5	Admissible Pay Band and Academic Grade Pay (AGP) corresponding to existing scale (as shown at Sl. No. 3 above)	Pay Band _____
		AGP _____
6	Pay in Pay Band in which Pay is to be fixed (as per Fitment Table)	
7	Academic Grade Pay (AGP) to be applied	
8	Revised Basic Pay (Sl.No.6+Sl.No. 7)	
9	Date of effect	
10	Date of next increment	

Date _____

Station _____

Signature of Head of Institution/ Office

C.R. BISWAL
PRINCIPAL SECRETARY TO GOVERNMENT

APPENDIX - B
(FITMENT TABLES - TABLE- 1 – 6)
FITMENT TABLES – TABLE – 1

Lecturer			
Pre-Revised Scale of Pay Rs.8000-275 - 13500		Revised Pay Band + AGP Rs.15600 – 39100 + AGP 5400	
Pre Revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Academic Grade Pay	Revised Basic Pay
8000	15600	5400	21000
8275	15600	5400	21000
8550	15910	5400	21310
8825	16420	5400	21820
9100	16930	5400	22330
9375	17440	5400	22840
9650	17950	5400	23350
9925	18470	5400	23870
10200	18980	5400	24380
10475	19490	5400	24890
10750	20000	5400	25400
11025	20510	5400	25910
11300	21020	5400	26420
11575	21530	5400	26930
11850	22050	5400	27450
12125	22560	5400	27960
12400	23070	5400	28470
12675	23580	5400	28980
12950	24090	5400	29490
13225	24600	5400	30000
13500	25110	5400	30510
13775	25630	5400	31030
14050	26140	5400	31540
14325	26650	5400	32050

C.R. BISWAL
PRINCIPAL SECRETARY TO GOVERNMENT

FITMENT TABLES – TABLE – 2

- (i) Incumbent Librarian
(ii) Incumbent Physical Director

Pre-Revised Scale of Pay Rs.8000-275 - 13500		Revised Pay Band + AGP Rs.15600 – 39100 + AGP 6000	
Pre Revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Academic Grade Pay	Revised Basic Pay
8000	15600	6000	21600
8275	15600	6000	21600
8550	15910	6000	21910
8825	16420	6000	22420
9100	16930	6000	22930
9375	17440	6000	23440
9650	17950	6000	23950
9925	18470	6000	24470
10200	18980	6000	24980
10475	19490	6000	25490
10750	20000	6000	26000
11025	20510	6000	26510
11300	21020	6000	27020
11575	21530	6000	27530
11850	22050	6000	28050
12125	22560	6000	28560
12400	23070	6000	29070
12675	23580	6000	29580
12950	24090	6000	30090
13225	24600	6000	30600
13500	25110	6000	31110
13775	25630	6000	31630
14050	26140	6000	32140
14325	26650	6000	32650

C.R. BISWAL
PRINCIPAL SECRETARY TO GOVERNMENT

FITMENT TABLES – TABLE – 3

- (i) Incumbent Senior Lecturer / Lecturer (Senior Scale)
(ii) Incumbent Senior Librarian / Librarian (Senior Scale)
(iii) Incumbent Senior Physical Director / Physical Director (Senior Scale)

Pre-Revised Scale of Pay Rs. 10000-325-15200		Revised Pay Band + AGP Rs.15600 – 39100 + AGP 7000	
Pre Revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Academic Grade Pay	Revised Basic Pay
10000	18600	7000	25600
10325	19210	7000	26210
10650	19810	7000	26810
10975	20420	7000	27420
11300	21020	7000	28020
11625	21630	7000	28630
11950	22230	7000	29230
12275	22840	7000	29840
12600	23440	7000	30440
12925	24050	7000	31050
13250	24650	7000	31650
13575	25250	7000	32250
13900	25860	7000	32860
14225	26460	7000	33460
14550	27070	7000	34070
14875	27670	7000	34670
15200	28280	7000	35280
15525	28880	7000	35880
15850	29490	7000	36490
16175	30090	7000	37090

C.R. BISWAL
PRINCIPAL SECRETARY TO GOVERNMENT

FITMENT TABLES – TABLE – 4

- (i) Incumbent Lecturer (Section Grade) not completed 3 years as on 01.01.2006.
- (ii) Incumbent Librarian (Selection Grade) not completed 3 years as on 01.01.2006.
- (iii) Incumbent Physical Director (Selection Grade) not completed 3 years as on 01.01.2006.

Pre-Revised Scale of Pay Rs. 12000-420-18300		Revised Pay Band + AGP Rs.15600 – 39100 + AGP 8000	
Pre Revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Academic Grade Pay	Revised Basic Pay
12000	22320	8000	30320
12420	23110	8000	31110
12840	23890	8000	31890
13260	24670	8000	32670
13680	25450	8000	33450
14100	26230	8000	34230
14520	27010	8000	35010
14940	27790	8000	35790
15360	28570	8000	36570
15780	29360	8000	37360
16200	30140	8000	38140
16620	30920	8000	38920
17040	31700	8000	39700
17460	32480	8000	40480
17880	33260	8000	41260
18300	34040	8000	42040
18720	34820	8000	42820
19140	35610	8000	43610
19560	36390	8000	44390

C.R. BISWAL
PRINCIPAL SECRETARY TO GOVERNMENT

FITMENT TABLES – TABLE – 5

- (i) Incumbent Heads of Section
- (ii) Incumbent Lecturer (Selection Grade) completed 3 years as on 01.01.2006.
- (iii) Incumbent Librarian (Selection Grade) completed 3 years as on 01.01.2006.
- (iv) Incumbent Physical Director (Selection Grade) completed 3 years as on 01.01.2006.

Pre-Revised Scale of Pay Rs. 12000-420-18300		Revised Pay Band + AGP Rs.37400 – 67000 + AGP 9000	
Pre Revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Academic Grade Pay	Revised Basic Pay
12000	37400	9000	46400
12420	37400	9000	46400
12840	37400	9000	46400
13260	37400	9000	46400
13680	37400	9000	46400
14100	37400	9000	46400
14520	37400	9000	46400
14940	38530	9000	47530
15360	38530	9000	47530
15780	39690	9000	48690
16200	39690	9000	48690
16620	40890	9000	49890
17040	40890	9000	49890
17460	42120	9000	51120
17880	42120	9000	51120
18300	43390	9000	52390
18720	43390	9000	52390
19140	44700	9000	53700

C.R. BISWAL
PRINCIPAL SECRETARY TO GOVERNMENT

FITMENT TABLES – TABLE – 6

Incumbent Principals

Pre-Revised Scale of Pay Rs. 16400-450-20000		Revised Pay Band + AGP Rs.37400 – 67000 + AGP 10000	
Pre Revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Academic Grade Pay	Revised Basic Pay
16400	40890	10000	50890
16850	40890	10000	50890
17300	42120	10000	52120
17750	42120	10000	52120
18200	43390	10000	53390
18650	43390	10000	53390
19100	44700	10000	54700
19550	44700	10000	54700
20000	46050	10000	56050

C.R. BISWAL
PRINCIPAL SECRETARY TO GOVERNMENT

GOVERNMENT OF ANDHRA PRADESH

A B S T R A C T

Technical Education – APTES – AICTE Pay Scales, 2006 - Amendment – Orders – Issued.

HIGHER EDUCATION (TE.I) DEPARTMENT

G.O.Ms.No. 27 .

Dated: 08-05-2012.

Read the following:-

1. G.O.Ms.No.209, H.E (TE.I) Deptt., Dated: 20-11-2010.
2. From the CTE, A.P., Hyd., Lr.No.C2/20487/2011, Dt.21-12-2011.

O R D E R:

In the circumstances reported by the Commissioner of Technical Education, A.P., Hyderabad in the reference second read above, Government hereby issue the following amendment to G.O.Ms.No.209, H.E (TE.I) Department, Dated: 20-11-2010.

A M E N D M E N T

The following shall be added after 12(d) in the appendix “A” appended to the said G.O.”-

“12(e) Medical Facilities, Group Insurance, Leaves & LTC, Medical facilities/ Group Health Insurance, Group Insurance Scheme, all types of leaves, leave encashment facilities including surrender leave & LTC shall be given on the pattern applicable to State Government Employees”

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

M.G.GOPAL

PRINCIPAL SECRETARY TO GOVERNMENT

To

The Commissioner of Technical Education, A.P., Hyderabad.

The Accountant General, A.P., Hyderabad.

The Secretary, Andhra Pradesh Public Service Commission, Hyderabad.

The Director of Treasuries and Accounts, A.P., Hyderabad.

The District Treasury Officers in Andhra Pradesh.

The Pay & Accounts Officer, Hyderabad.

Copy to:

The Finance (Exp.HE) Department.

PS Prl. Secretary to Chief Minister.

PS to Dy.Chief Minister.

PS to Prl. Secretary to Government, HE Department.

SF/Sc

//Forwarded: :By order//

SECTION OFFICER

GOVERNMENT OF ANDHRA PRADESH

ABSTRACT

RULES – Andhra Pradesh Technical Education Service - Special Rules for Andhra Pradesh Technical Education Service – Notification - Issued.

HIGHER EDUCATION (TE.I-2) DEPARTMENT

G.O.Ms.No.178

Dated 09th Dec., 2005
Read the following:-

1. G.O.Ms.No.1146, G.A(Rules) Dept., Dated 13/9/1961.
2. From the One Man Commission (SPF.Services), General Administration Department's Letter No.297/OMC (SPF.Ser.)/89-8, Dated 08/8/1990.
3. Government D.O. Letter No.1724/T.E.2/90-27, Dated 15/9/2001, 11/11/2003 & 31/01/2004.
4. From the Secretary, APPSC, Lr.No.239/RR/1/2005, Dated: 24/02/2005.
5. Govt. Memo.No.1724/TE.I-2/90-32, Dated 13/6/2005.
6. From the D.T.E's Lr.No.F4/33083/2003, Dated 17/6/2005.
7. From the Secretary, A.P.Public Service Commission's Lr.No.239/RR 1/2005, Dated 02/11/005.

*** * ***

ORDER :-

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 and in supersession of the Andhra Pradesh Technical Education Service Rules issued in G.O.Ms.No.1146, General Administration (Rules) Department, Dated 13/9/1961 as amended from time to time, the Governor of Andhra Pradesh hereby makes the following Special Rules for the Andhra Pradesh Technical Education Service (APTES).

RULES

1. Short title and commencement :

- (i) These Rules may be called the Andhra Pradesh Technical Education Service Rules, 2005.
- (ii) They shall come into force with immediate effect.

2. Constitution :

The service shall consist of the following Classes and Categories of posts.

Class	Category	Designation
1	2	3
Class-A	1 Joint Directors Including Regional Joint Directors of Technical Education.	
Class-B	Posts in Polytechnics other than the Posts in Special Polytechnics i.e. the Posts in Institute of Printing Technology & Institute of Leather Technology.	
	1	Principals of Polytechnics (other than the Principals of Institute of Printing Technology and Institute of Leather Technology) and Principals of Government Institutes of Post Diploma courses in Engineering and Technology including Deputy Director (Technical) and Deputy Director (Training & Placement) in the Office of the Commissioner/Director of Technical Education.
	2	(a) Heads of Engineering Section including Heads of Sections in Government Institutes of Post Diploma Courses in Engineering and Technology including Development Officer in the Office of the Commissioner/Director of Technical Education but other than the Heads of Sections in Class – C. (b) Heads of Non-Engineering Sections including Heads of General Section except Heads of Section in Pharmacy, Commercial and Computer Practice and Garment Technology (c) Heads of Pharmacy Section. (d) Heads of Commercial and Computer Practice. (e) Heads of Garment Technology.
	3	Senior Lecturers in Engineering including Senior Lecturers in Government Institute of Post Diploma Courses in Engineering and Technology, Assistant Director (Technical) in the Office of the Commissioner / Director of Technical Education and Office of the Regional Joint Director of Technical Education other than the Senior Lecturers in Category (3) of Class – C.
	4	Senior Lecturers in Non-Engineering subjects including General subjects except Senior Lecturers in Pharmacy, Commercial and Computer Practice and Garment Technology.
	5	Senior Lecturers in Pharmacy
	6.	Senior Lecturer in Commercial and Computer Practice.
	7	Senior Lecturer in Garment Technology.
	8	Workshop Superintendent (Re-designated as Senior Lecturer)
	9	Lecturers in Engineering other than the Lecturer in Category (4) of Class–C.
	10	Lecturers in Non-Engineering subjects including in General Subjects except Lecturers in Pharmacy, Commercial and Computer Practice and Garment Technology.
	11	Lecturer in Pharmacy
	12	Lecturer in Commercial and Computer Practice
	13	Lecturer in Garment Technology.
Class-C	Posts in Special Polytechnics, i.e., Institute of Printing Technology, Leather Technology.	
	1	Principals of Special Polytechnics.
	2	Heads of Sections in the relevant subjects in Special Polytechnics.
	3	Senior Lecturers in relevant subjects in Special Polytechnics.
	4	Lecturers in relevant subjects in Special Polytechnics.

Class-D Domestic Science Training College and Girls Vocational Institute.

- 1 Principal, Domestic Science Training College.
- 2 Vice-Principal, Domestic Science Training College, including Principal, Girls' Vocational Institutes.

Class-E (Other Posts)

- 1 Senior Physical Director
- 2 Senior Librarian
- 3 Computer Programmer.

Class-F Administrative Posts

- 1 Deputy Director (Non-Technical)
- 2 Assistant Director (Non-Technical), Statistical Officer and Internal Audit Officer in the Office of the Commissioner / Director of Technical Education and Administrative Officers and Hostel Superintendent in the Government Polytechnics / Institutions.
- 3 Accounts Officer in office of the Commissioner / Director of Technical Education.
- 4 Medical Officer.

Class-G Commercial & Technical Institutes

- 1 Deputy Director (Commercial & Technical Institutes)
- 2 Assistant Director (Commercial & Technical Institutes)

3. Method of appointment and appointing authority.

Subject to the other provisions in these rules, the method of appointment and appointing authority for the several categories shall be as follows:-

Class & Category	Method of appointment	Appointing authority
(1)	(2)	(3)
Class-A Category-1 Jt. Director including Regl. Jt. Directors.	By promotion from Category-1 of Class-B.	Government
Class-B Category-1 Principals of Poly- technics (other than the Principals of Institute of Printing Technology and Institute of Leather Technology) and Principals of Govt. Institutes of Post Diploma Courses in Engg. & Tech. Including Dy. Director (Technical) and Dy. Director (Training & Placement) in the Office of the Commissioner/D.T.E.	By promotion of Heads of Sections Category 2(a), 2(b), 2(c), 2(d) and 2(e) of Class B. "The posts of Principals of Poly- technics shall be filled in the ratio of 2:5 between the Head of Sections in Non-Engg. and Engg. respectively, and in a unit of (7) vacancies, the 2 nd and 5 th vacancies, shall be filled with Non-engg. Heads of Section and the remaining five vacancies shall be filled with Engg. Heads of Section". Note : Category 2(a) are Engg. Heads and Category 2(b), 2(c), 2(d) and 2(e) are Non-Engg. Heads.	Government

Category-2**Heads of Sections.****(a)** Heads of Engg.

Section including
Heads of Sections
in Govt. Institutes
of Post diploma
courses in Engg. &
Technology including
Development Officer
in the Office of the
Commissioner /
Director of Technical
Education but other
than the heads
Sections in Class-(C).

By Promotion from Sr.Lecturers
in the concerned subject in
category 3 of Class-B.

Note : Also see Note-1 below
in respect of Head of Section
in Mechanical Engineering.

Government

(b) Heads of Non-Engg.

Sections including
Heads of General
Section except Heads
of Section in Pharmacy,
Commercial and
Computer Practice
& Garment Technology.

By promotion from Sr
Lecturers of Non-Engg.
Subjects Category 4 of
Class-B.

Government

(c) Heads of Pharmacy
Section.

By Promotion from Senior
Lecturers in Pharmacy
Category 5 of Class-B

Government

(d) Heads of

Commercial and
Computer Practice.

By promotion of Sr. Lecturer
in Commercial and Computer
Practice Cat.-6 of Class-B.

Government

(e) Heads of Garment
Technology.

By Promotion from Senior
Lecturers in Garment Tech.
Category 7 of Class-B.

Government

Category-3.

Sr. Lecturers in Engg.
including Sr. Lecturers
in Govt Institute of
Education.
Post Diploma Courses
in Engg. & Tech.
including A.D(Tech.) in
the O/o.the Commissioner /
DTE & RJD of Technical
Educations other than
the Sr.Lecturers in
Category (3) of Class-C.

By promotion of Lecturers
of Category 9 of Class-B.

Commissioner/
Director of Tech.**Category-4**

Sr.Lecturers in Non-
Engg.subjects incl.
Gen. subjects except
Sr.Lecturers in Pharm,
Sr.Lecturers in CCP
and Sr.Lecturers in GT.

By promotion of Lecturers
of Non-Engg. subjects
Category-10 of Class-B.

Commissioner/
Director of
Technical
Education.

Category-5 Sr.Lecturers in Pharmacy.	By Promotion of Lecturer in Pharmacy Category11 of Class-B.	Commissioner/ Director of Tech.Education.
Category-6 Sr.Lecturers in Commercial and Computer Practice	By Promotion of Lecturer in Commercial and Computer Practice Cat.12 of Class-B.	Commissioner/ Director of Tech.Education.
Category-7 Sr.Lecturers in Garment Technology Technology.	By Promotion of Lecturer Director of Category 13 of Class-B.	Commissioner/ in Garment Tech.Education.
Category-8 Workshop Superintendent (Re-designated as Sr. Lecturer)	By Promotion from the category of Lecturer in Mech. Engg. in Govt. Polytechnics.	Commissioner/ Director of Tech.Education.
Category-9 Lecturers in Engg. subjects other than Lecturers in Category-4 of Class-C.	By Direct Recruitment.	Commissioner/ Director of Tech.Education.
Category-10 Lecturers in Non-Engg. subjects including General subjects Except Lecturers in Pharmacy, Commercial and Computer Practice and Garment Tech.	By Direct Recruitment.	Commissioner/ Director of Tech.Education.
Category-11 Lecturer in Pharmacy.	By Direct Recruitment.	Commissioner/ Director of Tech.Education.
Category-12 Lecturers in Commercial and Computer Practice.	By Direct Recruitment.	Commissioner/ Director of Tech.Education.
Class-C Category- 1 Principals of Special Polytechnics.	By Promotion from the Heads of Sections Category-2 of Class-C from a Common Seniority list of each Institution.	Government.
Category- 2]Heads of Sections in the relevant subjects in special polytechnics.	By Promotion of Sr.Lecturers in the concerned subjects of Category 3 of Class-C.	Government.
Category- 3 Sr. Lecturers in relevant subjects in special polytechnics.	By Promotion of Lecturers in the concerned subjects of Category-4 of Class-C.	Commissioner/ Director of Tech. Education.

Category- 4 Lecturers in relevant subjects in special polytechnics.	By Direct Recruitment.	Commissioner/ Director of Tech. Education.
Class- D Category- 1 Principal, Domestic Science Training College.	By Promotion of Vice-Principal, Domestic Science Trg. Coll. incl. Principal, Girls' Vocational Insts. Cat.-2 of Class-D.	Commissioner/ Director of Tech. Education.
Category- 2 Vice-Principals, Domestic Science Training College incl. Principal, Girls' Voc. Institution.	By appointment by transfer of Jr.Assts. in Domestic Science Training College in A.P. Tech. Education Subordinate service.	Commissioner/ Director of Tech. Education.
Class-E Category- 1 Sr. Physical Director.	By appointment by transfer of Physical Director of A.P.T.E Subordinate Service.	Commissioner/ Director of Tech. Education.
Category- 2 Sr. Librarian.	By appointment by transfer of Librarian of A.P.Tech. Education Subordinate Service.	Commissioner/ Director of Tech. Education.s
Category- 3 Computer Programmer	By appointment by transfer from Computer Operator of A.P.T.E Subordinate Service.	Commissioner/ Director of Tech. Education.
Class-F Category- 1 Dy. Director (Non-Technical)	By Promotion of AD (non-tech) including A.O./Internal Audit Officers, Hostel Superintendent and Statistical Officer.	Commissioner/ Director of Tech. Education.
Category-2 A.D (Non-Tech), Statistical Officer and Internal Audit Officer in the O/o.the Commissioner/Director of Tech.Education and A.O. and Hostel Superintendents in the Institutions.	By appointment by transfer of Superintendents in A.P.Ministerial Service, working in the Office of the Commissioner/ Director of Tech. Education including Auditors and Superintendents and Hostel Mgrs. in the A.P. Ministerial Service in the Tech. Education Dept. in the ratio of 1:3 respectively.	Commissioner/ Director of Tech. Education.
Category-3 Accounts Officer	By transfer on tenure of Accounts officer in the Treasuries and Accounts Dept.	
Category-4 Medical Officer	By appointment of Civil Asst. Surgeons of the Medical and Health Dept. on deputation basis.	

Class-G**Category-1**

Dy. Director
(Commercial and
Tech. Institutions)

By promotion of Asst. Director
(Coml. & Tech. Institutions)
Category-2 of Class-G

Commissioner/
Director of Tech.
Education.

Category-2

Asst. Directors
(Com. Tech.
Institutions)

(i) By appointment by transfer
from Inspectors of Commercial
and Tech. Institutes in A.P.T.E.
Subordinate Service.
(ii) If no qualified or suitable
person is available for
appointment by method
(i) above, by appointment by
transfer of a Special
Category Steno in the Tech.
Education Department.

Commissioner/
Director of Tech.
Education.

Note-1: The promotions to the post of Head of Section (Mechanical) shall be made from the workshop Superintendents against the 4th vacancy in a unit of (7) Seven vacancies and from the Senior Lecturers against the other six vacancies till all the Workshop Superintendents working as such on the date of issue of these rules are exhausted. As and when the post of Workshop Superintendent is vacated by the incumbent, by retirement or promotion or for any other reason the posts shall stand converted as Senior Lecturer in Mechanical Engineering (Workshop), which will be filled by posting a Senior Lecturer in Mechanical Engineering and will be added to the cadre of Senior Lecturers in Mechanical Engineering.

Note-2: In respect of Lecturers, Senior Lecturers and Heads of Sections, each subject shall constitute a distinct unit, i.e., promotions shall be from Lecturers to Senior Lecturers and from Senior Lecturers to Heads of Sections in each subject separately.

Note-3: The posts of Heads of Sections and Senior Lecturers sanctioned for the 3 Government institutes of Post-Diploma Courses in Engineering and Technology (at Visakhapatnam, Tirupathi and Hyderabad) shall be filled on transfer of persons working in equivalent categories in Polytechnics and other Institutions (Categorized under Class-B) on tenure basis for a period of (3) three years. For purposes of transfer of Heads of Sections to the Institutes of Post Diploma Courses, the subjects/courses in the Institute shall be identified as categories belonging to Category 2 (a) or 2 (b) as the case may be as indicated below:-

Heads of Section (other than Mechanical) Category-2 (a)	Head of Mechanical Section Category-2 (b)
(1) Computer applications. (2) Environmental Engineering. (3) Instrument Technology. (4) Polymer Technology. (5) Metal Casting	(1) Plant Maintenance & Engg. (2) Refrigeration & Air conditioning. (3) Welding Technology. (4) Industrial Engineering.

Note 4:- For the purpose of Promotion to the post of Principal in Government Polytechnics, a **Common seniority List of Heads of Sections in Polytechnics who have completed (5) five years of service in the feeder category i.e. Head of Section shall be prepared.** This common seniority list of Heads of Sections shall be based on their service reckoned from the date of regular appointment to the initial Gazetted Post.

Note 5 :- For the purpose of promotion to the post of Head of Section in Government Polytechnics, a common seniority list of Senior Lecturers who have completed (2) two years of service in the feeder category i.e., **Senior Lecturer shall be prepared, based on their service reckoned from the date of regular appointment to the initial post of Lecturer provided that the seniority of the persons belonging to the same units shall not be disturbed.**

Note 6:- The Heads of Section in Engineering Subjects recruited by direct recruitment as per the old rules shall be considered for promotion to the post of Principal against every 25th Vacancy in the order of their seniority till all such candidates are exhausted.

Note 7:- In view of sub-para (2) (ii) of para 13 of G.O.Ms.No.72, Higher Education Department, Dated 26/9/2002 for promotion to higher position, internal candidates presently working in a lower position will be exempted from the prescribed higher qualification and experience to the extent that they will be required to possess only the qualifications and experience as ordered in the G.O.Ms.No.580, Higher Education Department, dated 3/12/1998 and G.O.Ms.No.33, Higher Education Department, dated 30/1/1999 and G.O.Ms.No.158, Higher Education Department, dated 22/11/2000. This relaxation will be available only for period of (5) years from the date of issue of G.O.Ms.No.72, Higher Education Department, dated 26/9/2002. **Thereafter internal candidates must also possess the qualification and experience prescribed in these rules.**

4. Reservation of appointment :

The rule of special Representation (General Rule 22 & 22-A) shall apply to appointments by direct recruitment to the various posts in this service except in so far as it relates to physically handicapped persons.

5. Qualifications:

(a) No person shall be eligible for appointment to the category specified in column (1) of the Annexure by the method specified in the corresponding entry in column (2) unless he possesses the qualifications specified in the corresponding entry in column (3) thereof.

(b) The persons who are appointed to the re-designated posts of Associate Lecturers with diploma qualification in terms of the orders issued in G.O.Ms.No.948, LEN & TE Department, Dated 23-12-1982 **are not eligible for further promotion to the Category of Senior Lecturer unless and until they acquire the Degree qualification in the appropriate branch of Engineering/Technology.**

(c) Qualifications prescribed in these rules are not applicable to those who are holding any of the posts in this service as on the date of extension of All India Council for Technical Education (A.I.C.T.E) Scales of Pay of 1996 and they shall continue to hold the posts with their existing qualifications. **However, for their promotions to any of the posts they shall possess the qualifications prescribed for such promotion posts in these rules.**

(d) In case of recruitment of candidates belonging to SC/ST for the posts of Lecturers in Engineering & Non-Engineering, a relaxation of 5% marks shall be accorded and a candidate having 55% marks and above in appropriate Branch of study shall be eligible for appointment to the post of Lecturer in Engineering & Non-Engineering.

6. Age:

No person shall be eligible for appointment by direct recruitment if he / she has completed (35) years of age on the first day of July of the year in which the notification for selection is issued.

7. Minimum Service:

The minimum service required for promotion to the posts of Senior Lecturers, Head of Sections, and Principals of Polytechnics, Senior Physical Directors and Senior Librarians have already been prescribed along with the Academic and Technical qualifications in the annexure to Rule 5. However, in respect of posts where the minimum service is not prescribed in the annexure to rule 5, for appointment by promotion or transfer, the minimum service required for promotion to such posts is as prescribed in Adhoc rules issued in G.O.Ms.No.627, G.A (Ser.A) Department, dated 21/12/1983.

8. Probation:

(a) Every person appointed by direct recruitment to any of the posts shall, from the date on which he commences probation, be on probation for a total period of two years on duty within a continuous period of three years.

(b) Every person appointed to any of the posts either by promotion or by transfer shall, from the date on which he commences probation, be on probation for a total period of one year on duty within a continuous period of two years.

9. Unit of appointment:

For purposes of recruitment, appointment, seniority, promotion, discharge, reappointment, transfer and posting for appointment as a full member, the unit of appointment for the posts indicated in columns (2) and (3) of the table below shall be as specified in column (4), thereof:-

TABLE

S.No.	Name of the Post	Class and Category	Unit of Appoint.
1	2	3	4
1.	Jt. Director	Category-1 of Class-A	State
2.	Principals of Polytechnics/Inst.	Category-1 of Class-B Category-1 of Class-C	State
3.	Head of Sections	Category-2 of Class-B Category-2 of Class-C	State
4.	Sr. Lecturers	Category-3 to 7 of Class-B Category-3 of Class-C	Zone
5.	Lecturers	Category-9 to 13 of Class-B & Category-4 of Class-C	Zone
6.	Principal in Domestic Science Tr. College.	Category-1 of Class-D	Zone
7.	Vice Principals in Domestic Science Training College	Category-2 of Class-D	Zone
8.	Sr.Physical Director	Category-1 of Class-E	State
9.	Sr.Librarian	Category-2 of Class-E	State
10.	Computer Programmer	Category-3 of Class-E	Zone
11.	Dy.Director (Non-Tech)	Category-1 of Class-F	State
12.	Asst.Director(Non-Tech)	Category-2 of Class-F	State
13.	Dy.Director (Coml. & Tech. Institutes)	Category-1 of Class-G	State
14.	Asst.Director (Coml. & Tech. Institutes)	Category-2 of Class-G	State

Provided that the posts of Assistant Director (Technical), Office of the Commissioner/Director of Technical Education shall be filled by drafting Senior Lecturers from each zone by rotation on tenure basis for the period not exceeding (3) three years.

Provided further that the posts of Development Officer, Office of the Commissioner/Director of Technical Education shall be filled by drafting Heads of Sections on tenure basis for the period not exceeding (3) three years.

Provided also that the posts of Deputy Director (Technical) and Deputy Director (Training & Placement), Office of the Commissioner/Director of Technical Education shall be filled by drafting Principal of Polytechnics on tenure basis for the period not exceeding (3) three years.

10. Test :

No Person shall be eligible for appointment as Head of section (Class-B, Category-2 and Class-C, Category-2), Deputy Director (Non-Technical) (Class-F, Category-1) and Deputy Director (Commercial and Technical Institutes) (Class-G, Category-1) unless he has passed the Accounts Test for Executive Officers or the Accounts Test for Subordinate Officers Part-II.

(11). Transfers and postings:

The appointing authorities specified in column (3) in the Table in Rule 3 shall be competent to affect the transfers and postings of persons in the respective categories with in the unit of appointment.

(12). Savings:

Nothing in these rules shall adversely affect the appointments made in accordance with the repealed rules prior to the coming into force of these rules.

A copy of this order is available in the Internet and can be accessed at the address:
<http://apts.gov.in/apgos>

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

ASUTOSH MISHRA,
PRINCIPAL SECRETARY TO GOVERNMENT

To
The Director of Printing, Stationary (Printing Wing), Chanchalguda, Hyderabad (with a request to publish the Notification in Andhra Pradesh Gazette and send 300 copies each to Government and the Director of Technical Education, AP; Hyderabad.)
The Commissioner/Director of Technical Education, A.P., Hyderabad.
The Secretary, A.P. Public Service Commission, Hyderabad. (10 copies).
The Accountant General, A.P. Hyderabad.

Copy to:-

General Administration (Ser.F) Department.

The Law (C) Department.

Sf/Sc.

// Forwarded :: By Order //

SECTION OFFICER

A N N E X U R E to G.O.Ms.No.178, Higher Education (TE.I-2)
Department, Dated 09th December, 2005)
(See Rule – 5)

Class, Category & Name of the Post	Method of Appointment	Qualification
1	2	3
<u>Class-B</u> <u>Category-1.</u> Principals of Polytechnics including the Principals of Govt. Institutes of Post Diploma courses in Engg. & Technology, D.D.(Technical) and Dy.Director (Training & Placement) in the O/o.the Commissioner/ Director of Tech. Education.	By Promotion.	For Engg. Heads of Sections. (i) Master's Degree in appropriate branch of Engg / Technology with First Class at Master's or Bachelor's level and (ii) 15 years experience in teaching out of which at least (5) years shall be at the level of Head of Section or equivalent. OR (i) Ph.D in appropriate branch of Engg/Tech/Technician Education. and (ii) 10 years experience in Teaching out of which at least (3) years shall be at the level of Head of Section or equivalent.
<u>Class-C</u> <u>Category-1</u> The Principals of Institute of Printing Technology and Institute of Leather Technology		

Note:- Candidates from industry with First Class Bachelor's Degree in appropriate branch of Engineering / Technology and with Industrial experience which is equivalent to Master's Degree with total 15 years of experience of which at least (5) years would be at a level comparable with Head of Section, will also be eligible.

For Non-Engineering Heads of Sections other than Heads of Section in Pharmacy and Garment Technology.

- (i) Ph. D with First Class Master's Degree in appropriate subject.
- (ii) 15 years experience in teaching/ Industry / research at the appropriate Levels of which at least 5 years should be at the level of Head of Section or equivalent.

Note:- Candidates from industry with First Class Master's Degree in appropriate subject with Industrial experience which is equivalent to Ph.D with total 15 years of experience of which at least (5) years would be at a level comparable with Head of Section, will also be eligible.

For Pharmacy Heads of Section

- (i) Master's Degree in Pharmacy with First Class at Master's or Bachelor's level and
- (ii) 15 years experience in teaching out of which at least (5) Years shall be at the level of Head of Section or equivalent. **(OR)**
- (i) Ph.D in Pharmacy and
- (ii) 10 Years experience in Teaching out of which at least (3) Years shall be at the level of Head of Section or equivalent.

Note:- Candidates from industry with First Class Bachelor's Degree in Pharmacy with Industrial experience which is equivalent to Master's Degree with total 15 years of experience of which at least (5) years would be at a level comparable with Head of Section, will also be eligible.

For Head of Garment Tech.(i)

Master's Degree in Textile Technology with 15 years of experience in Teaching of which 5 years shall be at the level of Head of Section. **OR**

- (ii) Ph.D in Textile Technology with 10 years experience in Teaching of which at least 3 years shall be at the level of Head of Section **OR**
- (iii) Ph.D in Home Science with 15 years experience of which 5 years shall be at the level of Head of Section.

Class-B**Category-2**

(a) Heads of Engg. section including Heads of Section in Govt. Institutes of Post Diploma Courses in Engg. and Technology.

By promotion

(i) Master's Degree in appropriate branch of Engg./Technology with First Class at Master's or Bachelor's level.

Note : Candidates from industry/Profession with a Bachelor's degree in appropriate branch of Engg./Technology and with recognized professional work equivalent to Master's Degree and 5 years experience shall also be eligible.

Class-C**Category-2**

(a) Heads of Engg. section in Special Polytechnics.

Class-B**Category-2**

(b) Heads of Non-Engg. section including Gen. Sections.

By promotion

(i) Ph.D with First Class Master's degree in appropriate branch of Study.

Note : Candidates from industry/Profession with a Master's degree in appropriate branch of study and with recognized professional work equivalent to Ph.D. Degree and 5 years experience shall also be eligible.

Class-C**Category-2**

Heads of Non-Engg. Section in Special Polytechnics.
(c) Heads of Pharmacy Section.

By Promotion

(i) Master's Degree in Pharmacy with First Class at Master's or Bachelor's level.

Note : Candidates from industry/Profession with a Bachelor's degree in Pharmacy and with recognized professional work equivalent to Master's Degree and 5 years experience shall also be eligible.

(d) Heads of Coml. & Computer Practice

By Promotion

(i) Ph.D with First Class Master's degree in Commerce or Computer applications.

Note : Candidates from industry/Profession with a Master's degree in appropriate subject and with recognized professional work equivalent to Ph.D Degree and 5 years experience shall also be eligible.

(e) Heads of Garments Technology level	By Promotion	(i) Master's Degree in Textile Technology with First Class at Master's or Bachelor's OR (ii) Ph.D with First Class at Master's level in Home Science from an University recognized by UGC / AICTE.
Class-B		
Category-3 Sr. Lecturer in Engg. including Sr.Lecturer in Engg.in Govt. Institutes of Post Diploma Courses in Engg. & Technology.	By Promotion	(i) First Class Bachelor's Degree in appropriate branch of Engg./ Technology. (ii) 5 years experience in teaching / Industry / research at the level of Lecturer or equivalent.
Class-C		
Category-3 Sr. Lecturer in Engg. in Special Polotechnics.		
Class-B		
Category-4 Sr. Lecturer in Non-Engg.Subjects including General subjects except Sr. Lecturers in Pharmacy, Sr. Lecturers in Coml. & Computer Practice and Sr. Lecturers in Garment Technology.	By Promotion	(i) First class Master's Degree in appropriate subject. (ii) 5 years experience in teaching / Industry / research at the level of Lecturer or equivalent.
Class-B		
Category-5 Sr. Lecturer in Pharmacy.	By Promotion	(i) First Class Bachelor's Degree in Pharmacy. (ii) 5 years experience in teaching/Industry/research at the level of Lecturer or equivalent

Class-B Category-4 Sr. Lecturer in Non-Engg. Subjects including General subjects except Sr. Lecturers in Pharmacy, Sr. Lecturers in Coml. & Computer Practice and Sr. Lecturers in Garment Technology.	By Promotion	(i) First class Master's Degree in appropriate subject. (ii) 5 years experience in teaching / Industry / research at the level of Lecturer or equivalent.
Class-B Category-5 Sr. Lecturer in Pharmacy.	By Promotion	(i) First Class Bachelor's Degree in Pharmacy. (ii) 5 years experience in teaching/Industry/research at the level of Lecturer or equivalent
Class-B Category-6 Sr. Lecturer in Commercial & Computer Practice.	By Promotion	(i) Must possess 1st class Master Degree in Commerce. (ii) Typewriting Higher Grade in English & Shorthand Higher Grade in English conducted by State Board of Technical Education and Training. OR (i) Must possess bachelor's Degree in Commerce (ii) Must possess 1st class Master's Degree in Computer Application (MCA) from an institution recognized by All India Council for Tech.Education. (iii) 5 years experience in teaching/Industry/research the level of Lecturer or equivalent.
Class-B Category-7 Sr. Lecturer in Garment Technology	By Promotion	(i) Must possess 1st class Bachelor's Degree in Textile Tech. or First Class Master's Degree in Home Science with Clothing and Textile as subjects from an university in India recognized by UGC / AICTE. (ii) 5 years experience in teaching/Industry/research at the level of Lecturer or equivalent.
Class-B Workshop Superintendent (Redesignated as Sr.Lecturer)	By Promotion	Same as in Class-B in Cat.-3.

<u>Class-B</u>		
Category-9 Lecturer in Engg.	Direct Recruitment.	1st class Bachelor's Degree in appropriate branch of Engg./Tech.
<u>Class-C</u>		
Category-4 Lecturer in Special Polytechnics.		
<u>Class-B</u>		
Category-10 Lecturer in Non-Engg. subjects including general subjects except Lecturers in Pharmacy, Lecturers in Coml. & Computer Practice and Lecturers in Garment Tech.	Direct Recruitment.	1st class P.G. Degree in appropriate subject.
Category-11 Lecturer in Pharmacy	Direct Recruitment.	1st class Bachelor's Degree in Pharmacy.
Category-12 (a) Lecturers in Commercial and Computer Practice (to teach commerce, Typewriting and Short-hand subjects) (b) Lecturers in Commercial and Computer Practice (to teach Computer Practice).	Direct Recruitment. Direct Recruitment	(i) Must possess 1st class Master Degree in Commerce. (ii) Typewriting Higher Grade in English and Shorthand Higher Grade in English conducted by State Board of Tech. Education and Training. (i) Must possess Bachelor's Degree in commerce. (ii) Must possess 1st class Master's Degree in Computer application (MCA) from an institution recognized by All India Council for Tech.Education.
Category-13 Lecturer in Garment Technology.	By Promotion	Must possess 1st class Bachelor's Degree in Textile Tech. or First Class Master's Degree in Home Science with Clothing and Textile as subject from an university in India recognized by UGC / AICTE.
<u>Class-E</u>		
Category-1 Sr.Physical Director	Appointment by transfer	(i) A Master's Degree in Physical Education (2 years course) or Master's Degree in Sports or an equivalent Degree in Sports with atleast 55% of marks or its equivalent Grade of B in the U.G.C.seven point Scale Plus a consistent good academic record.

Category-2

Senior Librarian

Appointment
by transfer

(ii) 5 years Service in the
category of Physical Director in
A.P.T.E.S.S.

(i) Master's Degree in Library
Science/Information Science/
Documentation or an equivalent
professional Degree with atleast
55% of marks or its equivalent
Grade of B in the U.G.C.seven
point Scale Plus consistently
good academic record,
Computerization of Library.

(ii) 5 years Service in the
category of Librarian in
A.P.T.E.S.S.

Category-3Computer
ProgrammerAppointment
by transfer
from Computer
Operator of
A.P.Technical
Education
Subordinate
Service

(i) Master's Degree in Computer
Applications from a recognized
University or its equivalent **OR**

(ii) A Degree in Computer
Science & Engg. or Information
Technology from a recognized
University or its equivalent

(iii) 3 years service in the
category of Computer Operator
in A.P.T.E.S.S.

SUTOSH MISHRA,

PRINCIPAL SECRETARY TO GOVERNMENT.

// True Annexure //

Sd/-

SECTION OFFICER

GOVERNMENT OF ANDHRA PRADESH
ABSTRACT

P.S. - TECHNICAL EDUCATION - Implementation of All India Council for Technical Education Scales of Pay, 1996 to the Teachers, Physical Directors and Librarians working in Government Polytechnics / Institutions in the State - Orders - Issued

HIGHER EDUCATION (TE.2) DEPARTMENT

G.O.Ms. No. 15

Dated : 30-03-2002

Read the following :

1. G.O.Ms. No.4, Edn. TE.2) Department, dt. 01/01/1998.
2. G.O.Ms.No.580, Edn.(TE-2) Department, dt. 03/12/1998.
3. G.O.Ms.No. 33, Edn. (TE-2) Department, dt. 30/01/1999.
4. From the Member Secretary, AICTE, New Delhi, Lr.No. F.No.1-65-CD/NEC/98-99, dt. 30/12/1999.
5. G.O.Ms.No. 158, Hr. Edn. (TE-2) Dept, dt. 22/11/2000.
6. G.O.Rt.No. 930, Higher Education (TE-2) Dept, Dt. 28/11/2000.
7. PALA Lr. No. PALA/ 1/2000, dt. 14/2/2000.
8. C.T.E. Lr. No. B1-1/17180/2000-Vol.IV, dated 29/7/2000.
9. C.T.E. Lr. No. B1-1/17180/2000-Vol.IV, dated 18/10/2000.
10. C.T.E. Lr. No. B1-1/17180/2000-Vol.IV, dated 23/12/2000.
11. C.T.E. Lr.No. B1-1/17180/2000-Vol.IV, dated 16/01/2001.
12. G.O.Rt.No. 164, HE (TE-2) Dept. dated 19/02/2001.
13. C.T.E., Lr. No. B1/17180/2000, dated 30/04/2001.

ORDER :

1. In the G.Os first, second, third and fifth read above, orders were issued extending AICTE Scales of Pay, 1986 to the Teachers, P.D. & Librarians working in the Government Polytechnics/Institutions in the State.
2. In the reference fourth read above, the AICTE has communicated its recommendations regarding revision of pay scales and service conditions of Teachers of Diploma level technical institutions i.e., All India Council for Technical Educations Scales of Pay, 1996.
3. In the reference eighth read above, the CTE has, in accordance with the above mentioned notification issued by the AICTE and on the representation made by the PALA in the reference seventh read above, recommended for implementation of the Revised AICTE Scales of Pay 1996 as follows :-

S.No.	Category	Comparable Teaching Position	Existing AICTE Scales of Pay 1986 (in Rs.)	Revised AICTE Scales of Pay 1996 (in Rs.)
(1)	(2)	(3)	(4)	(5)
1.	Lecturer	-	2200-75-2800-100-4000	8000-27513500
2.	Senior Lecturer/ Lecturer (Senior Scale)	-	3000-100-3500-125-5000	10000-32515200
3.	Head of Section/Lecturer (Selection Grade)	-	3700-125-4950-150-5700	12000-420-18300
4.	Principal	-	4500-150-5700-200-6300	16400-450-20000
5.	Physical Director	Lecturer	2200-75-2800-100-4000	8000-275-13500
6.	Librarian	Lecturer	2200-75-2800-100-4000	8000-275-13500
7.	Senior Physical Director /Physical Director (Senior Scale)	Lecturer (Senior Scale)	3000-100-3500-125-5000	10000-325-15200
8.	Senior Librarian/Librarian (Senior Scale)	Lecture (Senior Scale)	3000-100-3500-125-5000	12000-420-18300
9.	Physical Director (Selection Grade)	Lecturer (Senior Scale)	3700-125-4950-150-5700	12000-420-18300
10.	Librarian (Selection Grade)	Lecturer (Senior Scale)	3700-125-4950-150-5700	

4. Government after careful consideration of the revised AICTE scales of pay 1996 and the proposals submitted by the CTE, agree in principle to extend the revised AICTE scales of pay, 1996 to the Teaching staff, PD and Librarians of Govt Polytechnics who are presently governed by AICTE Scales of Pay, 1986, with effect from 1/1/1996 notionally with monetary benefit only w.e.f. 1/4/1999. The arrears of Pay and Allowances from 1/4/1999 to 31/3/2002 shall be credited to G.P.F. account of the employees and the payment of cash shall be made from the month of April, 2002 salary payable on 1st May, 2002.
5. Detailed instructions with regard to pay fixation formula, allowances payable, Modalities for extension of CAS etc. shall be issued separately.
6. This order issues with the concurrence of Finance (EBS-VII) Dept; vide their U.O.No.10108-C/233/EBS.VII/2002, dt.30-03-2002.

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

G. SUDHIR
PRINCIPAL SECRETARY TO GOVERNMENT

GOVERNMENT OF ANDHRA PRADESH

ABSTRACT

P.S. - TECHNICAL EDUCATION - Implementation of All India Council for Technical Education Scales of Pay, 1996 to the Teachers, Physical Directors and Libraiains working in Government Polytechnics/Institutions

HIGHER EDUCATION (TE.2) DEPARTMENT

G.O.Ms. No. 72

Dated :26/9/2002

Read the following :

1. G.O.Ms.No.4, Edn. (TE-2) Department, dt.01/01/1998.
2. G.O.Ms.No.580, Edn. (TE-2) Department, dt.03/12/1998.
3. G.O.Ms.No.33, Edn. (TE-2) Department, dt.30/01/1999.
4. From the Member Secretary, AICTE, New Delhi, Lr.No.F.No. I/2000, dt. 14/2/2000.
5. G.O.Ms.No. 158, Hr.Edn. (TE-2) Dept., Dt. 22/11/2000.
6. G.O.Rt.No. 930, Higher Education (TE-2) Dept., Dt. 28-11-2000.
7. From the Polytechnic All Lecturers Association Lr.No.PALA-I/2000, dt. 14/2/2000.
8. From the C.T.E. Lr.No. B1-1/17180/2000-Vol.IV, dated 29/7/2000.
9. From the C.T.E. Lr.No. B1-1/17180/2000-Vol.IV, dated 18/10/2000.
10. From the C.T.E. Lr.No. B1-1/17180/2000-Vol.IV, dated 23/12/2000.
11. From the C.T.E. Lr.No. B1/4043/97-Vol.IV, dated 16/1/2001.
12. G.O.Rt.No. 164, Edn. (TE.2) Dept. dated 19/2/2001.
13. G.O.Rt. No. 449, Hr.Edn. (TE.2) Dept., dt. 19/06/2001.
14. From the C.T.E., Lr.No. B1/17180/200, dated 30/4/2001
15. G.O.Ms.No. 15, Hr. Edn (TE.2) Dept., dt.30.03.2002.
16. Representation from the President, PALA dt. 30.03.2002.

ORDER :

1. In the reference fourth read above, the All India Council for Technical Education has issued its recommendations regarding revision of pay scales and service conditions of Teachers of Diploma level technical institutions i.e., All India Council for Technical Education Scales of Pay.1996. The above recommendations are applicable to all the teaching categories working in Diploma level technical institutions falling under the purview of All India Council for Technical Education.
2. In the reference eighth read above, the Commissioner of Technical Education has, in accordance with the above mentioned notification issued by the All India Council for Technical Education and on the representation made by the Polytechnic All Lecturers Association (PALA) in the reference seventh read above, recommended for implementation of the Revised AICTE Scales of Pay, 1996.
3. In the reference fifteenth read above, Government have issued orders extending AICTE Scales of 1996 to the Teachers, Physical Directors and Librarians working in Government Polytechnics/Institutions in the State who are drawing AICTE scales of pay 1986 with effect from 1/1/1996 notionally, monetary benefit from 1/4/1999 and cash payment from 1/4/2002. It was ordered that the arrears from 1/4/1999 to 31/3/2002 should be credited to the individual's G.P.F. account. It was also mentioned that detailed instructions about the modalities of pay fixation etc., shall be issued separately.

4. Government after careful examination hereby issue the following instructions about the modalities to be followed for implementing the orders and G.O. issued in 15th read above:-
5. Short Title :- These pay scales shall be called Andhra Pradesh Revised AICTE Scales of Pay, 1996.
6. Coverage and applicability :- These pay scales shall be applicable to all the teaching staff, Librarians and Physical Directors who are drawing AICTE scales of 1986 working in Government Polytechnics, Statewide institutions, including Officers of the same category working at Commissionerate of Technical Education and in the offices of Regional Directorates of Technical Education/State Board of Technical Education and Training (SBTET).
7. Date of effect :-
 - a) These pay scales shall come into effect from 1.1.96 notionally with monetary benefit from 1.4.1999 and cash payment w.e.f 1/4/2002.
 - b) Arrears payable for the period 1/4/1999 to 31/03/2002 shall be credited to the G.P.F. account for a period of 3 years w.e.f. 1/4/2002 to 31/3/2005.
8. Exercise of option :-
 - i) Every employee working in any of the categories mentioned in the schedule appended to this order as on 1-1-1996 may opt either:
 - a) To remain in the existing AICTE Scales of Pay, 1986, OR
 - b) To draw pay in the revised AICTE Scales of pay, 1996 either from 1/1/1996 or from the date on which he/she earns his/her increment in the existing AICTE scale of pay, 1986 after 1/1/1996 but not beyond 31/12/1996; OR
 - c) Option should be exercised within a period of six months from the date of issue of these orders.
 - d) Option in the prescribed form as specified in annexure to this order should be submitted in triplicate to Head of the Departments with due attestation by the respective drawing officers.
 - ii)
 - a) A Government employee who is on Extra-Ordinary Leave shall also be entitled to have his pay fixed in Revised Pay Scales and shall have monetary benefit from the date of joining or 1/4/2002 whichever is later.
 - b) A Government employee who retired on or after 1.01.1996, may also exercise Option under this rule within a period of six months from the date of receipt of the communication from the Head of the Department or Office from where he retired from service.
 - c) In the case of a Government employee who died while in service on or after 1.01.1996 or who may die before the last date as laid down in these orders for the exercise of option, his/her legal heirs may exercise option in the manner as has been laid down in these rules.
 - d) The scales of pay shall however be not applicable to those who have left the services from the Department on their own will/resigned/opted for relief to join other departments in Central/State/Quasi Government/Private service etc., on or after 1.01.1996 and where All India Council for Technical Education scales of pay, 1996 are not in force.
9. Fitment Formula :
 - i) Pay with effect from 1-01-1996 in the revised scales of pay will be fixed after giving the benefit of one increment for every three increments earned in the pre-revised scales as stipulated in Rule (7) of Central Civil Services (Revised pay) rules 1997, and governed by other relevant provisions of Central Services (revised pay) rules, 1997 as given below.

A) In the case of all employees :

- i) an amount representing 40 per cent of the basic pay in the existing scale, i.e., AICTE 1986 scales, shall be added to the “existing emoluments” of the employee;
- ii) after the existing emoluments have been so increased, the pay shall thereafter be fixed in the revised scale at the stage next above the amount thus computed:

Provided that :-

- a) if the minimum of the revised scale is more than the amount so arrived at, the pay shall be fixed at the minimum of the revised scale;
- b) if the amount so arrived at is more than the maximum of the revised scale, the pay shall be fixed at the maximum of that scale;

Provided further that :

In the fixation of pay, the pay of Government servants drawing pay at more than four consecutive stages in an existing scale gets bunched, that is to say, gets fixed in the revised scale at the same stage, the pay in the revised scale of such of these Government servants who are drawing pay beyond the first four consecutive stages in the existing scale shall be stepped up to the stage where such bunching occurs, as under, by the grant of increment(s) in the revised scale in the following manner:

- a) for Government servants drawing pay from the 5th upto the 8th stage in the existing scale - by one increment;
- b) for Government servants drawing pay from the 9th upto the 12th stage in the existing scale, if there is bunching beyond the 8th stage-by two increments;
- c) for Government servants drawing pay from the 13th upto the 16th stage in the existing scale, if there is bunching beyond the 12th stage - by three increments; If by stepping up of the pay as above, the pay of a Government servant gets fixed at a stage in the revised scale which is higher than the stage in the revised scale at which the pay of a Government servant who was drawing pay at the next higher stage or stages in the same existing scale is fixed, the pay of the latter shall also be stepped up only to the extent by which it falls short of that of the former.

Provided also that :

The fixation thus made shall ensure that every employee will get at least one increment in the revised scale of pay for every three increments (inclusive of stagnation increment(s), if any) in the existing scale of pay.

Explanation : for the purpose of this clause “Existing emoluments” shall include -

- a) the basic pay in the existing AICTE 1986 scale;
- b) dearness allowance appropriate to the basic pay admissible at index average as on 01/01/1996; and
- c) the amounts of interim relief admissible on the basic pay in the existing AICTE 1986 scale;
- ii) Pay in the revised pay scales shall be fixed at the stage with reference to the stage admissible as per revised scale in the schedule. In cases, where the same stage is not available, the pay may be fixed at the stage next above the pay admissible.
- iii) The fixation of pay of Lecturers (selection grade) under the career advancement scheme and of Heads of sections in the pre-revised scales of pay of Rs. 3700-125-4950-150-5700, who were selected / promoted strictly in accordance with rules and regulations framed by AICTE and who were in position as Lecturers (Selection grade) or as Head of Section as on 1/01/1996 will be made in a manner that they get their pay fixed at the minimum of Rs. 14,940/- in the revised scale of pay of Rs.12000-420-18300 as and when they complete 5 years in the grade as per revised scales in the schedule.

- iv) Date of next increment : The next increment of an employee, whose pay is fixed in the revised AICTE scales of pay, 1996 on 01-01-1996 in accordance with the fitment formula as mentioned above, shall accrue on date on which he/she would have drawn the increment had he/she continued in the existing scales of pay.
 - v) In case of the teaching faculty, who have already retired from Government service either voluntarily or on attaining the age of superannuation or died while in service on or after 1-01-1996, the arrears on account of implementation of these scales of pay, shall be drawn and paid in cash.
 - vi) No employee shall draw less emoluments than already drawing on account of implementation of these pay scales.
10. Payment of arrears : The arrears of pay and allowances payable to the employees covered by these pay scales from 1-4-1999 to 31-03-2002 shall be credited to G.P.F. Account of the employees and cash shall be paid from the month of April, 2002 payable 1st May, 2002.
11. Service conditions : Government have decided that after implementation of these scales of pay the service conditions of teachers like recruitment and qualification and selection procedure, shall be as indicated in Appendix-A to this order. The same shall be implemented by the Commissioner of Technical Education within a time frame of 6 months from the date of issue of this order by amending necessary statutes, ordinances, rules and regulations.
12. Payment of D.A., H.R.A. and C.C.A.:- Employees governed by AICTE scales of pay 1996 shall be entitled for D.A., HRA, CCA as per the rates and norms of AICTE pay scales on the analogy of Regional Engineering College, Warangal which has extended AICTE Scales to Lecturers based on the G.O. issued vide G.O.Ms.No. 288, Higher Education (EC.1) Department, dated 14/11/1999.
13. QUALIFICATIONS :
- 1) The prescribed minimum qualifications and experience requirements for various teaching posts in diploma level technical institutions are given in Appendix - A.
 - 2) Where qualifications and experience prescribed for a post in this pay revision are higher than the qualifications & experience prescribed by AICTE for that post prior to this revision.
 - i) the revised qualifications and experience will be required only for fresh appointees to that post & will not be insisted on for existing incumbents working on those positions.
 - ii) for open selection to a higher cadre position through advertisement or promotion to higher position, internal candidates presently working in a lower position will be exempted from the prescribed higher qualification and experience to the extent that they will be required to possess only the qualifications and experience as ordered in the G.O.s 2nd, 3rd and 5th read above. This relaxation will be available only for a period of 5 (five) years from the date of issue of this G.O. Thereafter, internal candidates must also possess the qualifications and experience prescribed in this notification.
 - 3) Teachers already in service prior to January 1, 1996 and who at the time of their recruitment possessed only a Second Class in their degree at Bachelor's or Master's level (but met all the qualification requirements prescribed by AICTE at the time of their recruitment) shall be exempted from the requirement of First Class for the Degree they had at the time of their recruitment.
14. INCENTIVES FOR POSSESSING HIGHER QUALIFICATIONS:
- a) At the time of recruitment as Lecturers :

- i) Four advance increments will be admissible to those who hold Ph.D. Degree and
 - ii) Two advance increments will be given to those who hold M.Phil Degree in Science / Humanities and to those who hold M.E/M.Tech./M.Pharm/M.Arch. Degree.
 - b) A teacher with M.E./M.Tech./M.Pharm/M. Arch, who does not have a Ph.D. degree will be eligible for two advance increments as and when he/she acquires a Ph.D degree in his/her acquires a Ph. D. degree in his/her service career.
 - c) A Lecturer with Ph.D. will be eligible for two advance increments, when he/she moves into the grade of Lecturer (Selection grade) through career advancement scheme or is appointed as Head of the Section. The appointing authorities at various levels as per the delegation of powers shall be authorized to sanction the advance increments to the teachers whoever acquired the above qualification, as laid down above. These incentives shall also be applicable to all staff members, who have been recruited by the Department on or after 1-01-1996.
15. CAREER ADVANCEMENT SCHEME (C.A.S)
- A) Career Advancement provides for movement of :-
- i) Lecturer to Lecturer (Senior Scale)
 - ii) Senior Lecturer / Lecturer (Senior Scale) to Lecturer (Selection Grade)
 - iii) Librarian to Librarian (Senior Scale)
 - iv) Librarian (Senior Scale) to Librarian (Selection grade)
 - v) Physical Director to Physical Director (Senior grade)
 - vi) Physical Director (Senior scale) to Physical Director (Selection grade)
- B) For promotion under Career Advancement Scheme :
- i) The candidate must have consistently “ satisfactory” Performance Appraisal Report.
 - ii) Assessments and selection would be made by a selection committee. The prescribed teaching/contact hours of a teacher selected/promoted under the Career Advancement Scheme shall remain the same as that of the substantive post he/she held prior to such appointment to any of the cadres under Career Advancement Scheme.

LECTURER (Senior Scale)

A Lecturer will be eligible for placement as Lecturer (Senior Scale) through a process of selection if he/she has:

- i) Completed Six years of service which counts for increments as a Lecturer with a relaxation of two years for those with Ph.D and one year for those with M.Phil/M.E./M.Tech/M.Arch/ M.Pharm. Service includes the Service rendered by them on other duty in the category under Vocational Scheme or in the Commissionerate or on deputation with the State Board of Technical Education & Training or any other organization under Foreign Service terms and conditions.
- ii) Participated in one orientation course/induction training and one refresher course or industrial training of aggregate duration of 8 weeks, or has undergone appropriate continuing education or training programs of comparable quality and duration as may be specified or approved by AICTE. Those who possess Ph.D. Degree shall be exempted from these course/training requirements.
- iii) The extension of three years time for completion of training as provided in the G.O. 6th read above shall also be applicable to the teachers in A.I.C.T.E Scales of Pay, 1996.

LECTURER (Selection Grade) :

A senior Lecturer / Lecturer (Senior Scale) who has a Master's Degree and 5 years experience as Senior Lecturer or Lecturer (Senior Scale) and has consistently earned satisfactory performance appraisal report will be eligible to be placed under Lecturer (Selection Grade) subject to the recommendation of the Selection Committee.

In the AICTE Notification of 1996 Scale of pay, it is mentioned that a Senior Lecturer/Lecturer (Senior Scale) should have a Master's Degree to be eligible for Lecturer (Selection Grade). However, as most of the existing teaching cadres in the Department possess qualifications as prescribed under APTES Rules, the qualifications prescribed at the time of their recruitment shall be followed for the award of C.A.S.

LIBRARIAN (Senior Scale) :

A Librarian will be eligible for placement as Librarian (Senior Scale) through a process of selection if he/she has:

- i) Completed Six years of service as Librarian after regular appointment.
- ii) Evidence of innovative Library services, published work and professional commitment, computerization of library.
- iii) and has consistently earned satisfactory performance appraisal reports will be eligible to be placed under Librarian (Senior scale) subject to the recommendation of the Selection Committee.

LIBRARIAN (Selection Grade) :-

A Librarian (Senior Scale) with at least 5 years of service with evidence of innovative library service and organization of published work and has consistently earned satisfactory performance appraisal reports will be eligible to be placed under Librarian (Selection Grade) subject to the recommendation of the Selection Committee.

PHYSICAL DIRECTOR (Senior Scale) :-

A Physical Director will be eligible for placement as Physical Director (Senior Scale) through a process of selection if he/she has:

- i) Should have completed six years of service as Physical Director with a benefit of two years for Ph.D and one year for M.Phil Degree holders.
- ii) Passed the Physical fitness test.
- iii) Consistently satisfactory appraisal reports.
- iv) Should have attended at least one orientation and one refresher course of about three to four weeks duration each with proper and well defined evaluation procedure (exemption from one refresher course is granted to Ph.D. degree holders). The Physical Directors who have got the benefit of the G.O. 12th read above, shall fulfill this requirement within three years time.

PHYSICAL DIRECTOR (Selection Grade):

- i) Completed five years of service as Senior Physical Director/Physical Director (Senior Scale)
- ii) Has attended at least two refresher courses of about three to four weeks duration with proper and well-defined evaluation procedure after placement in the scale of Rs. 3000-5000. (The benefit extended in the G.O. 12th read, shall also be applicable now).
- iii) Show evidence of having produced good teams/athletes and of having organized and conducted coaching camps at least two weeks duration.
- iv) Passed the Physical fitness test.
- v) Consistently satisfactory appraisal reports.

16. Counting of qualifying service for career advancement :

The duration of service in a temporary capacity/contract appointment/Adhoc appointment/leave vacancy can be counted for promotion to senior scale/selection grade provided that : (a) the tenure of such appointment was one year or more than one year without any break (b) the incumbent was appointed on the recommendations of selection committee constituted in accordance with the prescribed selection procedures as laid down by Directorate of Technical Education/State Government (c) the concerned Lecturer possess the minimum qualification prescribed by AICTE for appointment as lecturers (d) the incumbent was selected to the regular post in continuation of the service in a temporary capacity / contract appointment / Adhoc appointment/leave vacancy without any break.

17. COMPOSITION OF COMMITTEE FOR C.A.S. PROMOTION :-

The AICTE has stated in its notification that it will specify the guidelines for selection process and the composition of the Selection Committee for promotion under C.A.S. Scheme. Until the AICTE Scheme is announced the Selection Committee shall be the same as prescribed for direct recruitment. Since the A.P. P.S.C. is the authority for selection for direct recruitment it shall also be the responsibility of the A.P.P.S.C. to scrutinize and recommend names of candidates for promotion under C.A.S. and recommend the names for promotion. The committee shall consist of the following members:-

1. Chairman, A.P.Public Service Commission - Convener
2. Commissioner of Technical Education - Member
- 3 & 4. Two subject experts - Members (to be nominated by the APPSC)
5. Principal, Government Polytechnic - Member (to be nominated by the Chairman, APPSC in consultation with Commissioner of Technical Education)

Career Advancement Scheme will have the following movement in the time scale.

- (i) Lecturer to Lecturer (Senior Scale).
- (ii) Senior Lecturer/Lecturer (Senior Scale) to Lecturer (Selection Grade).
- (iii) Librarian to Librarian (Senior Scale).
- (iv) Librarian (Senior Scale) to Librarian (Selection Grade).
- (v) Physical Director to Physical Director (Senior Scale).
- (vi) Physical Director (Senior Scale) to Physical Director (Selection Grade).

Since for it is only a movement in time scale in respect of the above posts the committee shall scrutinize the applications in the light of guidelines prescribed by the All India Council for Technical Education and recommend the names without subjecting them for interviews to the competent authority.

- 18 Teaching days : Every institution will have at least 180 full teaching days per year (or 90 full teaching days per semester). "Teaching days" here shall mean actual class room / laboratory / contact teaching days and shall not include days of examination / tour / sports etc.,
19. Work Load : Work load of a teacher should not be less than 40 hours a week of which teaching contact hour shall be as follows :

Principal :	6 hours/week
Head of Section :	14 hours/week
Sr. Lecturer :	16 hours/week
Lecturers :	18 hours/week

For the above stipulation, two tutorial hours/two laboratory hours will be counted as one teaching hour.

20. Age of superannuation : The age of superannuation for Polytechnic teachers shall be 58 years.
21. Future revision : The beneficiaries of these scales shall not be entitled for revision of scales again till next revision of scales are made by All India Council for Technical Education.
22. Job responsibility : The job responsibilities of teachers of Polytechnics are given in Appendix - B; of Physical Directors in Appendix - C; and of Librarians in Appendix D.
23. Accountability :
- (i) Pay revision as an integrated Package; Better compensation package, and performance and accountability are interrelated, and one cannot be had without the other. Performance appraisal and accountability shall be an integral part of this pay revision package.
 - (ii) Performance appraisal ; An open, transparent and objective performance appraisal system comprising of self appraisal, peer evaluation and student evaluation shall be implemented. Government would evolve the guidelines in due course.
24. Other terms and conditions of service of teachers :
- a. Anomalies, if any, in the implementation of the scheme shall be brought to the notice of the Government through Commissioner of Technical Education for the issue of clarification.
 - b. A standing committee consisting of Joint Director (Admn), Secretary, SBTET and Deputy Director (Tech) shall be constituted by the Commissioner of Technical Education, for dealing with anomalies, which may arise from time to time during implementation of these Pay Scales.
 - c. Reimbursement of Professional Society Membership Fee : Teachers shall be eligible for reimbursement of 85% of the annual membership fee of one National / International Professional Society.
 - d. Reimbursement of TA / DA / Registration Fee for Conferences for presenting Technical Papers: Teachers shall be reimbursed the expenses incurred for Registration Fee and TA / DA for presenting technical papers at one National conference every year and one International Conference every 3 Years. The expenditure for the above items c & d shall be met from the funds of State Board of Technical Education & Training.
 - e. Medical Facilities, Group Insurance, Leaves and LTC: Medical Facilities / Group Health Insurance, Group Insurance Scheme, all types of leave, leave encashment facilities and LTC shall be given on the pattern applicable to State Government Employees.
 - f. TA/DA Rules: TA/DA Rules in accordance with State Government norms for the employees drawing U.G.C. scales of pay 1996 shall be applied.
 - g. Teachers drawing these scales shall be entitled for pensionary benefits as applicable to the teachers drawing UGC Scales of Pay, 1996.
25. This order issues with the concurrence of Finance (EBS.VII) Department vide their U.O.No.20963/EBS.VII/02, dated 31/7/2002.
26. A copy of this order is available in the Internet and can be accessed at the address: <http://apts.gov.in/apgos>

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

G.SUDHIR

PRINCIPAL SECRETARY TO GOVERNMENT.

APPENDIX - A to G.O.Ms.No.72, Hr. Edn. (TE.2) Dept., dt. 26/9/2002.
QUALIFICATIONS & EXPERIENCE FOR THE TEACHING POSTS IN
DIPLOMA LEVEL TECHNICAL INSTITUTIONS
(ENGINEERING/TECHNOLOGY PROGRAMMES)

S.No.	Cadre	Qualifications	Experience
01.	Lecturer	First Class Bachelor's degree in appropriate branch of Engineering / Technology or First Class Master's degree in appropriate branch of teaching posts in Humanities and Sciences.	--
02.	Senior Lecturer	First Class Bachelor's degree in appropriate branch of engineering / Technology or First Class Master's degree in appropriate branch of Humanities & Sciences.	5 years experience in teaching / industry / Research at the level of Lecturer or equivalent
03.	Head of Section	Master's Degree in appropriate branch of Engineering/ Technology with First Class at Master's or Bachelor's Level OR Ph.D. with First Class Master's Degree in appropriate branch of Humanities and Sciences. Note : Candidates from industry / profession with a Bachelor's Degree in appropriate branch of Engineering/Technology (Master's Degree in the case of Humanities and Sciences) and with recognised professional work equivalent to Master's degree in the case of Engineering/Technology and Ph.D. degree in the case of Humanities and Sciences as the case may be, and 5 years experience will also be eligible, for the post of H.O.S.	5 years experience in teaching/industry research at the level of lecturer or equivalent.
04.	Principal	Master's degree in appropriate branch of Engineering / Technology with First Class at Master's or Bachelor's Level OR Ph.D. in appropriate branch of Engineering / Technology/ Technician Education	15 years experience in teaching out of which atleast 5 years shall be at the level of Head of Dept. of equivalent. 10 years experience in teaching out of which atleast 3 years

S.No.	Cadre	Qualifications	Experience
		Note: Candidates from industry with First Class Bachelor's degree in appropriate branch of Engineering / Technology, and with industrial experience which is equivalent to Master's degree, with total 15 years of experience of which at least 5 years would be at a level comparable with Head of Department, will also be eligible.	shall be at the level of Head of Dept. or equivalent.
05.	Librarian	Qualifying the national level test conducted for the purpose by the UGC or any other agency approved by the UGC. Master's degree in Library Science/ information science/documentation or an equivalent professional degree with at least 55% of the marks or its equivalent grade of B in the UGC seven point scale plus a consistently good academic record, computerization of Library.	No requirement
06.	Physical Director	Master's degree in Physical Education (two years course) or Master's degree in Sports or an equivalent degree in Sports with at least 55% of the marks or its equivalent grade of B in the UGC 7 point scale plus a consistently good academic record.	

G.SUDHIR
PRINCIPAL SECRETARY TO GOVERNMENT.

// TRUE APPENDIX //

Sd/-
SECTION OFFICER

APPENDIX - B to G.O.Ms.No.72, Hr. Edn. (TE.2) Dept., dt.26/9/2002.

JOB RESPONSIBILITIES OF TEACHERS

(Diploma Level Technical Institutions)

ACADEMIC	RESEARCH & CONSULTANCY	ADMINISTRATION	EXTENSION
Teaching Diploma & Post-Diploma courses including lecturers, laboratory & tutorials	R & D work on industrial problems & projects	Assisting in Institution/ extension services Department to the industry Administration. Planning and its implementation	Assisting in
Students Assessment & Evaluation including Examination work of the State Board of Technical Education	Publication of technical papers	Organising R & D Work in Industrial problems & Projects	Contributing to community activities.
Planning and implementation of instruction in laboratory	Promotion of industry institution collaboration & industry oriented R & D.	Academic & Administrative management of institution	Public relations & interaction with community
Developing Organising & Resource Material & Curricula	Preparation of coordinating consultancy services	Providing non Project proposals funding	formal/distance mode of education for benefit of community
Design & Developing of / laboratory instructions	Providing testing repair services	Development, administration and management of institutional facilities	Promotion of entrepreneurship and job creation
Participation in the Co-curricular and Extra-curricular activities		Providing academic and administrative leadership	Dissemination of knowledge
Student guidance & counselling & helping their character Development		Monitoring & Evaluation of academic activities in the institution	Technical support to socially relevant projects
Innovation in technician education & evaluation		Participation in policy and system planning at State. Regional & National level for development of Technical education	
Providing leadership in teaching Diploma & Post Graduate Diploma courses		Assisting in resource mobilisation for the institution	
Promoting and Coordinating Continuing Education Activities		Maintaining Accountability, Developing, updating and maintaining MIS	
Self development through Up-gradation of knowledge and skills		To Conduct performance appraisal	

And any other relevant work assigned by the Head of the Institution.

G. SUDHIR
PRINCIPAL SECRETARY TO GOVERNMENT.

In exercise of the powers conferred by the proviso to Article 309 of the Constitution of India and of all other powers hereunto enabling and in supersession of the Special Rules for the Andhra Pradesh Technical Education Sub-Ordinate service issued in G.O.MS.NO.1113 GAD dated : 7th, September, 1961 and as amended from time to time the Governor of Andhra Pradesh hereby makes the following Special Rules for Andhra Pradesh Technical Education Sub-ordinate Service.

RULES

(1) **Short title and Commencement :**

- i) These rules may be called the Andhra Pradesh Technical Education Sub-ordinate Service Rules.
- ii) The rules shall come into force with immediate effect.

(2) **Constitution :**

The service shall consist of the following Classes and categories of posts in the Andhra Pradesh Technical Education Sub-ordinate Service.

ANDHRA PRADESH GAZETTE EXTRAORDINARY

Class	Category	Designation
(1)	(2)	(3)
Class- A		Commercial and Technical Education
	1	Inspectors (Commercial & Technical Institutions)
Class-B		Domestic science Training College and Girls Vocational Institutions.
	1	
	2	First Assistant
	3	Language Assistant
	4	Domestic Science Assistant
	5	Science Assistant
	6	Handicraft Assistant
		Sewing Mechanic.
Class-C		Polytechnics-General Posts
	1	
	2	Physical Director
	3	Librarian
	4	Driver-Cum-Driving Instructor
	5	Draughtsman (Civil) Grade-I
	6	Computer Operator.
	7	Compounder.
		Typewriter Mechanic
	8	Matron
	9	Tracer
	10	Male I Female Nursing Orderly

Class-D		Posts in Workshops
	1	Workshop Foreman
	2	Senior Instructor
	3	Mechanic, Instrument Mechanic, General Mechanic and Electrician
	4	Junior Instructors.
	5	Boiler Attender
	6	Skilled Assistants in the concerned subjects
	7	Laboratory Attender
	8	Workshop Attender
Class-E		Institute of Ceramic Technology
	1	Supervisor
	2	Mason
	3	Placer
	4	Furnace Operator

October 20, 2003]

ANDHRA PRADESH GAZETTE EXTRAORDINARY

3

(1)

(2)

(3)

Class-F

Institute of Printing Technology

- 1 Mono Key Board Operator
- 2 Turner-cum-Fitter
- 3 Senior Machine Attendant
- 4 Mono Caster
- 5 Compositor
- 6 Camera Assistant
- 7 Block Maker-Cum-Etcher
- 8 Artist-Cum-Re-toucher
- 9 Grinder-Curn-Plate Maker
- 10 Junior Machine Attendant
- 11 Lino Attendant
- 12 Binder
- 13 Distributor

Class-G

Institute of Leather Technology

- 1 Machine Operator
- 2 Tannery Operator
- 3 Skilled worker
- 4 Sanitary worker

Class-H

Institute of Textile Technology

- 1 Machine Operator
- 2 Machine Man/Attendant

(3) Method of appointment and appointing authority:

Subject to other provisions in these rules, the method of appointment and appointing authority for the several categories shall be as follows:-

Class and Category	Method of Appointment	Appointing Authority
(1)	(2)	(3)

CLASS: A COMMERCIAL AND TECHNICAL INSTITUTIONS

(1) Inspector Commercial & Technical Institutions	By appointment by transfer of Senior Stenographers in the Andhra Pradesh Ministerial Service in the Technical Education Department.	Commissioner of Technical Education.
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class : B – DOMESTIC SCIENCE TRAINING COLLEGE AND GIRLS VOCATIONAL INSTITUTIONS

First Assistant (Girls Vocational Institution/Domestic Science Training College.)	By Promotion of Science Assistant/Domestic Science Assistant/Language Assistant.	Commissioner of Technical Education.
(2)Language Assistant	By Direct recruitment	Commissioner of Technical Education
(3)Domestic Science Assistant	(i) by promotion of Handicrafts Assistant. (ii)if no qualified candidate is available for promotion, by direct recruitment.	Commissioner of Technical Education.

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(1)	(2)	(3)
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(4) Science Assistant	By Direct recruitment	Commissioner of Technical
(5)Handicrafts Assistant	By direct recruitment	Head of the Institution.
(6)Sewing Mechanic	By direct recruitment	Head of the Institution.

CLASS: C-GENERAL POSTS IN POLYTECHNICS.

(1)Physical Director	(i)By direct recruitment, or (ii) By Recruitment by transfer from any other service for special reasons.	Commissioner of Technical Education.
(2)Librarian	(i) By direct recruitment, or (ii)By Recruitment by transfer from any other service for special reasons.	Commissioner of Technical Education.
(3)Driver-cum-Driving Instructor.	(i)By appointment by transfer of Driver (Heavy Vehicle) (ii)If no qualified candidate is available, by direct recruitment.	Commissioner of Technical Education.
(4)Draughtsman (Civil)	By direct recruitment	Commissioner of

Grade-I		Technical Education
(5) Computer Operator	By direct recruitment	Commissioner of Technical Education
(6)Compounder	By transfer on tenure of Compounder or pharmacist Grade II from Medical and Health Department.	Regional Joint Director of Technical Education.
(7)Typewriter Mechanic	By direct recruitment.	Regional Joint Director of Technical Education.
(8)Matron	By direct recruitment	Head of the Institution
(9)Tracer	By direct recruitment	Head of the Institution
(10)Male/Female Nursing Orderly.	By transfer on tenure of Male Nursing Orderly/Female Nursing Orderly from Medical and Health Department.	Head of the Institution

CLASS-D-POSTS IN WORKSHOPS.

(1)Workshop Foreman	(i) By promotion of senior Instructors in polytechnic.	Commissioner of Technical Education.
(2)Senior Instructor	(i) By promotion of Mechanic Instrument Mechanic, Electrician. (ii)If no qualified or suitable hand is available for promotion, by promotion of Junior Instructors, Lab Attenders and Workshop Attenders.	Commissioner of Technical Education
(3)Mechanic, Instrument Mechanic, General Mechanic and Electrician.	(i)By promotion of Junior Instructor,Boiler Attendant, or by appointment by transfer from any of the other categories in the Department. (ii)If no qualified candidate is available for appointment by method mentioned in (i) above by direct recruitment.	Regional Joint Director of Technical Education.

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(1)	(2)	(3)
(4) Junior Instructor	(i) By promotion of Lab Attenders/Workshop Attenders. (ii)If no qualified person is available for promotion by direct recruitment.	Regional Joint Director of Technical Education.
(5) Boiler Attender	(iii) By promotion of Lab Attenders/Workshop Attenders. (iv) If no qualified person is available for promotion by direct recruitment.	Regional Joint Director of Technical Education.
(6)Skilled Assistant in the concerned subjects.	By direct recruitment	Regional Joint Director of Technical Education
(7) Laboratory Attender	By direct recruitment	Head of the Institution
(8)Workshop Attender	By direct recruitment	Head of the Institution

Class : E – INSTITUTE OF CERAMIC TECHNOLOGY

(1) Supervisor (2) Manson	No Further Recruitment By direct recruitment	--- Regional Joint Director of Technical Education.
(3) Placer(Ceramic) (4) Furance Operator	No Further Recruitment By direct recruitment	--- Head of the Institution

Class : F – INSTITUTE OF PRINTING TECHNOLOGY

(1) Mono Key Board Operator	(i)By promotion of compositor (ii) If no candidate is available for promotion, by direct recruitment	Regional Joint Director of Technical Education
(2) Turner-cum-Flitter	By direct recruitment	Regional Joint Director of Technical Education
(3) Senior Machine Attendant	By Promotion of Junior Mechine Minder	Regional Joint Director of Technical Education
(4) Mono Caster	By direct recruitment	Regional Joint Director of Technical Education
(5) Compositor	By direct recruitment	Regional Joint Director of Technical Education
(6) Camera Assistant	By direct recruitment	Regional Joint Director of Technical Education
(7) Block Maker-cum- Etcher	By direct recruitment	Regional Joint Director of Technical Education
(8) Artist-cum-Re- Toucher	By direct recruitment	Regional Joint Director of Technical Education
(9) Grinder-cum-Plate Maker	By direct recruitment	Regional Joint Director of Technical Education
(10) Junior Mechine Attendant	By direct recruitment	Regional Joint Director of Technical Education
(11) Lino Attendant	By direct recruitment	Regional Joint Director of Technical Education
(12) Binder	By direct recruitment	Regional Joint Director of Technical Education
(13) Distributor	By direct recruitment	Regional Joint Director of Technical Education

(1)	(2)	(3)
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CLASS : G- INSTITUTE OF LEATHER TECHNOLOGY

(1) Machine Operator	By direct recruitment	Regional Joint Director of
(2) Tannery Operator	By direct recruitment	Technical Education
(3) Skilled Worder	By direct recruitment	Head of the Institution
(4) Sanitary Worker	By direct recruitment	Head of the Institution
		Head of the Institution

CLASS : H – INSTITUTE OF TEXTILE TECHNOLOGY

(1) Machine Operator	By direct recruitment	Regional Joint Director of
		Technical Education
(2) Machine Man/Attendant	By direct recruitment	Head of the Institution

(4) Reservation of Appointment:

The rule of special representation (General Rule22) except in so far as it relates to Physically handicapped persons shall apply to all appointments by direct recruitment to the categories in this service.

Provided that the teaching post in girls vocational institutes and domestic science training college and the posts of matron in the hostel attached to the women polytechnics and also the physical Directors in women polytechnics shall be filled by women candidates only.

(5)Qualifications:

No person shall be eligible for appointment to the categories specified in column (1) of the annexure to these rules by the method specified in column (2) unless he possesses the qualifications specified in the corresponding entry in column (3) thereof

(6) Age

No person shall be aligible appointment by direct recruitment, if he has completed thirty three (33) years of age on the first day of july of the year in which the notification for selection is made

(7) Minimum Service

No person shall be eligible for appointment by promotion are transfer unless he has to put in not less than three (3) years of service in the category from which promotion or transfer is made.

(8) Probation

- a) Every person appointed by direct recruitment to any of the post shall, from the date which he commences probation, be on probation for a total period of two years on duty within a continuous period of three years.
- b) Every person appointed either by promotion or by transfer shall, from the date which he commences probation, be on probation for a total period of one year on duty within a continuous period of two years.

(9) Unit of appointment

The unit for purposes of recruitment, appointment, Seniority, Promotion, Transfer, Appointment as full member and discharge for want of vacancy shall be as specified in the table below :

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TABLE

Class, Category and Name of the Post	Unit of appointment
(1)	(2)
Class –A Inspectors (Commercial and Technical Institutes) Class – B First Assistant Language Assistant Domestic Science Assistant Science Assistant Handicraft Assistant Sewing Mechanic Class – C Physical Director Librarian Driver-cum-Driving Instructor. Draughtman (Civil) Grade-I Compounder. Typewriter Mechanic	Commissionerate of Technical Education <u>Zone-V:</u> Comprising the districts of Warangal, Karimnagar, Adilabad, Khammam in respect Zonal Post sanctioned at Government Vocation Institute, Warangal. <u>Zone – VII:</u> Comprising the city of Hyderabad as defined in the Presidential order in respect Zonal post sanctioned at Domestic Science Training College, Secunderabad and Government Vocational Institute, Hyderabad. Each Institution. <u>Zone-I:</u> Comprising, Srikakulam, Vizianagaram and Visakhapatnam Districts. <u>Zone-II:</u> Comprising East Godavari, West Godavari and Krishna Districts. <u>Zone-III:</u> Comprising Guntur, Prakasham and Nellore Districts.

Computer Operator	Zone- IV: Comprising Chittoor, Cuddapah, Anantapur and Kurnool Districts. Zone – V: Comprising Adilabad, Karimnagar, Warangal and Khammam Districts. Zone –VI: Comprising Nizamabad, Mahabubnagar, Medak, Nalgonda and Rang Reddy Districts excluding the city of Hyderabad as defined in the Presidential order.
Tracer	Each District.
Matron	Each institution.
Male/Female Nursing Orderly	Each Institution.
Class – D	
Workshop Foreman.	Zone- I: Comprising Srikakulam, Vizianagaram and Visakhapatnam Districts.
Senior Instructor Mechanic, Instrument Mechanic, General Mechanic and Electrician.	Zone – II: Comprising East Godavari, West Godavari and Krishna Districts. Zone – III: Comprising Guntur, Prakasham and Nellore Districts. Zone – IV: Comprising Chittoor, Cuddapah, Anantapur and Kurnool Districts. Zone – V: Comprising Adilabad, Karimnagar, Warangal and Khammam District. Zone – VI: Comprising Nizamabad, Mahabubnagar, Medak, Nalgonda and Ranga Reddy Districts (excluding the city Hyderabad as defined in the Presidential order). Zone – VII: Comprising city of Hyderabad as defined in the presidential order.
Junior Instructors.	Each District
Skilled Assistants in the concerned subjects	Each District
Boiler Attender	Each District
Lab Attender	Each District
Workshop Attender	Each District
Class - E.	
Supervisor	Each Institution
Mason	-do-
Placer	-do-
Furnace operator	-do-

Class – F. Mono Key Board Operator Compositor Camera Assistant Block Maker-cum-Etcher Artist-cum-Re-toucher Grinder-cum-Plate Maker Mono Caster Senior Machine Attendant Junior Machine Attendant Lino Attendant. Binder (Now designated as Jr. Binder Turner-cum-Fitter Class – G Tannery Operator Machine Operator Sanitary Worker Skilled worker Class – H Machine Operator Machine Man/ Attendant	Each Institution -do- -do- -do- -do- -do- -do- -do- -do- Each Institution -do- Each Institution -do- -do- -do- Each Institution -do-
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(10) Transfers and Postings:-

The appointing authorities specified in column (3) in the table in rule 3 shall be competent to effect the transfers and postings of persons in the respective categories.

(11) Savings:-

Nothing in these rule shall effect the appointments made in accordance with the repealed rules prior to coming into force of these rules.

ANDHRA PRADESH GAZETTE EXTRAORDINARY

**ANNEXURE TO G.O.Ms.No. 76, HIGHER EDUCATION (TF.2) DEPARTMENT, DATED 20TH
OCTOBER, 2003.**

(See Rules-5)

Class and Category	Method of Appointment	Qualifications
(1)	(2)	(3)

**CLASS: B- DOMESTIC SCIENCE TRAINING COLLEGE & GIRLS VOCATIONAL
INSTITUTE**

(1) First Assisat	By promotion	(i) Must possess a second-class degree in Science or Home Science from any University in India established or incorporated by or under a Central Act or an Institution recognised by the University Grants Commission or an equivalent qualification. (ii) Must possess a Diploma in Teacher's Training in Home Science (three years course) from Lady Irwin College, Delhi or Domestic Science Training College, Hyderabad with three years teaching experience. OR Must possess a degree in Home Science or Domestic Science with teaching degree from any university in India established or incorporated by or under a Central Act or Provincial Act or a State Act or an Institution recognized by the University Grants Commission or an equivalent qualification.
(2) Lanuage Assistant	By direct recruitment	Must possess a degree in the concerned subject from any University in India established or incorporated by or under a Central Act or Provincial Act or a State Act or an Institution recognized by the University Grants Commission with three

		years teaching experience.
(3) Domestic Science Assistant	By promotion or by direct recruitment.	Must possess a degree in Domestic Science or Home Science from any University in India established or incorporated by or under a Central Act, or Provincial Act a State Act or an Institution recognized by the University Grants Commission or an equivalent qualification. OR Most possess minimum general educational qualification and must possess a Diploma (three years course) of Teacher's Training from Lady Irwin College, Delhi or Domestic Science Training College, Hyderabad or must possess a Certificate in Higher Domestic Science of Department of Technical Education, Hyderabad or an equivalent qualification.
(4) Science Assistant	By direct recruitment	Must possess a degree in Science or Domestic Science or Home Science from any University in India established or incorporated by or under a central Act, or provincial Act or a State Act or an Institution recognized by the University Grants Commission or an equivalent qualification.

4. Science Assistant -(contd)-	By direct recruitment	OR Must possess a minimum general educational qualification and must possess a Diploma (three years course) in Teachers Training from Lady Irwin college Delhi or Domestic Science Training College, Hyderabad.
5. Handicrafts Assistant	By direct recruitment	(i) Must have passed 10th class or its equivalent examination (ii) Must have two years teaching experience. OR Must have passed Higher Grade Technical Examination in the relevant subject conducted by the Andhra Pradesh State Board or Technical Education and must have two years teaching experience.
6. Sewing Mechanic	By direct recruitment	i) Must have passed 10th Class or its equivalent examination. ii) Must have Five years practical experience as Sewing machine Mechanic (operated by Leg,hand, electricity and Zig- Zag Machine). OR Must have three years experience as Sewing Machine Mechanic in a reputed concern like Merit Usha or Singer
CLASS : C-POLYTECHNIC GENERAL POSTS 1) Physical Director	By direct recruitment and by transfer	i).Must possess a Master's Degree in Physical Education (Higher Second Class) with Diploma in Sports or a Master's Degree in Physical Education (Higher Second Class)with a record of having represented his University at the Inter University level/State in the National Championship.

		ii) Experience in Organizing Games and Sports (as exemplified in handling of about half a dozen teams in a year in his Institution and their participation in University Inter Collegiate Tournaments) and ability to encourage mass participation in Games and Sports.
2) Librarian	By direct recruitment and by transfer.	Must possess a First or Higher Second Class B.Sc./B.A/B.Com Degree Plus a First or Second Class M.Lib Science Degree.
3) Driver-Cum-Driving Instructor	By appointment by transfer OR By Direct recruitment	i) Must have passed Diploma in Mechanical or Automobile Engineering of State Board of Technical Education and Training, Hyderabad. ii) Must Possess Heavy vehicle Driving License issued the State Transport Authority. OR i) Must have passed a ITI certificate in Motor Mechanic and ii) Must possess Heavy Vehicle Driving License issued by the State Transport Authority. iii) Two years experience after I.T.I. Must possess a Diploma in civil Engineering awarded by the State Board of Technical Education and Training Andhra Pradesh or its equivalent qualification.
4) Draghtsman (Civil) Grade-I	By Direct recruitment	Must Possess a Post Graduate Diploma in Computer Applications from any University in India established or incorporated by or under a Central Act, Provincial Act or a State Act or an Institution recognized by the University Grants Commission or an equivalent qualification. OR Must Possess a Diploma in Computer Engineering
5) Computer Operator	By Direct recruitment	

6)Typewriter Mechanic	By direct recruitment	awarded by any Board of Technical Education in India or its equivalent qualification. OR Must possess a Post Diploma in computer Applications with an Engineering Diploma by any Board of Technical Education in India or its equivalent qualification. Must possess Diploma in Commercial and Computer practice of S.B.T.E.T. with practical experience of six months. OR I.T.I Certificate in the relevant trade 2 years experience after I.T.I i) Must have passed 10th Class examination equivalent qualification ii)Must have one year experience as Matron in reputed Hostel
7)Matron	By direct recruitment	
8)Tracer	By direct recruitment	Must possess Diploma in Civil or Architecture of State Board of Technical Education and Training, Hyderabad OR Must have passed Lower Grade Examination in Geometrical Drawing, Building Drawing and estimating and Free Hand outline and Model Drawing conducted by the Controller for Govt. Examinations, A.P., with 2 years experience after passing required qualification

CLASS-D-POSTS IN WORKSHOPS 1)Mechanic , Instrument Mechanic and Electrician	By Promotion or by direct recruitment	A Diploma in Mechanical or Automobile Engineering State Board of Technical Education and Training
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		Hyderabad. OR I.T.I Certificate in the concerned Trade with 2 years experience after I.T.I
2)Junior Instructor	By promotion OR By direct recruitment	A Diploma in Mechanical or Automobile Engineering State Board of Technical Education and Training Hyderabad. OR I.T.I Certificate in the concerned Trade with one year experience after I.T.I
3)Boiler Attender	By promotion OR By direct recruitment	A Diploma in Mechanical or Automobile Engineering State Board of Technical Education and Training Hyderabad. OR I.T.I Certificate in the concerned Trade with 1 year experience after I.T.I
4) Skilled Assistant in the concerned subjects.	By direct recruitment	A Diploma in the concerned subject/discipline awarded by the State Board of Technical Education and Training Hyderabad. OR I.T.I Certificate in the concerned Trade with 1 year experience after I.T.I
5) Lab Attender	By direct recruitment	A Diploma in the concerned subject awarded by the State Board of Technical Education and Training Hyderabad. OR I.T.I Certificate in the concerned Trade with 1 year experience after I.T.I
6) Workshop Attender	By direct recruitment	A Diploma in Mechanical or Automobile Engineering State Board of Technical Education and Training Hyderabad OR I.T.I Certificate in the concerned Trade with 1 year experience after I.T.I

CLASS:E –INSTITUTE OF CERAMIC TECHNOLOGY. 1)Supervisor 2)Mason 3)Placer 4) Furnace Operator.	By direct recruitment By direct recruitment By direct recruitment By direct recruitment	A Diploma in Ceramic/Technology of State Board of Technical Education and Training, Hyderabad. A Diploma in Ceramic/Technology of State Board of Technical Education and Training, Hyderabad. A Diploma in Ceramic/Technology of State Board of Technical Education and Training, Hyderabad. A Diploma in Ceramic/Technology of State Board of Technical Education and Training, Hyderabad.
CLASS : F-PRINTING INSTITUTE 1) Mono Key Board Operator 2)Turner-Cum Fitter	By promotion OR By direct recruitment By direct recruitment	Must possess Diploma in printing Technology. OR ITI Certificate in the appropriate trade or an equivalent qualification with 2 years experience after ITI. A Diploma in Mechanical or Automobile Engineering of State Board of Technical Education and Training Hyderabad.

3)Senior Machine Attendant	By Promotion	OR ITI Certificate in the concerned Trade with one year experience after ITI. Must Possess Diploma in Printing Technology.
4)Mono Caster	By direct recruitment	OR ITI Certificate in the equivalent appropriate trade or an qualification with 2 years experience after ITI. Must possess Diploma in Printing Technology.
5)Compositor	By direct recruitment	OR ITI Certificate in the appropriate trade or an equivalent qualification with 2 years experience after ITI. Must possess Diploma in Printing Technology.
6)Camera Assistant	By direct recruitment	OR ITI Certificate in the appropriate trade or an equivalent qualification with 2 years experience after ITI. (i)Must have passed 10th Class Examination or its equivalent qualification. (ii)Must have practical Experience of exposing and developing of wet and dry Plated, cut films and should be able to carryout colour separation from Artists originals as well as colour transparencies and should have through knowledge of optics, filters, masking and reverse, process etc. (iii)Must be able to operate and maintain all types of fully automatic cameras for offset and block making.
7) Block Maker- Cum-Etcher	By direct recruitment	(i)Must have passed 10th Class Examination or its equivalent qualification. (ii)Must be able to make plates independently for albumin deep etch and bimetallic process.

8)Artist-Cum-Retoucher	By direct recruitment	(iii)Must be acquainted with plate graining. (iv) Must be fully acquainted with all chemical solutions and various machine used in Printing and etching of offset plates; and (v) Must have practical experience in plate making and plate etching work. (vi) Must be capable of operating and maintaining all kinds of fully automatic etching machines. (vii)Must be well acquainted with line and halftone works of single and multi-colour and have thorough knowledge of engraving. (i)Must have passed 10th class examination or its equivalent examination. (ii)Must possess a diploma or a certificate in Higher Grade in Drawing from any recognized institute. (iii)Must be able to retouch negatives, positives, both half tone and line. iv) Must be well acquainted with colour schemes, colour separation work and cameras. V) Must be able to prepare all kinds of masks, for colour work and operate and maintain denoitemeters.
9)Grinder-Cum-Plate marker	By direct recruitment	(i) Must possess minimum general educational qualifications and must possess an I.T.I certificate in the concerned. (ii)Must be acquainted with all Chemical solutions and various machines used and printing and etching of the offset plates and should be able to operate the grinding machine and obtain properly ground plates from the machine.
10) Junior Machine Attendant	By direct recruitment	(i) Must possess minimum general educational qualifications and must possess an I.T.I certificate in the concerned. (ii)Must have 3 years practical experience in any reputed institution

11) Lino Attendant	By direct recruitment	Preference will be given to those who can give stipulated out turn and having good knowledge of singly and Bye-colour work particular cutting over lays and inter lays for process blocks and subsequent printing. (i) Must possess minimum general educational qualifications and must possess an I.T.I certificate in the concerned Trade. (ii) Must have practical knowledge and experienced in Lino type or inter-type for atleast four years and to know how to clean and replace magazines, space bands and attend to distribution bar, metal pot etc.
12) Binder	By direct recruitment	(1)Must have passed 8th class Examination. (ii)Must possess and ITI Certificate in Book Binding equivalent examination. OR (ii)Must have passed lower grade examination in Book Binding conducted by the Controller of Govt. Examinations. (iii) Must have two years practical experience in binding in any reputed institution.
13)Distributor	By direct recruitment	(i)Must have passed 8th class examination qualification. (ii)Must have two year experience in distributing type matter with ability to distinguish typefaces, type material etc., in any reputed institution

CLASS : G - INSTITUTE OF LEATHER TECHNOLOGY

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| (1) | Machine Operator | By direct recruitment | Diploma in Leather Technology of the State Board of Technical Education and Training, Hyderabad with three years experience in Tannery. |
| (2) | Tannery Operator | By direct recruitment | (1) Must have ability to read and write English and Telugu or Urdu.
(ii) Must have two years experience in the relevant field in any reputed institution. |
| (3) | Skilled Worker | By direct recruitment | (I) Must have ability to read and write English and Telugu or Urdu. |
| (4) | Sanitary Worker | By direct recruitment | (ii) Must have two years experience in the relevant field in any reputed institution. |
- (i) Must have ability to read and write English and Telugu or Urdu.
- (ii) Must have two years experience in the relevant field in any reputed institution.

CLASS : H - INSTITUTE OF TEXTILE TECHNOLOGY

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|---------------------------|---|--|
| (1) Machine Operator | 1. By Promotion of Category 2 of Class II.
2. If no qualified candidate available by direct recruitment. | A Diploma in Textile Technology of the State Board of Technical Education and Training, Hyderabad with three years experience in Textile Industry. |
| 2) Machine Man/ Attendant | By direct recruitment | A Diploma in Textile Technology of the State Board of Technical Education and Training. Hyderabad. |