



No.F.35 - 5 / 2018 - TS.III

Government of India
Ministry of Human Resource Development
Department of Higher Education

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Shastri Bhawan, New Delhi
dated, the 20th February, 2019

To

The Director of all the NITs.

Subject: Recommendations of Oversight Committee for removal of anomalies of non-teaching staff and revised Recruitment Rules (RRs) for Non-Teaching in the NITs - regarding.

Sir \ Madam,

I am directed to state that consequent upon approval of the Council of the National Institutes of Technology, Science Education and Research (Council of NITSER) in its 10th meeting held on 26th May, 2017, the new set of Recruitment Rules (RRs) for Non-Teaching staff of the National Institutes of Technology (NITs) were issued vide this Ministry's communication No.F.33-2/2012-TS.III dated 20th December, 2017.

2. Subsequent to issue of new RR (2017), NITs further expressed need to take corrective steps to cover other issues / promotional aspects, which are not covered in the RR (2017). With a view to further improvise the RR and to take care of stagnation / career progression related issues of non-teaching carrying forward since REC regime, an Oversight Committee under the Chairmanship of Prof. Sivaji Chakravorti, Director, NIT, Calicut (Kerala) was constituted vide Order dated 15th May, 2018 for making further suggestions for improvements in RR of non-teaching categories of staff of NITs. To cover majority of the issues, all the Directors of NITs were requested to forward the left out anomalies / issues in the RR to the Chairman of the Oversight Committee directly. Simultaneously, the Oversight Committee also called individual anomalies / issues from the NITs.

3. The Oversight Committee after going through the representations / requests / grievances as received from the NITs, had submitted its report on 4th September, 2018 recommending thereby some one-time measures alongwith suitable modifications in the Recruitment Rules for non-teaching staff of NITs. Subsequently, the Oversight Committee held another meeting on 19th January, 2019 to discuss certain inconsistencies pointed out by the Ministry in the recommendations.

Page 1 of 4

4. The report vis-à-vis recommendations of the Oversight Committee have further been examined in this Ministry. The Oversight Committee has followed a detailed process of inviting issues and has deliberated on them and has submitted its recommendations alongwith new set of Recruitment Rules for non-teaching staff of NITs. The competent authority has approved the recommendations vis-à-vis the new set of Recruitment Rules for non-teaching staff of NITs submitted by the Oversight Committee. The new RRs (2019) are placed at Annexure and the same will replace the RRs (2017) issued on 20th December, 2017. Besides, the new RRs of 2019, the competent authority has also approved following recommendations of the Oversight Committee:-

A. One-time measures / relaxations

(i) Those employees, who are working on ad-hoc / temporary / contractual / outsource basis, in RECs / NITs, may be given one-time age relaxation to participate in the first regular recruitment process for the post for which they fulfill all other conditions mentioned in the Recruitment Rules proposed by the Oversight Committee. The quantum of age relaxation may be decided by the Board of Governors of the respective NIT.

(ii) Employees of an Institute in a staff cadre who are holding substantive post at a lower stage but due to non-availability of promotion guidelines, have been granted higher grade pay under MACP, may be considered for mapping to the position corresponding to the grade pay under MACP, subject to availability of vacancies earmarked for promotion within that cadre such as 1,2,3,4,5 & 6 as detailed below. The vacancies which will be considered for such mapping will be flexible within the same cadre only.

- Cadre 1: Support Cadre (Office/Lab. Attendant to Office/Lab. Attendant SG-1),
Cadre 2: Lower Ministerial (Junior Assistant to Assistant SG-1 & Stenographer to Stenographer SG-1)
Cadre 3: Higher Ministerial (Suptd. to Suptd. SG-1 & PA to PS)
Cadre 4: Lower Technical (Technician to Technician SG-1)
Cadre 5: Higher Technical (TA to TA SG-1; JE to AE SG-1, LIA to LIA SG-1 & SAS Asstt. to SAS Asstt. SG-1)
Cadre 6: Pharmacist (Pharmacist to Pharmacist SG-1)

After mapping, employees will be considered for promotion one stage above the feeder cadre or a maximum of two stages above the next below the feeder cadre. In such cases, combined regular service in feeder cadre and next below feeder grade should not be less than the total qualifying service required for promotion from the next below feeder grade to the post in question in normal course.

(iii) Staff of NITs who were appointed in the Officers cadre posts approved during REC period but because of the fact that they were not in Group-A, they could not be mapped directly to the Officer cadres on restructuring. The Committee recommended that they may be mapped to the lowest position of



the Officers cadre (respective stream) from the date of implementation of restructuring, as a one-time measure. The same is accepted with a condition that the said staff should have been appointed one stage below the lowest entry to the Group-A post starting in the pre-revised 6th CPC Grade Pay of Rs.5400/- in Pay Band - 3.

B. General Guidelines:

(i) Each Non-Teaching cadre (except Stenographer Higher cadre) will have 04 (four) designations and distribution of posts for these designations will be in the ratio of 4:3:2:1.

(ii) For officers/staff cadres, wherever the mode of recruitment is through promotion as well as direct recruitment and number of position are less than 04, minimum number of positions to be earmarked for promotion will be 01.

(iii) RRs were not in place for a very long time in NITs, and as such regular staffs are not eligible for direct recruitment as per RRs (2017) in terms of age. Further some of them may not possess the requisite percentage of marks as per new RRs (2017). Considering the above, regular staff of NITs, who are otherwise eligible, shall be allowed to participate in the selection process irrespective of age and percentage of marks. This will be applicable to the regular staff of NITs who were appointed before the date of implementation of RRs in NITs including Model RRs (2012).

C. Other recommendations:

(i) The Registrars who have completed or completing their full term of 5 years in Institute concerned will be eligible to participate in the selection process for appointment for another term subject to fulfilling the conditions with regard to educational qualifications and experience as specified in RRs.

(ii) While examining the RRs (2017), it was observed that there is no provision for Hindi staff. The Oversight Committee has proposed to adopt the RRs prescribed by Department of Official Languages (MHA) for appointment of Hindi staff in NITs / IEST.

(iii) The post of Security Officer has been abolished in the RRs (2017) keeping in mind that the security services in most of the CFTIs are outsourced. The same recommendation is reiterated and the existing Security Officer may be allowed to continue and in due course re-trained for other suitable tasks.

5. The Oversight Committee through its recommendations have improvised the non-teaching RRs, which is expected to address majority of the issues by way of granting one time-relaxations to internal staff for career progression and also enables the ad-hoc / contract / temporary / outsource staff, who are/have rendered a reasonable portion in service of the Institute, to participate in the regular recruitment processes after getting due age relaxation. However, no relaxations in educational qualification criterion have been recommended in all such cases.

6. The Committee has gone through the issues / representations received and take care of only those issues, which are common across the NITs system. However, the Institute specific issues in isolation are left upto the Institute and may be sorted out at the Institute / Board level in light of various instructions approved by the Council of NITSER on the subject from time to time, applicable extant Government of India instructions, Statutes and NITSER Act, 2007.

7. The new set of Recruitment Rules (2019) as proposed by the Oversight Committee will replace the non-teaching Recruitment Rules issued on 20th December, 2017 and the same being issued after getting the approval of the Hon'ble Minister of Human Resource Development in his capacity as the Chairperson of the Council of NITSER in accordance with provisions under Section 32 (2) (b) of NITSER Act, 2007 and Statute 23 (3) of the Statutes of NITs.

8. All the Institutes are advised to strictly adhere to the Non-Teaching Recruitment Rules (2019) referred at Annexure after adoption by the respective Board of Governors.

Yours faithfully,


(K. Rajan)

Under Secretary to the Government of India

Encl.: as above.

Copy for information to:-

1. The Chairperson, Board of Governors of all NITs.
2. PS to Hon'ble HRM.
3. PS to Hon'ble MoS (SPS).
4. Sr. PPS to Secretary (HE), MHRD.
5. PS to Additional Secretary (TE), MHRD.
6. The Registrars of all the NITs - with a request to update the information on the website of the respective NITs.
7. Guard File.


(K. Rajan)

Under Secretary to the Government of India
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