



Government of Jammu and Kashmir,
Finance Department, Civil Secretariat.

Notification
Jammu, the 25th April 2013.

SRO 235 In exercise of the powers conferred under proviso to section 124 of the Constitution of Jammu & Kashmir, the Governor is pleased to make the following rules:-

I. Short Title and Commencement:

These rules shall be called the "Jammu College of Engineering and Technology (Adoption of AICTE Revised Pay Scales) Rules, 2013.

II. *These Rules shall come into force on the first day of January, 2006, with the effective date of implementation being 1st August, 2009.*

The revised pay and revised rates of Dearness allowance under these rules shall come into force from 1.1.2006 with effective date of implementation on 1.8.2009. The revised rates of all other applicable allowances such as HRA and the non compounded advance increments shall take effect from 1.8.2009.

III. Application: *These Rules shall apply to the employees of the Government Jammu College of Engineering and Technology, Jammu, who, on 1.1.2006, were holding the same posts in substantive or officiating capacity, or, but for their deputation or posting outside their parent cadre, would have held, in substantive or officiating capacity, the permanent or temporary posts of:-*

- i/ Assistant Professor.*
- ii/ Selection Grade Lecturers (for in-service as on 1.1.2006),*
- iii / Associate Professor &*
- iv/ Principal;*

Provided that, with effect from the date of commencement of these Rules, the revised hierarchical/organizational structure of the teaching faculty of the College on the pattern of AICTE, shall be as under:-

S.No	Category	
	Existing	Revised
1	Lecturer	Assistant Professor
2	Lecturer (Sr. Scale)	Assistant Professor
3	Lecturer (S.G)/ Assistant Professor	I) With less than 3 years service (as Lecturer selection Grade/Assistant Professor) Assistant Professor II) With more than 3 years service (in the SG/Assistant Professor) Associate Professor
4	Professor	Professor
5	Principal	Principal

Provided further that the revised heirarchy of the faculty, as per the foregoing proviso, shall be adopted in the College, subject to such recruitment, promotion and selection processes, as have been prescribed for the purpose by the AICTE/MHRD.

IV. Definition: In these Rules, unless the context otherwise requires:-

a/ 'Basic Pay' means the pay, as defined in note below Art.

27(aa) of the J&K CSRs.

b/ "College Teacher" means a Lecturer, Lecturer (senior scale), Lecturer (Senior Grade) Assistant Professor, Associate Professor and Professor and Principal of the college, on or after 1.1.2006.

c/ 'College' means the Jammu Government College of Engineering and Technology, Jammu.

d/ 'Existing Scale' means the pay scales, prescribed under the "Jammu College of Engineering and Technology

Teachers' Revised (Pay) Rules, 2006".

e/ 'AICTE Pay Scale' means the pay scales, prescribed by the

All India Council for Technical Education and adopted by the Government of India, w.e.f 1.1.2006.

V. Structure of Pay Scales.

The following shall be the revised pay structure for the employees of the Jammu College of Engineering & Technology, w.e.f 1st January, 2006, based on the pay scales, recommended by the AICTE and adopted by the Government of India.

Designation	Existing pay scale (in Rs)	Revised Designation	Pay band (in Rs.)	AGP (in Rs.)
Lecturer	8000-13500	Assistant Professor	15600-39100	6000
Lecturer (Sr. Scale)	10000-15200	Assistant Professor	15600-39100	7000
Lecturer (SG)/ Assistant Professor	12000-18300	i) Assistant Professor (Lecturer (SG)/Assistant Professor with less than 3 years service on or after 1.1.2006) ii) Associate Professor	15600-39100 37400-67000	8000 9000

		<i>Professor (Lecturer (SG)/Assistant Professor with 3 years service on or after 1.1.2006 as Lecturer (SG)/Assistant Professor).</i>		
<i>Professor</i>	<i>16400-22400</i>	<i>Professor</i>	<i>37400-67000</i>	<i>10000</i>
<i>Principal</i>	<i>18400-22400</i>	<i>Principal</i>	<i>37400-67000</i>	<i>10000</i>

Provided that the revised hierarchy of the faculty, as per the foregoing provisions, shall be adopted in the College first, subject to such recruitment, promotion and selection processes, as have been prescribed for the purpose by the AICTE/MHRD.

VI. Drawal of pay in Revised Scale:-

A JCET College teacher shall draw pay in the Revised AICTE Pay Band, applicable to the post to which he is appointed or is deemed to have been appointed, in the manner prescribed under these Rules.

VII. College Teachers appointed from 1.1.2006 to the date of issue of these Rules:-

JCET College teachers, appointed as such from 1.1.2006 upto the date of issuance of these Rules, shall be, retrospectively, placed in the Revised AICTE Pay Scales (as per Rule V, w.e.f the date of their appointment as such).

VIII. Fixation of Pay in the AICTE Pay Scales:

The pay fixation formula, recommended by the 6th Central Pay Commission, as accepted by the Central

Government, shall be adopted for Technical teachers of the College.

The fixation of pay of the above existing incumbents, who were in position, as on 1.1.2006, in various categories of posts, shall be carried out in terms of the fitment tables annexed to SRO 284 dated 3rd September 2009.

IX. Increments:

(i) Each annual increment shall be equivalent to 3% of the sum total of pay in the relevant pay band and Academic Grade Pay (AGP), as applicable for the stage in the pay band.

(ii) Each advance increment shall also be @ 3% of the sum total of pay in the relevant pay band and Academic Grade Pay (AGP), as applicable, and shall be non-compounded.

(iii) The number of additional increment(s), on placement at the higher stage of AGP, shall be as per the existing Scheme of increments on promotion from a lower pay band to a higher pay band. However, there shall be no additional increment for movement from the pay band of Rs.15,600-39,100 to the pay band of Rs.37,400-67,000.

X. Determination of admissibility and payment of other allowances, relating to pay/pay revision arrears.

Payment of other allowances/pay revision arrears shall continue to be regulated on the same lines as admissible to the State Government employees.

XI. Incentives for Ph.D / M.Phil. and other higher qualifications;

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 statutory University, following the process of registration, course-work and external evaluation, as prescribed by the UGC.

ii/ M.Phil. degree holders, at the time of recruitment to the posts of Assistant Professor, shall be entitled to two non-compounded advance increments.

iii/ Those possessing a Post Graduate Degree in a Professional course, such as M.Tech/M.E. in the relevant branch/discipline, recognized by a Statutory University, shall also be entitled to two non-compounded increments at the entry level.

iv/ Teachers who complete their Ph. D. degree, while in service, shall be entitled to three non-compounded 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 the coming into force of this scheme, or, having been enrolled for Ph.D., 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.

vi/ Teachers, who already have a Ph.D degree, shall avail the benefit of three non-compounded increments, only if the university, awarding the Ph. D, has been notified by the AICTE to have complied with the process, prescribed by the Commission for the award of Ph.D in respect of either course-work or evaluation, or both, as the case may be.

vii/ Teachers who have not yet been enrolled for Ph.D, shall, therefore, derive the benefit of three non-compounded increments on award of Ph.D., while in service, if such enrolment is with a University, recognized by the U.G.C.

viii/ Teachers, who acquire an M.Phil degree or an M.Tech / M.E. degree in a relevant branch/discipline or in a Professional course, recognized by a Statutory University, while in service, shall be entitled to one advance increment.

ix/ Notwithstanding anything in the foregoing clauses, those who have already availed of the

benefit of advance increments for possessing Ph.D / M.Phil. / M.Tech at the entry level, under the earlier Scheme, shall not be entitled to the benefit of advance increments under this scheme.

x/ For posts at the entry level, where no such advance increments were admissible for possessing Ph.D / M.Phil. under the earlier Scheme, the benefit of advance increments for possessing Ph.D / M.Phil. shall be available to only those appointments, which have been made on or after the coming into force of this Scheme.

xi/ Teachers, who have already availed of the benefit of advance increments, as per the existing policy for acquiring Ph.D/M.Phil. while in service, would not be entitled to the benefits under this Scheme.

XII. Career Advancement Scheme.

Assistant Professors, Associate Professors and Professors.

i/ Persons, on their appointment in the College, shall be designated as Assistant Professors and placed in the pay band of Rs.15600-39100 with AGP of Rs.6000/-. Lecturers, already in service in the pre-revised scale of Rs.8000-13500, shall be re-designated as Assistant professors with the AGP of Rs.6000/-.

ii/ An Assistant professor with completed service of 4 years, possessing Ph.D. Degree in the relevant discipline, shall be eligible for moving up to the AGP of Rs.7000/-.

iii/ An Assistant professor, possessing an M.Phil. Degree or a Master's degree in professional courses, shall be eligible for the AGP of Rs.7000, after the completion of five years service as Assistant Professor.

iv/ An Assistant professor, who does not have a Ph.D or an M.Phil Degree or a Master's degree in professional courses, shall be eligible for the AGP of Rs.7000, only after the completion of six years' service as Assistant Professor.

v/ The upward movement from the AGP of Rs.6000 to the AGP of Rs.7000 for all Assistant professors shall be subject to their satisfying other conditions, as laid down by the AICTE.²

vi/ The incumbents on the posts of Lecturers (Sr. Scale), i.e the pre-revised scale of Rs.10,000-15,200, shall be re-designated as Assistant Professors, and their pay shall be fixed at the appropriate stage in the Pay Band of Rs.15600-39100, based on their present pay, with AGP of Rs.7000/-.

vii/ An Assistant professor, with completed service of five years at the AGP of Rs.7000, shall be eligible, subject to other requirements laid down by the AICTE, to move upto the AGP of Rs.8000.

viii/ Posts of Associate Professors shall be in the Pay Band of Rs.37400-67000, with AGP of Rs.9000. Directly recruited Associate Professors 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.

ix/ Incumbent lecturers (Selection Grade)/Assistant Professors, who have completed 3 years in the current pay scale of Rs.12,000-18300 on 1.1.2006, shall be placed in the Pay Band of Rs.37,400-67000, with AGP of Rs.9000/-, and shall be re-designated as Associate Professors.

x/ Incumbent Lecturers (Selection Grade)/Assistant Professors, who had 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 (SG)/Assistant Professor, and, thereafter, shall be placed in the higher Pay Band of Rs.37400-67000, with AGP of Rs.9000, and shall be re-designated as Associate Professors.

xi/ Lecturers (SG)/Assistant Professors in service at present, shall continue to be designated as Lecturers (SG) / Assistant Professors in the Pay Band of Rs.15600-39100, with AGP of Rs.8000,

until they are placed in the Pay Band of Rs.37400-67000, and re-designated as Associate Professor in the manner described at (X).

Xii/ Assistant Professors, completing 3 years of teaching in the AGP of Rs.8000, shall be placed in the Pay Band of Rs.37400-67000, with AGP of Rs.9000, and are to be designated as Associate Professors.

Xiii/ Associate Professors, completing 3 years of service in the AGP of Rs.9000 and possessing a Ph. D degree in the relevant discipline, shall be eligible to be appointed and designated as Professors in the pay band of Rs.37,400-67000, with AGP of Rs.10,000/-, subject to the other conditions of academic performance, as laid down by the AICTE. No teachers, other than those with a Ph. D, shall be promoted/ appointed or designated as Professor.

Xiv/ The pay of a directly recruited Professor shall be fixed at a stage not below Rs.43,000/- in the Pay Band of Rs.37,400-67,000, with the applicable AGP of Rs.10,000.

Xv/ For initial direct recruitment at the level of Associate Professors and Professors, the eligibility conditions in respect of academic and research requirements shall be such as may be or have been prescribed by the AICTE through Regulations and or laid down by the AICTE.

Xvi/ Appointments to the post of Principal shall be based on the conditions of eligibility, laid down by the AICTE from time to time. The post of Principal shall be in the Pay Band of Rs.37,400-67,000, with AGP of Rs.10,000, plus a Special Allowance of Rs.3000/-.

XIII. Promotion to the post of Principal.

The post of Principal, JCET, shall be filled in the Pay Band of Rs.37400-67000, with AGP of Rs.10,000, by selection from amongst the technical Professors, having at least five years' service as Professor.

XIV. Work Load and teaching norms:

1. The College shall strive to arrange teaching work six days a week for thirty weeks in an academic session. This shall be achieved by constantly improvising the academic calendar in order to adjust the length of vacations, number of holidays and the examination schedule.

2. It shall be mandatory for college teachers to be available in the College for at least five hours a day on each working day and the workload of a College teacher shall not be less than forty hours in a week.

Delegation of Powers: Delegation of Powers in respect of transfers, sanction of leave etc shall be exercised in the corresponding revised pay bands by the authorities to whom these powers stand delegated at present.

XV. Over-riding effect of the Rules:

In all cases, where the pay of the College teachers is regulated under these rules, the provisions of the Jammu and Kashmir Civil Services Regulations, regulating Pay and allowances, shall not apply to the extent they are inconsistent with these rules. For Leave, TA, pension and other service rules, the college teachers shall be governed by the JKCSRs.

XVI. Repeal and Savings:

On the commencement of these rules, the relevant provisions of "The Jammu College of Engineering and Technology Teachers' Revised (Pay) Rules, 2006, issued vide Notification SRO-61 of 2007, dated 05.03.2007, as amended from time to time, and all other Rules and notifications corresponding to these Rules, which were in force immediately before the issue of these Rules, shall, in so far as they provide for any of the matters contained in these Rules, cease to operate;

Provided that any order issued or action taken under the said existing Rules and /or notifications, issued there under, shall be deemed to have been issued or taken under the corresponding provisions contained in these Rules.

By order of the Governor.

Sd/

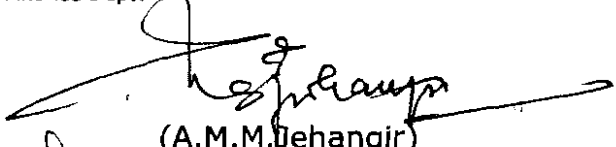
(B.B. Vyas)

Principal/Secretary to Government,
Finance Department

No:-A/47 (2000) - 385. Dated : 25/04/2013

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5. Principal Secretary to Hon'ble Chief Minister.
6. Chief Electoral Officer, J&K Jammu.
7. All Commissioner/Secretaries to Govt.
8. Divisional Commissioner Srinagar/Jammu.
9. Accountant General Srinagar/Jammu.
10. Secretary to Chief Justice J&K High Court Srinagar/Jammu.
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24. All Financial Advisors & CAO's
25. All Treasury Officers/Distt. Treasuries Officers.
26. General Manager Govt. Press for publication in Govt. Gazette
27. Chief Accounts Officer Examiner Local /Fund Audit Cell.
28. Prpl. Pvt. Secretary to Chief Secretary
29. Pvt. Secretary to Minister/ State Ministers/ Dy. Ministers for inf. to the Hon'ble Ministers
30. All officers/Sectional Officers of Finance Deptt.
31. In charge website GAD.


(A.M.M. Behangir)
Director Codes,
Finance Department.