



Government of Jammu and Kashmir,
Higher Education Department
Civil Secretariat, Srinagar.

Subject:- Placement of faculty members working in J&K Government Degree Colleges in next higher academic pay grades.
Reference: Rule 12 of Jammu and Kashmir Education (Gazetted) College Service Recruitment Rules 2008 dated 23-12-2008 amended vide SRO 124 of 2014 dated: 21-04-2014

Government Order No: 610-/HE of 2017.
Dated: 18 -10- 2017.

Whereas, the Higher Education Department is promoting Quality Education through sustained efforts, under the norms/guidelines prescribed by the University Grants Commission (UGC), GOI; and

Whereas, the services of faculty members working in the Govt. Degree Colleges are governed under the rules prescribed by the State Government from time to time; and

Whereas, in supersession of all previous rules, the Higher Education Department notified its Jammu and Kashmir Education (Gazetted) College Service Recruitment Rules 2008 vide SRO-423 of 2008 dated 23rd Dec. 2008; and

Whereas, the University Grants Commission, issued guidelines for revising pay scales of faculty members working in Universities/Colleges which were adopted by the State Government vide SRO 284 of 3rd September 2009, came into force on the 1st day of January 2006 with effective date of implementation from 1st August 2009; and

Whereas, under the Jammu and Kashmir Government Degree Colleges (Adoption of UGC Revised Pay Scales) Rules, 2009 dated 3rd Sept., 2009, three tier posts of Teaching Faculty existing in the Govt. Degree Colleges have been replaced by four tier scheme with following Pay Structures and procedures:-

Existing category of posts.	Existing Basic Pay	Revise Designation	Revised Pay structure.	
			Pay Band	Academic Grade Pay
Lecturer	8000-13500	Assistant Professor	15600-39100	6000
Lecturer (Sr. Scale)	10000-15200	Assistant Professor	15600-39100	7000
Lecturer (Sel. Grade)	12000-18300	i) Lecturer (SG) with less than three years service (for in-service as on 1.1.2006)	15600-39100	8000
		ii) Associate Professor with 3 years' service as Lecturer Selection Grade	37400-67000	9000

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- i) Incumbent Lecturers/Librarians/Instructors in Physical Education (Selection Grade) who have completed three years in the Current pay scale of Rs.12000-18300 on 01-01-2006 shall be placed in pay Band of Rs.37400-67000 with AGP of Rs. 9000 and shall be re-designated as Associate Professor and Librarian/Instructors in Physical Education (Selection Grade) respectively.
- ii) Incumbent Lecturers/Librarians/Instructors in Physical Education (Selection Grade) who had not completed three years in the pay scale of Rs.12000-18300 on 01-01-2006 shall be placed at the appropriate stage in the Pay Band of Rs.15600-39100 with AGP of Rs.8000 till they complete three years of service in the grade of Lecturer/Librarian/Instructor in Physical Education (Selection Grade) 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 Professor and Librarians/Instructors in Physical Education (Selection Grade) respectively.
- iii) Lecturers (Selection Grade) in-service at present shall continue to be designated as Lecturer (Selection Grade) 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 in (ii) above. and

Whereas, the Higher Education Department issued Circular instructions vide No.Edu/Coll-Coord-175/2009 dated 31-01-2012 impressing upon all the Principals of Govt. Degree Colleges to abide by the provisions as contained in SRO-284 of 3rd September 2009; and

Whereas, the College Principals placed the faculty members in the higher pay scales from time to time under the provisions prescribed in SRO-284 of 3rd September 2009, followed by Circular Instructions issued by the Department upto 30-06-2010 the date on which the UGC issued fresh guidelines under which the procedure of placement of faculty members were revised and minimum API Scores using PBAS, Scoring proforma and Research/Publications were kept mandatory for placements under various stages; and

Whereas, UGC guidelines dated 30-06-2010 are not binding upon the faculty members until the same are adopted by the State Government by carving out the necessary amendments as per the UGC guidelines in its Jammu and Kashmir Education (Gazetted) College Service Recruitment Rules under which their services are governed; and

Whereas, the provisions of SRO-284 of 2009 remained operative upto 21-04-2014, the date on which State Government partially adopted UGC guidelines dated 30-06-2010 and incorporated in its Jammu and Kashmir Education (Gazetted) College Service Recruitment Rules 2008 by amending Schedule II of SRO-423 of 23rd December, 2008 and notified vide SRO-124 of 21-04-2014 with the following provisions;

Post	Pay scale with APG	Method of Recruitment and requisite requirements for placement
Associate Professor	37400-67000 APG Rs. 9000	By Promotion from Assistant Professor (SG-I) having:- 1) 3 years' service as Assistant professor (SG -I) in pay band of 15600-39100 + AGP Rs. 8000/- 2) Minimum API scores using PBAS scoring proforma prescribed by the UGC. 3) At least three publications in the entire period as Assistant Professor (12 years). However an exemption of one and two publications will be given to Teachers with M. Phil and Ph.D. respectively. 4) One course/programme from among the categories of Refresher courses, Methodology workshops, Training,

		Teaching - learning Technology Programmes, Soft Skill Development Programmes and Faculty Development Programmes of minimum of one week duration.
Assistant professor (SG -I)	15600-39100 AGP 8000/-	By placement through process of Selection by a Selection Committee to be constituted by the Administrative Department from Assistant Professor (Senior Scale) having:- i) 5 years service as Assistant Professor (Senior Scale in the pay band of 5600-39100+AGP 7000/- ii) Consistently satisfactory performance appraisal report. iii) Participated in two Refresher Courses of at least 3-4 weeks duration of engaged in other appropriate continuing education programme of comparable quality. However, where the requirement of Refresher course has remained incomplete, the placement would not be withheld, but these must be completed within two years from the date of placement.
Assistant professor (Sr.Scale)	15600-39100 AGP 7000/-	By placement through a process of Selection by a Selection Committee to be constituted by the Administrative Department from Assistant Professor having:- i) 6 years service as Assistant Professor in the pay band of 5600-39100+AGP 6000/- ii) Consistently satisfactory performance appraisal report. iii) Participated in one Orientation Courses and one Refresher Course of at least 3-4 weeks duration of engaged in other appropriate continuing education programme of comparable quality. Those with Ph. D degree would be exempted from Refresher Course. However, where the requirement of Orientation/Refresher Course has remained incomplete, the placement would not be withheld but these must be completed within two years from the date of placement.
Physical Training Instructor (Selection Grade- II)	37,400-67,000 AGP 9000/-	By Promotion from Physical Training Instructor (SG-I) having :- i) 3years service as PTI (Grade-I) in the pay band of 37,400-67,000 +AGP 9000/- ii) Minimum API scores using PBAS scoring proforma prescribed by the UGC. iii) At least three publications in the entire period as Physical Training Instructor (12 years). However an exemption of one and two publications will be given to Teachers with M. Phil and Ph.D. respectively.
Physical Training Instructor (Selection Grade- I)	15600-39100 AGP 8000/-	By placement through process of Selection by a Selection Committee to be constituted by the Administrative Department from PTI's (Senior Scale) having:- i) 5years service as PTI (Sr. Scale) in the pay band of 15600-39100 +AGP 7000/- ii) Consistently satisfactory performance appraisal report. iii) Participated in two Refresher course of at least 3-4 weeks duration or engaged in other appropriate

		continuing education programme of comparable quality. However, where the requirement of Refresher course has remained incomplete, the placement would not be withheld but these must be completed within two years from the date of placement.
Physical Training Instructor (Sr Scale)	15600-39100 AGP 7000/-	By placement through process of Selection by a Selection Committee to be constituted by the Administrative Department from PTI having:- i) 6 years service as Physical Training Instructor in the pay band of 5600-39100+AGP 6000/- 4 years and 5 years in the case of Ph. D & M. Phil degree holders respectively. ii) Consistently satisfactory performance appraisal report. iii) Participated in one Orientation Courses and one Refresher Course of at least 3-4 weeks duration or engaged in other appropriate continuing education programme of comparable quality. Those with Ph. D degree would be exempted from Refresher Course. However, where the requirement of Orientation/Refresher Course has remained incomplete, the placement would not be withheld but these must be completed within two years from the date of placement.
Librarian (Selection Grade- II)	37,400-67,000 AGP 9000/-	By Promotion from Librarian (SG-I) having :- i) 3 years service as Librarian (Grade-I) in the pay band of 15600-39100 AGP 8000/- ii) Minimum API scores using PBAS scoring proforma prescribed by the UGC. iii) At least three publications in the entire period as Librarian (12 years). However an exemption of one and two publications will be given to Teachers with M. Phil and Ph.D. respectively.
Librarian (Selection Grade- I)	15600-39100 AGP 8000/-	By placement through process of Selection by a Selection Committee to be constituted by the Administrative Department from Librarian (Senior Scale) having:- i) 5years service as Librarian (Sr. Scale) in the pay band of 15600-39100 +AGP 7000/- ii) Consistently satisfactory performance appraisal report. iii) Participated in two Refresher course of at least 3-4 weeks duration or engaged in other appropriate continuing education programme of comparable quality. However, where the requirement of Refresher course has remained incomplete, the placement would not be withheld but these must be completed within two years from the date of placement.
Librarian (Sr. Scale)	15600-39100 AGP 7000/-	By placement through process of Selection by a Selection Committee to be constituted by the Administrative Department from Librarian having:- i) 6 years service as Librarian in the pay band of 15600-39100+AGP 6000/- 4 years and 5 years in the case of Ph. D & M. Phil Degree holders respectively. ii) Consistently satisfactory performance appraisal report. iii) Participated in one Orientation Courses and one Refresher Course of at least 3-4 weeks duration or engaged in other appropriate continuing education

		programme of comparable quality. Those with Ph. D degree would be exempted from Refresher Course. However, where the requirement of Orientation/Refresher Course has remained incomplete, the placement would not be withheld but these must be completed within two years from the date of placement.
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Whereas, as per UGC guidelines, API Scores for placement of Assistant Professors to APG of 7000 & 8000 are also mandatory but the department relaxed the condition while amending schedule-II of Jammu and Kashmir Education (Gazetted) College Service Recruitment Rules 2008 due to the fact that adequate avenues in the colleges with regard to infrastructure, Laboratories, Research etc, were not available, enabling the faculty members to proceed for research and allied programmes; and

Whereas, with the introductions of PG Courses in various Government Degree Colleges and development of infrastructure, laboratory tools etc, it became mandatory to impose the UGC conditions upon the Assistant Professors for placement to the APG of 7000 & 8000 with API Scores and the Government issued instructions vide Government Order No: 161-HE of 2017 dated 22-3-2017 accordingly; and

Whereas, faculty members shall have to complete API Scores and Publications for the last three years and 12 years respectively prior to amendment of Recruitment rules i.e. 21-04-2014 for AGP of Rs. 9000 and AGP of Rs. 7000 & 8000 prior to 22/03/2017 which could not be completed by them in absence of such provisions of the Jammu and Kashmir Education (Gazetted) College Service Recruitment Rules under which their services are governed; and

Whereas, the clearance of pending placement cases of faculty members was existent as a main issue in the department that was badly affecting upon career progression of faculty members of Higher Education Department. In order to settle the issue in pursuance of Principle of Natural Justice, the department held series of meetings and finally a committee was constituted with representatives from General Administration Department, ARI Trainings Department, Department of Law Justices & PA, University of Jammu and University of Kashmir to revisit the matter and furnish recommendations under rules. and

Whereas, the recommendations furnished by the committee were examined and upheld by the department in light of Rule 12 of Jammu and Kashmir Education (Gazetted) College Service Recruitment Rules 2008 which is re-produced as under:-

"12. Interpretation:- If any question arise relating to the interpretation of these rules, the matter shall be referred to the Administrative Department whose decision thereon shall be final and binding."

Now therefore, in light of Rule 12 of Jammu and Kashmir Education (Gazetted) College Service Recruitment Rules 2008 amended vide SRO-124 of 2014 dated: 21-04-2014, sanction is hereby accorded to the:-

- i) Placement cases of faculty members to the AGP of 7000 & 8000 became due upto 21-04-2017 shall be considered by the DPC on production of satisfactory APRs for last 3 years, Integrity Certificates and Vigilance Clearance.
- ii) Placement cases of faculty members to the AGP of Rs. 9000 which became due upto 21-04-2015 shall be considered by DPC/PSC on production of satisfactory APRs for last 3 years, Integrity Certificates and Vigilance Clearance
- iii) Placement cases of faculty members to the AGP of Rs. 9000 which became due from 21-04-2015 to 21-04-2017 shall be considered by DPC/PSC

on pro rata basis for API and Research/Publications, Integrity Certificates, Vigilance Clearance, with the conditions that they shall complete the requisite conditions pending if any within two years from the issuance of placement orders.

- iv) Placement cases, which became due from 21-04-2017 onwards shall be considered after fulfilling all requisite conditions in its letter and spirit as prescribed by the State Government as well as UGC from time to time.

By order of the Government of Jammu and Kashmir.

Sd/-

(Dr. Asgar Hassan Samoon) IAS
Principal Secretary to Government,
Higher Education Department

Dated: 18-10-2017.

No:HE-Coll/Prom/AP/2017.

Copy to the:

1. Advisor to HCM, J&K.
2. Principal Secretary to the Hon'ble Chief Minister J&K.
3. Secretary, J&K, Public Service Commission, Srinagar.
4. Director Colleges, Higher Education Department.
5. Director, Archives, Archaeology & Museum, J&K..
6. Nodal Principal Jammu/Kashmir.
7. Principal, _____
8. OSD to the (HEM) for information of the Hon'ble Minister for Education.
9. SA to the (MoS) for information of the Hon'ble Minister of State for Education.
10. PS to Principal Secretary to Govt. Higher Education Department.
11. I/C Web Site Higher Education Department.
12. Government Order file. (w.2.s.c.).

(Irfan Manzoor) KAS

Under Secretary to Government
Higher Education Department