

University of Mumbai



CORRIGENDUM

Ref. No. AAQA/ICD/2024-25/727

In continuation to advertisement No. AAQA/ICD/2024-25/616, dated 8th July, 2024 published for the recruitment of total 152 vacant Government aided University teaching positions.

- ❖ The last date for applying through online mode is 7th August, 2024 and the last date for submission of hard copy i.e. printout of online application alongwith relevant documents in three copies to the University is 14th August, 2024. (upto 5.00 p.m.)
- ❖ The subject specialization mentioned in the advertisement for each post is indicative and desirable. However, candidates possessing the minimum qualifications as per the norms of the UGC for the post of Assistant Professor/Associate Professor or Professor, as the case may be, other than specified in the advertisement No. AAQA/ICD/2024-25/616, dated 8th July, 2024 of this University, may also apply.
- ❖ The Academic score as specified in Appendix II (Table 3A) for Universities shall be considered for short-listing of the candidates for interview only, and the selections shall be based only on the performance in the interview.
- ❖ The Research publications, Experience /Post-Doctoral Experience and Awards are included in online applications for the posts of Assistant Professors.
- ❖ The minimum qualification and experience prescribed for the post of Professor, Associate Professor and Assistant Professor for the disciplines of Music is as under :-

For POST CODE No. P/20

➤ Eligibility for the post of Professor	
➤ <u>Retirement age</u> :- The retirement age as prescribed by the UGC/ State Government	
A)	1) An eminent scholar having a doctoral degree. 2) Have been actively engaged in research with at least ten years of experience in teaching in University/College and/or research at the University/National level institutions; 3) Minimum of 6 research publications in the peer-reviewed or UGC-listed journals; and 4) Has a total research score of 120, as per Appendix II, Table 2. (Available on website)
OR	
B)	A traditional or a professional artist, with highly-commendable professional achievement, in the subject concerned, 1. Having Master's degree, in the relevant subject; 2. Has been 'A' - grade artist of AIR/Doordarshan; 3. Has Ten years of outstanding performing achievements in the field of specialization' 4. Has made significant contributions in the field of specializations and ability to guide research; 5. Has participated in National/International Seminars/Conferences/Workshops/Concerts and/or recipient of National/International Awards/Fellowships; 6. Has the ability to explain with logical reasoning the subject concerned; and 7. Has adequate knowledge to teach theory with illustrations in the said discipline.

For POST CODE No. AP/20

➤ Eligibility for the post of ASSOCIATE PROFESSOR	
➤ Retirement age :- The retirement age as prescribed by UGC/ State Government	
A)	1. A good academic record, with a doctoral degree; 2. Performing ability of a high professional standard; 3. Eight years' experience of teaching in a University of College and/or research in a University/National level institution, equal to that of Assistant Professor in a University/ College; and 4. Has made a significant contribution to knowledge in the subject concerned, as evidenced by quality publications.
OR	
B)	A traditional or a professional artist with highly-commendable professional achievement having Master's degree in the subject concerned, who has: 1. Been 'A' grade artist of AIR/Doordarshan' 2. Eight years' experience of outstanding performing achievement in the field of specialization; 3. Experience in designing of new courses and/ or curricula; 4. Participated in National level Seminars/Conferences/Concerts in reputed institutions; and 5. Ability to explain, with logical reasoning, the subject concerned and adequate knowledge to teach theory with illustrations in the said discipline.

For POST CODE No. AS/23

➤ Eligibility for the post of ASSISTANT PROFESSOR	
➤ Retirement age :- The retirement age as prescribed by UGC/ State Government	
A)	1) A Master's degree with 55% marks (or an equivalent grade in a point-scale wherever the grading system is followed) in the relevant subject or an equivalent degree from an Indian/ foreign University. 2) Besides fulfilling the above qualifications, the candidate must have cleared the National Eligibility Test (NET) conducted by the UGC, CSIR, or a similar test accredited by the UGC, like 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. <i>Provided further, candidates registered for the Ph.D. programme prior to July 11, 2009, shall be governed by the provisions of the then existing Ordinances / Bye-laws /Regulations of the Institutions awarding the degree and such Ph.D. candidates shall be exempted from the requirement of NET/ SET for recruitment and appointment of Assistant Professor or equivalent positions in Universities/Colleges/ Institutions subject to the fulfilment of the following conditions:</i> a) The Ph.D. degree of the candidate has been awarded in regular mode only; b) The Ph.D. thesis has been evaluated by at least two examiners; c) An open Ph.D. viva voce of the candidate has been conducted; d) The candidate has published two research papers from his/her Ph.D. work, out of which at least one is in a refereed journal; and 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/AICTE/ICSSR or any similar agency.

➤ **ASSOCIATE PROFESSOR / DEPUTY LIBRARIAN**

[Pay Matrix (7th pay) :- AL-13A, Entry pay of Rs.1,31,400]

As per Government Resolution Misc. 2019/C.R.94/19/Vishi-1, dated 11.04.2022 Category wise reservation of posts are as follows :-

Category	S.C.	S.T.	V.J. (A)	N.T. (B)	N.T. (C)	N.T. (D)	S.B.C.	O.B.C.	S.E.B.C	E.W.S.	Open	Total
	13%	7%	3%	2.5%	3.5%	2%	2%	19%	10%	10%	28%	100%
Total vacant post	05	05	02	01	02	01	02	14	05	05	12	54
General Category	04	04	01	01	01	01	01	10	04	04	08	39
Women (30%)	01	01	01	00	01	00	01	04	01	01	04	15
Sports (5%)	03											03
Orphans	01 - (Institutional - 1 st Recruitment year)											01
Handicapped / differently abled	02 (Handicapped group A-1 & B-1)*											02

❖ **ASSISTANT PROFESSOR / ASSISTANT LIBRARIAN**

[Pay Matrix (7th pay) :- AL-10, Entry pay Rs.57,700]

As per Government Resolution Misc. 2019/C.R.94/19/Vishi-1, dated 11.04.2022 Category wise reservation of posts are as follows: -

Category	S.C.	S.T.	V.J. (A)	N.T. (B)	N.T. (C)	N.T. (D)	S.B.C.	O.B.C.	S.E.B. C	E.W.S.	Open	Total
	13%	7%	3%	2.5%	3.5%	2%	2%	19%	10%	10%	28%	100%
Total vacant post	09	03	04	02	01	01	02	19	07	07	18	73
General Category	06	02	03	01	01	01	01	13	05	05	13	51
Women (30%)	03	01	01	01	00	00	01	06	02	02	05	22
Sports (5%)	04											04
Orphans	01 - (Institutional 1 st Recruitment year)											01
Handicapped/ differently abled	03 (Handicapped group A-1, group B-1 & group C-1)*											03

(*Disability Groups :(A) Blindness and low Vision, (B) Deaf and hard of hearing, (C) locomotor disability including cerebral palsy/Leprosy) Cured/Dwarfism/Acid attack victims and Muscular Dystrophy, (D) Autism/Intellectual Disability/Specific learning Disability and Mental Illness (E) for Multiple disabilities included in groups (A) to (D) above including deafness-blindness, the post earmarked of them.)

It is therefore requested that candidates who had already submitted their online forms are required to update the online form and re-submit the same. The details are available on [https:// muappointment.mu.ac.in](https://muappointment.mu.ac.in). They are also being intimated through their emails.

The last date for receiving online applications is **7th August, 2024** and submission of printout of online applications i.e. hard copy alongwith relevant documents is **14th August, 2024**. (upto 5.00 p.m.)

20th July, 2024
29 Ashadh, shake 1946

Sd/-
(Prof. Baliram Gaikwad)
I/c. REGISTRAR

[Additional Information to be submitted alongwith forms as per Table 3A-Sr.No.6 to 8 of
G.R. No.Misc.-2018/C.R.56/18/UNI-1 dated 8th March, 2019 as adopted vide
UniversityCircular No. TAAS/CT)/ICD/2018-19/1241 dated 26th March, 2019]

for Assistant Professor

Name of the Applicant (Block Letters) : _____

Post Code No : _____

Subject/ Department : _____

Online Application ID : _____

1.	Research Publications published in Peer-Reviewed or UGC Listed Journals (Submit list along with printout of form as per format given)	_____Nos.
2.	Teaching / Post-Doctoral Experience (Attach proof)	_____years
3.	Awards	
	(1) International / National level (Award given by International Organization's / Government of India / Government of India recognized National Level Bodies)	_____
	(2) State-level (Awards given by State Government) (Attach list and proof)	_____

Format for Research Publicationsfor Assistant Professor

Sr. No.	Title of Research Paper	Research Publication published in Peer Reviewed or UGC-listed Journal (mention clearly)	Journal NamePage No. Volume No. Issue No. Year of Publications and Impact factor, if any	ISSN/ISBN No.	No. of Co-author	Whether Principal Author/ Supervisor/ Co-Supervisor
1						
2						
3						
4						
5						
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(Name & Signature)

Table: 3 A

Criteria for Short-listing of Candidates for Interview for the Post of Assistant Professors in Universities

S.N.	Academic Record	Score			
1.	Graduation	80% & Above = 15	60% to less than 80% = 13	55% to less than 60% = 10	45% to less than 55% = 05
2.	Post Graduation	80% & Above = 25	60% to less than 80% = 23	55% (50% in case of SC/ST/OBC (non-creamy layer)/PWD) to less than 60% = 20	
3.	M.Phil.	60% and above = 07	55% to less than 60% = 05		
4.	Ph.D.	30			
5.	NET with JRF	07			
	NET	05			
	SET	03			
6.	Research Publications (2 marks for each research publication published in Peer- Reviewed or UGC- listed Journals)	10			
7.	Teaching/Post Doctoral Experience (2 marks for one year each)#	10			
8.	Awards				
	International/ National Level (Award given by International Organizations/ Government of India/ Government of India recognized National Level Bodies)	03			
	State Level (Awards given by State Government)	02			

#However, if the period of teaching/Post-doctoral experience is less than one year then the marks shall be reduced proportionately.

Note:

- A) (i) M.Phil + Ph.D : Maximum - 30 Marks
(ii) JRF/NET/SET : Maximum - 07 Marks
(iii) In awards category: Maximum - 03 Marks

B) Number of candidates to be called for interview shall be decided by the concerned universities.

C) Academic Score	-	80
Research Publications	-	10
Teaching Experience	-	10
TOTAL	-	100

सामान्य प्रशासन विभाग

मंत्रालय, मुंबई ४०० ०३२, दिनांक २८ मार्च २००५

अधिसूचना

भारताचे संविधान.

क्रमांक एसआरव्ही. २०००/प्र.क्र. (१७/२०००)/बारा.— भारताचे संविधानातील अनुच्छेद ३०९ च्या परंतुकाद्वारे प्रदान करण्यात आलेल्या अधिकारांचा वापर करून महाराष्ट्राचे राज्यपाल याद्वारे शासकीय विभागातील गट-अ, ब, क आणि ड मधील पदांच्या सेवा प्रवेशासाठी एक आवश्यक अर्हता म्हणून लहान कुटुंबाचे प्रतिज्ञापन विहित करणारे पुढील नियम करीत आहेत :—

१. **संक्षिप्त नाव.**—या नियमांना, महाराष्ट्र नागरी सेवा (लहान कुटुंबाचे प्रतिज्ञापन) नियम, २००५, असे म्हणावे.

२. **व्याख्या.**—या नियमांमध्ये, संदर्भानुसार दुसरा अर्थ अपेक्षित नसेल तर,—

(क) “प्रतिज्ञापन” याचा अर्थ, शासकीय सेवेसाठी अर्ज करणाऱ्या उमेदवाराने द्यावयाचे प्रतिज्ञापन, असा आहे ;

(ख) “शासन” याचा अर्थ, महाराष्ट्र शासन असा आहे ;

(ग) “सेवा” याचा अर्थ, महाराष्ट्र शासनाच्या नियंत्रणाखालील नागरी सेवा किंवा इतर कोणतीही सेवा, असा आहे ;

(घ) “लहान कुटुंब” याचा अर्थ, दोन मुले यांसह पत्नी व पती असा आहे ;

स्पष्टीकरण.—या खंडाच्या प्रयोजनार्थ,—

(एक) एखाद्या जोडप्यास हे नियम अंमलात येण्याच्या दिनांकाला किंवा त्यानंतर केवळ एकच मूल असेल त्याबाबतीत, नंतरच्या एकाच प्रसूतीत जन्मलेल्या कोणत्याही एकापेक्षा अधिक मुलांना एकच अपत्य म्हणून समजण्यात येईल,

(दोन) “मूल” यामध्ये दत्तक मुलाचा किंवा मुलांचा समावेश होत नाही,

(४१)

(तीन) या नियमांमध्ये वापरण्यात आलेले परंतु, व्याख्या न केलेल्या शब्द व शब्दप्रयोग यांना महाराष्ट्र नागरी सेवा नियमांमध्ये अनुक्रमे जे अर्थ नेमून दिलेले असतील, तेच अर्थ असतील.

३. लहान कुटुंबाच्या प्रतिज्ञापनाची आवश्यकता.—शासकीय सेवेतील गट अ, ब, क किंवा ड मधील पद भरतीचे विनियमन करण्याच्या बाबतीत करण्यात आलेले कोणतेही नियम किंवा आदेश किंवा विलेख किंवा त्याबाबत करण्यात आलेले इतर कोणतेही आदेश किंवा विलेख यांमध्ये काहीही अंतर्भूत केलेले असले तरी, लहान कुटुंबाचे प्रतिज्ञापन ही, कोणत्याही शासकीय सेवेतील गट-अ, गट-ब, गट-क किंवा गट-ड मधील पदाच्या नियुक्तीसाठी एक अतिरिक्त अत्यावश्यक अट असेल :

परंतु, हे नियम अंमलात येण्याच्या दिनांकास दोनापेक्षा अधिक मुले असणाऱ्या व्यक्तीस, अशा अंमलबजावणीच्या दिनांकास असलेल्या तिच्या मुलांच्या संख्येत जोपर्यंत वाढ होत नाही तोपर्यंत या खंडाखाली, नियुक्तीसाठी अनर्ह ठरविण्यात येणार नाही :

परंतु आणखी असे की, हे नियम अंमलात येण्याच्या दिनांकापासून एका वर्षाच्या कालावधीत एकाच प्रसूतीमध्ये जन्मलेले मूल किंवा एकापेक्षा अधिक मुले या खंडात नमूद केलेल्या अनर्हतेच्या प्रत्योजनासाठी विचारात घेण्यात येणार नाही,

४. प्रतिज्ञापन सादर करणे.—शासकीय सेवेतील गट अ, ब, क किंवा ड मधील कोणत्याही पदासाठी अर्ज करण्याची इच्छा असलेली कोणतीही व्यक्ती, अर्जासोबत या नियमांतील नमुना “अ” मधील प्रतिज्ञापन सादर करील,

५. नियम लागू नसणे.—जेथे निवड प्रक्रिया हे नियम अमलात येण्याच्या दिनांकापूर्वीच सुरू झाली असेल त्याबाबतीत हे नियम लागू करण्यात येणार नाहीत.

६. या नियमांच्या तरतुदी शिथिल करण्याचा अधिकार.—या नियमांमध्ये काहीही अंतर्भूत केलेले असले तरी, शासनास, न्याय्य आणि संयुक्तिक वाटेल अशा परिस्थितीत आणि अशा रितीने शिथिलतेची कारणे लेखी नोंदवून या नियमातील कोणत्याही तरतुदी शिथिल करता येतील.

प्रतिज्ञापन

नमुना-“ अ ”

(नियम ४ पहा)

मी, श्री./श्रीमती/कुमारी
श्री. यांचा/यांची मुलगा/मुलगी/पत्नी,
वय वर्षे, राहणार
यांद्वारे पुढील प्रमाणे असे जाहीर करतो/करते की,

(१) मी या पदासाठी माझा अर्ज दाखल केलेला आहे.

(२) आज रोजी मला (संख्या) इतकी हयात मुले आहेत. त्यापैकी
दिनांक यानंतर जन्माला आलेल्या मुलांची
संख्या आहे. (असल्यास, जन्मदिनांक नमूद करावा.)

(३) हयात असलेल्या मुलांची संख्या दोनपेक्षा अधिक असेल तर
दिनांक नंतर जन्माला आलेल्या, मुलामुळे या पदासाठी मी अनर्ह
ठरविण्यास पात्र होईल याची मला जाणीव आहे.

ठिकाण :

दिनांक :

(सही)

महाराष्ट्राचे राज्यपाल यांच्या आदेशानुसार व नावाने,

प्र. कृ. लोखंडे,

शासनाचे उप सचिव.

क्रमांक एसआरव्ही. २०००/प्र.क्र. (१७/२०००)/बारा,

सामान्य प्रशासन विभाग

मंत्रालय, मुंबई ४०० ०३२,

दिनांक २८ मार्च २००५.

प्रति—

राज्यपालांचे सचिव, राजभवन, मलबार हिल, मुंबई,

मुख्यमंत्री यांचे प्रधान सचिव,

उप मुख्यमंत्री यांचे प्रधान सचिव,

सर्व मंत्री/राज्यमंत्री यांचे खाजगी सचिव,

मुख्य सचिव,

सर्व मंत्रालयीन विभागांचे सर्व अपर मुख्य सचिव/प्रधान सचिव/सचिव,

सर्व मंत्रालयीन विभाग

*प्रबंधक, मूळ शाखा, उच्च न्यायालय, मुंबई,

*प्रबंधक, अपील शाखा, उच्च न्यायालय, मुंबई,

*प्रबंधक, लोक आयुक्त व उप लोक आयुक्त यांचे कार्यालय, मुंबई,

*सचिव, महाराष्ट्र लोकसेवा आयोग, मुंबई,

*सचिव, महाराष्ट्र विधानमंडळ सचिवालय (विधानसभा), मुंबई,

*सचिव, महाराष्ट्र विधानमंडळ सचिवालय (विधानपरिषद), मुंबई,

*राज्य निवडणूक आयुक्त, राज्य निवडणूक आयोग, नवीन प्रशासकीय भवन, मुंबई,

*महालेखापाल, महाराष्ट्र-१ (लेखा व अनुज्ञेयता), महाराष्ट्र, मुंबई,

*महालेखापाल, महाराष्ट्र-१ (लेखा व परीक्षा), महाराष्ट्र, मुंबई,

*महालेखापाल, महाराष्ट्र-२ (लेखा व अनुज्ञेयता), महाराष्ट्र, नागपूर,

*महालेखापाल, महाराष्ट्र-२ (लेखा व परीक्षा), महाराष्ट्र, नागपूर,

महासंचालक, माहिती व जनसंपर्क संचालनालय, मुंबई, (२ प्रती प्रसिद्धीकरिता)

अधिदान व लेखा अधिकारी, मुंबई,

निवासी लेखा पुरीक्षा अधिकारी, मुंबई,

सर्व विभागीय आयुक्त,

सर्व जिल्हाधिकारी,

सर्व जिल्हापरिषदांचे मुख्य कार्यकारी अधिकारी,

सर्व जिल्हा कोषागार अधिकारी,

निरनिराळ्या मंत्रालयीन विभागांच्या नियंत्रणाखालील सर्व विभाग प्रमुख व कार्यालय
प्रमुख,

सामान्य प्रशासन विभागातील सर्व कार्यासने,

निवड नस्ती.

*पत्राने.

बा. बा. नारायणकर,

शासनाचे अवर सचिव.

GENERAL ADMINISTRATION DEPARTMENT

Mantralaya, Mumbai 400 032, dated the 28th March 2005.

NOTIFICATION

CONSTITUTION OF INDIA.

No. SRV. 2000/CR (17/2000)/XII.—In exercise of the powers conferred by the proviso to the article 309 of the Constitution of India, the Governor of Maharashtra is hereby pleased to make the following rules prescribing declaration of the small family as one of the essential qualification for recruitment to Group A, B, C and D posts in Government Department, namely :—

1. *Short title.*—These rules, may be called the Maharashtra Civil Services (Declaration of Small Family) Rules, 2005.

2. *Definitions.*—In these rules, unless the context otherwise requires, —

(a) “Declaration” means a declaration to be given by the candidate applying for Government service ;

(b) “Government” means the Government of Maharashtra;

(c) “Service” means Civil Service or any other service under Government of Maharashtra ;

(d) “Small family” means wife and husband including two children.

Explanation.—For the purposes of this clause,—

(i) Where a couple has only one child on or after the date of such commencement, any number of children born out of a single subsequent delivery shall be deemed to be one entity ;

(ii) “Child” does not include an adopted child or children.

(iii) Words and expressions used in these rules but not defined shall have the same meaning respectively assigned to them in the Maharashtra Civil Service Rules.

3. *Necessity of declaration of Small Family.*—Notwithstanding any things contained in any rules or orders or instruments made in that behalf, regulating recruitment to Group A, B, C or D post in Government Service or any other order or instruments made in that behalf, the declaration of Small Family shall be an additional essential requirement for an appointment to Group A, Group B, Group C or Group D post in any Government service :

Provided that, a person having more than two children on the date of commencement of these rules shall not be disqualified for appointment

under these clause so long as the number of children he had on the date of such commencement dose not increase :

Provided further that a child or more than one child born in a single delivery within the period of one year from the date of such a commencement shall not be taken into consideration for the purpose of disqualification mentioned in this clause.

4. *Submission of declaration.*—A person who desires to apply for any post in Group A, B, C or D in any Government Service shall submit, alongwith the application form, a declaration in FORM ' A ' appended to these rules.

5. *Rules not to apply.*—These rules shall not be made applicable where the selection process was started before the date of commencement of these rules.

6. *Power to Relax the Provisions of these Rules.*—Notwithstanding anything contained in these rules, Government may relax the provisions of any of these rules, under such circumstances in such manner as shall appear it to be just and reasonable and shall record the reasons for any such relaxation.

under these clause so long as the number of children he had on the date of such commencement dose not increase :

Provided further that a child or more than one child born in a single delivery within the period of one year from the date of such a commencement shall not be taken into consideration for the purpose of disqualification mentioned in this clause.

4. *Submission of declaration.*—A person who desires to apply for any post in Group A, B, C or D in any Government Service shall submit, alongwith the application form, a declaration in FORM ' A ' appended to these rules.

5. *Rules not to apply.*—These rules shall not be made applicable where the selection process was started before the date of commencement of these rules.

6. *Power to Relax the Provisions of these Rules.*—Notwithstanding anything contained in these rules, Government may relax the provisions of any of these rules, under such circumstances in such manner as shall appear it to be just and reasonable and shall record the reasons for any such relaxation.

DECLARATION**FORM-A**

(See Rule 4)

I, Shri/Smt./Kum.
 son/daughter/wife of Shri, aged
 years, resident of

do hereby declare as follows :—

1. That I have filled my application for the post of
2. I have (Number) living children as on today.
 Out of which No. of children born after..... is (mention
 dates of birth, if any).
3. I am aware that, if any total number of living children are more
 than two due to the children born after.....,
 I am liable to be disqualified for the same post.

Place :

Date :

(Signature)

By order and in the name of the Governor of Maharashtra,

P. K. LOKHANDE,
 Deputy Secretary to Government.

No. SRV. 2000/CR (17/2000)/XII,
GENERAL ADMINISTRATION DEPARTMENT
Mantralaya, Mumbai 400 032,
Dated the 28th March 2005.

Copy forwarded with compliments to—

The Secretary to the Governor, Raj Bhavan, Malbar Hill,
Mumbai,

The Principal Secretary to the Chief Minister,

The Principal Secretary to the Deputy Chief Minister,

The Private Secretary to all Ministers/State Ministers,

The Chief Secretary,

All Additional Chief Secretaries/Principal Secretaries/
Secretaries of Mantralaya Departments.

All Mantralaya Departments,

Registrar, High Court (Original Side), Mumbai,

The Registrar High Court (Appellate Side), Mumbai,

The Registrar Office of the Loka Ayukta and Upa-Loka
Ayukta, Mumbai,

The Secretary, Maharashtra Public Service Commission,
Mumbai,

*The Principal Secretary, Maharashtra Legislature
Assembly, Mumbai,

*The Principal Secretary, Maharashtra Legislature Council,
Mumbai,

*The State Election Commissioner, Election Commission
Office, New Administrative Bldg., Mumbai,

*Accountant General, Maharashtra-1 (Account &
Examination), Maharashtra, Mumbai,

*Accountant General, Maharashtra-1 (Account & Treasury),
Maharashtra, Mumbai,

*Accountant General, Maharashtra-2 (Account &
Examination), Maharashtra, Nagpur,

*Accountant General, Maharashtra-2 (Account & Treasury), Maharashtra, Nagpur,
Director General of Information and Public Relations, Mumbai (2 copies for publicity),
Pay and Accounts Officer, Mumbai,
Resident Audit Officer, Mumbai,
All Divisional Commissioners,
All Collectors,
All Chief Executive Officers of Zilla Parishads,
All District Treasury Officers,
Heads of Departments and Heads of Offices under the All Departments of Mantralaya.
All Desks of General Administration Department,
Select File,
*By Letter.

By order and in the name of the Governor of Maharashtra,

B. B. NARAYANKAR,
Under Secretary to Government.

- (१३) मागासवर्गीयांचे आरक्षित प्रवर्ग आणि खुल्या प्रवर्ग यांना सेवा भरतीसाठी जे सेवाभरती नियम, अटी व शर्ती लागू आहेत तेच सेवाभरती नियम, अटी व शर्ती त्या त्या प्रवर्गातील महिलांसाठीच्या आरक्षणवाक्यातही लागू राहतील.
- (१४) महिला आरक्षणाच्या अंमलबजावणीचे समन्वयन महिला व बाल विकास विभागामार्फत करण्यात यावे.
- (१५) महिलांच्या आरक्षित पदांच्या लाभाकरिता उमेदवार महाराष्ट्र राज्याचा सर्वसाधारणपणे राहिल्यासी असल्या.

(बोन) प्रमाणपत्रे

(अ) खुल्या प्रवर्गातील महिलांसाठी किमीलेअरचे प्रमाणपत्र व त्याची तपासणी

- (१) खुल्या प्रवर्गातील महिलांसाठी ठरले आणि प्रगत व्यक्ती व गट (फ्रिमोलेअर) यामध्ये मोठत नसल्याबाबतचे प्रमाणपत्र येण्यासाठी तहसिलदार व मायब तहसिलदार यांना सक्षम अधिकारी म्हणून घोषित करण्यात येत आहे. याबाबतचा अर्जाचा नमुना व प्रमाणपत्राचा नमुना परिशीष्ट २ व ३ म्हणून सोबत जोडला आहे.
- (२) वरील प्रमाणपत्राच्या आधारे ज्या महिलांना आरक्षणाचा लाभ देण्यात येईल त्यांची प्रमाणपत्रे तपासण्यास आयुक्त, महिला व बाल विकास, महाराष्ट्र राज्य, पुणे-१ यांना सक्षम अधिकारी म्हणून घोषित करण्यात येत आहे.
- (३) महाराष्ट्र लोकसेवा आयोग अथवा इतर सक्षम प्राधिकार्यांकडून महिलांच्या आरक्षित पदावर नेमणूकीकरिता ज्या महिलांची शिफारस होईल त्यांची प्रमाणपत्रे व त्यांनी आरक्षित पदाकरिता केलेल्या अर्ज संबंधित विभागांनी/कार्यालयांनी आयुक्त, महिला व बाल विकास, महाराष्ट्र राज्य, पुणे-१ वाचेकडे तपासणीसाठी पाठवावे.
- (४) आयुक्त, महिला व बाल विकास, महाराष्ट्र राज्य, पुणे-१ यांनी सार प्रमाणपत्र या शासन निर्णयातील मार्गदर्शक सूचनांनुसार आहे किंवा नाही हे तपासावे. तसेच, सदर प्रमाणपत्राच्या पृष्ठयर्थ संबंधित उमेदवाराने या शासन निर्णयातील परिशीष्ट-२ मधील अर्जाव्यवे प्रमाणपत्र मिळव्याकरिता जी माहिती सादर केली असेल ती माहिती मुळ कागदपत्रावरून तसेच आवश्यकता वाटल्यास गृहभेटी देवून तपासून घ्यावी. व सर्व माहिती योग्य असल्याचे आढळून आल्यास प्रमाणपत्र प्रमाणित करून संबंधित कार्यालयांना परत पाठवावे.
- (५) जर एखाद्या प्रमाणपत्राबाबत आयुक्त, महिला व बाल विकास, महाराष्ट्र राज्य, पुणे-१ यांना शंका असल्यास त्यांनी याबाबतचा सविस्तर तपशील आपल्या अहवालात नमूद करावा.
- (६) ज्या उमेदवारांची प्रमाणपत्रे आयुक्त, महिला व बाल विकास, महाराष्ट्र राज्य, पुणे १ यांनी तपासून प्रमाणित केली असतील त्या उमेदवारांची महिलांच्या आरक्षित पदावर नेमणूक करण्यास हरकत नाही.
- (७) आयुक्त, महिला व बाल विकास, महाराष्ट्र राज्य, पुणे १ यांनी प्रमाणपत्र तपासणीचा अहवाल एक महिन्यात संबंधित कार्यालयांना पाठवावा.
- (८) आयुक्तांचा अहवाल एक महिन्यात प्राप्त झाला नाही तर संबंधित कार्यालयांनी प्रमाणपत्र पडताळणीच्या अधिनतेने संबंधित उमेदवारास तात्पुरती नेमणूक घ्यावी.
- (९) ज्या उमेदवारांच्या प्रमाणपत्राबाबत शंका उपस्थित झाली असेल अशा उमेदवारांच्याबाबतीत आयुक्त, महिला व बाल विकास, महाराष्ट्र राज्य, पुणे १ यांनी स्वतःच्या सहाने आपल्या शंका संबंधित जिल्हा दंडाधिकारी यांना अ.शा. गोपनीय पत्राद्वारे कळवाव्यात व त्यांचा अहवाल उपाधिक कालमर्यादेत मागवावा.
- (१०) आयुक्त, महिला व बाल विकास, महाराष्ट्र राज्य, पुणे १ यांनी उपस्थित केलेल्या शंका संबंधित जिल्हा दंडाधिकार्यांना मान्य असल्यास त्यांनी संबंधित प्रमाणपत्र रद्द करावे.

(ब) मागासवर्गीय उमेदवारांची प्रमाणपत्रे व त्यांची तपासणी

- (१) अनु.जाती, अनु.जमाती, विमुक्त जाती (अ), भटक्या जमाती (ब), भटक्या जमाती (क), भटक्या जमाती (ड), इतर मागासवर्ग आणि विशेष मागास प्रवर्ग यांमधील महिलांनी त्यांच्या प्रवर्गातील महिला आरक्षणाच्या लाभाकरिता त्या त्या प्रवर्गात मोठत असल्याचे प्रमाणपत्र आदिवासी विकास विभाग, सामाजिक न्याय, सांस्कृतिक कार्य व क्रीडा विभाग अथवा विमुक्त जाती, भटक्या जमाती, इतर मागास प्रवर्ग व विशेष मागास प्रवर्ग कल्याण विभाग यांनी वेळोवेळी दिलेल्या सूचनांनुसार सादर करणे आवश्यक राहिल व सार प्रमाणपत्रे तपासण्याबाबत आदिवासी विकास विभाग आणि सामाजिक न्याय, सांस्कृतिक कार्य व क्रीडा विभाग यांनी जी कार्यपध्दती विहीत केली आहे तीच कार्यपध्दती अंमलात राहिल.

(क) मागासवर्गीय उमेदवारांची खुल्या प्रवर्गातील महिलांच्या आरक्षित पदावर नियुक्ती झाल्यास त्याबाबतची प्रमाणपत्रे व त्याची तपासणी

- (१) मागासवर्गीयांच्या प्रवर्गातील ज्या महिला उमेदवार खुल्या प्रवर्गातील जागांकरिता विकल्प देतील किंवा विकल्प न देताही मागासवर्गीयांच्या प्रवर्गातील ज्या महिला उमेदवारांची निवड खुल्या प्रवर्गातील महिलांच्या आरक्षित पदावर झाल्यास, अशा महिला उमेदवारांना प्रमाणपत्र सादर करण्याबाबत खालील दोन विकल्प राहतील.

- (अ) अशा महिला उमेदवारांनी सामाजिक न्याय विभाग, आदिवासी विकास विभाग अथवा विमुक्त जाती, भटक्या जमाती, इतर मागास प्रवर्ग व विशेष मागास प्रवर्ग कल्याण विभाग यांनी विहीत केल्याप्रमाणे त्यांच्या

संबंधित जातीची प्रमाणपत्रे सादर करावीत व ती त्या विभागांनी विहित केलेल्या कार्यपध्दतीनुसार तपासून घेण्यात यावीत. अशा महिला उमेदवारांकडून झुल्या प्रवर्गातील महिलाकरीता विहित केलेले क्रिमीलेअरचे प्रमाणपत्र घेण्याची आवश्यकता राहणार नाही.

(ब) जर त्या त्यांच्या संबंधित जातीचे प्रमाणपत्र सादर करू शकित नसतील किंवा सादर करू शकत नसतील तर अशा महिला उमेदवारांनी झुल्या प्रवर्गातील महिलांप्रमाणेच या शासन निर्णयाच्या परिशिष्ट ३ नुसार विहित केलेले उन्नत व्यक्तिगट (क्रिमीलेअर) मध्ये मोडत नसल्याबाबतचे प्रमाणपत्र सादर करणे आवश्यक राहील. त्यासाठी खालीलप्रमाणे कार्यवाही करावी.

- (१) या शासन निर्णयाच्या परिशिष्ट-२ नुसार संबंधित तहसिलदार/नायब तहसिलदार यांचेकडे क्रिमीलेअरच्या प्रमाणपत्रासाठी अर्ज करावा.
- (२) घर नमुद केलेल्या उमेदवारांनी उन्नत व्यक्तिगट (क्रिमीलेअर) मध्ये मोडत नसल्याबाबतच्या प्रमाणपत्रासाठी अर्ज केल्यास, तहसिलदार व नायब तहसिलदार यांनी अशा उमेदवारांना झुल्या प्रवर्गाप्रमाणेच उन्नत व्यक्तिगट (क्रिमीलेअर) मध्ये मोडत नसल्याचे प्रमाणपत्र द्यावे.
- (३) हे प्रमाणपत्र घेण्यासाठी तहसिलदार व नायब तहसिलदार यांना सक्षम अधिकारी म्हणून घोषित करण्यात येत आहे. याबाबतच्या अर्जाचा नमुना व प्रमाणपत्राचा नमुना या शासन निर्णयाच्या परिशिष्ट २ व ३ प्रमाणे राहील.
- (४) खरील प्रमाणपत्र तपासण्यासाठी या शासन निर्णयाच्या परिच्छेद (दोन) (अ) मध्ये नमूद केलेली कार्यपध्दती अवलंबण्यात यावी.

(तीन) हे आदेश तात्काळ अंमलात येतील.

(चार) हा शासन निर्णय सामान्य प्रशासन विभागाच्या सह.मतीने त्यांच्या अनौपचारिक संदर्भ क्रमांक. २१/१६-अ, दि. ३.४.२००१ अन्वये निर्गमित करण्यात येत आहे.

महाराष्ट्राचे राज्यपाल यांच्या आदेशानुसार व नावाने.

(चंद्रसेन तुरकर)

अवर सचिव, महाराष्ट्र राज्य

प्रति,
भा.राज्यपालांचे सचिव.
भा.मुख्यमंत्र्यांचे सचिव.
भा.उपमुख्यमंत्र्यांचे सचिव.
सर्व मंत्री/राज्यमंत्री यांचे खाजगी सचिव

- प्रबंधक, मूळ न्याय शाखा, उच्च न्यायालय, मुंबई
- प्रबंधक, लोक आदुक्त व उप लोक आदुक्त यांचे पर्याय, मुंबई
- सचिव, महाराष्ट्र लोकसेवा आयोग, मुंबई.
- सचिव, महाराष्ट्र विधानमंडळ सचिवालय, मुंबई
- आदुक्त, महिला व बाल विकास आदुक्तलय, महाराष्ट्र राज्य, पुणे-१
- सर्व विप्रागौन महिला व बाल विकास अधिकारी,
- सर्व जिल्हा महिला व बाल विकास अधिकारी.
- सर्व मंत्रालयाने विभाग
- सर्व मंत्रालयाने विभागाच्या अधिपत्याखालील सर्व कार्यालये
- सर्व जिल्हा परिषदांचे मुख्य कार्यकारी अधिकारी
- सर्व महानगरपालिका
- सर्व जिल्हाधिकारी
- सर्व तहसिलदार/नायब तहसिलदार
- सर्व जिल्हा सेनिक कल्याण अधिकारी
- सर्व शासन अनुदानित संस्था
- निवड नसती-ब-२
- पत्रे

परिशिष्ट-१

शासन निर्णय, महिला व बाल विकास विभाग क्र.८२/२००१/मसेआ-२०००/प्रक्र.४१५/का-२, दि.२५.५.२००१

चे परिशिष्ट-१.

- व्याख्या :-
- १) शासन निर्णय, महिला व बाल कल्याण विभाग क्रमांक :-
संकीर्ण-१०९३/प्र.क्र.३६६/का-२, दि. २२ जून, १९९४
 - २) शासन परिपत्रक, महिला व बाल कल्याण विभाग क्रमांक :-
संकीर्ण-१०९५/प्र.क्र.२१६/का-२, दि. १३.१०.१९९५
 - ३) शासन निर्णय, महिला व बाल कल्याण विभाग क्रमांक :-
संकीर्ण-१०९३/प्र.क्र.३६६/का-२, दि. १६.१०. १९९५
 - ४) शासन निर्णय, महिला व बाल कल्याण विभाग क्रमांक :-
संकीर्ण-१०९६/प्र.क्र.३०/का-२, दि. २७.५. १९९७
 - ५) शासन निर्णय, महिला व बाल कल्याण विभाग क्रमांक :-
संकीर्ण-१०९६/प्र.क्र.३०/का-२, दि. १.८.१९९७
 - ६) शासन निर्णय, महिला व बाल कल्याण विभाग क्रमांक :-
संकीर्ण-१०९६/प्र.क्र.३०/का-१०, दि. १८.२. १९९८
 - ७) शासन परिपत्रक, महिला व बाल कल्याण विभाग क्रमांक :-
संकीर्ण-१०९६/प्र.क्र.३०/का-१०, दि. १२.५.१९९८
 - ८) शासन निर्णय, महिला व बाल कल्याण विभाग क्रमांक :-
संकीर्ण-१०९८/प्र.क्र.८०/का-१०, दि. २.११.१९९८
 - ९) शासन परिपत्रक, महिला व बाल विकास विभाग क्रमांक :-
संकीर्ण-१०९६/प्र.क्र.३०/का-२, दि. २१.६.२०००

(शासन निर्णय क्र.८२/२००१मसेआ-२०००/प्रक्र.४१५/का-२, दि.२५.५.२००१ चे परिशिष्ट-२)

परिशिष्ट - २

खुल्या प्रवर्गातील महिलांकरिता शासकीय, निमशासकीय व शासन अनुदानित संस्थांमधील सेवांमध्ये भरतीसाठी असलेल्या ३०% आरक्षणाच्या सवलतीसाठी उन्नत व्यक्ती/गट (क्रिमीलेअर) यामध्ये मोडत नसल्याबाबत प्रमाणपत्र मिळण्यासाठी करावयाच्या अर्जाचा नमुना :-

प्रति,

तहसिलदार / नायब तहसिलदार,

महोदय,

मी आपणांस विनंती करते की, खुल्या प्रवर्गातील महिलांकरिता शासकीय, निमशासकीय व शासन अनुदानित संस्थांमधील सेवांमध्ये भरतीसाठी असलेल्या ३०% आरक्षणाच्या सवलतीसाठी मला कृपया उन्नत व्यक्ती/गट (क्रिमीलेअर) मोडत नसल्याबाबतचे प्रमाणपत्र मिळावे, अशी विनंती आहे.

मी माझी माहिती खालीलप्रमाणे नमूद करीत आहे :-

- | | | |
|-----|---------------------------------------|----|
| १) | अर्जदाराचे पूर्ण नाव | :- |
| २) | जन्म दिनांक | :- |
| ३) | निवासाचा पूर्ण पत्ता | |
| | अ) सध्याचा | :- |
| | ब) कायमचा | :- |
| ४) | धर्म | :- |
| ५) | जात | :- |
| ६) | वडीलांचे नाव | :- |
| ७) | आईचे नाव | :- |
| ८) | पतीचे नाव | :- |
| ९) | पालकांचा / पतीचा व्यवसाय | :- |
| १०) | पालकांच्या / पतीच्या उत्पन्नाचा तपशिल | :- |
| ११) | अ) पालक/पती नोकरी करीत असल्यास | |
| | १) वडीलांच्या/पतीच्या नोकरीचे ठिकाण | :- |
| | (कंपनी/कार्यालयाचे नांव) | |
| | २) पदनाम | :- |
| | ३) मागील तीन वर्षांचे वर्ष निहाय एकूण | :- |
| | वार्षिक देताना | |
| | (सर्व भत्त्यांसह) | |
| | ४) आईचे नोकरीचे ठिकाण | :- |
| | (कंपनी/कार्यालयाचे नांव) | |
| | ५) पदनाम | :- |

- ६) मागील तीन वर्षांचे वर्ष निहाय एकूण :-
वार्षिक वेतन
(सर्व भत्यांसह)
- ७) कुटुंबाचे एकूण उत्पन्न :-
(तीन वर्षांचे वर्षनिहाय)
अ.क्र. ३ + ७

- ब) पालक/पती व्यवसाय करीत असल्यास :-
- १) व्यवसायाचे नाव :-
- २) व्यवसायाचे ठिकाण :-
- ३) व्यवसायातून मिळालेले मागील तीन वर्षांचे वर्ष निहाय एकूण उत्पन्न :-

मी असे प्रमाणित करते की, वर नमूद केलेली माहिती माझ्या समजूतीप्रमाणे व विश्वासाने खरी आहे आणि म्हणून मी उक्त व्यक्ती/गट (क्रिमीलेअर) मध्ये मोडत नाही. त्यामुळे खुल्या प्रवर्गातील महिलांसाठीच्या आरक्षणाच्या लाभासाठी मी पात्र आहे. जर मी वर नमूद केलेली माहिती खोटी अथवा दिशाभूल करणारी आहे, असे निवड होण्यापूर्वी किंवा नंतर आढळून आल्यास माझी निवड/नियुक्ती रद्दबादल ठरविण्यास पात्र असेल. तसेच कायदा किंवा नियमांद्वारे विहित असणाऱ्या कारवाईस मी पात्र असेल.

आपली,

(उमेदवाराची सही)

ठिकाण :-

दिनांक :-

(शासन निर्णय क्र.८२/२००१/मसेआ-२०००/प्रक्र.४१५/का-२, दिनांक २५.५.२००१ चे परिशिष्ट-३)

परिशिष्ट - ३

खुल्या प्रवर्गातील महिलांकरिता शासकीय, निमशासकीय व शासन अनुदानित संस्थांमध्ये ठेवण्यात आलेल्या ३०% आरक्षणाच्या सवलतीकरिता उन्नत व्यक्ती/गट (क्रिमीलेअर) यामध्ये मोडत नसल्याबाबतच्या प्रमाणपत्राच्या नमुना:-

प्रमाणपत्र

प्रमाणित करण्यात येते की, शासन निर्णय, महिला व बाल विकास विभाग क्र.संकीर्ण-२०००/प्रक्र.४१५/का-२, दि.२२.५.२००१ अन्वये विहित केलेल्या खुल्या प्रवर्गातील महिलांकरिताच्या उन्नत व्यक्ती/गट (क्रिमीलेअर) प्रवर्गामध्ये कुमारी/श्रीमती ----- यांच्या कुटुंबियांचे लगतच्या मागील ३ वर्षांचे सर्व मार्गांनी मिळून एकूण उत्पन्न वार्षिक सरासरी रुपये २ लाखाच्या आत असल्याने त्या खुल्या प्रवर्गातील उन्नत व्यक्ती/गट (क्रिमीलेअर) मध्ये मोडत नाहीत.

सही

(सक्षम अधिकारी)

दिनांक :-

शिवका :-

विमुक्त जाती भटक्या जमाती, इतर मागासवर्ग व विशेष मागासप्रवर्ग मधील उन्नत व प्रगत व्यक्ती/गट या करिता नॉन क्रिमीलेयर साठी असलेली उत्पन्न मर्यादा वाढविणे बाबत.

महाराष्ट्र शासन

विजाभज इमाव व विमाप्र कल्याण विभाग

शासन निर्णय क्रमांक : सीबीसी-१०/२००८/प्र.क्र.६९७/विजाभज-१

हुतात्मा राजगुरु चौक, मादाम कामा मार्ग,

मंत्रालय विस्तार भवन, मुंबई-४४०००३२

दिनांक: १६ डिसेंबर २०१७

वाचा :-

- १) शासन निर्णय क्रमांक : सामाजिक न्याय व विशेष सहाय्य विभाग, क्रमांक: सीबीसी-१०/२००८/प्र.क्र.६९७/मावक -५ दि.१३ जानेवारी, २००९
- २) शासन निर्णय क्रमांक: सामाजिक न्याय व विशेष सहय्यक विभाग, क्रमांक :सी.बी.सी-१०/२००८/प्र.क्र.६९७/मावक-५ दि.५ दि.२४ जून, २०१३
- ३) शासन निर्णय क्रमांक: मिनीस्ट्री ऑफ पर्सोनल, पब्लिक ग्रीव्हन्सेस अँड पेंशस, डिपार्टमेंट ऑफ पर्सोनेल अँड ट्रेनिंग भारत सरकार यांचे ऑफिस मेमोरेन्डम क्रमांक ३६.३३/१/२०१३ इएसटी (आरईस), दिनांक १३/९/२०१७

प्रस्तावना :-

महाराष्ट्र राज्य लोकसेवा अनुसूचित जाती, जमाती ,निरधि सूचित जमाती, (वि. जा) भटक्या जमाती, विशेष मागासप्रवर्ग आणि इतर मागासवर्ग यांच्या साठी आरक्षण अधिनियम २००१(सन २००४ चा महाराष्ट्र अधिनियम क्र.८) अन्वये महाराष्ट्र राज्यातील विमुक्त जाती,भटक्या जमाती, इतर मागासवर्ग व विशेष मागासप्रवर्ग मधील उन्नत व प्रगत व्यक्ती/गट वगळून आरक्षणाचे फायदे लागू करण्यात आलेले आहेत.उच्च व उन्नत व्यक्ती/गटासाठी राज्य शासनाने उपरोक्त वाचा येथील क्रमांक १ येथील शासन निर्णय दिनांक १३ जानेवारी,२००९ अन्वये कौटुंबिक उत्पन्न मर्यादा, केंद्रशासनाच्या धर्तीवर रु.४.५० एवढी करण्यात आली होती. तसेच सदर शासन निर्णयान्वये केंद्र शासना कडून या पुढे ज्या-ज्या वेळी उत्पन्न मर्यादेत वाढ केली जाईल तीच उत्पन्न मर्यादा यापुढे महाराष्ट्र राज्यातील आरक्षण सोई सवलती करिता उन्नत व प्रगत गट/व्यक्ती करिता लागू राहिल असा निर्णय घेण्यात आला आहे. या अनुषंगाने केंद्र शासनाने केलेल्या उत्पन्न मर्यादेत केलेल्या वाढीच्या अनुषंगाने उपरोक्त वाचा येथील क्रमांक २ शासन निर्णयान्वये सदर उत्पन्न मर्यादा रुपये ४.५० लाख वरून रुपये ६.०० एवढी वाढ केलेली आहे. आता केंद्रशासनाने त्याच्या उपरोक्त वाचा येथील क्रमांक ३ येथील ऑफीस मेमोरेन्डम अन्वये ६.०० लाख उत्पन्न मर्यादेत वाढ करून सदर उत्पन्न मर्यादा रुपये ८.००लाख इतकी केली आहे. सदर उत्पन्न मर्यादेत केलेली वाढ राज्यातील विमुक्त जाती भटक्या जमाती, विशेष मागासप्रवर्ग,इतर मागासवर्ग या मधील उन्नत व प्रगत व्यक्ती/ गट वगळून आरक्षणाचे फायदे देण्यासाठी लागू करण्याची बाब शासनाच्या विचाराधिन होती...

शासन निर्णय :-

राज्यातील विमुक्त जाती, भटक्या जमाती, विशेष मागासप्रवर्ग या मधील उन्नत व प्रगत व्यक्ती/गट या करिता नॉनक्रिमीलेयरसाठी असलेली उत्पन्न मर्यादाही रु ६.०० लक्ष वरून रुपये ८.००लक्ष इतकी वाढ करण्यास या द्वारे शासन मान्यता देण्यात येत आहे. ज्याचे उत्पन्न मागील सलग तीन आर्थिक वर्षांमध्ये प्रत्येक वर्षी रुपये ८.०० लाखापेक्षा जास्त आहे. अशाना आरक्षणाचा लाभ मिळणार नाही .

२) तसेच केंद्र शासनाने इतर मागास प्रवर्गामधील उन्नत व प्रगत व्यक्ती/गट वगळून आरक्षणाचे फायदे देण्यासाठी दिनांक १३/०९/२०१७ ऑफीस मेमोरान्डम नुसार उत्पन्न मर्यादेत वाढ करून ती रुपये ८.००लाख वार्षिक करण्यात आलेली आहे.(सदर ऑफीस मेमोरान्डमची प्रत केंद्र शासनाच्या मिनिस्ट्रीऑफ मिनिस्ट्री ऑफ पर्सोनेल पब्लिक ग्रीव्हन्सेस अँड पेन्शस, डिपार्टमेन्ट ऑफ पर्सोनेल अँड ट्रेनिंग भारत सरकार च्या संकेतस्थळावर उपलब्ध आहे).केंद्र शासनाने अखत्यारीतील आरक्षण व सेवा विषयक लाभासाठी केंद्र शासनाने महाराष्ट्राशी संबंधित जी इतर मागासवर्गीयांची यादी निशिचीत केलेली आहे त्यांना रु.८.०० लाख एवढी वार्षिक उत्पन्न मर्यादा लागू राहील.

३) सदर आदेश दिनांक १ सप्टेंबर, २०१७ पासून अमंलात राहतील.

४) सदर शासन निर्णय वित्त विभागाचे अनौपचारिक संदर्भ क्रमांक:१९३/२०१७/व्यय-१४,दि ३०/११/२०१७ अन्वये निर्गमित करण्यात येत आहे.

५) सदर शासन निर्णय महाराष्ट्र शासनाच्या www.maharashtra.gov.in या संकेतस्थळावर उपलब्ध करण्यात आला असून त्याचा संकेतांक क्र. २०१७१२१६१५१०४२५०२२ असा आहे. हा आदेश डिजीटल स्वाक्षरीने करून काढण्यात येत आहे.

महाराष्ट्राचे राज्यपाल यांच्या आदेशानुसार व नावाने.

(भा. र. गावित)

सह सचिव, महाराष्ट्र शासन

प्रत,

१. मा. राज्यपाल यांचे सचिव
२. मा.मुख्यमंत्री यांचे अपर मुख्य सचिव
३. मा.मंत्री, विजाभज, इमाव व विमाप्र कल्याण यांचे खाजगी सचिव, मंत्रालय, मुंबई
४. मा.राज्यमंत्री, विजाभज, इमाव व विमाप्र कल्याण यांचे खाजगी सचिव, मंत्रालय, मुंबई
५. मा.मुख्य सचिव यांचे उपसचिव, मंत्रालय, मुंबई

६. मा. प्रधान सचिव, महसूल व वन/वित्त/ नियाजोन/ग्रामविकास/गृह निर्माण/उद्योग, उर्जा व कामगार/उच्च व तंत्रशिक्षण/वैद्यकीशिक्षण व औषधी द्रव्ये/कृषी व पदुम विभाग, मंत्रालय, मुंबई
७. मा.सचिव, विजाभज, इमाव व विमाप्र कल्याण विभाग यांचे स्वीय सहाय्यक, मंत्रालय, मुंबई
८. महासंचालक, माहिती व जनसंपर्क संचालनालय, मंत्रालय, मुंबई(प्रसिध्दीसाठी)
९. संचालक विजाभज, इमाव व विमाप्र कल्याण संचालनालय, महाराष्ट्र राज्य, पुणे
१०. सर्व मंत्रालयीन विभाग
११. सर्व विभागीय आयुक्त
१२. सर्व जिल्हाधिकारी
१३. सर्व मुख्य कार्यकारी अधिकारी, जिल्हा परिषद
१४. व्यवस्थापकीय संचालक, वंसतराव नाईक विमुक्त जाती व भटक्या जमाती विकास महामंडळ, मुंबई
१५. व्यवस्थापकीय संचालक, महाराष्ट्र राज्य इतर मागासवर्ग वित्त व विकास महामंडळ, मुंबई
१६. सर्व उपविभागीय अधिकारी
१७. सर्व तहसिलदार
१८. संचालक, तंत्रशिक्षण, मुंबई
१९. संचालक, उच्च शिक्षण, पुणे
२०. संचालक, वैद्यकीय शिक्षण व संशोधन, मुंबई
२१. सर्व प्रादेशिक उपायुक्त, समाजकल्याण विभाग
२२. सर्व सहाय्यक आयुक्त, समाजकल्याण विभाग
२३. सर्व जिल्हा समाज कल्याण अधिकारी, जिल्हा परिषद
२४. सर्व अध्यक्ष, विभागीय जात प्रमाणपत्र पडताळणी समिती
२५. सर्व कार्यासन अधिकारी, विजाभज, इमाव व विमाप्र कल्याण विभाग, मंत्रालय, मुंबई

Revision of Pay Scales of Teachers in Non-Agricultural Universities, National Law University, Affiliated Colleges, Government Colleges/Institutes as per 7th Central Pay Commission and UGC Regulations on minimum qualifications for appointment of teachers and other academic staff in universities and colleges and measure for the maintenance of standards in Higher Education, 2018.

GOVERNMENT OF MAHARASHTRA

Higher & Technical Education Department

Government Resolution No. Misc-2018/C.R.56/18/UNI-1

Mantralaya Annex, Mumbai – 400 032

Date: 08 March, 2019

Read:-

1. Government Resolution, Higher and Technical Education Department No. NGC-2009/(243/09)-Uni.1, dated 12th August, 2009.
2. Government of India MHRD letter No. 1-7/2015-U.II (1), dated 2nd November, 2017.
3. Government of India MHRD letter No. Corrigendum F.No.1-7/2015-U.II (1), dated 8th November, 2017.
4. Government of India MHRD letter No. 1-4/2017-U.II, dated 28th January, 2019.
5. UGC letter No. F.No.23-4/2017 (PS), dated 31st January, 2018.
6. The Gazette of India: Extraordinary, Part III-Section 4, dated 18th July, 2018.
7. The Maharashtra Public University Act, 2016

Preamble:-

University Grants Commission vide its letter dated 31st January, 2018 mentioned that the Government of India MHRD, Department of Higher Education, New Delhi vide its letter dated 2nd November 2017 regarding revision of 7th Pay of teachers and equivalent orders in universities and colleges following the revision of pay scales of Central Government employees on the recommendations of the 7th Central Pay Commission and to say that the State Government may take action to adopt the Government of India's scheme for State Universities and colleges.

The revision of Pay Scales of teachers and equivalent academic staff shall be subject to provisions of the scheme of revision of Pay scales as contained in letter dated 2nd November, 2017 and regulation issued by UGC dated 18th July, 2018 and amendments thereof from time to time in this behalf.

Resolution:

The question of implementing scheme of revisions of pay scales of universities and college teachers as per letter No. 1-7/2015-U.II (1), Government of India, Ministry of Human Resource Development, Department of Higher Education, dated 2.11.2017, and other relevant guidelines and notifications issued by University Grants Commission (UGC regulations on Minimum qualifications for appointment of teachers and other academic staff in Universities and Colleges and Measures for the maintenance of standards in Higher Education, 2018), dated 18.7.2018 (in short “UGC Regulations, 2018”) was under considerations of State Government. After considering all the aspects, the state government has decided to implement and revise pay scales and terms and conditions of services as detailed below:

1.0. Coverage

The revised pay scales and other measures to the improvement of standards in Higher Education are applicable to all categories of full-time teachers/librarians/Director of Physical Education employed by the non-Agricultural Universities, National Law Universities, Deemed to be Universities, non-Government aided/unaided Colleges, in the faculties of Arts, Science, Commerce, Humanities, Law, Education, Social Sciences, Languages, Library Science, Physical Education, Journalism & Mass Communications, Music, Performing Arts, Visual Arts, Other traditional Indian Art forms like Sculpture, etc., Drama and Yoga, etc., in the State, Government Institutes and Colleges.

However, unaided colleges/unaided institutes/unaided deemed to be Universities/Private Universities/Open Universities will not be entitled for any financial assistance from the State Government and similarly in case of aided institutes the Government assistance will only be limited to the posts approved by the Government from time to time.

The revised scales are not applicable to teachers who retired on or before 31st December 2015 and who worked on re-employment on that date, including those whose period of re-employment was extended after that date.

The revised scales are not applicable to the Accompanists, Coaches, Tutors and Demonstrators.

2.0. Date of Implementation

The date of implementation of the revised pay shall be 1st January, 2016, and the date of implementation of terms and conditions shall be the date of issue of these Rules.

3.0. Designation

There shall be only three designations in respect of teachers in colleges, namely, Assistant Professors, Associate Professors and Professors. Also, there shall be no change in the present designations in respect of Library and Physical Education Personnel.

There shall be only four designations in respect of teachers in Universities, namely, Assistant

Professors, Associate Professors, Professors and Senior Professors. Also, there shall be no change in the present designations in respect of Library and Physical Education Personnel up to Deputy Librarian/ Assistant Librarian (Selection Grade) and Deputy Director of Physical Education & Sports/ Assistant Director of Physical Education & Sports (Selection Grade) respectively. However, University Librarian is re-designated as Director, Knowledge Resource Center and University Director of Physical Education & Sports is re-designated as Director of Sports & Physical Education.

4.0. Recruitment and Qualifications

- 4.1.** The direct recruitment to the posts of Assistant Professor in Colleges and Assistant Professor, Associate Professor, Professor and Senior Professor in the Universities, shall be on the basis of merit through an all-India advertisement, followed by selection by a duly-constituted Selection Committee as per the provisions made under these Rules. These provisions shall be incorporated in the statutes/Ordinances of the university concerned. The composition of such a committee shall be as specified in these Rules.
- 4.2.** The minimum qualifications required for the post of Assistant Professor, Associate Professor, Professor, Senior Professor, Principal, Assistant Librarian, Deputy Librarian, Librarian, Director, Knowledge Resource Center, Assistant Director of Physical Education and Sports, Deputy Director of Physical Education and Sports, Director of Physical Education and Sports, and Director of Sports & Physical Education shall be as specified by the UGC in its regulations and accepted by State Government time to time.
- 4.3. I.** The National Eligibility Test (NET) or State Eligibility Test (SET) shall remain the minimum eligibility for appointment of Assistant Professor and equivalent positions wherever provided in UGC Regulations, 2018.
- Provided* that candidates who have been awarded a Ph.D. Degree in accordance with the University Grants Commission (Minimum Standards and Procedure for Award of M.Phil./Ph.D. Degree) Regulation, 2009, or the University Grants Commission (Minimum Standards and Procedure for Award of M. Phil/Ph.D. Degree) Regulation, 2016, and their subsequent amendments from time to time, as the case may be, shall be exempted from the requirement of the minimum eligibility condition of NET /SET for recruitment and appointment of Assistant Professor or any equivalent position in any University, College or Institution.
- Provided* further that the award of degree to candidates registered for the M. Phil/Ph.D. programme prior to July 11, 2009, shall be governed by the provisions of the then existing Ordinances / Bye-laws / Regulations of the Institutions awarding the degree. All such Ph.D.

candidates shall be exempted from the requirement of NET/ SET for recruitment and appointment of Assistant Professor or equivalent positions in Universities/ Colleges/ Institutions subject to the fulfillment of the following conditions:

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

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

- II.** The clearing of NET/SET shall not be required for candidates in such disciplines for which NET/SET has not been conducted. However, Ph.D. degree shall remain the minimum eligibility for appointment of Assistant Professor and equivalent positions in such disciplines wherever provided in UGC Regulations, 2018.

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

- I.** A relaxation of 5% shall be allowed at the Bachelor's as well as at the Master's level for the candidates belonging to Scheduled Caste/Scheduled Tribe/Other Backward Classes (OBC)(Non-creamy Layer)/Differently-abled ((a) Blindness and low vision; (b) Deaf and Hard of Hearing; (c) Locomotor disability including cerebral palsy, leprosy cured, dwarfism, acid-attack victims and muscular dystrophy; (d) Autism, intellectual disability, specific learning disability and mental illness; (e) Multiple disabilities from amongst persons under (a) to (d) including deaf-blindness) for the purpose of eligibility and assessing good academic record for direct recruitment. The eligibility marks of 55% marks (or an equivalent grade in a point scale wherever the grading system is followed) and the relaxation of 5% to the categories mentioned above are permissible, based only on the qualifying marks without including any grace mark procedure.

- 4.5.** A relaxation of 5% shall be provided, (from 55% to 50% of the marks) to the Ph.D. Degree holders who have obtained their Master's Degree prior to 19 September, 1991.

- 4.6.** A relevant grade which is regarded as equivalent of 55%, wherever the grading system is followed by a recognized university, at the Master's level shall also be considered valid.

- 4.7. The Ph.D. Degree shall be a mandatory qualification for appointment and promotion to the post of Professor.
- 4.8. The Ph.D. Degree shall be a mandatory qualification for appointment and promotion to the post of Associate Professor.
- 4.9. The Ph.D. Degree shall be a mandatory qualification for promotion to the post of Assistant Professor (Selection Grade/Academic Level 12) in Universities.
- 4.10. The Ph.D. Degree shall be a mandatory qualification for direct recruitment to the post of Assistant Professor in Universities with effect from 01.07.2021.
- 4.11. The time taken by candidates to acquire M.Phil. and / or Ph.D. Degree shall not be considered as teaching/research experience to be claimed for appointment to the teaching positions. Regular faculty members up to twenty per cent of the total faculty strength (excluding faculty on medical / maternity leave) shall be allowed by their respective institutions to take study leave for pursuing Ph.D. degree.

4.12. Qualifications

No person shall be appointed to the post of University and College teacher, Librarian, Director, Knowledge Resource Center, Director of Physical Education and Sports or Director of Sports & Physical Education, in any university or in any of institutions including constituent or affiliated colleges recognized under clause (f) of Section 2 of the University Grants commission Act, 1956 or in an institution deemed to be a University under Section 3 of the said Act if such person does not fulfill the requirements as to the qualifications for the appropriate post as provided in the Schedule 1 of UGC Regulations, 2018.

5.0. Direct Recruitment

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

I. Assistant Professor in Colleges and Universities

Eligibility (A or B):

A.

- 1) A Master's degree with 55% marks (or an equivalent grade in a point-scale wherever the grading system is followed) in a concerned/relevant/allied subject from an Indian University, or an equivalent degree from an accredited foreign university.

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

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

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

Note:

- 1) *The fulfillment of these conditions is to be certified by the Registrar or the Dean (Academic affairs) of the University concerned.*
- 2) NET/SET shall also not be required for such Masters Programmes in disciplines for which NET/SET is not conducted. However, Ph.D. degree shall remain the minimum eligibility for appointment of Assistant Professor in such disciplines.

OR

B.

The Ph.D. degree has been obtained from a foreign university/institution with a ranking among top 500 in the World University Ranking (at any time) by any one of the following:

- (i) Quacquarelli Symonds (QS) ;
- (ii) the Times Higher Education (THE) or
- (iii) the Academic Ranking of World Universities (ARWU) of the Shanghai

Jiao Tong University (Shanghai).

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

II. Associate Professor in Universities

Eligibility:

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

III. Professor in Universities

Eligibility (A or B)

A.

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

OR

B.

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

IV. Senior Professor in Universities

Up to 10 percent of the existing sanctioned strength of Professors in the university may be appointed as Senior Professor in the universities, through direct recruitment. The scheme shall be applicable to directly recruited professors only.

Eligibility:

- i) An eminent scholar with good track record of high-quality research publications in Peer-reviewed or UGC-listed journals, significant research contribution to the discipline, and engaged in research supervision.
- ii) A minimum of ten years of teaching/research experience as Professor or an equivalent grade in a University, College or an institute of national level.
- iii) The selection shall be based on academic achievements, favourable review from three eminent subject experts who are not less than the rank of Senior Professor or a Professor of at least ten years experience.
- iv) The selection shall be based on ten best publications in the Peer-reviewed or UGC - listed journals and award of Ph.D. degrees to at least two candidates under his/her supervision during the last 10 years and interaction with the Selection Committee constituted as per these Rules.

V. College Principal

A. Eligibility:

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

B. Tenure:

A College Principal shall be appointed for a period of five years, extendable for another term of five years on the basis of performance assessment by a Committee appointed by the University, constituted as per these Rules.

5.2. For the Disciplines of Music, Performing Arts, Visual Arts and Other Traditional Indian Art Forms like Sculpture, etc.

I. Assistant Professor in Universities and Colleges

Eligibility (A or B):

A.

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

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

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

Note:

- 1) *The fulfillment of these conditions is to be certified by the Registrar or the Dean (Academic affairs) of the University concerned.*
- 2) NET/SET shall also not be required for such Masters Programmes in disciplines for which NET/SET is not conducted. However, Ph.D. degree shall remain the minimum eligibility for appointment of Assistant Professor in such disciplines.

OR

B.

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

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

II. Associate Professor in Universities

Eligibility (A or B):

A.

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

OR

B.

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

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

III. Professor in Universities

Eligibility (A or B):

A.

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

OR

B.

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

1. Having Master's degree, in the relevant subject;
2. Has been 'A'-grade artist of AIR/Doordarshan;
3. Has Ten years of outstanding performing achievements in the field of specialization;
4. Has made significant contributions in the field of specializations and ability to guide research;
5. Has participated in National/International Seminars/Conferences/Workshops/Concerts and/ or recipient of National/International Awards/Fellowships;
6. Has the ability to explain with logical reasoning the subject concerned; and
7. Has adequate knowledge to teach theory with illustrations in the said discipline.

5.3. Drama Discipline

I. Assistant Professor in Universities and Colleges

Eligibility (A or B):

A.

- 1) A Master's degree with 55% marks (or an equivalent grade in a point-scale wherever the grading system is followed) in the relevant subject or an equivalent degree from an Indian/foreign University.
- 2) Besides fulfilling the above qualifications, the candidate must have cleared the National Eligibility Test (NET) conducted by the UGC, CSIR, or a similar test accredited by the UGC, like SET or who are or have been awarded a Ph. D. Degree

in accordance with the University Grants Commission (Minimum Standards and Procedure for Award of M.Phil./Ph.D. Degree) Regulations, 2009 or 2016 and their amendments from time to time as the case may be.

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

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

Note:

- 1) *The fulfillment of these conditions is to be certified by the Registrar or the Dean (Academic affairs) of the University concerned.*
- 2) NET/SET shall also not be required for such Masters Programmes in disciplines for which NET/SET is not conducted. However, Ph.D. degree shall remain the minimum eligibility for appointment of Assistant Professor in such disciplines.

OR

B.

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

- i. been a professional artist with three years' Bachelor degree/Post Graduate Diploma, with 55% marks (or an equivalent grade in a point-scale wherever the grading system is followed), from the National School of Drama, or any other such Institution in India or abroad;
- ii. five years of regular acclaimed performance at regional/ national/ international stage, supported by evidence; and

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

II. Associate Professor in Universities

Eligibility (A or B):

A.

- i. A good academic record, having a Ph.D. degree with performing ability of high professional standard as certified by an Expert Committee constituted by the University concerned for the said purpose;
- ii. Eight years experience of teaching in a University/College and/ or research in a University/national- level institutions equal to that of Assistant Professor in a University/College; and
- iii. A significant contribution to knowledge in the subject concerned, as evidenced by the quality publications.

OR

B.

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

- i. Been recognized artist of Stage/ Radio/TV;
- ii. Eight years of outstanding performance in the field of specialization;
- iii. Experience of designing new courses and /or curricula;
- iv. Participated in Seminars/Conferences in reputed institutions; and
- v. The ability to explain with logical reasoning the subject concerned and adequate knowledge to teach theory with illustrations in the said discipline.

III. Professor in Universities

Eligibility (A or B):

A.

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

OR

B.

A traditional and a professional artist, having highly commendable professional achievement in the subject concerned, who has:

- i. Master's degree, in the relevant subject;:
- ii. Ten years of outstanding performing achievements in the field of specialization;
- iii. Made significant contribution in the field of specialization;
- iv. Guided research;
- v. Participated in National/International Seminars/Conferences/Workshops and/or recipient of National/International Awards/Fellowships;
- vi. Ability to explain with logical reasoning the subject concerned; and
- vii. Adequate knowledge to teach theory, with illustrations in the said discipline.

5.4. Yoga Discipline

I. Assistant Professor in Universities and Colleges

Eligibility (A or B):

A.

- 1) Good academic record with at least 55% marks (or an equivalent grade in a point-scale wherever the grading system is followed) at the Master's degree in Yoga or any other relevant subject, or an equivalent degree from an Indian/foreign University.
- 2) Besides fulfilling the above qualifications, the candidate must have cleared the National Eligibility Test (NET) conducted by the UGC, CSIR, or a similar test accredited by the UGC, like 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.

OR

B.

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

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

II. Associate Professor in Universities

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

III. Professor in Universities

Eligibility (A or B):

A.

- i. An eminent scholar with Ph. D. degree in the subject concerned or in an allied/relevant subject and published work of high quality, actively engaged in research with evidence of published work, with a minimum of 10 publications as books and/ or research/policy papers in the peer-reviewed or UGC listed journals and a total research score of at least 120 as per the criteria given in Appendix II, Table 2.
- ii. A minimum of ten years of teaching experience in a University/College and / or experience in research at the university/National level institution/Industries, with evidence of having successfully guided doctoral candidate.

OR

B.

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

5.5. MINIMUM QUALIFICATIONS FOR DIRECT RECRUITMENT TO THE POSTS OF UNIVERSITY ASSISTANT LIBRARIAN/ COLLEGE LIBRARIAN, UNIVERSITY DEPUTY LIBRARIAN AND UNIVERSITY LIBRARIAN (DIRECTOR, KNOWLEDGE RESOURCE CENTER)

I. University Assistant Librarian/ College Librarian

- 1) A Master's degree in Library Science, Information Science or Documentation Science or an equivalent professional degree, with at least 55% marks (or an equivalent grade in a point-scale, wherever the grading system is followed).
- 2) A consistently good academic record, with knowledge of computerization of a library.
- 3) Besides fulfilling the above qualifications, the candidate must have cleared the National Eligibility Test (NET) conducted by the UGC, CSIR, or a similar test accredited by the UGC, like 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. programme prior to July 11, 2009, shall be governed by the provisions of the then existing Ordinances / Bye-laws / Regulations of the Institutions awarding the degree and such Ph.D. candidates shall be exempted from the requirement of NET/ SET for recruitment and appointment of Assistant Professor or equivalent positions in Universities/Colleges/Institutions subject to the fulfillment of the following conditions:

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

Note:

- 1) *The fulfillment of these conditions is to be certified by the Registrar or the Dean (Academic affairs) of the University concerned.*
- 2) NET/SET shall also not be required for such Masters Programmes in disciplines for which NET/SET is not conducted. However, Ph.D. degree shall remain the minimum eligibility for the appointment in such disciplines.

II. University Deputy Librarian

- i. A Master's Degree in Library Science/Information Science/Documentation

Science, with at least 55% marks or an equivalent grade in a point –scale, wherever grading system is followed;

- ii. Eight years experience as an Assistant University Librarian/College Librarian;
- iii. Evidence of innovative library services including integration of ICT in library; and
- iv. A Ph.D. Degree in Library Science/ Information Science / Documentation Science/Archives and manuscript keeping/computerization of library.

III. University Librarian (Director, Knowledge Resource Center)

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

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

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

Eligibility (A or B):

A.

- 1) A Master's degree in Physical Education and Sports or Physical Education or Sports Science with 55% marks (or an equivalent grade in a point-scale, wherever the grading system is followed).
- 2) Record having represented the University/ College at the inter-university/inter collegiate competitions or the State and /or National championships.
- 3) Besides fulfilling the above qualifications, the candidate must have cleared the National Eligibility Test (NET) conducted by the UGC, CSIR, or a similar test accredited by the UGC, like 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 Institutions awarding the degree and such Ph.D. candidates shall be exempted from the requirement of NET/ SET for recruitment and appointment of Assistant Professor or equivalent positions in Universities/Colleges/Institutions subject to the fulfillment of the following conditions:

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

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

- 1) NET/SET shall also not be required for such Masters Programmes in disciplines for which NET/SET is not conducted. However, Ph.D. degree shall remain the minimum eligibility for the appointment in such disciplines.
- 2) Passed the physical fitness test conducted in accordance with these Rules.

OR

B.

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

II. University Deputy Director of Physical Education and Sports

Eligibility (A or B):

A.

- i. A Ph.D. in Physical Education or Physical Education and Sports or Sports Science. Candidates from outside the university system, in addition, shall also possess at least

55% marks (or an equivalent grade in a point scale wherever grading system is followed) at the Master's Degree level by the university concerned;

- ii. Eight years experience as University Assistant DPES/College DPES;
- iii. Evidence of organizing competitions and conducting coaching camps of at least two weeks duration;
- iv. Evidence of having produced good performance of teams/athletes for competitions like state/national/inter-university/combined university, etc; and
- v. Passed the physical fitness test in accordance with these Rules.

OR

B.

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

III. University Director of Sports and Physical Education

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

IV. Physical Fitness Test Norms

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

Norms For	Run/ Walk Test	Upto 30 Years	Upto 40 Years	Upto 45 Years	Upto 50 Years
Men	12 Minutes Run/ Walk Test	1800 metres	1500 metres	1200 metres	800 metres
Women	8 Minutes Run/ Walk Test	1000 metres	800 metres	600 metres	400 metres

6. Constitution of Selection Committees and Guidelines on Selection Procedure

6.1. Selection Committee Composition

I. Assistant Professor in the University:

- a) The Selection Committee for the post of Assistant Professor in the University shall consist of the following persons :

- i. The Vice-Chancellor or the Pro-Vice-Chancellor upon the directions of the Vice-Chancellor shall be the Chairperson of the Committee;
- ii. One person, not below the rank of professor, nominated by the Chancellor;
- iii. The Dean of the Faculty concerned as a member secretary;
- iv. The Head of the university department or a head of the concerned School of multidisciplinary institution, nominated by the Vice-Chancellor;
- v. Not less than three experts nominated by the Management Council out of a panel of not less than six names of experts not connected with the university recommended by the Academic Council, who have special knowledge of the subject for which the teacher is to be selected;
- vi. One person not below the rank of Professor or Principal belonging to Scheduled Castes or Scheduled Tribes or De-notified Tribes (Vimukta Jatis) or Nomadic Tribes or other Backward Classes, nominated by the Chancellor;
- vii. One principal who is a member of management council to be nominated by the Management Council;
- viii. Director, Higher Education or his nominee not below the rank of Joint Director.

Provided that, a head referred to in clause (iv) above, who is an Associate Professor shall be a member of the Selection Committee for the selection to the post of Assistant Professor.

- b) Four members, including two outside subject experts, shall constitute the quorum.

II. Associate Professor in the University

- a) The Selection Committee for the post of Associate Professor in the University shall consist of the following persons :

- i. The Vice-Chancellor or the Pro-Vice-Chancellor upon the directions of the Vice-Chancellor shall be the Chairperson of the Committee;
 - ii. One person, not below the rank of professor, nominated by the Chancellor;
 - iii. The Dean of the Faculty concerned as a member secretary;
 - iv. The Head of the university department or a head of the concerned School of multidisciplinary institution, nominated by the Vice-Chancellor;
 - v. Not less than three experts nominated by the Management Council out of a panel of not less than six names of experts not connected with the university recommended by the Academic Council, who have special knowledge of the subject for which the teacher is to be selected;
 - vi. One person not below the rank of Professor or Principal belonging to Scheduled Castes or Scheduled Tribes or De-notified Tribes (Vimukta Jatis) or Nomadic Tribes or other Backward Classes, nominated by the Chancellor;
 - vii. One principal who is a member of management council to be nominated by the Management Council;
 - viii. Director, Higher Education or his nominee not below the rank of Joint Director.
- b) Four members, including two outside subject experts, shall constitute the quorum.

III. Professor in the University

- a) The Selection Committee for the post of Professor in the University shall consist of the following persons :
- i. The Vice-Chancellor or the Pro-Vice-Chancellor upon the directions of the Vice-Chancellor shall be the Chairperson of the Committee;
 - ii. One person, not below the rank of professor, nominated by the Chancellor;
 - iii. The Dean of the Faculty concerned as a member secretary;
 - iv. The Head of the university department or a head of the concerned School of multidisciplinary institution, nominated by the Vice-Chancellor;
 - v. Not less than three experts nominated by the Management Council out of a panel of not less than six names of experts not connected with the university recommended by the Academic Council, who have special knowledge of the subject for which the teacher is to be selected;

- vi. One person not below the rank of Professor or Principal belonging to Scheduled Castes or Scheduled Tribes or De-notified Tribes (Vimukta Jatis) or Nomadic Tribes or other Backward Classes, nominated by the Chancellor;
 - vii. One principal who is a member of management council to be nominated by the Management Council;
 - viii. Director, Higher Education or his nominee not below the rank of Joint Director.
- b) Four members, including two outside subject experts, shall constitute the quorum.

IV. Senior Professor in the University

- a) The Selection Committee for the post of Senior Professor in the University shall consist of the following persons :
- i. The Vice-Chancellor or the Pro-Vice-Chancellor upon the directions of the Vice-Chancellor shall be the Chairperson of the Committee;
 - ii. One person, not below the rank of professor, nominated by the Chancellor;
 - iii. The Dean of the Faculty concerned as a member secretary;
 - iv. The Head of the university department or a head of the concerned School of multidisciplinary institution, nominated by the Vice-Chancellor;
 - v. Not less than three experts nominated by the Management Council out of a panel of not less than six names of experts not connected with the university recommended by the Academic Council, who have special knowledge of the subject for which the teacher is to be selected;
 - vi. One person not below the rank of Professor or Principal belonging to Scheduled Castes or Scheduled Tribes or De-notified Tribes (Vimukta Jatis) or Nomadic Tribes or other Backward Classes, nominated by the Chancellor;
 - vii. One principal who is a member of management council to be nominated by the Management Council;
 - viii. Director, Higher Education or his nominee not below the rank of Joint Director.
- b) Four members, including two outside subject experts, shall constitute the quorum.

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

There shall be a selection committee for recommending the names of suitable candidates for appointment for the substantive/permanent post of Assistant Professor in the

College/Institution. The selection committee shall be as per the guidelines prescribed by the State Government in the *Official Gazette*.

VI. College Principal

There shall be a selection committee for recommending names of the suitable candidates for appointment for the post of college Principal. The selection committee shall be as per the guidelines prescribed by the State Government in the *Official Gazette*.

- a) The term of appointment of the Principal, shall be five years with eligibility for reappointment for one more term. If the Management intends to re-appoint the existing Principal, the Management shall initiate the process of external peer review at least six months before.
- b) The external peer review committee prescribed in clause (c) above, shall consist of the following members, namely:-

- i. Nominee of the Vice-Chancellor, Chairperson;
- ii. Nominee of the Chairperson of the Management of the College/Institution;

The nominees shall be from the Principals of the Colleges with Excellence/Colleges with Potential for Excellence/Autonomous Colleges/ NAAC A or A+ accredited Colleges/Director or Head of the University Department.

- c) The report of the external peer review committee shall be the main basis for re-appointment of the Principal.
- d) If the external peer review committee recommends for re-appointment of the existing Principal, the Management shall re-appoint such existing Principal for one more term.

VII. Selection Committees for the posts of Directors of Sports and Physical Education, Deputy Directors, Assistant Directors of Physical Education and Sports, Director, Knowledge Resource Center, Deputy Librarians and Assistant Librarians shall be the same as that of Professor, Associate Professor and Assistant Professor, respectively, except that in Library and Physical Education and Sports or Sports Administration, respectively, practicing Librarian/Director Physical Education and Sports, as the case may be, shall be associated with the Selection Committee as one of the subject experts.

VIII. The “Screening-cum-Evaluation Committee” for CAS promotions of Assistant Professors/equivalent cadres in Librarians/Physical Education and Sports from one level to the other higher level shall consist of:

A. For University teachers:

- i. The Vice-Chancellor or his/her nominee shall be the Chairperson of the Committee;
- ii. The Dean of the Faculty concerned;
- iii. The Head of the Department /Chairperson of the School;
- iv. One subject expert in the subject concerned nominated by the Vice-Chancellor from the University panel of experts; and
- v. Director Higher Education or his/her nominee not below the rank of Joint Director.

B. For College teachers:

- i. The Principal of the college shall be the Chairperson of the committee;
- ii. Head /Teacher-In charge of the department concerned from the college;
- iii. Two subject experts in the subject concerned nominated by the Vice-Chancellor from the university panel of experts; and
- iv. Joint Director Higher Education or his /her nominee not below the rank of Associate Professor.

C. For University Assistant Librarian:

- i. The Vice-Chancellor shall be the Chairperson of the Committee;
- ii. The Dean of the Faculty concerned;
- iii. The Librarian, University Library;
- iv. One expert who is a working Librarians nominated by the Vice-Chancellor from the University panel of experts; and
- v. Director Higher Education or his/her nominee not below the rank of Joint Director.

D. For College Librarian:

- i. The Principal shall be the Chairperson of the Committee;
- ii. The Librarian, University Library;
- iii. Two expert who are working Librarians nominated by the Vice-Chancellor from the University panel of experts; and
- iv. Joint Director Higher Education or his/her nominee not below the rank of Associate Professor.

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

- i. The Vice-Chancellor shall be the Chairperson of the Committee;
- ii. The Dean of the Faculty concerned;
- iii. The University Director, Physical Education and Sports;
- iv. One expert in Physical Education and Sports Administration from University System nominated by the Vice-Chancellor from the University panel of experts; and
- v. Director Higher Education or his/her nominee not below the rank of Joint Director.

F. For College Director, Physical Education and Sports:

- i. The Principal shall be the Chairperson of the Committee;
- ii. The University Director, Physical Education and Sports;
- iii. Two experts in Physical Education and Sports Administration from University System nominated by the Vice-Chancellor from the University panel of experts; and
- iv. Joint Director Higher Education or his/her nominee not below the rank of Associate Professor.

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

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

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

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

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

- 6.4.** For all Selection Committees specified in these Rules, Head of Department / Teacher-In-charge should be either in the same or higher rank/ position than the rank/position for which the interview is to be held.

7.0. Selection Procedure:

- I.** The overall selection procedure shall incorporate transparent, objective and credible methodology of analysis of the merits and credentials of the applicants based on the weightage given to the performance of the candidate in different relevant parameters and his/her performance on a grading system proforma, based on Appendix II, Tables 1, 2, 3A, 3B, 4, and 5.
- In order to make the system more credible, universities may assess the ability for teaching and / or research aptitude through a seminar or lecture in a classroom situation or discussion on the capacity to use the latest technology in teaching and research at the interview stage. These procedures can be followed for both the direct recruitment and the CAS promotions, wherever selection committees are prescribed.
- II.** The universities shall adopt these Rules for selection committees and selection procedure through their respective statutory bodies incorporating Appendix II, Table 1, 2, 3A, 3B, 4, and 5 at the institutional level for University Departments and their Constituent colleges /Conducted colleges/ affiliated colleges (Government/Government- aided/Autonomous/ Private Colleges) to be followed transparently in all the selection processes. The universities may devise their own self-assessment-cum-performance appraisal forms for teachers in strict adherence to the Appendix II, Table 1, 2, 3A, 3B, 4, and 5.
- III.** In all the Selection Committees of direct recruitment of teachers and other academic staff in universities and colleges provided herein, an academican belonging to the Scheduled Caste/Scheduled Tribe/OBC/Minority/Women/Differently-abled categories, if any of candidates belonging to these categories is the applicant and if any of the members of the selection committee does not belong to that category, shall be nominated by the Vice-Chancellor of the University, and in case of a College, Vice-Chancellor of the University to which the college is affiliated to. The academican, so nominated for this purpose, shall be one level above the cadre level of the applicant, and such nominee shall ensure that the norms of the State Government, in relation to the categories mentioned above, are strictly followed during the selection process.
- IV.** The process of selection of a Professor shall involve the inviting of the application developed by the respective university, based on the Assessment Criteria and Methodology

guidelines set out in Appendix II, Table 1 and 2 and reprints of all significant publications of the candidates.

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

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

- V. In the case of selection of faculty members who are from outside the academic field and are considered under Clause 5.1 (III.B), 5.2 (I.B, II.B, III.B), 5.3 (I.B, II.B, III.B) and 5.4 (III.B) of these Rules, the university's statutory bodies must lay down clear and transparent criteria and procedure so that only outstanding professionals who can contribute substantially to the university knowledge system are selected.
- VI. In the selection process for the posts involving different nature of responsibilities in certain disciplines/areas, such as Music and Fine Arts, Visual Arts and Performing Arts, Physical Education and Sports, and Library, greater emphasis may be laid on the nature of deliverables indicated against each of the posts in these Rules which need to be taken up by the institution while developing the Proforma for both the direct recruitment and the CAS promotion.
- VII. The Internal Quality Assurance Cell (IQAC) shall be established in all Universities/Colleges as per the UGC/National Assessment Accreditation Council (NAAC) guidelines with the Vice-Chancellor, as Chairperson (in the case of Universities), and Principal, as Chairperson (in case of Colleges). The IQAC shall act as the documentation and record-keeping Cell for the institution, including assistance in the development of Assessment Criteria and Methodology Proforma based on these Rules. The IQAC may also introduce, wherever feasible, the student feedback system as per the NAAC guidelines on institutional parameters without incorporating the component of the students' assessment of individual teachers in the Assessment Criteria and Methodology Proforma.
 - A. The Assessment of the performance of College and University teachers for the CAS promotion is based on the following criteria:
 - i. **Teaching-Learning and Evaluation:** The commitment to teaching based on observable indicators such as being regular to class, punctuality to class, remedial teaching and clarifying doubts within and outside the class hours, counseling and mentoring, additional teaching to support the college/

university as and when the need arises, etc. Examination and evaluation activities like performing of examination supervision duties, question-papers setting for university/college examinations, participation in the evaluation of examination answer scripts, conducting examinations for internal assessment as per the schedule to be announced by the institution at the beginning of each Academic Session and returning and discussing the answers in the class.

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

B. Assessment Process

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

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

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

Step 3: A CAS Promotion shall be granted as mentioned in Clauses 7.4 of these Rules.

7.1. Assessment Criteria and Methodology:

- a) Tables 1 to 3 of Appendix II are applicable to the selection of Assistant Professors/ Associate Professors/Professors/Senior Professor in Universities and Colleges;

- b) Table 4 of Appendix II is applicable to Assistant Librarians/ College Librarians and Deputy Librarians for promotion under Career Advancement Scheme; and
 - c) Table 5 of Appendix II is applicable to Assistant Directors/ College Director of Physical Education sports and Deputy Directors/Directors of Physical Education and Sports for promotions under Career Advancement Scheme.
- 7.2.** The constitution of the Selection Committees and Selection Procedure as well as the Assessment Criteria and Methodology for the above cadres, either through direct recruitment or through Career Advancement Scheme, shall be in accordance with these Rules. The constitution of the Selection Committee for Associate Professors and Professors in Colleges under Career Advancement Scheme shall be as specified in University Grants Commission Regulations dated 18.7.2018.
- 7.3.** The criteria for promotions under Career Advancement Scheme laid down under these Rules shall be effective from the date of notification of these Rules. However, to avoid hardship to those faculty members who have already qualified or are likely to qualify shortly under the existing Rules, a choice may be given to them, for being considered for promotions under the existing Rules. This option can be exercised only within three years from the date of notification of these Rules.
- I.** A teacher who wishes to be considered for promotion under the CAS may submit in writing to the university/college, within three months in advance of the due date, that he/she fulfils all the requirements under the CAS and submit to the university/college the Assessment Criteria and Methodology Proforma as evolved by the university concerned supported by all credentials as per the Assessment Criteria and Methodology guidelines set out in these Regulations. In order to avoid any delay in holding the Selection Committee meetings for various positions under the CAS, the University/College may initiate the process of screening/selection, and complete the process within six months from the receipt of application. Further, in order to avoid any hardship, the candidates who fulfill all other criteria mentioned in these Rules, as on and till the date on which these Rules are notified, can be considered for promotion from the date, on or after the date, on which they fulfill these eligibility conditions.
 - II.** The Selection Committee specifications as contained in Clauses 6.1 to 6.4 shall be applicable to all direct recruitments of faculty positions and equivalent cadres and Career Advancement promotions from Assistant Professor to Associate Professor, from Associate Professor to Professor, Professor to Senior Professor (in University) and for equivalent cadres.
 - III.** The CAS promotion from a lower stage to a higher stage of Assistant Professor shall be conducted through a “Screening-cum-Evaluation Committee”, following the criteria laid

down in Table1 of Appendix II.

- IV.** The promotion under the CAS being a personal promotion to a teacher holding a substantive sanctioned post, on his/her superannuation, the said post shall revert back to its original cadre.
- V.** For the promotion under the CAS, the applicant teacher must be on the role and in active service of the University/College on the date of consideration by the Selection Committee.
- VI.** The candidate shall offer himself/herself for assessment for promotion, if he/she fulfils the minimum grading specified in the relevant Assessment Criteria and Methodology Tables, by submitting an application and the required Assessment Criteria and Methodology Proforma. He/she can do so three months before the due date. The university shall send a general circular twice a year, inviting applications for the CAS promotions from the eligible candidates.
- i. If a candidate applies for promotion on completion of the minimum eligibility period and is successful, the date of promotion shall be from that of minimum period of eligibility.
 - ii. If, however, the candidate finds that he/she would fulfils the CAS promotion criteria, as defined in Tables 1, 2, 4, and 5 of Appendix II at a later date and applies on that date and is successful, his/her promotion shall be effected from that date of the candidate fulfilling the eligibility criteria.
 - iii. The candidate who does not succeed in the first assessment, he/she shall have to be re-assessed only after one year. When such a candidate succeeds in the eventual assessment, his/her promotion shall be deemed to be one year from the date of rejection.
- VII.** Regarding the cases pending for promotions from one Academic Level/Grade Pay to another Academic Level/Grade Pay under the Career Advancement Scheme provided under the UGC Regulations on Minimum Qualifications for Appointment of Teachers and other Academic Staff in Universities and Colleges and Measures for the Maintenance of Standards in Higher Education 2010 and its subsequent amendments, the teachers shall be given the option to be considered for the promotion from one Academic Level/Grade Pay to another Academic Level/Grade Pay as per the following:
- a) The teachers shall be considered for promotion from one Academic Level/Grade Pay to another as per the CAS under UGC these Rules
- OR**
- b) The faculty members shall be considered for the promotion from one Academic Level/Grade Pay to another as per the CAS provided under the UGC Regulations

on Minimum Qualifications for Appointment of Teachers and other Academic Staff in Universities and Colleges and Measures for the Maintenance of Standards in Higher Education 2010 and its amendments with relaxation in the requirements of Academic Performance Indicators (API) based Performance Based Appraisal System (PBAS) up to the date of notification of these Rules.

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

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

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

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

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

- A. The entry-level Assistant Professors (Level 10) shall be eligible for promotion under the Career Advancement Scheme (CAS) through two successive levels (Level 11 and Level 12), provided they are assessed to fulfill the eligibility and performance criteria as laid down in Clause 7.3 of this resolution.

B. Career Advancement Scheme (CAS) for College teachers

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

Eligibility:

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

2)

- i. Attended one Orientation Course of 21 days' duration on teaching methodology; and
- ii. **Any one of the following:**

Completed one Refresher / Research Methodology Course

OR

Any two of the following:

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

OR

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

CAS Promotion Criteria:

A teacher shall be promoted if;

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

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

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

Eligibility:

- 1) Assistant Professors who have completed five years of service in Academic Level 11/Senior Scale.
- 2) Any two of the following in the last five years of Academic Level-11/ Senior Scale:

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

CAS Promotion Criteria:

A teacher shall be promoted if;

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

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

Eligibility:

- 1) Assistant Professor who has completed three years of service in Academic Level 12/Selection-Grade.
- 2) A Ph.D. degree in subject concerned /allied/relevant discipline.

- 3) Any one of the following during the last three years: completed one course / programme from amongst the categories of Refresher Courses/ Methodology Workshop/Syllabus Up-gradation Workshop/ Teaching- Learning-Evaluation Technology Programme/ Faculty Development Programme of at least two weeks (ten days) duration (or completed two courses of at least one week (five days) duration in lieu of every single course/programme of at least two weeks (ten days) duration); or completed one MOOCs course (with e-certification); or contribution towards development of e-contents in 4-quadrant(at least one quadrant) minimum of 10 modules of a course/contribution towards development of at least 10 modules of MOOCs course/contribution towards conduct of a MOOCs course during the period of assessment.

CAS Promotion Criteria:

A teacher may be promoted if;

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

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

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

CAS Promotion Criteria:

A teacher shall be promoted if;

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

iii) The date of Promotion shall be the date of selection as Professor by CAS.

C. Career Advancement Scheme (CAS) for University teachers

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

Eligibility:

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

CAS promotion Criteria:

A teacher shall be promoted if;

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

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

Eligibility:

- 1) Assistant Professors who has completed five years of service in Academic Level 11/ Senior Scale.
- 2) A Ph.D. Degree in the subject concerned/allied/relevant discipline.
- 3) Has done any two of the following in the last five years of Academic Level 11/Senior Scale: Completed a course / programme from amongst the categories of Refresher Courses/Research Methodology/Workshops/ Syllabus Up-

gradation Workshop/ Teaching-Learning-Evaluation/ Technology Programmes / Faculty Development Programme of at least two weeks (ten days) duration (or completed two courses of at least one week (five days) duration in lieu of every single course/programme of at least two weeks (ten days) duration), or, completed one MOOCs course in the relevant subject (with e-certification); or contribution towards the development of e-content in 4-quadrant (at least one quadrant) minimum of 10 modules of a course/contribution towards the development of at least 10 modules of MOOCs course/contribution towards conduct of a MOOCs course during the period of assessment.

- 4) Published three research papers in the peer-reviewed journals or UGC-listed journals during assessment period.

CAS promotion Criteria:

A teacher shall be promoted if;

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

II Assistant Professor (Selection Grade/Academic Level 12) to Associate Professor

I. (Academic Level 13A)

Eligibility:

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

course/ contribution towards conduct of a MOOCs course during the period of assessment.

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

CAS Promotion Criteria:

A teacher shall be promoted if;

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

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

Eligibility:

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

CAS Promotion Criteria:

A teacher shall be promoted if;

- i. He/she gets 'satisfactory' or 'good' grade in the annual performance assessment reports of at least two of the last three years of the assessment period, as per Appendix II, Table 1, and at least 110 research score, as per Appendix II, Table 2.
- ii. The promotion is recommended by a selection committee constituted in accordance with these Rules.

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

A Professor can be promoted to the post of Senior Professor under the CAS. The promotion shall be based on academic achievement, favourable review from three

eminent subject experts who are not of the rank lower than the rank of a Senior Professor or a Professor having at least ten years' of experience. The selection shall be based on 10 best publications during the last 10 years and interaction with a Selection Committee constituted in accordance with these Rules.

Eligibility:

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

D. Career Advancement Scheme (CAS) for Librarians

Note:

- i. **The following provisions apply only to those persons who are not involved in the teaching of Library Science. Teachers in institutions where Library Science is a teaching department shall be covered by the provisions given under sections 7.4 (B) and 7.4 (C), of these Rules for Colleges/Institutions and for Universities, respectively.**
- ii. **The Deputy Librarian in Universities shall have two levels i.e. Academic Level 13A and Academic Level 14 while College Librarians shall have five levels i.e. Academic Level 10, Academic Level 11, Academic Level 12, Academic Level 13A and Academic Level 14.**

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

Eligibility:

- 1) An Assistant Librarian/ College Librarian who is in Academic Level 10 and has completed four years of service having a Ph.D. degree in Library Science/ Information Science/ Documentation Science or an equivalent degree or five years' of experience, having at least a M.Phil. Degree, or six years of service for those without a M. Phil or a Ph.D. degree.
- 2) He/she has attended at least one Orientation course of 21 days' duration; and
- 3) Training, Seminar or Workshop on automation and digitalization, maintenance and related activities, of at least 5 days, as per Appendix II, Table 4.

CAS Promotion Criteria:

An Assistant Librarian/College Librarian may be promoted if:

- i. He/she gets a ‘satisfactory’ or ‘good’ grade in the annual performance assessment reports of at least three/four/five out of the last four/five/six years of the assessment period as the case may be as specified in Appendix II, Table 4, and
- ii. The promotion is recommended by a screening-cum-evaluation committee.

II. From University Assistant Librarian (Senior Scale/Academic level 11)/College Librarian (Senior Scale/Academic level 11) to University Assistant Librarian (Selection Grade/ Academic level 12/ College Librarian (Selection Grade/Academic level 12)

Eligibility:

- 1) He/she has completed five years of service in Academic Level 11/Senior Scale.
- 2) 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 Appendix II, Table 4 of at least two weeks (ten days) duration (or completed two courses of at least one week (five days) duration in lieu of every single course/programme of at least two weeks (ten days) duration),
 - iii. Taken/developed one MOOCs course in the relevant subject (with e-certification), or
 - iv. Library up-gradation course.

CAS Promotion Criteria:

An individual shall be promoted if:

- i. He/she gets a ‘satisfactory’ or ‘good’ grade in the annual performance assessment reports of at least four out of the last five years of the assessment period, as specified in Appendix II, Table 4, and;
- ii. The promotion is recommended by a screening-cum-evaluation committee.

III. From University Assistant Librarian (Selection Grade/Academic level 12)/College Librarian (Selection Grade/Academic level 12) to University Deputy Librarian (Academic Level 13A)/College Librarian (Academic Level 13A)

Eligibility:

- 1) He/she has completed three years of service in Selection Grade/Academic Level 12
- 2) He/she has done any one of the following in the last three years:

- i. Training/Seminar/Workshop/Course on automation and digitalization,
- ii. Maintenance and related activities as per Appendix II, Table 4 of at least two weeks' (ten days) duration,
- iii. Completed two courses of at least one week (five days) duration in lieu of every single course/programme of at least two weeks (ten days) duration),
- iv. Taken/developed one MOOCs course in the relevant subject (with e-certification), and
- v. Library up-gradation course.

CAS Promotion Criteria:

An individual shall be promoted if:

- i. He/she gets a 'satisfactory' or 'good' grade in the annual performance assessment reports of at least two out of the last three years of the assessment period, as specified in Appendix II, Table 4; and
- ii. The promotion is recommended by a Selection Committee constituted as per these Rules on the basis of the interview performance.

IV. From University Deputy Librarian/College Librarians (Academic Level 13A) to University Deputy Librarian /College Librarians (Academic Level 14)

Eligibility:

- 1) He/she has completed three years of service in Academic Level 13A.
- 2) He/she has done any one of the following in the last three years:
 - (i) Training/Seminar/Workshop/Course on automation and digitalization,
 - (ii) Maintenance and related activities as per Appendix II, Table 4 of at least two weeks' (ten days) duration,
 - (iii) Completed two courses of at least one week (five days) duration in lieu of every single course/programme of at least two weeks (ten days) duration),
 - (iv) Taken/developed one MOOCs course in the relevant subject (with e-certification), and
 - (v) Library up-gradation course.
- 3) Evidence of innovative library services, including the integration of ICT in a library.
- 4) A Ph.D. Degree in Library Science/Information Science/Documentation /archives and Manuscript Keeping

CAS Promotion Criteria:

- i. He/she gets a 'satisfactory' or 'good' grade in the annual performance assessment reports of at least two out of the last three years of the assessment period, as specified in Appendix II, Table 4; and

- ii. The promotion is recommended by a Selection Committee constituted as per these Rules on the basis of the interview performance.

E. Career Advancement Scheme (CAS) for Directors of Physical Education and Sports

Note:

- i) **The following provisions apply only to those personnel who are not involved in teaching physical education and sports. Teachers in institutions where Physical Education and Sports is a teaching department shall be covered by the provisions given under sections 7.4 (B) and 7.4 (C), of these Rules for Colleges/Institutions and for Universities, respectively.**
- ii) **The Deputy Director Physical Education and Sports in Universities shall have two levels i.e. Academic Level 13A and Academic Level 14 while College Director Physical Education and Sports shall have five levels i.e. Academic Level 10, Academic Level 11, Academic Level 12, Academic Level 13A and Academic Level 14.**

I. From Assistant Director of Physical Education and Sports (Academic Level 10)/College Director of Physical Education and Sports (Academic Level 10) to Assistant Director of Physical Education and Sports (Senior Scale/Academic Level 11) / College Director of Physical Education and Sports (Senior Scale/Academic Level 11)

Eligibility:

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

CAS Promotion Criteria:

An individual may be promoted if:

- i. He/she gets a 'satisfactory' or 'good' grade in the annual performance assessment reports of at least three/four/five of the last four/five/six years of

the assessment period as the case may be, as specified in Appendix II, Table 5;
and

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

II. From Assistant Director of Physical Education and Sports (Senior Scale/Academic Level 11)/ College Director of Physical Education And Sports (Senior Scale/Academic Level 11) to University Assistant Director of Physical Education and Sports (Selection Grade/Academic Level 12) / College Director of Physical Education and Sports (Selection Grade/Academic Level 12)

Eligibility:

- 1) He/she has completed five years of service in Senior Scale/ Academic Level 11.
- 2) He/she has done any two of the following in the last five years: (i) Completed one course / programme from among the categories of refresher courses, research methodology workshops, (ii) Teaching-Learning-Evaluation Technology Programmes / Faculty Development Programmes of at least two weeks (ten days) duration, (iii) Completed two courses of at least one week(five days) duration in lieu of every single course/programme of at least two weeks (ten days) duration), and (iv) Taken/developed one MOOCs course in the relevant subject (with e-certification).

CAS Promotion Criteria:

An individual may be promoted if;

- i. He/she gets a ‘satisfactory‘ or ‘good‘ grade in the annual performance assessment reports of at least four out of the last five years’ of the assessment period as specified in Appendix II, Table 5, and;
- ii. The promotion is recommended by a screening-cum-evaluation committee.

III. From University Assistant Director of Physical Education and Sports (Selection Grade/Academic Level 12)/College Director of Physical Education and Sports (Selection Grade/Academic Level 12) to University Deputy Director of Physical Education and Sports (Academic Level 13 A)/ College Director of Physical Education and Sports (Academic Level 13A).

Eligibility:

- 1) He/she has completed three years of service in Selection Grade/ Academic Level 12.
- 2) He/she has done any one of the following during last three years: (i) Completed one course / programme from among the categories of Refresher

Courses, Research Methodology Workshop, (ii) Teaching-Learning-Evaluation Technology Programmes / Faculty Development Programmes of at least two weeks (ten days) duration (or completed two courses of at least one week (five days) duration in lieu of every single course/programme of at least two weeks (ten days) duration), (iii) Taken / developed one MOOCs course in relevant subject (with e-certification).

CAS Promotion Criteria:

An individual may be promoted if;

- i. He/she gets a 'satisfactory' or 'good' grade performance assessment reports of at least two out of the last three years of the assessment period as specified in Appendix II, Table 5, and;
- ii. The promotion is recommended by a selection committee constituted as per these Rules on the basis of the interview performance.

IV. From University Deputy Director Physical Education and Sports/College Director Physical Education and Sports (Academic Level 13A) to University Deputy Director Physical Education and Sports/College Director Physical Education and Sports (Academic Level 14)

Eligibility:

- 1) He/she has completed three years of service in Academic Level 13A.
- 2) He/she has done any one of the following during last three years: (i) Completed one course / programme from among the categories of Refresher Courses, Research Methodology Workshop, (ii) Teaching-Learning-Evaluation Technology Programmes / Faculty Development Programmes of at least two weeks (ten days) duration (or completed two courses of at least one week (five days) duration in lieu of every single course/programme of at least two weeks (ten days) duration), (iii) Taken / developed one MOOCs course in relevant subject (with e-certification).
- 3) Evidence of organizing competitions and coaching camps of at least two weeks' duration.
- 4) Evidence of having produced good performance of teams/athletes for competitions like state/national/inter-university/combined university, etc.
- 5) A Ph.D. in Physical Education or Physical Education and Sports or Sports Science.

CAS Promotion Criteria:

An individual may be promoted if;

- i. He/she gets a ‘satisfactory’ or ‘good’ grade performance assessment reports of at least two out of the last three years of the assessment period as specified in Appendix II, Table 5, and;
- ii. The promotion is recommended by a selection committee constituted as per these Rules on the basis of the interview performance.

8.0. SELECTION OF PRO-VICE-CHANCELLOR / VICE -CHANCELLOR OF UNIVERSITIES:

The Selection of Pro-Vice Chancellor/ Vice Chancellor shall be as per the procedure prescribed in The Maharashtra Public University Act, 2016.

9.0. Revised Pay for teachers and equivalent positions:

(i) Pay Fixation Method

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

- a) The formula followed by the 7th CPC is followed in the academic pay structure, moving from the concept of Pay Band and Academic Grade Pay to that of Academic Levels and Cells.
- b) The First academic level (corresponding to AGP of Rs.6000) is numbered as academic level 10. Similarly, the other academic levels are 11, 12, 13A, 14 and 15.
- c) Each cell in an academic level is at 3% higher than the previous cell in that level.
- d) The Index of Rationalization (IOR) is 2.67 for present AGP less than Rs.10, 000 and 2.72 for the AGP of Rs.10, 000 and above.
- e) The entry pay for each level is as follows:

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

- f) The Pay matrix based on the above propositions on Academic Levels, Cells and Entry Pay is at Appendix -I

g) For fixation of pay of an employee in the Pay Matrix as on 1st January, 2016, the existing pay (Pay in Pay Band plus Academic Grade Pay) in the pre-revised structure as on 31st December, 2015 shall be multiplied by a factor of 2.57. The figure so arrived at is to be located in the Academic Level corresponding to employee's Pay Band and Academic Grade Pay in the new Pay Matrix. If a Cell identical with the figure so arrived at is available in the appropriate Academic Level, that Cell shall be the revised pay, otherwise the next higher cell in that Academic Level shall be the revised pay of the employee. If the figure arrived at in this manner is less than the first cell in that Academic Level, then the pay shall be fixed at the first cell of that Academic Level.

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

(ii) Revised Pay for Teachers in Universities and Colleges

Existing pay	Revised pay
Assistant Professor (at Rs. 6,000 AGP in PB Rs. 15,600-39,100)	Assistant Professor (at Academic Level 10 with rationalized entry pay of Rs.57,700/-)
Assistant Professor (at Rs. 7,000 AGP in PB Rs. 15,600-39,100)	Assistant Professor (at Academic Level 11 with rationalized entry pay of Rs.68,900/-)
Assistant Professor (at Rs. 8,000 AGP in PB Rs. 15,600-39,100)	Assistant Professor (at Academic Level 12 with rationalized entry pay of Rs.79,800/-)
Associate Professor (at Rs. 9,000 AGP in PB Rs. 37,400-67,000)	Associate Professor (at Academic Level 13A with rationalized entry pay of Rs.1,31,400/-)
Professor (at Rs.10,000 AGP in PB Rs. 37,400-67,000)	Professor (at Academic Level 14 with rationalized entry pay of Rs.1,44,200/-)
Professor (HAG Scale/PB of Rs. 67,000-79,000)	Professor (at Academic Level 15 with rationalized entry pay of Rs.1,82,200/-)

(iii) Revised Pay for Librarians in Universities and Colleges

Existing pay	Revised pay
Assistant Librarian/College Librarian (at Rs. 6,000 AGP in PB Rs. 15,600-39,100)	Assistant Librarian/College Librarian (at Academic Level 10 with rationalized entry pay of Rs.57,700/-)
Assistant Librarian (Senior Scale)/College Librarian (Senior Scale) (at Rs. 7,000 AGP in PB Rs. 15,600-39,100)	Assistant Librarian (Senior Scale)/College Librarian (Senior Scale) (at Academic Level 11 with rationalized entry pay of Rs.68,900/-)
Deputy Librarian/Assistant Librarian (Selection Grade)/College Librarian (Selection Grade) (at Rs. 8,000 AGP in PB Rs. 15,600-39,100)	Deputy Librarian/Assistant Librarian (Selection Grade)/College Librarian (Selection Grade) (at Academic Level 12 with rationalized entry pay of Rs.79,800/-)
Deputy Librarian/Assistant Librarian (Selection Grade)/College Librarian (Selection Grade) (at Rs. 9,000 AGP in PB Rs. 37,400-67,000)	Deputy Librarian/Assistant Librarian (Selection Grade)/College Librarian (Selection Grade) (at Academic Level 13A with rationalized entry pay of Rs.1,31,400/-)
University Librarian (at Rs. 10,000 AGP in PB Rs. 37,400-67,000)	Director, Knowledge Resource Center (at Academic Level 14 with rationalized entry pay of Rs.1,44,200/-)

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

Existing pay	Revised pay
Assistant Director of Physical Education & Sports/College Director of Physical Education & Sports (at Rs. 6,000 AGP in PB Rs. 15,600-39,100)	Assistant Director of Physical Education & Sports/College Director of Physical Education & Sports (at Academic Level 10 with rationalized entry pay of Rs.57,700/-)
Assistant Director of Physical Education & Sports (Senior Scale)/ College Director of Physical Education & Sports (Senior Scale) (at Rs. 7,000 AGP in PB Rs. 15,600-39,100)	Assistant Director of Physical Education & Sports (Senior Scale)/ College Director of Physical Education & Sports (Senior Scale) (at Academic Level 11 with rationalized entry pay of Rs.68,900/-)
Deputy Director of Physical Education & Sports/Assistant Director of Physical Education & Sports (Selection Grade)/ College Director of Physical Education & Sports (Selection Grade) (at Rs. 8,000 AGP in PB Rs. 15,600-39,100)	Deputy Director of Physical Education & Sports/Assistant Director of Physical Education & Sports (Selection Grade)/ College Director of Physical Education & Sports (Selection Grade) (at Academic Level 12 with rationalized entry pay of Rs.79,800/-)

Deputy Director of Physical Education & Sports/Assistant Director of Physical Education & Sports (Selection Grade)/ College Director of Physical Education & Sports (Selection Grade) (at Rs. 9,000 AGP in PB Rs. 37,400-67,000)	Deputy Director of Physical Education & Sports/Assistant Director of Physical Education & Sports (Selection Grade)/ College Director of Physical Education & Sports (Selection Grade) (at Academic Level 13A with rationalized entry pay of Rs.1,31,400/-)
University Director of Physical Education & Sports (at Rs. 10,000 AGP in PB Rs. 37,400-67,000)	University Director of Sports & Physical Education (at Academic Level 14 with rationalized entry pay of Rs.1,44,200/-)

10.0. Revised pay of Pro-Vice Chancellor and Vice- Chancellor of universities**I. Pro-Vice Chancellor:**

The Pay of the Pro-Vice Chancellor of a University, presently at existing AGP of Rs. 10,000 in PB Rs. 37,400-67,000/ HAG scale, shall be fixed at Academic Level 14/ Academic Level 15, as the case may be, with the existing special allowance of Rs.9,000/- per month.

II. Vice-Chancellor:

The pay of the Vice Chancellor shall be fixed at Rs. 2, 10,000/- (fixed) (Figures obtained by using the IOR of 2.81 on 75,000/- and rounding off the figures to nearest five thousand) with the existing special allowance of Rs.11, 250/- per month.

11.0. Revised Pay of Principals in Colleges

The Pay of Principals in Under Graduate and Post Graduate Colleges shall be:

(i) Under Graduate Colleges:

The Pay of Principals shall be equivalent to the pay of Associate Professor i.e. at Academic Level 13A with rationalized entry pay of Rs. 1, 31,400/- with the existing special allowance of Rs. 4,500/- per month.

(ii) Post Graduate Colleges:

The Pay of Principals shall be equivalent to the pay of Professor i.e. at Academic Level 14 with rationalized entry pay of Rs. 1, 44,200/- with the existing special allowance of Rs. 6,750/- per month.

Note:

- The existing academic pay scale of a person shall be protected on appointment as principal provided that the person was drawing salary on Government aided post.
- Principals would continue to have lien in their main academic post where they would continue to get notional promotions while they are functioning as Principals. After completion of their tenure as Principal, they would go back to their academic post and draw

salary due in such respective academic posts and would not continue to have the Principal's pay.

- iii. If a person appointed as Principal joins his earlier position in the parent organization without completing his five year term, he shall draw salary of his respective academic post and would not continue to have Principal's pay.

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

The incentive structure is built-in in the pay structure itself, wherein those having Ph.D/M.Phil/ PG Degree in Professional Courses will progress faster under CAS. Therefore, there shall be no incentives in form of advance increments for obtaining these degrees.

13.0. Increment

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

14.0. Promotion

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

On promotion, he would be given a notional increment in his existing Academic Level of Pay by moving him to the next higher cell at that level. The pay shown in this cell would now be located in the new Academic level corresponding to the post to which he has been promoted. If a cell identical with that pay is available in the new level, that cell shall be the new pay otherwise the next higher cell in that level shall be the new pay of the employee. If the pay arrived at in this manner is less than the first cell in the new level then the pay shall be fixed at the first cell of that level.

15.0. Allowances and Benefits

The rate of allowances to the teachers shall be at par with the state government employees.

16.0 Leaves

Study leave, maternity leave, casual leave, medical leave shall be admissible to the teachers at par with the state government employees.

17.0 Superannuation and Reemployment

The existing provisions on superannuation and reemployment of teachers shall continue

18.0 Consultancy Assignments

The consultancy Rules, terms conditions and the model of revenue sharing between institutions and consultant teachers shall be as per the State Government Rules.

19.0 Period of Probation and Confirmation

- a. The minimum period of probation of a teacher shall be one year, extendable by maximum period of one more year in case of unsatisfactory performance.
- b. The teacher on probation shall be confirmed at the end of one year, unless extended by another year through a specific order, before expiry of the first year.
- c. Subject to this Clause, it is obligatory on the part of the university/the concerned institution to issue an order of confirmation to the incumbents within 45 days of completion of the probation period after following the due process of verification of satisfactory performance.
- d. The probation and confirmation Rules shall be applicable only at the initial stage of recruitment, issued from time to time by the State Government.
- e. All other State Government Rules on probation and confirmation shall be applicable *mutatis mutandis*.

20.0 Creation and Filling-up of Teaching Posts

Teaching posts in universities, as far as feasible, may be created in a pyramidal order, for instance, for one post Professor, of there shall be two posts of Associate Professors and four posts of Assistant Professor, per department.

21.0 Service Agreement and Fixing of Seniority

- a) At the time of recruitment in Universities and Colleges, a service agreement should be executed between the University/College and the teacher concerned and a copy thereof shall be deposited with the Registrar/Principal. Such service agreement shall be duly stamped as per the government rates applicable.
- b) The self-appraisal methodology, as per Tables 1 to 5 of Appendix II, as per eligibility, shall form part of the service agreement/record.

c) Inter-se seniority between the direct recruited and teachers promoted under CAS

The inter-se seniority of a direct recruit shall be determined with reference to the date of joining and for the teachers promoted under the CAS with reference to the date of eligibility as indicated in the recommendations of the selection committee of the respective candidates. The Rules and regulations of the State Government shall apply, for all other matters of seniority.

22.0. Code of Professional Ethics

I. Teachers and their Responsibilities:

Whoever adopts teaching as a profession assumes the obligation to conduct himself / herself in accordance with the ideal of the profession. A teacher is constantly under the scrutiny of his students and the society at large. Therefore, every teacher should see that there is no incompatibility between his precepts and practice. The national ideals of education which have already been set forth and which he/she should seek to inculcate among students must be his/her own ideals. The profession further requires that the teacher should be calm, patient and communicative by temperament and amiable in disposition.

Teacher should:

- i. Adhere to a responsible pattern of conduct and demeanor expected of them by the community;
- ii. Manage their private affairs in a manner consistent with the dignity of the profession;
- iii. Seek to make professional growth continuous through study and research;
- iv. Express free and frank opinion by participation at professional meetings, seminars, conferences etc., towards the contribution of knowledge;
- v. Maintain active membership of professional organizations and strive to improve education and profession through them;
- vi. Perform their duties in the form of teaching, tutorials, practicals, seminars and research work, conscientiously and with dedication;
- vii. Discourage and not indulge in plagiarism and other non ethical behaviour in teaching and research;
- viii. Abide by the Act, Statute and Ordinance of the University and to respect its ideals, vision, mission, cultural practices and tradition;
- ix. Co-operate and assist in carrying out the functions relating to the educational responsibilities of the college and the university, such as: assisting in appraising applications for admission, advising and counselling students as well as assisting the

conduct of university and college examinations, including supervision, invigilation and evaluation; and

- x. Participate in extension, co-curricular and extra-curricular activities, including the community service.

II. Teachers and Students

Teachers should:

- i. Respect the rights and dignity of the student in expressing his/her opinion;
- ii. Deal justly and impartially with students regardless of their religion, cast gender, political, economic, social and physical characteristics;
- iii. Recognise the difference in aptitude and capabilities among students and strive to meet their individual needs;
- iv. Encourage students to improve their attainments, develop their personalities and at the same time contribute to community welfare;
- v. Inculcate among students scientific temper, spirit of inquiry and ideals of democracy, patriotism, social justice, environmental protection and peace;
- vi. Treat the students with dignity and not behave in a vindictive manner towards any of them for any reason;
- vii. Pay attention to only the attainment of the student in the assessment of merit;
- viii. Make themselves available to the students even beyond their class hours and help and guide students without any remuneration or reward;
- ix. Aid students to develop an understanding of our national heritage and national goals; and
- x. Refrain from inciting students against other students, colleagues or administration.

III. Teachers and Colleagues

Teachers should:

- i. Treat other members of the profession in the same manner as they themselves wish to be treated;
- ii. Speak respectfully of other teachers and render assistance for professional betterment;
- iii. Refrain from making unsubstantiated allegations against colleagues to higher authorities; and
- iv. Refrain from allowing considerations of caste, creed, religion, race or sex in their professional endeavour.

IV. Teachers and Authorities

Teachers should:

- i. Discharge their professional responsibilities according to the existing Rules and adhere to procedures and methods consistent with their profession in initiating steps through their own institutional bodies and / or professional organizations for change of any such Rule detrimental to the professional interest;
- ii. Refrain from undertaking any other employment and commitment, including private tuitions and coaching classes which are likely to interfere with their professional responsibilities;
- iii. Co-operate in the formulation of policies of the institution by accepting various offices and discharge responsibilities which such offices may demand;
- iv. Co-operate through their organizations in the formulation of policies of the other institutions and accept offices;
- v. Co-operate with the authorities for the betterment of the institutions keeping in view the interest and in conformity with the dignity of the profession;
- vi. Adhere to the terms of contract;
- vii. Give and expect due notice before a change of position takes place; and
- viii. Refrain from availing themselves of leave except on unavoidable grounds and as far as practicable with prior intimation, keeping in view their particular responsibility for completion of academic schedule.

V. Teachers and Non-Teaching Staff

Teachers should :

- i. Treat the non-teaching staff as colleagues and equal partners in a cooperative undertaking, within every educational institution;
- ii. Help in the functioning of joint-staff councils covering both the teachers and the non-teaching staff.

VI. Teachers and Guardians

Teachers should:

Try to see through teachers' bodies and organizations, that institutions maintain contact with the guardians, their students, send reports of their performance to the guardians whenever necessary and meet the guardians in meetings convened for the purpose for mutual exchange of ideas and for the benefit of the institution.

VII. Teachers and Society

Teachers should:

- i. Recognize that education is a public service and strive to keep the public informed of the educational programmes which are being provided;
- ii. Work to improve education in the community and strengthen the community's moral and intellectual life ;
- iii. Be aware of social problems and take part in such activities as would be conducive to the progress of society and hence the country as a whole;
- iv. Perform the duties of citizenship, participate in community activities and shoulder responsibilities of public offices;
- v. Refrain from taking part in or subscribing to or assisting in any way activities, which tend to promote feeling of hatred or enmity among different communities, religions or linguistic groups but actively work for national integration.

VIII. The Vice-Chancellor/Pro-Vice-chancellor/Rector

The Vice-Chancellor/Pro-Vice-chancellor/Rector should:

- a) Provide inspirational and motivational value-based academic and executive leadership to the university through policy formation, operational management, organization of human resources and concern for environment and sustainability;
- b) Conduct himself/herself with transparency, fairness, honesty, highest degree of ethics and decision making that is in the best interest of the university;
- c) Act as steward of the university's assets in managing the resources responsibility, optimally, effectively and efficiently for providing a conducive working and learning environment;
- d) Promote the collaborative, shared and consultative work culture in the university, paving way for innovative thinking and ideas;
- e) Endeavour to promote a work culture and ethics that brings about quality, professionalism, satisfaction and service to the nation and society;
- f) Refrain from allowing consideration of caste, creed, religion, race, gender or sex in their professional Endeavour.

IX. College Principal

College Principal should:

- a) Provide inspirational and motivational value-based academic and executive leadership to the college through policy formation, operational management, organization of human resources and concern for environment and sustainability;
- b) Conduct himself/herself with transparency, fairness, honesty, highest degree of ethics and decision making that is in the best interest of the college;
- c) Act as steward of the college's assets in managing the resources responsibility, optimally, effectively and efficiently for providing a conducive working and learning environment;
- d) Promote the collaborative, shared and consultative work culture in the college, paving way for innovative thinking and ideas;
- e) Endeavour to promote a work culture and ethics that brings about quality, professionalism, satisfaction and service to the nation and society;
- f) Adhere to a responsible pattern of conduct and demeanor expected of them by the community;
- g) Manage their private affairs in a manner consistent with the dignity of the profession;
- h) Discourage and not indulge in plagiarism and other non ethical behavior in teaching and research;
- i) Participate in extension, co-curricular and extra-curricular activities, including the community service;
- j) Refrain from allowing consideration of caste, creed, religion, race, gender or sex in their professional Endeavour.

X. Director Physical Education and Sports (University/ College)/ Librarian (University/College)

Director Physical Education and Sports (University/ College)/ Librarian (University/College) should:

- a) Adhere to a responsible pattern of conduct and demeanor expected of them by the community;
- b) Manage their private affairs in a manner consistent with the dignity of the profession;
- c) Discourage and not indulge in plagiarism and other non ethical behavior in teaching and research;

- d) Participate in extension, co-curricular and extra-curricular activities, including the community service;
- e) Refrain from allowing consideration of caste, creed, religion, race, gender or sex in their professional Endeavour.

23.0. Maintenance of Standards in Higher Education Institutions

In order to maintain the academic standards in higher education, the following recommendations shall be adopted by the respective Universities/Colleges/Institutions:

- i. The process of evaluation for Ph.D. shall be uniform in all the universities in accordance with the respective UGC Regulations and their amendments from time to time, in this regard. The Universities shall adopt these Rules within six months of their notification.
- ii. There shall be special provision of supernumerary Ph.D. seats not exceeding 10% of the total seats available in the department, if there is no vacant seat available with the eligible Supervisors in that department, to the in-service teachers for encouraging the faculty members of colleges and universities for getting a Ph.D. degree.
- iii. In order to encourage research and increase country's research output, Universities shall accord permission and provide need-based facility for college teachers to supervise Ph.D./M.Phil. Scholars. Universities shall amend their Statutes and Ordinances accordingly.
- iv. All newly-recruited faculty members shall be provided one-time seed money/start up grant/research grant for establishing a basic research/computational facility as per the provisions laid down in these Rules.
- v. The Ph.D. degree shall be made a mandatory requirement for recruitment and promotions in accordance with the provisions laid down in these Rules.
- vi. Research clusters shall be created amongst the universities/colleges/research institutions within the state for sharing research facilities, human resources, skills and infrastructure to ensure optimal utilization of resources and to create synergies among higher education institutions.
- vii. An induction programme of one month shall be introduced for all newly-recruited Assistant Professors in the universities /colleges/institutions ideally before the starting of their teaching work, but definitely within one year of the recruitment of the new faculty member. In addition to the Human Resource Development Centers of the UGC, Universities/Institutions with the Pandit Madan Mohan Malviya National Mission on Teachers and Teaching (PMMMNMTT) scheme shall also organize such induction programmes as per their mandate.

- viii. These induction programmes shall be treated at par with the Orientation Programmes already being run by the Human Resource Development Centres of the UGC for the purpose of the CAS requirements. Universities/Colleges/Institutions shall send the faculty members to such programmes in a phased manner so that the teaching work does not suffer.
- ix. All short-term and long-duration capacity-building programmes for teachers/faculty ranging from one week to one month as well as seminars, workshops in different pedagogic and discipline-specific areas being conducted by centers such as Schools of Education (SoEs), Teaching Learning Centers (TLCs), Faculty Development Centers (FDCs), Centers for Excellence in Science and Mathematics (CESMEs), Centers for Academic Leadership and Education Management (CALEMs) under the PMMMNMTT scheme shall be taken into consideration for fulfillment of the requirements as laid down in Career Advancement Scheme of these Regulations.

24.0. Option for the Revised Scales of Pay

- 1. Within a period of one month from the date of issue of this Government Resolution, the teachers /Librarians /Physical Education Staff and other personnel will have to opt in the prescribed form for the revised pay scales.
- 2. The teachers opting for the new pay scales will have to enter into an agreement as mentioned with the University/College Managements about their acceptance of terms and conditions mentioned in this Government Resolution. The option once exercised shall be final. Those who do not exercise the option within a period of one month from the date of issue of this Government Resolution shall be deemed to have opted for revised pay scales.
- 3. The teachers /Librarians /Directors of Physical Education/ other personnel who were in service on 1st January 2016 and those who were not in service after 1st January 2016 on account of termination, death, discharge on the expiry of the sanction posts, resignation, dismissal or discharge on disciplinary ground and could not exercise the option within the time limit will be deemed to have opted for revised scale of pay with effect from 1st January 2016 and should be held entitle to the benefit of these Rules.
- 4. 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 Level or grant of inappropriate Pay Level and Pay Cells or any other excess payment made shall be adjusted against the future payments due or otherwise to the beneficiary, in the same manner as provided in Ministry of Finance (Department of Expenditure) OM No. 1-5/2016-IC, dated 29th July, 2016. (Appendix IV)

25.0. Procedure to be adopted by the universities and Director of Higher Education

- i. As per the provisions of the Maharashtra University Act 2016, Universities are primarily responsible for ensuring equitable and quality education in their jurisdiction by adopting all possible measures especially proper selection and appointment of lecturers etc. In view of above, **Universities shall fix the revised pay of all the teachers and equivalent cadres under their jurisdiction as per this scheme and further certify that.**
“ All the teachers have been lawfully appointed,
“ The pay of each teacher has been properly fixed as per this scheme and
“In case it is found that any excess payment has been made on account of incorrect fixation and unlawful appointees the same shall be recovered by the Government from the grants (including salary grants) payable to the Universities and Colleges”.
- ii. The university shall submit these certificates along with the fixation forms etc., to the concerned Regional Joint Director, Higher Education who shall thereafter release the necessary grants after broadly satisfying themselves.
- iii. The Director of Higher Education, Maharashtra State, Pune should send a quarterly statement to the Accountant General, Maharashtra-1, Mumbai, and the Accountant General, Maharashtra II, Nagpur, and claim the grant from the Government of India before the close of every financial year. The Accountant General, Maharashtra –1, Mumbai should be requested to credit the Government of India’s share under receipt head “1601-Grant-in-aid from Central Government –Education.
- iv. The additional expenditure on pay proper, on account of revision of scales of pay of teachers in University, Government and Non Government colleges as on 1st January, 2016 shall be shared for the period from 1st January, 2016 to 31st March, 2019 between the Government of India and the State Government in the ratio of 50:50. Thereafter, the entire liability on account of this additional expenditure will be borne by the State Government. Posts which were not lying vacant from more than six months as on 1st January 2016 will be treated as post existing as on 1st January 2016 shall be borne entirely by the State Government. The Universities and Non-Government colleges should be informed that any additional expenditure on new posts of teachers created hereafter shall be disallowed. If proper sanction of the Director of Education (Higher Education), Maharashtra State, Pune, has not been obtained by them.

Budget Heads:

The expenditure on this account should be debited to the following sub-heads and detailed heads of accounts under the budget head Demand No.W02-2202, General Education as under:

1) 02 Secondary Education

105 Teacher's Training (01) Teacher's Training

A) (01) (01) Government Colleges of Education (Committed) 01 Salary (2202 0291)

B) (02) Assistance to Non-Government Colleges of Education (02) (01) Ordinary Maintenance Grants (committed) 36, Grant in aid (Salary) (2202 0306)

2) 03 University & Higher Education

102 Assistance to Universities

A) (00) (01) Grants to Universities for General Education (Committed) 36 Grant in aid (Salary) (2202 0683)

B) (00) (02) Grants for Improvement of Salary Scales (Committed) 36 Grant in aid (Salary) (2202 0692)

C) (00) (05) Assistance to Tilak Maharashtra Vidyapeeth, Pune (Committed) 36, Grant in aid (Salary) (2202 0727)

D) (00) (12) Development of Amravati University (Committed), 36, Grant in aid (Salary) (2202 3477)

E) (00) (13) Development of North Maharashtra University, Talgaon (Committed), 36, Grant in aid (Salary) (2202 3486)

F) (00) (17) Development of New University at Solapur (Committed), 36, Grant in aid (Salary) (2202 3521)

G) Development of Dr. Babashaeb Ambedkar Marathwada University, Aurangabad (Committed), 36, Grant in aid (Salary) (2202 3539)

H) (00) (21) Development of Law University (Scheme), 36, Grant in aid (Salary) (2202 G959)

I) (00) (22) Establishment of Gondwana University, (Committed), 36, Grant in aid (Salary) (2202 H581)

J) (00) (26) Development of Shivaji University, Kolhapur (Committed), 36, Grant in aid (Salary) (2202 H812)

103 Government Colleges & Institutes

A) (01) Government Arts Colleges (01) (01) Government Arts Colleges (Committed), 01 Salaries (2202 0772)

B) (02) Government Science Colleges (02) (01) Government Science Colleges (Committed), 01 Salaries (2202 0792)

C) (02) Government Science Colleges (02) (03) Open of New Colleges of Forensic Science / Institute of Forensic Science in the State (Committed), 01 Salaries (2202 H082)

D) (03) Government Law Colleges (03) (01) Government Law Colleges (Committed), 01 Salaries (2202 0816)

E)) (03) Government Commerce Colleges (04) (01) Government Commerce Colleges (Committed), 01 Salaries (2202 0834)

104 Assistance to Non Government Colleges and Institute,

1) (01) Assistance To Non Government Colleges

A) (01) (01) Grants to Non Government Arts, Science, commerce & Law Colleges (Committed) 36 Grant in aid (Salary) (2202 0872)

B) (01) (02) Grants for Introduction of U G C Scales (Committed) 36 Grant in aid (Salary) 2202 0881)

C) (01) (03) Grants for Expansion of Deccan College, Pune (Committed) 36 Grant in aid (Salary) (2202 0899)

C) (01) (05) Assistance to Non Government Colleges of Physical Education (Committed) 36 Grant in aid (Salary) (2202 1011)

2) (02) Assistance To Non Government Colleges and Institutes

A) (02) (06) Development of Non Government Aided Colleges for Increasing Gross Enrolment Ratio in District having less Gross Enrolment Ratio (Scheme) 36 Grant in aid (Salary) (2202 H055)

B) (02) (07) Opening of New Science Colleges attached to Sainik Schools in the State (Committed) 36 Grant in aid (Salary) (2202 H055)

3) 80 General

1. 001 Direction & Administration

(00) (03) Constitution of Committee for Fixation of fees chargeable by unaided and permanent unaided education colleges (Scheme) 01 Salary (2202 I022)

2. 003 Training (02) Training

A)(02) (01) State Institute of Administrative Careers (Committed) 01 Salaries (2202 1133)

B) (02) (03) Opening of Pre-Indian Administrative Services Training Centers in Government Colleges (Committed) 01 Salaries (2202 H108)

26.0. Government orders in respect of the measures required for enhancing and improving the quality of education shall be issued separately.

27.0. This Government Resolution is subject to the decision taken by the state Government on the scheme forwarded by Government of India by its letter dated 31.1.2018. Therefore, anomalies, if

any may be brought to the notice of the Department of Higher and Technical Education, Government of Maharashtra through proper channel.

These order issue with the concurrence of the Finance Department vide their unofficial reference No. 67/19/Seva – 9, dated 01 March, 2019.

This Government resolution of Maharashtra Government is available at the website www.maharashtra.gov.in. Reference no. for this is 201903081456273308. This order has been signed digitally.

By order and in the name of the Governor of Maharashtra.

(Vijay E. Sable)

Under Secretary to Government.

To,

The Secretary to the Government Raj Bhavan, Malabar Hill, Mumbai.(By letter

The Principal Secretary to the Chief Minister.

The Secretary to the Government of India, MHRD(Department of Education ,New Delhi.

The Secretary, University Grant Commission, New Delhi.

The Private Secretary to the Minister, Higher & Technical Education.

The Director of Higher Education , Maharashtra State, Pune. .

The Regional Joint Directors of Higher Education Mumbai, Pune, Kolhapur, Nagpur, Aurangabad, Amravati, Nanded, Jalgaun.

The Registrar of all non-Agriculture Universities.

The Account General (accounts), Maharashtra- I and II Mumbai and Nagpur.

The Account General (aaudit), Maharashtra- I and II Mumbai and Nagpur

The Pay and Account Officer, Mumbai

All District Treasury Officer.

The Planning Department.

The Finance Department.

The Personal Assistant to Chief Secretary.

All Desk to Higher & Technical Education Department.

The Director General of Information & Publicity, Mumbai . (with request to issue a suitable press note and send 25 copies to the Department.

Select File UNI-1.

**Accompaniment to Government Resolution,
Higher and Technical Education Department No. Resolution No. Misc- 2018/ C.R.56 / 18 /
UNI-1, dated 08 March, 2019.**

Appendix I

Pay Matrix

Pay Band (Rs.)	15,600-39,100			37,400-67,000		67,000-79,000
Grade Pay (Rs.)	6,000	7,000	8,000	9,000	10,000	0
Index of Rationalization	2.67	2.67	2.67	2.67	2.72	2.72
Entry Pay (Rs.)	21,600	25,790	29,900	49,200	53,000	67,000
Academic Level	10	11	12	13A	14	15
Rationalized Entry Pay (Rs.)						
1	57,700	68,900	79,800	1,31,400	1,44,200	1,82,200
2	59,400	71,000	82,200	1,35,300	1,48,500	1,87,700
3	61,200	73,100	84,700	1,39,400	1,53,000	1,93,300
4	63,000	75,300	87,200	1,43,600	1,57,600	1,99,100
5	64,900	77,600	89,800	1,47,900	1,62,300	2,05,100
6	66,800	79,900	92,500	1,52,300	1,67,200	2,11,300
7	68,800	82,300	95,300	1,56,900	1,72,200	2,17,600
8	70,900	84,800	98,200	1,61,600	1,77,400	2,24,100
9	73,000	87,300	1,01,100	1,66,400	1,82,700	
10	75,200	89,900	1,04,100	1,71,400	1,88,200	
11	77,500	92,600	1,07,200	1,76,500	1,93,800	
12	79,800	95,400	1,10,400	1,81,800	1,99,600	
13	82,200	98,300	1,13,700	1,87,300	2,05,600	
14	84,700	1,01,200	1,17,100	1,92,900	2,11,800	
15	87,200	1,04,200	1,20,600	1,98,700	2,18,200	
16	89,800	1,07,300	1,24,200	2,04,700		
17	92,500	1,10,500	1,27,900	2,10,800		
18	95,300	1,13,800	1,31,700	2,17,100		
19	98,200	1,17,200	1,35,700			
20	1,01,100	1,20,700	1,39,800			

21	1,04,100	1,24,300	1,44,000			
22	1,07,200	1,28,000	1,48,300			
23	1,10,400	1,31,800	1,52,700			
24	1,13,700	1,35,800	1,57,300			
25	1,17,100	1,39,900	1,62,000			
26	1,20,600	1,44,100	1,66,900			
27	1,24,200	1,48,400	1,71,900			
28	1,27,900	1,52,900	1,77,100			
29	1,31,700	1,57,500	1,82,400			
30	1,35,700	1,62,200	1,87,900			
31	1,39,800	1,67,100	1,93,500			
32	1,44,000	1,72,100	1,99,300			
33	1,48,300	1,77,300	2,05,300			
34	1,52,700	1,82,600	2,11,500			
35	1,57,300	1,88,100				
36	1,62,000	1,93,700				
37	1,66,900	1,99,500				
38	1,71,900	2,05,500				
39	1,77,100					
40	1,82,400					

**Accompaniment to Government Resolution,
Higher and Technical Education Department No. Resolution No. Misc- 2018/ C.R.56 / 18 /
UNI-1, dated 08 March, 2019.**

Appendix II

Table 1

Assessment Criteria and Methodology for University/College Teachers

S. No.	Activity	Grading Criteria
1.	Teaching: (Number of classes taught/total classes assigned)x100% (Classes taught includes sessions on tutorials, lab and other teaching related activities)	80% & above - Good Below 80% but 70% & above- Satisfactory Less than 70% - Not satisfactory
2	Involvement in the University/College students related activities/research activities: (a) Administrative responsibilities such as Head, Chairperson/ Dean/ Director/ Co-ordinator, Warden, etc. (b) Examination and evaluation duties assigned by the college / university or attending the examination paper evaluation. (c) Student related co-curricular, extension and field based activities such as student clubs, career counselling, study visits, student seminars and other events, cultural, sports, NCC, NSS and community services. (d) Organising seminars/ conferences/ workshops, other college/university activities. (e) Evidence of actively involved in guiding Ph.D. students. (f) Conducting minor or major research project sponsored by national or international agencies. (g) At least one single or joint publication in peer- reviewed or UGC list of Journals.	Good - Involved in at least 3 activities Satisfactory - 1-2 activities Not-satisfactory - Not involved/undertaken any of the activities. Note: Number of activities can be within or across the broad categories of activities

Overall Grading:

Good: Good in teaching and satisfactory or good in activity at S.No.2.

Or

Satisfactory: Satisfactory in teaching and good or satisfactory in activity at S.No.2.

Not Satisfactory: If neither good nor satisfactory in overall grading.

Note: For the purpose of assessing the grading of Activity at Serial No. 1 and Serial No. 2, all such periods of duration which have been spent by the teacher on different kinds of paid leaves such as Maternity Leave, Child Care Leave, Study Leave, Medical Leave, Extraordinary Leave and Deputation shall be excluded from the grading assessment. The teacher shall be assessed for the remaining period of duration and the same shall be extrapolated for the entire period of assessment to arrive at the grading of the teacher. The teacher on such leaves or deputation as mentioned above shall not be put to any disadvantage for promotion under CAS due to his/her absence from his/her teaching responsibilities subject to the condition that such leave/deputation was undertaken with the prior approval of the competent authority following all procedures laid down in these regulations and as per the acts, statutes and ordinances of the parent institution.

Table 2

Methodology for University and College Teachers for calculating Academic/Research Score

(Assessment must be based on evidence produced by the teacher such as: copy of publications, project sanction letter, utilization and completion certificates issued by the University and acknowledgements for patent filing and approval letters, students' Ph.D. award letter, etc.,.)

S. N.	Academic/Research Activity	Faculty of Sciences /Engineering / Agriculture / Medical /Veterinary Sciences	Faculty of Languages / Humanities / Arts / Social Sciences / Library /Education /Physical Education / Commerce / Management & other related disciplines
1.	Research Papers in Peer-Reviewed or UGC listed Journals	08 per paper	10 per paper
2.	Publications (other than Research papers)		
	(a) Books authored which are published by:		
	International publishers	12	12
	National Publishers	10	10
	Chapter in Edited Book	05	05
	Editor of Book by International Publisher	10	10
	Editor of Book by National Publisher	08	08
	(b) Translation works in Indian and Foreign Languages by qualified faculties		
	Chapter or Research paper	03	03
	Book	08	08
3.	Creation of ICT mediated Teaching Learning pedagogy and content and development of new and innovative courses and curricula		
	(a) Development of Innovative pedagogy	05	05
	(b) Design of new curricula and courses	02 per curricula/course	02 per curricula/course
	(c) MOOCs		
	Development of complete MOOCs in 4 quadrants (4 credit course) (In case of MOOCs of lesser credits 05 marks/credit)	20	20
	MOOCs (developed in 4 quadrant) per module/lecture	05	05

	Content writer/subject matter expert for each module of MOOCs (at least one quadrant)	02	02
	Course Coordinator for MOOCs (4 credit course)(In case of MOOCs of lesser credits 02 marks/credit)	08	08
	(d) E-Content		
	Development of e-Content in 4 quadrants for a complete course/e-book	12	12
	e-Content (developed in 4 quadrants) per module	05	05
	Contribution to development of e-content module in complete course/paper/e-book (at least one quadrant)	02	02
	Editor of e-content for complete course/ paper /e-book	10	10
4.	(a) Research guidance		
	Ph.D.	10 per degree awarded 05 per thesis submitted	10 per degree awarded 05 per thesis submitted
	M.Phil./P.G dissertation	02 per degree awarded	02 per degree awarded
	(b) Research Projects Completed		
	More than 10 lakhs	10	10
	Less than 10 lakhs	05	05
	(c) Research Projects Ongoing :		
	More than 10 lakhs	05	05
	Less than 10 lakhs	02	02
	(d) Consultancy	03	03
5.	(a) Patents		
	International	10	10
	National	07	07
	(b) *Policy Document (Submitted to an International body/organisation like UNO/UNESCO/World Bank/International Monetary Fund etc. or Central Government or State Government)		
	International	10	10
	National	07	07
	State	04	04
	(c) Awards/Fellowship		
	International	07	07
	National	05	05

6.	*Invited lectures / Resource Person/ paper presentation in Seminars/ Conferences/full paper in Conference Proceedings (Paper presented in Seminars/Conferences and also published as full paper in Conference Proceedings will be counted only once)		
	International (Abroad)	07	07
	International (within country)	05	05
	National	03	03
	State/University	02	02

The Research score for research papers would be augmented as follows:

Peer-Reviewed or UGC-listed Journals (Impact factor to be determined as per Thomson Reuters list):

- i) Paper in refereed journals without impact factor - 5 Points
- ii) Paper with impact factor less than 1 - 10 Points
- iii) Paper with impact factor between 1 and 2 - 15 Points
- iv) Paper with impact factor between 2 and 5 - 20 Points
- v) Paper with impact factor between 5 and 10 - 25 Points
- vi) Paper with impact factor >10 - 30 Points
 - a) Two authors: 70% of total value of publication for each author.
 - b) More than two authors: 70% of total value of publication for the First/Principal/Corresponding author and 30% of total value of publication for each of the joint authors.

Joint Projects: Principal Investigator and Co-investigator would get 50% each.

Note:

- Paper presented if part of edited book or proceeding then it can be claimed only once.
- For joint supervision of research students, the formula shall be 70% of the total score for Supervisor and Co-supervisor. Supervisor and Co-supervisor, both shall get 7 marks each.
- *For the purpose of calculating research score of the teacher, the combined research score from the categories of 5(b). Policy Document and 6. Invited lectures/Resource Person/Paper presentation shall have an upper capping of thirty percent of the total research score of the teacher concerned.
- The research score shall be from the minimum of three categories out of six categories.

Table: 3 A**Criteria for Short-listing of Candidates for Interview for the Post of Assistant Professors in Universities**

S.N.	Academic Record	Score			
1.	Graduation	80% & Above = 15	60% to less than 80% = 13	55% to less than 60% = 10	45% to less than 55% = 05
2.	Post Graduation	80% & Above = 25	60% to less than 80% = 23	55% (50% in case of SC/ST/OBC (non-creamy layer)/PWD) to less than 60% = 20	
3.	M.Phil.	60% and above = 07	55% to less than 60% = 05		
4.	Ph.D.	30			
5.	NET with JRF	07			
	NET	05			
	SET	03			
6.	Research Publications (2 marks for each research publication published in Peer-Reviewed or UGC-listed Journals)	10			
7.	Teaching/Post Doctoral Experience (2 marks for one year each)#	10			
8.	Awards				
	International/ National Level (Award given by International Organizations/ Government of India/ Government of India recognized National Level Bodies)	03			
	State Level (Awards given by State Government)	02			

#However, if the period of teaching/Post-doctoral experience is less than one year then the marks shall be reduced proportionately.

Note:

- A) (i) M.Phil + Ph.D : Maximum - 30 Marks
(ii) JRF/NET/SET : Maximum - 07 Marks
(iii) In awards category: Maximum - 03 Marks

B) Number of candidates to be called for interview shall be decided by the concerned universities.

C) Academic Score	-	80
Research Publications	-	10
Teaching Experience	-	10
TOTAL	-	100

Table: 3 B

Criteria for Short-listing of candidates for Interview for the Post of Assistant Professors in Colleges

S.N.	Academic Record	Score			
1.	Graduation	80% & Above = 21	60% to less than 80% = 19	55% to less than 60% = 16	45% to less than 55% = 10
2.	Post Graduation	80% & Above = 25	60% to less than 80% = 23	55% (50% in case of SC/ST/OBC (non-creamy layer)/PWD) to less than 60% = 20	
3.	M.Phil.	60% and above = 07	55% to less than 60% = 05		
4.	Ph.D.	25			
5.	NET with JRF	10			
	NET	08			
	SET	05			
6.	Research Publications (2 marks for each research publication published in Peer-Reviewed or UGC-listed Journals)	06			
7.	Teaching/Post Doctoral Experience (2 marks for one year each)#	10			
8.	Awards				
	International/ National Level (Award given by International Organizations/ Government of India/ Government of India recognized National Level Bodies)	03			
	State Level (Awards given by State Government)	02			

#However, if the period of teaching/Post-doctoral experience is less than one year then the marks shall be reduced proportionately.

Note:

A) (i) M.Phil + Ph.D	:	Maximum - 25 Marks
(ii) JRF/NET/SET	:	Maximum - 10 Marks
(iii) In awards category:		Maximum - 03 Marks
B) Number of candidates to be called for interview shall be decided by the college.		
C) Academic Score	-	84
Research Publications	-	06
Teaching Experience	-	10
TOTAL	-	100

Table 4

Assessment Criteria and Methodology for Librarians

Sr. No.	Activity	Grading Criteria
1.	Regularity of attending library (calculated in terms of percentage of days attended to the total number of days he/she is expected to attend) While attending in the library, the individual is expected to undertake, inter alia, following items of work: • Library Resource and Organization and maintenance of books, journals and reports. • Provision of Library reader services such as literature retrieval services to researchers and analysis of report. • Assistance towards updating institutional website.	90% and above – Good Below 90% but 80% and above – Satisfactory Less than 80% - Not satisfactory
2.	Conduct of seminars/workshops related to library activity or on specific books or genre of books.	Good – 1 National level seminar/workshop + 1 State/institution level workshop/Seminar Satisfactory - 1 National level seminar/workshop or 1 State level seminar/ workshop + 1 institution level seminar/ workshop or 4 institution seminar / workshop Unsatisfactory – Not falling in above two categories

3.	If library has a computerized database then OR If library does not have a computerized database	Good – 100% of physical books and journals in computerized database. Satisfactory – At least 99% of physical books and journals in computerized database. Unsatisfactory – Not falling under good or satisfactory. OR Good – 100% Catalogue database made up to date Satisfactory- 90% catalogue database made up to date Unsatisfactory - Catalogue database not up to mark. (To be verified in random by the CAS Promotion Committee)
4.	Checking inventory and extent of missing books	Good : Checked inventory and missing book less than 0.5% Satisfactory - Checked inventory and missing book less than 1% Unsatisfactory - Did not check inventory Or Checked inventory and missing 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 done during admissions, examinations and 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: If neither good nor satisfactory in overall grading.

Note:

- 1) It is recommended to use ICT technology to monitor the attendance of library staff and compute the criteria of assessment.
- 2) The Librarian must submit evidence of published paper, participation certificate for refresher or methodology course, successful research guidance from Head of Department of the concerned department, project completion
- 3) The system of tracking user grievances and the extent of grievances redressal details may also be made available to the CAS promotion committee.

Table 5**Assessment Criteria and Methodology for Directors of Physical Education and Sports**

Sr. No.	Activity	Grading Criteria
1.	Attendance calculated in terms of percentage of days attended to the total number of days he is expected to attend.	90 and above - Good Above 80 but below 90- Satisfactory. Less than 80 - Not satisfactory.
2.	Organizing intra college competition	Good - Intra college competition in more than 5 disciplines. Satisfactory - Intra college competition in 3-5 disciplines. Unsatisfactory – neither good nor satisfactory
3.	Institution participating in external competitions	Good - National level competition in at least one discipline plus State/District level competition in at least 3 disciplines. Satisfactory- State level competition in at least one discipline plus district level competition in at least 3 disciplines. Or District level competition in at least 5 Disciplines Unsatisfactory – neither good nor satisfactory

4.	Up-gradation of sports and physical training infrastructure with scientific and Technological inputs. Development and maintenance of playfields and sports and physical Education facilities.	Good/Satisfactory/Not-Satisfactory to be assessed by the Promotion committee.
5	i)At least one student of the institution participating in national/ state/ university (for college levels only) teams. Organizing state/national/inter university/inter college level competition. ii) Being invited for coaching at state/national level. iii) Organizing at least three workshops in a year. iv) Publications of at least one research paper in UGC approved journal. Assistance in college administration and governance related work including work done during admissions, examinations and extracurricular college activities.	Good: Involved in any two activities. . Satisfactory: 1 activity Not Satisfactory: Not involved/undertaken any of the activities.
Overall Grading	Good: Good in Item 1 and satisfactory/good in any two other items. Satisfactory: Satisfactory in Item 1 and satisfactory/good in any other two items. Not Satisfactory: If neither good nor satisfactory in overall grading.	
Note: 1) It is recommended to use ICT technology to monitor the attendance of sports and physical education and compute the criteria of assessment. 2) The institution must obtain student feedback. The feed-backs must be shared with the concerned Director of Physical and Education and Sports and also the CAS Promotion committee. 3) The system of tracking user grievances and the extent of grievance redressal details may also be made available to the CAS Promotion Committee.		

**Accompaniment to Government Resolution,
Higher and Technical Education Department No. Resolution No. Misc- 2018/ C.R.56 / 18 /
UNI-1, dated 08 March, 2019.**

Appendix III

TABLE – A

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

S.No.		Assistant Professor (Stage1/ AGP Rs. 6000 to Stage 2/ AGP Rs. 7000)	Assistant Professor (Stage2/ AGP Rs. 7000 to Stage 3/ AGP Rs. 8000)	Assistant Professor (Stage3/ AGP Rs. 8000) to Associate Professor (Stage 4/ AGP Rs. 9000)	Associate Professor (Stage4/ AGP Rs. 9000) to Professor (Stage 5/ AGP Rs. 10000)
1.	Research and Academic Contribution (Category III)	40/ assessment period	100/ assessment period	90/ assessment period	120/ assessment period
2.	Expert assessment System	Screening Committee	Screening Committee	Selection Committee	Selection Committee

TABLE – B

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

S.No.		Assistant Professor (Stage1/ AGP Rs. 6000 to Stage 2/ AGP Rs. 7000)	Assistant Professor (Stage2/ AGP Rs. 7000 to Stage 3/ AGP Rs. 8000)	Assistant Professor (Stage3/ AGP Rs. 8000) to Associate Professor (Stage 4/ AGP Rs. 9000)	Associate Professor (Stage4/ AGP Rs. 9000) to Professor (Stage 5/ AGP Rs. 10000)
1.	Research and Academic Contribution (Category III)	20/ assessment period	50/ assessment period	45/ assessment period	60/ assessment period
2.	Expert assessment System	Screening Committee	Screening Committee	Selection Committee	Selection Committee

TABLE – C**(Minimum API requirement for the promotion of Library staff under CAS in Universities)**

S.No.		Assistant Librarian (Stage1/ AGP Rs. 6000 to Stage 2/ AGP Rs. 7000)	Assistant Librarian (Stage2/ AGP Rs. 7000 to Stage 3/ AGP Rs. 8000)	Assistant Librarian (Selection Grade/ Deputy Librarian) (Stage3/ AGP Rs. 8000) to Deputy Librarian (Stage 4/ AGP Rs. 9000)	Deputy Librarian (Stage4/ AGP Rs. 9000) to Deputy Librarian (Stage 5/ AGP Rs. 10000)
1.	Research and Academic Contribution (Category III)	40/ assessment period	100/ assessment period	90/ assessment period	120/ assessment period
2.	Expert assessment System	Screening Committee	Screening Committee	Selection Committee	Selection Committee

TABLE – D**(Minimum API requirement for the promotion of Library staff under CAS in Colleges)**

S.No.		Assistant Librarian (Stage1/ AGP Rs. 6000 to Stage 2/ AGP Rs. 7000)	Assistant Librarian (Stage2/ AGP Rs. 7000 to Stage 3/ AGP Rs. 8000)	Assistant Librarian (Selection Grade/ Deputy Librarian) (Stage3/ AGP Rs. 8000) to Deputy Librarian (Stage 4/ AGP Rs. 9000)
1.	Research and Academic Contribution (Category III)	20/ assessment period	50/ assessment period	45/ assessment period
2.	Expert assessment System	Screening Committee	Screening Committee	Selection Committee

TABLE – E

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

S.No.		Assistant Director (Stage1/ AGP Rs. 6000 to Stage 2/ AGP Rs. 7000)	Assistant Director (Stage2/ AGP Rs. 7000) to Assistant Director (Selection Grade/ Deputy Director) (Stage 3/ AGP Rs. 8000)	Assistant Director (Selection Grade/ Deputy Director) (Stage3/ AGP Rs. 8000) to Deputy Director (Stage 4/ AGP Rs. 9000)	Deputy Director (Stage4/ AGP Rs. 9000) to Deputy Director (Stage 5/ AGP Rs. 10000)
1.	Research and Academic Contribution (Category III)	40/ assessment period	100/ assessment period	90/ assessment period	120/ assessment period
2.	Expert assessment System	Screening Committee	Screening Committee	Selection Committee	Selection Committee

TABLE – F

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

S.No.		Assistant Director (Stage1/ AGP Rs. 6000 to Stage 2/ AGP Rs. 7000)	Assistant Director (Stage2/ AGP Rs. 7000 to Assistant Director (Selection Grade/ Deputy Director) (Stage 3/ AGP Rs. 8000)	Assistant Director (Selection Grade/ Deputy Director) (Stage3/ AGP Rs. 8000) to Deputy Director (Stage 4/ AGP Rs. 9000)
1.	Research and Academic Contribution (Category III)	20/ assessment period	50/ assessment period	45/ assessment period
2.	Expert assessment System	Screening Committee	Screening Committee	Selection Committee

**Accompaniment to Government Resolution,
Higher and Technical Education Department No. Resolution No. Misc- 2018/ C.R.56 / 18 /
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Appendix IV

Form of Option

1. I, _____ substantive / officiating
holder of the post _____ in the scale of Rs. _____,
AGP _____, in the College / Institution _____ hereby:

*(i) elect the revised scale of the post with effect from 1st January, 2016.

*(ii) elect to continue on the existing scale of pay of my substantive / officiating post mentioned
below until:

* the date of my next increment

*the date of my subsequent increment

*raising my pay to Rs. _____

*I vacate or cease to draw pay in that scale.

2. The option hereby exercised is final and will not be modified at any subsequent date.

Date :

Signature :

Place :

Signed before me

Signature

(Principal of College)

(Received the above declaration)

Date :

Signature

(Head of the Institution)

*To be scored out, if not applicable.

**Accompaniment to Government Resolution,
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UNI-1, dated 08 March, 2019.**

UNDERTAKING

[As per Ministry of Finance (Department of Expenditure) order O.M. No. 1-5/2016-IC dated 29th July, 2016]

I hereby undertake that any excess payment that may be found to have been made on account of incorrect fixation of pay in the revised Pay Level or grant of inappropriate Pay Level and Pay Cells or any other excess payment made to me shall be refunded by me to the Government either by adjustment against future payments due to me or otherwise.

Date :-

Signature:

Station:-

Name:

Designation:

College/Institution:

**Accompaniment to Government Resolution,
Higher and Technical Education Department No. Resolution No. Misc- 2018/ C.R.56 / 18 /
UNI-1, dated 08 March, 2019.**

AGREEMENT

THIS AGREEMENT made this _____ day of _____ two thousand nineteen between Shri/Smt/Kum _____ Assistant Professor/Associate Professor/Professor/Assistant Librarian/Deputy Librarian/Librarian/Assistant Director, Physical Education and Sports/Deputy Director, Physical Education and Sports/Director , Physical Education and Sports/Principal of _____ College/University. Established by _____ hereinafter referred to as “the Employee” (which expression shall unless the context does not so admit include his/her heirs, executors and administrators of the One Part and _____ College/University hereinafter referred to as “the said College/University” of the other part.

WHEREAS the Employee has been working as a Assistant Professor/Associate Professor/Professor/Assistant Librarian/Deputy Librarian/Librarian/Assistant Director, Physical Education and Sports/Deputy Director, Physical Education and Sports/Director, Physical Education and Sports/Principal of the said college/University from the _____ day of _____.

AND WHEREAS the Government of Maharashtra has by Government Resolution, Higher and Technical Education Department, being No. _____ (hereinafter referred to as “the said Resolution: a copy whereof is annexed hereto) sanctioned a scheme for revision of the pay-

scales of the University and College teachers and other measures for improving standards in Higher Education.

AND WHEREAS accordingly the said College/University has agreed to revised the pay scale of the Employee on the

Employee agreeing to accept and duly comply with the terms and conditions laid down by the Government of Maharashtra by the said resolution which the Employee has agree to do.

Now this Agreement witness and it is hereby agreed and decided by and between Parties hereto as follows:-

1. Agree, accept and duly comply with the terms and conditions specified in the said Government Resolution;
2. Agree to have these conditions, inserted in the contract of his appointment which he has already executed or which he may have to execute hereafter;
3. Agree that in the event of his failure to abide by these conditions he shall ceased to derive benefits of revised pay scales.

In witness whereof Shri/Smt/Kum_____the employee above named has hereto set his/her hand and seal of University has been unto affixed.

Members of the Managing Committee/Governing Body of_____have set their respective hands the day and year first hereinabove written.

Signed and Delivered by

Shri/Smt/Kum_____ the Employee above named in the presence of

1._____ 2._____

OR

Signed and delivered by

1._____ 2._____

5. Elc. the present Members_____of the Managing Committee/Governing body of _____

In the presence of-----

1._____ 2._____

**Accompaniment to Government Resolution,
Higher and Technical Education Department No. Resolution No. Misc- 2018/ C.R.56 / 18 /
UNI-1, dated 08 March, 2019.**

PROFORMA FOR FIXATION OF PAY

Name of the College/Institution: _____

Name of the teacher: Shri/Smt. _____

Sr. No.	Description	Relevant Information
1.	Designation of the post in which pay is to be fixed as on January 1, 2016 or on _____ (latter date)	
2.	Status (Substantive/officiating)	
3.	Pre-revised Pay Band and Academic Grade Pay or Scale	
4.	Existing Emoluments as on 01.01.2016 (as per pre-revised scale)	
	a. Basic Pay (Pay in applicable Pay Band plus applicable Academic Grade Pay or Basic Pay)	
	b. Dearness Allowance	
	c. Existing emoluments (a + b)	
5.	Basic Pay (Pay in applicable Pay Band plus applicable Academic Grade Pay or Basic Pay) in the pre-revised structure as on January 1, 2016	
6.	Applicable Level in Pay Matrix corresponding to Pay Band and Grade Pay or Scale shown at Sr. No. 3	
7.	Amount arrived at by multiplying basic pay as at Sr. No. 5 by 2.57	
8.	Applicable Cell in the Level either equal to or just above the Amount at Sr. No. 7	
9.	Revised Basic Pay (as per Sr. No. 8)	
10.	Stepped up pay with reference to the revised pay of Junior, if applicable. Name and pay of the junior also to be indicated distinctly.	
11.	Revised pay with reference to the Substantive Pay in case where the pay fixed in the officiating post is lower than the pay fixed in the substantive post, if applicable.	
12.	Personal Pay, if any	
13.	Date of next increment and pay after grant of increment	

Date of Increment

Pay after increment in applicable Level of Pay Matrix

14. Any other relevant information:

Date:

Signature & Designation of Head of Institution

Place:

Accompaniment to Government Resolution,

Higher and Technical Education Department No. Resolution No. Misc- 2018/ C.R.56 / 18 / UNI-1, dated 08 March, 2019.

Appendix VI

Fixation of Pay in the Revised Pay Structure: Illustrations

Illustration -1

An Assistant Professor drawing a Basic Pay of Rs. 22,250/- as on 01.07.2015 in the existing Pay Band Rs. 15,600-39,100, AGP Rs. 6,000. His date of appointment is 02.10.2014. His pay in the revised pay matrix as on 01.01.2016 shall be fixed as follows:

1.	Existing Basic Pay (Pay in PB + AGP)	=	Rs. 22, 250
2.	$2.57 \times$ Basic Pay	=	Rs. 57,182.50
3.	Rounding off the resultant figure to the nearest Rs. 100	=	Rs. 57,200
4.	Level corresponding to AGP Rs. 6,000	:	Level 10
5.	Revised pay in Pay Matrix (Either equal to or next cell higher to Rs.57,200)	=	Rs. 57,700

He shall be fixed at Basic Pay of Rs. 57,700/- The next date of annual increment shall be 1st July, 2016 and pay after increment is Rs. 59, 400/-

Illustration -2

An Assistant Professor drawing a Basic Pay of Rs. 23,610/- as on 01.07.2015 in the existing Pay Band Rs. 15,600-39,100, AGP Rs. 6,000. His date of appointment is 05.02.2012. His pay in the revised pay matrix as on 01.01.2016 shall be fixed as follows:

1.	Existing Basic Pay (Pay in PB + AGP)	=	Rs. 23,610
2.	$2.57 \times$ Basic Pay	=	Rs. 60,677.70
3.	Rounding off the resultant figure to the nearest Rs. 100	=	Rs. 60,700
4.	Level corresponding to AGP Rs. 6,000	:	Level 10
5.	Revised pay in Pay Matrix (Either equal to or next cell higher to Rs.60,700)	=	Rs. 61,200

He shall be fixed at Basic Pay of Rs. 61,200/- . His successive dates of increment and the basic pay shall be as under:

Date of Increment	Basic Pay (Rs.)
1.7.2016	63,000
1.7.2017	64,900

He is eligible for promotion under CAS (AGP Rs. 6,000 to AGP Rs. 7,000/ Level 10 to Level 11) on 05.02.2018. On promotion, he shall be given a notional increment in Level 10 and his basic pay would be Rs. 66,800/-. Locating this figure Rs. 66,800 in Academic level 11, a cell identical to Rs. 66,800 or next higher cell in level 11 is cell no.1 with entry Rs. 68,900/-.

His revised basic pay as on 05.02.2018 shall be Rs. 68,900/- and date of increment shall be 1st January, 2019, and pay after increment is Rs. 71,000/-

Illustration -3

An Assistant Professor drawing a Basic Pay of Rs. 28,480/- as on 01.07.2015 in the existing Pay Band Rs. 15,600-39,10, AGP Rs. 7,000. His pay in the revised pay matrix as on 01.01.2016 shall be fixed as follows:

1.	Existing Basic Pay (Pay in PB + AGP)	=	Rs. 28,480
2.	2.57 × Basic Pay	=	Rs. 73,193.60
3.	Rounding off the resultant figure to the nearest Rs. 100	=	Rs. 73,200
4.	Level corresponding to AGP Rs. 7,000	:	Level 11
5.	Revised pay in Pay Matrix (Either equal to or next cell higher to Rs.73,200)	=	Rs. 75,300

He shall be fixed at Basic Pay of Rs. 75,300/- . His successive dates of increment and the basic pay shall be as under:

Date of Increment	Basic Pay (Rs.)
1.7.2016	77,600
1.7.2017	79,900

He is eligible for promotion under CAS (AGP Rs. 7,000 to AGP Rs. 8,000/ Level 11 to Level 12) on 12.08.2017. On promotion, he shall be given a notional increment in Level 11 and his basic pay would be Rs. 82,300/-. Locating this figure Rs. 82,300 in Academic level 12, a cell identical to Rs. 82,300 or next higher cell in level 12 is cell no.3 with entry Rs. 84,700/-.

His revised basic pay as on 12.08.2017 shall be Rs. 84,700/- and date of increment shall be 1st July, 2018, and pay after increment is Rs. 87, 200/-

Illustration -4

An Assistant Professor drawing a Basic Pay of Rs. 31,250 as on 01.07.2015 in the existing Pay Band Rs. 15,600-39,100, AGP Rs. 8,000. His pay in the revised pay matrix as on 01.01.2016 shall be fixed as follows:

1.	Existing Basic Pay (Pay in PB + AGP)	=	Rs. 31,250
2.	2.57 × Basic Pay	=	Rs. 80,312.50
3.	Rounding off the resultant figure to the nearest Rs. 100	=	Rs. 80,300
4.	Level corresponding to AGP Rs. 8,000	:	Level 12
5.	Revised pay in Pay Matrix (Either equal to or next cell higher to Rs.80,300)	=	Rs. 82,200

He shall be fixed at Basic Pay of Rs. 82,200/- The next date of annual increment shall be 1st July, 2016 and pay after increment is Rs. 84,700/-

He is eligible for promotion under CAS (AGP Rs. 8,000/- to AGP Rs. 9,000/- Level 12 to Level 13A) on 12.03.2018. On promotion, he shall be re-designated as Associate Professor, he shall be given a notional increment in Level 12 and his basic pay would be Rs. 92,500/-. Locating this figure Rs. 92,500 in Academic level 13A, a cell identical to Rs. 92,500 or next higher cell in level 13A is cell no.1 with entry Rs. 1,31,400/-.

His revised basic pay as on 12.03.2018 shall be Rs. 1, 31,400/- and date of increment shall be 1st January, 2019, and pay after increment is Rs. 1, 35,300/-

Illustration -5

An Associate Professor drawing a Basic Pay of Rs. 53,820/- as on 01.07.2015 in the existing Pay Band Rs.37,400-67,000, AGP Rs. 9,000. His pay in the revised pay matrix as on 01.01.2016 shall be fixed as follows:

1.	Existing Basic Pay (Pay in PB + AGP)	=	Rs. 53,820/-
2.	2.57 × Basic Pay	=	Rs. 1,38,317.40
3.	Rounding off the resultant figure to the nearest Rs. 100	=	Rs. 1,38,400
4.	Level corresponding to AGP Rs. 9,000	:	Level 13A
5.	Revised pay in Pay Matrix (Either equal to or next cell higher to Rs. 1,38,400)	=	Rs. 1,39,400

He shall be fixed at Basic Pay of Rs. 1, 39,400/-. The next date of annual increment shall be 1st July, 2016 and pay after increment is Rs. 1, 43,600/-

He is eligible for promotion under CAS (AGP Rs. 9,000 to AGP Rs. 10,000/ Level 13A to Level 14) on 10.12.2018. On promotion, he shall be re-designated as Professor, he shall be given a notional increment in Level 13A and his basic pay would be Rs. 1,56,900/-. Locating this figure Rs. 1,56,900 in Academic level 14, a cell identical to Rs. 1,56,900 or next higher cell in level 14 is cell no.4 with entry Rs. 1,57,600/-.

His revised basic pay as on 10.12.2018 shall be Rs. 1, 57,600/- and the date of increment shall be 1st July, 2019, and pay after increment is Rs. 1, 62,300/-

Illustration -6

College Principal drawing a Basic Pay of Rs. 61,890/- as on 01.07.2015 in the existing Pay Band Rs.37,400-67,000, AGP Rs. 10,000. His pay in the revised pay matrix as on 01.01.2016 shall be fixed as follows:

1.	Existing Basic Pay (Pay in PB + AGP)	=	Rs. 61,890/-
2.	2.57 × Basic Pay	=	Rs. 1,59,057.30
3.	Rounding off the resultant figure to the nearest Rs. 100	=	Rs. 1,59,000
4.	Level corresponding to AGP Rs. 10,000	:	Level 14
5.	Revised pay in Pay Matrix (Either equal to or next cell higher to Rs. 1,59,000)	=	Rs. 1,62,300

He shall be fixed at Basic Pay of Rs. 1, 62,300. The next date of annual increment shall be 1st July, 2016 and pay after increment is Rs. 1, 67,200/-.

Illustration -7

A Senior Professor drawing a Basic Pay of Rs. 75,420/- as on 01.07.2015 in the HAG Scale of Rs.67, 000-79,000. His pay in the revised pay matrix as on 01.01.2016 shall be fixed as follows:

1.	Existing Basic Pay	=	Rs. 75,420
2.	2.57 × Basic Pay	=	Rs. 1,93,829.40
3.	Rounding off the resultant figure to the nearest Rs. 100	=	Rs. 1,93,900
4.	Level corresponding to AGP Rs. 10,000	:	Level 15
5.	Revised pay in Pay Matrix (Either equal to or next cell higher to Rs. 1,93,900)	=	Rs. 1,99,100

He shall be fixed at Basic Pay of Rs. 1, 99,100. The next date of annual increment shall be 1st July, 2016 and pay after increment is Rs. 2, 05,100/-.

Illustration -8

An Associate Professor drawing a Basic Pay of Rs. 58,660/- as on 01.07.2015 in the existing Pay Band Rs.37,400-67,000, AGP Rs. 9,000. His pay in the revised pay matrix as on 01.01.2016 shall be fixed as follows:

1.	Existing Basic Pay (Pay in PB + AGP)	=	Rs. 58,660
2.	2.57 × Basic Pay	=	Rs. 1, 50,756.20
3.	Rounding off the resultant figure to the nearest Rs. 100	=	Rs. 1,50,800
4.	Level corresponding to AGP Rs. 9,000	:	Level 13A
5.	Revised pay in Pay Matrix (Either equal to or next cell higher to Rs. 1,50,800)	=	Rs. 1,52,300

He shall be fixed at Basic Pay of Rs. 1, 52, 300/-. The next date of annual increment shall be 1st July, 2016 and pay after increment is Rs. 1, 56, 900/-

He is appointed as under graduate college Principal as on 15.7.2019 when he was drawing a basic pay of Rs. 1, 71,400/- in Academic Level 13A. On appointment, he shall remain in Level 13A with a basic pay of Rs. 1, 71,400/-.

Revision of Pay Scales of Teachers in Non- Agricultural Universities, National Law universities Affiliated Colleges, Government Colleges/Institutions as per 7th Central Pay Commission and UGC Regulations on minimum qualifications for appointment of teachers and other academic staff in universities and colleges and measures for the maintenance of standards in Higher Education 2018.

GOVERNMENT OF MAHARASHTRA
Higher & Technical Education Department
Corrigendum No : Misc-2018/C.R.56/18/UNI-1
 Mantralaya Annex, Mumbai- 400 032.
 Dated – 10 May, 2019.

- Read:**
1. Government Resolution, Higher and Technical Education Department No. NGC-2009/ (243/09)-Uni.1, dated 12th August, 2009.
 2. Government of India MHRD letter No. 1-7/2015-U.II (1), dated 2nd November, 2017
 3. Government of India MHRD letter No. Corrigendum F.No.1- 7/2015-U.II (1), dated 8th November, 2017.
 4. Government of India MHRD letter No. Corrigendum F.No.1 7/2015-U.II (1), dated 8th November, 2017.
 5. UGC letter No. F.No.23-4/2017 (PS), dated 31st January, 2018
 6. The Gazette of India: Extraordinary, Part III-Section 4, dated 18th July, 2018
 7. The Maharashtra Public University Act, 2016
 8. Government Resolution, Higher and Technical Education Department No. MISC-2018/C.R.56/18/UNI-1 dated 08 March, 2019

Government has implemented 7th pay revision vide Resolution referred 8. The following amendments and additions are being issued.

Para	Particulars in G.R. dated 8.3.2019	Amendment
Preamble	University Grants Commission vide its letter dated 31st January, 2018 mentioned that the Government of India MHRD, Department of Higher Education, New Delhi vide its letter dated 2nd November 2017 regarding revision of 7 th Pay of teachers and equivalent <u>orders</u> in universities and colleges following the revision of pay scales of Central Government employees on the recommendations of the 7th Central Pay Commission and to say that the State Government may take action to adopt the Government of India's scheme for State Universities and colleges.	University Grants Commission vide its letter dated 31st January, 2018 mentioned that the Government of India MHRD, Department of Higher Education, New Delhi vide its letter dated 2nd November 2017 regarding revision of 7 th Pay of teachers and equivalent cadres in universities and colleges following the revision of pay scales of Central Government employees on the recommendations of the 7th Central Pay Commission and to say that the State Government may take action to adopt the Government of India's scheme for State Universities and colleges

6.1 V	There shall be a selection committee for recommending the names of suitable candidates for appointment for the substantive/permanent post of Assistant Professor in the College/Institution. The selection committee shall be as per the guidelines prescribed by the State Government in the Official Gazette.	There shall be a selection committee for recommending the names of suitable candidates for appointment for the substantive/permanent post of Assistant Professor in the College/Institution. The selection committee shall be as under: i) Chairperson of the Governing Body of the college or his/her nominee from amongst the members of the Governing body, who shall be the Chairperson of the Committee. ii) The Principal of the College. iii) Head of the Department/Teacher-incharge of the subject concerned in the College. iv) Two nominees of the Vice-Chancellor of the affiliating university, of whom one should be a subject-expert. In case of colleges notified/declared as a minority educational institution, two nominees of the Chairperson of the college from out of a panel of five names, preferably from the minority community, recommended by the Vice-Chancellor of the affiliating university, from the list of experts suggested by the relevant statutory body of the college, of whom one should be a subject-expert. v) Two subject-experts not connected with the college who shall be nominated by the Chairperson of the College governing body out of a panel of five names recommended by the Vice-Chancellor from the list of subject experts approved by the relevant statutory body of the university concerned. In case of colleges notified/declared as minority educational Institutions, two subject experts not connected with the University nominated by the Chairperson of the Governing Body of the College out of the panel of five names, preferably from the minority communities, recommended by the Vice-Chancellor from the list of subject experts approved by the relevant statutory body of the College.
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		vi) An academican representing SC/ST/ OBC/Minority/ Women/Differently-abled categories, if any of candidates belonging to any of these categories is the applicant, to be nominated by the Vice-Chancellor, if any of the above members of the selection committee does not belong to that category. vii) The Joint Director, Higher Education of the region or his nominee not below the rank of Associate Professor, if the post is on grant-in aid basis. (b) The quorum for the meeting shall be five members, of whom at least two shall be from out of three subject expert and Joint Director, Higher Education or his/her nominee.
6.1 VI	There shall be a selection committee for recommending names of the suitable candidates for appointment for the post of college Principal. The selection committee shall be as per the guidelines prescribed by the State Government in the Official Gazette	There shall be a selection committee for recommending names of the suitable candidates for appointment for the post of college Principal. The selection committee shall be as under: i) Chairperson of the Governing Body to be the Chairperson. ii) Two members of the Governing Body of the college to be nominated by the Chairperson of whom one shall be an expert in academic administration. iii) Two nominees of the Vice-Chancellor who shall be Higher Education experts in the subject/field concerned out of which at least one shall be a person not connected in any manner with the affiliating University. In case of Colleges notified/declared as minority educational institutions, one nominee of the Chairperson of the College from out of a panel of five names, preferably from minority communities, recommended by the Vice-Chancellor o the affiliation university of whom one should be a subject expert. iv) Three Higher Education experts consisting of the Principal of a College, a Professor and an accomplished educationist not below the rank of a Professor (or be nominated by the

		Governing Body of the college out of a panel of six experts approved by the relevant statutory body of the university concerned). v) An academican representing SC/ST/OBC/ Minority/ Women/Differently-abled categories, if any of candidates representing these categories is the applicant, to be nominated by the Vice-Chancellor, if any of the above members of the selection committee does not belong to that category. vi) Two subject-experts not connected with the college to be nominated by the Chairperson of the governing body of the college out of a panel of five names recommended by the Vice Chancellor from the list of subject experts approved by the relevant statutory body of the university concerned. In case of colleges notified/declared as minority educational institutions, two subject experts not connected with the University nominated by the Chairperson of the College governing body out of the panel of five names, preferably from minority communities, recommended by the Vice Chancellor from the list of subject experts approved by the relevant statutory body. vii) The Director, Higher Education or his nominee not below the rank of Professor/Principal, in Case of post is on grant-in-aid basis; (b) The quorum for the meeting shall be five members, of whom at least two shall be from out of three experts and Director, Higher Education or his/her nominee.
6.1.VII	Selection Committees for the Posts of Directors of Sports and Physical Education, Deputy Directors, Assistant Directors of Physical Education and Sports, Director, Knowledge Resource Center, Deputy Librarians and Assistant	Selection Committees for the Posts of Directors of Sports and Physical Education, Deputy Directors, Assistant Directors of Physical Education and Sports, Director, Knowledge Resource Center, Deputy Librarians and Assistant Librarians in universities shall be the same as that of Professor, Associate Professor and Assistant Professor, respectively, except that in

	Librarians shall be the same as that of Professor, Associate Professor and Assistant Professor, respectively, except that in Library and Physical Education and Sports or Sports Administration, respectively, practicing Librarian/Director Physical Education and Sports, as the case may be shall be associated with the Selection Committee as one of the subject experts.	Library and Physical Education and Sports or Sports Administration, respectively, practicing Librarian/Director Physical Education and Sports, as the case may be shall be associated with the Selection Committee as one of the subject experts. Selection committee for the post of college Librarian & College Director of Physical Education & Sports shall be the same as that of Assistant Professor in colleges, Except that in Library & Physical Education & Sports respectively practicing librarian /Director Physical Education & Sports, as the case may be, shall be associated with the selection committee as one of the subject experts.
7.2.	The constitution of the Selection Committees and Selection Procedure as well as the Assessment Criteria and Methodology for the above cadres, either through direct recruitment or through Career Advancement Scheme, shall be in accordance with these Rules. The constitution of the Selection Committee for Associate Professors and Professors in Colleges under Career Advancement Scheme shall be as specified in University Grants Commission Regulations dated 18.7.2018.	The constitution of the Selection Committees and Selection Procedure as well as the Assessment Criteria and Methodology for the above cadres, either through direct recruitment or through Career Advancement Scheme, shall be in accordance with these Rules. The constitution of the Selection Committee for Associate Professors and Professors in Colleges, including private and constituent Colleges through Career Advancement Scheme shall be as specified in University Grants Commission Regulations dated 18.7.2018. In addition Government nominee shall be member of these committees. The quorum for these committees in all categories shall be three which will include one subject expert/university nominee and Government nominee.
7.3. VI. i.	If a candidate applies for promotion on completion of the minimum eligibility period and is successful, the date of promotion shall be from that of minimum period of eligibility.	If a candidate applies for promotion from Level 10 to Level 11 and Level 11 to Level 12 on completion of the minimum eligibility period and is successful, the date of promotion shall be from that of minimum period of eligibility for both Colleges and Universities. If a candidate applies for promotion from <u>level 12 to 13 A and Level 13A to Level 14</u> on completion of the minimum eligibility period and is successful, the date of promotion shall be the date of selection by CAS for both Colleges and Universities. If a candidate applies for promotion from Level 14 to Level 15 in Universities on completion of the minimum eligibility

		period and is successful, the date of promotion shall be the date of selection by CAS.
7.3. VIII.	The requirement for Orientation course and Refresher course for promotions due under the CAS shall not be mandatory up to 31 st December, 2018.	The date for requirement of Orientation course and Refresher course for promotions due under the CAS <u>shall not be</u> extended up to 31 st December, 2018.
9.0. g)	For fixation of pay of an employee in the Pay Matrix as on 1st January, 2016, the existing pay (Pay in Pay Band plus Academic Grade Pay) in the pre-revised structure as on 31st December, 2015 shall be multiplied by a factor of 2.57. The figure so arrived at is to be located in the Academic Level corresponding to employee's Pay Band and Academic Grade Pay in the new Pay Matrix. If a Cell identical with the figure so arrived at is available in the appropriate Academic Level, that Cell shall be the revised pay, otherwise the next higher cell in that Academic Level shall be the revised pay of the employee. If the figure arrived at in this manner is less than the first cell in that Academic Level, then the pay shall be fixed at the first cell of that Academic Level. If a situation arises whenever more than two stages are bunched together, one additional increment equal to 3 percent may be given for every two stages bunched, and pay fixed in the subsequent cell in the pay matrix.	For fixation of pay of an employee in the Pay Matrix as on 1st January, 2016, the existing pay (Pay in Pay Band plus Academic Grade Pay) in the pre-revised structure as on 31st December, 2015 shall be multiplied by a factor of 2.57. The figure so arrived at is to be located in the Academic Level corresponding to employee's Pay Band and Academic Grade Pay in the new Pay Matrix. If a Cell identical with the figure so arrived at is available in the appropriate Academic Level, that Cell shall be the revised pay, otherwise the next higher cell in that Academic Level shall be the revised pay of the employee. If the figure arrived at in this manner is less than the first cell in that Academic Level, then the pay shall be fixed at the first cell of that Academic Level.

10.0.I.	The Pay of the Pro-Vice Chancellor of a University, presently at existing AGP of Rs. 10,000 in PB Rs. 37,400-67,000/ HAG scale, shall be fixed at Academic Level 14/ Academic Level 15, as the case may be, with the existing special allowance of Rs.9,000/- per month.	The Pay of the Pro-Vice Chancellor of a University, presently at existing AGP of Rs. 10,000 in PB Rs. 37,400-67,000/ HAG scale, shall be fixed at Academic Level 14/ Academic Level 15, as the case may be, with a special allowance of Rs.9,000/- per month.
10.0. II.	The pay of the Vice Chancellor shall be fixed at Rs. 2, 10,000/- (fixed) (Figures obtained by using the IOR of 2.81 on 75,000/- and rounding off the figures to nearest five thousand) with the existing special allowance of Rs.11, 250/- per month.	The pay of the Vice Chancellor shall be fixed at Rs. 2, 10,000/- (fixed) (Figures obtained by using the IOR of 2.81 on 75,000/- and rounding off the figures to nearest five thousand) with a special allowance of Rs.11, 250/- per month.
11.0.(i)	The Pay of Principals shall be equivalent to the pay of Associate Professor i.e. at Academic Level 13A with rationalized entry pay of Rs. 1, 31,400/- with the existing special allowance of Rs. 4,500/- per month.	The Pay of Principals shall be equivalent to the pay of Associate Professor i.e. at Academic Level 13A with rationalized entry pay of Rs. 1, 31,400/- with a special allowance of Rs. 4,500/- per month.
11.0. (ii)	The Pay of Principals shall be equivalent to the pay of Professor i.e. at Academic Level 14 with rationalized entry pay of Rs. 1, 44,200/- with the existing special allowance of Rs. 6,750/- per month.	The Pay of Principals shall be equivalent to the pay of Professor i.e. at Academic Level 14 with rationalized entry pay of Rs. 1, 44,200/- with a special allowance of Rs. 6,750/- per month.
12.0.	The incentive structure is built-in in the pay structure itself, wherein those having Ph.D/M.Phil/ PG Degree in Professional Courses will progress faster under CAS. Therefore, there shall be no incentives in form of advance increments for obtaining these degrees.	The incentive structure is built-in in the pay structure itself, wherein those having Ph.D/M.Phil/ PG Degree in Professional Courses will progress faster under CAS. Therefore, there shall be no incentives in form of advance increments for obtaining these degrees with effect from 1.1.2016.
16.0.	Study leave, maternity leave, casual leave, medical leave shall be admissible to the teachers at par with the state government employees.	Study leave, maternity leave and casual leave, shall be admissible to the teachers at par with the state government employees.

25.0. i.	As per the provisions of the Maharashtra University Act 2016, Universities are primarily responsible for ensuring equitable and quality education in their jurisdiction by adopting all possible measures especially proper selection and appointment of lecturers etc. In view of above, Universities shall fix the revised pay of all the teachers and equivalent cadres under their jurisdiction as per this scheme and further certify that. “ All the teachers have been lawfully appointed, “ The pay of each teacher has been properly fixed as per this scheme and “In case it is found that any excess payment has been made on account of incorrect fixation and unlawful appointees the same shall be recovered by the Government from the grants (including salary grants) payable to the Universities and Colleges”.	As per the provisions of the Maharashtra University Act 2016, Universities are primarily responsible for ensuring equitable and quality education in their jurisdiction by adopting all possible measures especially proper selection and appointment of lecturers etc. In view of above, Universities shall fix the revised pay of all the teachers and equivalent cadres under their jurisdiction as per this scheme and further certify that. “ The pay of each teacher has been properly fixed as per this scheme” and “In case it is found that any excess payment has been made on account of incorrect fixation and unlawful appointees the same shall be recovered by the Government from the grants (including salary grants) payable to the Universities and Colleges”.
Illustration 5	An Associate Professor drawing a Basic Pay of Rs. 53,820/- as on 01.07.2015 in the existing Pay Band Rs.37,400-67,000, AGP Rs. 9,000. His pay in the revised pay matrix as on 01.01.2016 shall be fixed as follows:	An Associate Professor drawing a Basic Pay of Rs. 53,820/- as on 01.07.2015 in the existing Pay Band Rs.37,400-67,000, AGP Rs. 9,000. His pay in the revised pay matrix as on 01.01.2016 shall be fixed as follows:

	1.Existing Basic Pay (Pay in Basic PB+AGP) = Rs 53,820 2.2.57 x Basic Pay = Rs 138317.40 3. Rounding off the resultant figure to= Rs 1,38,400 the nearest Rs 100= 4.level corresponding to AGP Rs 9000 = Level 13 A 5.Revised Pay in Pay Matric (Eigher = Rs 1,39,400 Equal to or next cell higher to Rs 138400)	1.Existing Basic Pay (Pay in Basic PB+AGP) = Rs 53,820 2.2.57 x Basic Pay = Rs 138317.40 3. Rounding off the resultant figure to= Rs 1,38,300 the nearest Rs 100= 4.level corresponding to AGP Rs 9000 = Level 13 A 5.Revised Pay in Pay Matric (Either = Rs 1,39,400 Equal to or next cell higher to Rs 138400)
	He shall be fixed at Basic Pay of Rs. 1, 39,400/-. The next date of annual increment shall be 1st July, 2016 and pay after increment is Rs. 1, 43,600/- He is eligible for promotion under CAS (AGP Rs. 9,000 to AGP Rs. 10,000/ Level 13A to Level 14) on 10.12.2018. On promotion, he shall be re-designated as Professor, he shall be given a notional increment in Level 13A and his basic pay would be Rs. 1,56,900/-. Locating this figure Rs. 1,56,900 in Academic level 14, a cell identical to Rs. 1,56,900 or next higher cell in level 14 is cell no.4 with entry Rs. 1,57,600/- . His revised basic pay as on 10.12.2018 shall be Rs. 1, 57,600/- and the date of increment shall be 1st July, 2019, and pay after increment is Rs. 1, 62,300/-	He shall be fixed at Basic Pay of Rs. 1, 39,400/-. The next date of annual increment shall be 1st July, 2016 and pay after increment is Rs.1,43,600/-
Illustration 7	1.Existing Basic Pay (Pay in Basic PB+AGP) = Rs 75, 420 2.2.57 x Basic Pay = Rs 1,93,829.40 3. Rounding off the resultant figure to the nearest Rs. 100 = Rs 1,93,900 4.level corresponding to AGP Rs 10,000 = Level 15	1.Existing Basic Pay (Pay in Basic PB+AGP) = Rs 75, 420 2.2.57 x Basic Pay = Rs 1,93,829.40 3. Rounding off the resultant figure to the nearest Rs. 100 = Rs 1,93,800 4.level corresponding to AGP Rs 10,000 = Level 15 5.Revised Pay in Pay Matric (Eigher = Rs 1,99,100 Equal to or next cell higher to Rs 1,93,800)

	5.Revised Pay in Pay Matric (Eigher = Rs 1,99,100 Equal to or next cell higher to Rs 1,93,900)	
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2. This Government Corrigendum of Maharashtra Government is available at the website www.maharashtra.gov.in. Reference no. for this is 201905101154016508. This corrigendum has been signed digitally.

By order and in the name of the Governor of Maharashtra.

(Vijay E. Sable)
Under Secretary to Government

To,

1. The Secretary to the Governor Raj Bhavan, Malabar Hill, Mumbai,
2. The principal Secretary to the Chief Minister,
3. The Secretary to the Government of India, MHRD (Department of Education New Delhi),
4. The Secretary to University Grant Commission, New Delhi,
5. The Private Secretary to the Minister, Higher and Technical Education,
6. The Director, Higher Education, Maharashtra State, Pune,
7. All Regional Joint Director of Higher Education,
8. The Registrar of all Non-Agricultural Universities,
9. The Account General (Accounts) Maharashtra-I and II, Mumbai and Nagpur,
10. The Account General (audit), Maharashtra-I and II, Mumbai and Nagpur,
11. The pay and Account Officer Mumbai,
12. All District Treasury Officer,
13. The planning Department, Mantralaya, Mumbai,
14. The Finance Department, Mantralaya, Mumbai,
15. The personal Assistant to the Chief Secretary,
16. All Desk Officer , Higher and Technical Education Department,
17. The Director General of Information & Publicity, Mumbai (with request to issue a suitable press note and send 25 copies to the Department)
18. Select file UNI-1.

महाराष्ट्र शैक्षणिक संस्था (अध्यापक संवर्गातील आरक्षण) अधिनियम, २०२१ नुसार राज्यातील अकृषि विद्यापीठे व संलग्नित महाविद्यालये/ संस्थांमधील शिक्षकीय पदांच्या संवर्गनिहाय आरक्षण धोरणाच्या अंमलबजावणीबाबत.

महाराष्ट्र शासन
उच्च व तंत्र शिक्षण विभाग
शासन निर्णय क्रमांक : संकीर्ण-२०१९/प्र.क्र.९४/१९/विशि-१
मादाम कामा मार्ग, हुतात्मा राजगुरु चौक,
मंत्रालय, मुंबई - ४०० ०३२.
दिनांक :- ११ एप्रिल, २०२२.

संदर्भ:-

- १) उच्च व तंत्र शिक्षण आणि सेवायोजन विभाग, शासन निर्णय क्र.एजीसी-१४९४/ (२९९१)/विशि-४, दि.२४.०४.१९९५.
- २) उच्च व तंत्र शिक्षण विभाग, शासन निर्णय क्र.२०१३/(४४७/१३)/विशि-१, दि.२२.०१.२०१४.
- ३) उच्च व तंत्र शिक्षण विभाग, शासन निर्णय क्र.न्यायाप्र-२०१४/ (प्र.क्र.३२१/१४)/विशि-१, दि.१०.०४.२०१५ व दि.२४.०८.२०१५.
- ४) विधि व न्याय मंत्रालय, भारत सरकार यांचा The Central Educational Institutions (Reservation in Teachers Cadre) Act, २०१९.
- ५) महाराष्ट्र शैक्षणिक संस्था (अध्यापक संवर्गातील आरक्षण) अधिनियम, २०२१.
- ६) सामान्य प्रशासन विभाग, शासन अधिसूचना क्र.बीसीसी-२०२१/प्र.क्र.८५८/१६-ब, दि.०१.०४.२०२२.
- ७) उच्च व तंत्र शिक्षण विभाग, शासन अधिसूचना समक्रमांक दि.०७.०४.२०२२.

प्रस्तावना :-

केंद्र शासनाने The Central Educational Institutions (Reservation in Teachers Cadre) Act, २०१९ अन्वये केंद्रीय विद्यापीठे व केंद्रीय शैक्षणिक संस्थांमधील शिक्षकीय पदांच्या सरळसेवा भरतीमध्ये संवर्गनिहाय आरक्षण धोरण लागू केलेले आहे. राज्यातील शैक्षणिक संस्थांमधील अध्यापक संवर्गातील सरळसेवा भरतीमधील विद्यमान आरक्षण धोरणानुसार, संबंधित अध्यापक संवर्गामध्ये विषयनिहाय आरक्षण लागू आहे. विषयनिहाय संवर्गाच्या लहान आकारामुळे सर्व आरक्षित प्रवर्गांना अध्यापक संवर्गामध्ये पर्याप्त प्रतिनिधित्व मिळत नाही. तसेच काही प्रकरणांमध्ये जेथे विषयनिहाय एकल पद आहे, तेथे आरक्षण लागू होत नाही. त्यानुषंगाने केंद्र शासनाचे सदर संवर्गनिहाय आरक्षण धोरण राज्यात लागू करण्याकरीता लोकप्रतिनिधी तसेच अनेक संघटनांकडून विविध निवेदने राज्य शासनास प्राप्त झाली आहेत.

या पार्श्वभूमीवर केंद्र शासनाने विहित केलेल्या संवर्गनिहाय आरक्षण धोरणाची राज्यात अंमलबजावणी करताना त्यांचा संबंध उच्च व तंत्र शिक्षण विभाग, कृषि विभाग, वैद्यकीय शिक्षण विभाग, शालेय शिक्षण विभाग, सामाजिक न्याय व विशेष सहाय्य विभाग यांच्या अधिपत्याखालील

महाविद्यालयातील शिक्षकीय पदांच्या सरळसेवा भरतीमध्ये येणार असल्याने केंद्र शासनाने विहित केलेले संवर्गनिहाय आरक्षण धोरण, राज्य शासनाचे प्रचलित आरक्षण धोरण तसेच यासंदर्भातील मा. न्यायालयाचे न्यायनिर्णय यांचा अभ्यास करून केंद्र शासनाने विहित केलेल्या संवर्गनिहाय आरक्षण धोरणाची राज्यातील शैक्षणिक संस्थांमध्ये अंमलबजावणी करण्याच्या अनुषंगाने शासनास शिफारस करण्यासाठी मंत्रिमंडळ उपसमिती गठित करण्यात आली होती. सदर समितीची बैठक दि.२४.१२.२०२१ रोजी पार पडली. सदर बैठकीमध्ये प्रस्तुत संवर्गनिहाय आरक्षण राज्यातील शैक्षणिक संस्थांना लागू करण्याचा निर्णय घेण्यात आला. तसेच त्यानुषंगाने याबाबतचा अधिनियम राज्य विधिमंडळाच्या सन २०२१ च्या हिवाळी अधिवेशनामध्ये पारित करण्यात आला आहे. तसेच सदर अधिनियम दि.०१.०४.२०२२ पासून राज्यात लागू करण्यात आला आहे. त्यानुसार राज्यातील अकृषि विद्यापीठे व संलग्नित महाविद्यालये/ संस्थांमधील शिक्षकीय पदांच्या सरळसेवा भरतीमध्ये सदर संवर्गनिहाय आरक्षण धोरण शासन अधिसूचना दि.०७.०४.२०२२ अन्वये लागू केले आहे. त्यानुषंगाने सदर आरक्षण धोरणाच्या अंमलबजावणीबाबत मार्गदर्शक सूचना निर्गमित करण्याची बाब शासनाच्या विचाराधीन होती.

शासन निर्णय:-

राज्यातील अकृषि विद्यापीठे व संलग्नित महाविद्यालये/ संस्थांमधील शिक्षकीय पदांच्या सरळसेवा भरतीमधील संवर्गनिहाय आरक्षण धोरणाच्या अंमलबजावणीच्या अनुषंगाने खालीलप्रमाणे मार्गदर्शक सूचना देण्यात येत आहेत :-

अ) संवर्गनिहाय आरक्षणाची परिगणना :-

- १) शासन अधिसूचना दि.०७.०४.२०२२ मध्ये विहित केलेल्या तरतुदीनुसार प्रत्येक विद्यापीठातील तसेच एकाच व्यवस्थापनाच्या नियंत्रणाखालील सर्व महाविद्यालयांतील अध्यापक संवर्गातील (समान वेतनश्रेणीतील) सर्व विषयांतील मंजूर पदे एकत्रित करण्यात यावीत.
- २) संवर्गनिहाय आरक्षण हे संवर्गातील एकूण मंजूर पदांची संख्या विचारात घेऊन प्रचलित आरक्षण धोरणातील विहित टक्केवारीनुसार निश्चित करण्यात यावे. तसेच समांतर आरक्षणासंदर्भात शासनाच्या प्रचलित आदेशानुसार कार्यवाही करण्यात यावी.
- ३) संवर्गातील एकूण मंजूर पदे व कार्यरत पदे विचारात घेऊन संवर्गाची बिंदुनामावली पदांच्या गोषवाच्यासह विहित नमुन्यात ठेवण्यात यावी. तदनंतर महाराष्ट्र शैक्षणिक संस्था (अध्यापक संवर्गातील आरक्षण) अधिनियम, २०२१ नुसार संवर्गनिहाय आरक्षण हे संवर्गातील एकूण मंजूर पदांच्या संख्येस लागू होणार असल्याने त्याप्रमाणे बिंदुनामावलीची तपासणी करून शासन निर्णय दि.१८.१०.१९९७ मधील तरतुदीनुसार रिक्त पदांचे प्रवर्गनिहाय आरक्षण निश्चित करण्यात यावे व सदर बिंदुनामावलीस सक्षम प्राधिकरणाची मान्यता घेणे बंधनकारक राहील.

ब) संवर्गनिहाय आरक्षण धोरणानुसार भरतीप्रक्रिया राबविण्याबाबत :-

- १) वरीलप्रमाणे रिक्त पदांचे प्रवर्गनिहाय आरक्षण निश्चित होऊन बिंदुनामावली अंतिम झाल्यावर त्यानुसार रिक्त पदे भरण्यासाठी शासनाच्या प्रचलित कार्यपध्दतीचा अवलंब करून जाहिरात प्रसिध्द करण्यात यावी.
- २) सदर जाहिरातीमध्ये भरती करावयाच्या रिक्त पदांची प्रवर्गनिहाय पदसंख्या दर्शविण्यात यावी.
- ३) तसेच सदर जाहिरातीमध्ये कोणत्या विषयाची किती रिक्त पदे भरावयाची आहेत याची देखील एकूण संख्या दर्शविण्यात यावी.
- ४) सदर जाहिरातीच्या अनुषंगाने जाहिरातीत नमूद केलेल्या प्रवर्गांची पदे तसेच रिक्त पदांचे विषय विचारात घेऊन त्यानुसार पात्र असलेले सर्व उमेदवार अर्ज करू शकतील.
- ५) वरीलप्रमाणे अर्ज प्राप्त झाल्यानंतर निवड प्रक्रियेबाबत प्रचलित कार्यपध्दतीनुसार कार्यवाही करण्यात यावी.

क) संवर्गनिहाय आरक्षण धोरणाची अंमलबजावणी करण्याबाबतची कार्यपध्दती :-

(नमुना उदाहरणासह)

उदा. सहायक प्राध्यापक संवर्गात मंजूर असलेल्या एकूण ३० पदांपैकी १५ पदे कार्यरत असून १५ पदे रिक्त आहेत. सदर १५ रिक्त पदांपैकी १० पदे प्रत्यक्षात भरावयाची असून त्याबाबतचा तपशील खालीलप्रमाणे आहे :-

प्रवर्ग	अनु. जाती (१३%)	अनु. जमाती (७%)	वि. जा (अ) (३%)	भ.ज. (ब) (२.५%)	भ.ज. (क) (३.५%)	भ.ज. (ड) (२%)	विमाप्र (२%)	इमाव (१९%)	ईडब्ल्यूएस (१०%)	अराखीव (३८%)	एकूण
एकूण मंजूर पदे	४	२	१	१	१	१	१	६	३	१०	३०
कार्यरत पदे	२	१	०	१	१	०	१	५	०	४	१५
रिक्त पदे	२	१	१	०	०	१	०	१	३	६	१५
रिक्त पदांपैकी प्रत्यक्ष भरावयाची पदे	१	१	१	०	०	०	०	१	२	४	१०

(वि.जा. (अ), भ.ज. (ब), भ.ज. (क) व भ.ज. (ड) या प्रवर्गांचे आरक्षण स्वतंत्र आहे. हे आरक्षण अंतर्गत परिवर्तनीय असल्याने सदर प्रवर्गांपैकी एखाद्या प्रवर्गाचा उमेदवार उपलब्ध न झाल्यास प्रवर्गासाठीचे पद अदलाबदलीने भरता येते.)

१) भरती करावयाची विषयनिहाय पदे (उदा.) :-मराठी-०३, भूगोल-०२, गणित-०२, अर्थशास्त्र-०१, रसायनशास्त्र-०१, राज्यशास्त्र-०१.

२) गुणवत्ता यादी :-

विषय व प्राप्त गुण	मराठी	भूगोल	अर्थशास्त्र	रसायनशास्त्र	राज्यशास्त्र	गणित
गुणवत्ता क्र.						
१	अराखीव - ९८ *	अनु. जाती- ९८.५ *	इमाव- ९४	ईडब्ल्यूएस- ९७ #	अराखीव - ९६	भज (क)- ९९ *
२	इमाव- ९७ @	ईडब्ल्यूएस- ९६ #	अराखीव - ९३	अनु. जमाती- ८८	अनु. जाती- ९५	अनु. जमाती- ९८ *
३	अनु. जाती- ९६ ~	इमाव- ९५	अनु. जाती- ९१	अराखीव - ८७	ईडब्ल्यूएस- ९३	ईडब्ल्यूएस- ९६
४	अराखीव - ९५	अनु. जमाती- ९४	इमाव- ९०	अनु. जमाती- ८२	इमाव- ९१	अराखीव - ९५
५	इमाव- ९३	अराखीव - ९२	ईडब्ल्यूएस- ८८	इमाव- ८१	वि.जा. (अ)- ९० \$	इमाव- ९३
६	अराखीव - ९१	वि.जा. (अ)- ८९	अराखीव - ८५	भज (क)- ८०	अराखीव - ८९	अराखीव - ९०
७	ईडब्ल्यूएस- ९०	अराखीव - ८७	अनु.जमाती- ८३ &	अराखीव - ७९	अनु. जमाती- ८८	इमाव- ८८
-	-	-	-	-	-	-
-	-	-	-	-	-	-

३) निवड प्रक्रियेबाबत प्रचलित कार्यपद्धतीनुसार कार्यवाही पूर्ण झाल्यानंतर उपरोक्तप्रमाणे विषयनिहाय गुणवत्ता यादी तयार करण्यात यावी व सदर गुणवत्ता यादीतील उमेदवाराचा गुणवत्ता क्रमांक/प्राप्त गुण व प्रवर्ग विचारात घेऊन तो ज्या विषयासाठी पात्र ठरेल त्या विषयाच्या रिक्त पदावर सदर उमेदवाराची निवड करण्यात यावी.

- ४) तथापि, अराखीव प्रवर्गातील पदावर गुणवत्तेवर निवड होणाऱ्या मागासवर्गीय उमेदवाराची आरक्षित पदावर गणना न करता त्यांची निवड अराखीव प्रवर्गात दर्शविण्यात यावी.
- ५) वरीलप्रमाणे भरती प्रक्रिया राबवून त्या-त्या प्रवर्गातील निवड केलेल्या उमेदवारास नियुक्ती आदेश देण्याबाबतची कार्यवाही करण्यात यावी.
- ६) उपरोक्त परिच्छेद “क” मधील अ.क्र.२ येथे नमुना उदाहरण म्हणून तयार करण्यात आलेल्या गुणवत्ता यादीनुसार प्रवर्गनिहाय अंतिम निवड यादी खालीलप्रमाणे असेल :-

अराखीव -४	
अ.क्र.	विषय व प्राप्त गुण
१	गणित-९९ (भ.ज.-क)*
२	भूगोल-९८.५ (अ.जा.)*
३	मराठी-९८ (अराखीव)*
४	गणित-९८ (अ.ज.)*
इडब्ल्यूएस-२	
१	रसायनशास्त्र-९७ #
२	भूगोल- ९६ #
इमाव-१	
१	मराठी-९७ @
वि.जा. (अ) -१	
१	राज्यशास्त्र-९० \$
अनु. जाती-१	
१	मराठी-९६ ~
अनु. जमाती-१	
१	अर्थशास्त्र-८३ &

ड) आरक्षण धोरणातील बदलामुळे काही प्रवर्गातील पदे अतिरिक्त ठरण्याची शक्यता आहे. अशा प्रवर्गामध्ये सद्यःस्थितीत पद भरती करताना कोणत्याही संवर्गात कोणत्याही परिस्थितीत अध्यापक अतिरिक्त ठरणार नाहीत, याची खबरदारी घ्यावी. अतिरिक्त ठरल्यास त्याची सर्वस्वी जबाबदारी संबंधित व्यवस्थापनाची राहिल. आरक्षण धोरणातील बदलामुळे एखाद्या प्रवर्गात अतिरिक्त ठरलेले अध्यापक त्या-त्या प्रवर्गातील पदे रिक्त झाल्यावर त्याच प्रवर्गातील बिंदुवर दर्शविण्यात यावे.

२. सदरहू शासन निर्णय सामान्य प्रशासन विभागाने दिलेल्या सहमतीनुसार निर्गमित करण्यात येत आहे.

३. सदरहू शासन निर्णय महाराष्ट्र शासनाच्या www.maharashtra.gov.in या संकेतस्थळावर उपलब्ध करण्यात आला असून त्याचा संकेतांक क्र. २०२२०४१११७३१४५५१०८ असा आहे. सदर शासन निर्णय डिजीटल स्वाक्षरीने साक्षांकित करून निर्गमित करण्यात येत आहे

महाराष्ट्राचे राज्यपाल यांच्या आदेशानुसार व नावाने.

(अजित बाविस्कर)

उप सचिव, महाराष्ट्र शासन

प्रत,

१. मा. राज्यपाल तथा कुलपती यांचे सचिव, राजभवन मलबार हिल, मुंबई.
२. मा. मुख्य मंत्री, महाराष्ट्र राज्य, यांचे प्रधान सचिव, मंत्रालय, मुंबई.
३. मा. अध्यक्ष, विधानसभा, विधानभवन, मुंबई.
४. मा. उपाध्यक्ष, विधानसभा, विधानभवन, मुंबई.
५. मा. सभापती, विधानपरिषद, विधानभवन, मुंबई.
६. मा. उपसभापती, विधानपरिषद, विधानभवन, मुंबई.
७. मा. विरोधी पक्ष नेता, विधानसभा, विधानभवन, मुंबई.
८. मा. विरोधी पक्ष नेता, विधानपरिषद, विधानभवन, मुंबई.
९. सचिव, महाराष्ट्र लोकसेवा आयोग, महाराष्ट्र राज्य, मुंबई.
१०. मा. कुलगुरु, सर्व अकृषि विद्यापीठे.
११. महालेखापाल (लेखा व अनुज्ञेयता) महाराष्ट्र-१, मुंबई
१२. महालेखापाल (लेखा परीक्षा) महाराष्ट्र-१, मुंबई.
१३. महालेखापाल (लेखा व अनुज्ञेयता) महाराष्ट्र-२, नागपूर.
१४. महालेखापाल (लेखा परीक्षा) महाराष्ट्र-२, नागपूर.
१५. संचालक, उच्च शिक्षण, महाराष्ट्र राज्य, पुणे,
१६. संचालक, तंत्र शिक्षण, महाराष्ट्र राज्य, मुंबई,
१७. संचालक, कला संचालनालय, महाराष्ट्र राज्य,
१८. सर्व विभागीय सहसंचालक, उच्च शिक्षण/तंत्र शिक्षण,
१९. कुलसचिव, सर्व अकृषि विद्यापीठे,
२०. सर्व जिल्हा कोषागार अधिकारी,
२१. मा. मंत्री (उच्च व तंत्र शिक्षण) यांचे खाजगी सचिव, मंत्रालय, मुंबई,
२२. मा. राज्यमंत्री (उच्च व तंत्र शिक्षण) यांचे खाजगी सचिव, मंत्रालय, मुंबई,
२३. सहसचिव/उपसचिव (मशि/तांशि) उच्च व तंत्र शिक्षण विभाग, मंत्रालय, मुंबई,
२४. सहसचिव (ई-शाखा) विधी व न्याय विभाग, मंत्रालय, मुंबई,
२५. निवड नस्ती (विशि-१).

महाराष्ट्र शासन
महिला व बाल विकास विभाग
शासन निर्णय क्रमांक- अनाथ-२०२२/प्र.क्र.१२२/का-०३
नविन प्रशासन भवन, तिसरा मजला,
मादाम कामा मार्ग, हुतात्मा राजगुरु चौक,
मंत्रालय, मुंबई-४०० ०३२.
दिनांक- ६ एप्रिल, २०२३.

वाचा :-

- १) शासन निर्णय, महिला व बाल विकास विभाग, क्र.संकीर्ण-२०१३/प्र.क्र.१०९/का.०३, दि.०६.०६.२०१६.
- २) शासन शुध्दीपत्रक, महिला व बाल विकास विभाग क्र.संकीर्ण-२०१३/प्र.क्र.१०९/का-३, दिनांक ९.५.२०१८.
- ३) शासन निर्णय, महिला व बाल विकास विभाग, क्र.अमुजा-२०११/प्र.क्र.२१२/का.०३, दि.०२.०८.२०१८.
- ४) शासन परिपत्रक, महिला व बाल विकास विभाग क्रमांक-अनाथ-२०१८/प्र.क्र.१८२/का.०३, दि.२०.८.२०१९.
- ५) शासन निर्णय, महिला व बाल विकास विभाग, क्र. अनाथ-२०१८/प्र.क्र.१८२/का-०३, दि.२३.०८.२०२१
- ६) शासन शुध्दीपत्रक महिला व बाल विकास विभाग क्र. अनाथ-२०१८/प्र.क्र.१८२/का-०३, दिनांक २६.११.२०२१.
- ७) दिनांक २३.०३.२०२३ रोजी आयोजित मा. मंत्रीमंडळाच्या बैठकीचे इतिवृत्त.

प्रस्तावना :-

अनाथ मुलांना राज्य शासनाच्या विविध सवलतींचा लाभ घेता यावा, याकरीता दि. १७/०१/२०१८ रोजी झालेल्या मंत्रिमंडळाच्या बैठकीतील निर्णयानुसार शासन निर्णय, महिला व बाल विकास विभाग, दि.२/४/२०१८ अन्वये अनाथ मुलांना सर्वप्रथम खुल्या प्रवर्गातून शिक्षण व नोकरी यामध्ये १ टक्का समांतर आरक्षण लागू करण्यात आले. व अनाथ आरक्षणाच्या अंमलबजावणीच्या अनुषंगाने मार्गदर्शक सूचना महिला व बाल विकास विभाग, शासन परिपत्रक दि. २०/०८/२०१९ अन्वये निर्गमित करण्यात आल्या.

अनाथ आरक्षणाबाबतच्या दि. २/०४/२०१८ च्या शासन निर्णयात नमूद व्याख्येत बदल करणे तसेच अनाथांची तीन प्रकारांमध्ये वर्गवारी करणे तसेच अनाथांना खुल्या प्रवर्गातून १ टक्का आरक्षण लागू करण्याऐवजी दिव्यांगांच्या धर्तीवर उपलब्ध पद संख्येच्या १ टक्का आरक्षण लागू करणे याबाबतचा प्रस्ताव मा. मंत्रिमंडळाच्या मान्यतेस्तव सादर करण्यात आला. दि. ११/०८/२०२१ रोजी झालेल्या मंत्रिमंडळाच्या बैठकीतील निर्णयानुसार अनाथांना दिव्यांगांच्या धर्तीवर १ टक्के आरक्षण लागू करणे, अनाथांच्या व्याख्येमध्ये बदल करणे, अनाथांची तीन प्रकारामध्ये वर्गवारी करणे, अनाथ प्रमाणपत्र नमून्यात बदल करणे यानुषंगाने अनाथ आरक्षणासंदर्भातील सर्व शासन निर्णय अधिक्रमित करुन दिनांक २३ ऑगस्ट, २०२१ रोजी शासन निर्णय निर्गमित करण्यात आला आहे.

या शासन निर्णयातील अनाथांच्या कोणत्याही प्रवर्गावर अन्याय होणार नाही तसेच सर्व प्रवर्गांना समान संधी उपलब्ध व्हावी याकरिता सध्या उपलब्ध असलेल्या १ टक्का आरक्षणाच्या मर्यादेतच अनाथांच्या प्रवर्गांमध्ये

आरक्षित पदांची विभागणी करण्याबाबत दि. २३.०३.२०२३ रोजी झालेल्या मंत्रिमंडळाच्या बैठकीतील निर्णयानुसार पुढील शासन निर्णय निर्गमित करण्यात येत आहे.

शासन निर्णय :-

अनाथ आरक्षण धोरणामध्ये बदल करण्यासाठी वाचा क्र.५ येथील शासन निर्णय तसेच वाचा क्र.६ येथील शासन शुद्धिपत्रक अधिक्रमित करून हा शासन निर्णय निर्गमित करण्यात येत आहे.

अनाथांना दिव्यांगांच्या धर्तीवर शिक्षण व शासकीय (निमशासकीय तसेच शासन अनुदानित संस्थांमधील) पद भरतीमध्ये उपलब्ध पदांच्या १ टक्का इतके आरक्षण लागू करण्यास मान्यता देण्यात येत आहे. या आरक्षणासाठी पात्रतेचे निकष, आरक्षणाचे स्वरूप, अटी व शर्ती, आरक्षणाच्या अंमलबजावणीसाठी मार्गदर्शक सूचना, अनाथांसाठी प्रमाणपत्र निर्गमित करावयाची कार्यपद्धती तसेच अनाथ प्रमाणपत्राचा नमुना पुढीलप्रमाणे विहित करण्यात येत आहेत.

१. अनाथ आरक्षण पात्रता निकष

१) “संस्थात्मक” या प्रवर्गामध्ये ज्यांच्या वयाची १८ वर्षे पूर्ण होण्यापूर्वी त्यांच्या आई वडीलांचे निधन झाले आहे व ज्यांचे शासन मान्यता प्राप्त संस्थांमध्ये पालन पोषण झाले आहे (त्यांच्या नातेवाईकाची अथवा जातीची माहिती उपलब्ध असो किंवा नसो) अशा बालकांचा समावेश असेल.

(महिला व बाल विकास विभागांतर्गत बाल न्याय (मुलांची काळजी व संरक्षण) अधिनियम, २०१५ अन्वये कार्यरत बालकांच्या काळजी व संरक्षणाशी संबंधित संस्थांमध्ये तसेच महिला व बाल विकास विभागाव्यतिरिक्त अन्य विभागांकडून मान्यता प्रदान करण्यात आलेल्या अनाथालये अथवा तत्सदृश संस्थांमध्ये पालन पोषण झालेल्या अनाथांचा यामध्ये समावेश असेल.)

२) “संस्थाबाह्य” या प्रवर्गामध्ये ज्यांच्या वयाची १८ वर्षे पूर्ण होण्यापूर्वी त्यांच्या आई वडीलांचे निधन झाले आहे आणि ज्यांचे शासन मान्यताप्राप्त संस्थाबाहेर/नातेवाईकाकडे संगोपन झालेले आहे अशा बालकांचा समावेश असेल.

२. आरक्षणाचे स्वरूप

- १) अनाथ आरक्षणाची अंमलबजावणी दिव्यांग आरक्षणाच्या धर्तीवर करण्यात येईल.
- २) सदर आरक्षण तसेच शैक्षणिक संस्था वसतिगृहे व व्यावसायिक शिक्षण प्रवेशासाठी आणि शासकीय पदभरतीसाठी लागू राहील.
- ३) अनाथांसाठी आरक्षित पदे ही पदभरतीसाठी उपलब्ध एकूण पदसंख्येच्या तसेच शैक्षणिक प्रवेशासाठी उपलब्ध एकूण जागांच्या १% इतकी असतील.
- ४) अनाथांसाठी आरक्षित पदांची विभागणी संस्थात्मक व संस्थाबाह्य या प्रवर्गांमध्ये पुढीलप्रमाणे करण्यात येईल:
 - I. शिक्षण व नोकरीमध्ये अनाथ प्रवर्गासाठी उपलब्ध जागा समसंख्येत असल्यास संस्थात्मक व संस्थाबाह्य प्रवर्गास समप्रमाणात जागा वाटून देण्यात याव्यात.
 - II. अनाथ आरक्षण प्रवर्गासाठी उपलब्ध जागा विषम संख्येत असल्यास आधी जागांची समप्रमाणात विभागणी करावी व उरलेले अधिकचे १ पद हे पहिल्या पदभरतीमध्ये संस्थात्मक प्रवर्गासाठी उपलब्ध करून द्यावे. व त्यापुढील पदभरतीमध्येसुद्धा विषम जागा उपलब्ध असतील तर उपरोक्तप्रमाणे जागांची सम-समान विभागणी केल्यावर उरलेले अधिकचे १ पद हे त्या पदभरतीमध्ये संस्थाबाह्य

प्रवर्गासाठी उपलब्ध करून देण्यात यावे. अशा प्रकारे अधिकचे पद आळीपाळीने संस्थात्मक व संस्थाबाह्य प्रवर्गासाठी उपलब्ध करून देण्यात यावे.

- III. तथापि, एका वर्षी विषम संख्येत पदे उपलब्ध झाली व त्यानंतरच्या पुढील पदभरतीमध्ये समप्रमाणात पदे उपलब्ध झाल्यास पुढील प्रमाणे कार्यवाही करावी-
- पहिल्या भरती प्रक्रियेमध्ये तीन पदे उपलब्ध झाल्यास दोन पदे संस्थात्मक व एक पद संस्थाबाह्य उमेदवारांना उपलब्ध होतील.
 - पुढील भरतीप्रक्रियेमध्ये दोन पदे उपलब्ध झाल्यास दोन्ही प्रवर्गांना एक-एक पद उपलब्ध होईल.
 - त्या पुढील भरतीप्रक्रियेमध्ये पुन्हा तीन पदे उपलब्ध झाल्यास एक पद संस्थात्मक व दोन पदे संस्थाबाह्य उमेदवारांना उपलब्ध होतील.

३. अटी व शर्ती

- १) आरक्षणाचा लाभ घेण्यासाठी उमेदवारांकडे महिला व बाल विकास विभागाकडून निर्गमित अनाथ प्रमाणपत्र असणे आवश्यक असेल.
- २) अनाथ आरक्षणासाठी अर्ज करणा-या उमेदवाराने तो महाराष्ट्र राज्याचा अधिवासी (Domicile) असल्याचे प्रमाणपत्र सादर करणे आवश्यक असेल.
- ३) पदभरतीमध्ये अनाथ आरक्षणासाठी अर्ज करणाऱ्या उमेदवाराने संबंधित पदाच्या सेवा प्रवेश नियमातील तरतूदीनुसार पदासाठी आवश्यक असणारी किमान शैक्षणिक व इतर अर्हता प्राप्त केलेली असणे बंधनकारक राहिल.
- ४) अनाथ आरक्षणाचा लाभ घेऊन शासन सेवेत रुजू होणाऱ्या उमेदवाराला अनाथ प्रमाणपत्र पडताळणीच्या अधीन राहून तात्पुरत्या स्वरूपात नियुक्ती देण्यात येईल. नियुक्ती पश्चात ६ महिन्यांच्या कालावधीत आयुक्त, महिला व बाल विकास, पुणे यांचेकडून अनाथ प्रमाणपत्राची पडताळणी करून घेण्याची जबाबदारी संबंधित नियुक्ती प्राधिकारी/ विभाग प्रमुख यांची राहिल.
- ५) अनाथ आरक्षण लागू करताना शासन निर्णयातील तरतूदींचे काटेकोरपणे पालन करण्याची जबाबदारी संबंधित प्राधिकरणाची राहिल.
- ६) अनाथ आरक्षणाच्या अनुषंगाने अभिनिर्णय देण्यास महिला व बाल विकास विभाग सक्षम राहिल.
- ७) अनाथ आरक्षण हे समांतर आरक्षण असल्याने आरक्षणाच्या अनुषंगाने सामान्य प्रशासन विभागाने वेळोवेळी निश्चित केलेले निकष व अटी अनाथ आरक्षणास लागू राहतील.

४. आरक्षणाच्या अंमलबजावणीसाठी मार्गदर्शक सूचना

- १) अनाथांसाठी आरक्षित पदांची गणना करताना १०० पदांमध्ये १ पद असे प्रमाण असले तरी उपलब्ध पदसंख्येच्या १%ची गणना केल्यावर संख्या अपूर्णाकात येत असल्यास ०.५० पेक्षा कमी येणारा अपूर्णाक दुर्लक्षित करावा तर ०.५० किंवा त्यापेक्षा मोठा अपूर्णाक १ समजावा.
- २) पदभरती अथवा शैक्षणिक प्रवेशासाठीची अनाथ आरक्षणाची पदे उपलब्ध पदसंख्येच्या प्रमाणात स्वतंत्रपणे दर्शविण्यात यावीत. ही पदे खुला किंवा सामाजिक आरक्षण प्रवर्गात दर्शविण्यात येऊ नयेत.
- ३) तथापि, अनाथांसाठी आरक्षित पदावर गुणवत्तेनुसार निवड झाल्यावर संबंधित अनाथ उमेदवाराचा समावेश तो ज्या सामाजिक प्रवर्गाचा आहे त्या प्रवर्गात करण्यात येईल. आणि त्याच्या सामाजिक प्रवर्गाच्या बिंदूवर त्याची गणना करण्यात येईल.

- ४) बालगृहात/अनाथालयात दाखल करण्यात येणाऱ्या काही अनाथ बालकांच्या शैक्षणिक प्रवेशावेळी त्यांची जात अंदाजे नमूद करण्यात येते. अशा अनाथांच्या जात प्रमाणपत्राची वैधता होऊ शकत नसल्यास सदर उमेदवाराचा समावेश पदभरतीनंतर खुल्या प्रवर्गात करण्यात यावा.
- ५) सदर शासन निर्णय अंमलात येण्यापूर्वी ज्या पात्र अनाथांना महिला व बाल विकास विभागामार्फत अनाथ प्रमाणपत्र निर्गमित करण्यात आलेले आहे त्यातील “अ” व “ब” प्रवर्गाचे अनाथ प्रमाणपत्रप्राप्त अनाथांना या शासन निर्णयानुसार “संस्थात्मक” प्रवर्गातील अनाथ समजण्यात येईल. व पूर्वीच्या “क” प्रवर्गाचे प्रमाणपत्र निर्गमित करण्यात आलेल्या अनाथांना या शासन निर्णयानुसार “संस्थाबाह्य” प्रवर्गातील अनाथ समजण्यात येईल. त्यांना सुधारीत प्रमाणपत्रे वेगळ्याने निर्गमित करण्याची आवश्यकता नाही. हा शासन निर्णय लागू झाल्याच्या दिनांकापासून नव्याने विहीत नमुन्यानुसार प्रमाणपत्रे वितरीत करण्यात यावीत.
- ६) अनाथ आरक्षणासाठी अर्ज करणा-या उमेदवारास अनुसूचित जाती या प्रवर्गासाठी निश्चित करण्यात आलेले शैक्षणिक शुल्क, परीक्षा शुल्क, किमान गुणवत्ता पात्रता आणि वयोमर्यादा इत्यादी निकष लागू राहतील.

५. “संस्थात्मक” प्रवर्गातील अनाथांसाठी प्रमाणपत्र निर्गमित करावयाची कार्यपद्धती

- १) महिला व बालविकास विभागाच्या अखत्यारीत येणा-या बालकांशी संबंधित संस्थांमध्ये वास्तव्यास असलेल्या किंवा वयाच्या १८ वर्षांनंतर संस्थेतून बाहेर पडलेल्या व अनाथ प्रमाणपत्रासाठीचे निकष पूर्ण करणा-या अनाथाने संबंधित संस्थेच्या अधीक्षकाकडे अनाथ प्रमाणपत्र मिळण्यासाठी अर्ज करावा.
- २) संबंधित संस्थेच्या अधीक्षकांनी त्या अर्जावरून संबंधित अर्जदाराने ज्या-ज्या संस्थेत वास्तव्य केले आहे अशा सर्व संबंधित संस्थेच्या अधीक्षकांकडून आवश्यकतेनुसार त्याची माहिती स्वतः उपलब्ध करून घ्यावी. तसेच अर्जदाराच्या आई-वडीलांचा शोध घेवून, त्यापैकी कोणीही हयात नसल्याबाबतची संबंधित यंत्रणेकडून खात्री करून घ्यावी.
- ३) संस्थेच्या अधीक्षकांनी अर्जदाराच्या आई-वडीलांचा शोध घेवून, त्यापैकी कोणीही हयात नसल्याबाबतची संबंधित यंत्रणेकडून खात्री केली असल्याचे तसेच संबंधित अर्जदाराची माहिती व उपलब्ध कागदपत्रांच्या आधारे निकषानुसार तो अनाथ असल्याचे नमूद करून जिल्हा महिला बाल विकास अधिकारी यांना प्रस्ताव सादर करावा.
- ४) जिल्हा महिला व बाल विकास अधिकारी यांनी संस्थेच्या अधीक्षकांकडून प्राप्त प्रस्तावाची छाननी पुढील दस्तावेज/पुरावे विचारात घेऊन करावी - संस्थेचे अधीक्षक यांनी सादर केलेली माहिती, जन्म-मृत्यू नोंद रजिस्टर, ग्रामसेवक/मुख्याधिकारी/वार्ड अधिकारी किंवा इतर सक्षम अधिकारी यांचेकडून निर्गमित मृत्यू दाखला, आवश्यकतेनुसार शासकीय जिल्हा रुग्णालयाकडून प्राप्त वयाचा पुरावा, शाळा सोडल्याचा दाखला, प्रवेश निर्गम रजिस्टरची प्रत, गृह चौकशी अहवाल, बाल कल्याण समिती/बाल न्याय मंडळाचे संबंधिताबाबतचे आधीचे आदेश इत्यादी.
- ५) या छाननीनंतर जिल्हा महिला बाल विकास अधिकारी यांनी संबंधित अर्जदारास अनाथ घोषित करण्यासाठीचा प्रस्ताव स्वयंस्पष्ट अभिप्रायासह संबंधित जिल्ह्याच्या बाल कल्याण समितीस सादर करावा.

- ६) बाल कल्याण समितीने जिल्हा महिला व बाल विकास अधिकारी यांचेकडून प्रस्ताव प्राप्त झाल्यानंतर अर्जाची पुन्हा छाननी करावी. आवश्यकता असेल तर अर्जाच्या छाननीसाठी अर्जदाराची मुलाखत किंवा पोलीस / महसूल विभागाच्या यंत्रणेचे सहाय्य घ्यावे.
 - ७) बालगृहात/अनाथालयात दाखल करण्यात येणाऱ्या काही अनाथ बालकांची जन्म तारीख/वय अंदाजे नमूद करण्यात येते. सक्षम प्राधिका-याच्या प्रमाणपत्राशिवाय अन्य कोणताही दस्तावेज वयाचा पुरावा म्हणून ग्राह्य धरू नये. ज्या बालकांच्या जन्म तारखेचा कोणताही पुरावा उपलब्ध नसेल अशा बालकांच्या वयाची चाचणी शासकीय जिल्हा रुग्णालयातून करून घेवून त्याचे वय निश्चित करून घ्यावे.
 - ८) प्रस्तावाची छाननी पूर्ण झाल्यावर अर्जदारास अनाथ प्रमाणपत्र निर्गमित करण्याची शिफारस करून किंवा अनाथ प्रमाणपत्रासाठीचा अर्ज नाकारण्यात आल्यास त्याबाबतची कारणे नमूद करून प्रस्ताव जिल्हा महिला व बाल विकास अधिकारी यांच्याकडे परत पाठवावा.
 - ९) जिल्हा महिला व बाल विकास अधिकारी यांनी बाल कल्याण समितीकडून प्राप्त प्रस्ताव शिफारशीसह संबंधित विभागीय उपायुक्त (महिला व बाल विकास) यांच्याकडे कार्यवाहीसाठी पाठवावा.
 - १०) जिल्हा महिला व बाल विकास अधिकारी यांनी सादर केलेला प्रस्ताव /शिफारस विचारात घेऊन विभागीय उपायुक्त, महिला व बाल विकास यांनी अनाथ प्रमाणपत्र निर्गमित करण्याची कार्यवाही पूर्ण करावी. अनाथ प्रमाणपत्र निर्गमित करण्याची शिफारस करण्यात आलेल्या प्रस्तावामध्ये प्रत्यक्षात अर्ज नाकारण्यासाठी पुरेशी कारणे आढळल्यास ती नमूद करून प्रस्ताव जिल्हा महिला व बाल विकास अधिकारी यांचेमार्फत बाल कल्याण समितीकडे फेरनिर्णयासाठी पाठवावा.
 - ११) तथापि महिला व बाल विकास विभागाव्यतिरिक्त अन्य विभागांकडून मान्यता प्रदान करण्यात आलेल्या अनाथालये अथवा तत्सदृश संस्थांमध्ये वास्तव्यास असलेल्या किंवा अशा संस्थांमधून बाहेर पडलेल्या अनाथांना अनाथ प्रमाणपत्र देण्यासाठीची कार्यवाही ही संस्थाबाह्य प्रवर्गातील अनाथांना अनाथ प्रमाणपत्र देण्यासाठी विहित पद्धतीनुसार करणे आवश्यक राहिल.
- ६. “संस्थाबाह्य” प्रवर्गातील अनाथांसाठी प्रमाणपत्र निर्गमित करावयाची कार्यपद्धती**
- १) नातेवाईकांकडे पालन पोषण होणा-या/झालेल्या किंवा शासनाच्या अन्य विभागांकडून मान्यता मिळालेल्या संस्थेमध्ये वास्तव्यास असलेल्या किंवा संस्थेमधून बाहेर पडलेल्या अनाथांना अनाथ प्रमाणपत्रासाठीचा अर्ज संबंधित संस्थाचालकांच्या किंवा आपल्या नातेवाईकाच्या माध्यमातून किंवा स्वतः जिल्हा महिला व बाल विकास अधिकारी यांचेकडे करता येईल.
 - २) जिल्हा महिला व बाल विकास अधिकारी यांनी अर्जदारास अनाथ प्रमाणपत्र मिळणेसाठीच्या प्रस्तावाची छाननी पुढील दस्तावेज/पुराव्यांचा विचार करून करावी - संबंधित संस्थेचे संचालक यांनी सादर केलेली कागदपत्रे, जन्म-मृत्यू नोंद रजिस्टर, ग्रामसेवक/मुख्याधिकारी/वार्ड अधिकारी किंवा इतर सक्षम अधिकारी यांचेकडून निर्गमित मृत्यू दाखला, आवश्यकतेनुसार शासकीय जिल्हा रुग्णालयाकडून प्राप्त वयाचा पुरावा, शाळा सोडल्याचा दाखला, गृह चौकशी अहवाल, बाल कल्याण समिती/बाल न्याय मंडळाचे संबंधिताबाबतचे आधीचे आदेश इत्यादी.
 - ३) या छाननीनंतर जिल्हा महिला बाल विकास अधिकारी यांनी संबंधित अर्जदारास अनाथ घोषित करण्यासाठीचा प्रस्ताव स्वयंस्पष्ट अभिप्रायासह संबंधित जिल्ह्याच्या बाल कल्याण समितीस सादर करावा.

- ४) बाल कल्याण समितीने जिल्हा महिला व बाल विकास अधिकारी यांचेकडून प्रस्ताव प्राप्त झाल्यानंतर अर्जाची पुन्हा छाननी करावी. आवश्यकता असेल तर अर्जाच्या छाननीसाठी अर्जदाराची मुलाखत किंवा पोलीस / महसूल विभागाच्या यंत्रणेचे सहाय्य घ्यावे.
- ५) बालगृहात/अनाथालयात दाखल करण्यात येणाऱ्या काही अनाथ बालकांची जन्म तारीख/वय अंदाजे नमूद करण्यात येते. सक्षम प्राधिका-याच्या प्रमाणपत्राशिवाय अन्य कोणताही दस्तावेज वयाचा पुरावा म्हणून ग्राह्य धरू नये. ज्या बालकांच्या जन्म तारखेचा कोणताही पुरावा उपलब्ध नसेल अशा बालकांच्या वयाची चाचणी शासकीय जिल्हा रुग्णालयातून करून घेवून त्याचे वय निश्चित करून घ्यावे.
- ६) प्रस्तावाची छाननी पूर्ण झाल्यावर अर्जदारास अनाथ प्रमाणपत्र निर्गमित करण्याची शिफारस करून किंवा अनाथ प्रमाणपत्रासाठीचा अर्ज नाकारण्यात आल्यास त्याबाबतची कारणे नमूद करून प्रस्ताव जिल्हा महिला व बाल विकास अधिकारी यांच्याकडे परत पाठवावा.
- ७) जिल्हा महिला व बाल विकास अधिकारी यांनी बाल कल्याण समितीकडून प्राप्त प्रस्ताव शिफारशीसह संबंधित विभागीय उपायुक्त (महिला व बाल विकास) यांच्याकडे कार्यवाहीसाठी पाठवावा.
- ८) जिल्हा महिला व बाल विकास अधिकारी यांनी सादर केलेला प्रस्ताव /शिफारस विचारात घेऊन विभागीय उपायुक्त, महिला व बाल विकास यांनी अनाथ प्रमाणपत्र निर्गमित करण्याची कार्यवाही पूर्ण करावी. अनाथ प्रमाणपत्र निर्गमित करण्याची शिफारस करण्यात आलेल्या प्रस्तावामध्ये प्रत्यक्षात अर्ज नाकारण्यासाठी पुरेशी कारणे आढळल्यास ती नमूद करून प्रस्ताव जिल्हा महिला व बाल विकास अधिकारी यांचेमार्फत बाल कल्याण समितीकडे फेरनिर्णयासाठी पाठवावा.

७. अनाथ प्रमाणपत्राचा नमुना

- १) जिल्हा महिला व बाल विकास अधिकारी व बाल कल्याण समितीची शिफारस विचारात घेवून विभागीय उपायुक्त, महिला व बाल विकास यांनी चांगल्या प्रतीच्या कागदावर सोबतच्या प्रपत्रामध्ये विहित करण्यात आलेल्या नमुन्यानुसार छापील लेटर हेडवर अनाथ प्रमाणपत्र स्वाक्षरी करून वितरीत करावे.
- २) अनाथ प्रमाणपत्रासाठी पुढीलप्रमाणे संकेतांक विहित करण्यात येत आहे. यामध्ये पहिली दोन अक्षरे महाराष्ट्र राज्य/पुढील तीन अक्षरे प्रमाणपत्र वितरीत करण्याची कार्यवाही करणा-या जिल्ह्याची आद्याक्षरे/ पुढील तीन अक्षरे बालगृहाचा प्रकार [(IWC) हे महिला व बालविकास विभागाच्या अखत्यारीतील संस्थांमधील अनाथांसाठी; (IOG) हे महिला व बालविकास विभागाव्यतिरीक्त शासनाच्या अन्य विभागांकडून मान्यताप्राप्त संस्थांतील अनाथांसाठी आणि (NIN) कोणत्याही संस्थेत दाखल नसलेल्या व नातेवाईकांकडे पालन पोषण झालेल्या अनाथांसाठी] / संकेतामधील शेवटचे चार अंक हे संबंधित विभागीय उपायुक्त, महिला व बालविकास कार्यालयातील अनाथ प्रमाणपत्रांच्या नोंदवही (register) मधील अनाथ प्रमाणपत्राचा अनुक्रमांक दर्शवतील.

उदा. परभणी जिल्ह्यातील महिला व बालविकास अधिकारी कार्यालयाकडून प्रक्रिया झालेल्या बालगृहातील अनाथास द्यावयाच्या प्रमाणपत्राचा सांकेतांक हा MH/PRN/IWC/०००१ असा असेल.

- ३) विभागीय उप आयुक्त, महिला व बाल विकास विभाग यांनी त्यांच्या विभागातील अनाथ प्रमाणपत्रांची नोंदवही पुढीलप्रमाणे अद्ययावत करावी - यापूर्वी अनाथ प्रमाणपत्रे निर्गमित केल्याच्या दिनांकानुसार क्रमवारीने सर्व

प्रवर्गातील अनाथांची नोंद एकाच नोंदवहीमध्ये करून घ्यावी. व त्यापुढे या शासन निर्णयानुसार अनाथ प्रमाणपत्रे निर्गमित करताना नोंद घेऊन त्यानुसार क्रमांक देण्यात यावेत.

- ४) विभागीय उपायुक्त यांनी वितरीत केलेल्या प्रमाणपत्राची एक प्रत आयुक्त, महिला व बाल विकास, पुणे यांना अग्रेषित करावी.
- ५) अनाथ प्रमाणपत्राच्या अनुषंगाने जर कांही तक्रार असल्यास यासंदर्भात अपिलीय प्राधिकारी हे आयुक्त, महिला व बाल विकास हे राहतील.

या शासन निर्णयातील तरतुदी या दिनांक ३१/१०/२०२२ नंतर होणा-या नवीन परीक्षांना लागू होतील.

सदर शासन निर्णय महाराष्ट्र शासनाच्या www.maharashtra.gov.in या संकेतस्थळावर उपलब्ध करण्यात आला असून त्याचा सांकेतांक २०२३०४०६१३४५५५०३० असा आहे. हा शासन निर्णय डिजीटल स्वाक्षरीने साक्षांकित करून काढण्यात येत आहे.

महाराष्ट्राचे राज्यपाल यांच्या आदेशानुसार व नावाने.

(ख. फा. नाईकवाडे)

कक्ष अधिकारी, महाराष्ट्र शासन

प्रत,

- १) मा. राज्यपाल यांचे सचिव, राजभवन, मुंबई,
- २) मा. मुख्यमंत्री यांचे अपर मुख्य सचिव, मंत्रालय,
- ३) मा. उपमुख्यमंत्री यांचे सचिव, मंत्रालय, मुंबई,
- ४) मा.अध्यक्ष/उपाध्यक्ष, विधानसभा, विधानमंडळ, मुंबई,
- ५) मा.सभापती/उपसभापती, विधानपरिषद, विधानमंडळ, मुंबई,
- ६) मा.मंत्री, महिला व बाल विकास यांची खाजगी सचिव, मंत्रालय, मुंबई,
- ७) मा. विरोधी पक्षनेता, विधानसभा/ विधानपरिषद, महाराष्ट्र राज्य, मुंबई,
- ८) सर्व विधानसभा सदस्य/विधानपरिषद सदस्य, विधानमंडळ, मुंबई,
- ९) मा. मुख्य सचिव, महाराष्ट्र राज्य यांचे उपसचिव, मंत्रालय, मुंबई,
- १०) सर्व विभागांचे अपर मुख्य सचिव/प्रधान सचिव/सचिव, मंत्रालय, मुंबई,
- ११) प्रधान सचिव, महाराष्ट्र विधानमंडळ सचिवालय (विधानसभा),
- १२) प्रधान सचिव, महाराष्ट्र विधानमंडळ सचिवालय (विधानपरिषद),
- १३) सर्व विभागीय आयुक्त,
- १४) आयुक्त, महिला व बाल विकास, पुणे,
- १५) आयुक्त, एकात्मिक बाल विकास सेवा योजना, नवी मुंबई,
- १६) सर्व सहायक आयुक्त मागास वर्ग कक्ष, कोकण विभाग, पुणे विभाग, नाशिक विभाग, नागपूर विभाग, अमरावती विभाग, औरंगाबाद विभाग,
- १७) सर्व जिल्हाधिकारी,
- १८) सर्व जिल्हा परिषदांचे मुख्य कार्यकारी अधिकारी,
- १९) प्रबंधक, उच्च न्यायालय, मूळ शाखा, मुंबई,

- २०) प्रबंधक, उच्च न्यायालय, अपील शाखा, मुंबई,
- २१) प्रबंधक, लोकायुक्त आणि उपलोकायुक्त यांचे कार्यालय, मुंबई,
- २२) प्रबंधक, महाराष्ट्र प्रशासकीय न्यायाधिकरण, मुंबई, नागपूर, औरंगाबाद,
- २३) सचिव, महाराष्ट्र लोकसेवा आयोग, मुंबई,
- २४) सचिव, राज्य माहिती आयोग, मुंबई,
- २५) महासंचालक, माहिती व जनसंपर्क महासंचालनालय, मंत्रालय, मुंबई,
- २६) राज्यातील सर्व महामंडळे आणि उपक्रम यांचे व्यवस्थापकीय संचालक,
- २७) सर्व महानगर पालिकांचे आयुक्त,
- २८) सर्व मुख्याधिकारी, नगरपरिषदा/नगरपालिका,
- २९) महालेखापाल, महाराष्ट्र (लेखा व अनुज्ञेयता) मुंबई/नागपूर,
- ३०) महालेखापाल, महाराष्ट्र (लेखा परीक्षा), मुंबई/नागपूर,
- ३१) अधिदान व लेखा अधिकारी, मुंबई,
- ३२) निवासी लेखा परीक्षा अधिकारी, मुंबई,
- ३३) सर्व मंत्रालयीन विभागांच्या अधिपत्याखालील विभाग प्रमुख व कार्यालय प्रमुख,
- ३४) ग्रंथपाल, महाराष्ट्र विधानमंडळ सचिवालय, विधानभवन, मुंबई,
- ३५) सर्व मान्यताप्राप्त राजकीय पक्षांची मध्यवर्ती कार्यालये, महाराष्ट्र राज्य,
- ३६) निवडनस्ती, महिला व बाल विकास विभाग (कार्यासन -०३).

प्रपत्र

अनाथ प्रमाणपत्र

- संदर्भ-** १.शासन निर्णय, महिला व बाल विकास विभाग, क्र.....दिनांक.....
२.बाल कल्याण समिती.....यांचे पत्र क्र.....दिनांकअन्वये केलेली शिफारस.
३.जिल्हा महिला व बाल विकास अधिकारी.....यांचे शिफारस पत्र क्र.....दिनांक.....

.....
संकेतांक क्रमांक

नवीन फोटो

विभागीय उपायुक्त कार्यालयाचा
गोल शिक्का

नाव -

१) संस्थात्मक प्रवर्गातील अनाथांसाठी “अनाथ” असल्याचे प्रमाणपत्र.

प्रमाणित करण्यात येते की, प्रवेशित नामे ----- हा/ही मुलगा / मुलगी वय वर्षे ----
जन्मदिनांक ----- दिनांक ----- पासून ----- संस्था (नोंदणी क्रमांक), पत्ता-----
----- या ----- विभागाच्या शासकीय / शासनमान्य स्वयंसेवी बालगृहात /अनाथलयात त्या
संस्थेतील प्रवेशित रजिस्टरमधील नोंदणी क्रमांक ----- नुसार दाखल झालेला अनाथ आहे. संस्थेत
दाखल होण्याची पार्श्वभूमी :- (वर्णन द्यावे)

प्रवेशित नामे आई वडील मयत आहेत. / याच्या/हिच्या आई वडिलांचा ठाव ठिकाणा
सर्व मार्गांचा अवलंब करूनही अद्याप लागलेला नाही. किंवा लागण्याची शक्यता नाही. त्यामुळे संबंधित
प्रवेशित हा अनाथ असल्याचे प्रमाणित करण्यात येत आहे.

२) संस्थाबाह्य प्रवर्गातील मुलासाठी अनाथ असल्याचे प्रमाणपत्र.

प्रमाणित करण्यात येते की, अर्जदार नामे ----- वय वर्षे ----- जन्म दिनांक
----- हा /ही महिला व बाल विकास विभाग अथवा अन्य विभागांकडून मान्यताप्राप्त संस्थेमध्ये

कधीही दाखल नव्हता/नव्हती. याचे/हिचे आई वडील मयत असून त्याच्या/तिच्या ----- या नातेवाईकांची माहिती उपलब्ध आहे. संबंधित अर्जदार अनाथ असल्याचे प्रमाणित करण्यात येत आहे. त्याचे/ तिचे भविष्य उज्ज्वल व्हावे, ही शुभेच्छा.

(गोल शिक्का)

स्वाक्षरी /-

नाव-

विभागीय उपायुक्त, महिला व बाल विकास,
.....विभाग.

राज्यात शासन सरळसेवा पदभरतीमध्ये समांतर
आरक्षणाची काटेकोर अंमलबजावणी करणेबाबत...

महाराष्ट्र शासन

सामान्य प्रशासन विभाग

शासन परिपत्रक क्रमांक : राआधो ४०२४/प्र.क्र.१४/१६-अ

हुतात्मा राजगुरु चौक, मादाम कामा रोड,

मंत्रालय, मुंबई - ४०० ०३२.

दिनांक - २५ जानेवारी, २०२४

वाचा : १) सामान्य प्रशासन विभाग, शा.परिपत्रक क्र. एसआरव्ही १०९७/प्र.क्र.३१/९८/१६ अ, दि.१६.०३.१९९९

२) सामान्य प्रशासन विभाग, शा.परिपत्रक क्र. न्याप्र २००७/स.न्या./प्र.क्र.१०३(भाग-३), १६अ, दि.१९.१०.२००७

३) सामान्य प्रशासन विभाग, शा.परिपत्रक क्र. एसआरव्ही १०१२/प्र.क्र.१६/१२/१६ अ, दि.१३.०८.२०१४

४) सामान्य प्रशासन विभाग, शा.परिपत्रक क्र. संकीर्ण १११४/प्र.क्र.२५२/१६ अ, दि.२०.०७.२०१५

५) सामान्य प्रशासन विभाग, शा.परिपत्रक क्र. संकीर्ण १११४/प्र.क्र.२५५/१६ अ, दि.३.१०.२०१६

४) सामान्य प्रशासन विभाग, शा.शुद्धीपत्रक क्र. संकीर्ण १११८/प्र.क्र.३९/१६ अ, दि.१९.१२.२०१८

५) महिला व बाल विकास विभाग, शा.निर्णय क्र. अनाथ २०१८/प्र.क्र.१८२/का.३, दि.२३.०८.२०२१

परिपत्रक :

राज्यात शासन सेवेत सरळसेवा भरतीसाठी मागासवर्गीयांसाठी आरक्षण धोरण लागू आहे. हे आरक्षण सामाजिक आरक्षण असून त्याला उभे आरक्षण (Vertical Reservation) म्हटले जाते. त्याचप्रमाणे काही विशेष घटकांना सुध्दा आरक्षण ठेवण्यात आले आहे. त्याला समांतर किंवा आडवे आरक्षण (Horizontal Reservation) असे म्हटले जाते.

२. सद्यःस्थितीत राज्यात शासन सेवेत सरळसेवा भरतीसाठी असलेले सामाजिक व समांतर आरक्षणाची टक्केवारी खालीलप्रमाणे आहे-

अ.क्र.	सामाजिक आरक्षण	टक्केवारी	अ.क्र.	समांतर आरक्षण	टक्केवारी
१	अनुसूचित जाती	१३ %	१	महिला	३० %
२	अनुसूचित जमाती	७ %	२	माजी सैनिक (फक्त क व ड च्या पदांवर)	१५ %
३	विमुक्त जाती (अ)	३ %	३	दिव्यांग	४ %
४	भटक्या जमाती (ब)	२.५ %	४	खेळाडू	५ %
५	भटक्या जमाती (क)	३.५ %	५	प्रकल्पग्रस्त (फक्त क व ड च्या पदांवर)	५%
६	भटक्या जमाती (ड)	२ %	६	भूकंपग्रस्त (फक्त क व ड च्या पदांवर)	२%
७	विशेष मागास प्रवर्ग	२ %	७	पदवीधर अंशकालीन (फक्त क व ड च्या पदांवर)	१०%
८	इतर मागास प्रवर्ग	१९ %	८	अनाथ	१%
९	आर्थिकदृष्ट्या दुर्बल घटक	१० %			
	एकूण आरक्षण	६२ %			
	खुला/अराखीव प्रवर्ग	३८ %		एकूण आरक्षण	७२ %

३. मा.उच्च न्यायालय मुंबई खंडपीठ औरंगाबाद यांनी रिट याचिका क्र.४०६७/१९९८ प्रकरणी, मा.सर्वोच्च न्यायालयाने अनिलकुमार गुप्ता वि. उत्तर प्रदेश राज्य आणि इतर या प्रकरणी दिलेल्या न्यायनिर्णयास अनुसरून समांतर आरक्षणाबाबत मार्गदर्शक सूचना निर्गमित करण्याचे आदेश दिले. त्यानुसार संदर्भ क्र.१ अन्वये दि.१६.०३.१९९९ रोजी समांतर आरक्षणासाठी कप्पीकृत समांतर आरक्षण (Compartmental Horizontal Reservation) धोरण लागू करण्यात आले. तदनंतर संदर्भ क्र. २ येथील दि.१९.१०.२००७ अन्वये दिव्यांग (अपंग) व महिला व बालविकास विभागाच्या संदर्भ क्र. ३ येथील दि.२३.८.२०२१ अन्वये अनाथ या घटकास, कप्पीकृत समांतर आरक्षणाऐवजी एकूण समांतर आरक्षण धोरण (Overall Horizontal Reservation) लागू करण्यात आले.

४. समांतर आरक्षण धोरणाची कार्यपद्धती ही या विभागाकडून दि.१६.३.१९९९ नुसार निश्चित करण्यात आली आहे. तसेच त्यात दि.१३.८.२०१४ व दि.१९.१२.२०१८ अन्वये काही सुधारणा करण्यात आल्या आहेत. तसेच दि.३.१०.२०१६ अन्वये विशेष घटकांसाठी समांतर आरक्षण धोरण लागू करण्याबाबतची कार्यपद्धती व अंमलबजावणी यासंदर्भात संबंधित प्रशासकीय विभाग/कार्यासने घोषित करण्यात आले आहेत. (उदा. महिला व अनाथ आरक्षण हे महिला व बाल विकास विभाग, खेळाडू आरक्षण शालेय शिक्षण व क्रिडा विभाग इत्यादी.)

५. संदर्भ क्र. १ येथील शासन निर्णयातील परिच्छेद ४ अन्वये, समांतर आरक्षणाची पदे भरण्यासाठी, पदे निश्चित करताना तसेच भरतीची जाहिरात देताना त्या जाहिरातीत केवळ सामाजिक आरक्षणाची पदसंख्याच नमूद न करता सामाजिक आरक्षणाच्या प्रत्येक प्रवर्गामध्ये (उभे आरक्षण जसे अ.जा, अ.ज, वि.ज(अ), भ.ज(ब), भ.ज(क), भ.ज(ड), वि.मा.प्र, इ.मा.व, ईडब्ल्यूएस आणि खुला/अराखीव प्रवर्ग) विशेष आरक्षणानुसार येणाऱ्या राखीव पदांची संख्या सुध्दा निर्देशित करण्याबाबत स्पष्ट नमूद केले आहे. तसेच सर्व नियुक्ती प्राधिकारी यांनी सदर कार्यपद्धतीनुसार कार्यवाही करण्याबाबत सूचना देण्यात आल्या आहेत.

६. महाराष्ट्र लोकसेवा आयोग अथवा दुय्यम निवडमंडळ अथवा नियुक्ती प्राधिकाऱ्यांमार्फत विहित कार्यपद्धतीने राबविण्यात येणाऱ्या सरळसेवा भरतीप्रक्रियांसाठी मागणीपत्रात **सामाजिक आरक्षणाची निश्चिती** योग्य प्रकारे करण्यात आली आहे किंवा कसे याबाबत मागासवर्ग कक्षांकडून तपासणी करण्यात येते. सामाजिक आरक्षण निश्चितीनंतर, समांतर आरक्षणाची गणना ही भरावयाच्या रिक्त पदांवर करण्यात येते. ज्या विशेष घटकासाठी समांतर आरक्षण लागू करण्यात आले आहे, त्या संबंधित प्रशासकीय विभाग/कार्यासने अथवा मागासवर्ग कक्ष यांच्यामार्फत समांतर आरक्षण तपासण्यात अनावश्यक कालापव्यय टाळण्यासाठी सामाजिक आरक्षणानुसार भरावयाच्या रिक्त पदे काढून दिल्यानंतर, रिक्त पदांवर समांतर आरक्षणाच्या विहित टक्केवारीनुसार एकूण अथवा कप्पीकृत पद्धतीने समांतर आरक्षणाच्या पदांची गणना करून, संबंधित प्रशासकीय विभाग / नियुक्ती प्राधिकारी यांनी खातरजमा करणे आवश्यक आहे. तसेच त्यानुसार मागणीपत्रात/ जाहिरातीत समांतर आरक्षणानुसार उपलब्ध पदे नमूद करणे बंधनकारक आहे.

७. समांतर आरक्षणसंदर्भातील अनुसरावयाची कार्यपद्धती व त्या बाबतच्या मार्गदर्शक सूचना शासकीय/निमशासकीय सेवा, मंडळे / महामंडळे/नगरपालिका/महानगरपालिका/जिल्हा परिषदा/ शासकीय अनुदानप्राप्त संस्था/ विद्यापीठे / सहकारी संस्था व शासकीय उपक्रम इत्यादींना लागू आहे. तथापि, विविध न्यायालयीन प्रकरणे तसेच निवेदने या माध्यमातून समांतर आरक्षणाची पदे भरण्यात येत नसल्याबाबत अथवा समांतर आरक्षण धोरणाची अंमलबजावणी योग्य प्रकारे होत नसल्याची बाब निदर्शनास येते.

८. सदर बाब विचारात घेता, शासन या परिपत्रकान्वये शासन सेवेत सरळसेवा पदभरती करताना, सामाजिक आरक्षण निश्चितीनंतर, समांतर आरक्षणाची पदे विहित टक्केवारीनुसार आरक्षित ठेवून सदर पदांवर खालील कार्यपद्धतीनुसार पदभरती करण्याबाबत प्रशासकीय विभाग तसेच संबंधित नियुक्ती प्राधिकारी/ आस्थापना यांनी काटेकोर अंमलबजावणी करण्याबाबत निर्देश देण्यात येत आहे. त्यानुसार समांतर आरक्षणाची पदे राखून ठेवण्याबाबत तसेच नियुक्तीबाबत खालील कार्यपद्धतीनुसार अंमलबजावणी करण्याबाबत दक्षता घ्यावी.

- १) महाराष्ट्र लोकसेवा आयोगाच्या कक्षेतील पदभरती प्रक्रियांमध्ये महिला, अनाथ, दिव्यांग, माजी सैनिक, खेळाडू या आरक्षणांसाठी उक्त तक्त्यात नमूद केलेल्या प्रमाणात टक्केवारीनुसार पदे राखून ठेवावीत.

- २) महाराष्ट्र लोकसेवा आयोगाच्या कक्षबाहेरील पदभरती प्रक्रियांमध्ये महिला, अनाथ, दिव्यांग, माजी सैनिक, खेळाडू आरक्षणांसह प्रकल्पग्रस्त, भूकंपग्रस्त, पदवीधर अंशकालीन या घटकांसाठी उक्त तक्त्यात नमूद केल्यानुसार पदे आरक्षित ठेवावी.
- ३) दिव्यांग व अनाथ आरक्षण वगळता अन्य समांतर आरक्षण घटकांसाठी कप्पीकृत समांतर आरक्षण धोरण अवलंबण्यात यावे. रिक्त पदांच्या प्रमाणात समांतर आरक्षणाच्या घटक निहाय टक्केवारीनुसार त्या त्या सामाजिक प्रवर्गात पदे राखून ठेवण्यात यावी.
- ४) दिव्यांग व अनाथ आरक्षणासाठी एकूण समांतर आरक्षण धोरणानुसार भरावयाच्या एकूण रिक्त पदांवर अनुक्रमे ४ टक्के व १ टक्का या प्रमाणात पदे राखून ठेवावीत. ती स्वतंत्र दर्शविण्यात यावीत. मात्र निवड झालेल्या उमेदवारांना ते ज्या सामाजिक अथवा खुल्या प्रवर्गातील असतील त्या सामाजिक/खुल्या प्रवर्गात सामावून घेण्यात यावे.
- ५) समांतर आरक्षणासाठी राखीव असलेल्या जागांवर नियुक्तीसाठी खालील कार्यपद्धती अनुसरण्यात यावी-
 - अ) प्रथम टप्पा- खुल्या प्रवर्गातील (अराखीव पदे) उमेदवारांची गुणवत्तेच्या निकषानुसार निवड यादी तयार करावी. या यादीत खुल्या प्रवर्गात गुणवत्तेच्या आधारावर मागासवर्गीय उमेदवारांचाही (अनुसूचित जाती, अनुसूचित जमाती, वि.जा., भ.ज., वि.मा.प्र., इ.मा.व., ईडब्ल्यूएस) समावेश होईल. या यादीत समांतर आरक्षणानुसार उमेदवारांची संख्या पर्याप्त असेल तर कोणताही प्रश्न उद्भवणार नाही आणि त्यानुसार पदे भरावीत. जर या यादीत समांतर आरक्षणानुसार आवश्यक उमेदवारांची संख्या पर्याप्त नसेल तर समांतर आरक्षणाची पदे भरण्याकरीता सदर यादीतील आवश्यक पर्याप्त संख्येइतके शेवटचे उमेदवार वगळून पात्र उमेदवारांपैकी आवश्यक पर्याप्त संख्येइतके समांतर आरक्षणामधील गुणवत्तेनुसार पात्र उमेदवार घेणे आवश्यक आहे.
 - ब) दुसरा टप्पा- त्यानंतर प्रत्येक सामाजिक आरक्षणाच्या प्रवर्गातील उमेदवारांच्या निवड याद्या तयार कराव्यात. (जे उमेदवार यापूर्वीच टप्पा "अ" मध्ये सामील झाले असतील त्यांना या यादीतून वगळावे.
 - क) तिसरा टप्पा- वरील "ब" नुसार तयार करण्यात आलेल्या याद्यांमध्ये सामाजिक आरक्षणातील (Social Reservation) प्रत्येक प्रवर्गाच्या विहित टक्केवारीनुसार "अ" येथे विशद केलेल्या कार्यपद्धतीनुसार समांतर आरक्षणाचे पुरेसे उमेदवार समाविष्ट करावेत. मात्र असे करताना सामाजिक प्रवर्गांतर्गत रहावे.
- ६) समांतर आरक्षण हे सामाजिक आरक्षणांतर्गत असून, सामाजिक आरक्षणावर वाढीव म्हणून गणण्यात येऊ नये.
- ७) समांतर आरक्षण एका सामाजिक आरक्षण प्रवर्गातून दुसऱ्या सामाजिक आरक्षण प्रवर्गात स्थलांतरीत करता येणार नाही. एका सामाजिक आरक्षणांतर्गत समांतर आरक्षणासाठी घटकनिहाय राखून ठेवण्यात आलेल्या जागेवर सुयोग्य उमेदवार उपलब्ध न झाल्यास, सदर पदे संबंधित समांतर आरक्षण घटकासाठी निश्चित केलेल्या कार्यपद्धतीचा अवलंब करून, त्या त्या सामाजिक प्रवर्गात गुणवत्तेवर देण्याबाबत कार्यवाही करण्यात यावी.
९. शासन सेवेत सरळसेवा भरतीसाठी समांतर आरक्षण अंमलबजावणीसाठी संबंधित प्रशासकीय विभागांनी दिलेल्या सूचनांनुसार वरीलप्रमाणे काटेकोरपणे कार्यवाही संबंधित नियुक्ती प्राधिकारी यांनी करावी.
१०. प्रत्येक पदभरतीवेळी भरावयाच्या रिक्त पदांवर समांतर आरक्षणातील सर्व घटकांसाठी विहित केलेल्या प्रमाणानुसार पदे दर्शविण्यात येतील याची खातरजमा नियुक्ती प्राधिकाऱ्यांनी करणे आवश्यक आहे.
११. सदर आदेश शासकीय/ निमशासकीय सेवा, मंडळे / महामंडळे/ नगरपालिका/ महानगरपालिका/ जिल्हा परिषदा/ शासकीय अनुदानप्राप्त संस्था/ विद्यापीठे / सहकारी संस्था व शासकीय उपक्रम इत्यादींना लागू आहे.

१२. प्रस्तुत शासन परिपत्रक सर्व मंत्रालयीन प्रशासकीय विभागांनी आपल्या नियंत्रणाखालील सर्व आस्थापना / नियुक्ती प्राधिकारी / विभाग प्रमुख / कार्यालय प्रमुख यांच्या निदर्शनास आणावे व समांतर आरक्षण कार्यान्वित करण्यात येत असल्याबाबत दक्षता घ्यावी.

१३. सदर शासन परिपत्रक महाराष्ट्र शासनाच्या www.maharashtra.gov.in या संकेतस्थळावर उपलब्ध करण्यात आले असून त्याचा संगणक सांकेतांक २०२४०१२५१२४८२१४६०७ असा आहे. हे शासन परिपत्रक डिजीटल स्वाक्षरीने साक्षांकित करून काढण्यात येत आहे.

महाराष्ट्राचे राज्यपाल यांच्या आदेशानुसार व नावाने,

(अ.म.चेमटे)

अवर सचिव, महाराष्ट्र शासन

प्रत,

१. मा. विरोधीपक्ष नेता, महाराष्ट्र विधानसभा/ विधानपरिषद, महाराष्ट्र विधानमंडळ सचिवालय, मुंबई.
२. मा. सर्व सन्माननिय विधानसभा/ विधानपरिषद, व संसद सदस्य महाराष्ट्र राज्य
३. मा. राज्यपालांचे प्रधान सचिव, राजभवन, मलबारहिल, मुंबई.
४. मा. मुख्यमंत्र्यांचे अप्पर मुख्य सचिव/ प्रधान सचिव/ सचिव, मंत्रालय, मुंबई.
५. महाराष्ट्र विधानमंडळ सचिवालय, (विधान परिषद) विधानभवन, मुंबई.
६. प्रधान सचिव, महाराष्ट्र विधानमंडळ सचिवालय, (विधान सभा) विधानभवन, मुंबई.
७. शासनाचे सर्व अपर मुख्य सचिव / प्रधान सचिव / सचिव.
८. महालेखापाल, लेखा व अनुज्ञेयता, महाराष्ट्र-१, मुंबई,
९. महालेखापाल, लेखा व अनुज्ञेयता, महाराष्ट्र-२, नागपूर,
१०. महासंचालक, माहिती व जनसंपर्क संचालनालय, मंत्रालय, मुंबई.
११. प्रबंधक, मा. उच्च न्यायालय, मुळ न्याय शाखा, मुंबई, औरंगाबाद, नागपूर.
१२. प्रबंधक, मा. उच्च न्यायालय, अपिल शाखा, मुंबई, औरंगाबाद, नागपूर.
१३. प्रबंधक, मा. महाराष्ट्र प्रशासकीय न्यायाधिकरण, मुंबई, औरंगाबाद, नागपूर.
१४. प्रबंधक, मा. लोक आयुक्त व उप लोक आयुक्त, मुंबई.
१५. सर्व विभागीय आयुक्त/सर्व जिल्हाधिकारी / उप विभागीय अधिकारी (प्रांत अधिकारी)/ सर्व तालुका दंडाधिकारी तथा तहसिलदार, महाराष्ट्र राज्य.
१६. सर्व जिल्हा परिषदांचे मुख्य कार्यकारी अधिकारी, महाराष्ट्र राज्य.
१७. सचिव, महाराष्ट्र लोकसेवा आयोग, मुंबई.
१८. उप सचिव (आस्थापना शाखा), सर्व मंत्रालयीन विभाग, मंत्रालय, मुंबई.
१९. सर्व मंत्री/राज्यमंत्री यांचे खाजगी सचिव, मंत्रालय, मुंबई.
२०. मा. मुख्य सचिव यांचे स्वीय सहायक, मंत्रालय, मुंबई.
२१. सचिव, राज्य निवडणूक आयोग, मुंबई.
२२. सचिव, राज्य माहिती आयोग, मुंबई.
२३. सरकारी वकील, उच्च न्यायालय, मुळ शाखा व अपील शाखा, मुंबई, औरंगाबाद, नागपूर,
२४. सरकारी वकील, महाराष्ट्र प्रशासकीय न्यायाधिकरण, मुंबई, औरंगाबाद, नागपूर,
२५. सर्व महानगरपालिकांचे आयुक्त,
२६. सर्व मुख्याधिकारी, नगरपरिषदा/नगरपालिका,
२७. विधिमंडळ ग्रंथालय, महाराष्ट्र विधानभवन, मुंबई
२८. सर्व महामंडळे, मंडळे आणि सार्वजनिक उपक्रम यांचे व्यवस्थापकीय संचालक,
२९. सर्व मान्यताप्राप्त राजकीय पक्षांची मध्यवर्ती कार्यालये, महाराष्ट्र राज्य,
३०. निवड नस्ती/कार्यासन १६-अ.