

**DIRECTORATE OF TECHNICAL EDUCATION**

**THIRUVANANTHAPURAM**

No.CAS/11314/24/DTE

Dated:23-01-2025

**CIRCULAR**

Sub: - Education-Technical - AICTE 7th Pay scale- Implementation of upgrading to higher positions through annual promotion in Government Engineering Colleges- 360 degree feed back-Mandatory academic and industrial trainings, Research, publications - Reg.

- Ref:- 1. AICTE regulation F.No.61-1/RIFD/7th CPC/2016-17 dated 01/03/2019  
2. GO (Ms) 99/2021/HEdndated16/02/2021

All India Council for Technical Education (AICTE) has notified detailed regulations as per the reference (1) above on pay scales, service conditions and minimum qualifications for appointment of teachers and other academic staff in technical institutions and other measures for the maintenance of standards in technical education.

As per the reference 2nd above, Government have sanctioned 7th AICTE pay scales for the faculties in Government / Government Aided Engineering Colleges. A Committee constituted for preparing the guidelines for the implementation of Annual promotion scheme / Cadre structure in tune with 1 & 2 papers has submitted the report.

The following guidelines are issued for the implementation of upgrading to higher positions through promotion.

**(I) Mandatory Teacher Trainings and 360 degree feedback**

Teacher Training Programs as per clause 4 in AICTE notification dated 01.03.2019 is mandatory.

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

- a. Teaching Process (Maximum Point25)
- b. Students Feedback (Maximum Point25)
- c. Departmental Activities (Maximum Point20)
- d. Institute Activity (Maximum Point10)
- e. ACR (Maximum Point10)
- f. Contribution to Society (Maximum Point10)

The candidate shall submit calculation sheet for each academic year to be considered and a summary sheet exhibiting his score on a 10 point scale.



## **(II) Industrial Training and Consultancy**

The faculty members shall undergo industrial training as per clause 2.15 of AICTE notification 2019 dated 01.03.2019.

a. The faculties shall themselves identify the Companies / Organizations to undergo the Training Program and should apply to the Head of Institution concerned with the duly obtained consent letter from the Company / Organization. The application should be scrutinized by the IQAC to ensure relevance and quality of the industry. The Head of institution can permit the faculties to undergo the Industrial training without affecting the academic activities. Proper work arrangement shall be the responsibility of the concerned faculty deputed for training.

b. The industrial training should be in the relevant fields of the respective branch. Training will be conducted in Central/State/Public Sector industries or industrial organizations /MNCs that are associated with the Confederation of Indian Industries (CII),FICCI or NASSCOM.This ensures that faculty members gain valuable exposure to the latest technologies.

c. The industrial training period will be considered as duty for a maximum period of two weeks.The period of training during vacation will not be reckoned for earned leave.

d. Entire expenditure including TA/DA/Course fee if any, for undergoing the training program will be borne by the faculties themselves and the Government /Department will not consider or meet any expenditure in this regard.

e. The Training Certificate obtained from the Institution duly recommended by IQAC and Training report counter signed by the Head of institution should be forwarded to DTE within two weeks on successful completion of the training,

f. Faculties are supposed to identify industrial problems during the training period. After this period faculty shall investigate possible solutions with his/her own expertise or collaboration by conducting preliminary studies.Further, faculty shall present the solutions before the industry partners and may undertake as a consultancy work through ITC&SR of the institution.

g. Faculty shall submit joint research proposals with the industries to national / international / state agencies.

## **(III) Research Publications**

All faculty should also focus on the research and innovation in the campus. Faculty should update the list of publications in the respective college website and also produce proof of research Publications in SCI/SCIE/UGC/AICTE approved list of journals,along with application for promotion.

## **(IV) How to apply:**

a. The faculty members shall submit the application as per the direction from the office of DTE.

b. The Screening / Selection process shall be conducted annually as per AICTE guidelines.

c. The candidates who do not apply or fulfill the minimum requirement,will be considered in the next screening / selection process only.As this is a annual promotion scheme, fixation with a prior date will not be there, as per 7th CPC guidelines.



DIRECTOR  
SHALI P R