

No.F.20-46/2003-TS-III
 Government of India
 Ministry of Human Resource Development
 Department of Secondary & Higher Education

New Delhi
 November 9, 2003

OFFICE MEMORANDUM

Subject:- Service Conditions of the Employees of Regional Engineering Colleges upon their conversion as National Institutes of Technology (NITs) with deemed university status.

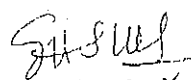
The Government had taken over the full administrative and financial control of all the seventeen Regional Engineering Colleges (RECs) [now converted as National Institutes of Technology with deemed university status] located at Allahabad, Bhopal, Calicut, Durgapur, Hamirpur, Jaipur, Jalandhar, Jamshedpur, Kurukshetra, Nagpur, Rourkela, Silchar, Srinagar, Surat, Surathkal, Tiruchirappalli and Warangal vide notification No. F.35-1/2002-TS-III dated 14th May 2003 and it was stated therein that the terms and conditions governing the Institutions and their employees would be issued separately. After careful consideration of various aspects of the existing rules & regulations it has been decided to introduce the following administrative measures so as to ensure uniformity in rules & regulations governing service conditions of the employees in NITs.

- (1) **Period of Probation on Recruitment:-** The period of probation of on fresh recruitment in NITs for both teaching and non-teaching employees shall be same as per practice in vogue in Indian Institute of Technology (IIT), Delhi;
- (2) **Leave Rules:-** Leave Rules including sabbatical leave for faculty in NITs shall be same as is prevalent in IIT, Delhi.
- (3) **Conduct & Disciplinary Rules:-** Conduct & Disciplinary Rules for employees of NITs shall be same as is prevalent in IIT Delhi.
- (4) **Medical Rules:-** The employees of NITs shall be entitled to reimbursement for medical attendance and treatment in the similar manner as is available to other Central Government employees under Medical Attendance Rules of the Government.
- (5) **Travelling Allowance & Daily Allowance:-** Payment of TA/DA to the employees of NITs shall be governed in the similar manner as is being regulated under Fundamental Rules (FR) & Supplementary Rules (SR) for other Central Government employees.

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- (6) **Leave Travel Concession:-** The system of LTC will be same as per practice being followed in the Central Government in this regard. The existing practice of leave encashment facility being followed in some of the Institutes shall be dispensed with immediately.
- (7) **Performance Assessment System:-** The performance assessment system for the faculties of NITs shall be similar to assessment system being followed in IIT Roorkee.
- (8) **Career Advancement Scheme [CAS]:-** Separate order has already been issued vide OM No. F.20-18/2003-TS-III dated 15-09-2003 regarding implement of Career Advancement Scheme for the faculty.
- (9) **Assured Career Progression (ACP):-** The provision of the scheme of ACP issued by the Department of Personnel & Training, Govt. of India vide OM No.35034/1/97-Estt.(D) dated 9-8-1999 for employees of Central Government having no promotional avenues shall also be applicable to similarly placed employees of NITs.
- (10) **Working Days:-** NITs may adopt the practice of 5-days or 6-days week depending upon decision of its own Board of Governors subject to the stipulation of the minimum working hours as prescribed by All India Council for Technical Education (AICTE) in this regard i.e. @ 40 hrs per week.
- (11) **Holidays:-** NITs will adopt the same practices of holidays as is being observed by the IIT of the region in which the NIT is located.

Date of effect:- The above provisions shall be effective after necessary adoption by the respective BOGs of NITs.


 (Dr. G L Jambulkar)
 Deputy Educational Adviser
 Tel: 2338-4276

To

- 1. The Directors of all NITs