



அரசு கலை மற்றும் அறிவியல் கல்லூரி  
சத்தியமங்கலம் - 638 401, ஈரோடு மாவட்டம், தமிழ்நாடு.  
**GOVERNMENT ARTS AND SCIENCE COLLEGE**

(Recognized u/s 2(f) & 12 (B) of the UGC Act, 1956. A Co-educational institution affiliated to Bharathiar University, Coimbatore)

SATHYAMANGALAM - 638 401, ERODE DISTRICT, TAMIL NADU.

www.gascathy.ac.in

e-Mail: gascathy@gmail.com

Phone : 04295-297141

**6.3.1: The institution has performance appraisal system, effective welfare measures for teaching and non-teaching staff and avenues for career development/progression**

**Career Advancement Scheme**



**ABSTRACT**

Higher Education – Technical Education – Implementation of All India Council for Technical Education (Career Advancement Schemes for Teachers and other Academic Staff in technical institutions) (Degree) Regulations, 2012 to the Government and Government Aided Engineering Colleges – Orders – Issued.

Higher Education (C2) Department

G.O. (Ms) No.62

Dated : 02.04.2018

ஹேலிளம்பி வருடம், பங்குனி 19,  
திருவள்ளூர் ஆண்டு 2049.

Read :-

1. From the All India Council for Technical Education notification S.O.F. No.37-3/Legal/2010 New Delhi, dated 22.1.2010.
2. G.O. (Ms) No.95, Higher Education (C2) Department, dated 5.5.2010.
3. From the All India Council for Technical Education (Career Advancement Scheme for the Teachers and other Academic Staff in Technical Institutions) (Degree) Regulations, 2012 Notification dated 8.11.2012.
4. Government Letter No 4071/C2/2013-1, dated 7.3.2013, 13.6.2013, 12.1.2015, 16.6.2015, 4.7.2016, 28.4.2017, 24.5.2017 and 11.12.2017.
5. From the Commissioner of Technical Education Letter No.36084/A2/2012, dated 10.5.2013 & 7.4.2015.
6. From the All India Council for Technical Education (Clarifications on certain issues / anomalies pertaining to qualifications, pay scales, service conditions, career advancement schemes (CAS) etc. for Teachers and other academic Staff of Technical Institutions (Degree / Diploma) notification dated 4.1.2016 & 9.6.2016.
7. From the Commissioner of Technical Education Letter No.36084/A2/2012, dated 15.11.2016, 28.7.2017 & 21.9.2017, 28.9.2017, 30.10.2017 and 15.12.2017.

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ORDER:-

Based on the All India Council for Technical Education (AICTE) notification first read above, the Scales of Pay of teachers and equal cadres working in Government and Government Aided Engineering Colleges and Technical Universities have been revised with effect from 1.1.2006 vide



  
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Government Order second read above. In notification third read above, the All India Council for Technical Education has notified Career Advancement Schemes (CAS) for Teachers and other Academic Staff in Technical Institutions (Degree) Regulations, 2012 on 8.11.2012. Further, the AICTE has notified the All India Council for Technical Education [Clarifications on certain issues / anomalies pertaining to qualifications, pay scales, service conditions, career advancement schemes (CAS) etc. for Teachers and other Academic Staff of Technical Institutions (Degree / Diploma)] in notification dated 4.1.2016 & 9.6.2016.

2. In the letters fifth and seventh read above, the Commissioner of Technical Education has sent a proposal for implementation of the AICTE (Career Advancement Schemes for the teachers and other academic staff in Technical Institution) (Degree) Regulation, 2012 to the Teachers and other academic staff working in Government and Aided Engineering Colleges.

3. After careful examination of the proposal of the Commissioner of Technical Education, the Government have decided to adopt all clauses of the All India Council for Technical Education [(Career Advancement Scheme for the Teachers and other Academic Staff in Technical institutions) (Degree)] Regulations, 2012 and Clarifications on certain issues / anomalies pertaining to qualifications, pay scales, service conditions, Career Advancement Schemes (CAS) etc. for Teachers and other Academic Staff of Technical Institutions (Degree / Diploma) notification dated 4.1.2016 and 9.6.2016 in toto, to the teachers and other Academic Staff in the Government and Aided Engineering Colleges along with the following modifications and conditions:-

- (a) Direct recruitment for Government Colleges shall continue to be done by Teachers Recruitment Board.  
For Aided Colleges, Selection Committee as prescribed in Clauses 5.4 – 5.7 of the All India Council for Technical Education (Career Advancement Scheme for the Teachers and other Academic Staff in Technical Institutions) (Degree) Regulations, 2012 be adopted.
- (b) Promotion to Associate Professor, Professor and Principal in Government Colleges shall be continued to be as per seniority.
- (c) Composition of Screening – cum – Evaluation Committee and Selection Committee as follows:-
  - (i) Commissioner of Technical Education / Nominee of Commissioner of Technical Education as the Chairperson.
  - (ii) Principal of the College concerned
  - (iii) Professor of the concerned Department when there is no Professor in that College a Professor of the same Department may be nominated by Commissioner of Technical Education from other Institution.
  - (iv) Two subject expert not connected with the College to be nominated by the Commissioner of Technical Education.



  
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- (v) In case of Aided Engineering Colleges notified/declared as minority educational Institutions, one subject expert not connected with the State to be nominated by the Chairperson of the Governing Body of the College out of the panel of five names, preferably from minority communities, recommended by the State Government from the list of subject experts approved by the relevant statutory body of the College.
- (vi) 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 Commissioner of Technical Education, if any of the above members of the selection committee does not belong to that category. (For Selection Committee only).
- (vii) The quorum for these committees mentioned above shall be three (four in respect of Aided Institutions) including one subject expert and Commissioner of Technical Education / nominee of the Commissioner of Technical Education need to be present.
- (d) Counting of past services as prescribed in the clause 6 of All India Council for Technical Education [(Career Advancement Schemes for the Teachers and Other Academic Staff in Technical Institutions) (Degree)] Regulations, 2012 be adopted subject to fixation of pay as per Fundamental Rule 22.
- (e) The faculty who have already achieved the CAS norms as specified in G.O. (Ms) No.95, Higher Education (C2) Department, Dated 5.5.2010, before the issue of AICTE Regulations on 8.11.2012, be given the Academic Grade Pay progression and monetary benefits from the date of attaining eligibility, since that Government Order has already been implemented and given effect to.
- (f) G.O. (Ms) No.95, Higher Education (C2) Department, Dated 5.5.2010 states that AICTE Regulations shall become applicable for Career Advancement Schemes (CAS). Since, AICTE Regulations were issued on 8.11.2012, from this date onwards, faculty should fulfill training and publication norms as specified in the said Regulations.
- (g) Only Academic Performance Indicator score norms have been exempted till 7.11.2015 and faculty should fulfill these norms from 8.11.2015.



  
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- (h) For the faculty achieving the Career Advancement Scheme norms after 8.11.2012 (without API till 7.11.2015 and with API from 8.11.2015), the Academic Grade Pay progression shall be fixed notionally on that date of attaining eligibility, and with financial benefits from the date of issue of Government Order.

4. This order issues with the concurrence of Finance Department vide its U.O.No.189/ADS(PK)/Edn-I/2018, Dated 2.4.2018.

(BY ORDER OF THE GOVERNOR)

**SUNIL PALIWAL**  
PRINCIPAL SECRETARY TO GOVERNMENT

To

The Commissioner of Technical Education, Chennai-25.  
The Principal, Government and Aided Engineering Colleges concerned.  
(through Commissioner of Technical Education)  
The Director of Treasuries and Accounts, Chennai - 15.  
The Director of Local Fund Audit, Chennai - 108.  
The Accountant General (A&E), Chennai-18  
The Principal Accountant General (Audit I), Chennai - 18.  
The Accountant General (Audit II), Chennai - 18  
The Accountant General (CAB), Chennai - 9 / Madurai  
The Director of Pension, DMS Complex, Chennai - 6.  
The Pension Pay Officer, Chennai - 6.  
The Secretary, Ministry of Human Resources Development,  
Department of Education, Government of India, New Delhi  
The Secretary, All India Council for Technical Education, New Delhi.  
The Chairman, All India Council for Technical Education  
Southern Regional Committee, Chennai.  
The Pay and Accounts Officer, (North/South/East), Chennai 1/35/5.  
The Pay and Accounts Officer, Madurai 625 001  
All Treasury Officers in Tamilnadu.

Copy to :

The Principal Secretary to Chief Minister, Chennai - 9.  
The Senior Personal Assistant to Minister, Finance, Chennai - 9.  
The Special Personal Assistant to Minister, Higher Education, Chennai - 9.  
All Sections in Higher Education Department.  
The Senior Research Officer, Pay Research Unit, Ministry of Finance \ (Department of Expenditure) Room No.261, North Block, New Delhi.  
The Private Secretary to Principal Secretary to Government, Finance Department, Chennai - 9.  
The Private Secretary to Principal Secretary to Government, Higher Education Department, Chennai - 9.  
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// Forwarded by order //

R. Mani Kumar  
Section Officer 2/4/18  
2.4.18



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