

**F.No.33 – 9 / 2011 – TS.III**  
Government of India  
Ministry of Human Resource Development  
Department of Higher Education  
NITs Division  
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Shastri Bhawan, New Delhi,  
dated, the 23<sup>rd</sup> August, 2013

To

The Directors of all the 30 NITs.

**Subject:- Implementation of 4 – tier flexible faculty structure in the National Institutes of Technology (NITs) – regarding.**

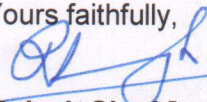
Sir / Madam,

I am directed to state that the Council of NITs in its 3<sup>rd</sup> meeting held on 18.11.2011 under the Chairmanship of Hon'ble HRM vide Item No.3.17 resolved that individual NITs will be allowed to adopt the 4-tier flexible faculty cadre structure. It has further been reiterated by the Committee constituted under the Chairmanship of Dr. Anil Kakodkar to review the NITs system, which in its first meeting held on 12.02.2012, deliberated that it is desirable that NITs align with IITs in terms of 4-tier flexible system.

2. The Ministry of HRD vide its letter No.F.33 – 7 / 2011 – TS.III dated 14.03.2012 issued guidelines on promotion of faculty members in NITs under Career Advancement Scheme (CAS) wherein under para 4(s), it was specifically mentioned that all the NITs will be required to adopt 4-tier flexible faculty structure (presently operating in IITs, IIMs, IISERs and NITIE) and that vide this Ministry's letter No.F.33-7/2011-TS.III dated 18.03.2013, it was informed that the CAS policy has been dispensed with effect from 30<sup>th</sup> April, 2013.

3. In light of the above, the proposal for switching over to a 4-tier flexible faculty structure is now concurred by the Integrated Finance Division of this Ministry and approved by the Hon'ble HRM in his capacity as the Chairman of the Council of NITs for adoption / implementation by the respective NITs, after adoption by the respective Board of Governors. The approved norms of 4-tier flexible faculty structure are enclosed for implementation by the NITs.

Yours faithfully,

  
[Rajesh Singh]  
Director (NITs)  
Tel: 23073687


Encl.: as above.

Copy for information to:- The Chairpersons, Board of Governors of the National Institutes of Technology (NITs).



**Norms of 4- tier Cadre Structure of Faculty Posts  
in the National Institutes of Technology (NITs)**

Sl. No.	Designation, Pay Band and Academic Grade Pay	Essential Qualification and Relevant Experience
1.	<b>Assistant Professors (On contract)</b> PB-3 of ₹15600-39100 with AGP of ₹6,000/- p.m.	(i) Assistant Professors to be recruited on contractual basis are not part of the regular faculty cadre in NITs. Appointment at this level may be made on contract basis to enable bright young Ph.D.s scholars to teach and earn experience in premier institutions.  (ii) At the entry level they may be placed in Pay Band PB-3 of ₹15600-39100 with Academic Grade Pay (AGP) of ₹6000/- p.m. with seven non-compoundable advance increments.  (iii) To encourage fresh Ph.D.s to join the teaching system, at least 10% of the total faculty strength should be recruited at this level. However, relaxation in respect of educational qualifications could be given upto 25% of total Assistant Professors recruited. The reasons for such relaxations should be duly recorded and reported to the Board of Governors of the respective institutions.  (iv) After one year of post Ph.D. experience, these Assistant Professors shall be placed in the AGP of ₹7,000/- p.m.
2.	<b>Assistant Professors</b> PB-3 of ₹15600-39100 with AGP of ₹8,000/- p.m.	(i) To be appointed in PB-3 to be placed at ₹22500/- with AGP of ₹8000/- p.m. For direct recruits, minimum pay in the Pay band to be fixed at ₹30,000/-.  (ii) For appointment as Assistant Professor, one should have a Ph.D. with first class at the preceding degree or equivalent in the appropriate branch with a very good academic record throughout and at least three years industrial/research/teaching experience excluding however, the experience gained while pursuing Ph.D.  (iii) Assistant Professors on completion of 3 years of service shall move to Pay Band of ₹37400-67000 (PB-4) with an Academic Grade Pay (AGP) of ₹9000/- and will, however, continue to be designated as Assistant Professor.





Sl. No.	Designation, Pay Band and Academic Grade Pay	Essential Qualification and Relevant Experience
3.	<b>Associate Professors</b> PB-4 of ₹37400-67000 with AGP of ₹9,500/- p.m.	(i) To be appointed in PB-4 (₹37400-67000) with AGP of ₹9500/- p.m. For direct recruits. Minimum pay in the PB-4 to be fixed at ₹42,800/-.  (ii) For appointment as Associate Professor, one should have a Ph.D. with first class at the preceding degree or equivalent in the appropriate branch with a very good academic record throughout and a minimum of six years Teaching Industry/Research experience, or which at least three years' should be at the level of Assistant Professors, Senior Scientific Officer / Senior Design Engineer.
4.	<b>Professors.</b> PB-4 of ₹37400-67000 with AGP of ₹10500/- p.m.  Professors: HAG Scale (₹67000-79000) without any GP	(i) For appointment as Professor, one should have a Ph.D. with first class at the preceding degree or equivalent with a very good academic record and a minimum of 10 years experience of which at least 4 years should be at the level of Associate Professor.  (ii) For Direct Recruits, Minimum pay in the Pay Band to be fixed at ₹48,000/-.  (iii) Upto a maximum of 40% of the sanctioned posts of Professors after regular service of 6 years as Professor can be awarded HAG Scale of ₹67000-79000 without any GP in all NITs after fulfilling the eligibility conditions given in the guidelines for implementation of HAG scales in this Ministry's letter No.34-9/2012-TS.III dated 22.3.2013.  (iv) While implementing the HAG scales, those Professors of NITs and CFTIs who are appointed as Directors in the NITs system by the MHRD, shall deemed to have been placed in the HAG scale notionally from the day they took charge as Directors in NITs or from the day the guidelines were issued by the Ministry vide its letter No.F.23-1/2008-TS.II dated 18.8.2009, whichever is later.

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