



राजस्थान शिक्षा सेवा (महाविद्यालय शाखा) नियम, 1986

(दिनांक 31.05.2023 तक संशोधित)

राजस्थान सरकार
कार्मिक (क-2) विभाग
(सेवा नियम अद्यतन प्रकोष्ठ)
शासन सचिवालय, जयपुर

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GOVERNMENT OF RAJASTHAN
DEPARTMENT OF PERSONNEL AND ADMINISTRATIVE REFORMS
(Department of personnel-A-II)

No. F. 1(8)/DOP/A-II/84

Dated: 27.01.1986

NOTIFICATION

In exercise of the powers conferred by the proviso to Article 309 of the Constitution of India, the Governor of Rajasthan hereby makes the following Rules regulating recruitment to posts in and the conditions of service of persons appointed to the Rajasthan Educational (Collegiate Branch) Service Rules, 1986, namely:-

THE RAJASTHAN EDUCATIONAL SERVICE (COLLEGIATE BRANCH)
RULES, 1986

PART-I- General

1. Short title and commencement.-These rules may be called The Rajasthan Educational Service (Collegiate Branch) Rules, 1986.

(ii) They shall be deemed to have come into force from 1-9-1976 except rule (26) @ "which shall come into force with effect from 1-1-1979" and the entry at S. No. 4 of the Schedule appended to these Rules which shall come into force with effect from the date of publication of these rules in the Official Gazette.

2. Definitions.- In these rules unless the context otherwise requires:-

- (a) "Appointment" means an appointment made under the provisions of these rules after due selection by any of the methods of recruitment prescribed under these rules.

Note- Due selection by any methods of recruitment prescribed under these rules will include recruitment either on initial constitution of service or in accordance with the provisions of any rule promulgated under proviso to Article 309 of the Constitution of India, except urgent temporary appointment.

- (b) "Appointing Authority" means the Government of Rajasthan and any other officer to whom powers in this behalf may be delegated by the Government by a special or general order on such conditions as it may deem fit;
- (c) "College" means a Degree or Post Graduate College;
- (d) "Commission" means the Rajasthan Public Service Commission;
- (e) "Committee" means the committee referred to in rule 26;
- (f) "Direct Recruitment" means recruitment by the method prescribed in Part-IV of these rules;

@ Inserted vide Notification No. F. 1(8)DOP/A-II/84 dated 29.06.1987 w.e.f. 01.01.1979.

- \$(g) "Commissioner/Director" means the Commissioner/Director of College Education, Rajasthan;"
- (h) "Government" means the Government of Rajasthan;
- #(i) "Member of the Service" means a person appointed to a post in the service on the basis of regular selection under the provisions of these rules or the rules or orders superseded by these rules."
- ^(ii) "Regulations" means the University Grants Commission (Minimum Qualifications for Appointment of Teachers and other Academic Staff in Universities and Colleges and other Measures for the Maintenance of Standards in Higher Education) Regulations, ©"2018", as amended from time to time and as adopted by the State Government;
- (j) "Schedule" means the "+"Schedules" appended to these rules;
- (k) "Service" means the Rajasthan Educational Service (Collegiate Branch);
- (l) "Service" or "Experience" wherever prescribed in these rules as a condition for selection/ promotion within the Service from one category to another category of posts or the senior posts in the case of person holding such posts in substantive capacity shall include the period for which the person has continuously worked on such posts after regular recruitment in accordance with the rules promulgated under proviso to Article 309 of the Constitution of India and shall also include the experience gained by officiating, temporary or ad hoc appointment, if such appointment is in the regular line of promotion/selection and was not of stop gap or fortuitous nature or invalid under any law;
- Note- Absences during service, e.g. training and deputation etc., which are treated as "duty" under the R.S.R. shall also to be counted as service for computing minimum experience or service required for appointment;
- (m) "State" means the State of Rajasthan; %"and"
- &(mm) Deleted
- θ(n) "Year" means financial year.

\$ Substituted for "(g) "Director" means the Director of College Education;" vide Notification No. F. 1(6)DOP/A-II/84, Dated: 31.01.2018.

Substituted for (i) "Member of the Service" means a person appointed in a substantive capacity to a post in the service under the provisions of these rule of the rules or orders superseded by these rules, and includes a person placed on probation;" vide Notification No. F. 7(1)DOP/A-II/96 dated 10-10-2002.

^ Inserted vide Notification No. F. 1(6)DOP/A-II/84, Dated: 31.01.2018.

© Substituted for "2010" vide Notification No. F. 1(6)DOP/A-II/84Pt., Dated: 14.10.2022 w.e.f. 18.07.2018.

+ Substituted for "Schedule" vide Notification No. F. 1(6)DOP/A-II/84, dated 28.07.2015.

% Added vide Notification No. F. 1(6)DOP/A-II/84, Dated: 31.01.2018.

& Deleted %"(mm) "Specified Post Graduate College" means a Post Graduate College which is notified by the State Government as a specified Post Graduate College." vide Notification No. F. 1(6)DOP/A-II/94, dated 05.12.1994 w.e.f. 01.04.1994.

¥ Added vide Notification No. F. 1(8)DOP/A-II/84, Dated 29.06.1987 effective from 01.09.1976.

θ Added vide Notification No. F. 1(6)DOP/A-II/84, Dated 31.01.2018.

3. Interpretation.- Unless the context otherwise require the Rajasthan General Clauses Act, 1955 (Rajasthan Act No. 8 of 1955) shall apply for the Interpretation of these rules as it applies for the Interpretation of Rajasthan Act.

PART-II- Cadre

4. Composition and strength of the service.- (1) The Service shall consist of Teaching and Administrative posts specified in the ⁺"schedule-I".

(2) The nature of posts included in each category of the Service shall be as specified in Column 2 of the ⁺"Schedule-I".

(3) The strength of the posts in each category shall be such as may be determined by the Government, from time to time:

Provided that the Government may from time to time:-

- (a) create any post permanent or temporary, as may be found necessary, and
- (b) leave unfilled or held in abeyance or abolish or allow to lapse any post, permanent or temporary, without thereby entitling any person to any claim or compensation.

5. Initial Constitution of the Service.- The Service shall consist of:-

- (a) all persons recruited to the Service before the commencement of the Rules: and
- (b) all person recruited to the Service in accordance with the provisions of these rules,
- (c) the post of Senior Lecturer, Head/Associate Heat of Post graduate Department which existed prior to 01-09-1976 under Rajasthan Educational Service (College Branch) Rules, 1971 shall be deemed to have been merged in the post of Lecturer with effect from 1-9-1976 as mentioned at item 5 in the ⁺Schedule-I.
- (d) the post of Principal/Vice Principal of Degree College as well as of Post graduate colleges which existed prior to 1-9-1976 under Rajasthan Educational Service (Collegiate Branch) Rules, 1971 shall be deemed to have been merged in the post of Principal/Vice Principal of college with effect from 1-9-1976 as mentioned at item 3 in the ⁺"Schedule-I".

PART-III- Recruitment

6. Methods of Recruitment.- (1) Recruitment to the posts in the Service after commencement of these rules shall be made by the following methods in the proportion indicated in column 3 of the ⁺"Schedule-I" namely:-

- (a) direct recruitment in accordance with procedure laid down in Part IV of these rules;

[@](b) deleted

⁺ Substituted for "Schedule" vide Notification No. F. 1(6)DOP/A-II/84, dated 28.07.2015.

[@] Deleted "(b) appointment by promotion through selection in accordance with procedure laid down in Part V of these rules; and" vide Notification No. F. 1(6)DOP/A-II/94, dated 06.08.1993, effective from 01.04.1980.

(c) appointment by promotion in accordance with Part VI of these rules.

%(2) Recruitment to the service by the aforesaid method shall be made in such a manner that the persons appointed to the service by each method do not at any time exceed the percentage laid down in the Rules/Schedule of the total cadre strength as sanctioned for each category from time to time."

#"Provided that recruitment to the post of Lecturer may also be made through screening of a person

(i) who hold the post of Lecturer in ad-hoc/urgent temporary basis for a period of six months prior to 17.6.1993, or

(ii) who would hold post in such capacity continuously for a period of 6 months prior to 17.6.1993, but for his deputation else-where, and

he/she is working as such on the date of publication of these amendments and shall be screen by the committee referred to in rule 26 to adjudge his/her suitability for the post of Lecturer, provided he possessed the qualification prescribed by the State Government at the time of such ad-hoc/ urgent temporary appointment;

Provided further that any person if not adjudged suitable by the committee, shall be treated as a surplus employee under the provisions of the Rajasthan Civil Service (Absorption of surplus Personnel) Rules, 1996 and his/her case shall be dealt with as such."

\$"Provided that recruitment to the post of Lecturer may also be made through screening of a person.

(i) who held the post of Lecturer in an ad hoc/ urgent temporary basis, for a period of months prior to 31.3.94, or

(ii) who would have held the post in such capacity continuously for a period of 6 months prior to 31.3.94, but for his deputation elsewhere-

and working as such on the date of this amendment comes into force shall be screened by the committee referred to in rule 26 to adjudge his suitability for the post of Lecturer, provided he possess the qualification prescribed by the State Government at the time of such ad hoc/urgent temporary appointment."

+"Provided also that the persons who were appointed on the post of Lecturer/ Junior lecturer on urgent-temporary/ad-hoc or regular basis in Rajasthan Sangeet Sansthan, Jaipur or Rajasthan School of Arts, Jaipur and completed minimum ten year service on 10.4.2006 and continuously working as such on the date of publication of these amendment rules, shall be screened on the post of Lecturer by the Committee consisting of:-

% Added vide Notification No. F. 7(2)DOP/A-2/81, dated 13.11.1996.

Added vide Notification No. F. 1(6)DOP/A-2/84, dated 05.04.1995.

\$ Added vide Notification No. F. 1(6)DOP/A-2/84, dated 03.03.1999.

+ Added vide Notification No. F. 1(6)DOP/A-2/84, dated 06.07.2009.

- (i) Chairman of Commission or a member nominated by him;
- (ii) Pr. Secretary/Secretary to the Government, Department of Personnel;
- (iii) Pr. Secretary/Secretary to the Government, Finance Department or his nominee not below the rank of Deputy Secretary; and
- (iv) Pr. Secretary/Secretary to the Government, of the concerned department,

Provided they possess the qualification prescribed for the post of lecturer in these rules, at the time of screening."

7. Reservation of vacancies of the Scheduled Castes and the Scheduled Tribes.- (1) Reservation of vacancies for the Schedule Castes and the Schedule Tribes shall be in accordance with [¥]"the provisions of the Rajasthan Scheduled Castes, Scheduled Tribes, Backward Classes, Special Backward Classes and Economically Backward Classes (Reservation of seats in Educational Institutions in the State and of Appointments and Posts in Services under the State) Act, 2008" at the time of recruitment i.e. by direct recruitment and by ^{*}"promotion".

(2) In filling the vacancies so reserved the eligible candidates who are members of the Scheduled Caste and the Scheduled Tribes shall be considered for appointment in the order in which their names appear in the list prepared for direct recruitment by the commission, for posts falling in its purview, and by the Appointing Authority in other cases.

(3) Appointments shall be made strictly in accordance with the rosters prescribed separately for direct recruitment or promotion. In the event of non-availability of the eligible and suitable candidates from amongst the Scheduled Casts and Scheduled Tribes, as the case may be, in a particular year, the vacancies so reserved for them shall be filled in accordance with the normal procedure and an equivalent number of additional vacancies shall be reserved in the subsequent year. Such of the vacancies which remain so unfilled shall be carried forward to the subsequent three recruitment years in total, and thereafter such reservation would lapse.

[#](4) Appointments shall be made strictly in accordance with the roster prescribe separately for direct recruitment and promotion.

[¥] Substituted for "orders of the Government for such reservation in force" vide Notification No. F. 7(8)DOP/A-2/2008 dated 28.08.2009.

^{*} Deleted "selection or" vide Notification No. F. 1(6)DOP/A-II/94, 06.08.1993, w.e.f. 01.04.1980.

[#] Substituted for [^]"(4) Appointments shall be made strictly in accordance with the rosters prescribed separately for direct recruitment and promotion. In the event of non-availability of the eligible and suitable candidates amongst the Scheduled Casts and Scheduled Tribes, as the case may be, In a particular year, the vacancies so reserved for them shall be carried forward until the suitable Scheduled Castes and Scheduled Tribes candidate(s), as the case may be, are available. In any circumstances no vacancy reserved for Scheduled Casts and Scheduled Tribes candidates shall be filled by promotion as well as by direct recruitment from General category candidates. However, in exceptional case where in public interest the Appointing Authority feels that it is necessary to fill up the vacant reserved post(s) by promotion from the General category candidates on the urgent temporary basis, the Appointing Authority may make a reference to the Department of Personnel and after obtaining prior approval of the Department of Personnel, they may fill up such post(s) by promoting the General Category candidate(s) on urgent temporary basis clearly stating in the promotion order that the General category candidate(s) who are being promoted on urgent temporary basis against the vacant reserved for Scheduled Castes or the Scheduled Tribes candidates, as the case may be, shall have to vacate the post as and when the candidate(s) of that category become available" vide Notification No. F. 7(1)DOP/A-2/2008 dated 17.01.2013.

[^] Substituted for "(4) Appointments shall be made strictly in accordance with the roster prescribed separately for direct recruitment and promotion. In the event of non-availability of the eligible and suitable candidates amongst Scheduled Casts and Scheduled Tribes, as the case may be in a particular year, the vacancy show reserved for them shall be filled in accordance with the normal procedure and an equivalent number of additional vacancies shall be reserved in the subsequent year. Such of the vacancy which remain show unfilled shall be carried forward to the subsequent three recruitment years in total and their after such reservation would laps." vide Notification No. F. 7(4)DOP/A-II/2002 (32/2002) Dated 10.10.2002.

(4A) In the event of non-availability of the eligible and suitable candidates amongst the Scheduled Castes or Scheduled Tribes, as the case may be, for direct recruitment, in a particular year, the vacancies so reserved for them shall be carried forward to the subsequent three recruitment years. After the expiry of three recruitment years, such carried forward vacancies shall be filled in accordance with the normal procedure:

Provided that if recruitment is not held in any recruitment year, such recruitment years shall not be counted for the purpose of this sub-rule:

Provided further that filling up of the vacancy in accordance with the normal procedure under the sub-rule shall not affect the reservation of the posts as per the post based roster and vacancies of the reserved posts available in the roster may be filled in from amongst the persons belonging to the Scheduled Castes or Scheduled Tribes, as the case may be, for which such vacancy is available in subsequent years.

(4B) In the event of non-availability of the eligible and suitable candidates for promotion amongst the Scheduled Castes and the Scheduled Tribes, as the case may be, in a particular year, the vacancies so reserved for them shall be carried forwarded until the suitable Scheduled Castes and the Scheduled Tribes candidate(s), as the case may be, are available. In any circumstances no vacancy reserved for Scheduled Castes and the Scheduled Tribes candidates shall be filled by promotion from General category candidates. In exceptional cases, where in the public interest the Appointing Authority feels that it is necessary to fill up the vacant reserved post(s) by promotion from the General category candidates on urgent temporary basis, the Appointing Authority may make a reference to the Department of Personnel and after obtaining prior approval of the Department of Personnel, they may be fill up such post(s) by promoting the General category candidate(s) on urgent temporary basis clearly stating in the promotion order that the General category candidate(s) who are being promoted on urgent temporary basis against the vacant post reserved for Scheduled Castes or Scheduled Tribes candidates, as the case may be, shall have to vacate the post as and when the candidate(s) of that category become available:

Provided that there shall be no carry forwarded of the vacancies in posts or class/category/group of posts in any cadre of Service to which promotions are made on the basis on merit alone, under these rules.

+ 7A. Reservation of vacancies of Backward Classes, Special Backward Classes and Economically Backward Classes.- Reservation of vacancies for Backward Classes, Special Backward Classes and Economically Backward Classes shall be in accordance with the provisions of the Rajasthan Scheduled Castes, Scheduled Tribes, Backward Classes, Special Backward Classes and Economically Backward Classes (Reservation of Seats in Educational Institutions in the State and

+ Substituted for [^] "7A.Reservation of vacancies for other Backward Classes:- Reservation of vacancies for Other Backward Classes shall be in accordance with the orders of the Govt. for such reservation in force at the time of direct recruitment. In the event of non-availability of the eligible and suitable candidates amongst Other Backward Classes in a particular year, the vacancies so reserved for them shall be filled in accordance with the normal procedure." vide Notification No. F. 7(8)DOP/II/2008, dated 28.08.2009.

[^] Added vide Notification No. F. 7(2)DOP/A-II/93, Dated 24.05.1994 w.e.f. 28.09.1993.

of Appointments and Posts in Services under the State) Act, 2008 at the time of direct recruitment. In the event of non-availability of the eligible and suitable candidates amongst Backward Classes, Special Backward Classes and Economically Backward Classes in a particular year, the vacancies so reserved for them shall be filled in accordance with the normal procedure.

#7B. Reservation of vacancies for Women.- Reservation of vacancies for woman candidates shall be 30% category wise in direct recruitment, out of which one third shall be for widows and divorced woman candidates in the ratio of 80:20. In the event of non-availability of the eligible and suitable candidates, either in widow or in divorcee, in a particular year, the vacancies may first be filled by interchange, i.e. vacancies reserved for widows to the divorcees or vice-versa. In the event of non availability of sufficient widow and divorcee candidates, the unfilled vacancies, shall be filled by other women of the same category and in the event of non-availability of eligible and suitable woman candidates, the vacancies so reserved for them shall be filled up by male candidates of the category for which vacancy is reserved. The vacancy so reserved for woman candidates shall not be carried forward to the subsequent year. The reservation for woman including widow and divorcee woman shall be treated as horizontal reservation, within the category, i.e. even the woman selected in General merit of the category shall first be adjusted against the woman quota.

Explanation: In the case of widow, she will have to furnish a certificate of death of her husband from the Competent Authority and in case of divorcee she will have to furnish the proof of divorce.

Substituted for %"7B. Reservation of vacancies for women:- Reservation of vacancies for women candidates shall be 30% category wise in direct recruitment out of which 8% shall be for widows and 2% for divorced women candidates. In the event of non-availability of the eligible and suitable widows and divorced women candidates in a particular year, the vacancies so reserved for widow and divorced women candidates shall be filled by other women candidates and in the event of non-availability of the eligible and suitable women candidates, the vacancies so reserved for them shall be filled up by male candidates and such vacancies shall not be carried forward to the subsequent year and the reservation shall be treated as horizontal reservation i.e. the reservation of woman candidates shall be adjusted proportionately in the respective category to which the woman candidates belong."

Explanation: In the case of widow, she will have to furnish a certificate of death of her husband from the Competent Authority and in case of divorcee she will have to furnish the proof of divorce. vide Notification No. F. 7(2)DOP/II/1988 Pt.-I, dated 22.12.2015.

% Substituted for & "7B. Reservation of vacancies for women candidates:- Reservation of vacancies for women candidates shall be 30% category wise, in direct recruitment out of which 5% shall be for widow candidates. In the event of non-availability of the eligible and suitable widow candidates in a particular year, the vacancies so reserved for widow candidates shall be filled by other women candidates and in In the event of non-availability of the eligible and suitable women candidates, the vacancies reserved for them shall be filled up by male candidates and such vacancies shall not be carried forward to the subsequent year and the reservation shall be treated as horizontal reservation i.e. the reservation of woman candidates shall be adjusted proportionately in the respective category to which the woman candidates belong." vide Notification No. F. 7(2)DOP/II/1988 Pt.-I, dated 24.01.2011.

& Substituted for ^ "7B. Reservation of vacancies for women candidates:- Reservation of vacancies for women candidates shall be 0"30%" category wise, in direct recruitment. In the event of non-availability of the eligible and suitable woman candidates in a particular year, the vacancies so reserved for them shall be filled ¥"up by male candidates" and such vacancies shall not be carried forward to the subsequent year and the reservation shall be treated as horizontal reservation i.e. the reservation of woman candidates shall be adjusted proportionately in the respective category to which the woman candidates belong." vide Notification No. F. 7(2)DOP/II/1988 Pt.-I, Dated 21.09.2007.

^ Added vide Notification No. F. 7(2)DOP/II/1988, dated 22-01-1997.

0 Substituted for "20%" vide Notification No. F. 7(2)DOP/A-II/88 dated 07.06.1999.

¥ Substituted for "in accordance with the normal procedure" vide Notification No. F. 7(2)DOP/A-II/88 dated 07.06.1999.

***7C. Reservation of vacancies for Economically Weaker Sections.-**

Reservation of vacancies for Economically Weaker Sections shall be 10% in direct recruitment in addition to existing reservation. In the event of non-availability of eligible and suitable candidate amongst Economically Weaker Sections in a particular year, the vacancies so reserved for them shall be filled in accordance with the normal procedure.

Explanation: For the purpose of this rule 'Economically Weaker Sections' shall be the person who are bonafide resident of Rajasthan and not covered under the existing schemes of reservations for the Scheduled Castes, Scheduled Tribes, the Backward Classes, the More Backward Classes and whose family has gross annual income below rupees 8.00 lakh. Family for this purpose will include the person who seek benefit of reservation, his/her parents and siblings below the age of 18 year as also his/her spouse and children below the age of 18 years. The income shall include income from all sources i.e. salary, agriculture, business, profession etc. and it will be income for the financial year prior to the year of application.

@7a. Determination of Vacancies.- (1) (a) subject to the provisions of these rules, the Appointing Authority shall determine as soon as possible after Ist April every year, the actual number of vacancies occurring as on Ist April and also anticipated during the financial year;

- (b) Where a post is to be filled in by a single method as prescribed in the Schedule, the Vacancies so determined shall be filled in by that method;
- (c) Where a post is to be filled in by more than one method as prescribed in the rules or Schedule, the apportionment of vacancies, determined under clause (a) above, to each such method shall be done maintaining the prescribed proportion for the overall number of posts already filled in. If any fraction of vacancies is left over, after apportionment of the vacancies in the manner prescribed above the same shall be apportioned to the quota of various methods prescribed in a continuous cyclic order giving precedence to the promotion quota.

* Substituted for # 7C. Reservation of vacancies for Economically Weaker Sections.- Reservation of vacancies for Economically Weaker Sections shall be 10% in direct recruitment in addition to existing reservation. In the event of non-availability of eligible and suitable candidate amongst Economically Weaker Sections in a particular year, the vacancies so reserved for them shall be filled in accordance with the normal procedure.

Explanation: For the purpose of this rule 'Economically Weaker Sections' shall be the person who are bonafide resident of Rajasthan and not covered under the existing schemes of reservations for the Scheduled Castes, Scheduled Tribes, the Backward Classes, the More Backward Classes and whose family has gross annual income below rupees 8.00 lakh. Family for this purpose will include the person who seek benefit of reservation, his/her parents and siblings below the age of 18 year as also his/her spouse and children below the age of 18 years. The income shall include income from all sources i.e. salary, agriculture, business, profession etc. and it will be income for the financial year prior to the year of application. Also persons whose family owns or possesses any of the following assets shall be excluded from being identified as, 'Economically Weaker Sections', irrespective of the family income:-

- (i) 5 Acres of Agricultural Land and above;
- (ii) Residential flat of 1000 sq. ft. and above;
- (iii) Residential plot of 100 sq. yards and above in notified municipalities; or
- (iv) Residential plot of 200 sq. yards and above in areas other than the notified municipalities." vide Notification No. F. 7(2)DOP/A-II/2019, dated 20.10.2019.

Added vide Notification No. F. 7(1)DOP/II/2019, dated 19.02.2019.

@ Added vide Notification No. F. 1(8)DOP/A-II/84, Dated 29.06.1987 w.e.f. 29.01.1986.

(2) The Appointing Authority shall also determine the vacancies of earlier years, year wise which were required to be filled in by promotion, if such vacancies were not determined and filled earlier in the year in which they were required to be filled in."

8. Nationality.- A candidate for appointment to the service must be:

- (a) a citizen of India; or
- (b) a subject of Nepal; or
- (c) a subject of Bhutan; or
- (d) a Tibetan refugee who came over to India before the 1st January, 1962 with the intention of permanently settling in India; or
- (e) a person of Indian origin who has migrated from Pakistan, Burma, Shri-Lanka and East African Countries of Kenya, Uganda and the United Republic of Tanzania (formerly Tanganyika and Zanzibar), Zambia, Malawi, Zaire and Ethiopia with the intention of permanently settling in India:

Provided that a candidate belonging to categories (b), (c), (d) and (e) shall be a person in whose favour a certificate of eligibility has been issued by the §"Government in the Department of Home Affairs and Justice after proper verification."

%(f) Deleted

9. Conditions of eligibility for recruitment of persons who migrate from other countries to India.- Notwithstanding anything contained in these rules, provisions regarding eligibility for recruitment to the service with regard to Nationality, age-limit and fee or other concessions to a person who may migrate from other countries to India with the intention of permanently settling in India shall be regulated by such order or instructions as may be issued by the State Government from time to time and the same shall be regulated Mutatis-mutandis according to the instruction issued on the subject by the Government of India.

10. Age.- (1) A candidate for direct recruitment to the post of &"Assistant Professor" must have attained the age of 21 years and must not have attained the age of ¹"40 years" (²"33 years from 25-1-90") on the first day of July of the year in which the applications are invited by the Commission:

§ Substituted for "Government of India" vide Notification No. F. 7(2)DOP/A-II/2002, dated 17.02.2003.

% Deleted "A candidate in whose case a certificate of eligibility is necessary may be admitted to an examination or interview conducted by the Commission or other recruiting authority and he may also provisionally be appointed subject to the necessary certificate being given to him by the Government" vide Notification No. F. 7(2)DOP/A-II/2002, dated 17.02.2003.

& Substituted for "Lecturer" vide Notification No. F. 1(6)DOP/A-II/84, dated 31.01.2018.

¹ Substituted for ^ψ"35 years" vide Notification No. F. 7(2)DOP/A-II/08 Pt, dated 06.03.2018.

² Substituted for "31 Years From 28.09.84." vide Notification No. F. 7(2)DOP/A-II/84 Pt, dated 20.03.1990.

Provided that-

- #(i) "the upper age limit mentioned above shall be relaxed by,—
- (a) 5 years in the case of male candidate belonging to Scheduled Caste, Scheduled Tribes, Backward Classes, More Backward Classes and Economically Weaker Sections;
 - (b) 5 years in the case of woman candidate belonging to General category; and
 - (c) 10 years in the case of woman candidate belonging to Scheduled Castes, Scheduled Tribes, Backward Classes, More Backward Classes and Economically Weaker Sections."
- (ii) shall be 50 years in the case of reservist, namely, the Defense Service Personnel transferred to the Reserve.
- (iii) shall not apply in the case of an ex-prisoner who had served under the Government on a substantive basis on any post before conviction and was eligible for appointment under the rules.
- (iv) shall be relaxable by a period equal to the term of imprisonment served in the case of an ex-prisoner who was not over age before his conviction and was eligible for appointment under the rules.
- (v) notwithstanding anything contained contrary in these rules in the case of persons serving in connection with the affairs of the State in substantive capacity the upper age limit shall be 40 years for direct recruitment to posts filled in through the Commission by interview. % Deleted
- (vi) shall be relaxed by 15 years in the case of substantive teachers in the Education Department of the Government and Panchayat Samities subject to the limit of 3 chances.

Substituted for §“(i) that the upper age limit mentioned in above, shall be relaxed-

- (a) by 5 years in the case of male candidates belonging to the Scheduled Castes and the Scheduled Tribes:
- (b) by 5 years in the case of ¥"woman candidates belonging to General Category, Economically Backward Classes and Economically Weaker Sections.;" and
- (c) by 10 years in the case of woman candidates belonging to Scheduled Castes, Scheduled Tribes and the @"Backward classes and Special Backward Classes." vide Notification No. F. 7(1)DOP/A-II/2019, dated 16-04-2021.

§ Substituted for "(i) that the upper age-limit mentioned above, shall be relaxed by 5 years in the case of women candidates and the candidates belonging to the Scheduled Castes and Scheduled Tribes;" vide Notification No. F. 7(2)DOP/A-II/84/pt., Dated 30.04.2001.

¥ Substituted for 0"woman candidates belonging to general category and Economically backward classes" vide Notification No. F. 7(1)DOP/A-II/2019, dated 19.02.2019.

@ Substituted for "Other Backward Classes" vide Notification No. F. 7(8)DOP/A-II/2008, dated 28.08.2009.

0 Substituted for "woman candidate belonging to general category" vide Notification No. F. 7(8)DOP/A-II/2008, dated 28.08.2009.

% Deleted "This relaxation shall not apply to urgent temporary appointments." vide Notification No. F. 7(8)DOP/A-II/74, dated 26.06.1997.

- (vii) shall be relaxed by 5 years in the case of candidates having a First Class Master's Degree or a Doctorate in the subject concerned of a University established by law in India with 5 years experience of teaching Degree and/or Post-graduate classes in a recognized college subject to the limit three chances.
- (viii) shall be 40 years for recruitment to the post of whole time [&]"Assistant Professor" in law.
- ²(ix) that there shall be no age limit in the case of widows and divorcee women.

Explanation:-That in the case of widow, she will have to furnish a certificate of death of her husband from the competent Authority and in case of divorce, she will have to furnish the proof of divorce.

- ^{*}(x) that the upper age limit for persons serving in connection with the affairs and the Panchayat Samitis and Zila Parishads and in the State Public Sector Undertakings/Corporation in substantive capacity shall be 40 years.
- ⁺(xi) the upper age limit mentioned above shall be relaxed by 5 years in the case of candidates belonging to the [@]"Backward Classes and Special Backward Classes."
- [^](xii) If a candidate would have been entitled in respect of his/her age for direct recruitment in any year in which no such recruitment was held, he/she shall be deemed to be eligible in the next following recruitment, if he/she is not overage by more than 3 years.
- [#](xiii) the person who was within the age limit on 31.12.2020 shall be deemed to be within the age limit up to 31.12.2024.

(2) The persons appointed temporarily to a post in the service shall be deemed to be within the age-limit, if they were within the age limit when they were initially appointed even though they have crossed the age limit when they appear finally before the Commission and shall be allowed up to two chances had they been eligible as such at the time of their initial appointment.

11. Academic and Technical Qualifications and Experience.- A candidate for direct recruitment to the post enumerated in the ^{\$}"Schedule-I" shall in addition to such experience as is required possess:

[&] Substituted for "Lecturer" vide Notification No. F. 1(6)DOP/A-II/84, dated 31.01.2018.

² Added vide Notification No. F. 7(2)DOP/A-II/84, dated 18.12.1987.

^{*} Added vide Notification No. F. 7(1)DOP/A-II/78, dated 30.11.1998.

⁺ Added vide Notification No. F. 7(2)DOP/A-II/93Pt, dated 25.05.2000.

[@] Substituted for "Other Backward Classes" vide Notification No. F. 7(8)DOP/A-II/2008 dated 28.08.2009.

[^] Added vide Notification No. F. 7(6)DOP/A-II/2008, dated 23.09.2008.

[#] Added vide Notification No. F. 7(2)DOP/A-II/84 Pt. dated 23.09.2022.

^{\$} Substituted for "Schedule" vide Notification No. F. 1(6)DOP/A-II/84, dated 28.07.2015.

- (i) the qualification given in column 4 of the [§]"Schedule-I" and ^ψ"have qualified the eligibility test specifically conducted by the University Grants Commission/Council for scientific and industrial research or a similar test accredited by the University Grants Commission and conducting by any other agency authorized/accepted by the State Government; and"
- (ii) working knowledge of Hindi written in Devnagri script and knowledge of Rajasthani Culture.

[£]Provided that the person who has appeared or is appearing in the final year examination of the course which is the requisite educational qualification for the post as mentioned in the rules or schedule for direct recruitment, shall be eligible to apply for the post but he/she shall have to submit proof of having acquired the requisite educational qualification to the appropriate selection agency:-

- (i) before appearing in the main examination, where selection is made through two stages of written examination and interview;
- (ii) before appearing in interview where selection is made through written examination and interview;
- (iii) before appearing in the written examination or interview, where selection is made through only written examination or only interview, as the case may be.

12. Character.- The character of a candidate for direct recruitment to the service must be such as will qualify him for employment in the service. He must produce a certificate, written not more than six months prior to the date of application, from two responsible persons not connected with his college or university or school and not related to him.

Note: - (1) A conviction by a Court of Law need not in itself involve the refusal of a certificate of good character. The circumstances of the conviction should be taken into account and if they involve no moral turpitude or association with crimes or violence or with a movement which has as its object the overthrow by violent means of Government, as by law established, the more conviction need not be regarded as a disqualification.

- (2) Ex-prisoners, who by their disciplined life by in prison and by their subsequent good conduct, have proved to be completely reformed should not be discriminated against on grounds of their previous convictions for purpose of employment in the service. Those who are convicted of offences not involving moral turpitude shall be deemed to have been completely reformed on the production of a report to that effect from the Superintendent, After-Care Home or if there are no such Homes in a particular district, from the Superintendent of Police of that District.

[§] Substituted for "Schedule", vide Notification No. F. 1(6)DOP/A-II/84, dated 28.07.2015.

^ψ Added vide Notification No. F. 1(6)DOP/A-II/94, dated 17.06.1993.

[£] Added vide Notification No. F. 8(7)DOP/A-II/97, dated 17.09.1999.

- (3) Those convicted of offences involving moral turpitude shall be required to produce a certificate from the Superintendent, After-Care Home, endorsed by the Inspector General of Prisons to the effect that they are suitable for employment as they have proved to be completely reformed by their disciplined life while in prison and by their subsequent good conducts in an After-Care Home.

13. Physical Fitness.- A candidate for direct recruitment to the service must be in good mental or bodily health and free from any mental or physical defect likely to interfere with the efficient performance of his duties as a member of Service and if selected must produce a certificate to that effect from a Medical Authority notified by the Government for the purpose. The Appointing Authority may dispense with production of such certificate in the case of a candidate who is already serving in connection with the affairs of the State if he has already been medically examined for the previous appointment and the essential standards of medical examination of the two posts held by him are comparable for efficient performance of duties of the new post and his age has not reduced his efficiency for the purpose.

14. Employment of Irregular or Improper means.- A candidate who is or has been declared by the Commission or the Government, as the case may be, guilty of impersonation or of submitting fabricated documents which have been tampered with or of making statement which are incorrect or false or suppressing material information or of using or attempting to use unfair means in the examination or interview or otherwise resorting to any other irregular or improper means for obtaining admission to the examination or interview may, in addition to rendering himself liable to criminal prosecution, be debarred either permanently or for a specific period-

- (a) by the Commission from admission to any examination or appearance at any interview held by the Commission for any post in any service; and
- (b) by the Government from employment to any post in any service under the Government.

15. Canvassing.- No recommendation for recruitment either written or oral, other than the required under rules, shall be taken into consideration. Any attempt on the part of a candidate to enlist support directly or indirectly for his candidature by any means may disqualify him for recruitment.

PART-IV- Procedure for Direct Recruitment

16. Inviting of Applications.- Application for direct recruitment to posts in the service shall be invited by the Commission by advertising the vacancies to be filled in the official Gazette or in such other manner as may be deemed ^{*}"fit."

* Substituted "fit :." vide Notification No. F. 7(2)DOP/A-II/2005, dated 20.01.2006.

§^cThe advertisement shall contain a clause that a candidate who accepts the assignment on the post being offered to him/her shall be paid monthly fixed remuneration at the rate fixed by the State Government from time to time during the period of probation and the scale of pay of the post as shown else-where in the Advertisement shall be allowed only from the date of successful completion of the period of probation mentioned in the respective Recruitment Rules:"

Provided that while selecting candidates for the vacancies so advertised, the Commission may if intimation of additional requirement not exceeding 50% of the advertised vacancies is received by them before selection, also select suitable persons to meet such additional requirement.

%16A. Frequency of direct recruitment.- Direct recruitment to the post specified in schedule shall be held at least once a year unless the Government decides that a direct recruitment for any of these posts shall not be held in any particular year.

17. Form of Application.- The application shall be made in the form prescribed by the Commission and obtainable from the Secretary to the Commission on payment of such fee as the Commission may from time to time, prescribe.

18. Application Fee.- A candidate for direct recruitment to a post in the service must pay the fee fixed by the Commission in such manner as may be indicated by them.

&19. Scrutiny of Applications.- The Commission shall scrutinize the applications received by it. The applications which are found to be incomplete and have not been filled up in accordance with the instructions issued by the Commission shall be rejected at initial stage. The Commission shall permit provisionally the rest of candidates to appear in the examination. No candidate shall be admitted to the examination unless he/she holds a certificate of permission to the examination granted by the Commission. Before appearing in the examination, the candidate should ensure his/her eligibility in respect of age and educational qualifications and experience etc. as provided in these rules. Being allowed to take examination shall not entitle the candidate to presumption of eligibility. The Commission shall scrutinize later on the applications of such candidates only as it found suitable for appointment before preparing the list under rule 20:

Provided that the decision of the Commission regarding eligibility or otherwise of the candidate shall be final.

§ Added vide Notification No. F. 7(2)DOP/A-II/2005 Dated 20.01.2006.

% Added vide Notification No. F. 7(6)DOP/A-II/08 23.09.2008.

& Substituted "19 Scrutiny of Application.- The Commission shall scrutinize the applications received by them and require as many candidates qualified for appointment under these rules as seem to them desirable to appear before them for interview:

Provided that the decision of the Commission regarding eligibility or otherwise of a candidate, shall be final." vide Notification No. F. 1(6)DOP/A-II/84 28.07.2015.

#19A. Scheme of Examination and Syllabus.- (1) The written examination for direct recruitment to the post in the service shall be conducted by the Commission as per scheme specified in Schedule-II.

(2) The Commission shall not recommend a candidate who has failed to appear in any of the written paper and interview.

20. Recommendation of the Commission.- The Commission shall prepare a list of candidates, ^β“on the basis of aggregate marks obtained in examination and interview” whom they consider suitable for appointment to the posts concerned, arranged in order of merit and then the Commission shall forward the list to the Government:

Provided that Commission may also to the extent of 100% of the vacancies finally intimated before the selection keep names of suitable candidates on the reserve list. The Commission may on requisition, recommend the name of such candidates in order of merit to the Government within twelve months from the date of which the original list is forwarded by the Commission to the Government.

21. Disqualification for appointment.- (1) No male candidate who has more than one wife living shall be eligible for appointment to the Service unless the Government, after being satisfied that there are special grounds for doing so, exempt any candidate from the operation of this rule.

(2) No female candidate who is married to a person having already a wife living, shall be eligible for appointment to the service unless the Government, after being satisfied that there are special ground for doing so, exempt any female candidate from the operation of this rule.

(3) No married candidate shall be eligible for appointment to the service if he/she had at the time of his/her marriage accepted any dowry.

Explanation.- For the purpose of this rule 'dowry' has the same meaning as in the Dowry Prohibition Act, 1961 (Central Act 28 of 1961).

^{*}(4) "No candidate shall be eligible for appointment to the service who has more than two children on or after 1-6-2002.

[#] Added vide Notification No F. 1(6)DOP/A-II/84 28.07.2015.

^β Inserted vide Notification No F. 1(6)DOP/A-II/84 28.07.2015.

^{*} Substituted for [@]“(4) No candidate shall be eligible for appointment to the service who has more than two children on or after 1-6-2002.

Provided that where a candidate has only one child from earlier delivery but more than one child are born out of a single subsequent delivery, the children so born shall be deemed to be one entity while counting the total number of children." vide Notification No. F. 7(1)DOP/A-II/95, dated 08.04.2003 w.e.f. 20.06.2001.

[@] Added vide Notification No F. 7(1)DOP/A-II/95, dated 20.06.2001.

[^]Provided that,-

- (i) the candidate having more than two children shall not be deemed to be disqualified for appointment so long as the number of children he/she has on 1st June, 2002, does not increase.
- (ii) where a candidate has only one child from earlier delivery but more than one child are born out of a single subsequent delivery, the children so born shall be deemed to be one entity while counting the total number of children.
- (iii) while counting the total number of children of candidate, the child born from earlier delivery and having disability shall not be counted.
- (iv) any candidate who performed remarriage which is not against any law and before such remarriage he is not disqualified for appointment under this sub-rule, he shall not be disqualified if any child is born out of single delivery from such remarriage.
- (v) the provisions of this sub-rule shall not be applicable to the appointment of a widow and divorcee women."

22. Selection by the Appointing Authority.- Subject to the provisions of Rule [€]"7, 7A, & 7B", the Government shall select candidates who stand highest in order of merit in the list prepared under rule 20:

Provided that the inclusion of a candidate's name in the list confers no right to appointment unless the Government is satisfied, after such enquiry as may be considered necessary that such candidate is suitable in all other respects for appointment to the post concerned.

[^] Substituted for "Provided that the candidate having more than two children shall not be deemed to be disqualified for appointment so long as the number of children he/she has on 1st June, 2002, does not increase. Provided that where a candidate has only one child from earlier delivery but more than one child are born out of a single subsequent delivery, the children so born shall be deemed to be one entity while counting the total number of children. Provided also that the provision of this sub-rule shall not be applicable to the appointment of a widow to be made under the Rajasthan Compassionate Appointment of Dependents of Deceased Government Servant Rule, 1996.

^θ Provided also that any candidate who performed remarriage which is not against any law and before such remarriage he is not disqualified for promotion under this sub-rule, he shall not be deemed to be disqualified with effect from 1.06.2002, if any child is born out of single delivery from such remarriage.

[§] provided also that while counting the total number of children of a candidate, the child born from earlier delivery and having disability shall not be counted. (w.e.f. 1.06.2002)" vide Notification No. F. 7(1)DOP/A-II/95/Pt. Dated: 16.03.2023.

^θ Substituted for ^{*}"Provided also that any candidate who performed remarriage which is not against any law and before such remarriage he is not disqualified for promotion under this sub-rule, he shall not be disqualified if any child is born out of single delivery from such remarriage." vide Notification No. F. 7(1)DOP/A-II/1995 pt-II Dated 18.08.2020.

^{*} Added vide Notification No. F. 7(1)DOP/A-II/1995 pt-II Dated 20.11.2015 w.e.f. 01.04.2015.

[§] Substituted for ^b"Provided also that while counting the total number of children of a candidate, the child born from earlier delivery and having disability shall not be counted." vide Notification No. F. 7(1) DOP/A-II/95/Pt.-III dated 03.07.2019. (w.e.f. 01.06.2002)

^b Added vide Notification No. F. 7(1)DOP/A-II/95 pt-II Dated 24.02.2011.

[€] Substituted for "7, [@](& 7A)" vide Notification No. F. 7(2)DOP/A-II/88 dated 22.01.1997.

[@] Inserted vide Notification No. F. 7(2)DOP/A-II/93, 24.05.1994 w.e.f. 28.09.1993.

23. Assessment.- No Assistant Professor/Associate Professor/Professor shall be allowed to cross the stage of assessment in the prescribed pay scale unless an assessment has been done by a Committee consisting of,-

- | | | |
|-------|---|------------------|
| (i) | Chairman of the Commission or a Member thereof nominated by him. | Chairman |
| (ii) | Additional Chief Secretary/Principal Secretary/Secretary to the Government in the Department of Higher Education. | Member |
| (iii) | Principal Secretary/Secretary to the Government in the Department of Personnel or his nominee not below the rank of Deputy Secretary to the Government. | Member |
| (iv) | Two subject experts (to be nominated by Higher Education Department) | Member |
| (v) | An academician belonging to the SC/ST/MBC/BC/Minority/Women/Persons with bench mark disability categories nominated by the Higher Education Department, if required as per regulations. | Member |
| (vi) | Commissioner/Director of College Education, Rajasthan | Member-Secretary |

- Note:-
1. The Chairman or the Member of the Commission shall preside over the meeting of the Committee in which he is present.
 2. The quorum for the meeting shall be five member, including the Chairman or the member of the Commission and two subject experts.

[^] Substituted ^{\$}"23. Assessment.- No Assistant Professor/Associate Professor/ Professor shall be allowed to cross the stage of assessment in the prescribed pay scale unless an assessment has been done by a Committee consisting of,-

- | | | |
|-------|--|-------------------|
| (i) | Chairman of the Commission or a Member thereof nominated by him | - Chairman |
| (ii) | Additional Chief Secretary/Principal Secretary/Secretary to the Government in the Department of Higher Education | - Member |
| (iii) | Principal Secretary/Secretary to the Government in the Department of Personnel or his nominee not below the rank of Deputy Secretary to the Government | - Member |
| (iv) | Commissioner/Director of College Education, Rajasthan | -Member Secretary |

The Chairman or the Member of the Commission shall preside over the meeting of the committee in which he is present.

The Academic Performance Indicator (API) based on Performance Based Appraisal System (PBAS) as specified in the Regulations, as amended from time to time, shall apply.

The Annual Performance Appraisal Reports and norms as prescribed by the Department of Personnel regarding promotions, as amended from time to time, shall also be applicable for assessment by the Committee." vide Notification No F. 1(6)DOP/A-II/84 Pt., Dated: 14.10.2022 effective from 18.07.2018.

^{\$} Substituted for "23. Assessment.- No lecturer shall be allowed to cross the stage of the assessment in the prescribed pay scale unless an assessment has been done by a Committee consisting of:

- | | | |
|-------|--|-------------|
| (i) | Director of College Education | - Chairman. |
| (ii) | One subject expert to be nominated by the Education Secretary. | |
| (iii) | A nominee of the Vice-Chancellor of the concerned University." vide Notification No. F. 1(6)DOP/A-II/84, dated 31.01.2018. | |

#PART-V (Deleted)

PART-VI

&Eligibility and Procedure for selection to the post of Principal of Colleges/Joint Director and promotion under Career Advancement Scheme (CAS) for Professor, Associate Professor and Assistant Professor.

Deleted "PART-V- Procedure for recruitment by promotion through selection for the posts of Principal and Vice-Principals.

24. Eligibility.- (1) The posts of Principal and Vice Principal of colleges shall be filled in by promotion through selection from amongst the Head of Department and lecturers in Government Colleges in the State subject to their possessing minimum qualification & experience indicated in column 6 of the Schedule on 1st day of April of the year of selection.

(2) No Person shall be considered for promotion through selection unless he is regularly selected and appointed to next lower post.

25. Procedure.- (1) (i) Subject to the Provisions of these rules, the Appointing Authority shall determine on 1st April every year, the actual number of vacancies occurring during the financial year. The Secretary to the Government Education Department shall intimate the Commission about such vacancies.

(ii) The Commission will invite application by either advertising the vacancies to be filled, in the official Gazette or in such other manner as may be deemed fit, from eligible candidates who are working in Government Colleges in the State.

(iii) The application shall be made in the form prescribed by the Commission and obtainable from the Secretary to the Commission on payment of such fee as the Commission may prescribe and the candidate shall pay such fee as fixed by the Commission and in such manner as may be prescribed.

(iv) The Commission shall scrutinize the applications received and require as many candidates qualified for appointment under these rules as seem to them desirable to appear for interview:

Provided that the decision of the Commission regarding eligibility or otherwise of a candidate shall be final.

(2) (i) The Selection Committee shall consist of:-

- a. The chairman of the Commission or when the Chairman is unable to attend any other member thereof nominated by him;
- b. Secretary to the Government in the Education Department or the Special Secretary concerned nominated by him;
- c. One expert nominated by the Commission; and
- d. Director of College Education.

(ii) The Chairman or the Member of the Commission shall preside over the meeting of the Committee at which he is present.

(3) The Commission shall prepare a list of the candidates whom they consider suitable for appointment to the post concerned arranged in order of merit and shall forward it to the Government:

Provided that the Commission may also keep names of the suitable candidates on the reserve list to the extent of 100% of the advertised vacancies. The Commission, on requisition recommend the names of such candidates in order of merit to the Government within one year from the date on which the original list was forwarded by the Commission to the Government.

(4) Teachers who were selected for appointment as Principal/Vice Principal of Degree College/Deputy Director/P.G. Head/A.P.G. Head prior to 1-9-1976 through Departmental Promotion Committee under the Rajasthan Educational Service (Collegiate Branch) Rules, 1971 shall be deemed to have been selected for the post of Principal/Vice Principal of College under these rules:

Provided that the teachers shall be appointed to the post of Principal/ Vice Principal of College on 1-9-1976 according to the availability of post on the basis of their seniority immediately before 1-9-1976 and onwards till the list of such teachers is exhausted." vide Notification No. F. 1(6)DOP/A-II/94, Dated 06.08.1993, w.e.f. 01.04.1980.

& Substituted for \$"Eligibility and Procedure for selection to the post of Principal of Colleges/Joint Director, Promotion to the post of Professor & Associate Professor and on the post of Assistant Professor." vide Notification No. F. 1(6)DOP/A-II/84 Pt., Dated: 14.10.2022 w.e.f. 01.04.2020.

\$ Substituted for ^ "Eligibility and procedure for promotion to the post of Principal of *"deleted" PG Colleges/Joint Director, Principal of Degree Colleges/Vice Principal of PG Colleges/Deputy Director and vice Principal of Degree Colleges." vide Notification No. F. 1(6)DOP/A-II/84, dated 31.01.2018.

* Deleted "specified" vide Notification No F. 1(6)DOP/A-II/94 , dated 05.12.1994, w.e.f. 01.04.1994.

^ Substituted for "Eligibility and procedure for promotion the post of Principals of specified P.G. Colleges/Joint Director and Heads of Departments." vide Notification No. F. 1(6)DOP/A-II/94, dated 06.08.1993, w.e.f. 01.04.1980.

@26 (1) Eligibility.- (i) Post of Principal of colleges/Joint Director shall be filled by selection as prescribed in Schedule-I subject to their possessing minimum qualification and experience mentioned in column 6 on the first day of month of April of the year of selection.

(ii) The Annual Performance Appraisal Reports shall be applicable for assessment.

(iii) No person shall be considered for selection unless he/she is regularly selected under these rules.

(iv) There shall be a common cadre for the post of Principal/Joint Director for Under Graduate/ Post Graduate colleges.

[¥](1A) The person who had not been considered for promotion up to the year 2019-2020 because he/she had more than two children on or after 1st June 2002 shall be considered for promotion from the date on which his/her promotion was due and on such promotion his /her pay shall be refixed at the pay which he/she would have drawn but no arrear shall be paid and if any person who has more than two children

@ Substituted for "26. (1) Eligibility.- (i) Persons enumerated in column 5 of the # "Schedule-I" shall be eligible for promotion to the posts specified against them in column 2 thereof the extent indicated in column 3 subject to their possessing minimum qualification and experience on the first day of month of April of the year of selection.

(ii) Selection for promotion to the post of Principal of ²P.G. Colleges/Joint Director ¹ and Principal of Degree College/Dy. Director ² "deleted" shall be made strictly on the basis of merit and on the basis of seniority-cum-merit in the proportion of 50:50:

Provided that if the Committee is satisfied that suitable persons are not available for selection by promotion strictly on the basis of merit in a particular year, selection by promotion on the basis of seniority-cum-merit may be made in the same manner as specified in these rules.

(iii) "Selection of promotion to the post of ⁺"Vice Principal of P.G. College", Vice Principal, Degree College shall be made on the basis of seniority-cum-merit". Notwithstanding anything contained in these rules the teachers who were selected for appointment as Principal/Vice Principal of P.G. Colleges/Joint Director prior to 1-9-1976 through the Departmental Promotion Committee under the Rajasthan Educational Service (Collegiate Branch) Rules, 1971 shall be deemed to have been selected as Principal of specified Post Graduate Colleges under these rules:

Provided that the teachers should be appointed as Principal of specified Post Graduate Colleges on 1-9-1976 according to the availability of the posts on the basis of seniority immediately before 1-9-1976 and onwards till the list of such teachers is exhausted.

(iv) No Officer shall be considered for promotion unless he is substantively appointed and confirm on the next lower post. If no officer substantive in next lower post is eligible for appointment, officers who have been appointed on such post on officiating basis after regular selection may be considered for appointment on officiating basis only in the order of seniority in which they would have been, had they been substantive on the said lower posts. vide Notification No. F. 1(6)DOP/A-II/84, dated 31.01.2018.

Substituted for "Schedule" vide Notification No. F. 1(6)DOP/A-II/84 dated 28.07.2015.

1 Inserted vide Notification No. F. 1(6)DOP/A-II/94, dated 06.08.1993, Effective from 01.04.1980.

2 Deleted "specified" and "/Vice Principal of P.G. College" vide Notification No. F. 1(6)DOP/A-II/94, dated 05.12.1994, Effective from 01.04.1994.

^ Substituted for "Selection for promotion to the post of Heads of Department shall be made on the basis of seniority-cum-merit" vide Notification No. F. 1(6)DOP/A-II/94, dated 06.08.1993, effective from 01.04.1980

+ Inserted vide Notification No. F. 1(6)DOP/A-II/94, dated 05.12.1994 effective from 01.04.1994.

¥ Substituted for [£]"No person shall be consider for promotion for ^{\$}"three recruitment years" from the date on which his promotion becomes due, if he/she has more than two children on or after 1st June, 2002." vide Notification No. F. 7(1)DOP/A-II/95Pt, dated 16.03.2023.

£ Added vide Notification No. F. 7(1)DOP/A-II/95, dated 20.06.2001.

\$ Substituted for "five recruitment year" vide Notification No. F. 7(1)DOP/A-II/95 Pt. III, dated 19.09.2017 Effective from 01.04.2017.

on or after 1st June, 2002 and his promotion becomes due in the year 2020-2021 or thereafter shall be considered for promotion from the date on which his/her promotion becomes due and his/her pay shall be fixed for the promotional post, but he/she shall be entitled for annual increment notionally for three subsequent years and after such three years he/she shall be allowed actual benefits of such increments, however no arrears shall be paid for such notional increments. There shall be no consequential effect on subsequent promotions of the person promoted as per provisions of this sub-rule. The person already promoted shall not be reverted due to implementation of this sub-rule:"

£"Provided that the person having more than two children shall not be deemed to be disqualified for promotion so long as the number of children he/she has on 1st June, 2002, does not increase.

Provide further that where a Government servant has only one child from the earlier delivery but more than one child are born out of a single subsequent delivery, the children so born shall be deemed to be one entity while counting the children. "

*Provided also that while counting the total number of children of candidate, the child born from earlier delivery and having disability shall not be counted.

\$Provided also that any person who performed remarriage which is not against any law and before such marriage he is not disqualified for promotion under these sub-rule, he shall not be deemed to be disqualified with effect from 01.06.2002, if any child is born out of single delivery from such remarriage.

%(2) "Procedure for Selection.- Subject to the provision of these rules, the Appointing Authority shall determine on 1st April every year the actual number of vacancies of Principal of Colleges/Joint Director occurring during the year to fill the same by eligible candidates.; and"

(3) The zone of consideration of persons eligible for promotion shall be as under:-

£ Added vide Notification No. F. 7(1)DOP/A-II/95, dated 20.06.2001.

* Added vide Notification No. F. 7(1)DOP/A-II/95 Pt II, dated 24.02.2011 w.e.f. 01.06.2002 vide Notification dated 03.07.2019.

\$ Substituted for "Provided also that any person who performed remarriage which is not against any law and before such marriage he is not disqualified for promotion under these sub-rule, he shall not be disqualified if any child is born out of single delivery from such remarriage" vide Notification No. F. 7(1)DOP/A-II/95 Pt II, dated 18.08.2020.

% Substituted for £"(2) Procedure for selection.- Subject to the provision of these rules, the Appointing Authority shall determine the actual number of vacancies as on 1st April every year of Principal of colleges/Joint Director occurring during the year to fill the same by eligible candidates. Guidelines for selection procedure shall be issued subsequently by the Government with concurrence of the Commission; and" vide Notification No. F. 1(6)DOP/A-II/84Pt., Dated: 14.10.2022 w.e.f. 01.04.2020.

& Substituted for "(2) Procedure for Selection.- As soon the Appointing Authority decided that a certain number of posts are to be filled by promotion it shall prepare correct and complete list containing names of the senior most persons who are qualified under the rules for appointment by promotion." vide Notification No. F. 1(6)DOP/A-II/84, dated 31.01.2018.

- (i) Number of vacancies Number of eligible persons to be considered.
- (a) for one vacancy Five eligible persons.
- (b) for two vacancies Eight eligible persons.
- (c) for three vacancies Ten eligible persons.
- (d) for four or more vacancies Three times the number of vacancies.
- (ii) Where, the number of eligible persons for promotion to higher post is less than the number specified above, all the persons so eligible shall be considered.
- (iii) Where, adequate number of the candidates belonging to the Scheduled Caste, or the Scheduled Tribes, as the case may be, are not available within the zone of consideration specified above, the zone of consideration may be extended to [#]"seven" times the number of vacancies and the candidates belonging to the Scheduled Castes or the Scheduled Tribes, as the case may be (and not any other) coming within the extended zone of consideration shall also be considered against the vacancies reserved for them.

[%](4) (A) Selection shall be made by a Committee consisting of,-

[#] Substituted for "Five" vide Notification No. F. 7(1)DOP/A-II/81, dated 07.04.2003.

[%] Substituted for ^β(4) (i) Selection shall be made by a Committee consisting of,-

- | | |
|---|-------------------|
| (a) The Chairman of the Commission or a member thereof nominated by him | - Chairperson |
| (b) Additional Chief Secretary/Principal Secretary/Secretary to the Government in the Department of Higher Education | - Member |
| (c) Principal Secretary/Secretary to the Government in the Department of Personnel or her/his representative not below the rank of a Deputy Secretary to the Government | - Member |
| (d) Commissioner/Director College Education | -Member Secretary |

(ii) The Chairman or the Member of the Commission shall preside over the meetings of the Committee: Provided that in case any Member or Member Secretary, as the case may be, constituting the Committee has not been appointed to the post concerned, the officer holding charge of the post for the time being shall be the Member or Member Secretary, as the case may be, of the Committee.

(iii) The names of candidates selected on the basis of merit by the Committee shall be arranged in order of seniority and shall be forwarded to the Government for their selection to the post of Principal of colleges/Joint Director." vide Notification No. F. 1(6)DOP/A-II/84Pt., Dated: 14.10.2022. w.e.f. 01.04.2020.

^β Substituted for "(4) (i) A Committee consisting of :-

- a. The Chairman of the Commission or when the Chairman is unable to attend any other member thereof nominated by him;
- b. Secretary to the Government in the Education Department or the Special Secretary concerned nominated by him;
- c. Special Secretary to the Government in the Department of Personnel or his representative not below the rank of a Deputy Secretary; and
- d. Director shall consider the cases of all persons included in the list interviewing such of them as they may deem necessary and shall prepare a list containing names of suitable candidates equal to the number of vacancies.

(ii) The Chairman or the Member of the Commission shall preside over the meetings of the Committee at which he is present and the Secretary to the Government or Special Secretary in the Education Department will act as Member Secretary of the Committee." vide Notification No. F. 1(6)DOP/A-II/84, dated 31.01.2018.

- | | |
|---|------------------|
| (i) Chairman of the Commission or a Member thereof | Chairman |
| nominated by him | |
| (ii) Additional Chief Secretary/Principal Secretary/Secretary to the Government in the Department of Higher Education. | Member |
| (iii) Principal Secretary/Secretary to the Government in the Department of Personnel or his nominee not below the rank of Deputy Secretary to the Government | Member |
| (iv) Two Higher Education experts nominated by the Higher Education Department | Member |
| (v) An academican belonging to the SC/ST/MBC/BC/Minority/Women/Persons with bench mark disability categories nominated by the Higher Education Department, if required as per regulations | Member |
| (vi) Commissioner/Director of College Education, Rajasthan | Member-Secretary |

Note:- 1. The Chairman or the Member of the Commission shall preside over the meeting of the Committee in which he is present.

2. The quorum for the meeting shall be five members, including the Chairman or the member of the Commission and two Higher Education experts.

(B) The name of candidate selected by the Committee shall be arranged in order of seniority and shall be forwarded to the Government for their selection to the post of Principal of colleges/Joint Director.

(5) The Committee shall also prepare a separate list containing names of persons equal to the number of persons selected in the list prepared under rule 4(1) above to fill temporary or permanent vacancies which may occur subsequently. Such list shall be reviewed and revised by the D. P. C. that meets in subsequent year and that such list should remain in force till the end of the last day of the next year or till the D. P. C. meets whichever is earlier.

(6) The names of the candidates selected as suitable shall be arranged in order of seniority.

(7) The lists prepared by the Committee shall be sent to the Government together with the confidential rolls and personal files of the candidates included therein.

*(7A) If in any subsequent year, after promulgation of these rules, vacancies relating to any earlier year are determined under sub rule (2) of the rule relating to determination of vacancies which were required to be filled by promotion, the Departmental Promotion Committee shall consider the cases of all such persons who have been eligible in the year to which the vacancies relate irrespective of the year in

* Added vide Notification No. F. 1(8)DOP/A-II/84, 29.06.1987 w.e.f. 29.01.1986.

which the meeting of the Departmental Promotion Committee is held and such promotion shall be governed by the criteria and procedure for promotion as was applicable in the particular year to which the vacancies relate, and the service/experience of an incumbent who has been so promoted, for promotion to the higher post for any period during which has not actually performed the duties of the post to which he would have been promoted, shall be counted. The pay of a person who has been so promoted shall be re-fixed at the pay which he would have derived at the time of his promotion but no arrear of pay shall be allowed to him."

(8) Where consultation with the Commission is necessary, the list prepared in accordance with sub-rules (3) and (4) shall be forwarded to the Commission by the Government along with (a) the Confidential Rolls and Personal Files of all officers whose names are included in the list, and (b) the Confidential Rolls and personal Files of all officers who are proposed to be superseded by the recommendations made by the Committee.

(9) The Commission shall consider the lists prepared by the Committee along with the other documents received from the Government and unless they consider any changes necessary, shall approve the lists, and if the Commission consider it necessary to make any change in the lists received from the Government the Commission shall inform the Government of the changes proposed and after taking into account the comments of the Commission. if any, the Government may approve the lists finally with such modifications, as may, in their opinion be just and proper.

(10) Appointments shall be made by the appointing Authority taking persons out of the lists finally approved under the preceding sub-rule (8) in the order in which they have been placed in the lists, till such lists are exhausted or reviewed and revised, as the case may be.

⁺(10A) The Government or the Appointing Authority may order for the review of the proceedings of the D. P.C. held earlier on account of some mistake or error apparent on the face of records or on account of a factual error substantially affecting the decision of the D. P. C. or for any other sufficient reasons e.g. change in seniority, wrong determination of vacancies, judgment/direction of any Court or Tribunal, or where adverse entries in the confidential reports of an individual are expunged or toned down or a punishment inflicted on him is set aside or reduced. The concurrence of the Department of Personnel and the Commission (where Commission is associated) shall always be obtained before holding the meeting of the review D.P.C.

⁺ Added vide Notification No. F. 7(1)DOP/A-II/86, 14.06.1988.

*26A. Deleted

£26B. @“Procedure for promotion to the post of Assistant Professor (Senior Scale), Assistant Professor (Selection Grade), Associate Professor and Professor under Career Advancement Scheme”.- (1) Eligibility and Procedure for Promotion.- (i) For every year, a list for assessment of eligible candidates who fulfill the promotion criteria as laid down in the Regulations is prepared by the Director/Commissioner College Education. The Assessment shall be made by the Committee constituted under rule 23.

(ii) \$“The Assessment criteria and methodology for Career Advancement Scheme but the Academic Performance Indicator (API) based on Performance Based Appraisal System (PBAS) shall remain in force for faculty members who opt regulation 2010 under sub-rule (4)” as specified in the Regulations, as amended from time to time, shall apply.

(2) The lists prepared under sub-rule (1) above by the Committee shall be sent to the Appointing Authority together with details of all the candidates included in the lists as also of those not selected, if any.

(3) Provisions of sub-rule (1A) of rule 26 and provisions regarding Annual Performance Appraisal as mentioned in rule 26 shall be applicable for promotion.

* Deleted &“26A. Eligibility and Procedure for Promotion to the post of Professor.- (1) Eligibility and Procedure.- (i) Post of Professor shall be filled by promotion as prescribed in Schedule-I subject to their possessing minimum qualification and experience mentioned in column 6 on the first day of month of April of the year of selection.

(ii) The Academic Performance Indicator (API) based on Performance Based Appraisal System (PBAS) as specified in the Regulations, as amended from time to time, shall apply.

(iii) The post of Professors shall be filled 100% by promotion from Associate Professors/Vice Principals.

(iv) The number of post of Professors shall be 437 for PG Colleges i.e. the number of PG courses and 40 for UG colleges i.e. 10% of the post of Associate Professors in UG Colleges. No new post will be created or added in the cadre for Professor:

Provided that the restriction of the number of post of Professors as enumerated in clause (iv) of sub rule (1) above shall not be applicable in case of the post of Professor is created on account of the opening of new college or up-gradation of Under Graduate subject to Post Graduate subject.

(v) There shall be common cadre for the post of Professor for UG/PG Colleges.

(vi) Promotion to the post of Professor shall strictly be made on the condition of subject-wise availability of post.

(2) Except as otherwise expressly provided in this rule, the promotion to the post of Professor shall be made by the committee specified in rule 23 and other conditions shall be the same as prescribed in sub-rule (1A), sub-rule (3) and sub-rule (5) to sub-rule (10A) of rule 26." vide Notification No. F. 1(6)DOP/A-II/84Pt., Dated 14.10.2022 w.e.f. 18.07.2018.

& Inserted vide Notification No. F. 1(6)DOP/A-II/84, dated 31.01.2018.

£ Inserted vide Notification No. F. 1(6)DOP/A-II/84, dated 31.01.2018.

@ Substituted for "Procedure for promotion to the post of Assistant Professor in AGP 7000, Assistant Professor in AGP 8000 and Associate Professor in AGP 9000" vide Notification No. F. 1(6)DOP/A-II/84Pt., Dated: 14.10.2022 w.e.f. 18.07.2018.

\$ Substituted for "The Academic Performance Indicator (API) based on Performance Based Appraisal System (PBAS)" vide Notification No. F. 1(6)DOP/A-II/84Pt., Dated: 14.10.2022 w.e.f. 18.07.2018.

@(4) To avoid any hardship to those faculty members, who have already qualified under the existing rules as per the UGC Regulations, 2010, an option may be given for being considered for promotions to the next higher Academic Level under the existing rules, as provided under Clause 6.3 of the UGC Regulations, 2018, within three months from the date of issue of the Rajasthan Educational Service (Collegiate Branch) (Amendment) Rules, 2022.

%27. Deleted.

β"27A. **Restriction of promotion of persons of forgoing promotions:-**In case a person, on his appointment by promotion to the next higher post either on the basis of urgent temporary appointment or on regular basis on the recommendation of the Departmental Promotion Committee, forgoes such an appointment through his written request and if the concern Appointing Authority accepts his/her request, the person concern shall be debarred from consideration for promotion (both on the basis of urgent, temporary appointment or on regular basis)

@ Added vide Notification No. F. 1(6)DOP/A-II/84Pt., Dated: 14.10.2022 w.e.f. 18.07.2018.

% Deleted "27. Eligibility and procedure for selection to the post of Director.- (1) The post of Director shall always be filled on the basis of merit from amongst the persons specified in column 5 against item No.1 of the # "Schedule-I" subject to their possessing minimum academic qualification and experience on the first day of the month of April of the year of selection as specified in column 6 against item No. 1 of the Schedule-I:

Provided that if the committee is satisfied that suitable persons are not available for selection by promotion strictly on the basis of merit in a particular year, selection by promotion on the basis of seniority-cum-merit may be made in the same manner as specified in these Rules.

*(1A) No person shall be consider for promotion for ^ "three recruitment years" from the date on which his promotion becomes due, if he/she has more than two children on or after Ist June, 2002.

Provided that the person having more than two children shall not be deemed to be disqualified for promotion so long as the number of children he/she has on Ist June, 2002, does not increase.

Provided further that where a Government servant has only one child from the earlier delivery but more than one child are born out of a single subsequent delivery, the children so born shall be deemed to be one entity while counting the children."

(2) Procedure for selection: - As soon as it is decided that the post of the Director is likely to fill vacant, the Appointing Authority shall prepare a correct and complete list of persons who are eligible for selection to the post of Director up to five in number.

(3) (i) The Selection Committee consisting of :-

(a) Chairman of the commission or when the Chairman is unable to attend, any other Member thereto nominated by him.

(b) Secretary to the Government in the Education Department.

(c) Special Secretary to Government (I) Department of Personnel and Administrative Reforms shall consider the case of all persons included in the list, interviewing such of them as they may deem necessary and shall select person for the post of Director.

(ii) The Chairman or Member of the Commission shall preside over the meeting of the Committee and Secretary to the Government in the Education Department will act as Member Secretary of the Committee.

(iii) The Committee shall also prepare a separate list containing names of persons equal to the number of persons selected in the list prepare under sub-rule(3) above to fill temporary or permanent vacancies which may occur subsequently. Such list shall be reviewed and revised by the D.P.C., that meets in subsequent year and that such list shall remain in force till the end of the last day of the next year or till the D.P.C. meets whichever is earlier.

(iv) Names of the candidates selected as suitable shall be arranged in order of seniority." vide Notification No. F. 1(6)DOP/A-II/84pt. dated 17.05.2023 w.e.f. 01.04.2000.

Substituted for "Schedule" vide Notification No. F. 1(6)DOP/A-II/84 28.07.2015. w.e.f. 28/7/2015.

* Added vide Notification No. F. 7(1)DOP/A-II/95, dated 20.06.2001.

^ Substituted for "five" vide Notification No. F. 7(1)DOP/A-II/95Pt III, dated 19.09.2017 w.e.f. 01.04.2017.

β Added vide Notification No. F. 7(1)DOP/A-II/98, dated 05.08.1998.

for subsequent to recruitment years for which the Departmental Promotion Committee is held and the name of such person who forgoes promotion shall not be included in the seniority cum eligibility list to be placed for the Departmental Promotion Committee for subsequent two recruitment years."

PART-VII- Appointment, Probation and Confirmation

28. Appointment to the Service.- Appointment to posts in the service by direct recruitment or * promotion + "or by screening" as the case may be, shall be made by the Government on occurrence of vacancies from time to time, as may be determined by the Government.

&29. Urgent temporary appointment.- (1) A vacancy in the service which cannot be filled in immediately either by direct recruitment or by promotion under the rules may be filled in by the Government by the Authority Competent to make appointments as the case may be; by appointing in an officiating capacity there to an Officer eligible for appointment to the post by promotion or by appointing temporarily thereto a person eligible for direct recruitment to the service, where such recruitment has been provided under the provisions of these rules.

Provide that such an appointment will not be continued beyond a period of one year without referring the case to the commission for concurrence, where such concurrence is necessary; and shall be terminated immediately on its' refusal to concur :

Provided further that in respect of a post in the service for which both methods of recruitment have been prescribed, the Appointing Authority or the Authority Competent to make appointments, shall not, save with specific permission of the Government in the Department of Personnel, fill the temporary vacancy against the direct recruitment quota by a whole time appointment for a period exceeding three months otherwise then out of persons eligible for direct recruitment and after a short term advertisement as per procedure which may be laid down by the Government from time to time, up to the end of the academic session or till a candidate selected by the Commission is made available, whichever is earlier.

(2) In the event of non availability of suitable persons, fulfilling the requirements of eligibility for promotion, Government may, notwithstanding the conditions of eligibility for promotion required under sub-rule (1) above, laid down general instruction for grant of permissions to fill the vacancies on urgent temporary basis subject to such conditions and restrictions regarding pay and other allowances as it may direct. Such appointment shall, however be subject to concurrence of the Commission as require under the said sub-rule.

* Deleted "selection/" vide Notification No. F. 1(6)DOP/A-II/94, 06.08.1993, w.e.f. 01.04.1980.

+ Inserted vide Notification No. F. 1(6)DOP/II/86, dated 05.04.1995.

& Substituted for "29. Urgent temporary appointment.- A vacancy of Lecturer in the service which cannot be filled in immediately by direct recruitment through selection by the Commission or by the competent authority, may be filled in by making urgent temporary appointment of a person who is eligible for direct recruitment as per procedure which may be laid down by the Government from time to time, up to the end of the academic session or till a candidate selected by the commission is made available, whichever is earlier." vide Notification No. F. 1(8)DOP/A-II/84, dared 29.06.1987 for w.e.f. 29.01.1986.

§30. Period of probation.- (1) A person entering the service by Direct Recruitment against a clear vacancy shall be placed as Probationer-trainee for a period of 2 years.

Provided that any period after such appointment during which a person has been on deputation on a corresponding or higher post shall count towards the period of probation.

(2) During the period of probation specified in sub-rule (1), each probationer trainee may be required to pass such Departmental Examination and to undergo such training as the Government may, from time to time, specify.

(3) Deleted.

%30A. Unsatisfactory progress during probation.- If it appears to the appointing authority, at any time, during or at the end of the period of probation that services of a probationer-trainee are not found to be satisfactory, the appointing authority may revert him/her to the post on which he/she is regularly selected immediately preceding his/her appointment as probationer trainee or in other cases may discharge or terminate him/her from service. The appointing authority shall accord appropriate opportunity to the probationer-trainee before final orders are passed in this respect:

Provided that the Appointing Authority may, if it so thinks fit in any case or class of cases, extend the period of probation of any probationer trainee by specified period not exceeding one year."

31. Automatic Confirmation.- Notwithstanding anything contained in the preceding rule if no order of confirmation is issued by the Appointing Authority within a period of six months, an employee appointed on temporary or officiating basis who has, after the date of his regular recruitment by either method of recruitment completed a period of two years, service, on the post or a higher post

§ Substituted for "30. Period of probation.- (1) Every person appointed against a permanent vacancy in the service by direct recruitment shall be placed on probation for a period of two years.

Provided that:

(1) If it appears to the Appointing Authority, at any time during or at the end of the period of probation, that a member of the service has not made sufficient use of his opportunities or that he has failed to give satisfaction, the Appointing Authority may revert him to the post held substantively by him immediately preceding his appointment, provided he holds a lien thereon or in other cases may discharge or terminate from service:

Provided that the Appointing Authority may, if it so thinks fit in any case or class of cases extent the period of probation of any member of service for one year.

(2) Notwithstanding anything contained in the above proviso, during the period of probation, if a probationer is placed under suspension, or disciplinary proceeding are contemplated or started against him, the period of his probation may be extended till such period as the Appointing Authority thinks fit in the circumstances.

(3) A probationer reverted or discharged from service during or at the end of the period of probation under sub-rule (1) shall not be entitled to any compensation." vide Notification No. F. 7(2)DOP/A-II/2005, dated 20.01.2006.

Deleted ^“(3) The period spent as probationer trainee shall not be counted for experience and eligibility for promotion." vide Notification No. F. 7(2)DOP/A-II/2005, dated 26.04.2011 w.e.f. 20.01.2006.

^ Added vide Notification No. F. 7(2)DOP/A-II/2005, dated 13.06.2008.

% Inserted vide Notification No. F. 7(2)DOP/A-II/2005, dated 13.06.2008.

under the same Appointing Authority or would have so worked but for his deputation or training, shall on the occurrence of permanent vacancies be entitled to be treated as confirmed if the same conditions as prescribed under the Rules for his confirmation of a probationer are fulfilled.

Explanation.- (i) Regular recruitment for the purpose of this rule shall mean appointment after either of the methods of recruitment or on initial constitution of service in accordance with any of the service rules promulgated under proviso to Article 309 of the Constitution of India, or for posts for which no service rules exists, if the posts are within the purview of Commission, recruitment in consultation with them but it shall not include an urgent temporary appointment ad hoc appointment of officiating promotion against temporary or lien vacancies which are liable to review and revision from year to year.

(ii) Persons who hold lien in another cadre shall be eligible to be confirmed under this rule and they will be eligible to exercise an option whether they do not elect to be confirmed on the expiry of two years of their temporary appointment under this rule. In the absence of any option to the contrary, they shall be deemed to have exercise option in favor of confirmation under this rule and their lien on the previous post shall ceases.

32. Confirmation.- (1) A ^{*}"Assistant Professor" who is appointed on probation shall be confirmed in his appointment at the end of the period of probation, if:-

- (i) Permanent post is available;
- (ii) he had successfully completed the period of probation;
- (iii) the Government is satisfied that his integrity is unquestionable and that he is otherwise fit for confirmation.

33. Seniority.- [§]"Seniority of the person appointed to the post encadred in the service shall be determined from the date of appointment on the post after regular selection in accordance with the provisions of these rules. Appointment on ad-hoc or urgent temporary basis shall not be deemed to be appointment after regular selection."

Provided:-

^{*} Substituted for "Lecturer" vide Notification No. F. 1(6)DOP/A-II/84, dated 31.01.2018.

[§] Substituted for "Seniority of persons appointed to the lowest post of the Service or lowest categories of posts in the service, as the case may be, shall be determined from the data of confirmation of such persons to the said post but in respect of persons appointed by promotion by selection to other higher posts in the service or other higher categories of posts in the service, as the case may be, shall be determined from the date of their regular selection to such posts:" vide Notification No. F. 7(1)DOP/A-II/96, dated 10.10.2002.

- (i) that the seniority inter se of member of the service appointed before the commencement of these rules shall be such as has already been determined or may, after the commencement of these rules be determined, amended or modified by the Government in accordance with rules or orders in force or on ad hoc basis;
- (ii) that the seniority inter- se of persons appointed to posts by direct recruitment on the basis of one and the same selection except those who do not join service when a post is offered to them shall follow the order in which their names have been placed in the list prepared under Rule 20;
- @(iii) Deleted.
- (iv) that the persons selected and appointed as a result of a selection, which is not subject to review and revision, shall rank senior to the persons who are selected and appointed as a result of subsequent selection. ¹Seniority inter-se of persons selected on the basis of seniority-cum-merit and on the basis of merit in the same selection shall be the same as in the next below grade.
- #(v) "the inter-se-seniority amongst the persons appointed as a result screening ^{\$}"under the proviso (1) to rule 6" shall be determined by the Committee according to the length of continuous service rendered by the employee in an ad hoc/urgent temporary capacity."
- %(vi) Deleted
- β(vii) the inter se seniority of the persons screened under proviso (2) to rule 6 shall be determined by the Committee according to the length of continuous Service rendered by the employee in an ad hoc/urgent temporary capacity. These persons shall be placed junior to all persons recruited through Rajasthan Public Service Commission before this proviso came into force.
- £(viii) Withdrawn

@ Deleted "(iii) that the seniority inter se of persons appointed to a post in a particular category by promotion through selection shall follow the order in which their names have been placed in the list prepared under rule 25 (3);" vide Notification No. F. 1(6)DOP/A-II/94, dated 06.08.1993, w.e.f. 01.04.1980.

¹ Added vide Notification No. F. 1(6)DOP/A-II/94, 06.08.1993, w.e.f. 01.04.1980.

Added vide Notification No. F. 1(6)DOP/II/86, dated 05.04.1995.

\$ Substituted for "under proviso to rule" vide Notification No. F. 1(6)DOP/A-2/84, dated 03.03.1999.

% Deleted [^]"that if a candidate belonging to the Scheduled Caste/Scheduled Tribe is promoted to an immediate higher post/grade against a reserved vacancy earlier than his senior general/O.B.C. candidate who is promoted later to the said immediate higher post/grade, the general/O.B.C. candidate will regain his seniority over such earlier promoted candidate of the Scheduled Caste/Scheduled Tribe in the immediate higher post/grade." vide Notification No. F. 7(1)DOP/A-2/2002 Dated: 28.12.2002.

[^] Added vide Notification No. F. 7(1)DOP/A-II/96, dated 01.04.1997.

β Added vide Notification No. F. 1(6)DOP/A-2/84, dated 03.03.1999.

£ Withdrawn ⁺(Notification No. F. 7(1) DOP/A-II/2002 dated 28.12.2002) and ^θ(F. 7(3)DOP/A-II/2008 dated 25.04.2008) from the date they were issued" vide Notification No. F. 7(3)DOP/A-II/2008 dated 11.09.2011.

^θ Deleted ⁺"that a candidate who has got the benefit of proviso inserted vide Notification No. F. 7(1)DOP/A-II/96 dated 01.04.1997 on promotion to an immediate higher post shall not be reverted and his seniority shall remain unaffected. This proviso is subject to final decision of the Hon'ble Supreme Court of India in Writ Petition (Civil) No. 234/2002 All India Equality Forum V/s Union of India and Others." vide Notification No. F. 7(3)DOP/A-2/2008 Dated 25.04.2008.

⁺ [`]Inserted vide Notification No. F. 7(1)DOP/A-2/2002, Dated 28.12.2002.

&(ix) the inter se seniority of the persons screened under the proviso to rule 6 added by these amendment rules, shall be determined according to the length of continuous service after their appointment. All junior lecturers shall rank junior to the lecturers. All these screened persons shall rank junior to the persons appointed regularly before the commencement of these amendment rules.

*(x) "that reservation for Scheduled Castes and Scheduled Tribes employees, with consequential seniority, shall continue till the roster points are exhausted; and adequacy of promotion is achieved.

Once the roster points are complete the theory of replacement shall thereafter be exercised in promotion whenever vacancies earmarked for Scheduled Castes/Scheduled Tribes employees occur.

If on the application of these provisions the Scheduled Castes/Scheduled Tribes employees who had been promoted earlier and are found in excess of the adequacy level, shall not be reverted and shall continue on ad-hoc basis, and also any employee who had been promoted in pursuance to Notification No. F. 7 (1)DOP/A-11/96 dated 1-4-1997 shall not be reverted.

Notification No. F. 7(1)DOP/A-II/96 dated 1-4-1997 shall be deemed to have been repealed w.e.f. 1-4-1997.

Explanation:- Adequate representation means 16% representation of the Scheduled Castes and 12% representation of the Scheduled Tribes in accordance with the roster point."

PART-VIII- PAY

34. Scale of Pay.- The scale of monthly pay of a person appointed to a post in the service shall be as may be sanctioned by the Government from time to time.

35. Pay during probation.- %"A probationer trainee appointed to the service by direct recruitment, shall be paid monthly fixed remuneration during the period of probation at such rates as may be fixed by the Government from time to time."

#Provided that an employee having been regularly selected as per provisions of recruitment rules in the Government service may be allowed emoluments in his /her own pay scale in the existing pay scale of the post during service as probationer trainee or fixed remuneration of the new post, whichever is advantageous to him/her.

& Added vide Notification No. F. 1(6)DOP/A-2/84 Dated: 06.07.2009.

* Added vide Notification No. F. 7(3)DOP/A-2/2008 Dated: 11.09.2011.

% Substituted for "The initial pay of a person appointed by direct recruitment to a post in the service/cadre shall be the minimum of the scale of the post:" vide Notification No. F. 7(2)DOP/A-2/2005, dated 20.01.2006.

Substituted for "Provided that the pay of a person already serving in connection with the affairs of the State shall be fixed in accordance with the orders issued by the Government time to time." vide Notification No. F. 7(2)DOP/A-2/2005, dated 13.06.2008.

36. Regulation of pay, leave, allowance, pension etc.- Except as provided in these rules, the pay, allowance, pension, leave and other conditions of the service of the members of the service shall be regulated by:-

- (1) The Rajasthan Service Rules, 1951.
- (2) The Rajasthan Travelling Allowance Rules, 1971.
- (3) The Rajasthan Civil Service (Medical Attendance) Rules.
- (4) The Rajasthan Civil Service (Classification, control and Appeal) Rules, 1958.
- (5) Any other rules prescribing general conditions of service made by the appropriate authority which appropriate authority may make applicable from time to time.

37. Removal of doubts.- If any doubt arises relating to the application, interpretation and scope of these rules, it shall be referred to the Government in the Department of Personnel whose decision thereon shall be final.

38. Repeal and Saving.- All existing rules and orders in relation to matters covered by these rules are hereby repealed but any action taken by or in pursuance of such repealed rules and orders shall be deemed to have been taken under these rules.

@39. Special provision for recruitment on vacant post and work load.- (1) Any vacancy in the cadre due to superannuation, death, creation of posts in new colleges or any other reason, shall be filled in by direct recruitment on the post of Assistant Professor only and the post which fall vacant after promotion under Career Advancement Scheme (CAS) from Assistant Professor to Associate Professor and Associate Professor to Professor shall not be filled by direct recruitment.

(2) Workload of Principal, Professor, Associate Professor and Assistant Professor shall be according to the norms as prescribed by the Government, from time to time.

#“40”. \$“Power to Relax Rules.- In exceptional cases where the Administrative Department of the Government is satisfied that operation of the rules relating to age or regarding requirement of experience for recruitment causes undue hardship in any particular case or where the Government is of the opinion that it is necessary or expedient to relax any of the provisions of these rules with respect to age or experience of any persons, it may with the concurrence of the Department of Personnel and Administrative Reforms and in consultation with the Commission by orders dispense with or relax the relevant provisions of these rules to such extent and subject to such conditions as it may consider necessary for dealing with the case in a just and equitable manner, provided that such relaxation shall not be less

@ Inserted vide Notification No. F. 1(6)DOP/A-II/84, dated 31.01.2018.

\$ Added vide Notification No. F. 1(8)DOP/A-II/84, dated 29.06.1987. w.e.f. 29.01.1986.

Renumbered "39" as "40" vide Notification No. F. 1(6)DOP/A-II/84, dated 31.01.2018.

favourable than the provisions already contained in these rules. Such cases of relaxation shall be referred to the Rajasthan Public Service Commission by Administrative Department."

¥ Provided that relaxation in the prescribed period of service or experience under these rules shall only be granted to be extent of 1/3 period of the service or experience prescribed for promotion to the any post before holding the meeting of the Departmental Promotion Committee.

£ Provided further that where the prescribed period of experience for promotion to any post is less than 6 years, a committee headed by the Chief Secretary comprising of Principal Secretary Finance, Principal Secretary/Secretary Department of Personnel and Principal Secretary/Secretary of the Administrative Department, may consider the cases where forty five percent or more posts are vacant. The committee is empowered to suggest the quantum of relaxation in experience which may be granted in such cases to address the issue of large number of vacancies in promotional posts subject to condition that such relaxation in experience shall not be more than two years.

% Provided also that in case vacant post cannot be filled by promotion for want of prescribed experience on the lower post or experience of service or both, as the case may be, for the year 2023-24, a relaxation upto two years in experience of the lower post of experience of service or both, as the case may by, shall be given to fill vacant post. However where the experience prescribed for promotion is two years, relaxation shall be given for one year only. No one shall be promoted during the period of probation.

¥ Added vide Notification No. F. 7(3)DOP/A-II/95, dated 18.02.1998.

£ Added vide Notification No. F. 7(3)DOP/A-II/95 Pt. dated 18.07.2017.

% Added vide Notification No. F. 7(4)DOP/A-II/2023-04341 dated 15.05.2023.

£“SCHEDULE-I”

S.No.	Name of Post	Method of recruitment with percentage	Minimum qualification and experience for direct recruitment	Post from which promotion/ selection is to be made	Minimum qualification and experience for promotion/ selection	Remarks
1	2	3	4	5	6	7
%Deleted						

£ Numbered the existing “Schedule” as “Schedule - I” vide Notification No F. 1(6)DOP/A-II/84, dated 28.07.2015.

% Deleted- #“

1	2	3	4	5	6	7
Administrative Post						
1.	Commissioner /Director	100% by selection	-	Principal/ Joint Director	3 years of experience on the post mentioned in column no 5.	The Government may appoint an IAS officer to the post of Commissioner /Director at any time whenever situation so warrants.”

and Renumbered the existing serial number 2, 3,4,5,6,7 and 8 as 1,2,3,4,5,6 and 7; vide Notification No. F. 1(6)DOP/A-II/84Pt., Dated: 17.05.2023 w.e.f. 01.04.2000.

Substituted for- \$“

1	2	3	4	5	6	7
1	Director	100% by promotion	-	Principal of Post Graduate College/ Joint Director	(a) II Class Master Degree of any University established by law in India or equivalent Degree of a foreign University. (b) 3 years experience on the post mentioned in column No.5.	On Promotion, he will not be entitled to get benefit of rule 26A of the RSR. He will get pay-scale of the post from which promoted plus special pay as prescribed by Government from time to time.”

vide Notification No. F. 1(6)DOP/A-II/84, dated 31.01.2018.

\$ Substituted for-

1	2	3	4	5	6	7
1	Director	100% by promotion	-	Principals of specified Post graduate College /Joint Director	(a) II class Master’s Degree of any University established by law in India or equivalent Degree of a foreign University. (b) 5 years experience on the post mentioned in column no.5”	-

vide Notification No F.1(6)DOP/A-II/94 , dated 05.12.1994 w.e.f. 01.04.1994.

1	2	3	4	5	6	7
Teaching Post						
*1	Principal of College /Joint Director (Academic)	100% by Selection	-	Professor/ Associate Professor.	<p>A. Eligibility:</p> <p>(i) Ph. D Degree</p> <p>(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.</p> <p>(iii) A minimum of 10 research publications in peer-reviewed or UGC-listed journals.</p> <p>(iv) A minimum of 110 Research Score as per Appendix II, Table 2.</p> <p>B. Tenure</p> <p>(i) College Principal shall be appointed for a period of five years or up to the date of his retirement whichever is earlier, term may be extended for another term of five years on the basis of performance assessment by the Committee specified under sub-rule (4) of rule 26.</p> <p>(ii) After the completion of his/her term as Principal, the incumbent shall join back with the designation as Professor and in the grade of the Professor.</p>	If eligible Professors are not available, posts of Principals/ Joint Directors may be filled by Associate Professors.

* Substituted for- 0.

1	2	3	4	5	6	7
2.	Principal of college/ Joint Director (Academic)	100% by Selection	-	Professor/ Associate Professor/ Vice principal	<p>(i) Professor possessing Ph.D. Degree in relevant discipline shall be eligible for promotion as Principal.</p> <p>(ii) Associate Professor/Vice principal completing total experience of 25 years of teaching/administration in Government colleges after regular selection and possessing Ph.D. Degree in relevant discipline shall be eligible for promotion as Principal.</p>	<p>(i) 75% posts shall be filled from the post of Associate Professors/Vice principals and remaining 25% of posts shall be filled by the post of available Professors. If Professors are not available, the remaining posts of Principals/Joint Directors shall be filled by Associate Professors/Vice principals.</p> <p>(ii) The 25% posts of Principals shall be inclusive of 477 posts of Professors and no additional post of Principal shall be created. Guidelines for selection procedure shall be issued subsequently by the Government with the concurrence of the Commission."</p>

vide Notification No F.1(6)DOP/A-II/84Pt., Dated: 14.10.2022 w.e.f. 01.04.2020.

0 Substituted for- "&"

1	2	3	4	5	6	7
2.	Principal of Post Graduate College/ Joint Director	100% by promotion	-	Principal of Degree College/Dy. Director OR If Principal of Degree College/ Dy. Director are not available the Vice Principal of P.G./ Degree College. OR If Vice Principal of P.G./Degree College are not available then Lecturer.	<p>3 years experience as Principal of degree College/Dy. Director.</p> <p>OR</p> <p>6 years experience on the post of Vice Principal of P.G. / Degree College including the experience on higher post.</p> <p>OR</p> <p>25 years experience on the post of Lecturer including the experience on higher post.</p>	-

vide Notification No. F. 1(6)DOP/A-II/84,dated 31.01.2018

1	2	3	4	5	6	7
#2.	Vice Principal UG/PG College	-	-	-	-	(i) As the post of Vice Principal is a dying cadre, no promotions are to be made from lecturer to the cadre of vice principal. (ii) This cadre shall be dying cadre. As and when this post falls vacant on any account it shall be deemed to have been abolished. (iii) The existing Vice Principals shall be eligible for the post of Principal /Professor as per conditions specified in column no 6 of s.no 2 and column no 6 of s.no 4 respectively.

& Substituted for-

1	2	3	4	5	6	7
2	Principals of specified Post-graduate college/Joint Director.	100% by promotion	-	Principal/ Vice Principal of colleges.	As laid down by the University of Rajasthan from time to time with 5 years experience on the post of Principal/ Vice Principal.	-

vide Notification No F.1(6)DOP/A-II/94 , dated 05.12.1994 effective from 01.04.1994.

Substituted for- £

1	2	3	4	5	6	7
3	Principal of Degree College/ Dy. Director	100% by promotion	-	Vice Principal of P.G. / Degree College. OR If Vice Principal of P.G./Degree College. OR If Vice Principal of P.G. / Degree College are not available then Lecturer.	3 Years experience on the post of Vice Principal P.G. / Degree College. OR 22 years experience on the post of Lecturer including the experience on higher posts.	On promotion, he will not be entitled to get benefit of rule 26A of the Rajasthan Service Rules, 1951 he will get pay-scale of the post from which promoted plus special pay as prescribed by Government from time to time.

vide Notification No. F.1(6)DOP/A-II/84, dated 31.01.2018.

£ Substituted for- β

1	2	3	4	5	6	7
3	Principal of Degree College/ Dy. Director /Vice Principal of P.G. College	100% by promotion	-	Vice Principal Degree College	3Years experience on the post mentioned in column no. 5	On Promotion, he will not be entitled to get benefit of rule 26A of the Rajasthan Service Rules, 1951. He will get pay-scale of the post from which promoted plus special pay as prescribed by Govt. from time to time

vide Notification No. F.1(6)DOP/A-II/94, dated 5.12.1994 w.e.f. 01.04.1994.

β Substituted for-

1	2	3	4	5	6	7
3	Principal/Vice Principal of colleges	100% by promotion through selection	-	Head of the Department/ Lecturer	As laid down by the University of Rajasthan for the post of Principals of a Degree College from time to time with minimum experience of 15 years experience as Lecturer or Lecturer and Head of Department both.	-

vide Notification No. F. 1(6)DOP/A-II/94, dated 06.08.1993, w.e.f. 01.04.1980.

1	2	3	4	5	6	7
%3.	Professor	100% by promotion under CAS	-	Associate Professor	<p>1. Associate Professors who have completed three years of service in Academic Level 13A.</p> <p>2. A Ph.D. degree in subject relevant/ allied/ relevant discipline.</p> <p>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.</p> <p>4. A minimum of 110 Research Score as per Appendix II, Table 2</p> <p style="text-align: center;">and</p> <p>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.</p>	-

% Substituted for- £_{cc}

1	2	3	4	5	6	7
4.	Professor	100% by promotion	-	Associate Professor/ Vice Principal	<p>(i) Associate Professor completing seven years of service in AGP of 9000 with total experience of 19 years of teaching/ administration in Government colleges and possessing Ph.D. Degree in relevant discipline shall be eligible for promotion as Professor subject to other condition of academic performance satisfying the credit points as per API based on PBAS methodology.</p> <p>(ii) Minimum yearly/ cumulative API scores using the PBAS scoring proforma as per Appendix I, Table I, II (A), II (B).</p> <p>(iii) A minimum of five publications since the period that the teacher is placed in stage 3 i.e. AGP 8000.</p>	-

vide Notification No F.1(6)DOP/A-II/84Pt., Dated: 14.10.2022 w.e.f. 01.04.2020.

£ Substituted for- π_{cc}

1	2	3	4	5	6	7
4	Vice Principal of P.G./ Degree College	100% by promotion	-	Lecturer	20 Years experience on the post mentioned in column no. 5.	-

vide Notification No. F.1(6)DOP/A-II/84,dated 31.01.2018.

π Substituted for-

1	2	3	4	5	6	7
4	Head of the Department /degree Head	100% by promotion	-	Lecturer in ordinary time scale	10 years experience on the post of Lecturer in ordinary time scale.	-"

vide Notification No. F. 1(6)DOP/A-II/94, dated 06.08.1993, w.e.f. 01.04.1980.

1	2	3	4	5	6	7
@4.	Associate Professor	100% by promotion under CAS	-	Assistant Professor (Selection Grade)	<p>1. Assistant Professor who has completed three years of service in Academic Level 12/Selection-Grade.</p> <p>2. A Ph.D. degree in subject relevant/ allied/relevant discipline.</p> <p>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.</p> <p style="text-align: center;">and</p> <p>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 prescribed in Appendix II, Table 1</p>	-

@ Substituted for- ¥_{cc}

1	2	3	4	5	6	7
5.	Associate Professor	100% by promotion	-	Assistant Professor	<p>(1) Assistant Professor completing three years of teaching in AGP of 8000 shall be eligible for promotion as Associate Professor subject to the qualifying conditions;</p> <p>(i) Minimum API scores using the PBAS scoring proforma as in Table I and Table II (A) and II (B) of Appendix I appended to the Schedule-I</p> <p>(ii) At least three publications in the entire period as Assistant Professor (12 years). An exemption of one publication will be given to M. Phil. holders and exemption of two publications will be given to Ph.D. holders.</p> <p>(iii) One Course /programme from among the categories of methodology, workshops, training, teaching, learning, evaluation, technology programmes, soft skills development programmes and faculty development programmes of minimum one week duration.</p> <p>(iv) A selection committee as provided for in Table I and Table II (A) and II (B) of Appendix-I appended to the Schedule-I shall be the same Committee as prescribed in rule 23.</p>	Assistant Professor drawing pay in AGP of 9000 under CAS (Selection Scale) on promotion to Associate Professor shall not be eligible for any further benefit on promotion. Only designation of the post shall be changed from Assistant Professor to Associate Professor.

vide Notification No F.1(6)DOP/A-II/84Pt., Dated: 14.10.2022 w.e.f. 01.04.2020.

¥ Substituted for-

1	2	3	4	5	6	7		
5	Lecturer	100% by direct recruitment	<p>*"Qualifications as laid down from time to time by the University Grants Commission. OR</p> <p>Where no qualifications have been prescribed by the University Grants Commission for the post in certain subject, the qualification as prescribed by the State Govt. through a notification in consultation with the University Grants Commission and/ or the University where that particular subject is being taught."</p>			-	-	-

vide Notification No. F. 1(6)DOP/A-II/84,dated 31.01.2018.

* Substituted "As laid down from time to time by the University of Rajasthan" vide Notification No. F. 1(6)DOP/A-II/94, dated 17-06-1993.

1	2	3	4	5	6	7
\$5.	Assistant Professor (Selection Grade)	100% by Promotion under CAS	-	Assistant Professor (Senior Scale)	<p>1. Assistant Professors who have completed five years of service in Academic Level 11/Senior Scale.</p> <p>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.</p> <p style="text-align: center;">and</p> <p>The teacher 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)</p>	-

\$ Substituted for- **

1	2	3	4	5	6	7
6.	Assistant Professor (AGP 8000)	100% by Promotion	-	Assistant Professor (AGP 7000)	As per Clause 6.4.6 of Regulations	-

vide Notification No F. 1(6)DOP/A-II/84Pt., Dated: 14.10.2022 w.e.f. 01.04.2020.

* Added vide Notification No. F. 1(6)DOP/A-II/84,dated 31.01.2018.

1	2	3	4	5	6	7
6.	Assistant Professor (Senior Scale)	100% by Promotion under CAS	-	Assistant Professor	<p>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 LLM, M. Tech., M.V. Sc., M.D., or six years of service for those without Ph.D./M.Phil./PG Degree in Professional courses.</p> <p>(i) Attended one Orientation course of 21 days' duration on teaching methodology; and</p> <p>(ii) Any one of the following: Completed one Refresher/Research Methodology Course</p> <p style="text-align: center;">OR</p> <p>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,</p> <p style="text-align: center;">OR</p> <p>Completed one MOOCs course (with e-certification) or development of e-contents in four-quadrants/MOOC's course during the assessment period.</p> <p style="text-align: center;">and</p> <p>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</p>	-

¥ Substituted for- **

1	2	3	4	5	6	7
7.	Assistant Professor (AGP 7000)	100% by Promotion	-	Assistant Professor (AGP 6000)	As per Clause 6.4.5 of Regulations	-

vide Notification No F. 1(6)DOP/A-II/84Pt., Dated: 14.10.2022 w.e.f. 01.04.2020.

* Added vide Notification No. F. 1(6)DOP/A-II/84,dated 31.01.2018.

1	2	3	4	5	6	7
7.	Assistant Professor	100% by direct recruitment	<p>For the Disciplines of Arts, Commerce, Humanities, Education, Law, Social Sciences, Sciences, Languages and Journalism & Mass Communication.</p> <p>A. (i) 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.</p> <p>(ii) 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 SLET/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/SLET/SET :</p> <p>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/SLET/SET for recruitment and appointment of Assistant Professor or equivalent positions in Universities/Colleges/Institutions subject to the fulfillment of the following conditions :-</p>	-	-	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/More Backward Classes/ Backward Classes (BC) (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

¥ Substituted for- *⁶⁶

1	2	3	4	5	6	7
8.	Assistant Professor	100% by direct recruitment	<p>(i) Good academic record with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed) at the Master's Degree level in the relevant subject from an Indian University, or an equivalent degree from an accredited foreign university.</p> <p>(ii) Besides fulfilling the above qualifications, the candidate must have cleared the National Eligibility Test (NET) conducted by the UGC, CSIR, or similar test accredited by the UGC like SLET/SET.</p> <p>(iii) Candidates, who are, or have been awarded a Ph.D. Degree in accordance with the University Grants Commission (Minimum Standards and Procedure for Award of Ph.D. Degree) Regulations, 2009, shall be exempted from the requirement of the minimum eligibility condition of NET/ SLET /SET for recruitment and appointment of Assistant Professor.</p> <p>(iv) NET/SLET/SET shall also not be required for such masters programmes in disciplines for which NET/SLET/SET is not conducted."</p>	-	-	-

vide Notification No F. 1(6)DOP/A-II/84Pt., Dated: 14.10.2022 w.e.f. 01.04.2020.

* Added vide Notification No. F. 1(6)DOP/A-II/84,dated 31.01.2018.

1	2	3	4	5	6	7
			<p>(a) The Ph.D. degree of the candidate has been awarded in a regular mode;</p> <p>(b) The Ph.D. thesis has been evaluated by at least two external examiners;</p> <p>(c) An open Ph.D. viva voce of the candidate has been conducted;</p> <p>(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;</p> <p>(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.</p> <p>The fulfilment of these conditions is to be certified by the Registrar or the Dean (Academic Affairs) of the University concerned.</p> <p>Note: NET/SLET/SET shall also not be required for such Masters Programmes in disciplines for which NET/SLET /SET is not conducted by the UGC, CSIR or similar test accredited by the UGC, like SLET/SET.</p> <p style="text-align: center;">OR</p> <p>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:</p> <p>(i) Quacquarelli Symonds (QS)</p> <p>(ii) the Times Higher Education (THE) or</p> <p>(iii) the Academic Ranking of World Universities (ARWU) of the Shanghai Jiao Tong University (Shanghai).</p> <p>For the Disciplines of Music, Performing Arts, Visual Arts and Other Traditional Indian Art Forms like Sculpture, etc.</p> <p>A. (i) Master's Degree with 55% marks (or an equivalent grade in a point scale wherever grading system is followed) in the relevant subject or an equivalent degree from an Indian/foreign University.</p> <p>(ii) Besides fulfilling the above qualifications, the candidate must have cleared the National Eligibility Test (NET) conducted by the UGC, CSIR or similar test accredited by the UGC like SLET/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.</p> <p>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/SLET/ SET for recruitment and appointment of Assistant Professor or equivalent positions in Universities/Colleges/ Institutions subject to the fulfillment of the following conditions:</p> <p>(a) Ph.D. degree has been awarded to the candidate in a regular mode</p> <p>(b) The Ph.D. thesis has been evaluated by at least two external examiners;</p> <p>(c) An open Ph.D. viva voce of the candidate had been conducted;</p> <p>(d) candidate has published two research papers from his/her Ph.D. work, out of which, at least one is in a refereed journal;</p> <p>(e) The candidate has presented at least two research papers based on his/her Ph.D. work in conferences /seminars supported /funded/ sponsored by the UGC/AICTE/ICSSR or any other similar agency.</p> <p>Note 1: The fulfillment of these conditions is to be certified by the Registrar or the Dean (Academic Affair) of the University concerned.</p>			

Note 2: The clearance of NET/SLET /SET shall also not be required for such Masters Programmes in disciplines for which NET/SLET /SET is not conducted by the UGC, CSIR or similar test accredited by the UGC (like SLET /SET). **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.

For Drama Discipline

A. (i) Master's Degree with 55% marks (or an equivalent grade in a point scale wherever grading system is followed) in the relevant subject or an equivalent degree from an Indian/foreign University.

(ii) 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 SLET/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 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 /SLET/ 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 the regular mode;

(b) The Ph.D. thesis has been evaluated by at least two external 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 must be in a refereed journal;

(e) The candidate has presented at least two research papers based on his/her Ph.D. work in conferences/seminars supported/ funded/sponsored by the UGC/CSIR/ICSSR or any other 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/SLET/SET shall also not be required for such Masters Programmes in disciplines for which the NET/SLET /SET is not conducted by the UGC, CSIR or similar test accredited by the UGC, like SLET/SET.

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;

		<p>(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.</p> <p>For Yoga Discipline</p> <p>A. 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.</p> <p>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 SLET/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.</p> <p style="text-align: center;">OR</p> <p>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.</p> <p>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 Regulations, 2018</p>		
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#"Appendix appended to Schedule I

APPENDIX – I TABLE – I

PROPOSED SCORES FOR ACADEMIC PERFORMANCE INDICATORS (APIs) IN RECRUITMENTS AND CAREER ADVANCEMENT SCHEME (CAS) / PROMOTIONS OF COLLEGE TEACHERS.

CATEGORY I: TEACHING, LEARNING AND EVALUATION RELATED ACTIVITIES

Brief Explanation: Based on the teacher's self-assessment, API scores are proposed for (a) teaching related activities; (b) domain knowledge; (c) participation in examination and evaluation; (d) contribution to innovative teaching, new courses etc. The minimum API score required by teachers from this category is 75. The self assessment score should be based on objectively verifiable criteria wherever possible and will be finalized by the screening/selection committee.

S. No.	Nature of Activity	Maximum Score
1.	Lectures, seminars, tutorials, practicals, contact hours undertaken taken as percentage of lectures allocated	50
2.	Lectures or other teaching duties in excess of the UGC norms	10
3.	Preparation and Imparting of knowledge / instruction as per curriculum; syllabus enrichment by providing additional resources to students	20
4.	Use of participatory and innovative teaching-learning methodologies; updating of subject content, course improvement etc.	20
5.	Examination duties (Invigilation; question paper setting, evaluation/assessment of answer scripts) as per allotment.	25
Total Score		125
Minimum API Score Required		75

Colleges will be required to detail the activities and in case institutional specificities require, adjust the weightages, without changing the minimum total API scores required under this category.

Note: a) Lectures and tutorials allocation to add up to the UGC norm for particular category of teacher. Colleges may prescribe minimum cut-off (net of due leave), say 80%, for 1 and 5 above, below which no scores may be assigned in these sub-categories.

Added vide Notification No. F. 1(6)DOP/A-II/84, dated 31.01.2018.

CATEGORY II: CO-CURRICULAR, EXTENSION AND PROFESSIONAL DEVELOPMENT RELATED ACTIVITIES.

Brief Explanation: Based on the teacher’s self-assessment, category II API scores are proposed for co-curricular and extension activities; and Professional development related contributions. The minimum API required by teachers for eligibility for promotion is 15. A list of items and proposed scores is given below. It will be noticed that all teachers can earn scores from a number of items, whereas some activities will be carried out only by one or a few teachers. The list of activities is broad enough for the minimum API score required (15) in this category to accrue to all teachers. As before, the self-assessment score should be based on objectively verifiable criteria and will be finalized by the screening/selection committee.

The model table below gives groups of activities and API scores. Colleges may detail the activities or, in case institutional specificities require, adjust the weightages, without changing the minimum total API scores required under this category.

S. No.	Nature of Activity	Maximum Score
1	Student related co-curricular, extension and field based activities (such as extension work through NSS/NCC and other channels, cultural activities, subject related events, advisement and counseling)	20
2.	Contribution to Corporate life and management of the department and institution through participation in academic and administrative committees and responsibilities.	15
3	Professional Development activities (such as participation in seminars, conferences, short term, training courses, talks, lectures, membership of associations, dissemination and general articles, not covered in Category III below)	15
Minimum API Score Required		15

CATEGORY-III: RESEARCH AND ACADEMIC CONTRIBUTIONS

Brief Explanation: Based on the teacher’s self-assessment, API scores are proposed for research and academic contributions. The minimum API score required by teachers from this category is different for different levels of promotion in colleges. The self-assessment score will be based on verifiable criteria and will be finalized by the screening/selection committee.

S No.	APIs	Engineering/ Agriculture/ Veterinary Science / Sciences /Medical Sciences	Faculties of Languages Arts/ Humanities/ Social Sciences / Library/ Physical education/ Management	Max. points for University and college teacher position
III A	Research Papers published in:	Refereed Journals *	Refereed Journals *	15/ publication
		Non-refereed but recognized and reputable journals and periodicals, having ISBN/ ISSN numbers.	Non-refereed but recognized and reputable journals and periodicals, having ISBN/ISSN numbers.	10/Publication
		Conference proceedings as full papers, etc. (Abstracts not to be included)	Conference proceedings as full papers, etc. (Abstracts not to be included)	10/ publication
III B	Research Publications (books, chapters in books, other than refereed journal articles)	Text or Reference Books Published by International Publishers with an established peer review system	Text or Reference Books Published by International Publishers with an established peer review system	50 /sole author; 10 /chapter in an edited book
		Subjects Books by National level Publishers/ State and Central Govt. Publications with ISBN /ISSN numbers	Subject Books by / national level publishers /State and Central Govt. Publications with ISBN/ISSN numbers.	25/sole author, and 5/chapter in edited books
		Subject Books by Other local publishers with ISBN/ISSN numbers.	Subject Books by Other local publishers with ISBN/ISSN numbers.	15 / sole author, and 3 / chapter in edited books
		Chapters contributed to edited knowledge based volumes published by International Publishers	Chapters contributed to edited knowledge based volumes published by International Publishers	10/Chapter
		Chapters in knowledge based volumes by Indian/National level publishers with ISBN/ISSN numbers and with numbers of national and international directories	Chapters in knowledge based volumes in Indian/National level publishers with ISBN/ISSN numbers and with numbers of national and international directories	5/Chapter

III C				
III(C) (i)	Sponsored Projects carried out/ ongoing	(a) Major Projects amount mobilized with grants above 30.0 lakhs	Major Projects amount mobilized with grants above 5.0 lakhs	20/each Project
		(b) Major Projects amount mobilized with grants above 5.0 lakhs up to 30.00 lakhs	Major Projects Amount mobilized with minimum of Rs.3.00 lakhs up to Rs. 5.00 lakhs	15/each Project
		c) Minor Projects (Amount mobilized with grants above Rs. 50,000 up to Rs. 5 lakh)	Minor Projects (Amount mobilized with grants above Rs. 25,000 up to Rs. 3 lakh)	10/each Project
III(C) (ii)	Consultancy Projects carried out / ongoing	Amount mobilized with minimum of Rs.10.00 lakh	Amount mobilized with minimum of Rs. 2.0 lakhs	10 per every Rs.10.0 lakhs and Rs.2.0 lakhs, respectively
III(C) (iii)	Completed projects : Quality Evaluation	Completed project Report (Acceptance from funding agency)	Completed project report (Accepted by funding agency)	20 /each major project and 10 /each minor project
III(C) (iv)	Projects Outcome / Outputs	Patent/Technology transfer/ Product /Process	Major Policy document of Govt. Bodies at Central and State level	30 / each national level output or patent /50 /each for International level,
III D	RESEARCH GUIDANCE			
III(D) (i)	M.Phil.	Degree awarded only	Degree awarded only	3/each candidate
III(D) (ii)	Ph.D	Degree awarded	Degree awarded	10/each candidate
		Thesis submitted	Thesis submitted	7/each candidate
III (E)	TRAINING COURSES AND CONFERENCE /SEMINAR/WORKSHOP PAPERS			
III(E) (i)	Refresher courses, Methodology workshops, Training, Teaching-Learning-Evaluation Technology Programmes, Soft Skills development Programmes, Faculty Development Programmes (Max: 30 points)	(a) Not less than two weeks duration	(a) Not less than two weeks duration	20/each
		(b) One week duration	(b) One week duration	10/each

III(E) (ii)	Papers in Conferences/ Seminars/works hops etc.**	Participation and Presentation of research papers (oral/poster) in	Participation and Presentation of research papers (oral/poster) in	
		(a) International conference	a) International conference	10 each
		(b) National	b) National	7.5/ each
		(c) Regional/State level	c) Regional/State level	5/each
		d) Local –University /College level	d) Local –University /College level	3/ each
III(E) (iv)	Invited lectures or presentations for conferences /symposia	(a) International	(a) International	10/each
		(b) National level	(b) National level	5/each

*Wherever relevant to any specific discipline, the API score for paper in refereed journal would be augmented as follows: (i) indexed journals – by 5 points; (ii) papers with impact factor between 1 and 2 by 10 points; (iii) papers with impact factor between 2 and 5 by 15 points; (iv) papers with impact factor between 5 and 10 by 25 points.

**If a paper presented in Conference/Seminar is published in the form of Proceedings, the points would accrue for the publication (III (a)) and not under presentation (III (e) (ii)).

Notes.

1. It is incumbent on the Coordination Committee proposed in these Regulations and the University to prepare and publicize within six months subject-wise lists of journals, periodicals and publishers under categories IIIA and B. Till such time, screening/selection committees will assess and verify the categorization and scores of publications.

2. The API for joint publications will have to be calculated in the following manner: Of the total score for the relevant category of publication by the concerned teacher, the first/Principal author and the corresponding author/supervisor/mentor of the teacher would share equally 60% of the total points and the remaining 40% would be shared equally by all other authors.

APPENDIX – I TABLE – II (A)

MINIMUM APIS AS PROVIDED IN APPENDIX – III TABLE I TO BE APPLIED FOR THE PROMOTION OF TEACHERS UNDER CAREER ADVANCEMENT SCHEME (CAS) IN DEPARTMENTS, AND WEIGHTAGES FOR EXPERT ASSESSMENT

		Assistant Professor/ equivalent cadres: (Stage 1 to Stage 2)	Assistant Professor/ equivalent cadres: (Stage 2 to Stage 3)	Assistant Professor (Stage 3) to Associate Professor/ equivalent cadres (Stage 4)	Associate Professor (Stage 4) to Professor/ equivalent cadres (Stage 5)	Professor (Stage 5) to Professor (Stage 6)
I	Teaching-learning, Evaluation Related Activities(category I)	75/Year	75/year	75/year	75/year	75/year
II	Co-curricular, Extension and Profession related activities(Category II)	15/Year	15/Year	15/Year	15/Year	15/Year
III	Minimum total average annual Score under Categories I and II*	100/Year	100/Year	100/Year	100/Year	100/Year
IV	Research and Academic Contribution (Category III)	10/Year(40/ assessment period)	20/Year(100 / assessment Period)	30/Year(90/ assessment period)	40/Year(120/ assessment period)	50/Year(500 / assessment period)
	Expert Assessment System	Screening Committee	Screening Committee	Selection Committee	Selection Committee	Expert Committee
V	Percentage Distribution of Weightage Points in the Expert Assessment (Total weightage =100. Minimum required for promotion is 50)	No separate points. Screening committee to verify API scores	No separate points. Screening committee to verify API scores	30% - Contribution to Research 50% - Assessment of domain knowledge and teaching practices. 20 %- Interview performance	50% - Contribution to Research. 30 % - Assessment of domain knowledge and teaching practices. 20 %-Interview performance	50% - research. 50 % - Performance evaluation and other credential by referral procedure

***Teachers may score 10 points from either Category I or Category II to achieve the minimum score required under Category I + II.**

APPENDIX – I TABLE – II (B)

MINIMUM POINT NORMS OF THE APIS AS PROVIDED IN TABLE I AND WEIGHTAGES FOR EXPERT ASSESSMENT TO BE APPLIED FOR THE PROMOTION OF TEACHERS, IN COLLEGES (UG AND PG) UNDER CAREER ADVANCEMENT SCHEME (CAS)

		Assistant Professor/ equivalent cadres Stage 1 to Stage 2:	Assistant Professor/ equivalent cadres: Stage 2 to Stage 3	Assistant Professor (Stage 3) to Associate Professor/ equivalent cadre (Stage 4)	Associate Professor to Professor Promotion in Colleges (Stage 5) as per assigned posts
I	Teaching-learning, Evaluation Related Activities (Category – I)	75/Year	75/Year	75/Year	75/Year
II	Co-curricular, Extension and Profession related activities (Category – II)	15/Year	15/Year	15/Year	15/Year
III	Minimum total average annual Score under Categories I and II*	100/Year	100/Year	100/Year	100/Year
IV	Research and Academic Contribution (Category III)	5/Year (20/ assessment period)	10/Year(50 /assessment period)	15/Year(45/ assessment period)	20/Year(60/ assessment period)
	Expert Assessment System	Screening Committee	Screening Committee	Selection Committee	Selection Committee
V	Percentage Distribution of Weightage Points in the Expert Assessment (Total weightage =100. Minimum required for promotion is 50)	No separate points. Screening committee to verify API scores	No separate points. Screening committee to verify API scores	20% - Contribution to Research 60% - Assessment of domain knowledge and teaching practices. 20%-Interview performance.	30% - Contribution to Research. 50% - Assessment of domain knowledge and teaching practices. 20 %-Interview performance.

*** Teachers may score 10 points from either Category I or Category II to achieve the minimum score required under Category I + II.**

Explanatory note for Tables II (A) and II (B)

1. All colleges will set up verifiable systems for the API related information required in these tables within THREE months of notification of these regulations. They will have to be documented and collated annually by the Internal Quality Assessment cells (IQACs) of the universities/colleges for follow up by the universities/college authorities. In order to facilitate this process, all teachers shall submit the duly filled-in Performance Based Appraisal System (PBAS) proforma to the IQAC annually.

2. However, in order to remedy the difficulties of collecting retrospective information and to facilitate the implementation of these regulations from 31-12-2008 in the CAS Promotion, the API based PBAS will be progressively and prospectively rolled out.
3. Accordingly, the PBAS based on the API scores of categories I and II as mentioned in these tables is to be implemented for one year, initially based on the existing systems in universities/colleges for one year only with the minimum average scores as depicted in Table II (a) and II (b) in rows I to III. This annualized API scores can then be compounded progressively as and when the teacher becomes eligible for CAS promotion to the next cadre. Thus, if a teacher is considered for CAS promotion in 2010, one year API scores for 2009-10 alone will be required for assessment. In case of a teacher being considered for CAS promotion in 2011, two years average of API scores for these categories will be required for assessment and so on leading progressively for the complete assessment period.
4. As shown in Table II, the aggregate minimum API score required (given in row III) can be earned from any of the two broad categories, subject to the minimum prescribed in each category. This will provide for due weightage to teachers who contribute additionally through any of the components given in Categories I and II also for the differing nature of contributions possible in different institutional settings
5. For Category III (research and academic contributions), maintenance of past record is done on a normal basis by teachers and hence no difficulty is envisaged in applying the API scores for this category for the entire assessment period. In this category, an aggregate minimum score is required for promotion over each stage. Alternatively, a teacher should acquire the required minimum aggregate score over two previous stages, taken together. In the case of promotion to Professor, the publication requirement shall be met over the two previous stages.
6. Candidates should offer themselves for assessment for promotion, if they fulfill the minimum API scores indicated in Tables I and II, by submitting an application and the required proforma. They can do so three months before the due date if they consider themselves eligible. Candidates who do not consider themselves eligible, can also apply at a later date.
7. If however, on final assessment, candidates do not either fulfill the minimum criteria under Rows III and I of Tables II(A) and II (B) or obtain less than 50% in the expert assessment, they will be reassessed only after a minimum period of one year.
8. (a) If a candidate applies for promotion on completion of the minimum eligibility period and is successful, the date of promotion will be deemed to be the minimum period of eligibility.

(b) If however, the candidate finds that she/he fulfills the eligibility conditions at a late date and applies on that date and is successful, her / his promotion will be deemed to be from that date of application

(c) If the candidate does not succeed in the first assessment, but succeeds in an eventual assessment, her/ his promotion will be deemed to be from the later date."

*"Note: The Appendix-I shall be applicable for those who opted Regulations, 2010 under sub-rule (4) of rule 26B.

Appendix-II Table-I
Assessment Criteria and Methodology for College Teachers

Sr. 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 counseling, study visits, student seminars and other events, cultural, sports, NCC, NSS and community services. (d) Organizing 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.

* Added vide Notification No. F. 1(6)DOP/A-II/84pt, dated 14.10.2022 effective from 18.07.2018.

Overall Grading:**Good:** Good in teaching and satisfactory or good in activity at serial number 2.

Or

Satisfactory: Satisfactory in teaching and good or satisfactory in activity at serial number 2.**Not Satisfactory:** If neither good nor satisfactory in overall grading

Note: For the purpose of assessing the grading of Activity at serial number 1 and serial number 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-II
Methodology for College Teachers for calculating Academic/Research Score

Sr. No.	Academic/Research Activity	Faculty of Sciences /Agriculture	Faculty of Languages /Humanities /Arts / Social Sciences / 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 05marks /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

(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.,)

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.
- Relevant/Allied Subjects to be decided by State Government."

¥Schedule-II
(see rule 19A)

Scheme of competitive examination for the post of \$"Assistant Professor"

The Scheme of competitive examination shall consist of -

- (i) Written examination; and
- (ii) Interview.

A. Written Examination:

The written examination shall consist of the following papers carrying the marks and time allowed, as shown against them:-

Paper	Subjects	Marks	Time
I	Subject concerned with the post	75	3 Hours.
II	Subject concerned with the post	75	3 Hours.
III	General Studies of Rajasthan	50	2 Hours.
Total Marks		200	

B. Interview:

- (i) The interview shall carry 24 marks.
- (ii) To the extent of three times of total number of vacancies (category wise), the candidates who obtained such minimum qualifying marks in written examination as may be fixed by the Commission, shall be summoned for interview.

C. Syllabus:

The syllabus shall be such as specified by the Commission, from time to time and will be intimated to the candidates with in the stipulated time in the manner as the Commission deems fit.

¥ Added vide Notification No F. 1(6)DOP/A-II/84 28.07.2015.

\$ Substituted for "Lecturer" vide Notification No. F. 1(6)DOP/A-II/84, dated 31.01.2018.