

**Pune Vidyarthi Griha's
College of Engineering,Nashik-4**

**Code of Conduct
and
SERVICE RULES**

Table of Contents

PART-I SERVICE RULES

Chapter 1 Service Records	1
1.1. Records of Service	2
1.2. Service Conditions for the Staff	3
1.3 Termination of Service	3
Chapter 2 Method of Recruitment	4
2.1 Screening	5
2.2 Interview	6
2.3 Pay Fixation Chapter	6
Chapter 3 Leave Rules	1
3.1. Leave Rules	2
3.2. Casual Leave (CL)	3
3.3. Vacation Leave (VL) for Teaching Staff	3
3.4. Earned Leave (EL) for Non-Teaching Staff	3
3.5. Leave with Loss of Pay	3
3.6. Maternity Leave Rules	3
3.7. Out-Station Duty (OD) Rules	3
Chapter 4 Medical Facilities	1
Chapter 5 Annual Confidential Report	1
Chapter 6 Appeals and Review	1

PART-II DUTIES AND RESPONSIBILITIES

Chapter 7 General	4
Chapter 8 Department	4
Chapter 9 Classroom Teaching	4
Chapter 10 Laboratory	4
Chapter 11 Test/Examinations	4
Chapter 12 Student-Faculty Rapport	4
Chapter 13 Undertaking by Faculty	4

PART-III TRAVEL ALLOWANCE

Chapter 14 Rules of Travel Allowance	5
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PART-IV PAY SCALES

PART - I

SERVICE RULES

CHAPTER 1 SERVICE RECORDS

1.1. RECORDS OF SERVICE

1.1.1 A service book for keeping the record of service of staff shall be maintained by Establishment Section in respect of each employee of the College.

1.1.2 All activities of an employee in his/her official position shall be recorded in this service book, and each entry must be attested by the Principal of PVG's College of Engineering, Nashik-4.

1.1.3 The staff members assigned responsibility of Establishment Section show the service book to each employee in the month of July every year and the employee shall sign in the service book after verification.

1.2. SERVICE CONDITIONS FOR THE STAFF:

1.2.1 Every member of the staff shall agree to abide by all the conditions herein stated and also such conditions as may be stipulated from time to time by the competent authority.

1.2.2 Every member of the staff shall employ himself / herself honestly, efficiently and diligently under the orders and instructions of the Principal/Designated Authority or other officers under whom he/she shall, from time to time, be placed. He / she shall discharge all duties pertaining to the office and perform in such a manner which may be required of him / her or which are necessary to be done in his / her capacity as aforesaid.

1.2.3 Every member of the staff shall devote his / her full time to the duties of the said employment and shall not, either directly or indirectly, carry on or be concerned / involved in any trade, business or canvassing / private consulting work, private tuition or the like of a remunerative kind or of an honorary nature without the specific written permission of Principal.

1.2.4 Notwithstanding anything contained above, whenever any consultation work for any private firm or institution is undertaken by the college, such members of the staff as are required will be commissioned by the college, with/without additional remuneration or honorarium as prescribed by the college, from time to time.

1.2.5 Any staff member, on appointment, except on contract, shall be on probation for a period of one year.

1.2.6 All the teaching staff with permanent UGC approval shall be paid AICTE scale of pay and other allowances as per college norms. In addition, contribution on the salary shall be made by the management towards the employees' provident fund, at a rate fixed by the Government of Maharashtra. Gratuity as per the Government of Maharashtra rules will be given to all teaching and non-teaching staff who have completed 5 years of service in the institution. This will be paid to the staff only at the time of retirement / resignation. However, in case of death, minimum five years of service is not required, as per the Government norms.

1.2.7 Biometric Staff attendance shall be considered as a authentic document.

Teaching staff members and supporting staff members should reach college well before the commencement of regular class hours/practical hours, and at the end of the working hours for the day unless they are on duty outside the campus, or on leave. Class III and Class-IV employees

should report college 30 minutes before the scheduled time. Class IV employee should clean laboratories and class room every day. Time for leaving college for Class III and Class-IV employee is 30 minutes after the scheduled time. Late-coming and early leaving the college will be dealt with separately by the competent authority as per the regulations in force.

1.2.8 Staff should be available in the college premises during the entire period of office hours, on all working days.

1.2.9 No member of the staff shall apply, during the period of his / her service in this institution, for an appointment outside or send an application for study or training, except with the prior permission of the management and such application should be routed through the Principal/Designated Authority. Any breach of this rule will be viewed seriously and suitable disciplinary action will be taken. The management reserves the right to refuse the forwarding of such applications in case there is any bond for the employee for a particular period of service in the college.

1.2.10 The Principal/Designated Authority shall have the right to place any staff under suspension on charges of misconduct.

1.2.11 In a case wherein a member of the teaching or non-teaching staff commits any misconduct in discharge of his / her duties, the Principal/Designated Authority has got discretion to award punishment such as warning, censure, withholding of increment with or without cumulative effect after conducting an enquiry by a committee constituted by the Principal/Designated Authority.

1.2.12 For the development and progress of the college/department, all members of the staff should work as a team and they should also maintain a cordial relationship with other departments.

1.2.13 In any meeting or assembly, decorum should be maintained and difference of opinion, if any, shall be expressed politely in diplomatic words without hurting the feelings of others.

1.2.14 Staff members should get prior permission from Management / Principal/Designated Authority to contact any outside agency or government departments for any matter related to the college.

1.2.15 If a staff member draws advance from the college to meet financial expenses for official tour or for arrangement of a college event, he / she shall settle the account within 21 days from the date of drawing of advance or within 7 days after the completion of the event for which advance was drawn failing which the advance shall be adjusted from his salary.

1.2.16 Staff Members, if and when relinquishing their job, shall hand over their jobs and responsibilities and get the NOC from all departments concerned.

1.2.17 All members of the staff shall be governed by general rules / norms also practiced by college from time to time.

1.3 TERMINATION OF SERVICE

1.3.1 A member of the staff shall have his / her service terminated by giving one month notice or one-month basic salary in lieu thereof, in case of temporary appointment or during probationary period. In case of permanent service three months notice or three months basic salary must be given.

1.3.2 The Management shall have the power to terminate the services of a member of the staff of the college, for any of the following reasons:

- a. Serious misconduct and negligence of duty;
- b. Gross insubordination;
- c. Physical or mental unfitness; and
- d. Participation in any criminal offence involving moral turpitude.

In such termination cases, rule 1.3.1 will not be applicable and the staff member will not be eligible for any terminal benefit.

CHAPTER 2

METHOD OF RECRUITMENT

2.1 SCREENING

2.1.1 Recruitment of teaching staff be done through University Selection Committee every year. Roaster preparation and verification of concern documents from various competent authorities should be done by Establishment Section of PVG's College of Engineering, Nashik-4. The process be initiated by Establishment Section only after understanding staff requirements from concern Head of Department. The requirement of faculty position be finalized during the meeting of Head of Department and communicated by Principal of college through the Director, PVG's College of Engineering, Nashik-4 to the Management of Pune Vidyarthi Griha.

2.1.2 Recruitment of adhoc faculty member is normally done twice in a year during June and January.

2.1.3 Number of vacancies is notified by Principal/Designated Authority based on student strength / resignations or terminations of staff members, to the management for approval / information.

2.1.4 Vacancies to be filled through University Selection Committee are advertised in leading newspapers – both Marathi and English.

2.1.5 Screening of applications is done by the respective screening committee appointed by Principal.

2.1.6 Short listed candidates are informed through call letters and over telephones by Establishment Section at least 15 days before actual date of interviews.

2.1.7 At times, Walk- in interviews are also conducted for immediate postings.

2.2 INTERVIEW

2.2.1 University Selection Committee be constituted as per Maharashtra Public University Act.

2.2.2 Interview Committee for selection of candidates on adhoc/temporary posts consists of one Management Representative preferably the Director of PVG's College of Engineering, Nashik-4, Principal/Designated Authority, and respective Heads of the department and subject experts.

2.2.3 If number of deserving candidates for adhoc posts are more than requirement of department, a written test is conducted for Assistant Professor post and short-listed candidates shall be called for personal interview and selection be made on merit.

2.2.4 Direct interview is conducted for senior posts. Selection committee shall be constituted by the Chairman of Pune Vidyarthi Griha as per the guidelines approved by the Governing Council.

2.3 PAY FIXATION

2.3.1 Pay for the candidates selected through University Selection Committee be fixed as per prevailing rules and regulations of Government of Maharashtra.

2.3.2 Pay for the candidates selected on temporary posts/adhoc posts is fixed by the selection committee as per the pay scale approved by the Governing Council of Pune Vidyarthi Griha for the respective post based upon the qualification and experience of the candidate.

2.3.2 Higher Pay Packages for exceptional and experienced candidates are fixed by the selection committee subject to the approval of the Chairman of the Trust.

CHAPTER 3

LEAVE RULES

3.1. LEAVE RULES:

3.1.1 Leave shall not be claimed as a matter of right.

3.1.2 A member of the staff shall not normally or on any pretence absent himself / herself from his/ her duties without prior permission of his / her superior officer authorized to give permission.

3.1.3 Leave letter is to be submitted in advance and approval must be obtained prior to availing the leave.

3.1.4 In case of absence on Medical grounds, intimation should be sent to the Principal/Designated Authority within 12 hours of start of medical attention and a Medical Certificate shall be produced at the time of joining after leave.

3.1.5 Leave of any kind will not be sanctioned when the services of the staff are needed for the college work or when there is an unfinished job involving the employee.

3.2. CASUAL LEAVE (CL):

3.2.1 All teaching staff members are eligible for 15 days of casual leave per year @ 1.25 day per month during the Year from 1st July to 31st Dec. All supporting staff members are eligible for 12 days of casual leave per year @ 1 day per month during the Year from 1st July to 31st Dec.

3.2.2 Staff members on Probation are allowed to take leave after completion of the respective months only.

3.2.3 At a time not more than 4 days casual leave including holidays shall be granted. Carry over of lapsed CL is not permissible.

3.2.4 Permission for short absence not exceeding one hour on any working day may be granted at the discretion of the designated authority.

3.2.5 If the number of permissions for short absence exceeds 2 in a month, it shall be considered as half a day CL for 3 permissions and one-day CL for 5 permissions.

3.3. VACATION LEAVE (VL)

3.3.1 Vacation Leave (VL) is applicable to only the members of the staff with eligible service.

3.3.2 The total number of VL days for members of faculty (teaching staff) is limited to 70 (Seventy), for a continuous service of 12 months in the institution.

3.3.3 These 70 days can be availed for a maximum of 25 days in the winter vacation months of November or December. The balance 45 days can be availed in the summer vacation period in the months of May, June or July. Depending on administrative requirement of college, Principal of college is authorized to take decision to do minor modifications preferably after discussion during meeting of Head of Department.

3.3.4 However, vacation leave shall be availed as per the circulars issued then and there in this regard, indicating the slots in the period identified for winter or summer vacation, to ensure smooth functioning of the institution.

3.3.5 A staff member becomes eligible for VL only after rendering a continuous service of one full academic year as on 30th June ie. from 1st July of a calendar year to 30th June of the following academic year.

3.3.6 However, in special/deserving cases, VL can be sanctioned after 6 (six) months of continuous service, including the following vacation period, on pro rata basis. In such cases, staff members are required to serve the institution for a further period of six months or one semester, so that total service of one year can be obtained.

3.3.7 In case a staff member, after availing VL as per para 3.3.6 does not complete the full term of 6 months or one semester, the leave availed will be treated as Leave on Loss of Pay (LOP) and proportionate salary will be deducted from any payment due to him / her or will be recovered from the said staff member.

3.3.8 If any staff member is prevented from availing VL in the interest of the college by the orders of the Principal/Designated Authority, adequate compensatory off or earned leave facility shall be considered. Such consideration rests solely at the discretion of the Principal/Designated Authority.

3.3.9 Any unused part of VL cannot be carried over to the next academic year. While calculating the number of days of vacation leave, all intervening declared holidays and Sundays will be included.

3.4 EARNED LEAVE (EL)

3.4.1 The number of days of EL for eligible Staff is restricted to 30 days per year which should be availed within the corresponding years of service.

3.4.2 A staff member becomes eligible for EL only after rendering a continuous service of one full academic year as on 30th June ie. from 1st July of a calendar year to 30th June of the following academic year.

3.4.3 However, in special / deserving cases, EL can be sanctioned after 6 (six) months of continuous service, including the following vacation period, on pro rata basis. In such cases, staff members are required to serve the institution for a further period of six months or one semester, so that total service of one year can be obtained.

3.4.4 In case a staff member, after availing EL as per para 3.4.3. does not complete the full term of 6 months or one semester, the leave availed will be treated as Leave without Pay (LWP) and proportionate salary will be deducted from any payment due to him / her or will be recovered from the said staff member.

3.4.5 If any staff member is prevented from availing EL in the interest of the college by the orders of the Principal/Designated Authority, equivalent compensation shall be considered. Such consideration rests solely at the discretion of the Principal/Designated Authority.

3.4.6 Any unused part of EL above 300 days cannot be carried over to the next academic year.

3.4.7 While calculating the number of days of earned leave, all intervening declared holidays and Sundays will be included.

3.5 LEAVE WITHOUT PAY (LWP)

3.5.1 Any Leave availed in excess of the prescribed limit shall be deemed to be Leave on Without Pay (LWP). If the quantum of LWP is more than 10 days in an year, it will be considered as a Break-in-Service, unless acceptable supporting documents in evidence of justifying such excess leave is provided. The decision of the Principal/Designated Authority shall be final in such cases.

3.5.2 If any staff member is absent from duty without prior or later permission, such period of absence will be considered as LWP. Such absence will also be considered as a Break-in-Service.

3.5.3 Absence with or without permission and without making alternative arrangement for class or other important duty will also be treated as LWP. Such absence will also be considered as a Break-in-Service.

3.5.4 Two such breaks in service within a period of one year will make the staff member ineligible for increment in pay and also for availing VL/EL in the semester in which the second break in service occurs.

3.6. MATERNITY LEAVE RULES

3.6.1 A woman employee of the institution, who has completed at least one year of continuous and satisfactory service, after the completion of the probation period, is eligible for Maternity Leave (ML) for a maximum of 180 (One Hundred and Eighty) days, subject to prior approval of the Principal/Designated Authority.

3.6.2. In addition to the above, a maximum of 30 days can be availed as Maternity Leave in lieu of Vacation Leave (VL) available as credit to the employee. Any short fall in VL credit will be considered as Leave Without Pay (LWP).

3.6.3 Any additional leave beyond the above will be reckoned as leave on LWP.

3.6.4. An employee can avail ML only on two (2) occasions in her entire service period.

3.6.5 The ML sanctioned shall be availed on a continuous basis and cannot be availed in instalments.

3.6.6 The decision of the Principal/Designated Authority will be final in sanctioning of ML.

3.6.7 Employees are advised to contact Establishment Section to know the leave record and then apply for leave.

3.7. OUT-STATION DUTY (OD)

3.7.1 OD will be granted when staff members are required to go out on official duties or to participate in seminars, etc. as approved by the Principal/Designated Authority. When staff members go for examination work for Universities other than Savitribai Phule Pune University, OD will not be granted.

3.7.2 In addition to the above a faculty member is eligible for 12 days OD to participate in Conferences, Seminars, Workshops, etc., including paper presentation.

3.7.3 The Principal/Designated Authority shall have the right to cancel the leave sanctioned earlier, for any emergency work in the college.

CHAPTER 4: MEDICAL FACILITIES

In case of emergency Medical Assistance required by teaching staff, supporting staff or student of college during office hours of college, necessary medical care is taken by Doctors. Doctors take care of the students and staff for minor ailments. On emergency, the medical practitioner will be called to the campus to attend to the patient.

CHAPTER 5

CONDUCT & DISCIPLINE

5.1 CONDUCT

5.1.1 Every employee shall, at all times, maintain absolute integrity and devotion to duty and do nothing which is unbecoming of an employee of an educational institution.

5.1.2 Every employee shall abide by and comply with the rules and regulations of the college and all orders and directions of his/her superior authorities, under whose superintendence or control, he/she is placed.

5.1.3 Every employee shall extend utmost courtesy and attention to all persons with whom he/she is to deal in with the course of his/her duties.

5.1.4 Every employee shall endeavour to promote the interest of the College and shall not act in any manner prejudicial thereto.

5.1.5 No employee shall be a member, or be otherwise associated with, any political party or any organization which takes part in politics, nor shall he/she take part in, subscribe in aid of, or assist, in any other manner any political movement or activity.

5.1.6 No employee shall join, or continue to be a member of an association the objectives or activities of which are prejudicial to the interests of the sovereignty and integrity of India or public order or morality. If any question arises whether a party is a political party or whether any organization takes part in politics or whether any organization engages in activities prejudicial to the interests of the sovereignty and integrity of India or public order or morality, the College shall follow the decision taken by the State Government.

5.1.7 No employee shall engage directly or indirectly in any trade or business or undertake any other employment. For undertaking honorary work of a social and charitable nature or work of a literary, artistic or scientific character the employee shall obtain prior permission of the authority.

5.1.8 An employee of the College shall strictly abide by any law relating to intoxicating drink or drug in force in any area in which he may happen to be for the time being and not to be under the influence of any intoxicating drink or drug during the course of his duty and shall also take due care that the performance of his duties at any time is not affected in any way by the influence of such drink or drug.

5.1.9 Obligation to maintain secrecy: Every employee shall maintain the strictest secrecy regarding the College's affairs and the affairs of its constituents and shall not divulge, directly or indirectly, any information of confidential nature either to a member of the public or of the College's staff, unless compelled to do so by a judicial or other authority or unless instructed to do so by a superior officer in the discharge of his duties.

5.1.10 An employee of the College shall not, without the prior permission of the Principal/Competent Authority, engage in any trade or business or adventure by himself or through any member of his family, undertake, accept, engage, solicit or seek any outside employment or office while on duty or on leave, whether stipendiary or honorary.

5.1.11 No employee of the College shall enter into any partnership, accept any fees, endowment or commission whatsoever from any part other than the College, except with the prior permission of the Principal/Competent Authority.

5.1.12 Acceptance of gifts: An employee shall not solicit or accept any gift from a constituent of the College or from any subordinate employee, provided that such gifts, grants and donations shall be received by an employee in the official discharge of his duties for the College.

5.2. DISCIPLINE

5.2.1 The Chairman or any other competent authority may place an employee under suspension when disciplinary proceedings against him are contemplated or are pending or a case against him in respect of any criminal offence is under investigation, inquiry or trial.

5.2.2 An employee who is detained in police or judicial custody, whether on a criminal charge or otherwise for a period exceeding 48 hours or is sentenced to a term of imprisonment exceeding 48 hours by a court of law and is not forthwith dismissed or removed or compulsorily retired consequent to such conviction, shall be deemed to have been suspended with effect from the date of his detention / conviction by an order of the Chairman and shall remain under suspension until further orders.

5.2.3 An order of suspension made or deemed to have been made under this bye-law shall continue to remain in force until it is modified or revoked by the authority competent to do so.

CHAPTER 6

ANNUAL CONFIDENTIAL REPORT

6.1 All the staff members are required to submit their Self Appraisal Report (SAR) at the end of every term of the academic year in the prescribed format.

6.2 The format of SAR & Confidential Report for the teaching staff is given in Annexure I.

6.3 The Head of the Department shall write confidential report for all staff members of his/her department and submit to the Principal/Competent Authority. This document will be part of personal file of that employee and should be kept confidential by staff members working with Establishment Section.

CHAPTER 7 - APPEALS AND REVIEW

7.1 The staff members of the College are welcome to submit their appeals or grievances if any to the Principal / Competent Authority for review and redress.

PART - II

The Duties and Responsibilities of Teaching Faculty

CHAPTER 8:

GENERAL

8.1 The Faculty Member should come to the college at least 10 minutes before the commencement of classes/practical and should leave the college not earlier than 5 minutes after the end of the last hour.

8.2 All the Faculty Members are expected to follow the rules and regulations of the Institution as prevalent from time to time.

8.3 The work load of all the staff shall be fixed by the management. The work load of the teacher should not be less than 40 hours a week, of which teaching-contact hours should be at least as follows:

(i) Principal 4 hours / week

(ii) Dean /Head of Department/ Professor 8 hours / week

(iii) Associate Professor 12 hours / week

(iv) Assistant Professor/SL/Lecturer 16 hours/week.

The work plan of teachers shall ensure, in the most productive manner, the utilization of stipulated 40 working hours per week, with regard to the roles, jobs and targets assigned to them by the Department/ Institution.

8.4 Faculty Members are expected to update their knowledge by attending seminars/workshops/conference, after obtaining necessary permission from the Principal/Management.

8.5 Faculty Members should attempt to publish text books, research papers in reputed International / Indian Journals / Conferences.

8.6 The Faculty Member must strive to prepare himself/ herself academically to meet all the challenges and requirements in the methodology of teaching so that the input may be useful for the student community at large. Every Faculty Member is expected to extend his/her beneficial influence in building up the personality of students and he/she should associate himself/herself actively with such extra-curricular activities which he / she is interested in or assigned to him/her from time to time.

8.7 Groupism of any kind should be absolutely avoided. Faculty Members found indulging in such activities will be subject to discipline proceedings.

CHAPTER 9: DEPARTMENT

9.1 The Faculty Member should always first talk to the HOD and keep the HOD in confidence about the member's professional and personal activities.

9.2 The teaching load will be allotted by the HOD after taking into account of the Faculty Member's interests.

9.3 In addition to the teaching, the Faculty Member should take additional responsibilities as assigned by HOD / Principal in academic, co-curricular or extra-curricular activities.

9.4 Every Faculty Member must give seminar on some topic at least once in each semester to other faculty members.

9.5 Every Faculty Member should maintain student's attendance records and the absentees roll number should be noted every day in the Master Attendance Register maintained in the Department as soon as the classes/laboratory hours are over.

9.6 Whenever a Faculty Member intends to take leave, the Faculty Member should get the leave sanctioned in advance and with proper alternate arrangements made for class / lab / invigilation. In case of emergency, the HOD or the next senior faculty must be informed with appropriate alternate arrangements suggested.

9.7 The Faculty Member should make himself / herself presentable. The Faculty Member should show no partiality to any segment / individual student.

9.8 The Faculty Advisor must update the student's personal file regularly and put up for inspection by HOD/Principal as the case may be.

CHAPTER 10:

CLASS ROOM TEACHING

10.1 Once the subject is allotted the Faculty Member should prepare the lecture hour wise lesson plan.

10.2 The Faculty Member should get the lesson plan and course file - approved by HOD and Principal. The course file consists of preface, previous year university question papers, notes, handouts, OHP sheets, test/exam question papers, two model answer scripts for each test/exam, Assignments (if any), minute paper, feedback analysis report etc.

10.3 The Faculty Member's Diary must be regularly updated and put up for inspection by HOD/Principal as the case may be.

10.4 The Faculty Member should refer to more books than textbooks and prepare his/her detailed lecture notes. These lecture notes are his/her aids. The Faculty Member should not dictate the notes in the class.

10.5 The Faculty Member should go to the class at least 5 minutes before and enter the class without delay when the bell rings.

10.6 The Faculty Member should engage the full 60 minutes and should not leave the class early.

10.7 The Faculty Member ideally should recapture for first 5 minutes the lessons of the last lecture, tell what is going to learn in another 2 minutes, then explain the lecture well up to 50 minutes and in the last 3 minutes conclude and say what we will see in the next class.

10.8 The Faculty of Member should cultivate to include humour in the lecture, to break the monotony.

10.9 Should practice/rehearse the lecture well before going to the class.

10.10 The Faculty Member should make use of Power Point Presentation/OHP, Models etc., as teaching aids.

10.11 The Faculty Member should encourage students asking doubts / questions.

10.12 The Faculty Member should get the feedback from students and act / adjust the teaching appropriately.

10.13 The Faculty Member should take care of academically backwards students and pay special attention to their needs in special classes.

10.14 In problem oriented subject, regular tutorials have to be conducted. The Tutorial problems have to be handed over to the students at least in week in advance of actual class.

10. 15 The Faculty Member shall give possible 2-mark questions with answers for each unit.

10.16 The Faculty Member should sign in the class log book every day after he/she finishes the lecture.

10.17 The Faculty Member should interact with the class coordinator or counsellor/mentor and inform him / her about the habitual absentees, academically backward student, objectionable behaviour etc.

10.18 The Faculty Member should always aim for 100% pass results in his / her subjects and work accordingly.

10.19 The Faculty member should regularly visit library and read the latest journals / magazines in his / her specialty and keep oneself abreast of latest advancements.

10.20 The Faculty Member should make himself/ herself available for doubt clearance.

10.21 The Faculty Member should motivate the students and bring out the creativity / originality in the students.

CHAPTER 11:

LABORATORY

11.1 The Faculty Member going for laboratory class must perform the experiments personally and be satisfied with the results before asking the students to conduct the experiments.

11.2 Whenever possible, additional experiments to clarify or enlighten the students must be given.

11.3 The lab observations/records must be corrected then and there or at least by next class.

CHAPTER 12

TEST/EXAMINATION

12.1 While setting question paper, the Faculty Member should also prepare the detailed answer and marking scheme and submit to HOD for approval.

12.2 During invigilation, the Faculty Member should be continuously moving around. He/she should not sit in a place for a prolonged time. He/she should watch closely so that nobody does any malpractice in the exam/test.

12.3 Whenever any malpractice is noticed, the Faculty Member should get a written statement from the student and inform the University Representative/Chief Superintendent. (Class co-ordinator and HOD concerned in the case of cycle test/Model Examination).

12.4 The faculty members should be very fair and impartial in awarding of internal marks to students or in selecting the outstanding students of the department / college and on similar occasions, it should be done strictly as per the prescribed norms. It should not have any bearing with region, language, religion, caste, status of parents, personal relations, etc.

CHAPTER 13:

STUDENT-FACULTY REPORT

13.1 The Faculty Member should have a good control of students.

13.2 As soon as the Faculty Member enters the class, he/she should take attendance. In case of repeaters or habitual latecomers the teacher should try to correct the student through personal counselling and if it does not bring any change the student must be directed to meet the class coordinator, HOD.

13.3. The Faculty Member should act with tact and deal with insubordination by students maturely.

13.4 The Faculty Member should be strict but not harsh. Never use harsh words, which would hurt the feeling of the students.

UNDERTAKING BY THE MEMBER

Every member of the faculty should carefully read and understand the above "Duties and Responsibilities" and undertake to abide by them. As a mark of such commitment the member at the time of joining the service should sign and give an undertaking as below:

I have read and understood all the rules above and agree to abide by them without any lapse. I also understand that in case of non-compliance with any of the above I will be relieved from the employment of PVG's College of Engineering, Nashik-4.

Signature: Name

Designation

PART - III
TRAVEL ALLOWANCE

CHAPTER 14:

14.1 All members of the staff are eligible for travel allowance, when deputed on official duty as per the order of the Principal.

14.2 The Travel allowance eligible for various categories will be as per prevailing norms of Government of Maharashtra.

14.3 Faculty members/supporting staff accompanying students during the educational tour are eligible to get actual expenses of travel/stay and food. Prior approval of Principal/Competent Authority is necessary to get reimbursement against the submission of actual bills paid during educational tour.

14.4 Subject to limits prescribed in the schedule above, reimbursement of travel or fare paid for the actual cost of ticket or fare paid for the journey and accommodation charges, if any, will be made.

14.5 Higher class of travel or accommodation is permissible only on special sanction.

14.6 Air fare shall be approved only on special occasions and on prior approval.

14.7 Travel shall always be made only on the shortest route.

14.8 If cancellation is made on order from the sanctioning authority, cancellation charges shall be reimbursed.

14.9 Travel claim / settlement shall be made within 5 days after completion of travel.

14.10 If the cancellation is made by the staff, the advance drawn if any should be immediately refunded within one day.

14.11 DA shall be calculated at the rate of 50% for 5hrs to 12 hours and 100% for more than 12 hours. No DA shall be paid for period less than 5hrs.

14.12 Expenditure towards local travel, telephones, porter charges etc. if any, shall be reimbursed at actual on producing of the bills/vouchers. (If bills are not available)

14.13 Any other expenditure involved shall be reimbursed subject to eligibility and approval by the management.

PART - IV
PAY SCALES

Revised Pay Scales, Service conditions and Career Advancement Scheme for teachers and equivalent positions:

The pay structure for different categories of teachers and equivalent positions shall be as indicated below:

(a) Assistant Professor:

In Technical institutions

(i) Persons entering the teaching profession in Technical Institutions shall be designated as Assistant Professors and shall be placed in the Pay Band of Rs. 15600-39100 with AGP of Rs.6000. Lecturers already in service in the pre-revised scale of Rs. 8000-13500, shall be redesignated as Assistant Professors with the said AGP of Rs. 6000.

(ii) An Assistant Professor with completed service of 4 years, possessing Ph. D Degree in the relevant branch / discipline shall be eligible, for moving up to AGP of Rs. 7000.

(iii) Assistant Professors possessing Master's degree in the relevant branch / discipline as defined for technical education shall be eligible for the AGP of Rs. 7,000 after completion of 5 years of service as Assistant Professor.

(iv) Assistant Professors who do not have Ph.D or a Master's degree in the relevant branch / discipline of a program shall be eligible for the AGP of Rs. 7,000 only after completion of 6 years' service as Assistant Professor.

(v) The upward movement from AGP of Rs. 6000 to AGP of Rs. 7000 for all Assistant Professors shall be subject to their satisfying other conditions as laid down by AICTE.

(vi) The pay of the incumbents to the posts of Lecturer (senior scale) (i.e. the pre-revised scale of Rs. 10,000-15200) shall be re-designated as Assistant Professor, and shall be fixed at the appropriate stage in Pay Band of Rs.15600-39100 based on their present pay, with AGP of Rs. 7000.

(vii) Assistant Professors with completed service of 5 years at the AGP of Rs. 7000 shall be eligible, subject to other requirements laid down by the AICTE, to move up to the AGP of Rs. 8000.

Associate Professor:

Posts of Associate Professor shall be in the Pay Band of Rs.37400-67000, with AGP of Rs.9000. Directly recruited Associate Professors shall be placed in the Pay Band ' of Rs. 37400-67000 with an AGP of Rs. 9000, at the appropriate stage in the Pay Band in terms of the conditions of appointment.

Incumbent Lecturers (Selection Grade) who have completed 3 years in the pre-revised pay scale of Rs. 12000-18300 on 1.1.2006 shall be placed in Pay Band of Rs. 37400-67000 with AGP Pay of Rs. 9000 and shall be re-designated as Associate Professor.

Incumbent Lecturers (Selection Grade) who had not completed three years in the pay scale of Rs. 12000-18300 on 1.1.2006 shall be placed at the appropriate stage in the Pay Band of Rs. 15600-39100 with AGP of Rs. 8000 till they complete 3 years of service in the grade of Lecturer (Selection Grade), and thereafter shall be placed in the higher Pay Band of Rs.37400-67000 and accordingly re-designated as Associate Professor. Lecturers (Selection Grade) in service at present shall continue to be designated as Lecturer (Selection Grade), as the case may be, until they are placed In the Pay Band of Rs. 37,400- 67000 and re-designated as Associate Professor in the

manner described above, Assistant Professors completing 3 years of teaching in the AGP of Rs. 8000 shall be eligible, subject to other conditions, that may be prescribed by AICTE as applicable, to move to the Pay Band of Rs. 37400-67000 with AGP of Rs. 9000 and to be designated as Associate Professor.

Associate Professor completing 3 years of service in the AGP of Rs. 9000 and possessing a Ph.D. degree in the relevant discipline shall be eligible to be appointed and designated as Professor, subject to other conditions of academic performance as laid down by the AICTE. No teacher other than those with a Ph.D. shall be promoted, appointed or designated as Professor.

Professor:

The Pay Band for the post of Professors shall be Rs.37400-67000 with AGP of Rs. 10000.

The pay of a directly recruited Professor shall be fixed at a stage not below Rs. 43000 in the Pay Band of Rs. 37400-67000, with the applicable AGP of Rs. 10000.

Ten percent of the posts of Professors in a AICTE approved Institution shall be in the higher AGP of Rs. 12000, however, teachers appointed to the posts shall continue to be designated as Professor. Eligibility for appointment as a Professor in the higher Academic Grade Pay shall be as may be laid down by the AICTE, and such eligibility conditions shall, inter alia, include publications in peer reviewed/ refereed Research Journals, and the requirement of at least 10 years of teaching as Professor and post-doctoral work of a high standard. No person appointed directly as Professor in the AGP of Rs. 12000 shall be fixed at a stage less than Rs. 48000 along with the AGP.

For initial direct recruitment at the level of Associate Professors and Professors, the eligibility conditions in respect of academic and research requirements shall be as may be or have been prescribed by the AICTE, through Regulations and as may be laid down by the AICTE.

Discretionary award of advance increments for those who enter the profession as Associate Professors or Professors with higher merit, high number of research publications and experience at the appropriate level, shall be within the competence of the appropriate authority of the concerned University or recruiting institution while negotiating with individual candidates in the context of the merits of each case, taking into account the pay structure of other teachers in the faculty and other specific factors.

All advancements to higher grade pays in various cadres will be effected subject to completion of two AICTE approved refresher programs of not less than two weeks duration each and two one week each TEQIP sponsored programs. Pay Scales of Principals/Directors in Colleges:

Principal:

Appointments to the posts of Principal in Technical Institutions shall be based on the conditions of eligibility In respect of educational qualifications and teaching/research experience laid down by AICTE from time to time, The posts of Principal shall be in the Pay Band of Rs.37400-67000 with AGP of Rs. 10,000, plus a Special Allowance of Rs. 3000 per month. All Principals in service shall be appropriately fixed in the Pay Band with the AGP of Rs. 10000 plus a Special Allowance of Rs. 3000 per month.

Promotional Policies:

1. Lecturer in 5th Pay with BE qualification having experience less than 6 years is to be promoted as Assistant Professor with Pay Band 15600-39100 with AGP of Rs. 6000/-
2. Lecturer in 5th Pay with BE qualification having experience more than 6 years is to be promoted as Assistant Professor with Pay Band 15600-39100 with AGP of Rs. 7000/-
3. Lecturer in 5th Pay with ME qualification having experience less than 5 years is to be promoted as Assistant Professor with Pay Band 15600-39100 with AGP of Rs. 6000/-
4. Lecturer in 5th Pay with ME qualification having experience more than 5 years is to be promoted as Assistant Professor with Pay Band 15600-39100 with AGP of Rs. 7000/-
5. Lecturer in 5th Pay with PhD qualification having experience less than 4 years is to be promoted as Assistant Professor with Pay Band 15600-39100 with AGP of Rs. 6000/-
6. Lecturer in 5th Pay with PhD qualification having experience more than 4 years is to be promoted as Assistant Professor with Pay Band 15600-39100 with AGP of Rs. 7000/-
7. Lecturer (Senior Scale) in 5th Pay with ME/PhD qualification having any experience is to be promoted as Assistant Professor with Pay Band 15600-39100 with AGP of Rs. 7000/-
8. Lecturer (Selection Grade) or Assistant Professor with qualification ME/M. Phil having experience less than 10 years is to be promoted as Assistant Professor with Pay Band 15600-39100 with AGP of Rs. 8000/-
9. Lecturer (Selection Grade) or Assistant Professor with qualification ME/M. Phil having experience more than 10 years is to be promoted as Associate Professor with Pay Band 37400-67000 with AGP of Rs. 9000/-
10. Assistant Professor with qualification PhD having experience less than 5 years is to be considered as Assistant Professor with Pay Band 15600-39100 with AGP of Rs. 8000/-
11. Assistant Professor with qualification PhD having experience more than 5 years is to be promoted as Associate Professor with Pay Band 37400-67000 with AGP of Rs. 9000/-
12. Professor with qualification PhD having any experience is to be considered as Professor with Pay Band 37400-67000 with AGP of Rs. 10000/-

Principal
PVG's COE ,nashik

ANNEXTURE I
Pune Vidyarthi Griha's
College of Engineering, Nashik-4
Self -Appraisal Form For Teaching Staff

(To be filled-in by teaching staff member)

Name of staff : _____

Department: _____

Designation: _____

Academic year: _____ Term: I / II

INSTRUCTIONS:

1. Fill in this form immediately after the semester end
2. Be honest in filling the form
3. Attach photocopies of relevant documents wherever applicable
4. Fill in the details for current academic year only
5. Add extra pages if necessary
6. Do not mention routine duties that you are expected to perform
7. Your performance by superiors shall assessed based on following parameters
8. Handover the completed form to HOD/Reporting Authority

1. Efforts taken to improve teaching-learning process:

A. Self-improvement initiatives

1. Research papers published :

Sr. No	Title	Journal/Conference	ISBN	Remark
1				
2				
3				
4				

B. Books published :

Sr. No	Title of the book	Publisher	Text/Reference	Remark
1				
2				
3				
4				

C. Courses : Workshop/Seminar/Conference/FDP/Training attended/Conducted

Sr. No	Activity	Title	Venue	Duration
1	Conference			
2	Training			

3	FDP			
4	STTP			
5	Workshop			
6	Seminar			

D. Research Proposal/Grant received :

Sr. No.	Title of the proposal/Grant	Funding Agency	Fund/Grant Amount	Remark (status)	Utilization
1					
2					
3					
4					

E. Admission to Higher Education :

Sr. No.	Name of Education	Institute/University	Date of Admission	Remark (status)
1				
2				
3				
4				

F. Subject/Practical taught in last two semester with result Analysis :

Sr. No	Subject/Practical taught	Class/Division	% result	Remark
1	Sem I (TH):			
2	Sem II(TH):			
3	Sem I (PR):			
4	Sem II(PR):			

**G. Involvement in extracurricular activity/Addition responsibility :
(other than academics)**

Sr. No.	Activity	Work Status	Remark
1			
2			
3			
4			

H. Administrative work:

Sr. No.	Nature of work	Expected % completion with target date	Actual % completion and reason for not meeting target date (if applicable)	Remark
1				
2				
3				
4				

I. Action plan for self-improvements next academic year:

Sr. No.	Activity	Start Date	End Date	Resource needed	Remark
1					
2					
3					
4					

Any other significant point that you feel should be considered as part of your performance appraisal (do not mention normal duties that you are expected to perform):

[To be filled by HOD]

Name: _____ Designation _____

Dept. _____ Academic Year: _____

Instructions:

- Fill in this form immediately after the end of academic year.
- Be unbiased and honest in filling up the form.

Sr.No	Contents	Maximum Marks	Marks obtained
1	Course contents/Course file preparation quality	10	
2	Result for subject taught in the last semester	10	
3	Students feedback	10	
4	Improvements since last monitoring of lectures and syllabus completion status	10	
5	presentations [in recognized Journals, seminars/ FDP or STTPs attended / Organized / Higher qualification / Books published [with recognized publisher]	10	
6	Sincerity and integrity demonstrated in work	10	
7	Value added courses conducted / contemplated	10	
8	Involvement in curricular and extra-curricular activities	10	
9	Initiative taken for work assignment	10	
10	Percentage of plan executed with respect to envisaged (predictions) since last appraisal	10	
TOTAL		100	

Confidential remarks, justification and recommendations by HOD:

Confidential remarks, justification and recommendations by Principal:

Remarks by Director:
