



# DIRECTORATE OF TECHNICAL EDUCATION, THIRUVANANTHAPURAM

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## PROCEEDINGS

Education -Technical- AICTE 7th Pay Scale - Implementation of Career Advancement Scheme (Cadre Structure), Polytechnic Colleges- 360 Degree feed back & Mandatory trainings -Orders issued.

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### AICTE-EC

No : AICTE-EC/13368/19/DTE

Thiruvananthapuram, Dated: 29.05.2023

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- Read:-
- 1.AICTE regulation F no 61-1/RIFD/7th CPC/2016-17 dated 01/03/2019  
Ref 2
  - 2.GO (Ms) No. 97/2021/HEDN dated 16/02/2021
  3. GO (Ms) No. 291/2022/HEDN dated 10/06/2022
  4. AICTE Public Notice F No . 27/P&AP)/ Pay/01/2020-21/75(Mar) dated 06-09-2022
  5. Report of the committee for preparing guideline for the implementation of CAS

### ORDER

All India Council for Technical Education (AICTE) has notified detailed regulations as per Ref 1 on pay scales, service conditions and minimum qualifications for the appointment of teachers and other academic staff in technical institutions and other measures for the maintenance of standards in technical education.

Government of Kerala as per GO read 2nd paper above have sanctioned 7th AICTE pay scales for the faculties in Govt/ Govt-Aided Polytechnic colleges in the state. Government issued a detailed order as per Ref 3rd paper above, regarding minimum qualification, service conditions, and Career Advancement Scheme (CAS) in respect of faculties in Govt/ Govt-Aided Polytechnics in accordance with ref 1 to 4 read above.

A committee constituted for preparing the guidelines for the implementation of CAS/Cadre Structure in tune with ref. 1, 2 & 3, has submitted the report vide ref 5 paper above.

The following guidelines are issued for the implementation of CAS/Cadre Structure as per references read above.

**I. Mandatory Teacher Trainings** : The teacher training programmes as per clause 3.0 in AICTE notification dated 01.03.2019 is mandatory. This requirement shall be fulfilled by 31-07-2024.

**II Industrial Training** : Industrial training is mandatory and an essential criterion for promotion. The faculty members shall undergo industrial training as per clause 4 of AICTE notification 2019 dated 01-03-2019.

- a. The industrial training period will be considered as period of academic duties.
- b. Three weeks of industrial training at the level of Lecturer / at the level of Lecturer (Senior Scale)/ level of Lecturer (Selection Grade - I) is mandatory for CAS placements.
- c. The three weeks of industrial training shall preferably be done at Central/ State/ Public Sector/Private Sector industries, which is in the relevant field of the engineering disciplines of the faculties.

d. Considering the immediate requirement of training for CAS placement, subject to the case of non-availability of relevant industries or time constraints to attend the training, the industrial organizations/MNC's which are associated with Confederation of Indian Industries (CII), FICCI,

NASSCOM and other such industry bodies are also preferred. The industrial training with Start-ups who were registered and having unique ID with KSUM (Kerala Start up Mission) is recommended, and maybe chosen for industrial training.

e. The application for industrial training shall be submitted online with due recommendation of the HoI and HoD to the DTE with the consent letter from the industry during January in each year. The academic council must adopt proper arrangements for the smooth running of academic activities under the absence of faculty(s) deputed for the industrial training purpose.

f. For the proper running of academic activities in the institution, the possibility of Industrial training for short duration such as one week is also recommended. However, the total duration three weeks has to be completed within six months, subjected to the approval from the concerned industry opted by the faculty.

g. The faculties who are willing to undergo industrial training during vacation can be permitted by the HoI. The period of training during vacation will not be reckoned for Earned Leave.

### **III. 360 Degree feedback Score :**

a. AICTE is already having a 360o feedback calculation module (<https://smartcookie.in/AICTE-360degreefeedback>), which is in line with the criteria given in Annexure III of Ref . The module developed by the AICTE shall be adopted for the calculation of 360o feedback.

b. The implementation of AICTE 360o feedback calculation module shall be implemented from the academic year (2022-2023).

c. A nodal officer shall be deputed by the principal in each institution for the implementation of AICTE 360o feedback calculation module.

d. The HoI/HoD shall equally divide and assign 360o parameters, without any prejudice, which are privileged on them to the faculties in the institution.

e. The Score calculation after implementation shall be actual score for the first year, average of the next two years for the second year and average of proceeding three years from third year onwards as stipulated by AICTE.

### **IV. How to apply :**

a. The faculty members shall submit the application online as per the directions of the DTE.

b. The screening/selection process shall be conducted annually.

c. The candidates who do not fulfil the minimum requirement will be re-assessed only after one year after submitting fresh application.

Sd/-

Dr. Byjubai T.P

Director of Technical Education (in-charge)

To

1. CA DTE
2. CA SJD(PS)
3. The Principals of Govt/Aided Polytechnic Colleges(Through Website)
4. All faculty members of Polytechnic Colleges(Through the Principal)
5. System analyst DTE(To publish and to prepare online modules)

6. Stock file.

### Approval Valid

Digitally Approved By

Dr. Byjubai T.P

Date: 29.05.2023

Reason: Approved



The document is digitally approved. Hence signature is not needed.