



SERVICE RULES (REVISED 2024)

0.0 Preamble

Jai Narain College of Technology, Bhopal is managed by J. N. Shiksha Samiti, Bhopal having its registered office 31, Shyamla Hills, Bhopal, M.P.

These service rules shall be called as SERVICE RULES 2024. They shall supercede existing service rules.

They are applicable to Jai Narain College of Technology, Bhopal. They shall come with the effect from 1st January 2024 AD.

1.0 Definitions

- 1) **Management means:** The Governing Body & Finance Committee.
- 2) **Governing Body means:** The Governing Body of the College duly constituted as per A.I.C.T.E. Norms.
- 3) **Chairman means:** The Chairman and the Managing Trustee of the Trust is the Chairman of the Governing Body of the college.
- 4) **Principal means:** The Principal of the college or any other person authorized to discharge duties and responsibilities of the Principal.
- 5) **Employee means:** A person hired by the trust to perform the duties of Principal, Vice-Principal, faculty and staff on a regular basis. Persons engaged on part time or daily wages are excluded.
- 6) **Faculty includes** Dean, Professors, Associate Professors, Assistant Professors, Teaching Assistants or any other teaching post declared by the Management.
- 7) **Technical Staff comprises** Foreman, Programmers, Asst. Programmers, Computer Operators, Technicians and Lab Assistants: Grade – I, Grade – II and Grade – III.
- 8) **Non – Teaching staff comprises** of Manager / Administrative Officer, Accounts Officer, Superintendent, Senior Assistant, Junior Assistant, Steno cum P.A. to Principal, Typist, Record Assistant, Attender, Vehicle staff, Contingent staff, Watchman/Security/NMR Attenders, Gardner and Sweepers etc.
- 9) **Competent Authority** is the Chairperson, Secretary, Principal and Dean in the case of all other employees.
- 10) **On Duty** – An employee is said to be on duty for the purpose of service benefits when
 - a) The employee is discharging the duties of the post to which he /she is appointed or he/she is undergoing training prescribed for the post.
 - b) The employee is absent from duty on authorized holidays on permitted vacation or when availing any leave sanctioned by the competent authority.
 - c) The employee is attending conferences, seminars, summer schools, workshops, refresher courses, orientation courses, winter schools, quality improvement programmes, etc. duty permitted by competent authority
 - d) The employee is attending to the work assigned by the competent authority in the interest of College/Management.
- 11) **Leave** means leave granted by competent authority to an employee to which he/she is eligible.
- 12) **Pay** means Pay band + AGP with allowances as the case may be.
- 13) **Year** means calendar year from 1st January to 31st December, financial year from 1st April to 31st March, and academic year from July to June of the coming year.





2.0 Appointments

2.1 Appointing Authority

The Secretary shall issue the appointment orders.

2.2 Staff Strength

- The Teaching staff strength shall be as per AICTE/UGC Norms (A minimum of 80% of requirements shall be met out).
- The Non - Teaching staff strength shall be as per State Government / University Norms.

2.3 Qualifications

The qualifications, age, experience etc., shall be as per AICTE/UGC Norms in respect of teaching staff and as per State Government / University norms in respect of Non – Teaching staff.

2.4 Selection

- For selection of employees guidelines of AICTE / University / State Government issued from time to time shall be followed.
- Staff selection committee shall be constituted for filling up teaching and non –teaching posts.
- Vacancy shall be filled up by direct recruitment through open advertisement or by promotion from among qualified and eligible internal candidates, as directed by the governing body.
- The Management/Governing body may in special circumstances appoint persons by invitation/deputation/contract basis year after year as per guidelines enforce.

2.5 Probation

- The initial appointments to posts in the college shall ordinarily be made on probation for a period of twelve months.
- The Management/Governing Body upon the recommendation of the Principal for valid and sufficient reasons may extend the probation period of an employee for such period as may be found necessary or terminate his/her services after due notice. The employee is deemed to have been on probation until the order declaring satisfactory completion of probation period is communicated to him, even if the stated period of probation is completed. After confirmation, the appointee shall hold the office till the age of superannuation or upon his resignation from his present post.
- No application of the employee seeking employment elsewhere shall normally be forwarded during the probation period.
- The rules governing probation shall not apply to appointments made on a temporary/contract/contingent basis. The services of such candidates can be terminated at any time without any notice and without assigning any reason thereof.





- e) All the employees of the college shall be subject to the general discipline and conduct rules of the college.
- f) All the employees of the college are required to be present in the college timings the working hours of the college on all working days.
- g) An employee of the college shall devote his/her whole time to the service of the college and shall not engage directly or indirectly in any trade or business or private tuition or any other work, which is likely to interfere with the proper discharge of his/her duties. This provision shall not apply to academic work relating to university examinations, question papers setting, delivering guest lectures and or other work undertaken with the prior permission of the Principal/Management.
- h) An employee may be placed under suspension by the appointing authority pending enquiry into framed charges by giving the employee fair chance to represent his/her case. Principal is empowered to suspend any employee if it is in the interest of the college and report his action to the Management/ University as the case may be.
- i) The services of an employee, probationer or regular are liable to be terminated on grounds of fraud, gross indiscipline, negligence of duties, prolonged illness, disability to discharges his/her official duties satisfactorily etc. giving 1 month notice or 1 salary in lieu in case of probationer or 2 months notice or 2 months salary in case of regular employee. The employee concerned however shall be given full and fair opportunity to represent his/her case before effecting such termination. In all such cases the State Government rules in force shall be applicable. There is no necessity to issue such notice to the probationers.
- j) On completion of probation not more than two applications per academic (June to July) year shall be forwarded through proper channels.
- k) An employee shall have to give one month notice in case he/she desires to be relieved upon resignation or he / she shall pay one month salary in lieu there of in case if he/she desires to be relieved immediately. The resignation shall come into force from the date of accepting the resignation by the Management / Principal or date of his/her relief whichever is earlier.
- l) For all the employees in the college their personal file shall be maintained and regularly updated.





2.6 Seniority

In the case of two or more persons selected for appointment at the same time to a category of post, the appointing authority shall fix the order of seniority among them as per the of merit order fixed by the selection committee or as per the time and date of joining.

2.7 Pay, Allowance & Increments

- Pay:** AICTE / State Government/ UGC/Pay Scales as applicable from time to time shall be given to teaching staff. State government/University scales of pay as applicable from time to time shall be given to non-teaching staff.
- Allowance:** Dearness, House rent and other allowances declared by State Government from time to time shall be admissible.

2.8 Sanction of Increments:

- The Management** is the competent authority to sanction advance increments to the candidates selected based on their qualification / specialization / experience.
- Regular Increments:** Increments shall be sanctioned by the management only on satisfactory performance of the employee.
- The management** shall have the authority to withhold an increment for a certain period not exceeding one year as a disciplinary measure on sufficient and valid reasons, and after the employee has been given a fair opportunity to defend oneself.
- The Governing Body /Management** shall be the competent authority to implement Career Advancement Scheme as applicable.
- Annual increments** will be sanctioned as and when due. In case the increments are withheld then the concerned employee will be informed about the decision with reason.

3.0 General Service Conditions

Rules and Regulations on the Roles and Responsibilities of Faculty

The faculty shall adhere to the Rules/ Regulations/ Responsibilities at all times. The rules, regulations & responsibilities are only indicative and not exhaustive. Non-adherence or non-compliance to the rules, regulations & responsibilities will be treated as dereliction of duties and suitable disciplinary action will be initiated against such employees/faculty members.

3.1 General Rules

- The faculty must be punctual for duty.
- Stay within the campus during the working hours of the college.
- He/She shall discharge responsibilities assigned in teaching/research/consultancy and administrative areas diligently, honestly in unbiased manner with total commitments.
- The faculty are expected to conduct themselves in a professional and co-operative manner.
- Take precautions to protect equipment, materials, facilities and property of the college and the departments.
- He/She shall attend the meetings convened by HODs, Principal and Management.
- He/She shall participate in activities assigned by HOD, Principal and Management.
- He/She shall willingly take up other duties and responsibilities assigned by the Principal/Management not limited to Academic and Evaluation duties.





- i) He/She shall undertake Research/Consultancy Activities constantly in addition to teaching particularly at the level of Professor, Associate Professor and Assistant Professor.
- j) He/She shall not engage himself/herself in or take private tuitions.
- k) He/She shall wear a decent and formal dress and his/her identity card on duty provided by the college.
- l) He/She shall finish the valuation work of internal examinations and semester examinations on priority without causing any inconvenience to the valuation process.
- m) He/she shall not accept/proceed to undertake any duties/works not exceeding 30 days in the calendar year outside the college without prior approval of the authorities concerned.
- n) Whenever a faculty is deputed / permitted to take up an assignment outside the college, attendance certificate is to be submitted in the office and recorded in the department.

3.2 Behavior

The teaching profession expects high standards of ethical behavior. The faculty members are expected to conduct themselves in a professional and befitting manner. The faculty member shall adhere to ethical codes of conduct listed below:

- a) The faculty shall not indulge in rude or abusive behavior, comment against superiors, make negative comments about other staff members, verbal attacks, which are of a personal, threatening, abusive and irrelevant nature or go beyond fair and professional conduct.
- b) The faculty shall desist from unauthorized distribution of printed material etc. The faculty shall also desist from falsifying/tampering any records or documents.
- c) The faculty shall desist from getting involved in un-authorized activities leading to financial benefit.
- d) The faculty shall desist from exhibiting non-ethical behavior that shall jeopardize the moral standards of the Institution.
- e) The faculty shall comply with rules, regulations and policies of the Management from time to time.

4.0 Academics

4.1 General

- a) To conduct the assigned classes as per schedule.
- b) To maintain the record of lesson plans, portions covered and other relevant documents of the courses handled by them.
- c) To implement a designated curriculum with the said objectives and measure the outcomes of the courses being taught by them.
- d) To participate in professional development opportunities/ activities and apply the concepts in academic activities such as class room delivery and also in practical sessions.
- e) The faculty shall share information about project works, enable students to reflect learning that takes place in internships; site visits, industrial visits, placements and other outdoor activities etc. thereby helping in improving teaching and learning process.





4.2 Classroom Management

- a) To come well prepared for the class and stay focused on the topic/content.
- b) Be present in the classroom in time.
- c) To mark attendance within the first ten minutes of the scheduled class hour. The student entering the class after ten minutes can only avail the benefit of lecture and not the attendance.
- d) To commence the class by recollecting the main points of the previous class in order to maintain continuity.
- e) To share knowledge in a manner that encourages effective two-way communication.
- f) Be organized and in order to make efficient use of time and move in a planned and systematic manner.
- g) To be self-confident and facilitate quality delivery of the subject.
- h) Involve visual and activity based learning wherever possible, make powerpoint presentations (PPT) in addition to conventional use of chalk and black board depending on the subject & necessity.
- i) Provide real time case studies whenever possible. Employ appropriate strategies to achieve the desired objective of learning.
- j) To pose questions to the students which inculcate thinking.
- k) To summarize the main points at the end of period.
- l) After every mid semester examination the faculty shall discuss the solution to the questions in the test and also about the mistakes made by students and explain how to overcome it.
- m) To evaluate the answer books within the stipulated time and make the scheme of evaluation transparent. The faculty member shall meet all the academic and evaluation deadlines prescribed from time to time, shall not prepone, postpone, let-off or suspend a scheduled class without authorization from the concerned HOD/Principal.
- n) Shall handle the assigned practical classes and be available in the designated place for the full time.
- o) A class whether it is theory or practical or tutorial a teacher shall handle the class for the complete time duration of the class.
- p) Absence from duty without authorization is not permitted and will be viewed seriously.
- q) Shall take permission for absence from duty from the competent authority after doing proper engagements.
- r) All faculty and staff shall get their work load adjusted by alternate person while going on leave.
- s) They shall keep all lab records and lab documents updated and equipments and instruments in working conditions.





4.3 Student Related

- a) To motivate students to show interest and get benefited from the lecture.
- b) To be available for the students even after class hours to clarify their doubts, if any.
- c) To provide students a detailed set of possible questions for all the topics in order to guide/prepare them for enhancing their knowledge & face the examinations confidently. This question set may be given as tutorial or as homework every week and the answers sheets after evaluation must be returned to the students within four days.
- d) To treat students with respect and teach them to treat others with respect.
- e) To motivate and help students to do minor educational projects in related area/topics so that their analytical and self-learning skills are improved.
- f) Feel comfortable while working with exceptional learners/slow learners and learners with diverse needs.
- g) To handle gently but firmly, any misbehavior of students and weed out the cause.

4.4 Role of Mentor

- a) As a mentor, the faculty shall advise/counsel the student on all the academic matters (like registration/re-registration for the courses, dropping of courses and/or withdrawing from courses).
- b) He/she must meet the assigned students at least once every week. Every fortnight the mentor must compile the attendance of the student and in case of short attendance counsel the student and his/her parents within two days. He/She shall report to the FIC/SFC/HOD/Dean/Principal about those students who avoid meeting the mentor or statements made by the parents are found irrelevant.
- c) He/she shall understand student difficulties and counsel as per individual situations and ensure that the academic progress of a student is continuously monitored and assessed.
- d) Keep the parents apprised about the academic progress and general behavior of their wards
- e) To demonstrate communication and interpersonal skills as they relate to interaction with students, parents, colleagues, staff and administration.
- f) To ensure maintenance of mentor diary in accurate, complete, and appropriate manner. The mentor diary is to be regularly updated with the comprehensive information of the student's academic progress with proper verification.
- g) The mentor should serve as a friend, philosopher and guide.





5.0 Rules / Regulations on the Roles and Responsibilities of Staff Members

The staff shall adhere to the Rules/ Regulations/ Responsibilities at all times as mentioned below.

The rules, regulations & responsibilities are only indicative and not exhaustive. **Non adherence or non- compliance to the rules, regulations & responsibilities** will be treated as **dereliction of duties** and suitable disciplinary action will be initiated against such employees.

- a) The staff members must be punctual to duty.
- b) The staff shall stay in the workplace during the working hours of the college.
- c) The staff shall discharge the responsibilities diligently in an honest and unbiased manner with total commitment.
- d) The staff shall maintain confidentiality. They shall not give or pass any information to any inside/outside persons unless and until the employee has been authorized to do so.
- e) The staff shall desist from falsifying/tampering any records or documents.
- f) The staff shall take precautions to protect equipment, materials, facilities and property.
- g) The staff shall take up other responsibilities prescribed by the superiors from time to time.
- h) The staff shall wear uniforms provided (if any) and identity cards on while on duty.
- i) The staff shall desist from borrowing/lending money from/to other employees.
- j) The staff shall not act in the manner amounting to insubordination, breach of trust, fraud etc.
- k) The staff shall assist/carry out their works with a view to meet the deadline notified by the competent authority.
- l) The staff shall not indulge in rude or abusive behavior, comments against superiors and negative comments about other staff members.
- m) The staff shall not involve in verbal attacks, which are of a personal, threatening, abusive, and irrelevant or go beyond fair and professional conduct.
- n) The employee shall not consume alcoholic drinks in the premises or not arrive at work under the influence of alcohol or any substance having an intoxication effect.
- o) The employee shall desist from unauthorized distribution of printed material or sell items on campus.
- p) The staff shall desist from getting involved in un-authorized activities for personal financial benefit / interest.
- q) The staff shall desist from participating in professional or personal behaviours that jeopardize the moral standards of the institution.
- r) The staff members are expected to conduct themselves in a professional, cooperative and ethical manner.
- s) The staff shall comply with rules, regulations and policies of the Management as framed from time to time in the interest of the college.





6.0 Motivation of faculty for Research Publications

Award of cash incentives for research publications in the referred international/national journals by the faculty members who are on regular scales. The Principal is authorized to recommend the award of incentive to the sanctioning authority after ensuring the compliance of the conditions as cited below:

- a) The publication may be considered subject to:
 - i. Establishing the standing of the journal
 - ii. Copy of the Editorial Board of the Journal
 - iii. Copy of comments by the peer group/reviewers
 - iv. Copy of publication
 - v. Any other conditions which the sanctioning authority deems fit.
- b) There shall be no ceiling limit on the number of publications an individual faculty can publish.
- c) The cash incentives of Rs.10,000/- maximum or registration charges, whichever is less, for each paper published in refereed International journal and Rs.5,000/- maximum or registration charges, whichever is less, for each paper published by the faculty in referred National journal.
- d) The incentive amount shall be equally distributed amongst all the authors.
- e) The publications made by the Principals and HODs shall be referred to the sanctioning authority for approval.
- f) The Impact Factor should be 0.5 and above and the faculty should submit the Impact Factor of the Journal.
- g) Publication should be as a faculty of JNCT Group of Colleges, Raisen Road Campus, Bhopal.

7.0 Guidelines/Conditions for Grant of study leaves for higher studies

A maximum of **10% of the total faculty members in a department for pursuing PhD programmes may be granted study leave for pursuing Ph.D program under QIP** subject to the following guidelines/eligibility conditions:

- a) The faculty shall be on regular pay rolls and should have completed 5 years of service for sponsorship of programs offering Ph.D. degree.
- b) The faculty shall pursue and complete his/her studies diligently.
- c) The faculty shall return and report to JNCT within a week after completion of program.
- d) The faculty shall serve the JNCT Group after returning and reporting for a minimum period of five years.
- e) The faculty shall be paid 50% of salary during the study period and the remaining 50% after serving for five years post return.
- f) In case the faculty fails to fulfill the above condition, the faculty is liable for the repayment of the full amount of expenditure incurred by the college.
- g) The faculty shall be bound by the rules of the Management from time to time.
- h) He/She will execute a Bond (on a Stamp Paper) with a surety to serve JNCT Group for the prescribed period after successful completion of Programme and serving the institute for the minimum period of five years on return after completion of the program.





8.0 Conduct Rules for all Employees

Every employee shall be governed by these rules and shall be himself liable for all consequences that will follow in case of breach of him/her:

- a) Every employee shall at all times maintain integrity of character, be devoted to his/her duty and be honest and impartial in his / her official dealing. An employee shall, at all times be courteous and polite in his/her dealings with the management, principal, other members of staff, students and with members of the public. He/she shall exhibit utmost loyalty and shall always act in the best interest of the college.
- b) An employee shall be required to observe the scheduled hours of working during which he/she must be present at the place of his/her work. No employee shall be absent from duty without prior permission. Even during leave or vacation, no employee shall leave headquarters except with the prior permission of appropriate authority. Whenever leaving the station, an employee shall inform the principal in writing through the respective H.O.D. or the principal directly if he/she happens to be a H.O.D the address at which he/she would be available during the period of his/her absent from the headquarters.
- c) No employee shall be a member of any political party or shall take part in politics or to be associated with any party or organization, which takes part in political activity, nor shall aid or assist in any manner any political movement or activity.
- d) No employee shall make any statement, publish or write through any media which has the effect of an adverse criticism of any policy or action of the college or detrimental to the interests of the college.
- e) No employee can engage himself directly or indirectly in any trade or any private tuition or undertake employment outside his official assignment, whether for any monetary gain or not.
- f) An employee against whom insolvency proceedings commenced in a Court of law shall forthwith report full facts thereof to the college.
- g) An employee against whom criminal proceedings are initiated in a court of law shall immediately inform the competent authority of the college regarding the details thereof.
- h) No employee shall, except with prior permission of competent authority, have recourse of law or to the press for the vindication of any official act of the college, which has been the subject matter of criticism or attach defamatory character.
- i) Whenever an employee wishes to put forth any claim or seeks redressal of any grievance he/she must forward his/her case in writing through proper channel to the competent authority and shall not forward any such advance copies of his/her application to any higher authorities unless the competent authority has rejected his/her claim or refused redress of the grievance or has delayed the matter beyond a reasonable time.
- j) An employee who commits any offence or dereliction of duty or does an act detrimental to the interests of the college is subject to an enquiry and punishment by the competent authority. However, any employee aggrieved with the decision of the competent authority may appeal against such punishment or decision within 15 days of the receipt of the orders of the decision to the management and the decision of the management thereon, is final and binding on the employee.
- k) No employee shall engage in strike or incitement thereto or similar activities such as absence from work or neglect of duties or participate in hunger strike etc. Violation of this rule will amount to misconduct and attract deterrent punishment.





9.0 Disciplinary Action

All employees are liable for disciplinary action for disobedience, misconduct and dereliction/negligence of duty. However such disciplinary action shall be taken after establishing the grounds on which the disciplinary action is initiated and after a reasonable opportunity has been provided to the employee to defend himself/herself.

- a) As part of the disciplinary action, the following punishment for good and sufficient reasons may be imposed upon the employees of the Institution, after establishing the facts about committing an offence and dereliction/negligence of duties:
 - i. Censure
 - ii. Withholding increments/promotion
 - iii. Recovery from his salary whole or part of any pecuniary loss caused to the college due to negligence of duty or breach of orders/rules.
 - iv. Suspension
 - v. Removal from service
 - vi. Dismissal from service
- b) If the competent authority feels it is necessary to constitute an enquiry as a part of the procedure for taking disciplinary action, the enquiry committee shall consists of three members amongst Head of the Departments and Senior Professors
- c) An employee can appeal against any punishment imposed upon him/her by the competent authority to the management/governing body as the case may be.

10.0 Reward System for Promoting Faculty Research/Incentives for Getting External Grants from AICTE, Industry or other Sources by Faculty to the Institution.

Extension of incentive of 3% of the total financial amount received for various research/development purposes and to be shared among the Principal Investigator and other Project Associates such as faculty / staff / students (listed in the Proposal)





JAI NARAIN COLLEGE OF TECHNOLOGY, BHOPAL (M.P.)

10.1 Financial Assistance for Faculty attending the Seminar/Conference/Workshop etc.

Financial assistance shall be offered as per the following table:

S. No.	Details	National/International Conferences in India	Paper presentation at International Conferences Abroad
1	Registration Fee	Assistance to the extent of Rs.10,000/-or actuals whichever is lower	Assistance to the extent of Rs.15,000/-
2	Travel Allowance	Assistance to the extent of to & fro FIRST CLASS/AC 2 TIER train fare or Rs.5,000/-whichever is lower.	Assistance to the extent of 50% of the actual fare by Economy Class by Air India/any other air line or Rs.25,000/-whichever is lower. Maximum Financial Assistance : Rs.50,000/-
3	Daily Allowance	Rs. 2000 per day for the duration of the conference	US \$ 75 per day for the duration of the conference or Rs.10,000/-, whichever is lower
4	Local Allowance	Rs.500/-per day subject to a maximum of Rs.2000/-	Rs.2000/- per day subject to a maximum of Rs. 10000/-

10.2 Conditions for Sanction of Financial Benefits for attending the Seminar/Conference/Workshop etc.

- Faculty members should present the paper.
- Faculty should be full time employees.
- If there are one or more authors for a paper, only one author will be eligible for financial assistance.
- In the case of international conferences abroad, a staff can avail such assistance if he/she had not received assistance in the earlier three years.
- In the case of conferences in our country, the facility can be availed twice a year
- The assistance is released on reimbursement basis.
- The support provided shall be such that the total assistance received from all sources, including this financial assistance, shall not exceed the expenditure.
- The reimbursement is subject to the production of vouchers for registration fee and travel tickets.
- Self-certification regarding assistance, if any, received from other sources for the purpose shall also be produced.
- The financial assistance for participation in the International Conference is funded subject to review of the Experts by screening the papers prepared and to be presented by the faculty before deputing the faculty and also to check the credibility of the conference.

11.0 Leaves

The leave sanctioning authority is the Principal for all faculty and staff. The leave sanctioning authority for the principal is Chairman/Secretary.





11.1 Employees are admissible to following types of leaves:

A. Casual Leave

- a) A staff (who has put in one or more years of service) is credited a Casual Leave (CL) of 12 days in each calendar year.
- b) Newly appointed faculty/staff are entitled for one CL per every completed month of service upto one year.
- c) After completion of one year of service, the CL shall be granted in proportion [pro-rata] to the period remaining till December of that year.
- d) CL not exceeding seven days inclusive of Sundays and holidays may be granted at a time.
- e) In special cases the management has the discretion to sanction CL upto ten 10 days in continuation.
- f) CL cannot be combined with any type of leave.
- g) CL cannot be claimed as right. The Casual Leave shall be got sanctioned before availing.
- h) When staff is unable to attend duties due to illness or any other reason beyond his/her control the Competent Authority for leave sanction may grant leave upon satisfaction.
- i) Discretion is reserved to the Sanction Authority.
- j) A staff who remains absent from duty without leave [for a period of four months or more] may be liable to be dismissed or removed from service and will be called as absconder.
- k) Casual leaves can be affixed either as suffix or prefix in case of vacations.
- l) Half day casual leave either for forenoon or afternoon can be availed.

B. Earned Leave

B.1 Earned Leave for Non Vocational Staff.

- a) Principal, Librarian, Workshop Superintendent, Sports Officer and other employees appointed on post of regular in nature, other then faculty shall be entitled for 30 days of earned leave in a calendar year.
- b) The leave shall be credited in advance in two installments of 15 days each on 1st January and 1st July every year.
- c) Earned leave can be encashed at the time of superannuation. A maximum of 180 days year can be encashed if they remain unavailed in balance.





B.2 Earned Leave for Vacational Staff

- a) Faculty members are vacation staff. They are entitled for earned leave 10 days in a year. The earned leave will be credited in installments of five days each on 1st January and 1st July of every year.
- b) Earned leave can be encashed at the time of superannuation. A maximum of 180 days year can be encashed if they remain unavailed in balance.

C. Leave with Half Pay

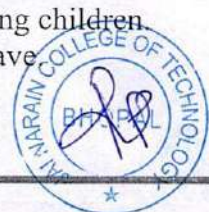
- a) Employees shall be entitled for 10 days leave with full pay or 20 days leave with half pay in a calendar year.
- b) The leave shall be credited in two installments of 10 days each on 1st January and 1st July of every calendar year.
- c) These leaves can be granted upon producing both medical certificate of illness and medical certificate of fitness and for personal matters. These leave can be commuted.
- d) The Leave Sanctioned Authority shall sanction them subject to their satisfaction that the employee shall return for duty at the end of the leave.

D. Maternity Leave

- a) A female staff may be granted maternity leave for a period of one hundred and thirty five days from the date of its commencement.
- b) Maternity leave may also be granted in case of miscarriage or abortion including abortion induced under the Medical Termination of Pregnancy Act, 1971 (but not threatened abortion), subject to the conditions that – (a) the leave does not exceed six weeks; and (b) the application for leave is supported by a medical certificate from a Registered Medical Practitioner
- c) Maternity leave (under clause 7.6.1 or clause 7.6.2 of above) shall not be admissible to a female staff who has two or more living children.
- d) Maternity leave may be combined with vacation or any other kind of leave. Such leave not exceeding sixty days may be granted without production of medication certificate.
- e) Leave in further continuation of leave granted under clause 7.6.4 may be granted in the case of illness of the female staff subject to the production of a medical certificate from the authorized Medical Officer. Such leave may also be granted in case of illness of a newly born baby, subject to production of a medical certificate from the authorised Medical Officer to the effect that the condition of ailing baby warrants personal attention and that her presence by the baby's side is absolutely necessary.

E. Paternity Leave

- a) A male staff may be granted paternity leave during the confinement of his wife for a period of fifteen days from the date of its commencement.
- b) It shall not be admissible to a male staff who has two or more living children.
- c) It may be combined with any other kind of leave except casual leave.
- d) It cannot be en-cashed or merged with earned leave.





F. Special Leave

- All the teaching staff members are entitled special leave up to fifteen days in calendar year to take up examinations work in our college or outside to attend conferences or seminars etc.
- Special Casual Leave may also be granted for attending to calamities subject to prior approval after exhausting all casual leaves.

G. Compensatory Leave

Employees attending duties in college on holidays shall entitled for compensatory leave at the rate of one compensatory leave per day on duty.

H. Leave Rules for Contingent Staff

All the contingent staff of the college are eligible for a Casual Leave of 12 days in a calendar year.

12.0 Vacation

Regular faculty is eligible for 15 days of vacation due after the academic year upon completion of one year service.

13.0 Travelling Allowance, Daily Allowance & Local Transport

Employees of the college when deputed to any out stations shall be entitled to travelling allowances, daily allowances and other permissible expenses they incur. These shall be regulated as under:

Grades: All the staff, both Teaching and Non-Teaching are classified into two Grades as follows:

Grade – I: The entire regular teaching staff of Asst. professor cadre and above.

Grade – II: All the non- teaching staff and all other employees.

Employees of Grade – I are eligible to travel by 1st class/II - AC sleeper class. All the other employees are eligible to travel by sleeper class III tier.

Daily Allowance:

Daily Allowance admissible to different grades shall be as follows or as per latest notification:

Category of Employee	Town / City "A"	Town / City "B"	Town / City "C"
Grade – I	Rs. 1000/-	Rs. 800/-	Rs. 600/-
Grade – II	Rs.500/-	Rs. 300/-	Rs. 200/-





For the purpose of claiming D.A., the absence of the employee from the headquarters is reckoned i.e., the time between the officers left the headquarters and the time he returned to the headquarters shall be taken. For periods less than 24 hours absence the following rate are admissible:

- a) Absence Less than 6 Hours No D.A.
- b) Absence more than 6 hours, but less than 12 hours Half D.A
- c) Absence more than 12 hours Full D.A.

Local Transport:

For local travelling public transport is allowed subject to submission of tickets / bills kilometre-wise .

Note: It is a fundamental principle that allowance is not to be a source of profit and no allowance is granted to cover the expenses of family members accompanying them when travelling on duty.

14.0 Assistance for Presenting Papers in Seminar / Conferences etc.

The regular teaching staff who are sponsored for presenting papers in seminars/conferences are eligible to travel by 1st class/II AC or equivalent by Air/Rail/Bus in addition to reimbursement of registration fee. D.A. as per rules is admissible. This facility is limited to twice in an academic year for national level and once in three years for international conferences.

15.0 Assistance for Attending Seminars, Q.I.P. Courses, Refresher Courses Etc.

The regular teaching staffs who are permitted to attend the seminars as delegates, and to undergo Q.I.P. Courses, Refresher Courses etc., are eligible to travel by II sleeper class. No D.A. is admissible. This provision is not extended when the organizing agency is meeting the T.A.

16.0 Adjustments of advances outstanding in the name of the employees:

All employees who have taken advantage of their names shall adjust the outstanding advances in their names within one month or at the end of the month on which the advances are drawn.





17.0 Festival Advance to all the Staff Members

All the staff members who have put in more than one year of service at JNCT are eligible for sanction of festival advance of Rs.3,500/- once in a financial year only. This facility will be made available on any one festival among the festivals namely Deepavali, Ramzan and Christmas subject to recovery in ten equal installments from their salary.

18.0 Medical facilities

Medical facilities for employees , family and students is available on the campus in Primary Rural Health Center (College dispensary).

NOTE:

1. Regarding the interpretation of these rules and on any other point which is not covered under these rules the decision of the Management of the College shall be final and such decisions shall ,as far as possible, be in the general interest of the employees and the institute.
2. The Management reserves the right to amend any of the above rules without affecting the general interest of the employees and the institutes.

Assented by

HR, JNCT, Bhopal

On dated : 01/01/2024, Place : At Bhopal.

MANAGEMENT REPRESENTATIVE

On dated : 01/01/2024, Place : At Bhopal.





SERVICE RULES (2017)

0.0 Preamble

Jai Narain College of Technology, Bhopal is managed by J. N. Shiksha Samiti, Bhopal having its registered office 31, Shyamla Hills, Bhopal, M.P.

These service rules shall be called as SERVICE RULES 2017. They shall supercede existing service rules.

They are applicable to Jai Narain College of Technology, Bhopal. They shall come into with effect from 1st January 2017 AD.

1.0 Definitions

- 1) **Management means:** The Governing Body & Finance Committee.
- 2) **Governing Body means:** The Governing Body of the College duly constituted as per A.I.C.T.E. Norms.
- 3) **Chairman means:** The Chairman and the Managing Trustee of the Trust is the Chairman of the Governing Body of the college.
- 4) **Principal means:** The Principal of the college or any other person authorized to discharge duties and responsibilities of the Principal.
- 5) **Employee means:** A person hired by the trust to perform the duties of Principal, Vice-Principal, faculty and staff on a regular basis. Persons engaged on part time or daily wages are excluded.
- 6) **Faculty includes** Dean, Professors, Associate Professors, Assistant Professors, Teaching Assistants or any other teaching post declared by the Management.
- 7) **Technical Staff comprises** Foreman, Programmers, Asst. Programmers, Computer Operators, Technicians and Lab Assistants: Grade – I, Grade – II and Grade – III.
- 8) **Non – Teaching staff comprises** of Manager / Administrative Officer, Accounts Officer, Superintendent, Senior Assistant, Junior Assistant, Steno cum P.A. to Principal, Typist, Record Assistant, Attender, Vehicle staff, Contingent staff, Watchman/Security/NMR Attenders, Gardner and Sweepers etc.
- 9) **Competent Authority** is the Chairperson, Secretary, Principal and Dean in the case of all other employees.
- 10) **On Duty** – An employee is said to be on duty for the purpose of service benefits when
 - a) The employee is discharging the duties of the post to which he /she is appointed or he/she is undergoing training prescribed for the post.
 - b) The employee is absent from duty on authorized holidays on permitted vacation or when availing any leave sanctioned by the competent authority.
 - c) The employee is attending conferences, seminars, summer schools, workshops, refresher courses, orientation courses, winter schools, quality improvement programmes, etc. duty permitted by competent authority
 - d) The employee is attending to the work assigned by the competent authority in the interest of College/Management.
- 11) **Leave** means leave granted by competent authority to an employee to which he/she is eligible.
- 12) **Pay means** Pay band + AGP with allowances as the case may be.
- 13) **Year means** calendar year from 1st January to 31st December, financial year from April to 31st March, and academic year from July to June of the coming year.





2.0 Appointments

2.1 Appointing Authority

The Secretary shall issue the appointment orders.

2.2 Staff Strength

- a) The Teaching staff strength shall be as per AICTE/UGC Norms (A minimum of 80% of requirements shall be met out).
- b) The Non - Teaching staff strength shall be as per State Government / University Norms.

2.3 Qualifications

The qualifications, age, experience etc., shall be as per AICTE/UGC Norms in respect of teaching staff and as per State Government / University norms in respect of Non – Teaching staff.

2.4 Selection

- a) For selection of employees guidelines of AICTE / University / State Government issued from time to time shall be followed.
- b) Staff selection committee shall be constituted for filling up teaching and non –teaching posts.
- c) Vacancy shall be filled up by direct recruitment through open advertisement or by promotion from among qualified and eligible internal candidates, as directed by the governing body.
- d) The Management/Governing body may in special circumstances appoint persons by invitation/deputation/contract basis year after year as per guidelines enforce.

2.5 Probation

- a) The initial appointments to posts in the college shall ordinarily be made on probation for a period of twelve months.
- b) The Management/Governing Body upon the recommendation of the Principal for valid and sufficient reasons may extend the probation period of an employee for such period as may be found necessary or terminate his/her services after due notice. The employee is deemed to have been on probation until the order declaring satisfactory completion of probation period is communicated to him, even if the stated period of probation is completed. After confirmation, the appointee shall hold the office till the age of superannuation or upon his resignation from his present post.
- c) No application of the employee seeking employment elsewhere shall normally be forwarded during the probation period.
- d) The rules governing probation shall not apply to appointments made on a temporary/contract/contingent basis. The services of such candidates can be terminated at any time without any notice and without assigning any reason thereof.





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- e) All the employees of the college shall be subject to the general discipline and conduct rules of the college.
- f) All the employees of the college are required to be present in the college timings the working hours of the college on all working days.
- g) An employee of the college shall devote his/her whole time to the service of the college and shall not engage directly or indirectly in any trade or business or private tuition or any other work, which is likely to interfere with the proper discharge of his/her duties. This provision shall not apply to academic work relating to university examinations, question papers setting, delivering guest lectures and or other work undertaken with the prior permission of the Principal/Management.
- h) An employee may be placed under suspension by the appointing authority pending enquiry into framed charges by giving the employee a fair chance to represent his/her case. Principal is empowered to suspend any employee if it is in the interest of the college and report his action to the Management/ University as the case may be.
- i) The services of an employee, probationer or regular are liable to be terminated on grounds of fraud, gross indiscipline, negligence of duties, prolonged illness, disability to discharge his/her official duties satisfactorily etc. giving 1 month notice or 1 salary in lieu in case of probationer or 2 months notice or 2 months salary in case of regular employee. The employee concerned however shall be given full and fair opportunity to represent his/her case before effecting such termination. In all such cases the State Government rules in force shall be applicable. There is no necessity to issue such notice to the probationers.
- j) On completion of probation not more than two applications per academic (June to July) year shall be forwarded through proper channels.
- k) An employee shall have to give one month notice in case he/she desires to be relieved upon resignation or he / she shall pay one month salary in lieu thereof in case if he/she desires to be relieved immediately. The resignation shall come into force from the date of accepting the resignation by the Management / Principal or date of his/her relief whichever is earlier.
- l) For all the employees in the college their personal file shall be maintained and regularly updated.





2.6 Seniority

In the case of two or more persons selected for appointment at the same time to a category of post, the appointing authority shall fix the order of seniority among them as per the of merit order fixed by the selection committee or as per the time and date of joining.

2.7 Pay, Allowance & Increments

- a) **Pay:** AICTE / State Government/ UGC/Pay Scales as applicable from time to time shall be given to teaching staff. State government/University scales of pay as applicable from time to time shall be given to non-teaching staff.
- b) **Allowance:** Dearness, House rent and other allowances declared by State Government from time to time shall be admissible.

2.8 Sanction of Increments:

- a) **The Management** is the competent authority to sanction advance increments to the candidates selected based on their qualification / specialization / experience.
- b) **Regular Increments:** Increments shall be sanctioned by the management only on satisfactory performance of the employee.
- c) **The management** shall have the authority to withhold an increment for a certain period not exceeding one year as a disciplinary measure on sufficient and valid reasons, and after the employee has been given a fair opportunity to defend oneself.
- d) **The Governing Body /Management** shall be the competent authority to implement Career Advancement Scheme as applicable.
- e) **Annual increments** will be sanctioned as and when due. In case the increments are withheld then the concerned employee will be informed about the decision with reason.

3.0 General Service Conditions

Rules and Regulations on the Roles and Responsibilities of Faculty

The faculty shall adhere to the Rules/ Regulations/ Responsibilities at all times. The rules, regulations & responsibilities are only indicative and not exhaustive. Non-adherence or non-compliance to the rules, regulations & responsibilities will be treated as dereliction of duties and suitable disciplinary action will be initiated against such employees/faculty members.

3.1 General Rules

- a) The faculty must be punctual for duty.
- b) Stay within the campus during the working hours of the college.
- c) He/She shall discharge responsibilities assigned in teaching/research/consultancy and administrative areas diligently, honestly in unbiased manner with total commitments.
- d) The faculty are expected to conduct themselves in a professional and co-operative manner.
- e) Take precautions to protect equipment, materials, facilities and property of the college and the departments.
- f) He/She shall attend the meetings convened by HODs, Principal and Management.
- g) He/She shall participate in activities assigned by HOD, Principal and Management.
- h) He/She shall willingly take up other duties and responsibilities assigned by the Principal/Management not limited to Academic and Evaluation duties.





- i) He/She shall undertake Research/Consultancy Activities constantly in addition to teaching particularly at the level of Professor, Associate Professor and Assistant Professor.
- j) He/She shall not engage himself/herself in or take private tuitions.
- k) He/She shall wear a decent and formal dress and his/her identity card on duty provided by the college.
- l) He/She shall finish the valuation work of internal examinations and semester examinations on priority without causing any inconvenience to the valuation process.
- m) He/she shall not accept/proceed to undertake any duties/works not exceeding 30 days in the calendar year outside the college without prior approval of the authorities concerned.
- n) Whenever a faculty is deputed / permitted to take up an assignment outside the college, attendance certificate is to be submitted in the office and recorded in the department.

3.2 Behavior

The teaching profession expects high standards of ethical behavior. The faculty members are expected to conduct themselves in a professional and befitting manner. The faculty member shall adhere to ethical codes of conduct listed below:

- a) The faculty shall not indulge in rude or abusive behavior, comment against superiors, make negative comments about other staff members, verbal attacks, which are of a personal, threatening, abusive and irrelevant nature or go beyond fair and professional conduct.
- b) The faculty shall desist from unauthorized distribution of printed material etc. The faculty shall also desist from falsifying/tampering any records or documents.
- c) The faculty shall desist from getting involved in un-authorized activities leading to financial benefit.
- d) The faculty shall desist from exhibiting non-ethical behavior that shall jeopardize the moral standards of the Institution.
- e) The faculty shall comply with rules, regulations and policies of the Management from time to time.

4.0 Academics

4.1 General

- a) To conduct the assigned classes as per schedule.
- b) To maintain the record of lesson plans, portions covered and other relevant documents of the courses handled by them.
- c) To implement a designated curriculum with the said objectives and measure the outcomes of the courses being taught by them.
- d) To participate in professional development opportunities/ activities and apply the concepts in academic activities such as class room delivery and also in practical sessions.
- e) The faculty shall share information about project works; enable students to reflect learning that takes place in internships, site visits, industrial visits, placements and other outdoor activities etc. thereby helping in improving teaching and learning process.





4.2 Classroom Management

- a) To come well prepared for the class and stay focused on the topic/content.
- b) Be present in the classroom in time.
- c) To mark attendance within the first ten minutes of the scheduled class hour. The student entering the class after ten minutes can only avail the benefit of lecture and not the attendance.
- d) To commence the class by recollecting the main points of the previous class in order to maintain continuity.
- e) To share knowledge in a manner that encourages effective two-way communication.
- f) Be organized and in order to make efficient use of time and move in a planned and systematic manner.
- g) To be self-confident and facilitate quality delivery of the subject.
- h) Involve visual and activity based learning wherever possible, make powerpoint presentations (PPT) in addition to conventional use of chalk and black board depending on the subject & necessity.
- i) Provide real time case studies whenever possible. Employ appropriate strategies to achieve the desired objective of learning.
- j) To pose questions to the students which inculcate thinking.
- k) To summarize the main points at the end of period.
- l) After every mid semester examination the faculty shall discuss the solution to the questions in the test and also about the mistakes made by students and explain how to overcome it.
- m) To evaluate the answer books within the stipulated time and make the scheme of evaluation transparent. The faculty member shall meet all the academic and evaluation deadlines prescribed from time to time, shall not prepone, postpone, let-off or suspend a scheduled class without authorization from the concerned HOD/Principal.
- n) Shall handle the assigned practical classes and be available in the designated place for the full time.
- o) A class whether it is theory or practical or tutorial a teacher shall handle the class for the complete time duration of the class.
- p) Absence from duty without authorization is not permitted and will be viewed seriously.
- q) Shall take permission for absence from duty from the competent authority after doing proper engagements.
- r) All faculty and staff shall get their work load adjusted by alternate person while going on leave.
- s) They shall keep all lab records and lab documents updated and equipments and instruments in working conditions.





4.3 Student Related

- a) To motivate students to show interest and get benefited from the lecture.
- b) To be available for the students even after class hours to clarify their doubts, if any.
- c) To provide students a detailed set of possible questions for all the topics in order to guide/prepare them for enhancing their knowledge & face the examinations confidently. This question set may be given as tutorial or as homework every week and the answers sheets after evaluation must be returned to the students within four days.
- d) To treat students with respect and teach them to treat others with respect.
- e) To motivate and help students to do minor educational projects in related area/topics so that their analytical and self-learning skills are improved.
- f) Feel comfortable while working with exceptional learners/slow learners and learners with diverse needs.
- g) To handle gently but firmly, any misbehavior of students and weed out the cause.

4.4 Role of Mentor

- a) As a mentor, the faculty shall advise/counsel the student on all the academic matters (like registration/re-registration for the courses, dropping of courses and/or withdrawing from courses).
- b) He/she must meet the assigned students at least once every week. Every fortnight the mentor must compile the attendance of the student and in case of short attendance counsel the student and his/her parents within two days. He/She shall report to the FIC/SFC/HOD/Dean/Principal about those students who avoid meeting the mentor or statements made by the parents are found irrelevant.
- c) He/she shall understand student difficulties and counsel as per individual situations and ensure that the academic progress of a student is continuously monitored and assessed.
- d) Keep the parents apprised about the academic progress and general behavior of their wards
- e) To demonstrate communication and interpersonal skills as they relate to interaction with students, parents, colleagues, staff and administration.
- f) To ensure maintenance of mentor diary in accurate, complete, and appropriate manner. The mentor diary is to be regularly updated with the comprehensive information of the student's academic progress with proper verification.
- g) The mentor should serve as a friend, philosopher and guide.





5.0 Rules / Regulations on the Roles and Responsibilities of Staff Members

The staff shall adhere to the Rules/ Regulations/ Responsibilities at all times as mentioned below.

The rules, regulations & responsibilities are only indicative and not exhaustive. **Non adherence or non- compliance to the rules, regulations & responsibilities** will be treated as **dereliction of duties** and suitable disciplinary action will be initiated against such employees.

- a) The staff members must be punctual to duty.
- b) The staff shall stay in the workplace during the working hours of the college.
- c) The staff shall discharge the responsibilities diligently in an honest and unbiased manner with total commitment.
- d) The staff shall maintain confidentiality. They shall not give or pass any information to any inside/outside persons unless and until the employee has been authorized to do so.
- e) The staff shall desist from falsifying/tampering any records or documents.
- f) The staff shall take precautions to protect equipment, materials, facilities and property.
- g) The staff shall take up other responsibilities prescribed by the superiors from time to time.
- h) The staff shall wear uniforms provided (if any) and identity cards on while on duty.
- i) The staff shall desist from borrowing/lending money from/to other employees.
- j) The staff shall not act in the manner amounting to insubordination, breach of trust, fraud etc.
- k) The staff shall assist/carry out their works with a view to meet the deadline notified by the competent authority.
- l) The staff shall not indulge in rude or abusive behavior, comments against superiors and negative comments about other staff members.
- m) The staff shall not involve in verbal attacks, which are of a personal, threatening, abusive, and irrelevant or go beyond fair and professional conduct.
- n) The employee shall not consume alcoholic drinks in the premises or not arrive at work under the influence of alcohol or any substance having an intoxication effect.
- o) The employee shall desist from unauthorized distribution of printed material or sell items on campus.
- p) The staff shall desist from getting involved in un-authorized activities for personal financial benefit / interest.
- q) The staff shall desist from participating in professional or personal behaviours that jeopardize the moral standards of the institution.
- r) The staff members are expected to conduct themselves in a professional, cooperative and ethical manner.
- s) The staff shall comply with rules, regulations and policies of the Management as framed from time to time in the interest of the college.





6.0 Motivation of faculty for Research Publications

Award of cash incentives for research publications in the referred international/national journals by the faculty members who are on regular scales. The Principal is authorized to recommend the award of incentive to the sanctioning authority after ensuring the compliance of the conditions as cited below:

- a) The publication may be considered subject to:
 - i. Establishing the standing of the journal
 - ii. Copy of the Editorial Board of the Journal
 - iii. Copy of comments by the peer group/reviewers
 - iv. Copy of publication
 - v. Any other conditions which the sanctioning authority deems fit.
- b) There shall be no ceiling limit on the number of publications an individual faculty can publish.
- c) The cash incentives of Rs.10,000/- maximum or registration charges, whichever is less, for each paper published in refereed International journal and Rs.5,000/- maximum or registration charges, whichever is less, for each paper published by the faculty in referred National journal.
- d) The incentive amount shall be equally distributed amongst all the authors.
- e) The publications made by the Principals and HODs shall be referred to the sanctioning authority for approval.
- f) The Impact Factor should be 0.5 and above and the faculty should submit the Impact Factor of the Journal.
- g) Publication should be as a faculty of JNCT Group of Colleges, Raisen Road Campus, Bhopal.

7.0 Guidelines/Conditions for Grant of study leaves for higher studies

A maximum of **10% of the total faculty members in a department for pursuing PhD programmes may be granted study leave for pursuing Ph.D program under QIP** subject to the following guidelines/eligibility conditions:

- a) The faculty shall be on regular pay rolls and should have completed 5 years of service for sponsorship of programs offering Ph.D. degree.
- b) The faculty shall pursue and complete his/her studies diligently.
- c) The faculty shall return and report to JNCT within a week after completion of program.
- d) The faculty shall serve the JNCT Group after returning and reporting for a minimum period of five years.
- e) The faculty shall be paid 50% of salary during the study period and the remaining 50% after serving for five years post return.
- f) In case the faculty fails to fulfill the above condition, the faculty is liable for the repayment of the full amount of expenditure incurred by the college.
- g) The faculty shall be bound by the rules of the Management from time to time.
- h) He/She will execute a Bond (on a Stamp Paper) with a surety to serve JNCT Group for the prescribed period after successful completion of Programme and serving the institute for the minimum period of five years on return after completion of the program.





8.0 Conduct Rules for all Employees

Every employee shall be governed by these rules and shall be himself liable for all consequences that will follow in case of breach of him/her:

- a) Every employee shall at all times maintain integrity of character, be devoted to his/her duty and be honest and impartial in his / her official dealing. An employee shall, at all times be courteous and polite in his/her dealings with the management, principal, other members of staff, students and with members of the public. He/she shall exhibit utmost loyalty and shall always act in the best interest of the college.
- b) An employee shall be required to observe the scheduled hours of working during which he/she must be present at the place of his/her work. No employee shall be absent from duty without prior permission. Even during leave or vacation, no employee shall leave headquarters except with the prior permission of appropriate authority. Whenever leaving the station, an employee shall inform the principal in writing through the respective H.O.D. or the principal directly if he/she happens to be a H.O.D the address at which he/she would be available during the period of his/her absent from the headquarters.
- c) No employee shall be a member of any political party or shall take part in politics or to be associated with any party or organization, which takes part in political activity, nor shall aid or assist in any manner any political movement or activity.
- d) No employee shall make any statement, publish or write through any media which has the effect of an adverse criticism of any policy or action of the college or detrimental to the interests of the college.
- e) No employee can engage himself directly or indirectly in any trade or any private tuition or undertake employment outside his official assignment, whether for any monetary gain or not.
- f) An employee against whom insolvency proceedings commenced in a Court of law shall forthwith report full facts thereof to the college.
- g) An employee against whom criminal proceedings are initiated in a court of law shall immediately inform the competent authority of the college regarding the details thereof.
- h) No employee shall, except with prior permission of competent authority, have recourse of law or to the press for the vindication of any official act of the college, which has been the subject matter of criticism or attach defamatory character.
- i) Whenever an employee wishes to put forth any claim or seeks redressal of any grievance he/she must forward his/her case in writing through proper channel to the competent authority and shall not forward any such advance copies of his/her application to any higher authorities unless the competent authority has rejected his/her claim or refused redress of the grievance or has delayed the matter beyond a reasonable time.
- j) An employee who commits any offence or dereliction of duty or does an act detrimental to the interests of the college is subject to an enquiry and punishment by the competent authority. However, any employee aggrieved with the decision of the competent authority may appeal against such punishment or decision within 15 days of the receipt of the orders of the decision to the management and the decision of the management thereon, is final and binding on the employee.
- k) No employee shall engage in strike or incitement thereto or similar activities such as absence from work or neglect of duties or participate in hunger strike etc. Violation of this rule will amount to misconduct and attract deterrent punishment.





9.0 Disciplinary Action

All employees are liable for disciplinary action for disobedience, misconduct and dereliction/negligence of duty. However such disciplinary action shall be taken after establishing the grounds on which the disciplinary action is initiated and after a reasonable opportunity has been provided to the employee to defend himself/herself.

- a) As part of the disciplinary action, the following punishment for good and sufficient reasons may be imposed upon the employees of the Institution, after establishing the facts about committing an offence and dereliction/negligence of duties:
 - i. Censure
 - ii. Withholding increments/promotion
 - iii. Recovery from his salary whole or part of any pecuniary loss caused to the college due to negligence of duty or breach of orders/rules.
 - iv. Suspension
 - v. Removal from service
 - vi. Dismissal from service
- b) If the competent authority feels it is necessary to constitute an enquiry as a part of the procedure for taking disciplinary action, the enquiry committee shall consists of three members amongst Head of the Departments and Senior Professors
- c) An employee can appeal against any punishment imposed upon him/her by the competent authority to the management/governing body as the case may be.

10.0 Reward System for Promoting Faculty Research/Incentives for Getting External Grants from AICTE, Industry or other Sources by Faculty to the Institution.

Extension of incentive of 3% of the total financial amount received for various research/development purposes and to be shared among the Principal Investigator and other Project Associates such as faculty / staff / students (listed in the Proposal)





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10.1 Financial Assistance for Faculty attending the Seminar/Conference/Workshop etc.

Financial assistance shall be offered as per the following table:

S. No.	Details	National/International Conferences in India	Paper presentation at International Conferences Abroad
1	Registration Fee	Assistance to the extent of Rs.10,000/-or actuals whichever is lower	Assistance to the extent of Rs.15,000/-
2	Travel Allowance	Assistance to the extent of to & fro FIRST CLASS/AC 2 TIER train fare or Rs.5,000/-whichever is lower.	Assistance to the extent of 50% of the actual fare by Economy Class by Air India/any other air line or Rs.25,000/-whichever is lower. Maximum Financial Assistance : Rs.50,000/-
3	Daily Allowance	Rs. 2000 per day for the duration of the conference	US \$ 75 per day for the duration of the conference or Rs.10,000/-, whichever is lower
4	Local Allowance	Rs.500/-per day subject to a maximum of Rs.2000/-	Rs.2000/- per day subject to a maximum of Rs. 10000/-

10.2 Conditions for Sanction of Financial Benefits for attending the Seminar/Conference/Workshop etc.

- Faculty members should present the paper.
- Faculty should be full time employees.
- If there are one or more authors for a paper, only one author will be eligible for financial assistance.
- In the case of international conferences abroad, a staff can avail such assistance if he/she had not received assistance in the earlier three years.
- In the case of conferences in our country, the facility can be availed twice a year
- The assistance is released on reimbursement basis.
- The support provided shall be such that the total assistance received from all sources, including this financial assistance, shall not exceed the expenditure.
- The reimbursement is subject to the production of vouchers for registration fee and travel tickets.
- Self-certification regarding assistance, if any, received from other sources for the purpose shall also be produced.
- The financial assistance for participation in the International Conference is funded subject to review of the Experts by screening the papers prepared and to be presented by the faculty before deputing the faculty and also to check the credibility of the conference.

11.0 Leaves

The leave sanctioning authority is the Principal for all faculty and staff. The leave sanctioning authority for the principal is Chairman/Secretary.





11.1 Employees are admissible to following types of leaves:

A. Casual Leave

- a) A staff (who has put in one or more years of service) is credited a Casual Leave (CL) of 12 days in each calendar year.
- b) Newly appointed faculty/staff are entitled for one CL per every completed month of service upto one year.
- c) After completion of one year of service, the CL shall be granted in proportion [pro-rata] to the period remaining till December of that year.
- d) CL not exceeding seven days inclusive of Sundays and holidays may be granted at a time.
- e) In special cases the management has the discretion to sanction CL upto ten 10 days in continuation.
- f) CL cannot be combined with any type of leave.
- g) CL cannot be claimed as right. The Casual Leave shall be got sanctioned before availing.
- h) When staff is unable to attend duties due to illness or any other reason beyond his/her control the Competent Authority for leave sanction may grant leave upon satisfaction.
- i) Discretion is reserved to the Sanction Authority.
- j) A staff who remains absent from duty without leave [for a period of four months or more] may be liable to be dismissed or removed from service and will be called as absconder.
- k) Casual leaves can be affixed either as suffix or prefix in case of vacations.
- l) Half day casual leave either for forenoon or afternoon can be availed.

B. Earned Leave

B.1 Earned Leave for Non Vacational Staff.

- a) Principal, Librarian, Workshop Superintendent, Sports Officer and other employees appointed on post of regular in nature, other then faculty shall be entitled for 30 days of earned leave in a calendar year.
- b) The leave shall be credited in advance in two installments of 15 days each on 1st January and 1st July every year.
- c) Earned leave can be encashed at the time of superannuation. A maximum of 180 days year can be encashed if they remain unavailed in balance.





B.2 Earned Leave for Vacational Staff

- a) Faculty members are vacation staff. They are entitled for earned leave 10 days in a year. The earned leave will be credited in installments of five days each on 1st January and 1st July of every year.
- b) Earned leave can be encashed at the time of superannuation. A maximum of 180 days year can be encashed if they remain unavailed in balance.

C. Leave with Half Pay

- a) Employees shall be entitled for 10 days leave with full pay or 20 days leave with half pay in a calendar year.
- b) The leave shall be credited in two installments of 10 days each on 1st January and 1st July of every calendar year.
- c) These leaves can be granted upon producing both medical certificate of illness and medical certificate of fitness and for personal matters. These leave can be commuted.
- d) The Leave Sanctioned Authority shall sanction them subject to their satisfaction that the employee shall return for duty at the end of the leave.

D. Maternity Leave

- a) A female staff may be granted maternity leave for a period of one hundred and thirty five days from the date of its commencement.
- b) Maternity leave may also be granted in case of miscarriage or abortion including abortion induced under the Medical Termination of Pregnancy Act, 1971 (but not threatened abortion), subject to the conditions that – (a) the leave does not exceed six weeks; and (b) the application for leave is supported by a medical certificate from a Registered Medical Practitioner
- c) Maternity leave (under clause 7.6.1 or clause 7.6.2 of above) shall not be admissible to a female staff who has two or more living children.
- d) Maternity leave may be combined with vacation or any other kind of leave. Such leave not exceeding sixty days may be granted without production of medication certificate.
- e) Leave in further continuation of leave granted under clause 7.6.4 may be granted in the case of illness of the female staff subject to the production of a medical certificate from the authorized Medical Officer. Such leave may also be granted in case of illness of a newly born baby, subject to production of a medical certificate from the authorised Medical Officer to the effect that the condition of ailing baby warrants personal attention and that her presence by the baby's side is absolutely necessary.

E. Paternity Leave

- a) A male staff may be granted paternity leave during the confinement of his wife for a period of fifteen days from the date of its commencement.
- b) It shall not be admissible to a male staff who has two or more living children.
- c) It may be combined with any other kind of leave except casual leave.
- d) It cannot be en-cashed or merged with earned leave.





F. Special Leave

- All the teaching staff members are entitled special leave up to fifteen days in calendar year to take up examinations work in our college or outside to attend conferences or seminars etc.
- Special Casual Leave may also be granted for attending to calamities subject to prior approval after exhausting all casual leaves.

G. Compensatory Leave

Employees attending duties in college on holidays shall entitled for compensatory leave at the rate of one compensatory leave per day on duty.

H. Leave Rules for Contingent Staff

All the contingent staff of the college are eligible for a Casual Leave of 12 days in a calendar year.

12.0 Vacation

Regular faculty is eligible for 15 days of vacation due after the academic year upon completion of one year service.

13.0 Travelling Allowance, Daily Allowance & Local Transport

Employees of the college when deputed to any out stations shall be entitled to travelling allowances, daily allowances and other permissible expenses they incur. These shall be regulated as under:

Grades: All the staff, both Teaching and Non-Teaching are classified into two Grades as follows:

Grade – I: The entire regular teaching staff of Asst. professor cadre and above.

Grade – II: All the non- teaching staff and all other employees.

Employees of Grade – I are eligible to travel by 1st class/II - AC sleeper class. All the other employees are eligible to travel by sleeper class III tier.

Daily Allowance:

Daily Allowance admissible to different grades shall be as follows or as per latest notification:

Category of Employee	Town / City “A”	Town / City “B”	Town / City “C”
Grade – I	Rs. 1000/-	Rs. 800/-	Rs. 600/-
Grade – II	Rs.500/-	Rs. 300/-	Rs. 200/-





For the purpose of claiming D.A., the absence of the employee from the headquarters is reckoned i.e., the time between the officers left the headquarters and the time he returned to the headquarters shall be taken. For periods less than 24 hours absence the following rate are admissible:

- a) Absence Less than 6 Hours No D.A.
- b) Absence more than 6 hours, but less than 12 hours Half D.A
- c) Absence more than 12 hours Full D.A.

Local Transport:

For local travelling public transport is allowed subject to submission of tickets / bills kilometre-wise .

Note: It is a fundamental principle that allowance is not to be a source of profit and no allowance is granted to cover the expenses of family members accompanying them when travelling on duty.

14.0 Assistance for Presenting Papers in Seminar / Conferences etc.

The regular teaching staff who are sponsored for presenting papers in seminars/conferences are eligible to travel by 1st class/II AC or equivalent by Air/Rail/Bus in addition to reimbursement of registration fee. D.A. as per rules is admissible. This facility is limited to twice in an academic year for national level and once in three years for international conferences.

15.0 Assistance for Attending Seminars, Q.I.P. Courses, Refresher Courses Etc.

The regular teaching staffs who are permitted to attend the seminars as delegates, and to undergo Q.I.P. Courses, Refresher Courses etc., are eligible to travel by II sleeper class. No D.A. is admissible. This provision is not extended when the organizing agency is meeting the T.A.

16.0 Adjustments of advances outstanding in the name of the employees:

All employees who have taken advantage of their names shall adjust the outstanding advances in their names within one month or at the end of the month on which the advances are drawn.





17.0 Festival Advance to all the Staff Members

All the staff members who have put in more than one year of service at JNCT are eligible for sanction of festival advance of Rs.3,500/- once in a financial year only. This facility will be made available on any one festival among the festivals namely Deepavali, Ramzan and Christmas subject to recovery in ten equal installments from their salary.

18.0 Medical facilities

Medical facilities for employees , family and students is available on the campus in Primary Rural Health Center (College dispensary).

NOTE:

1. Regarding the interpretation of these rules and on any other point which is not covered under these rules the decision of the Management of the College shall be final and such decisions shall ,as far as possible, be in the general interest of the employees and the institute.
2. The Management reserves the right to amend any of the above rules without affecting the general interest of the employees and the institutes.

Assented by

Poonam Chouksey,
Chairperson, J.N.Shiksha Samiti,
JNCT, Bhopal. On dated : 06/12/2016, Place : At Bhopal.

