

**All India Council for Technical Education
Training and Learning Bureau**

Frequently Asked Queries (F&AQs) on Faculty Norms

Date: 18.03.2025

Representations and queries have been received from various stakeholders across the country seeking clarification on specific matters. In response to these bulk queries, the Council has decided to compile and publish a comprehensive set of clarifications in the form of Frequently Asked Questions (FAQs). This initiative aims to address common concerns and provide clear, consistent guidance to all stakeholders.

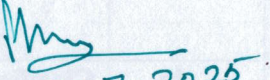
Sl No.	Queries	Answers		
1.	<p>a. Whether the allowances such as DA and HRA etc. shall be admissible on the non-compounded increments and shall be a part of basic pay given as an incentive for higher qualification to the faculty members in degree/diploma level institutions?"</p> <p>b. whether three advance increments shall be applicable as an incentive for acquiring PhD degree during service at the level of Associate Professor.</p>	<p>a. Yes. Refer AICTE Gazette Notification dated 20.05.2020 (Clarification on 6th CPC), which is self-explanatory.</p> <p>b. No</p>		
2.	To seek clarification regarding the promotion criteria for incumbent Assistant Professors with a Ph.D. degree who have joined service after 05.03.2010 in the context of the Associate professor position without completing three years of service in the AGP Rs.8000 grade.	3 years at the level of AGP Rs. 8000 is mandatory.		
3.	<p>The eligibility and provisions for considering faculty promotions that have occurred after 1st of March, 2019 (20.05.2020), under the 7th Pay Regulations. Points no. 13 are as under-</p> <table border="1" style="width: 100%; margin-top: 10px;"> <tr> <td style="width: 50%; padding: 5px;">13. Is the option for teachers available to either choosing to take promotion under the existing rules or as per the provisions in the notification under 7th CPC as published by AICTE on 1st March 2019?</td> <td style="width: 50%; padding: 5px;">The criteria for promotions laid down under these Regulations shall be effective from the date of notification of these Regulations. However, to avoid hardship to those faculty members who have already qualified or are likely to qualify shortly under the existing regulations, a choice may be given to them, for being considered for promotions under the existing Regulations. This option can be exercised by Degree and Diploma teachers, both but only within three years from the date of notification of these Regulations.</td> </tr> </table>	13. Is the option for teachers available to either choosing to take promotion under the existing rules or as per the provisions in the notification under 7th CPC as published by AICTE on 1 st March 2019?	The criteria for promotions laid down under these Regulations shall be effective from the date of notification of these Regulations. However, to avoid hardship to those faculty members who have already qualified or are likely to qualify shortly under the existing regulations, a choice may be given to them, for being considered for promotions under the existing Regulations. This option can be exercised by Degree and Diploma teachers, both but only within three years from the date of notification of these Regulations.	The faculty is eligible to draw scale as per 7 th CPC if the promotion is with 6 th CPC criteria and within the relaxation period.
13. Is the option for teachers available to either choosing to take promotion under the existing rules or as per the provisions in the notification under 7th CPC as published by AICTE on 1 st March 2019?	The criteria for promotions laid down under these Regulations shall be effective from the date of notification of these Regulations. However, to avoid hardship to those faculty members who have already qualified or are likely to qualify shortly under the existing regulations, a choice may be given to them, for being considered for promotions under the existing Regulations. This option can be exercised by Degree and Diploma teachers, both but only within three years from the date of notification of these Regulations.			

	Whether, faculty members who have qualified and fulfilled requirements for promotions as per the 6 th Regulations must be given salary as per 6 th Pay Scales or 7 th Pays Scales. Government has already extended 7 th Pay Scales from 24-03-2020 for all the Teaching Staffs of Government Engineering Colleges and Government Polytechnics. None of them have opted for 6 th pay Scales during implementation of 7 th Pay Scales.	
4.	As per the 7th Pay Regulations 2019 (Diploma), specifically Clause 4.3 on Page 28, is it possible for a faculty member with only a B.E./B.Tech. qualification to be promoted from Level 9A to Level 11 upon completing five years of service as a Lecturer?	The clause 4.3 in page 28 is self-explanatory i.e. movement is from Level-10 to Level-11.
5.	As per the AICTE (Degree) 2010 Regulations, is it mandatory for candidates who joined service on or after 05.03.2010 to have first-class degrees at both the Bachelor's and Master's levels?	One of the degree is to be first class/first division.
6.	Is it mandatory to possess first class degrees both at Bachelors and Masters level as per AICTE Degree 2019 Regulations, for recruitment and promotion taking place on or after 01.03.2019? Context to above, when backlog teaching posts have to be recruited will the qualifications apply to such recruitment.	One of the degree is to be first class/first division.
7.	AICTE, in its clarification dated 20.05.2020, stated that incumbent Diploma faculty with AGP ₹10,000 (as per 6th CPC) shall be placed at Level 14 (7th CPC) and their pay shall be fixed at the appropriate cell in the Level 14 column of the 7th CPC pay matrix. However, the pay matrix column with AGP ₹10,000 was not annexed in the AICTE Gazette Notification dated 20.05.2020, leading to the denial of Level 14 fitment for eligible faculty.	The matter has already been clarified in the AICTE Gazette Notification dated 20/05/2020 at SI No. 14.
8.	Can AGP ₹8000 (Selection Grade) be sanctioned to Lecturers in Diploma level institutions holding only a B.E./B.Tech. degree with first class, without any Master's degree, upon completing five years of service in AGP ₹7000?	Refer AICTE Gazette Notification dated 04/01/2016 (Clarification) at Annexure-II, Point No. 3.7
9.	Can a Lecturer (Selection Grade) with AGP ₹8000, who has completed three years of service and holds only a B.E./B.Tech. or equivalent degree, be promoted without a Master's degree in the relevant discipline and be placed in Pay Band-IV?	Refer AICTE Gazette Notification dated 08/11/2012 (Diploma) clause 3.9.
10.	Has the Ph.D. requirement been relaxed for the upward movement to AGP ₹8000 and AGP ₹9000 for Lecturers (Diploma) in disciplines such as Science and Humanities, Commercial Practice, Library Science, Advanced Fashion Technology, Costume Design and Dress Making, English, etc., who joined service before 05.03.2010?	The matter has already been clarified in the AICTE Gazette Notification dated 04/01/2016 at SI No. 10 and 43.



11.	<p>As per the 6th CPC AICTE Regulations, both AGP ₹9000 and AGP ₹10,000 are categorized under Selection Grade Lecturer (with AGP ₹10,000 granted to Ph.D. holders).</p> <p>Can a candidate with AGP ₹10,000 be considered senior to a Selection Grade Lecturer holding AGP ₹9000?</p>	<p>It is the policy matter of the respective State/UTs government. Seniority will be decided as per respective State/UTs Government norms.</p>
12.	<p>As per AICTE Regulations, incumbent Assistant Professors and Lecturers (Selection Grade) who completed three years in the pre-revised pay scale as of 01.01.2006 shall be re-designated as Associate Professors, while those who had not completed three years would be re-designated after completing three years.</p> <p>However, the Government has stated that the three-year provision applies only to promotions under the Career Advancement Scheme (CAS) and not for cadre promotions. Additionally, it has been emphasized that the re-designation of all Assistant Professors as Associate Professors is necessary to maintain the cadre ratio for continuous approval of Engineering Colleges.</p> <p>Clarify whether the three-year condition applies exclusively to CAS promotions or if it is also applicable to cadre promotions? Furthermore, should all Assistant Professors be re-designated as Associate Professors to ensure compliance with cadre ratio requirements for Engineering College approvals?</p>	<p>The guidelines of respective State/UTs Government will be applicable for cadre promotion.</p>
13.	<p>As per the provision stating that the endpoints of any pay matrix column do not represent the maximum pay of that level and should not be treated as the maximum and minimum of a pay scale for calculation purposes, a clarification is sought regarding annual increments.</p> <p>Are faculty members who have reached the maximum pay at various levels (Level 10, 11, 12, 13A, & 14) still eligible for the annual increment of 3%?</p>	<p>As per applicable policy of the respective State/UTs Government.</p>
14.	<p>As per AICTE Notification No. 37-3/Legal/2012 dated 8th November 2012, Clause 3.5 states that a Lecturer who does not have a Ph.D., M.Phil., or a Master's Degree in the relevant professional course shall be eligible for the next higher grade of Rs. 6000 (Stage 2) only after completing six years of service as a Lecturer. Could you kindly confirm if this provision is still applicable under the revised guidelines?</p> <p>In AICTE Notification F. No. 27/RIFD/Pay Scale/01/2013-14 dated 04-01-2016, AGP Rs. 5400 and AGP Rs. 6000 are categorized under Stage I, without specifying a minimum API requirement for promotion from AGP Rs. 5400 to AGP Rs. 6000. Does this imply that API scores are not applicable for a Lecturer to be promoted under CAS from AGP Rs. 5400 to AGP Rs. 6000?</p>	<p>For movement from AGP Rs. 5400 to AGP Rs. 6000, API score is not required.</p>
15.	<p>Clarification regarding exemption of API score in the following case:</p>	<p>In such cases, the policy matter of the respective State/UTs government shall be applicable.</p>

	<p>a) A faculty member is placed as Lecturer (Selection Grade-II) with AGP Rs. 9000 from 01.07.2015. Can he/she be exempted from API scores for placement at AGP Rs. 10000 (Level 14) from 01.07.2018, given that he/she has served as Principal I/c since 2014 and holds a Doctorate since 2003?</p> <p>b) If exempted, what will be the effective date of placement at AGP 10000 whether from the PhD award date or after three years from the award date?</p>	
16.	<p>Clarification on computation of Ph.D. Increment:</p> <p>Which method of granting five (5) non-compounded advance increments for obtaining a Ph.D. degree is correct?</p> <p>1. First Method:</p> <ul style="list-style-type: none"> o Adds ₹8,500 to basic pay and locates the nearest higher cell in the pay level. o Example: ₹57,700 (Cell-1) → ₹66,800 (Cell-6) → ₹73,000 (Cell-9) over time. <p>2. Second Method :</p> <ul style="list-style-type: none"> o ₹8,500 is treated as personal pay without merging into basic pay. o Example: ₹57,700 + ₹8,500 (Cell-1) → ₹63,000 + ₹8,500 (Cell-4) over time. 	Refer Sl. No.2 of AICTE Clarifications 2020 dated 20.05.2020 (6 th CPC).
17.	Does Point No. 13 of the AICTE Notification dated 20.05.2020 apply to faculty members who completed their Ph.D. between 01.03.2019 and 01.03.2022 for eligibility to AGP Rs. 10,000/- under AICTE Regulation 2010?	The Point No. 13 of the AICTE Notification dated 20.05.2020 is self-explanatory.
18.	Can papers published in peer-reviewed conference proceedings be considered as part of the five required publications for promotion from Associate Professor to Professor under CAS as per AICTE Notification dated 8th November 2012 (6th CPC regulations)?	Minimum of 5 papers published in the Peer Reviewed/SCI / UGC care journals shall be considered.


 20.3.2025
 (Member Secretary)