**UNIVERSITY GRANTS COMMISSION**
**New Delhi-110002, The __ February, 2018**

# DRAFT UGC REGULATIONS ON MINIMUM QUALIFICATIONS FOR APPOINTMENT OF TEACHERS AND OTHER ACADEMIC STAFF IN UNIVERSITIES AND COLLEGES AND MEASURES FOR THE MAINTENANCE OF STANDARDS IN HIGHER EDUCATION 2018

No. _____-In exercise of the powers conferred under clause (e) and (g) of sub-section(I) of Section 26 of University Grants Commission Act, 1956 (3 of 1956), and in pursuance of the MHRD _____ read with Ministry of Finance(Department of Expenditure) O.M.No._____ and in terms of the MHRD Notification MHRD letters No. 1-7/2015-U.II(1) dated 02.11.2017 and its Corrigendum No. 1-7/2015-U.II(2) dated 08.11.2017and in supersession of the UGC Regulations On Minimum Qualifications For Appointment Of Teachers And Other Academic Staff In Universities And Colleges And Measures For The Maintenance Of Standards In Higher Education 2010, issued by University Grants Commission vide Regulations No. _____dated ___, 2018 together with all amendments made therein from time to time, the University Grants Commission hereby frames the following Regulations, namely:-

1. Short title, application and commencement:

1.1 These Regulations may be called the University Grants Commission (Minimum Qualifications for Appointment of Teachers and other Academic Staff in Universities and Colleges and other Measures for the Maintenance of Standards in Higher Education) Regulations, 2018.

1.2 The shall apply to every University established or incorporated by or under a Central Act, Provincial Act or a State Act, every Institution including a Constituent or an affiliated College recognized by the Commission, in consultation with the University concerned under Clause (i) of Section 2 of the University Grants Commission Act, 1956 and every Institution deemed to be a University under Section 3 of the said Act.

1.3 They shall come into force from the date of notification.

2. The Minimum Qualifications for appointment and other service conditions of University and College teachers Librarians and Directors of Physical Education and Sports as a measure for the maintenance of standards in higher education, shall be as provided in the Annexure to these Regulations.

3. Consequences of failure of the Universities to comply with the recommendations of the Commission, as provision of Section 14 of the University Grants Commission Act, 1956:

If any University Grants affiliation in respect of any course of study to any college referred to in sub-section(5) of Section 12-A in contravention of the provisions of the sub-section, or fails within a reasonable time to comply with any recommendations made by the Commission under Section 12 or Section 13, or contravenes the provision of any rule made under clause (f) of sub-section (2) of Section 25 or of any regulations made under clause (e) or clause(f) of clause (g) of Sub-Section(I) of Section 26, the Commission after taking into consideration the cause, if any, shown by the University for such failure or contravention, may withhold from the university the grants proposed to be made out of the fund of the Commission.

Secretary, UGC

# DRAFT UGC REGULATIONS ON MINIMUM QUALIFICATIONS FOR APPOINTMENT OF TEACHERS AND OTHER ACADEMIC STAFF IN UNIVERSITIES AND COLLEGES AND MEASURES FOR THE MAINTENANCE OF STANDARDS IN HIGHER EDUCATION, 2018

These Regulations are issued for minimum qualifications for appointment and other service conditions of University and College Teachers, Librarians, Directors of Physical Education and Sports for the maintenance of standards in higher education and revision of pay scales.

## 1.0 COVERAGE

**1.1** For teachers in Faculties for which Statutory Professional Councils/Bodies exist like Indian Council for Agricultural Research, Ministry of Health and Family Welfare and Ministry of AYUSH, National Council of Teacher Education, All India Council for Technical Education, Rehabilitation Council of India, etc., the norms and regulations stipulated by the concerned Statutory Professional Councils/Bodies, if any, shall apply for the purposes of direct recruitment with the following proviso:

i. The UGC Regulations shall be applicable for direct appointment of Teachers, in case the concerned Statutory Professional Councils/Bodies have not laid down the norms so far with the condition that in such cases, the norms of the Statutory Professional Councils//Bodies shall be applicable from the date they are notified by the concerned Councils/Bodies.

ii. In the subjects in which NET/SET/SLET is conducted by UGC/CSIR or any other body accredited by UGC, NET/SET/SLET shall be an additional requirement for appointment to the post of Assistant Professor and equivalent positions as per Clause 3.3.

**1.2** The Universities/State Governments shall modify or amend the relevant Act/Statutes of the Universities concerned within 6 months of adoption of these Regulations.

## 2.0 PAY SCALES, PAY FIXATION FORMULA AND AGE OF SUPERANNUATION, ETC.

**2.1** The revised scales of pay and other service conditions including age of superannuationin central universities and other institutions maintained and/or funded by the University Grants Commission (UGC), shall be strictly in accordance with the decision of the Central Government, Ministry of Human Resource Development (Department of Education), as contained in **Appendix-I and II**.

**2.2** The pay scale shall, in the Central Universities and other institutions maintained and/orfunded by the UGC, be fixed in accordance with the pay "fixation formula" approved by the Ministry of Human Resource Development (MHRD), as contained in **Appendix-I and II**.

**2.3** The pay fixation formula for teachers shall apply for other positions in the Library and Physical Education and Sports cadres in the Central Universities and Colleges thereunder and Institutions Deemed to be Universities whose maintenance expenditure is met by the UGC.

**I.** The revised scales of pay and age of superannuation as provided in Clause 2.1.0above, may also be extended to Universities, colleges and other higher educational institutions coming under the purview of the State Legislature and maintained by the State Governments, subject to the implementation of the scheme as a composite one in adherence of the terms and conditions laid down in the MHRD notifications as provided in the MHRD letters No. 1-7/2015-U.II(1) dated 02.11.2017 and its Corrigendum No. 1-7/2015-U.II(2) dated 08.11.2017 with all conditions specified by the UGC in these Regulations and other Guidelines as contained in Appendix I and II.

**II.** Subject to the availability of vacant positions and fitness, teachers such as Assistant Professor, Associate Professor, Professor and Senior Professor only, may be re-employed on contract appointment beyond the age of superannuation, as applicable to the concerned University, college and Institution, up to the age of seventy years.

*Provided* further that all such re-employment shall be strictly in accordance with the guidelines prescribed by the UGC, from time to time.

**III.** All other aspects which are not covered in these Regulations, on applicability, financial assistance, date of implementation of revised pay and allowances and payment of arrears, etc. shall be as laid down in the MHRD Notifications letter No.1-7/2015-U.II(1) dated 02.11.2017 and its Corrigendum MHRD letter F.No. 1-7/2015-U.II(2) dated 08.11.2017provided as Appendix-I and II of these Regulations.

## 3.0 RECRUITMENT AND QUALIFICATIONS

**3.1** The direct recruitment to the posts of Assistant Professors, Associate Professors and Professors in the Universities and Colleges and Senior Professor in the Universities shall be on the basis of merit through all India advertisement and selections by the duly constituted Selection Committees as per the provisions made under these Regulations. These provisions shall be incorporated under the Statutes/Ordinances of the concerned university. The composition of such committees shall be as prescribed in these Regulations.

**3.2** The minimum qualifications required for the post of Assistant Professors, Associate Professors, Professors, Senior Professors, Principals, Assistant Librarians, Deputy Librarians, Librarians, Assistant Directors of Physical Education and Sports, Deputy Directors of Physical Education and Sports and Directors of Physical Education and Sports, shall be as prescribed by the UGC in these Regulations.

**3.3**

**I.** The National Eligibility Test (NET), or an accredited test (State Level Eligibility Test SET/SLET) shall remain the minimum eligibility for appointment of Assistant Professor and equivalent positions wherever provided in these regulations. Further, SLET/SET

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I. The revised scales of pay and age of superannuation as provided in Clause 2.1.0above, may also be extended to Universities, colleges and other higher educational institutions coming under the purview of the State Legislature and maintained by the State Governments, subject to the implementation of the scheme as a composite one in adherence of the terms and conditions laid down in the MHRD notifications as provided in the MHRD letters No. 1-7/2015-U.II(1) dated 02.11.2017 and its Corrigendum No. 1-7/2015-U.II(2) dated 08.11.2017 with all conditions specified by the UGC in these Regulations and other Guidelines as contained in Appendix I and II.

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*Provided* further that all such re-employment shall be strictly in accordance with the guidelines prescribed by the UGC, from time to time.

III. All other aspects which are not covered in these Regulations, on applicability, financial assistance, date of implementation of revised pay and allowances and payment of arrears, etc. shall be as laid down in the MHRD Notifications letter No.1-7/2015-U.II(1) dated 02.11.2017 and its Corrigendum MHRD letter F.No. 1-7/2015-U.II(2) dated 08.11.2017provided as Appendix-I and II of these Regulations.

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3.3

I. The National Eligibility Test (NET), or an accredited test (State Level Eligibility Test SET/SLET) shall remain the minimum eligibility for appointment of Assistant Professor and equivalent positions wherever provided in these regulations. Further, SLET/SET

shall be valid as the minimum eligibility for direct recruitment to Universities/Colleges/Institutions under the control of the respective state only.

i. *Provided* further, that candidates, who have been awarded Ph. D. Degree in accordance with the University Grants Commission (Minimum Standards and Procedure for Award of M.Phil./Ph.D. Degree) Regulation, 2009 or University Grants Commission (Minimum Standards and Procedure for Award of M.Phil/Ph.D. Degree) Regulation,2016 and their subsequent amendments from time to time as the case may be, shall be exempted from the requirement of the minimum eligibility condition of NET/SLET/SET for recruitment and appointment of Assistant Professor or equivalent positions in Universities / Colleges / Institutions.

ii. *Provided* further that, the award of degree to candidates registered for the M.Phil / Ph.D. programme prior to July 11, 2009, shall be governed by the provisions of the then existing Ordinances / Bye-laws / Regulations of the Institutions awarding the degree. All such Ph.D. candidates shall be exempted from the requirement of NET/SLET/SET for recruitment and appointment of Assistant Professor or equivalent positions in Universities/Colleges / Institutions subject to the fulfillment of the following conditions:-

a) Ph.D. degree of the candidate awarded in regular mode only;
b) Evaluation of the Ph.D. thesis by at least two external examiners;
c) An open Ph.D. viva voce of the candidate had been conducted;
d) Candidate has published two research papers from his/her Ph.D. work out of which at least one must be in a refereed journal;
e) Candidate has made at least two presentations in conference/seminars, based on his/her Ph.D work.

*(a) to (e) as above are to be certified by the Registrar/ Dean (Academic Affairs).*

II. NET/SLET/SET shall not be required for such disciplines for which NET/SLET/SET is not conducted.

3.4 A minimum of 55% marks (or an equivalent grade in a point scale wherever grading system is followed) shall be required at the Master's level for direct recruitment of teachers at any level.

I. A relaxation of 5% shall be provided at the graduate and master's level for the candidates belonging to Scheduled Caste/Scheduled Tribe/Differently-abled ((a) Blindness and low vision; (b) Deaf and Hard Hearing; (c) locomotor disability including cerebral palsy, leprosy cured, dwarfism, acid attack victims and muscular dystrophy; (d) Autism, intellectual disability, specific learning disability and mental illness; (e) Multiple disabilities from amongst persons under (a) to (d) including deaf-blindness)/Other Backward Classes (OBC)(Non-creamy Layer) for the purpose of eligibility and assessing good academic record for direct recruitment. The eligibility marks of 55% marks (or an equivalent grade in a point scale wherever grading system is followed) and the relaxation of 5% to the categories mentioned above are permissible, based on only the qualifying marks without including any grace mark procedures.

3.5. A relaxation of 5% shall be provided, from 55% to 50% of the marks to the Ph.D. Degree holders, who have obtained their Master's Degree prior to 19 September, 1991.

3.6 Relevant grade which is regarded as equivalent of 55% wherever the grading system is followed by a recognized university shall also be considered valid at the Master's level.

3.7 The Ph.D. Degree shall be a mandatory qualification for the appointment and promotion to the post of Professors.

3.8 The Ph.D. Degree shall be a mandatory qualification for appointment and promotion to the post of Associate Professors.

The Ph.D. Degree shall be a mandatory qualification for promotion to the post of Assistant Professor (Selection Grade/Academic Level 12) in Universities. The Ph.D. Degree shall be a mandatory qualification for direct recruitment to the post of Assistant Professor in Universities with effect from 01.07.2021. For promotion to the post of Assistant Professor (Selection Grade/Academic Level 12) in Colleges, the Ph. D. shall be a mandatory qualification if the date of eligibility falls on or after 01.07.2021.

3.9 The period of time taken by candidates to acquire M.Phil. and/or Ph.D. Degree shall not be considered as teaching/ research experience to be claimed for appointment to the teaching positions. Further the period of active service spent on pursuing Research Degree simultaneously with teaching assignment without taking any kind of leave shall be counted as teaching experience for the purpose of direct recruitment/ promotion. The period of leave taken for pursuing Research Degree i.e. for acquiring Ph.D. degree shall not be counted as teaching experience for the purpose of direct recruitment/ promotion.

## 4.0 DIRECT RECRUITMENT

4.1 For Disciplines of Arts, Commerce, Humanities, Education, Law, Social Sciences, Sciences, Languages, Library Science, Journalism and Mass Communication.

**I. Assistant Professor:**

**Eligibility :**

**A.**

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

ii) Besides fulfilling the above qualifications, the candidate must have cleared the National Eligibility Test (NET) conducted by the UGC, CSIR or similar test accredited by the UGC like SLET/SET or who are or have been awarded a Ph. D. Degree inaccordance with the University Grants Commission (Minimum Standards and Procedure for Award of M.Phil./Ph.D. Degree) Regulations, 2009 or 2016 and their amendments from time to time as the case may be.

*Provided* further, candidates registered for the Ph.D. programme prior to July 11, 2009, shall be governed by the provisions of the then existing Ordinances / Bye-

laws / Regulations of the Institutions awarding the degree and such Ph.D candidates shall be exempted from the requirement of NET/SLET/SET for recruitment and appointment of Assistant Professor or equivalent positions in Universities/Colleges / Institutions subject to the fulfillment of the following conditions :-

a) Ph.D. degree of the candidate awarded in regular mode only;
b) Evaluation of the Ph.D. thesis by at least two external examiners;
c) An open Ph.D. viva voce of the candidate had been conducted;
d) Candidate has published two research papers from his/her Ph.D. work out of which at least one must be in a refereed journal;
e) Candidate has made at least two presentations in conference/seminars based on his/her Ph.D work.

*(a) to (e) as above are to be certified by the Registrar/ Dean (Academic Affairs)*

iii) NET/SLET/SET shall also not be required for such Masters Programmes in disciplines for which NET/SLET/SET is not conducted by the UGC, CSIR or similar test accredited by the UGC like SLET/SET.

**OR**

**B.** Ph.D degree from a university/institution with a ranking in top 500 in the World University ranking (at any time) by Quacquarelli Symonds (QS), the Times Higher Education (THE) and Academic Ranking of World Universities (ARWU) of the Shanghai Jiao Tong University (Shanghai).

***Note: Academic score as prescribed in Appendix III, Table 3 A for Universities and 3 B for Colleges,shall be considered for short-listing of the candidates for interview only and the selections shall be based on performance in the interview.***

## II. Associate Professor:

**Eligibility:**

i. Good academic record with a Ph.D. Degree in the concerned/allied/relevant disciplines.

ii. A Master's Degree with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed).

iii. A minimum of eight years of experience of teaching and/or research in an academic/research position equivalent to that of Assistant Professor in a University, College or Accredited Research Institution/industry with a minimum of seven publications in the peer reviewed/UGC listed journals and a total research score of Seventy Five (75) as per the criteria given in Appendix III,Table 2.

iv. Contribution to educational innovation, design of new curricula and courses, and technology – mediated teaching learning process.

**III. Professor:**

**Eligibility:**

**A.**

(i) An eminent scholar with Ph.D. qualification(s) in the concerned/allied/relevant discipline and published work of high quality, actively engaged in research with evidence of published work with a minimum of 10 research publications in the peer reviewed/ UGC listed journals and a total research score of 120 as per the criteria given in Appendix III,Table 2.

(ii) A minimum of ten years of teaching experience in university/college as Assistant Professor/Associate Professor/Professor, and/or research experience at equivalent level at the University/National level institutions/industries with evidence of having successfully guided doctoral candidate.

(iii) Contribution to educational innovation, design of new curricula and courses, and technology – mediated teaching learning process.

**OR**

**B.** An outstanding professional with Ph.D. in relevant/allied/applied disciplines from academics/research institutions/industries, who has made significant contributions to the knowledge in the concerned/allied/relevant discipline to be substantiated with documentary evidence.

**IV.Senior Professor in Universities**

i) The appointment to the post of Senior Professor shall be through direct recruitment.

ii) Up to 10 percent of the existing sanctioned strength of Professors in the university shall be appointed as Senior Professor in the universities.

**Eligibility:**

i) An eminent scholar with good track record of high quality publications in the reputed journals, significant research contribution to the discipline and engaged in research supervision.

ii) A minimum of ten years of teaching/research experience as Professor or an equivalent grade in the University/College/National level institute.

iii) Selection shall be based on academic achievements, favourable review from three eminent subject experts who are not less than the rank of Senior Professor or a Professor of at least ten years experience.

iv) The selection shall be based on ten best publications in the Peer reviewed/UGC listed journals and award of minimum two Ph.D degrees under his/her supervision during last 10 years and interaction with aSelectionCommittee constituted as per UGC Regulations.

**V. College Principal (Professor's Grade)**

**A. Eligibility:**

i. Ph.D. degree

**B. Tenure**

College Principal shall be appointed for a period of five years initially extendable for another term of five years on the basis of performance assessmentby a similar Selection Committee process which shall take into account anExternal Peer Review Committee assessment, constituted as perthese regulations.

**VI. Vice Principal**

An existing senior faculty member shall be designated as Vice-Principal by the Governing Body of the College on the recommendation of the Principal for a period not exceeding the tenure of the Principal, who can be assigned specific activities, in addition to existing responsibilities. During the absence of the Principal for any reason, the Vice Principal shallexercise the powersof Principal.

## 4.2. MUSIC, PERFORMING ARTS, VISUAL ARTS AND OTHER TRADITIONAL INDIAN ART FORMS LIKE SCULPTURE, ETC.

### I. ASSISTANT PROFESSOR:

**A.**

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

ii) Besides fulfilling the above qualifications, the candidate must have cleared the National Eligibility Test (NET) conducted by the UGC, CSIR or similar test accredited by the UGC like SLET/SET or who are or have been awarded a Ph. D. Degree in accordance with the University Grants Commission (Minimum Standards and Procedure for Award of M.Phil./Ph.D. Degree) Regulations, 2009 or 2016 and their amendments from time to time as the case may be.

*Provided* further, candidates registered for the Ph.D. programme prior to July 11, 2009, shall be governed by the provisions of the then existing Ordinances / Bye-laws / Regulations of the Institutions awarding the degree and such Ph.D. candidates shall be exempted from the requirement of NET/SLET/SET for recruitment and appointment of Assistant Professor or equivalent positions in Universities/Colleges / Institutions subject to the fulfillment of the following conditions:-

a) Ph.D. degree of the candidate awarded in regular mode only;

b) Evaluation of the Ph.D. thesis by at least two external examiners;

c) Open Ph.D. viva voce of the candidate had been conducted;

d) Candidate has published two research papers from his/her Ph.D. work out of which at least one must be in a refereed journal;

e) Candidate has made at least two presentations in conference/seminars, based on his/her Ph.D work.

*(a) to (e) as above are to be certified by the Registrar/ Dean (Academic Affairs).*

v) NET/SLET/SET shall also not be required for such Masters Programmes in disciplines for which NET/SLET/SET is not conducted by the UGC, CSIR or similar test accredited by the UGC like SLET/SET.

**OR**

**B.** A traditional and a professional artist with highly commendable professional achievement in the concerned subject having Bachelor degree, who should have:

(a) Studied under noted/reputed traditional Masters/Artists

(b) 'A' grade artist of AIR/Doordarshan; and

(c) Ability to explain with logical reasoning the subject concerned and adequate knowledge to teach theory with illustrations in said discipline.

**II. ASSOCIATE PROFESSOR:**

**A.**

i) Good academic record with doctoral degree, with performing ability of high professional standard.

ii) Eight years of experience of teaching at the University, College level and/or research in University/national level institutions equal to that of Assistant Professor in Universities/Colleges.

iii) Has made significant contributions to the knowledge in the subject concerned, as evidenced by quality of publications.

iv) Contribution to educational innovation such as designing of new courses, curricula and/or outstanding performing achievement in the field of specialization.

**OR**

**B.** A traditional and a professional artist with highly commendable professional achievement in the concerned subject having Masters degree, who should be or have:

a) 'A' grade artist of AIR/Doordarshan;

b) Eight years of outstanding performing achievements in the field of specialization;

c) Experience in designing of new courses and /or curricula;

d) Participation in National Seminars/Conferences/Concerts in reputed institutions; and

e) Ability to explain with logical reasoning the subject concerned and adequate knowledge to teach theory with illustrations in the said discipline.

**III. PROFESSOR:**

**A.**

i) An eminent scholar with a doctoral degree actively engaged in research with ten years of experience in teaching in University/College and/or research at the University/National level institutions with a minimum of 6 research publications in the peer reviewed/UGC listed journals and a total research score of 120 as per Appendix III,Table 2.

ii) Contribution to educational innovations such as designing of new curriculum and/ or outstanding performing achievement in the field of specialization.

**OR**

**B.** A traditional and a professional artist with highly commendable professional achievement in the concerned subject having Masters degree, who should be or have:

a) 'A' grade artist of AIR/Doordarshan;
b) Ten years of outstanding performing achievements in the field of specialization;
c) Significant contributions in the field of specializations and ability to guide research;
d) Participation in National/International Seminars/Conferences/ Workshops/Concerts and or recipient of National/International Awards/Fellowships; and
e) Ability to explain with logical reasoning the subject concerned and adequate knowledge to teach theory with illustrations in the said discipline.

**4.3DRAMA DISCIPLINE:**

**I. ASSISTANT PROFESSOR:**

**A.**

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

ii) Besides fulfilling the above qualifications, the candidate must have cleared the National Eligibility Test (NET) conducted by the UGC, CSIR or similar test accredited by the UGC like SLET/SET or who are or have been awarded a Ph. D. Degree inaccordance with the University Grants Commission (Minimum Standards and Procedure for Award of M.Phil./Ph.D. Degree) Regulations, 2009 or 2016 and their amendments from time to time as the case may be.

*Provided* further, candidates registered for the Ph.D. programme prior to July 11, 2009, shall be governed by the provisions of the then existing Ordinances / Bye-laws / Regulations of the Institutions awarding the degree and such Ph.D. candidates shall be exempted from the requirement of NET/SLET/SET for recruitment and appointment of Assistant Professor or equivalent positions in Universities/Colleges / Institutions subject to the fulfillment of the following conditions :-

a) Ph.D. degree of the candidate awarded in regular mode only;
b) Evaluation of the Ph.D. thesis by at least two external examiners;
c) Open Ph.D. viva voce of the candidate had been conducted;
d) Candidate has published two research papers from his/her Ph.D. work out of which at least one must be in a refereed journal;
e) Candidate has made at least two presentations in conference/seminars based on his/her Ph.D work.

*(a) to (e) as above are to be certified by the Registrar/ Dean (Academic Affairs).*

iii) NET/SLET/SET shall also not be required for such Masters Programmes in disciplines for which NET/SLET/SET is not conducted by the UGC, CSIR or similar test accredited by the UGC like SLET/SET.

**OR**

**B.** A traditional and a professional artist with highly commendable professional achievement in the concerned subject, who should be or have:

a) A professional artist with Bachelor degree with 55% marks (or an equivalent grade in a point scale wherever grading system is followed) from National School of Drama or any other such approved Institution in India or abroad;
b) Five years of regular acclaimed performance at regional/ national/ international stage with evidence; and
c) Ability to explain with logical reasoning the subject concerned and adequate knowledge to teach theory with illustrations in the said discipline.

**II. ASSOCIATE PROFESSOR:**

**A.**

i) Good academic record with doctoral degree with performing ability of high professional standard as recommended by an expert committee constituted by the University concerned for the said purpose.
ii) Eight years of experiences of teaching in a University / College and/ or research in University/national level institutions equal to that of Assistant Professor in Universities/Colleges.
iii) Has made significant contributions to the knowledge in the subject concerned, as evidenced by quality of publications.
iv) Contributions to educational innovation such as designing new courses and/ or curricula and/ or outstanding performing achievements in the field of specializations.

**OR**

**B.** A traditional and a professional artist with highly commendable professional achievement in the concerned subject having Masters degree, who should have:

a. A recognized artist of Stage/ Radio/TV;
b. Eight years of outstanding performing achievements in the field of specialization;
c. Experience in designing of new courses and /or curricula;
d. Participation in Seminars/Conferences in reputed institutions; and
e. Ability to explain with logical reasoning the subject concerned and adequate knowledge to teach theory with illustrations in the said discipline.

**III. PROFESSOR:**

**A.**

i) An eminent scholar with a doctoral degree actively engaged in research with ten years of experience in teaching and /or research at the University/National level institutions including experience of guiding research in doctoral level, with outstanding performing achievement in the field of specialization with a minimum of 6 research publications in the peer reviewed/ UGC listed journals and a total research score of 120 as per Appendix III,Table 2.
ii) Contribution to educational innovations such as designing of new curriculum and/ or outstanding performing achievement in the field of specialization.

**OR**

**B.** A traditional and a professional artist with highly commendable professional achievement in the concerned subject having Masters degree, who should have:

a. Ten years of outstanding performing achievements in the field of specialization;

b. Has made significant contributions in the field of specializations and has t ability to guide research;
c. Participation in National/International Seminars/Conferences/ Workshops and/ recipient of National/International Awards/ Fellowships; and
d. Ability to explain the logical reasoning of the subject concerned and adequa knowledge to teach theory with illustrations in the said discipline.

### 4.4 VISUAL (FINE) ARTS DISCIPLINE

**I. ASSISTANT PROFESSOR:**

**A.**

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

ii) Besides fulfilling the above qualifications, the candidate must have cleared th National Eligibility Test (NET) conducted by the UGC, CSIR or similar test accredite by the UGC like SLET/SET or who are or have been awarded a Ph. D. Degree i accordance with the University Grants Commission (Minimum Standards an Procedure for Award of M.Phil./Ph.D. Degree) Regulations, 2009 or 2016 and the amendments from time to time as the case may be.

*Provided* further, candidates registered for the Ph.D. programme prior to July 11 2009, shall be governed by the provisions of the then existing Ordinances / Bye laws / Regulations of the Institutions awarding the degree and such Ph.D candidates shall be exempted from the requirement of NET/SLET/SET fo recruitment and appointment of Assistant Professor or equivalent positions i Universities/Colleges / Institutions subject to the fulfillment of the followin conditions :-

a) Ph.D. degree of the candidate awarded in regular mode only;
b) Evaluation of the Ph.D. thesis by at least two external examiners;
c) Open Ph.D. viva voce of the candidate had been conducted;
d) Candidate has published two research papers from his/her Ph.D. work out c which at least one must be in a refereed journal;
e) Candidate has made at least two presentations in conference/seminars, base on his/her Ph.D work.

*(a) to (e) as above are to be certified by the Registrar/ Dean (Academic Affairs).*

iii) NET/SLET/SET shall also not be required for such Masters Programmes i disciplines for which NET/SLET/SET is not conducted by the UGC, CSIR or simila test accredited by the UGC like SLET/SET.

**OR**

**B.** A Professional artist with highly commendable professional achievement in the concerned subject, who should have:

a. Bachelor degree with 55% marks (or an equivalent grade in a point scale wherever grading system is followed) in Visual (Fine) arts discipline from the recognized Institution of India/Abroad;
b. Five years of experience of holding regular regional/National exhibitions/Workshops with evidence; and

c. Ability to explain with logical reasoning the subject concerned and adequate knowledge to teach theory with illustrations in the said discipline.

## II. ASSOCIATE PROFESSOR:

**A.**

i) Good academic record with doctoral degree, with performing ability of high professional standard.

ii) Eight years of experience of teaching in a University / College and/ or research in University / national level institutions equal to that of Assistant Professor in Universities/Colleges.

iii) Has made significant contributions to the knowledge in the subject concerned as evidenced by quality of publications.

iv) Contributions to educational innovation such as: designing new courses and/ or curricula and/or outstanding performing achievements in the field of specializations.

**OR**

**B.** A Professional artist with highly commendable professional achievement in the concerned subject having Masters degree with 55% marks (or an equivalent grade in a point scale wherever grading system is followed), who should be or have:

a. A recognized artist of his/her own discipline;
b. Eight years of outstanding performing achievements in the field of specialization;
c. Experience in designing of new courses and /or curricula;
d. Participation in Seminars/Conferences in reputed institutions; and
e. Ability to explain with logical reasoning the subject concerned and adequate knowledge to teach theory with illustrations in the said discipline.

## III. PROFESSOR:

**A.**

i) An eminent scholar with a doctoral degree actively engaged in research with ten years of experience in teaching and /or research at the University/National level institutions including experience of guiding research at doctoral level, with outstanding performing achievement in the field of specialization, a minimum of 6 research publications in the peer reviewed/ UGC listed journals and a total research score of120 as per Appendix III,Table 2.

ii) Contribution to educational innovations such as designing of new curriculum and/ or outstanding performing achievement in the field of specialization.

**OR**

**B.** A Professional artist with highly commendable professional achievement in the concerned subject having Masters degree, who should have:

a. Ten years of experience of holding regular regional/national exhibition/workshops with evidence;
b. Significant contributions in the field of specialization and ability to guide research;
c. Participation in National/International Seminars/Conferences/ Workshops and/or recipient of National/International Awards/ Fellowships; and
d. Ability to explain with logical reasoning the subject concerned and adequate knowledge to teach theory with illustrations in the said discipline.

## 4.5 YOGA DISCIPLINE

### I.ASSISTANT PROFESSOR:

**A.** Good academic record with at least 55% marks (or an in a point scale wherever grading system is followed) at the Master's degree level (Yoga), in the relevant subject or equivalent degree from an Indian/Foreign University.
Besides fulfilling the above qualifications, the candidate must have cleared the National Eligibility Test (NET) conducted by the UGC, CSIR or similar test accredited by the UGC like SLET/SET or who are or have been awarded a Ph. D. Degree inaccordance with the University Grants Commission (Minimum Standards and Procedure for Award of M.Phil./Ph.D. Degree) Regulations, 2009 or 2016 and their amendments from time to time as the case may be.

Or

**B.** 55% marks in Master degree(Yoga)+Ph.D. in Yogainaccordance with the University Grants Commission (Minimum Standards and Procedure for Award of M.Phil./Ph.D. Degree) Regulations, 2009 or 2016 and their amendments from time to time as the case may be.

Or

**C.** Master degree in any discipline with 55% of marks +Ph.D. in Yoga*inaccordance with the University Grants Commission (Minimum Standards and Procedure for Award of M.Phil./Ph.D. Degree) Regulations, 2009 or 2016 and their amendments from time to time as the case may be.
*Note: Considering the paucity of teachers in the newly emerging field of Yoga this alternative has been provided and will be valid only for five years from the date of notification of these regulations

### II. ASSOCIATE PROPFESSOR

i. Good academic record with a Ph.D. degree in concerned /allied/relevant disciplines.
ii. A Master's degree with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed).
iii. A minimum of eight years of experience of teaching and/ or research in an academic/research position equivalent to that of Assistant Professor in a University College or Accredited Research Institutions/Industry with evidence of published work and a minimum of 7 publications as books and/or research/policy papersin the peer reviewed/UGC listed journals and a total research score of Seventy Five (75) as per the criteria given in Appendix III,Table 2.
iv. Contribution to educational innovation, design of new curricula and courses, and technology mediated teaching learning process.

### III. PROFESSOR

**A.**

i. An eminent scholar with Ph. D. qualifications(s) in the concerned/allied/relevant discipline and published work of high quality actively engaged in research with evidence of published work with a minimum of 10 publications as books and/ or research/policy papers in the peer reviewed/UGC listed journals and a total research score of 120 as per the criteria given in Appendix III,Table 2.
ii. A minimum of ten years of teaching experience in University/College and/or experience in research at the University/National level Institution/Industries, with evidence of having successfully guided doctoral candidate.

## 4.5 YOGA DISCIPLINE

### I.ASSISTANT PROFESSOR:

A. Good academic record with at least 55% marks (or an in a point scale wherever grad system is followed) at the Master's degree level (Yoga), in the relevant subject or equivalent degree from an Indian/Foreign University.
Besides fulfilling the above qualifications, the candidate must have cleared the Natio Eligibility Test (NET) conducted by the UGC, CSIR or similar test accredited by t UGC like SLET/SET or who are or have been awarded a Ph. D. Degree inaccordan with the University Grants Commission (Minimum Standards and Procedure for Awa of M.Phil./Ph.D. Degree) Regulations, 2009 or 2016 and their amendments from time time as the case may be.

Or

B. 55% marks in Master degree(Yoga)+Ph.D. in Yogainaccordance with the Univers Grants Commission (Minimum Standards and Procedure for Award of M.Phil./Ph.D Degree) Regulations, 2009 or 2016 and their amendments from time to time as the ca may be.

Or

C. Master degree in any discipline with 55% of marks +Ph.D. in Yoga*inaccordance wi the University Grants Commission (Minimum Standards and Procedure for Award M.Phil./Ph.D. Degree) Regulations, 2009 or 2016 and their amendments from time time as the case may be.
*Note: Considering the paucity of teachers in the newly emerging field of Yoga th alternative has been provided and will be valid only for five years from the date notification of these regulations

### II. ASSOCIATE PROPFESSOR

i. Good academic record with a Ph.D. degree in concerned /allied/relevant disciplines.
ii. A Master's degree with at least 55% marks (or an equivalent grade in a point scal wherever grading system is followed).
iii. A minimum of eight years of experience of teaching and/ or research in a academic/research position equivalent to that of Assistant Professor in a University College or Accredited Research Institutions/Industry with evidence of published wor and a minimum of 7 publications as books and/or research/policy papersin the pee reviewed/UGC listed journals and a total research score of Seventy Five (75) as per th criteria given in Appendix III,Table 2.
iv. Contribution to educational innovation, design of new curricula and courses, an technology mediated teaching learning process.

### III. PROFESSOR

A.

i. An eminent scholar with Ph. D. qualifications(s) in the concerned/allied/relevan discipline and published work of high quality actively engaged in research with evidence of published work with a minimum of 10 publications as books and/ or research/policy papers in the peer reviewed/UGC listed journals and a total research score of 120 as per the criteria given in Appendix III,Table 2.
ii. A minimum of ten years of teaching experience in University/College and/or experience in research at the University/National level Institution/Industries, with evidence of having successfully guided doctoral candidate.

iii. Contribution to educational innovation, design of new curricula and technology mediated teaching learning process.

Or

**B.** An outstanding professional, with established reputation in the relevant field, who has made significant contributions to the knowledge in the concerned/allied/relevant discipline to be substantiated by credentials.

## 4.6 QUALIFICATIONS, EXPERIENCE AND OTHER ELIGIBILITY REQUIREMENTS FOR APPOINTMENT OF OCCUPATIONAL THERAPY TEACHERS

### I.ASSISTANT PROFESSOR:

Bachelor Degree in Occupational Therapy (B.O.T./B. Th.O./B.O.Th.), Masters in Occupational Therapy (M.O.Th/M.Th.O./ M.Sc. O.T/M.OT.) with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed) from a recognized University

### II. ASSOCIATE PROFESSOR:

i) Master in Occupational Therapy (M.O.T./M.O.Th./M.Sc. O.T.) with eight years experience as Assistant Professor.

ii) Desirable: Higher Qualification like Ph. D. in any discipline of occupational therapy recognized by the UGC and published work of high standard in peer reviewed/UGC listed journals.

### III. PROFESSOR:

i) Masters in Occupational Therapy (M.O.T. / M.O.Th./M.Th.O./M.Sc. O.T.) with Ten years of total experience in Occupational Therapy.

ii) Desirable: Higher Qualification like Ph. D. in any discipline of occupational therapy recognized by the UGC and published work of high standard in peer reviewed/UGC listed journals.

### IV. PRINCIPAL / DIRECTOR / DEAN:

Masters in Occupational Therapy (M.O.T./M.Th.O./M.Oth./M.Sc. O.T.) with fifteen years experience, which shall include five years experience as Professor (Occupational Therapy).

i) Senior-most Professor shall be Principal / Director / Dean.

ii) Desirable: Higher qualification like Ph. D. in any discipline of occupational therapy recognized by the UGC and published work of high standard in peer reviewed /UGC listed journals.

## 4.7 QUALIFICATIONS, EXPERIENCE AND OTHER ELIGIBILITY REQUIREMENTS FOR APPOINTMENT OF PHYSIOTHERAPY TEACHERS

**I. ASSISTANT PROFESSOR:**Bachelor Degree in Physiotherapy (B.P/T./B. Th./P./B.P.Th.), Masters in Physiotherapy (M./P.Th/M.Th.P./M.Sc. P.T/M.PT.) with at least 55% marks (or an

equivalent grade in a point scale wherever grading system is followed) from recognized University.

**II. ASSOCIATE PROFESSOR:**

i) Master in Physiotherapy (M.P.T./M.P.Th./M.Th.P/M.Sc. P.T.) with eight years total experience as Assistant Professor.

ii) Desirable: Higher Qualification like Ph. D. in any discipline of Physiotherapy recognized by U.G.C and published work of higher standard in peer reviewed /UGC listed journals.

**III. PROFESSOR:**

i) Masters in Physiotherapy (M.P.T. / M.P.Th./M.Th.P./M.Sc. P.T.) with ten years total experience.

ii) Desirable: Higher Qualification like Ph. D. in any discipline of Physiotherapy recognized by U.G.C and published work of high standard in peer reviewed/ UGC listed journals.

**IV. PRINCIPAL / DIRECTOR / DEAN:**

i) Masters in Physiotherapy (M.P.T./M.Th.P./M.Pth./M.Sc. P.T.) with fifteen years total experience, including five years experience as Professor (Physiotherapy).

ii) Senior-most Professor shall be the Principal / Director / Dean.

iii) Desirable: Higher qualification like Ph. D. in any discipline of Physiotherapy recognized by the UGC and published work of high standard in peer reviewed / UGC listed journals

**4.8 MINIMUM QUALIFICATIONS FOR DIRECT RECRUITMENT TO THE POSTS OF UNIVESRITY ASSISTANT LIBRARIAN / COLLEGE LIBRARIAN,UNIVERSITY DEPUTY LIBRARIANAND LIBRARIAN**

**I. UNIVERSITY ASSISTANT LIBRARIAN / COLLEGE LIBRARIAN**

1. A Master's Degree in Library Science / Information Science / Documentation Science or an equivalent professional degree with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed) and a consistently good academic record with knowledge of computerization of library.

2. Besides fulfilling the above qualifications, the candidate must have cleared the National Eligibility Test (NET) conducted by the UGC, CSIR or similar test accredited by the UGC like SLET/SET or who are or have been awarded a Ph. D Degree inaccordance with the University Grants Commission (Minimum Standards and Procedure for Award of M.Phil./Ph.D. Degree) Regulations, 2009 or 2016 and their amendments from time to time as the case may be.

*Provided* further, candidates registered for the Ph.D. programme prior to July 11, 2009, shall be governed by the provisions of the then existing Ordinances / Bye-laws / Regulations of the Institutions awarding the degree and such Ph.D. candidates shall be exempted from the requirement of NET/SLET/SET for recruitment and appointment of Assistant Professor or equivalent positions in Universities/Colleges / Institutions subject to the fulfillment of the following conditions:-

a) Ph.D. degree of the candidate awarded in regular mode only;

b) Evaluation of the Ph.D. thesis by at least two external examiners;
c) Open Ph.D. viva voce of the candidate had been conducted;
d) Candidate has published two research papers from his/her Ph.D. work out of which at least one must be in a refereed journal;
e) Candidate has made at least two presentations in conference/seminars, based on his/her Ph.D work.

*(a) to (e) as above are to be certified by the Registrar/ Dean (Academic Affairs).*

3. NET/SLET/SET shall also not be required for such Masters Programmes in disciplines for which NET/SLET/SET is not conducted by the UGC, CSIR or similar test accredited by the UGC like SLET/SET.

**II. UNIVERSITY DEPUTY LIBRARIAN**

1. A Master's Degree in library science/information science/documentation with at least 55% of the marks or an equivalent grade in a point scale wherever grading system is followed.

2. Eight years experience as an Assistant University Librarian/College Librarian.
   i. Evidence of innovative library services including integration of ICTin library.
   ii. Ph.D. Degree in library science/ Information science / Documentation/Archives and manuscript keeping/computerization of libraryand a total research score of 75 as per the criteria given in Appendix III,Table 2.

**III.UNIVERSITY LIBRARIAN**

1. A Master's Degree in Library Science /Information Science/Documentation with at least 55% marks or an equivalent grade in a point scale wherever grading system is followed.
2. At least ten years as a Deputy Librarian in University Libraryor ten years of teaching as Associate Professor in Library Science in a University Department or fifteen years' experience as a College Librarian.
3. Evidence of innovative library services including integration of ICTin library.
4. Ph.D. Degree in library science/information science / documentation/archives and manuscript-keeping and a total research score of 120 as per the criteria given in Appendix III,Table 2.

**4.9 MINIMUM QUALIFICATIONS FOR THE POSTS OF ASSISTANT DIRECTORS OF PHYSICAL EDUCATION AND SPORTS, DEPUTY DIRECTOR OF PHYSICAL EDUCATION AND SPORTS AND DIRECTOR OF PHYSICAL EDUCATION AND SPORTS (DPES)**

**I. University Assistant Director of Physical Education and Sports / College Director of Physical Education and Sports**

A.

i. Master's Degree with 55% marks in Physical Education and Sports or Physical Education or Sports Science (or an equivalent grade in a point scale wherever grading system is followed)

ii. Record of having represented the university / college at the inter university / inter collegiate competitions or the State and/ or national championships

iii. Besides fulfilling the above qualifications, the candidate must have cleared the National Eligibility Test (NET) conducted by the UGC, CSIR or similar tests accredited by the UGC like SLET/SET or who are or have been awarded a Ph.D. Degree in Physical Education or Physical Education and Sports or Sports Science in accordance with the University Grants Commission (Minimum Standards and Procedure for Award of M.Phil./Ph.D. Degree) Regulations, 2009 or 2016 and their amendments from time to time as the case may be.

*Provided* further, candidates registered for the Ph.D. programme prior to July 2009, shall be governed by the provisions of the then existing Ordinances / Bye laws / Regulations of the Institutions awarding the degree and such Ph.D. candidates shall be exempted from the requirement of NET/SLET/SET for recruitment and appointment of Assistant Professor or equivalent positions in Universities/Colleges / Institutions subject to the fulfillment of the following conditions:-

a) Ph.D. degree of the candidate awarded in regular mode only;
b) Evaluation of the Ph.D. thesis by at least two external examiners;
c) Open Ph.D. viva voce of the candidate had been conducted;
d) Candidate has published two research papers from his/her Ph.D. out of which at least one must be in a refereed journal;
e) Candidate has made at least two presentations in conference/seminar based on his/her Ph.D work.

*(a) to (e) as above are to be certified by the Registrar/ Dean (Academic Affairs).*

iv. NET/SLET/SET shall also not be required for such Masters Programmes in disciplines for which NET/SLET/SET is not conducted by the UGC, CSIR or similar test accredited by the UGC like SLET/SET.

v. Passed the physical fitness test conducted in accordance with these Regulations

OR

**B.** An Asian game or commonwealth games medal winner who has a degree at least Graduation level.

**II.UNIVERSITY DEPUTY DIRECTOR OF PHYSICAL EDUCATION AND SPORTS**

**A.**

(i) A Ph.D. in Physical Education or Physical Education and Sports or Sports Scienceand a total research score of 75 as per the criteria given in Appendix III,Table 2. Candidates from outside the university system, in addition, shall also possess at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed) at the Master's Degree level by the university concerned.

(ii) Eight years experience as University Assistant DPES/College DPES.

(iii) Evidence of organizing competitions and conducting coaching camps of at least two weeks duration.

(iv) Evidence of having produced good performance of teams/athletes for competitions like state / national / inter-university / combined university, etc.

(v) Passed the physical fitness test in accordance with these Regulations.

OR

**B.**An Olympic games/ world cup/ world Championship medal winner who has degree at least at Graduation Level.

**III. UNIVERSITY DIRECTOR OF PHYSICAL EDUCATION AND SPORTS**

(i) A Ph.D. in Physical Education or Physical Education and Sports or Sports Scienceand a total research score of 120 as per the criteria given in Appendix III,Table 2.

(ii) Experience of at least ten years in Physical Education and Sports as University Deputy/College DPES (Academic Level 13A) or fifteen years as University Assistant DPES/College DPES (Selection Grade) or teaching for ten years in Physical Education and Sports or Sports Science.

(iii) Evidence of organizing competitions and conducting coaching camps of at least two weeks' duration.

(iv) Evidence of having produced good performance of teams/athletes for competitions like state/national/inter-university/combined university, etc.

**IV. Physical Fitness Test Norms**

(a) Subject to the provisions of these regulations, all candidates who are required to undertake the physical fitness test are required to produce a medical certificate certifying that he/she is medically fit before undertaking such tests.

(b) On the production of such certificate mentioned in sub-clause (a) above, the candidate would be required to undertake the physical fitness test in accordance with the following norms:

| NORMS FOR MEN |
|---|
| 12 MINUTES RUN/WALK TEST |

| Upto 30 Years | Upto 40 Years | Upto 45 Years | Upto 50 Years |
|---|---|---|---|
| 1800 metres | 1500 metres | 1200 metres | 800 metres |

| NORMS FOR WOMEN | | | |
|---|---|---|---|
| 8 MINUTES RUN/WALK TEST | | | |
| Upto 30 Years | Upto 40 Years | Upto 45 Years | Upto 50 Years |
| 1000 metres | 800 metres | 600 metres | 400 metres |

## 5.0 SELECTION COMMITTEES AND GUIDELINESS ON SELECTION PROCEDURES:

The UGC has evolved the following guidelines on: (a) Constitution of Selection Committees for selection of Assistant Professor, Associate Professor, Professor, Librarian, Professor, Assistant Librarian, Deputy Librarian, Librarian, Assistant Director of Physical Education and Sports, Deputy Director of Physical Education and Sports and Director of Physical Education and Sports; and (b) specified selection procedures for the recruitment and Career Advancement Schemes for teachers and other academic staff in universities and colleges.

### 5.1Selection Committee Composition

### I. Assistant Professor in the University:

(a) The Selection Committee for the post of Assistant Professor in the University have the following composition.

1. The Vice Chancellor shall be the Chairperson of the Selection Committee
2. An academician nominated by the Visitor/Chancellor, wherever applicable
3. Three experts in the concerned subject nominated by the Vice Chancellor from the panel of names approved by the relevant statutory body of the University concerned.
4. Dean of the concerned Faculty, wherever applicable
5. Head/Chairperson of the Department/School.
6. An academician representing SC/ST/OBC/Minority/Women/Differently Abled categories to be nominated by the Vice Chancellor or Acting Vice Chancellor if any of the candidates representing these categories is the applicant. If the above members of the selection committee do not belong to the

(b) At least four members, including two outside subject experts shall constitute the quorum.

**II.Associate Professor in the University**

(a) The Selection Committee for the post of Associate Professor in the University shall have the following composition:

i. Vice Chancellor to be the Chairperson of the Selection Committee.

ii. An academician who is the nominee of the Visitor/Chancellor, wherever applicable.

iii. Three experts in the concerned subject/field nominated by the Vice Chancellor out of the panel of names approved by the relevant statutory body of the university concerned.

iv. Dean of the faculty, wherever applicable.

v. Head/Chairperson of the Department/School.

vi. An academician representing SC/ST/OBC/ Minority / Women / Differently-abled categories, if any of candidates representing these categories is the applicant, to be nominated by the Vice Chancellor, if any of the above members of the selection committee do not belong to that category.

(b) At least four members, including two outside subject experts, shall constitute the quorum.

**III. Professor in the University**

The composition of the Selection Committee for the post of Professor in the Universityshall have the following composition:

(a) The Selection Committee for the post of Associate Professor in the University shall have the following composition:

i. Vice Chancellor to be the Chairperson of the Selection Committee.

ii. An academician who is the nominee of the Visitor/Chancellor, wherever applicable.

iii. Three experts in the concerned subject/field nominated by the Vice Chancellor out of the panel of names approved by the relevant statutory body of the university concerned.

iv. Dean of the faculty, wherever applicable.

v. Head/Chairperson of the Department/School.

vi. An academician representing SC/ST/OBC/ Minority / Women / Differently-abl[redacted] categories, if any of candidates representing these categories is the applica[redacted] to be nominated by the Vice Chancellor, if any of the above members of [redacted] selection committee do not belong to that category.

(b) At least four members, including two outside subject experts, shall constitute quorum.

(b) At least four members, including two outside subject experts shall constitute the quorum.

**II.Associate Professor in the University**

(a) The Selection Committee for the post of Associate Professor in the University shall have the following composition:

i. Vice Chancellor to be the Chairperson of the Selection Committee.

ii. An academician who is the nominee of the Visitor/Chancellor, wherever applicable.

iii. Three experts in the concerned subject/field nominated by the Vice Chancellor out of the panel of names approved by the relevant statutory body of the university concerned.

iv. Dean of the faculty, wherever applicable.

v. Head/Chairperson of the Department/School.

vi. An academician representing SC/ST/OBC/ Minority / Women / Differently-abled categories, if any of candidates representing these categories is the applicant, to be nominated by the Vice Chancellor, if any of the above members of the selection committee do not belong to that category.

(b) At least four members, including two outside subject experts, shall constitute the quorum.

**III. Professor in the University**

The composition of the Selection Committee for the post of Professor in the Universityshall have the following composition:

(a) The Selection Committee for the post of Associate Professor in the University shall have the following composition:

i. Vice Chancellor to be the Chairperson of the Selection Committee.

ii. An academician who is the nominee of the Visitor/Chancellor, wherever applicable.

iii. Three experts in the concerned subject/field nominated by the Vice Chancellor out of the panel of names approved by the relevant statutory body of the university concerned.

iv. Dean of the faculty, wherever applicable.

v. Head/Chairperson of the Department/School.

vi. An academician representing SC/ST/OBC/ Minority / Women / Differently-abled categories, if any of candidates representing these categories is the applicant, to be nominated by the Vice Chancellor, if any of the above members of the selection committee do not belong to that category.

(b) At least four members, including two outside subject experts, shall constitute the quorum.

**IV. Senior Professor**

(a) The Selection Committee for the post of Senior Professor in the University shall ha following composition:

i. Vice Chancellor to be the Chairperson of the Selection Committee.

ii. An academician not below the rank of Senior Professor/Professor with ra ten years experience who is the nominee of the Visitor/Chancellor, wherev applicable.

iii. Three experts not below the rank of Senior Professor/Professor with ra ten years experience in the concerned subject/field nominated by the Chancellor out of the panel of names approved by the relevant statutory bo the university concerned.

iv. Dean (not below the rank of Senior Professor/Professor with minimum ten ye experience) of the faculty, wherever applicable.

v. Head/Chairperson (not below the rank of Senior Professor/Professor minimum ten years experience)or Senior most Professor (not below the ra Senior Professor/Professor with minimum ten years experience) of Department/School.

vi. An academician (not below the rank of Senior Professor/Professor with mini ten years experience) representing SC/ST/OBC/ Minority / Women / Differ abled categories, if any of candidates representing these categories is applicant, to be nominated by the Vice Chancellor, if any of the above merit of the selection committee do not belong to that category.

(b) At least four members, including two outside subject experts, shall constitute the quorum

**V.Assistant Professor in Colleges including Private Colleges:**

(a) The Selection Committee for the post of Assistant Professor in Colleges inclu Private Colleges shall have the following composition:

i. Chairperson of the Governing Body of the college or his/her nominee fr among the members of the Governing body to be the Chairperson of t Selection Committee.

ii. The Principal of the College.

iii. Head of the Department of the concerned subject in the College.

iv. Two nominees of the Vice Chancellor of the affiliating university of who one should be a subject expert. In case of colleges notified/declared minority educational institutions, two nominees of the Chairperson of t college from out of a panel of five names, preferably from minor communities, recommended by the Vice Chancellor of the affiliati university from the list of experts suggested by the relevant statutory bo of the college, of whom one should be a subject expert.

v. Two subject-experts not connected with the college to be nominated by t Chairperson of the governing body of the college out of a panel of fi

names recommended by the Vice Chancellor from the list of subject experts approved by the relevant statutory body of the university concerned. In case of colleges notified/declared as minority educational Institutions, two subject experts not connected with the University to be nominated by the Chairperson of the Governing Body of the College out of the panel of five names, preferably from minority communities, recommended by the Vice Chancellor from the list of subject experts approved by the relevant statutory body of the College.

vi. An academician representing SC/ST/OBC/Minority/Women/Differently-abled categories, if any of candidates representing these categories is the applicant, to be nominated by the Vice Chancellor, if any of the above members of the selection committee do not belong to that category.

(b) To constitute the quorum for the meeting, five of which at least two must be from out of the three subject-experts shall be present.

(c) For all levels of teaching positions in Government colleges, the State Public Services Commissions / Teacher Recruitment Boards must invite three subject experts for which the concerned University, be involved in the selection process by the State Public Service Commission.

(d) For all levels of teaching positions in Constituent college(s) of a university, the selection committee norms shall be similar to that of the posts of departments of the university.

**VI.Associate Professor in Colleges including Private Colleges**

(a) The Selection Committee for the post of Associate Professor in Colleges including Private Colleges shall have the following composition:

i. The Chairperson of the Governing Body or his or her nominee, from among the members of the Governing body to be the Chairperson of the Selection Committee.

ii. The Principal of the College.

iii. The Head of the Department of the concerned subject from the college.

iv. Two University representatives nominated by the Vice Chancellor, one of whom will be the Dean of College Development Council or equivalent position in the University, and the other must be expert in the concerned subject. In case of Colleges notified/declared as minority educational institutions, two nominees of the Chairperson of the College from out of a panel of five names, preferably from minority communities, recommended by the Vice-Chancellor of the affiliating university from the list of experts suggested by the relevant statutory body of the college of whom one should be a subject expert.

v. Two subject-experts not connected with the college to be nominated by the Chairperson of the governing body of the college out of a panel of five names recommended by the Vice Chancellor from the list of subject experts approved by the relevant statutory body of the university concerned. In case of colleges

notified/declared as minority educational Institutions, two subject experts connected with the University to be nominated by the Chairperson of the Governing Body of the College out of the panel of five names, preferably from minority communities, recommended by the Vice Chancellor from the list of subject experts approved by the relevant statutory body of the College.

vi. An academician representing SC/ST/OBC/ Minority/Women/Differently-able categories, if any of candidates representing these categories is the applicant, to be nominated by the Vice Chancellor, if any of the above members of the selection committee do not belong to that category.

(b) The quorum for the meeting should be five of which at least two must be from out of the three subject-experts

**VII.College Principal**

**A. Selection Committee**

(a) The Selection Committee for the post of College Principal shall have the following composition:

i. Chairperson of the Governing Body as Chairperson.

ii. Two members of the Governing Body of the college to be nominated by the Chairperson of whom one shall be an expert in academic administration.

iii. Two nominees of the Vice Chancellor who shall be Higher Education experts, of which at least one shall be a person not connected in any manner with the affiliating University. In case of Colleges notified/declared as minority educational institutions, one nominee of the Chairperson of the College from out of a panel of five names, preferably from minority communities, recommended by the Vice Chancellor of the affiliating university of whom one should be a subject expert.

iv. Three experts consisting of the Principal of a College, a Professor and an accomplished educationist not below the rank of a Professor (to be nominated by the Governing Body of the college out of a panel of six experts approved by the relevant statutory body of the university concerned).

v. An academician representing SC/ST/OBC/Minority/Women/Differently-able categories, if any of candidates representing these categories is the applicant, to be nominated by the Vice Chancellor, if any of the above members of the selection committee do not belong to that category.

(b) At least five members, including two experts, should constitute the quorum.

(c) All the selection procedures of the selection committee shall be completed on the day/last day of the selection committee meeting itself, wherein, minutes are recorded along with the scoring Performa and recommendation made on the basis of merit with the list of selected and waitlisted candidates/Panel of names in order of merit duly signed by all members of the selection committee.

(d) The term of appointment of the college principal shall be FIVE years with eligibility for reappointment for one more term only after a similar Selection Committee process which shall take into account anExternal Peer Review Committee assessment.

**B. External Peer Review Committee**

The External Peer Review Committee for the post of College Principal shall have the following composition:

i. Nominee of the Vice Chancellor of the affiliating University.
ii. Nominee of the Chairman, University Grants Commission.

The nominees shall be nominated from the Principals of the Colleges with Excelence/College with Potential With Excellence/Autonomous Colleges/NAAC 'A+' accredited Colleges.

**Note: It is clarified that the MHRD notification as provided in the MHRD letters No. 1-7/2015-U.II(1) dated 02.11.2017 (Appendix I) mentions of two grades for the post of Principal, however the regulation has merged the two grades and only Principal (Professor Grade) shall be applicable.**

**VIII.Selection Committees for the posts of Directors, Deputy Directors, Assistant Directors of Physical Education and Sports, Librarians, Deputy Librarians and Assistant Librarians** shall be the same as that of Professor, Associate Professor and Assistant Professor respectively, except that the concerned expert in Physical Education and Sports or Sports Administration or Library, practicing Librarian/Physical Director, as the case may be, shall be associated with the Selection Committee as one of the subject experts.

**IX.**The "Screening cum Evaluation Committee" for CAS promotion of Assistant Professors/equivalent cadres in Librarians/Physical Education and Sports from one level to the other higher level shall consist of:

**A. For University teachers:**

a. The Vice Chancellor as the Chairperson of the Selection Committee;
b. The Dean of the concerned Faculty;
c. The Head of the Department /Chairperson of the School; and
d. One subject expert in the concerned subject nominated by the Vice Chancellor from the University panel of experts.

**B. For College teachers:**

a. The Principal of the college;
b. Head of the concerned department from the college;
c. Two subject experts in the concerned subject nominated by the Vice Chancellor from the university panel of experts;

**Note: The quorum for these committees in both categories mentioned above shall be three including the one subject expert/ university nominee need to be present.**

**5.2.** The Screening cum Evaluation Committee on verification/evaluation of grades secured by the candidate through the Assessment Criteria and Methodology Performa designed

by the respective university based on these Regulations and as per the requirement specified:

(a) In Appendix III,Tables 1 to 3 for each of the cadre of Assistant Professor;

(b) In Appendix III,Tables 4 for each of the cadre of Librarians; and

(c) In Appendix III,Tables 5 for each of the cadre of Physical Education and Sports

shall recommend to the Syndicate/ Executive Council /Board of Management of University/College about the suitability for the promotion of the candidate(s) under for implementation.

**5.3** The selection process, shall be completed on the day/last day of theselection committee meeting, wherein the minutes are recorded and recommendation made on the basis the performance of the interview are duly signed by all members of the selection committee.

## 6.0 SELECTION PROCEDURES:

**I.** The overall selection procedure shall incorporate transparent, objective and credible methodology of analysis of the merits and credentials of the applicants based weightages given to the performance of the candidate in different relevant dimensions and his/her performance on a grading system Performa, based on the Appendix III,Tables 1, 2, 3 A, 3 B, 4 and 5.

In order to make the system more credible, universities may assess the ability teaching and/or research aptitude through a seminar or lecture in a classroom situation or discussion on the capacity to use latest technology in teaching and research at the interview stage. These procedures can be followed for both direct recruitment and Career promotions wherever selection committees are prescribed in these Regulations.

**II.** The Universities shall adopt these Regulations for selection committees and selection procedures through their respective statutory bodies incorporating Appendix III,Table 2, 3 A, 3 B, 4 and 5at the institutional level for University Departments and the Constituent colleges/ affiliated colleges (Government/Government-aided/Autonomous Private Colleges) to be followed transparently in all the selection processes. The universities may devise their own self-assessment cum performance appraisal forms for teachers in strict adherence to the Appendix III,Table 1, 2, 3 A, 3 B, 4 and 5prescribed in these Regulations.

**III.** In all the Selection Committees of direct recruitment of teachers and other academic staff in universities and colleges provided herein, an academician representing Scheduled Caste/Scheduled Tribe/OBC/Minority/Women/Differently-abled categories, any of candidates representing these categories is the applicant and if any of the members of the selection committee do not belong to that category, shall be nominated by the Vice Chancellor or Acting Vice Chancellor of the University, and in case of College Vice Chancellor or Acting Vice Chancellor of the University to which the college is affiliated to. The academician, so nominated for this purpose, shall be one level above the cadre level of the applicant, and such nominee shall ensure that the norms of the Central Government or concerned State Government, in relation to the categories mentioned above, are strictly followed during the selection process.

[illegible]

[illegible]

[illegible]

[illegible]

In the selection process for posts in addition to [illegible] in Science, Humanities/Arts and Fine Arts, Social Sciences, Physical Education and Sports and Library, special emphasis may be laid on the [illegible] of [illegible] in these disciplines which cannot be taken up by the conventional institutions while developing Platform for [illegible] and HAR promotions.

4. The Internal Quality Assurance Cell (IQAC) shall be established in all Universities/colleges as per the Uttar Pradesh Assessment Accreditation Council (UAAC) guidelines with the Vice Chancellor, as Chairperson in the case of Universities and Principal as Chairperson in case of Colleges. The IQAC shall act as the documentation and record keeping Cell for the institution including assistance in the development of Assessment Criteria and Methodology Platform based on these Regulations. The IQAC may also introduce, wherever feasible, the student feedback system as per the UAAC guidelines on institutional parameters without compromising the component of students' assessment of individual teachers in the Assessment Criteria and Methodology Platform.

A. The Assessment of the performance of College and University teachers for CAS promotion is based on the following criteria:

i. **Teaching Learning and Evaluation:** Commitment to teaching based on observable indicators such as being regular to class, punctuality to class, effective teaching and clarifying doubts within and outside the class hours, counselling and mentoring, additional teaching to support the college/university as and when the

need arises, etc. Examination and evaluation activities like attending to exam supervision duties, question papers setting for university/college examination participation in evaluation of examination answer scripts, conducting examination for internal assessment as per schedule to be announced by the institution beginning of each Academic Session and returning and discussing the answer the class.

ii. **Personal Development Related to Teaching and Research Activities:** Attend orientation/refresher/methodology courses, development of e-contents MOOC's, organizing seminar/ conference/ workshop / presentation of papers chairing of sessions/guiding and carrying out research projects and publishing research output in national and international journals etc.

iii. **Administrative Support and Participation in Students' Co- and Extra-curricular Activities.**

**B. Assessment Procedure**

The following **three-step** process is recommended for carrying out assessment promotion under CAS at all levels:

**Step 1:** The college/university teachers shall submit to college/university an annual self-appraisal report in a prescribed Performa to be designed based on the Tables 5 of Appendix III. The report should be submitted at the end of every academic year within the stipulated time. The teacher will provide documentary evidence for claims made in the annual self-appraisal report, which is to be verified by HOD/Teacher- in-charge etc. The submission should be through the Head of Department (HOD)/teacher-in-charge.

**Step: 2:** After completion of the required years of experience for promotion under CAS and fulfilment of other requirements indicated below, the teacher shall submit application for promotion under CAS.

**Step 3:** A CAS Promotion shall be granted as mentioned in the clauses 6.4 of the regulations.

.1 While the Assessment Criteria and Methodology:

(a) Tables 1 to 3of Appendix III are applicable to the selection of Assistant Professors Associate Professors/ Professors/Senior Professor in Universities and Colleges;

(b) Table4 of Appendix III is applicable to Assistant Librarians/ Deputy Librarians and Librarians for both direct recruitment as well as Career Advancement Promotions; the minimum requirement of Assessment Criteria and Methodology to each of the cadres shall vary from those for university teachers and for UG/PG College Teachers, as given in these Tables of Appendix III; and

(c) Table 5of Appendix III are applicable to Assistant Directors/ Deputy Directors Directors of Physical Education and Sports.

6.2 The minimum norms of Selection Committees and Selection Procedures as well as Assessment Criteria and Methodology requirements for the above cadres, either through direct recruitment or through Career Advancement Schemes Regulations, shall be as per these regulations.

6.3 The criteria forpromotions under Career Advancement Scheme as given in these regulations shall be effective prospectively from the date of notification of these regulations. However, to avoid hardship to the faculty members who have already qualified or are likely to qualify shortly under existing regulations, a choice may be given to the faculty members to opt for being considered for promotions under existing regulations itself. This option can be exercised only within two years from the date of notification of these regulations.

I. A teacher who wishes to be considered for promotion under CAS may submit in writingto the university/college, with three months in advance of the due date, that he/she fulfils all qualifications under CAS and submit to the university/college the Assessment Criteria and Methodology Performa as evolved by the concerned university duly supported by all credentials as per the Assessment Criteria and Methodology guidelines set out in these Regulations. In order to avoid delays in holding Selection Committee meetings in various positions under CAS, the University/College should immediately initiate the process of screening/selection, and shall complete the process within six months from the date of application. Further, in order to avoid any hardships, candidates who fulfill all other criteria mentioned in these Regulations, as on and till the date on which these regulations is notified, can be considered for promotion from the date, on or after Date, on which they fulfill these eligibility conditions, provided as mentioned above.

II. The Selection Committee specifications as delineated in Clauses 5.1 to 5.3 are applicable to all direct recruitments of Faculty Positions and Career Advancement promotions of Assistant Professor to Associate Professor and to that of Associate Professor to Professor.

III. CAS promotions from a lower grade to a higher grade of Assistant Professor shall be conducted by a "Screening cum Evaluation Committee" adhering to the criteria laid outas in the Tables 1, 2 and 3of Appendix III.

IV. CAS promotions being a personal promotion to the incumbent teacher holding a substantive sanctioned post, on superannuation of the individual incumbent, the said post shall revert back to its original cadre.

V. The incumbent teacher must be on the role and active service of the Universities/Colleges on the date of consideration by the Selection Committee for /CAS Promotion.

VI. Candidates shall offer themselves for assessment for promotion, if they fulfill the minimum grading indicated in the appropriate Assessment Criteria and Methodology system tables by submitting an application and the required Assessment Criteria and

Maintenance Of Standards In Higher Education 2010 and its amendment University Grants Commission (Minimum Qualifications for Appointment Of Teachers And Other Academic Staff In Universities And Colleges And Measures for The Maintenance Of Standards In Higher Education) (4th Amendment), Regulations 2016 shall be applicable.

## 6.4 STAGESOF PROMOTION UNDER CAREER ADVANCEMENT SCHEME OF INCUMBENT AND NEWLY APPOINTED ASSISTANT PROFESSORS/ ASSOCIATE PROFESSORS/PROFESSORS

**A.** Entry level Assistant Professors (Level 10) would be eligible for promotion under the Career Advancement Scheme (CAS) through two successive levels (Level 11 and Level 12), provided they are assessed to fulfill the eligibility and performance criteria as laid out in Clause 6.3. of these regulations.

**B. Career Advancement Scheme (CAS) for Colleges teachers**

**I. Assistant Professor (Academic Level 10) to Assistant Professor (Senior Scale/Academic Level 11)**

**Eligibility:**Assistant Professors who have completed four years of service with Ph.D. or five years of service with M.Phil. / PG Degree in Professional Courses such as LLM, M.Tech.,M.V.Sc., M.D., or six years of service for those without Ph.D./M.Phil./ PG Degree in Professional courses.

i. Attended one Orientation course of 21 days duration on teaching methodology; and
ii. Any one of the following: Completed Refresher / Research Methodology Course

OR

Any two of the following: Workshop, Syllabus Up Gradation Workshop, Training Teaching-Learning-Evaluation, Technology Programmes and Faculty Development Programmes of at least one week (5 days) duration,

OR

Taken one MOOCs course (with e-certification) or development of e-contents in four-quadrants / MOOC's course during the assessment period.

**CAS Promotion Criteria:** A teacher shall be promoted if

i. The teacher gets 'satisfactory' or 'good' grade in the annual performance assessment reports of at least three of the last four years of the assessment period as prescribed in Appendix III,**Table 1**, and
ii. The promotion is recommended by the screening-cum evaluation committee.

**II. Assistant Professor (Senior Scale/Academic Level 11) to Assistant Professor (Selection Grade/Academic Level 12)**

**Eligibility:**

1) Assistant Professors who have completed five years of service inAcademic Level 11.
2) Any two of the following in the last five years of Academic Level-11: Completed courses / programmes from among the categories of Refresher Courses/Research Methodology/

Workshops/Syllabus Up Gradation Workshop/ Teaching-Learning-Evaluation Technology Programmes/ Faculty Development Programmes/ Syllabus Up Gradation Workshop/ Teaching-Learning-Evaluation/ Technology Programmes/ Faculty Development Programmes of at least two weeks (ten days) duration (or completed courses of at least one week (five days) duration in lieu of every course/programme of at least two weeks (ten days) duration); or taken MOOCs course in the relevant subject (with e-certification); or Contribution towards development of e-content in 4-quadrant(at least one quadrant) minimum of 10 modules of a course/contribution towards development of at least 10 modules of MOOCs course/ contribution towards conduct of a MOOCs course during the period of assessment.

**Note:**The Ph.D. Degree shall be a mandatory qualification for promotion to the post of Assistant Professor (Selection Grade/Academic Level 12) in Colleges from 01.07.2025.

**CAS Promotion Criteria:** A teacher shall be promoted if

i) The teacher gets 'satisfactory' or 'good' grade in the annual performance assessment reports of at least four of the last five years of the assessment period (as prescribed in Appendix III,Table 1) and

ii) The promotion is recommended by the Screening cum evaluation committee.

**III. Assistant Professor (Selection Grade/Academic Level 12) to Associate Professor (Academic Level 13A)**

**Eligibility:**

1) Selection Grade Assistant Professor who have completed three years of service in grade.
2) Ph.D. degree in concerned subject/allied/relevant discipline.
3) Any one of the following during last three years: completed one course / programme from among the categories of Refresher Courses/ Methodology Workshops/Syllabus Up Gradation Workshop/ Teaching-Learning-Evaluation Technology Programmes / Faculty Development Programmes of at least two weeks (ten days) duration (or completed courses of at least one week (five days) duration in lieu of every course/programme of at least two weeks (ten days) duration); or taken one MOOCs course (with e-certification); or contribution towards development of e-content in quadrant(at least one quadrant) minimum of 10 modules of a course/contribution towards development of at least 10 modules of MOOCs course/ contribution towards conduct of a MOOCs course during the period of assessment.

**CAS Promotion Criteria:** A teacher shall be promoted if

i) The teacher gets 'satisfactory' or 'good' grade in the annual performance assessment reports of at least two of the last three years of the assessment period as prescribed in Appendix III,**Table 1**, and

ii) The promotion to the post of Associate Professor is recommended through selection committee constituted as per these Regulations.

**IV. Associate Professor (Academic Level 13A) to Professor (Academic Level 14)**

**Eligibility:**

1. Associate Professors who have completed three years of service in that grade.
2. Ph.D. degree in concerned subject/allied/relevant discipline.
3. A minimum of 10 research publications in peer reviewed/ UGC listed journals out of which three research papers shall be published during the assessment period.
4. A minimum of 110 Research Score as per Appendix III,Table 2

**CAS Promotion Criteria:** A teacher shall be promoted if

i) The teacher gets 'satisfactory' or 'good' grade in the annual performance assessment reports of at least two of the last three years of the assessment period, as per Appendix III, Table 1 and at least 110 research score as per Appendix III,Table 2.

ii) The promotion to the post of Professor is recommended through selection committee as per these Regulations.

**C. Career Advancement Scheme (CAS) for University teachers**

**I. Assistant Professor (Academic Level 10) to Assistant Professor (Senior Scale/Academic Level 11)**

**Eligibility:**Assistant Professors who have completed four years of service with Ph.D. or five years of service with M.Phil. / PG Degree in Professional Courses such as LLM, M.Tech, M.V.Sc., M.D., or six years of service for those without Ph.D./M.Phil./ PG Degree in Professional courses and satisfy the following conditions:

i) Attended one Orientation course of 21 days duration on teaching methodology;

ii) Any one of the following: Completed Refresher/ Research Methodology Course/ Workshop/ Syllabus Up Gradation Workshop/ Training Teaching-Learning-Evaluation, Technology Programmes/ Faculty Development Programmes of at least one week (5 days) duration, or taken one MOOCs course (with e-certification) or development of e-contents in four-quadrants / MOOC's course during the assessment period; and

iii) One research publication during assessment period.

**CAS Promotion Criteria:** A teacher shall be promoted if

i) The teacher gets 'satisfactory' or 'good' grade in the annual performance assessment reports of at least three of the last four years of the assessment period (as prescribed in Appendix III,**Table 1**), and

ii) The promotion is recommended by the screening-cum evaluation committee.

**II. Assistant Professor (Senior Scale/Academic Level 11) to Assistant Professor Selection Grade/Academic Level 12)**

**Eligibility:**

i) Senior Assistant Professors who have completed five years of service in that grade.

ii) Ph.D Degree in the concerned subject/allied/relevant disciplines.

iii) Any two of the following in the last five years of Academic Level-11: Completed course / programme from among the categories of Refresher Courses/Research Methodology/ Workshops/ Syllabus Up Gradation Workshop/ Teaching-Learning-Evaluation/ Technology Programmes / Faculty Development Programmes of at leasttwo weeks (ten days) duration (or completed two courses of at least one week (five days) duration in lieu of every single course/programme of at least two weeks (ten days) duration), or, taken one MOOCs course in the relevant subject (with e-

certification); or contribution towards development of e-content in 4-quadrants one quadrant) minimum of 10 modules of a course/contribution development of at least 10 modules of MOOCs course/ contribution towards of a MOOCs course during the period of assessment.

iv) Three research publications in the peer reviewed journals/UGC listed journals assessment period.

**CAS Promotion Criteria:** A teacher shall be promoted if

i) The teacher gets 'satisfactory' or 'good' grade in the annual perfo assessment reports of at least four of the last five years of the assessment (as prescribed in Appendix III,Table 1) and

ii) The promotion is recommended by the Screening cum evaluation committee.

**III. Assistant Professor (Selection Grade/Academic Level 12) to Associate Profess (Academic Level 13A)**

1) Selection Grade Assistant Professor who have completed three years of service grade.
2) Ph.D Degree in the concerned subject/allied/relevant disciplines
3) Any one of the following during last three years: completed one course / progra from among the categories of Refresher Courses/ Methodology Workshops/Syllabu Gradation Workshop/ Teaching-Learning-Evaluation Technology Programmes / Fa Development Programmes of at least two weeks (ten days) duration (or complete courses of at least one week (five days) duration in lieu of every course/programme of at least two weeks (ten days) duration); or taken one MO course (with e-certification);or contribution towards development of e-content quadrant(at least one quadrant) minimum of 10 modules of a course/contrib towards development of at least 10 modules of MOOCs course/ contribution tow conduct of a MOOCs course during the period of assessment.

4) A minimum of seven publications in the peer reviewed/ UGC listed journals out of w three research publications shall be published during the assessment period.

**CAS Promotion Criteria:** A teacher shall be promoted if

i) The teacher gets 'satisfactory' or 'good' grade in the annual performa assessment reports of at least two of the last three years of the assessment pe as prescribed in Appendix III,Table 1 and a research score of at least 70 as Appendix III,Table 2

ii) The promotion to the post of Associate Professor is recommended through selec committee constituted as per these Regulations.

**IV.Associate Professor (Academic Level 13A) to Professor(Academic Level 14)**

**Eligibility:**

1) Associate Professors who have completed three years of service in that grade.
2) Ph.D degree in concerned subject/allied/relevant discipline
3) A minimum of ten research publications in the peer reviewed/ UGC listed journals o which three research papers shall be published during the assessment period.
4) A minimum of 110 Research Score as per Appendix III, Table 2.

**CAS Promotion Criteria:** A teacher shall be promoted if

i) The teacher gets 'satisfactory' or 'good' grade in the annual performance assessment reports of at least two of the last three years of the assessment period, as per Appendix III,Table 1 and at least 110 research score as per Appendix III,Table 2.

ii) The promotion to the post of Professor is recommended through selection committee constituted as per these Regulations.

**V. Professor(Academic Level 14) to Senior Professor(Academic Level 15)**

Senior Professor shall also be through promotion under CAS. Promotion shall be based on academic achievement, favourable review from three eminent subject experts who are not less than the rank of a senior professor or a professor of at least ten years of experience. The selection shall be based on 10 best publications during last 10 years and interaction with a selection committee constituted as per these regulations.

**Eligibility**:

i) Ten years as a Professor.

ii) A minimum of ten publications in the peer reviewed / UGC listed journals and two Ph.D. successfully awarded under his/her supervision during this period.

**D. Career Advancement Scheme (CAS) for Librarians**

**Note: The following provisions apply only to those personnel who are not involved in teaching of Library Science. Teachers in institutions where Library Science is a teaching department will be covered by the provisions given under sections 6.4 (II) and 6.4 (III), of these regulations for Colleges/Institutions and for Universities, respectively.**

**I.University Assistant Librarian (Academic level 10)/College Librarian (Academic level 10) to University Assistant (Senior Scale/Academic level 11)/ College Librarian (Senior Scale/Academic level 11):**

**Eligibility:**

Assistant Librarian/ College Librarian who has completed four years of service with Ph.D. in Library Science/ Information Science/ Documentation Science or equivalent degree or five years of service with M.Phil., or six years of service for those without M.Phil/Ph.D.

(i) Attended one Orientation course of 21 days duration and

(ii) Training/Seminar/Workshop/Course on automation and digitalization, maintenance and other activities of at least 5 days as per Appendix III,Table 4.

**CAS Promotion Criteria:** An Assistant Librarian/College Librarian shall be promoted if:

i) The Assistant Librarian/ College Librarian gets 'satisfactory' or 'good' grade in the annual performance assessment reports of at least three of the last four years of the assessment period as prescribed in Appendix III,Table 4, and

ii) The promotion is recommended by the screening cum evaluation committee.

**II.University Assistant Librarian (Senior Scale/Academic level 11) College Li (Senior Scale/Academic level 11) to University Assistant Librarian (Selection G Academic level 12/ College Librarian (Selection Grade/Academic level 12)**

**Eligibility:**

1) University Assistant Librarian (Senior Scale/Academic level 11)/College Li (Senior Scale/Academic level 11) who has completed five years of service in that g
2) Any two of the following in the last five years: Training/Seminar/Workshop/Cou automation and digitalization, maintenance and other activities as per App III,Table4 of at least two weeks (ten days) duration (or completed two courses of at one week (five days) duration in lieu of every single course/programme of at leas weeks (ten days) duration), or taken/developed one MOOCs course in the rele subject (with e-certification), or library up-gradation course.

**CAS Promotion Criteria:** An individual shall be promoted if:

i) The individual gets 'satisfactory' or 'good' grade in the annual performance assess reports of at least four of the last five years of the assessment period, as prescrib Appendix III,Table 4and
ii) The promotion is recommended by screening cum evaluation committee.

**III. University Assistant Librarian (Selection Grade/Academic level 12)/ Col Librarian(Selection Grade/Academic level 12) to University Deputy Librarian(Acad Level 13A)/College Librarian(Academic Level 13A)**

**Eligibility:**

1) University Assistant Librarian(Selection Grade/Academic Level 12)/College Libr (Selection Grade/Academic Level 12) who has completed three years of service in grade.
2) Any one of the following in the last three years: Training/Seminar/Workshop/Cours automation and digitalization, maintenance and other activities as per Appe III,Table4 of at least two weeks (ten days) duration (or completed two courses of at l one week (five days) duration in lieu of every single course/programme of at least weeks (ten days) duration), or taken/developed one MOOCs course in the rele subject (with e-certification), or library up-gradation course.

**CAS Promotion Criteria:** An individual shall be promoted if:

i) The individual gets 'satisfactory' or 'good' grade in the annual performance assessm reports of at least four of the last five years of the assessment period, as prescribe Appendix III,Table 4and
ii) The promotion is recommended by a Selection Committee constituted as per th regulations based on the interview performance.

**E. Career Advancement Scheme (CAS) for Directors of Physical Education and Sports**

**Note: The following provisions apply only to those personnel who are not involved teaching physical education and sports. Teachers in institutions where Physi Education and Sports is a teaching department will be covered by the provisi**

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i) The individual gets 'satisfactory' or 'good' grade in the annual performance assessment reports of at least two of the last five years of the assessment period as prescribed in Appendix III, Table 5and

ii) The promotion is recommended by the screening cum evaluation committee.

**iii. University Assistant Director of Physical Education and Sports (Selection Grade/Academic Level 12)/ College Director of Physical Education and Sports (Selection Grade/Academic Level 12) to University Deputy Director of Physical Education and Sports (Academic Level 13 A)/ College Director of Physical Education and Sports(Academic Level 13A)**

Eligibility:

1) University Assistant Director of Physical Education and Sports (Selection Grade/Academic Level 12)/College Director of Physical Education and Sports (Selection Grade/Academic Level 12) who has completed three years of service

2) Any one of the following during last three years: completed one course / programme from among the categories of Refresher Courses, Methodology Workshop, or Teaching Learning Evaluation Technology Programmes / Faculty Development Programmes of at least two weeks (ten days) duration (or completed two courses of at least one week (five days) duration in lieu of every single course/programme of at least two weeks (ten days) duration), or taken / developed one MOOCs course in relevant subject (with certification).

**CAS Promotion Criteria:** An individual shall be promoted if

i) If the individual gets 'satisfactory' or 'good' grade performance assessment reports of at least two of the last three years of the assessment period as prescribed inAppendix III, Table 5and

ii) The promotion is recommended by selection committee constituted as per the regulations based on the interview performance.

6.5.Discretionary award of advance increments for those who enter the profession asAssociate Professors or Professors with higher merit, high number of research publications and experience at the appropriate level, shall be within the competence of the appropriate authority of the concerned University or recruiting institution based on the recommendations of selection committee(s) while negotiating with individual candidates in the context of the merits of each case, taking into account the pay structure of other teachers in the faculty and other merit- specific factors. Discretionary award of advance increments is not applicable to those entering the profession as Assistant Professor/Assistant Librarian/Assistant Director of Physical Education and Sports and those who are entitled for grant of advance increments for having acquired Ph. D., M. Phil, M.Tech., etc. However, those entering service as Assistant Professor/Assistant Librarian/Assistant Director of Physical Education and Sports with post-doctoral teaching/research experience after Ph.D. and proven credentials may be eligible

discretionary award of advanced increments to be decided and recorded by the selection committee in its minutes.

## 7.0 SELECTION OF PRO-VICE CHANCELLOR / VICE - CHANCELLOR OF UNIVERSITIES:

### 7.1 PRO-VICE-CHANCELLOR:

The Pro-Vice-Chancellor shall be a whole time Professor of the University and shall be appointed by the Executive Council on the recommendation of Vice-Chancellor.

7.2 The Pro-Vice-Chancellor shall hold office for a period, which is co-terminus with that of Vice-Chancellor. However, it shall be the prerogative of the Vice-Chancellor to recommend a new Pro-Vice-Chancellor to the Executive Council, during his tenure. These Regulations, for selection of Pro- Vice- Chancellor, shall be adopted by the concerned University through amendment of their Act/Statute.

### 7.3. VICE CHANCELLOR:

i. Persons of the highest level of competence, integrity, morals and institutional commitment are to be appointed as Vice-Chancellors. The Vice-Chancellor to be appointed should be a distinguished academician, with a minimum of ten years of experience as Professor in a University system or ten years of experience in an equivalent position in a reputed research and / or academic administrative organization.

ii. The selection of Vice-Chancellor should be through proper identification of a Panel of 3-5 names by a Search Committee through a public Notification or nomination or a talent search process or in combination. The members of the above Search Committee shall be persons of eminence in the sphere of higher education and shall not be connected in any manner with the University concerned or its colleges. While preparing the panel, the search committee must give proper weightage to academic excellence, exposure to the higher education system in the country and abroad, and adequate experience in academic and administrative governance to be given in writing along with the panel to be submitted to the Visitor/Chancellor. One member of the Search Committee shall be nominated by the Chairman, University Grants Commission, for selection of Vice Chancellors of State/Private Universities.

iii. The Visitor/Chancellor shall appoint the Vice Chancellor out of the Panel of names recommended by the Search Committee.

iv. The term of office of the Vice Chancellor shall form part of the service period of the incumbent concerned making him/her eligible for all service related benefits.

## 8.0 DUTY LEAVE, STUDY LEAVE, SABBATICAL LEAVE

### 8.1 DUTY LEAVE:

i. Duty leave of the maximum of 30 days in an academic year may be granted for the following:

(a) Attending Orientation Programmes, Refresher Courses, Research Methodology Workshop, Faculty Induction Programmes, conferences, congresses, symposia and seminars on behalf of the university or with the permission of the university;

(b) Delivering lectures in institutions and universities at the invitation institutions or universities received by the university, and accepted by Chancellor;

(c) Working in another Indian or foreign university, any other agency, institution organization, when so deputed by the university;

(d) Participating in a delegation or working on a committee appointed by the Government, State Government, the UGC, a sister university or any academic body; and

(e) For performing any other duty for the university.

ii. The duration of leave should be such as may be considered necessary by sanctioning authority on each occasion.

iii. The leave may be granted on full pay. Provided that if the teacher receives fellowship or honorarium or any other financial assistance beyond the amount needed for normal expenses, he/she may be sanctioned duty leave on reduced and allowances.

iv. Duty leave may be combined with earned leave, half pay leave or extraordinary leave.

v. Duty leave should be given also for attending meetings in the UGC, DST, etc. when a teacher invited to share expertise with academic bodies, government or NGO.

## 8.2 STUDY LEAVE:

i. The scheme of Study Leave provides an opportunity to avail scholarships/fellowships awarded to the faculty who wish to acquire new knowledge and to improve analytical skills. When a teacher is awarded a scholarship or stipend (by whatever nomenclature used) for pursing further studies leading to Ph.D./Post doctoral qualification or for undertaking research project in a higher education institution abroad, the amount of the scholarship/fellowship shall not be linked to recipient's pay/salary paid to him/her by his /her parent institution. The awardee shall be paid salary for the entire duration of fellowship/scholarship, provided of course he/she does not take up any other remunerative jobs like teaching, in the home country.

ii. A teacher on Study Leave shall not take up, during the period of that leave, a regular or part-time appointment under an organization in India or abroad. He/She may however be allowed to accept a fellowship or a research scholarship or adhoc teaching and research assignment with honorarium or any other form of assistance, other than regular employment in an institution either in India or abroad provided that the Executive Council/Syndicate of his/her parent institution may, if it desires, sanction study leave on reduced pay and allowances to the extent of a receipt in this regard, in lieu of teaching etc., which may be determined by his/her employer.

iii. Study leave shall be granted to entry-level appointees as Assistant Professor/Assistant Librarian/Assistant Director of Physical Education a

Sport/College DPE&S (other than as Associate Professor or Professor of a University/College/Institution, who is otherwise eligible for sabbatical leave) after a minimum of three years of continuous service, to pursue a special line of study or research directly related to his/her work in the University/College/Institution or to make a special study of the various aspects of University organization and methods of education giving full plan of work.

iv. Study leave shall be granted by the Executive Council/Syndicate on the recommendation of the Head of the Department concerned. The leave shall not be granted for more than three years in one spell, save in very exceptional cases, in which the Executive Council/Syndicate is satisfied that such extension is unavoidable on academic grounds and necessary in the interest of the University/College/Institution.

v. Study Leave shall not be granted to a teacher who is due to retire within five years of the date on which he/she is expected to return to duty after the expiry of study leave.

vi. Study leave shall be granted not more than twice during one's career. However, under no circumstances, shall the maximum period of study leave admissible during the entire service exceed five years.

vii. Study leave may be granted more than once provided that not less than five years have elapsed after the teacher/returned to duty on completion of earlier spell of Study leave. For subsequent spell of study leave, the teacher shall indicate the work done during the period of earlier leave as also give details of work to be done during the proposed spell of study leave.

viii. No teacher who has been granted study leave shall be permitted to alter substantially the course of study or the programme of research without the permission of the Executive Council/Syndicate, in the event of the course of study falls short of study leave sanctioned, the teacher shall resume duty on the conclusion of the course of study unless the previous approval of the Executive Council/Syndicate to treat the period of short-fall as Extra-Ordinary leave has been obtained.

ix. Subject to the maximum period of absence from duty on leave not exceeding three years, study leave may be combined with earned leave, half-pay-leave, extra-ordinary leave of vacation provided that the earned leave at the credit of the teacher shall be availed off at the discretion of the teacher. When study leave is taken in continuation of vacation, the period of study leave shall be deemed to begin to run on the expiry of the vacation. A teacher, who is selected to a higher post during study leave, shall be placed in that position and shall get the higher scale only after joining the post.

x. The period of study leave shall count as service for the purposes of retirement benefits (pension/contributory provident fund), provided that the teacher rejoins the University/College/Institution on the expiry of his/her study leave, and serve for the period for which the Bond has been executed.

xi. Study leave granted to a teacher shall be deemed to be cancelled in case it availed of within 12 months of its sanction, provided that where study leave has been so cancelled. The teacher may apply again for such leave.

xii. A teacher availing herself/himself of study leave, shall undertake that she shall the University/College/Institution for a continuous period of at least three years calculated from the date of his/her resuming duty on expiry of the study leave.

xiii. A teacher-

(a) who is unable to complete his/her studies within the period of study leave gr to him/her, or

(b) who fails to rejoin the services of the University on the expiry of his/her leave, or

(c) who rejoins the service of the university but leaves the service without completin prescribed period of service after rejoining the service, or

(d) who within the said period is dismissed or removed from the service by University

shall be liable to refund to the University/College/Institution, the amount of leave a and allowances and other expenses, incurred on the teacher or paid to him/her o his/her behalf in connection with the course of study.

**EXPLANATION:**

If a teacher asks for extension of study leave and is not granted the extension but not rejoin duty on the expiry of the leave originally sanctioned,he/she shal deemed to have failed to rejoin the service on the expiry of his/her leave for purpose of recovery of dues under these guidelines.

Notwithstanding the above, the Executive Council/Syndicate may order that nothin these guidelines shall apply to a teacher who, within three years of return to duty f study leave is permitted to retire from service on medical grounds, provided fur that the Executive Council/Syndicate may, in any other exceptional case, waiv reduce, for reasons to be recorded the amount refundable by a teacher under th guidelines.

xiv. After the leave has been sanctioned, the teacher shall, before availing himself/her of the leave, execute a bond in favour of the University/College/Institution, binc himself/herself for the due fulfillment of the conditions laid down in para (x) to ( above and give security of immovable property to the satisfaction of the Fina Officer/Treasurer or a fidelity bond of an insurance company or a guarantee b scheduled bank or furnish security of two permanent teachers for the amount wh might become refundable to the University/College/Institutions in accordance w para(x) to (xiii) above.

xv. The teacher on study leave shall submit to the Registrar/Principal of his/her pa University/College/Institution six-monthly reports of progress in his/her studies f his/her supervisor or the Head of the institution. This report shall reach Registrar/Principal within one month of the expiry of every six months of the st

leave. If the report does not reach the Registrar/Principal within the specified time, the payment of leave salary may be deferred till the receipt of such report.

xvi. The teacher on study leave shall submit a comprehensive report on the completion of the study leave period. A copy of the research document/monograph/academic paper produced during the period of study leave shall be put in the public domain, preferably on the website of the University/College/Institution.

xvii. With a view of enhancing knowledge and skills of faculty members, especially junior faculty, at the rank of Assistant Professor, the Heads of Universities/Colleges/Institutions and their subordinate Departments are enjoined to be generous in the award of study leave in the interest of faculty improvement, thereby impacting academic standards of Universities/Colleges/Institutions in the long run.

## 8.3 SABBATICAL LEAVE:

i) Permanent, whole-time teachers of the university and colleges who have completed seven years of service as Reader/Associate Professor or Professor may be granted sabbatical leave to undertake study or research or other academic pursuit solely for the object of increasing their proficiency and usefulness to the university and higher education system.The duration of leave shall not exceed one year at a time and two years in the entire career of a teacher.

ii) A teacher, who has availed himself/herself of study leave, would not be entitled to the sabbatical leave,until after the expiry offive years from the date of the teacher's return from previous study leave or any other kind of training programme of duration one year or more.

iii) A teacher shall, during the period of sabbatical leave, be paid full pay and allowances (subject to the prescribed conditions being fulfilled) at the rates applicable to him/her immediately prior to his/her proceeding on sabbatical leave.

iv) A teacher on sabbatical leave shall not take up, during the period of that leave, any regular appointment under another organization in India or abroad. He/she may, however, be allowed to accept a fellowship or a research scholarship or ad hoc teaching and research assignment with honorarium or any other form of assistance, other than regular employment in an institution of advanced studies, *provided* that in such cases the Executive Council/Syndicate may, if it so desires,sanction sabbatical leave on reduced pay and allowances.

v) During the period of sabbatical leave, the teacher shall be allowed to draw the increment on the due date. The period of leave shall also count as service for purposes of pension/contributory provident fund, *provided* that the teacher rejoins the university on the expiry of his/her leave.

## 8.4 OTHER KINDS OF LEAVE RULES FOR PERMANENT TEACHERS OF THE UNIVERSITIES/ COLLEGES

(a) The following kinds of leave would be admissible to permanent teachers:

(i) Leave treated as duty, *viz*. Casual leave, Special casual leave, any leave;

(ii) Leave earned by duty, *viz*. Earned leave, Half Pay leave, and Corre leave;

(iii) Leave not earned by duty, *viz*. Extraordinary leave; and Leave not du

(iv) Leave not debited to leave account –

(v) Leave for academic pursuits, *viz*. Study leave and Sabb leave/Academic leave;

(vi) Leave on grounds of health, *viz*. Maternity leave and Quarantine leav

(b) The Executive Council/Syndicate may grant, in exceptional cases, fo reasons to be recorded, any other kinds of leave, subject to such terms conditions as it may deem fit to impose.

**I. Casual Leave**

(i) Total casual leave granted to a teacher shall not exceed 8 days in an acad year.

(ii) Casual leave cannot be combined with any other kind of leave except sp casual leave. However, such casual leave may be combined with holi including Sundays. Holidays or Sundays falling within the period of casual le shall not be counted as casual leave.

**II. Special Casual Leave**

(i) Special casual leave, not exceeding 10 days in an academic year, may be gra to a teacher:

(a) To conduct examination of a university/Public Service Commission/bo of examination or other similar bodies/institutions; and

(b) To inspect academic institutions attached to a statutory board, etc.

(ii) In computing the 10 days' leave admissible, the days of actual journey, if any and from the places where activities specified above, take place, will be exclude

(iii) In addition, special casual leave to the extent mentioned below, may also granted;

(a) To undergo sterilization operation (vasectomy or salpingectomy) under fa welfare programme. Leave in this case will be restricted to 6 working days; a

(b) To a female teacher who undergoes non-puerperal sterilization. Leave in case will be restricted to 14 days.

(iv) Special casual leave cannot be accumulated, nor can it be combined with any other kind of leave except casual leave. It may be granted in combination with holidays or vacation by the sanctioning authority on each occasion.

## III. Earned Leave

(i) Earned leave admissible to a teacher shall be:

(a) 1/30th of actual service including vacation; *plus*

(b) 1/3rd of the period, if any, during which he/she is required to perform duty during vacation.

For purposes of computation of period of actual service, all periods of leave except casual, special casual and duty leave shall be excluded.

(ii) Earned leave at the credit of a teacher shall not accumulate beyond 300 days. The maximum earned leave that may be sanctioned at a time shall not exceed 60 days. Earned leave exceeding 60 days may, however, be sanctioned in the case of higher study, or training, or leave with medical certificate, or when the entire leave, or a portion thereof, is spent outside India.

For avoidance of doubt, it may be noted:

1. When a teacher combines vacation with earned leave, the period of vacation shall be reckoned as leave in calculating the maximum amount of leave on average pay which may be included in the particular period of leave..
2. In case where only a portion of the leave is spent outside India, the grant of leave in excess of 120 days shall be subject to the condition that the portion of the leave spent in India shall not in the aggregate exceed 120 days.
3. Encashment of earned leave shall be allowed to members of the teaching staff as applicable to the employees of Central/State Governments.

## IV. Half-pay Leave

Half-pay leave admissible to a permanent teacher shall be 20 days for each completed year of service. Such leave may be granted on the basis of medical certificate from a registered medical practitioner, for private affairs or for academic purposes.

*Explanation*:

A "completed year of service" means continuous service of specified duration under the university and includes periods of absence from duty as well as leave including extraordinary leave.

## V. Commuted Leave

Commuted leave, not exceeding half the amount of half pay leave due, may be on the basis of medical certificate from a registered medical practitioner to a teacher subject to the following conditions:

(i) Commuted leave during the entire service shall be limited to a maximum days;

(ii) When commuted leave is granted, twice the amount of such leave debited against the half-pay leave due; and

(iii) The total duration of earned leave and commuted leave taken in conjunction not exceed 240 days at a time. *Provided* that no commuted leave granted under these rules unless the authority competent to sanction leave reason to believe that the teacher will return to duty on its expiry.

## VI. Extraordinary Leave

(i) A permanent teacher may be granted extraordinary leave when:

(a) No other leave is admissible; or

(b) Other leave is admissible and the teacher applies in writing for the gra extraordinary leave.

(ii) Extraordinary leave shall always be without pay and allowances. Extraord leave shall not count for increment except in the following cases:

(a) Leave taken on the basis of medical certificates;

(b) Cases where the Vice Chancellor/Principal is satisfied that the leave taken due to causes beyond the control of the teacher, such as inability to or rejoin duty due to civil commotion or .a natural calamity, provided teacher has no other kind of leave to his credit;

(c) Leave taken for pursuing higher studies; and

(d) Leave granted to accept an invitation to a teaching post or fellowsh research-cum- teaching post or on assignment for technical or academic of importance.

(iii) Extraordinary leave may be combined with any other leave except casual and special casual leave, provided that the total period of continuous abs from duty on leave (including periods of vacation when such vacation is tak conjunction with leave) shall not exceed three years except in cases where

is taken on medical certificate. The total period of absence from duty shall in no case exceed five years in the full working life of the individual.

(iv) The authority empowered to grant leave may commute retrospectively periods of absence without leave into extraordinary leave.

## VII. Leave Not Due

(i) Leave not due, may, at the discretion of the Vice Chancellor/Principal, be granted to a permanent teacher for a period not exceeding 360 days during the entire period of service, out of which not more than 90 days at a time and 180 days in all may be otherwise than on medical certificate. Such leave shall be debited against the half-pay leave earned by him/her subsequently.

(ii) 'Leave not due' shall not be granted, unless the Vice Chancellor/Principal is satisfied that as far as can reasonably be foreseen, the teacher will return to duty on the expiry of the leave and earn the leave granted.

(iii) A teacher to whom 'leave not due' is granted shall not be permitted to tender his/her resignation from service so long as the debit balance in his/her leave account is not wiped off by active service, or he/she refunds the amount paid to him/her as pay and allowances for the period not so earned. In a case where retirement is unavoidable on account of reason of ill health, incapacitating the teacher for further service, refund of leave salary for the period of leave still to be earned may be waived by the Executive Council.

*Provided* that the Executive Council may waive off, in any other exceptional, for reasons to be recorded in writing, the refund of leave salary for the period of leave still to be earned.

## VIII. Maternity Leave

(i) Maternity leave on full pay may be granted to a woman teacher for a period not exceeding 180 days, to be availed of twice in the entire career. Maternity leave may also be granted in case of miscarriage including abortion, subject to the condition that the total leave granted in respect of this to a woman teacher in her career is not more than 45 days, and the application for leave is supported by a medical certificate.

(ii) Maternity leave may be combined with earned leave, half pay leave or extraordinary leave but any leave applied for in continuation of maternity leave may be granted if the request is supported by a medical certificate.

## IX. Child Care Leave

Women teachers having minor children may be granted leave up to two years for t care of their minor children. Child care leave for a maximum period of two (730days) may be granted to the women teachers during entire service period in with Central Government women employees. In the cases, where the child care lea granted more than 45 days, the University/College/Institution may appoint a part guest substitute teacher with intimation to the UGC.

**X. Paternity Leave**

Paternity leave of 15 days may be granted to male teachers during the confinem their wives, and such leave shall be granted only up to two children.

**XI. Adoption leave**

Adoption leave may be provided as per the rules of the Central Government.

**9. RESEARCH PROMOTION GRANT**

The UGC or the respective agency (Central/State Governments) may provide a sta grant at the level of Rs. 3.0 lakhs in Social Sciences, Humanities and Languages Rs. 6.0 lakhs in Sciences and Technology to teachers and other non-vocat academic staff to take up research immediately after their appointments.

**9.1 CONSULTANCY ASSIGNMENTS**

The consultancy rules, terms, conditions and the model of revenue sharing betw institutions and consultant teachers shall be as per the UGC Consultancy Rules t provided separately.

**10.0 COUNTING OF PAST SERVICES FOR DIRECT RECRUITMENT AND PROMOT UNDER CAS**

Previous regular service, whether national or international, as Assistant Profes Associate Professor or Professor or equivalent in a University, College, Nati Laboratories or other scientific/professional Organizations such as the CSIR, IC DRDO, UGC, ICSSR, ICHR, ICMR, DBT, etc., should be counted for direct recruitm and promotion under CAS of a teacher as Assistant Professor, Associate Profes Professor or any other nomenclature these posts are described as per Appendi Table 1 to 5 provided that:

(a) The essential qualifications of the post held were not lower than the qualificati prescribed by the UGC for Assistant Professor, Associate Professor Professor as the case may be.

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

(i) [illegible]
(ii) [illegible]
(iii) [illegible]
(iv) [illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

## 12.0 CREATION AND FILLING UP OF TEACHING POSTS

**12.1** Teaching posts in universities, as far as feasible, may be created in a pyramidal order,that is, for instance, for one post of Professor, there shall be two posts of Associate Professors and four posts of Assistant Professors, per department.

**12.2**All the sanctioned/approved posts in the university system shall be filled up on an urgent basis.

## 13.0 APPOINTMENTS ON CONTRACT BASIS

The teachers should be appointed on contract basis only when it is absolutely necessary and when the student-teacher ratio does not satisfy the laid down norms. In any case, the number of such appointments should not exceed 10% of the total number of faculty positions in a College/University. The qualifications and selection procedure for appointing them should be the same as those applicable to a regularly appointed teacher. The fixed emoluments paid to such contract teachers should not be less than the monthly gross salary of a regularly appointed Assistant Professor. Such appointments should not be made initially for more than one academic session, and the performance of any such entrant teacher should be reviewed for academic performance before reappointing her/him on contract basis for another session. Such appointments on contract basis may also be resorted to when absolutely necessary to fill vacancies arising due to maternity leave, child-care leave, etc.

## 14.0 TEACHING DAYS

**14.1**The Universities/Colleges must adopt at least 180 working days, i.e. there should be a minimum of 30 weeks of actual teaching in a 6-day week. Of the remaining period, 12 weeks may be devoted to admission and examination activities, and non-instructional days for co-curricular, sports, college day, etc., 8 weeks for vacations and 2 weeks may be attributed to various public holidays. If the University adopts a 5 day week pattern, then the number of weeks should be increased correspondingly to ensure equivalent of 30 weeks of actual teaching with a 6 day week.

The above is summarized as follows:

| | **Number of weeks: 6 day a week pattern** | | **Number of weeks: 5 day a week pattern** | |
|---|---|---|---|---|
| **Categorization** | **University** | **College** | **University** | **College** |
| **Teaching and Learning Process** | 30 (180 days) weeks | 30 (180 days) Weeks | 36 (180 days) weeks | 36 (180 days) weeks |

| | | | | |
|---|---|---|---|---|
| **Admissions/Examinations preparation for Examination** | 12 | 10 | 8 | 8 |
| **Vacation** | 8 | 10 | 6 | 6 |
| **Public Holidays (to increase and adjust teaching days accordingly)** | 2 | 2 | 2 | 2 |
| **Total** | **52** | **52** | **52** | **52** |

lieu of curtailment of vacation by 2 weeks, the university teachers may be creditedwith 1/3rd of the period of earned leave. However, colleges may have an option of a total vacation of 10 weeks in a year and no earned leave except when required to work during the vacations for which, as in the case of University teachers, 1/3 of the period will be credited as Earned Leave.

**ORKLOAD**

The workload of the teachers in full employment should not be less than 40 hours a week for 30 working weeks (180 teaching days) in an academic year. It should be necessary for the teacher to be available for at least 7 hours daily in the University/College, out of which at least 2 hours for mentoring of students (minimum 15 students per coordinator) for Community Development/Extra Curricular Activities/library consultation in case of Under Graduate Courses and at least 2 hours for research in case of Post Graduate courses, for which necessary space and infrastructure should be provided by the University/College. The minimum direct teaching-learning process hours should be as follows:

| | |
|---|---|
| Assistant Professor | 16hours |
| Associate Professor and Professor | 14 hours |

A relaxation of two hours in the workload may, however, be given to Professors and Associate Professors who are actively involved in extension activities and administration.

**SERVICE AGREEMENT AND FIXING OF SENIORITY**

t the time of recruitment in Universities and Colleges, a service agreement should be executed between the University/College and the teacher concerned and a copy of the

same should be deposited with the Registrar/Principal. Such service agreement shall be duly stamped as per the rates applicable.

**16.2.** The self-appraisal methodology,as per Clause 6.0.8 and its sub-clauses and Clauses 6.1.0 to 6.4.0 and all the sub-clauses contained therein and as per Table 1 to 5 of Appendix III as per applicability, shall form part of the service agreement/Record.

**16.3 Inter-se seniority between the direct recruited and teachers promoted under CAS**

The inter-se seniority of a direct recruit shall be determined with reference to the date of joining and for the teachers promoted under CAS with reference to the date of eligibility as indicated in the recommendations of the selection committee of the respective candidates. The rules and regulations of the respective Central/State Government shall apply, for all other matters of seniority.

## 17.0 CODE OF PROFESSIONAL ETHICS

### I. TEACHERS AND THEIR RESPONSIBILITIES:

Whoever adopts teaching as a profession assumes the obligation to conduct himself / herself in accordance with the ideal of the profession. A teacher is constantly under the scrutiny of his students and the society at large. Therefore, every teacher should see that there is no incompatibility between his precepts and practice. The national ideals of education which have already been set forth and which he/she should seek to inculcate among students must be his/her own ideals. The profession further requires that the teachers should be calm, patient and communicative by temperament and amiable in disposition.

**Teachers should:**

(i) Adhere to a responsible pattern of conduct and demeanor expected of them by the community;

(ii) Manage their private affairs in a manner consistent with the dignity of the profession;

(iii) Seek to make professional growth continuous through study and research;

(iv) Express free and frank opinion by participation at professional meetings, seminars, conferences etc. towards the contribution of knowledge;

(v) Maintain active membership of professional organizations and strive to improve education and profession through them;

(vi) Perform their duties in the form of teaching, tutorial, practical, seminar and research work conscientiously and with dedication;

(vii) Co-operate and assist in carrying out functions relating to the educational responsibilities of the college and the university such as: assisting in appraising applications for admission, advising and counseling students as well as assisting the conduct of university and college examinations, including supervision, invigilation and evaluation; and

(viii) Participate in extension, co-curricular and extra-curricular activities including community service.

## II. TEACHERS AND THE STUDENTS

**Teachers should:**

(i) Respect the right and dignity of the student in expressing his/her opinion;

(ii) Deal justly and impartially with students regardless of their religion, caste, political, economic, social and physical characteristics;

(ii) Recognize the difference in aptitude and capabilities among students and strive to meet their individual needs;

(iv) Encourage students to improve their attainments, develop their personalities and at the same time contribute to community welfare;

(v) Inculcate among students scientific outlook and respect for physical labour and ideals of democracy, patriotism and peace;

(vi) Be affectionate to the students and not behave in a vindictive manner towards any of them for any reason;

(vii) Pay attention to only the attainment of the student in the assessment of merit;

(viii) Make themselves available to the students even beyond their class hours and help and guide students without any remuneration or reward;

(ix) Aid students to develop an understanding of our national heritage and national goals; and

(x) Refrain from inciting students against other students, colleagues or administration.

## III. TEACHERS AND COLLEAGUES

**Teachers should:**

(i) Treat other members of the profession in the same manner as they themselves wish to be treated;

(ii) Speak respectfully of other teachers and render assistance for professional betterment;

(iii) Refrain from lodging unsubstantiated allegations against colleagues to higher authorities; and

(iv) Refrain from allowing considerations of caste, creed, religion, race or sex in their professional endeavour.

## IV. TEACHERS AND AUTHORITIES:

**Teachers should:**

(i) Discharge their professional responsibilities according to the existing rules and adhere to procedures and methods consistent with their profession in initiating steps through their own institutional bodies and/or professional organizations for change of any such rule detrimental to the professional interest;

(ii) Refrain from undertaking any other employment and commitment including private tuitions and coaching classes which are likely to interfere with their professional responsibilities;

(iii) Co-operate in the formulation of policies of the institution by accepting various offices and discharge responsibilities which such offices may demand;

(iv) Co-operate through their organizations in the formulation of policies of the other institutions and accept offices;

(v) Co-operate with the authorities for the betterment of the institutions keeping in view the interest and in conformity with dignity of the profession;

(vi) Should adhere to the conditions of contract;

(vii) Give and expect due notice before a change of position is made; and

(viii) Refrain from availing themselves of leave except on unavoidable grounds and as far as practicable with prior intimation, keeping in view their particular responsibility for completion of academic schedule.

## V. TEACHERS AND NON-TEACHING STAFF:

(i) Teachers should treat the non-teaching staff as colleagues and equal partners in a cooperative undertaking, within every educational institution; and

(ii) Teachers should help in the function of joint staff-councils covering both teachers and the non-teaching staff.

Vice-Chancellor as provided in the Act/Statute of the university concerned, shall be applicable besides the pay.

## 20.0 PAY SCALES OF PRINCIPAL IN COLLEGES

The pay of Principal in College shall be equivalent to the pay of Professor i.e. at level Academic Level 14 with rationalized entry pay of Rs. 1,44,200/-, with the existing special allowance of Rs. 3000/- per month.

## 21.0 OTHER TERMS AND CONDITIONS

### 21.1 INCREMENTS

i. The annual increment is given in the Pay Matrix (Appendix I and II) at 3%, with each cell being higher by 3% over the previous cell in the same level, rounded off to 100. The annual increments to each employee would move up in the same academic level, with an employee moving from the existing cell in the academic level to the immediate next cell in the same academic level.

ii. There shall be two dates for grant of increment, namely 1st January and 1st July of every year, instead of existing date of 1st July, provided that an employee shall be entitled to only one annual increment on either one of these two dates depending on the date of appointment, promotion or grant of financial up-gradation.

iii. All issues relating to grant of advance increments to teachers engaged in engineering / technical courses in the university system shall be subject to recommendations of the Committee separately constituted by the Central Government for pay review of teachers in technical education.

### 21.2 PROMOTION

When an individual gets promotion, his/her new pay on promotion would be fixed in the Pay Matrix as follows:

On promotion, he/she would be given a notional increment in the existing Academic Level of Pay, by moving him to the next higher cell at that level. The pay shown in this cell would now be located in the new Academic level corresponding to the post to which he/she has been promoted. If a cell identical with that pay is available in the new level, that cell shall be the new pay; otherwise the next higher cell in that level shall be the new pay of the employee. If the pay arrived at in this manner is less than the first cell in the new level, then the pay shall be fixed at the first cell of that level.

## 21.3 ALLOWANCES

I. Allowances such as Leave Travel Concession, Special Compensatory Allowances, Children's Education Allowance, Transport Allowance, House Rent Allowance, Deputation Allowance, Travelling Allowance, Dearness Allowance, area based Special Compensatory Allowance etc. as applicable to teachers and Library and Physical Education Cadres, shall be at par with that of Central Government employees.

II. Medical Benefits: All medical benefits as applicable to teachers and Library and Physical Education Cadres, shall be at par with that of Central Government employees. Further Teachers and Library and Physical Education Cadres may be placed under Central Government Health Scheme or any other such scheme of Central Government/ Health Scheme of respective State Government as the case may be for Central/State Universities/Colleges respectively.

## Appendices

| | |
|---|---|
| Appendix I | Scheme of revision of pay of teachers and equivalent cadres in Universities and colleges following the revision of pay scales of Central Government employees on the recommendations of Seventh Pay Commission (MHRD Notification MHRD letters No. 1-7/2015-U.II(1) dated 02.11.2017) |
| Appendix II | Fitment Tables for fixation of pay of the existing incumbents, who were in position as on 01.01.2016, in various categories of posts indicated in the tables (MHRD Notification MHRD letters No.Corrigendum No. 1-7/2015-U.II(2) dated 08.11.2017) |
| Appendix III | Assessment Criteria and Methodology<br>Table 1 to 3- For University and College Teachers<br>Table 4- For Assistant Librarian, Deputy Librarian, Librarian etc.<br>Table 5- For Assistant Director/Deputy Director/ Director Physical Education and Sports etc. |

# Recommendations For Student-Teacher Ratio By UGC

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UniversityGrants Commission (UGC) has constituted a Committee under the Chairmanship of Prof. .Tareenon the norms for teacher to student ratio for various disciplines/programmesand teaching to non-ning ratio inCentral Universities and UGC maintained Deemed to be Universities. The recommendations of :ommittee are as under:

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rogramme

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acher to Student Ratio-

rogramme

r ScienceProgramme1:10

or Humanities/Social Science1:15

ommerce & Management1:15

(iv)Media& Mass Communication1:10

UGProgramme

(i)Social Sciences1:30

(ii)Sciences1:25

(iii)B.Ed.As per NCTE norms

(iv)Media& Mass Communication1:15

2.Teacher to Non-Teaching Ratio:

1:1.1Non-Teaching(Ministerial)

1:0.40Non-Teaching(Technical)

1:1.30for affiliating University (Ministerial)

# JSS MAHAVIDYAPEETHA

Jagadguru Dr. Sri Shivarathri Rajendra Circle, MYSORE-570 004

**Sub:** JSS MVP Service (Leave) Rules, 2012

**Ref:** JSS MVP Orders No. GAD/EST(1)/50/2008-09
Dated (i) 1.9.2009, (ii) 8.9.2010 & (iii) 6.6.2011

**PREAMBLE**

JSS MVP management employees are now governed by Leave Rules issued from time to time which are referred to above. It has become necessary to review the same and revise comprehensively by incorporating procedural aspects, such as, sanctioning of various kinds of leave, conditions for sanctioning leave, consequences of overstaying and non-reporting to duty after the expiry of leave, maintaining leave account, etc.

Hence this order,

**ORDER No.GAD/EST(I)/30/2012-13 DATED 17.8.2012**

Under the circumstances, the revised set of Leave Rules, called "The JSS MVP Service (Leave) Rules 2012", appended to this order are hereby prescribed with immediate effect. All the JSS MVP employees and the institutions concerned shall meticulously follow these rules.

2. The Leave Rules dated 1.9.2009, 8.9.2010 and 6.6.2011 referred to above are hereby repealed.

(Draft Approved by E.S)

**EXECUTIVE SECRETARY**

To:

1. All the Directors, DS-1 & DS-2 of JSS MVP, Mysore
2. All the Heads of Institutions of JSS MVP for information, guidance and compliance
3. Spare copies
4. Office copy

Copy Submitted to H.H the President, JSS MVP, Mysore for kind perusal

# THE JSS MVP SERVICE (LEAVE) RULES - 2012

## CHAPTER I

### Title, Commencement and Definitions

**1.01 Title:** These Rules may be called the "Jagadguru Sri Shivarathreeshwara Mahavidyapeetha Service (Leave) Rules 2012".

**1.02 Effective date:** These Rules shall come into force with immediate effect.

**1.03 Applicability**

(1) These Rules shall be applicable to all **Management employees** of the Jagadguru Sri Shivarathreeshwara Mahavidyapeetha, Mysore (JSS MVP) and offices of Sri Suttur Math.

(2) Other JSS MVP Trusts / Societies including the JSS Mahavidyapeetha Ghaziabad, JSS Medical Service Trust, JSS University, Mysore may adopt these Rules by passing a suitable resolution.

(3) However, in respect of grant-in-aid employees the corresponding Rules of the GOK or GOI, as the case may be, shall continue to apply.

(4) These Rules shall not be applicable to -

(i) Retired employees appointed in JSS MVP, except to the extent specified in Rules 2.36 to 2.40 ***Infra.***

(ii) part-time/contract employees.

(iii) workers engaged on daily wages.

(iv) any other category of employees who are governed by Specific/ Statutory Rules.

(v) any category of employees for whom the Management may declare these Rules as not applicable.

(5) The Management may, subject to such terms and conditions as it may deem fit, extend or suspend the operation of these Rules in respect of any JSS Institution.

**1.04 Repeal and savings:** The JSS MVP Leave Rules issued under Orders No. GAD/ EST(1)/50/2008-09, dated (i) 01.09.2009, (ii) 08.09.2010 and (iii) 06.06.2011 are hereby repealed, provided, however, any orders issued or action taken under the said Rules / Orders shall be deemed to have been issued or taken under the corresponding provisions of these Rules.

**1.05 Definitions:** In these Rules, the following "words" or "expressions" shall have the meaning assigned to them below:

(1) **Appointing Authority** - Appointing Authority in relation to a JSS employee means the Management, or such other Authority, as the Management may by order authorize in this behalf, which is competent to appoint the employee.

(2) **Competent Authority** - means the Management or any other Authority empowered by it to exercise administrative and financial powers, such as, power to make appointments, transfers, sanction of leave, order disciplinary proceedings, etc., in relation to the JSS employees.

(3) **Delegation of Powers** - means and includes administrative, financial and such other powers as are delegated under the JSS MVP Standing Regulations - I of 2009 (vide: Office Order No. GAD/EST(1) /39/20 08-09, dated 01-04-2009) as may be modified from time to time.

(4) **Director** - is the Head of a Division designated as such under the JSS MVP Order No. GAD/30/2006-07, dated 08.01.2008, as may be modified from time to time, and shall include any other Officer who otherwise heads any Division at the Head Office of the JSS MVP.

(5) **Division** - is a Division of the Head Office of the JSS MVP as notified under its order cited at (4) above.

(6) **Executive Secretary (ES)** - is the Chief Executive Officer of the JSS MVP appointed under Rule IX (d) of the Rules & Regulations referred to at (16) below.

(7) **Financial Year** - is the year starting on the first April of a calendar year and ending on 31st March of the following calendar year.

(8) **Grant-in-aid** - means financial assistance or grants of a recurring or non-recurring nature provided from time to time by the Government of Karnataka or Government of India or their organizations to any JSS Institution.

***Note:*** *Aided Institution or aided employee means an Institution or Employee of JSS MVP whose salaries are fully or partly met by grant-in-aid.*

(9) **Head of the Institution** - is the Head of a JSS Institution, educational or other, established by the JSS MVP or any Trust/Association sponsored by it.

(10) **JSS Mahavidyapeetha, Mysore (JSS MVP)** - means the Jagadguru Sri Shivarathreeshwara Mahavidyapeetha, Mysore, registered under the Mysore (now Karnataka) Societies' Registration Act, 1960, **vide: Reg. No. 12/1962-63 dated 17.07.1962**, located at Jagadguru Dr. Sri Shivarathri Rajendra circle, Mysore - 570004.

(11) **JSS Employee (or employee)** - means a person serving in the JSS MVP and its Institutions on salary or on an honorary basis.

(12) **Management** - means the Managing Committee or the President of the JSS MVP.

(13) **Managing Committee (MC)** - is the Managing Committee of the JSS MVP, Mysore, as constituted under Rule VII (a) of the Rules & Regulations of the JSS MVP, Mysore, as may be amended from time to time.

(14) **Personal File** - is the file relating to an employee containing references, such as, his application for appointment, appointment order, duty report, office orders on transfer, leave, increment, promotion, etc.

(15) **President**- is the President of the JSS MVP designated as such under sub rule VII(c)(i) of Rules referred to at (16) below.

(16) **Rule** - is a "Rule" in the "Rules & Regulations of the Association of the Jagadguru Sri Shivarathreeshwara Mahavidyapeetha, Mysore" registered as **No. 12/1962-63 on 17.07.1962** under the Mysore (now Karnataka) Societies' Registration Act, 1960.

(17) **Sanctioning Authority** - is the Authority competent to sanction leave of any kind and leave salary, if any, there of under these Rules.

(18) **Service Register (SR)** - is a legal document where in the service particulars of an employee, starting from the date of his appointment till his discharge / retirement from service or death are recorded along with relevant orders of the JSS MVP.

(19) **Trust** - means and includes any of the Trusts/Associations/Societies sponsored or promoted by the JSS MVP, Mysore.

(20) **Other terms** - not specifically defined here shall have their meanings as generally or normally understood unless otherwise expressly stated in the relevant context.

**EXECUTIVE SECRETARY**

## CHAPTER II

## LEAVE - ENTITLEMENT, SANCTION AND AVAILMENT

### A. General

**2.01** **In these Rules**, leave means and includes (i) Casual Leave (CL), (ii) Restricted Holiday (RH), (iii) Earned Leave (EL), (iv) Maternity Leave (ML) (v) Special Disability Leave, (vi) Special Casual (Medical) Leave and (vii) Leave without Allowance (LWA).

**2.02** Leave cannot be claimed as a matter of right. It is left to the discretion of the sanctioning authority to grant leave or to refuse or to revoke sanctioned leave at any time depending upon the exigencies of work of the Institution in which the employee is working.

**2.03** No employee shall be entitled to any leave in respect of absence from duty in pursuance of a strike.

***Note:*** *For the purpose of this Rule, strike means a cessation of work, including unauthorized absence from duty by a group or body of employees acting in combination or a concerted refusal, under a common understanding of a number of employees, to work.*

**2.04** Unless the Management, in view of the special circumstances of the case,determines otherwise, an employee who remains absent from duty without leave for a period of three months or more will be liable to be dismissed from service, after giving an opportunity to the employee to show cause as to why he should not be dismissed.

**2.05** (I) An employee under suspension will not earn any leave for the period of such suspension.

(II) If the period of such suspension is subsequently declared as duty following his exoneration, he shall be entitled to all kinds of leave proportionate to such period of suspension.

(iii) If the period of suspension is treated as non-duty, it shall not be reckoned as service/ duty.

**2.06** Absence from duty by an employee after the expiry of leave granted by a competent authority shall render the employee liable to disciplinary action for misconduct unless the employee establishes to the satisfaction of such authority that he was unable to attend duty for reasons beyond his control.

**2.07** Before proceeding on leave of any kind an employee shall submit application for such leave and get it sanctioned in advance, save in exceptional cases of unforeseen urgency, from the authority competent to sanction leave, including casual leave.

**2.08** (i) subject to Rule 2.02 above, an employee may be granted earned leave at his credit in part or in full at the discretion of the competent authority.

(ii) no employee shall be granted earned leave on more than two occasions in a calendar year.

(iii) earned leave for less than six days at a time shall not be ordinarily sanctioned.

**Note:** *In exceptional cases, for valid reasons, earned leave may be sanctioned in relaxation of the provisions of this Rule.*

**2.09** (i) Any kind of leave may be combined with earned leave except casual leave and restricted holidays.

(ii) General/Restricted holidays and Sundays may be prefixed and suffixed to earned leave.

**2.10** No leave of any kind shall be sanctioned beyond the date of retirement of an employee even though he might have enough leave of that kind at his credit.

**2.11** Employees applying for earned leave on medical grounds shall produce a medical certificate along with the application for leave and, for resumption of duty at the expiry of leave, shall produce Medical Certificate of Fitness from an authorized Medical Practitioner.

**2.12** (i) An employee attending office late after the expiry of the grace period of 10 minutes from the scheduled commencement of office time, but before 2.00 p.m, shall forfeit ½ day CL on each day of such late attendance, not exceeding 3 days in a calendar month.

(ii) the employee shall forfeit one day of earned leave for each day of such late attendance exceeding 3 days of such late attendance in a calendar month.

(iii) the act of repeatedly attending office late for two consecutive months, in terms of sub-rule (i) and (ii) of this Rule amounts to misconduct entailing disciplinary action against the concerned employee.

**B. Casual leave**

**2.13 Casual Leave**

(i) means leave of a casual nature availment of which is normally necessitated by unforeseen and urgent circumstances or personal reasons.

(ii) an employee who has completed one year of continuous service, excluding periods of LWA, shall be eligible for 15 days of CL in a calendar year.

(iii) an employee, on joining service in JSS MVP, shall be eligible for one day CL for each completed calendar month of service excluding periods of LWA.

**Note:** *If an employee, who has not completed one year service, avails LWA for 15 days or more in a calendar month, he shall not be eligible for CL for that month.*

**2.14** Casual leave may be availed by prior sanction of the competent authority except in very urgent and unforeseen circumstances, due to which he may not be able to obtain prior sanction.

**2.15** As far as possible, sanction of casual leave shall be regulated evenly over the year. In exceptional circumstance, casual leave combined with general holidays, by prefixing and suffixing may be sanctioned not exceeding 10 days at a time.

**Note:** On account of emergency, an employee may be sanctioned half day casual leave for the Forenoon or Afternoon session at his request.

**C. Restricted Holiday**

**2.16** (i) Restricted Holiday is a day declared as such by the State Govt. and so treated by the JSS MVP, on which the Office is open but an employee may absent himself by availing the RH. Normally, it is day on which a religious festival / Holy day falls. An employee may avail any two RH in calendar year, at his option.

(ii) Availment of restricted holiday shall be with the prior permission of the competent authority.

**D. Earned Leave**

**2.17** (i) Earned Leave means leave earned in respect of completed period of service excluding periods of LWA, that is, continuous service of the specified duration which includes periods spent on duty and leave of any kind excluding periods of LWA.

(ii) An employee, other than the one serving in a Vacation Department/Institution is eligible for earned leave of thirty days in a calendar year or at the rate of 2½ days for every completed month of service.

(iii) An employee on joining service in JSS MVP shall not be eligible for earned leave until he completes one year of service excluding LWA.

(iv) An employee serving in a Vacation Department / Institution is eligible for 10 days of earned leave for every year of completed service excluding LWA.

***Note:*** *(a) Vacation Department/Institution is a Department or part of a Department / Institution to which regular vacations are allowed.*

(b) JSS Polytechnics are, however, treated as non-vacational Institutions.

(c) However, if an employee is required to work during vacation in a year, he shall be eligible for 30 days of earned leave in respect of that year.

***Explanation:*** *the term 'year' in this Sub-Rule shall be construed as a period of twelve months of actual duty in the vacation department / Institution.*

(vi) If an employee avails himself of a portion of the vacation in any year, he shall be eligible for earned leave in such proportion of 30 days as the number of days of vacation not taken bears to the full vacation. However, no such leave shall be admissible to an employee who has not completed three years of service, excluding the periods of LWA.

***Explanation:*** *an employee entitled to vacation shall be deemed to have availed himself of the vacation or a portion of it unless he has been required by an order of the competent authority to forgo such vacation or a portion of it in the exigencies of work.*

**2.18** The employee shall submit the leave application, as per Form No.1, in advance through proper channel to the competent authority and he shall proceed on leave only with the prior sanction of leave applied for.

**2.19** If the period of absence on earned leave exceeds 15 days including holidays, the employee shall hand over charge of his office, along with a list of important and urgent items of work to attend, in accordance with Rule 9.31 of the JSS MVP Accounts Rules, 2012, to the specified employee as per orders of the sanctioning authority.

**2.20** Subject to Rule 2.17 an employee is entitled to accumulate earned leave to his credit to a maximum of 180 days, beyond which leave earned by him shall lapse.

**2.21** (i) Subject to Rule 2.07, and Rule 2.20 above, an employee may, at any time, be granted earned leave at his credit in full or in part.

(ii) An employee may be granted earned leave at his credit preparatory to retirement, not exceeding 60 days or two months, by the competent authority.

(iii) If an employee dies while in service, cash equivalent of leave salary for earned leave at his credit not exceeding 3 months may be granted by the authority competent to sanction leave to the spouse of the employee or, if no spouse, to his /her legal heirs.

***Note:*** *Cash equivalent of leave salary for the purpose of this sub-rule means basic pay plus Special Allowance / Dearness Allowance admissible on the day of his death.*

**E. Maternity Leave**

**2.22** (i) A female employee may be granted maternity leave, by the authority competent to grant earned leave, for a period of one hundred and thirty five (135) days from the date of commencement of such leave.

(ii) the application for maternity leave shall be supported by a medical certificate from a Registered Medical Practitioner.

(iii) maternity leave under sub-rule (i) shall not be admissible to a female employee who has two or more living children.

(iv) maternity leave is not debitable against leave of any other kind. It shall count as duty / service for purpose of all benefits; viz, leave, increment and seniority.

2.23 Maternity leave may be granted by the competent authority in accordance with Rule 2.22 above. The female employee shall submit the leave application as per Form No. 1 in advance through proper channel.

2.24 The sanctioning authority shall make suitable alternative arrangements to look after the work during the absence of the employee proceeding on maternity leave.

**F. Special Disability Leave**

2.25 (i) The Management may grant special disability leave to an employee who is disabled by injury caused or suffered in the course of due performance of official duty or as a consequence of his employment in the JSS MVP.

(ii) Such leave shall not be granted unless the disability manifests itself within three months of the occurrence to which it is attributed and the affected employee acted with due promptitude in bringing it to the notice of the Management.

(iii) It may be granted with full salary for such period as certified by the Medical Superintendent of the JSS Hospital, Mysore, or of any reputed Hospital / ESI Hospital depending on the place of occurrence of such disability, but not exceeding 90 days.

(iv) It may be combined with any other leave and it shall count as duty / service for seniority leave, increment and other benefits.

2.26 The affected employee may submit the leave application as per Form No.1, through proper channel to the Management furnishing the details of disability along with the prescribed Medical Certificate.

**G. Special Medical Leave**

2.27 (i) The Management may at its discretion sanction Special Medical Leave for the first three months with full salary to an employee under treatment for cancer or kidney grafting or heart operation on production of Medical Certificate from the Head of the JSS Medical College / JSS Hospital Mysore or, ESI Hospital, and without salary for a maximum period of twelve months thereafter.

(ii) Such leave shall count for seniority but not for leave, increment and other benefits.

(iii) It may be granted to an employee who has completed three years of service and once in his entire service.

2.28 The affected employee may submit leave application as per Form No.1, through proper channel to the Management along with the prescribed Medical Certificate.

**H. Extraordinary leave or Leave with out Allowance (LWA)**

2.29 (i) Extraordinary leave is leave with out any salary / allowances. It may be sanctioned to an employee in special circumstances subject to the satisfaction of the competent authority, when no other kind of leave is admissible to him. Such leave shall not ordinarily be granted for more than three months.

(ii) [illegible] leave may be granted for a period not exceeding [illegible] [illegible] Chief Medical Officer / Chief Superintendent of [illegible]

(iii) [illegible]

(iv) [illegible] should not be dismissed [illegible]

(v) Extraordinary leave (EOL) sanctioned in accordance with the [illegible] as duty / service for [illegible] but not for increment, leave and other benefits.

2.30 [illegible] may be granted by the Competent Authority [illegible] Rule 2.21 above. [illegible]

**Competent Authority to Sanction Leave**

2.31 [illegible] Administrative [illegible] Annexure [illegible]

**Note:** Before leave is sanctioned, the authority competent to sanction leave shall ascertain whether leave [illegible] is at credit of the employee.

2.32 Applications for leave under Rules 2.26 and 2.27 shall however be submitted to the Management for consideration / sanction.

**Drawal of Leave Salary, etc.**

2.33 An employee granted leave of any kind shall be paid in the period of leave [illegible] salary equivalent to the salary he was drawing immediately before proceeding on leave.

2.34 (i) An employee drawing F.T.A (Fixed Travelling Allowance) or any special allowance [illegible] the nature of the work [illegible] during the period of such leave if it covers one or more calendar months in full.

(ii) An employee drawing Non practicing allowance (NPA) or House rent allowance (HRA) or [illegible] allowance or City Compensatory allowance (CCA) shall not be eligible for the same for the period beyond three months of earned leave.

**2.35** Leave salary shall be drawn and disbursed to the employee by the Insti- tution where he was working immediately before he proceeded on leave.

***Note:*** *In case when a period of leave is followed by transfer such portion of the leave salary as could not be drawn at the above Institution, the same may be drawn and disbursed to the employee by the Institution to which he is transferred from where his salary is drawn.*

**K. Re-employed (retired) employees / Employees on Contract**

**2.36** These employees are eligible for C.L and RH as per Rule 2.12 above.

**2.37** After completion of one year of continuous service / duty, an employee of the above category is eligible for special leave of 30 days, and, in the case of an employee in a vacation department, 10 days, for each year of completed service.

**2.38** On medical grounds such employee may be granted special leave not exceeding 90 days with full salary and without salary there after.

**2.39** An employee proceeding abroad on private affairs may also be granted by the Management special leave not exceeding 90 days subject leave at credit with full salary and without salary there after.

**2.40** The Management may also grant, at its discretion, any other benefits/ concessions to an employee of this category.

EXECUTIVE SECRETARY

# CHAPTER III

## LEAVE ACCOUNT

### A. Casual Leave / Restricted Holiday

**3.01** The Head of the Institution or the Administrative Officer or the officer authorized by the Head of the Institution shall maintain a Register, on a calendar year basis, to account the casual leave availed by the emplo- yees, including themselves. In the Divisions of JSS MVP, the official authorized by the Director or the Officer in charge of the Division shall do so.

**3.02** (i) The names of the employees with their designations shall be entered in the Register and the dates of CL sanctioned / availed shall be recorded against the name of each employee. RH availed may be similarly recorded in separate columns in the same Register.

(ii) Casual leave sanctioned and RH availed shall also be immediately marked or noted against the employee concerned in the Attendance Register.

***Note:*** *If separate Attendance Registers are maintained department wise or unit wise in bigger Institutions, like, Engineering and Medical Colleges, separate CL Registers may be maintained department wise / unit wise by the Officer in charge of the Department / Unit, or an official authorized by such Officer.*

### B. Earned Leave

**3.03** The Earned Leave Account of an employee shall be maintained in part V (cols 1 to 11) of his Service Register in each Institution from which the salary of the employee is drawn and disbursed.

**3.04** An employee is entitled for earned leave on completion of one year of continuous service / duty excluding LWA. If an employee completes one year of service excluding LWA in the middle of a calendar year, earned leave shall be credited to his leave account at the rate of two and half days for each completed calendar month of serv- ice for the remaining period of the calendar year. For fraction of a calendar month exceeding 14 days his leave account shall be credited with one day of earned leave.

**3.05** (i) The leave account of each employee, who has completed one year of service or more excluding LWA, shall be credited with earned leave in advance in two instalments of fifteen days each on the 1st January and the 1st July every year.

(ii) In respect of an employee in a vacation department /Institution, his leave account shall be credited in advance in two instalments of Five days each on the 1st January and 1st July every year.

***Note:*** *If the employee is not permitted to avail of the vacation in full in a year, his leave account may be credited with 15 days of earned leave each on 1st January and 1st July of that year.*

**3.06** The leave at credit of an employee at the close of the previous half year shall be

carried forward to the next half year, subject to the condition that the leave so carried forward plus the advance credit for the half year does not exceed one hundred and eighty (180) days.

***Note:*** *while affording credit of earned leave, fractions of a day shall be rounded off to the nearest day, for instance 7½ days to 8 days.*

**3.07** If an employee has taken any extra-ordinary leave and / or some period of absence, like, his suspension which is treated as non-duty in a half year, the credit to be afforded to his earned leave account at the commencement of the next half year shall be reduced by 1/10th of the period of such extra-ordinary leave and / or non-duty period, subject to a maximum of 15 days.

***Explanation:*** *In the case of an employee who is placed under suspension, the credit to be afforded to his earned leave account at the commencement of the next half year shall be reduced by 1/10th of the period of suspension. If the period of suspension is subsequently treated as duty or leave other than LWA, the earned leave account shall be recast by affording due credit to his earned leave account for the period of suspension.*

**3.08** Earned Leave account shall be written in such a way as to clearly show (a) the leave at credit at the beginning of the period (of each half year), (b) credit afforded at the beginning of the half year, (c) earned leave availed / utilized during that half year and (d) earned leave at credit after such availment and the entries shall be consistent, i.e., (d) must be equal to [(a) + (b) - (c)].

**3.09** Details of Office Order number, date of sanctioning leave of any kind, its nature, extent and duration, etc, shall also be recorded in part II of the Service Register of the employee concerned.

**3.10** Maternity Leave granted and availed shall be recorded in the form of a note in part II of the Service Book of the employee, namely: "The employee is sanctioned maternity leave of _____ days w.e.f _____ (date) to _____ (date), both days inclusive under order No. _____ dated _____ issued by the _____ (name & designation of officer / office) and is the first / second availment of maternity leave".

**3.11** Details of Extra-ordinary leave / Disability Leave / Special Medical Leave shall be similarly recorded in the manner laid down in Rule 3.10.

**3.12** (a) The Leave account of each employee shall be updated regularly and promptly as and when due / leave availed.

(b) Entries shall be made neatly and legibly in the leave account; all entries shall be duly attested by the case worker and the officer / head of the Institution concerned.

EXECUTIVE SECRETARY

JSS MAHAVIDYAPEETA

# JSS College for Women

2nd Main Road, Saraswathipuram, MYSURU - 570 009
Re-Accredited by NAAC with 'A' Grade
E-mail : jsscw.principal@gmail.com Website : http://www.jsscw.in

**ಜೆಎಸ್‌ಎಸ್ ಮಹಿಳಾ ಕಾಲೇಜು** (ಸ್ವಾಯತ್ತ)
ಸರಸ್ವತಿಪುರಂ, ಮೈಸೂರು - ೫೭೦ ೦೦೯

Receipt No. MO0903 Date: 28/08/2017

SRI.S.P.MANJUNATH,SECRETARY,MYSURU

| | |
|---|---|
| OTHERS | 3,750.00 |
| TOTAL | 3,750.00 |

THREE THOUSAND SEVEN HUNDRED FIFTY ONLY .

SALEEARTHWARMCOMPOST/RS.67625KG

Cashier

[illegible]

# JSS College for Women

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Receipt No. M00903 Date: [illegible]

SRI.S.P.MANJUNATH,SECRETARY,MYSURU

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| OTHERS | 3,750.00 |
| TOTAL | 3,750.00 |

THREE THOUSAND SEVEN HUNDRED FIFTY ONLY .

SALEEARTHWARMCOMPOSTRS.6/62.5KG

Cashier

# JSS College for Women

[illegible]

Receipt No. [illegible] Date [illegible]

SRI S P MANJUNATH,SECRETARY,MYSURU

| | |
|---|---|
| OTHERS | 1,750.00 |
| TOTAL | 1,750.00 |

THREE THOUSAND SEVEN HUNDRED FIFTY ONLY .

SALEEARTHWARMCOMPOST/RS.6/62.5KG

Cashier

JSS MAHAVIDYAPEETHA

**JSS College for Women ( Autonomous)**

2nd Main Road, Saraswathipuram, MYSURU-570009

Re-Accredited by NAAC WITH 'A' Grade

E-mail: jsscw.principal@gmail.com Website http://www.jsscw.in

ಜೆಎಸ್‌ಎಸ್ ಮಹಿಳಾ ಕಾಲೇಜು (ಸ್ವಾಯತ್ತ)

ಸರಸ್ವತಿಪುರಂ, ಮೈಸೂರು-೫೭೦ ೦೦೯

Receipt No. M00901 Date: 01/10/2016

SHRI ABHARATHA VEERSHIVAMSAB.MYS

| | |
|---|---|
| RENT | 6,000.00 |
| TOTAL | 6,000.00 |

SIX THOUSAND ONLY .

CASH/02.10.16AUDIOTORENT

Cashier

PRINCIPAL

JSS MAHAVIDYAPEETHA

**JSS College for Women ( Autonomous**

2nd Main Road, Saraswathipuram MYSURU-570009

Re-Accredited by NAAC WITH 'A' Grade

E-mail jsscw principal@gmail.com Website http://www.jsscw.in

ಜೆಎಸ್‌ಎಸ್ ಮಹಿಳಾ ಕಾಲೇಜು (ಸ್ವಾಯತ್ತ)

ಸರಸ್ವತಿಪುರಂ, ಮೈಸೂರು-೫೭೦ ೦೦೯

Receipt No. MO1090 Date: 16/11/2016

NATARAJ D K, PROF,MYSORE

| | | |
|---|---|---|
| 1 | RENT | 7,500.00 |
| | TOTAL | 7,500.00 |

**SEVEN THOUSAND FIVE HUNDRED ONLY .**

CN.114606/16.11.16/AUDREN/27NOV

Cashier

PRINCIPAL
JSS COLLEGE FOR WOMEN
(Autonomous)
Saraswathipuram, MYSORE-9

JSS MAHAVIDYAPEETHA

**JSS College for Women (Autonomous)**

2nd Main Road, Saraswathipuram, MYSURU - 570 009

Re-Accredited by NAAC with 'A' Grade

E-mail : jsscw.principal@gmail.com Website : http://www.jsscw.in

ಜೆಎಸ್‌ಎಸ್ ಮಹಿಳಾ ಕಾಲೇಜು (ಸ್ವಾಯತ್ತ)

ಸರಸ್ವತೀಪುರಂ, ಮೈಸೂರು - ೫೭೦ ೦೦೯

Receipt No. MO0847 Date: 12/08/2017

AKHILA BHA VEERSHYVA MAHAG,MYS

| | | |
|---|---|---|
| 1 | RENT | 6,000.00 |
| | TOTAL | 6,000.00 |

SIX THOUSAND ONLY .

RENT/ABVEERMASAH./13.08.2017

Cashier

PRINCIPAL
JSS COLLEGE FOR WOMEN
(Autonomous)
Saraswathipuram, MYSORE-9

JSS MAHAVIDYAPEETHA

JSS College for Women (Autonomous)

2nd Main Road, Saraswathipuram, Mysuru - 570 009

Re-Accredited by NAAC with 'A' Grade

Email: jssmpmysuru@gmail.com Website: www.jssmysuru.com

ಜೆಎಸ್‌ಎಸ್ ಮಹಿಳಾ ಕಾಲೇಜು (ಸ್ವಾಯತ್ತ)

ಸರಸ್ವತೀಪುರಂ, ಮೈಸೂರು - ೫೭೦ ೦೦೯

Receipt No. MO0514 Date: 03/07/2018

AKHILA BHARATHA VS MAHA SABHA,MYS

| | | |
|---|---|---|
| 1 | RENT | 6,000.00 |
| | TOTAL | 6,000.00 |

SIX THOUSAND ONLY .

RENT/15.7.18/ABVSMS

Cashier

PRINCIPAL
JSS COLLEGE FOR WOMEN
(Autonomous)
Saraswathipuram, MYSORE-9

JSS MAHAVIDYAPEETHA

**JSS College for Women** (Autonomous)

2nd Main Road, Saraswathipuram, MYSURU - 570 009

Re-Accredited by NAAC with 'A+' Grade

Email : jssw.principal@gmail.com Website : www.jssweb.in

ಜೆಎಸ್‌ಎಸ್ ಮಹಿಳಾ ಕಾಲೇಜು (ಸ್ವಾಯತ್ತ)

ಸರಸ್ವತೀಪುರಂ, ಮೈಸೂರು - ೫೭೦ ೦೦೯

Receipt No. MO0514 Date: 03/07/2018

AKHILA BHARATHA VS MAHA SABHA,MYS

| | | |
|---|---|---|
| 1 | RENT | 6,000.00 |
| | TOTAL | 6,000.00 |

SIX THOUSAND ONLY .

RENT/15.7.18/ABVSMS

Cashier

PRINCIPAL
JSS COLLEGE FOR WOMEN
(Autonomous)
Saraswathipuram, MYSORE-9

JSS MAHAVIDYAPEETHA

**JSS College for Women (Autonomous)**

2nd Main Road, Saraswathipuram, MYSURU - 570 009

Re-Accredited by NAAC with 'A+' Grade

E-mail : jsscw.principal@gmail.com Website : http://www.jsscw.in

ಜೆಎಸ್‌ಎಸ್ ಮಹಿಳಾ ಕಾಲೇಜು (ಸ್ವಾಯತ್ತ)

ಸರಸ್ವತಿಪುರಂ, ಮೈಸೂರು - 570 009

Receipt No. MO0783 Date: 13/08/2018

SRI D.N.LOKAPPA,70 ABHINANDANA S.MYS

| | | |
|---|---|---|
| 1 | RENT | 15,000.00 |
| | TOTAL | 15,000.00 |

FIFTEEN THOUSAND ONLY .

ABHINANDANA SAMARAMBHA/19.8.18

Cashier

PRINCIPAL
JSS COLLEGE FOR WOMEN
(Autonomous)
Saraswathipuram, MYSORE-9

JSS MAHAVIDYAPEETHA

**JSS College for Women (Autonomous)**

2nd Main Road, Saraswathipuram, MYSURU - 570 009

Re-Accredited by NAAC with 'A+' Grade

E-mail : jsscw.principal@gmail.com Website : http://www.jsscw.in

**ಜೆಎಸ್‌ಎಸ್ ಮಹಿಳಾ ಕಾಲೇಜು (ಸ್ವಾಯತ್ತ)**

ಸರಸ್ವತಿಪುರಂ, ಮೈಸೂರು - 570 009

Receipt No. MO0958 Date: 04/09/2019

JSS PRASADA NILYAGALA HBCS, MYS

| | |
|---|---|
| RENT | 15,000.00 |
| TOTAL | 15,000.00 |

FIFTEEN THOUSAND ONLY .

CASH/AUDITORIUM RENT/22.9.19

Cashier

PRINCIPAL
JSS COLLEGE FOR WOMEN
(Autonomous)
Saraswathipuram, MYSORE-9

M00415

College Copy

**OLLEGE FOR WOMEN (AUTONOMOUS)**

SARASWATHIPURAM, MYSURU-09

**Bank of Baroda**

New Saraswathipuram Branch, Mysuru-09

D No. 1293 Date: 5/10/20

. 89520200000294 (UG)

Name: University of Mysore
al Letters)

| Particulars | Amount |
|---|---|
| SCELLANEOUS FEE - I.e | |
| OUNDERS DAY | |
| ALENDAR | |
| OUCHING THE LIVES OF ILLIONS | |
| OMPUTER LAB | |
| EVELOPMENT | |
| ROUP ACCIDENT POLICY | |
| ANGUAGE LAB | |
| SS VARTHA PATRA | |
| C / OC | |
| TUDENT PERSONALITY | |
| EVELOPMENT | |
| ORTICULTURE & OTHER FEE | |
| Ex-Set Exam Risk | ₹5000 |
| TOTAL | ₹7000 |

t in words: Seven thousand
e hundred only

Seal With Signature
the Bank Authority

Signature of the Remitter

6 OCT 2020
CASH RECEIVED

PRINCIPAL
JSS COLLEGE FOR WOMEN
(Autonomous)
Saraswathipuram, MYSORE-9

JSS MAHAVIDYAPEETHA

# JSS College for Women (Autonomous)

2nd Main Road, Saraswathipuram, MYSURU - 570 009

Re-Accredited by NAAC with 'A' Grade

Email : jsscw.principal@gmail.com Website : http://www.jsscw.in

ಜೆಎಸ್‌ಎಸ್ ಮಹಿಳಾ ಕಾಲೇಜು (ಸ್ವಾಯತ್ತ)

ಸರಸ್ವತಿಪುರಂ, ಮೈಸೂರು - ೫೭೦ ೦೦೯

Receipt No. MO0452 Date: 18/07/2016

UGC NET JUL16, EXAM. JSSCW, MYS-9

| | | |
|---|---|---|
| 1 | OTHERS | 18,020.00 |
| | TOTAL | 18,020.00 |

EIGHTEEN THOUSAND TWENTY ONLY .

CASH/INFRASTU/RS.20*901

Cashier

PRINCIPAL
JSS COLLEGE FOR WOMEN
(Autonomous)
Saraswathipuram, MYSORE-9

JSS MAHAVIDYAPEETHA

**JSS College for Women (Autonomous)**

2nd Main Road, Saraswathipuram, MYSURU - 570 009

Re-Accredited by NAAC with A Grade

[illegible]

[illegible] (Autonomous)

[illegible], [illegible] - [illegible]

Receipt No MO0452 Date 18/07/2016

UGC NET JUL16. EXAM. JSSCW. MYS-9

| | | |
|---|---|---|
| 1 | OTHERS | 18,020.00 |
| | TOTAL | 18,020.00 |

EIGHTEEN THOUSAND TWENTY ONLY .

CASH/INFRASTU/RS.20*901

Cashier

PRINCIPAL
JSS COLLEGE FOR WOMEN
(Autonomous)
Saraswathipuram, MYSORE-9

JSS MAHAVIDYAPEETHA

**JSS College for Women ( Autonomous)**

2nd Main Road, Saraswathipuram, MYSURU-570009

Re-Accredited by NAAC WITH 'A' Grade

E-mail: jsscw principal@gmail.com Website http //www.jsscw.in

ಜೆಎಸ್‌ಎಸ್ ಮಹಿಳಾ ಕಾಲೇಜು (ಸ್ವಾಯತ್ತ)

ಸರಸ್ವತಿಪುರಂ, ಮೈಸೂರು-೫೭೦ ೦೦೯

Receipt No. MO1160 Date: 20/12/2016

KSET EXAM MAINT CH,RENT,JSSCW

| | | |
|---|---|---|
| 1 | RENT | 3,000.00 |
| | TOTAL | 3,000.00 |

THREE THOUSAND ONLY .

CASH/KSETMAINTCH/11.12.2016

Cashier

PRINCIPAL
JSS COLLEGE FOR WOMEN
(Autonomous)
Saraswathipuram, MYSORE-9

JSS MAHAVIDYAPEETHA

**JSS College for Women ( Autonomous)**

2nd Main Road, Saraswathipuram, MYSURU-570009

Re-Accredited by NAAC WITH 'A' Grade

E-mail: jsscw.principal@gmail.com Website:http://www.jsscw.in

ಜೆಎಸ್‌ಎಸ್ ಮಹಿಳಾ ಕಾಲೇಜು (ಸ್ವಾಯತ್ತ)

ಸರಸ್ವತಿಪುರಂ, ಮೈಸೂರು-೫೭೦ ೦೦೯

Receipt No. MO0595 Date: 15/07/2017

UGCNETJAN2017 EXAM, JSSCW,MYS-9

| | | |
|---|---|---|
| 1 | RENT | 12,000.00 |
| | TOTAL | 12,000.00 |

**TWELVE THOUSAND ONLY .**

CASH/COLRENTSTU/RS.20*600

Cashier

PRINCIPAL
JSS COLLEGE FOR WOMEN
(Autonomous)
Saraswathipuram, MYSORE-9

JSS MAHAVIDYAPEETHA

**JSS College for Women** (Autonomous)

2nd Main Road, Saraswathipuram, MYSURU - 570 009

Re-Accredited by NAAC with 'A' Grade

E-mail : jsscw.principal@gmail.com Website : http://www.jsscw.in

ಜೆಎಸ್‌ಎಸ್ ಮಹಿಳಾ ಕಾಲೇಜು (ಸ್ವಾಯತ್ತ)

ಸರಸ್ವತಿಪುರಂ, ಮೈಸೂರು - 570 009

Receipt No. MO1368 Date: 05/01/2018

KSETEXAMMAINTCH,31DEC17,JSSCW

| | | |
|---|---|---|
| 1 | RENT | 3,000.00 |
| | TOTAL | 3,000.00 |

THREE THOUSAND ONLY .

CASH/KSETMAINTCH/31.12.17

Cashier

PRINCIPAL
JSS COLLEGE FOR WOMEN
(Autonomous)
Saraswathipuram, MYSORE-9

JSS MAHAVIDYAPEETHA

**JSS College for Women (Autonomous)**

2nd Main Road, Saraswathipuram, MYSURU - 570 009

Re-Accredited by NAAC with 'A' Grade

E-mail : jsscw.principal@gmail.com Website : http://www.jsscw.in

ಜೆಎಸ್‌ಎಸ್ ಮಹಿಳಾ ಕಾಲೇಜು (ಸ್ವಾಯತ್ತ)

ಸರಸ್ವತಿಪುರಂ, ಮೈಸೂರು - 570 009

Receipt No. MO1403 Date: 29/01/2018

UGCNETNOV2017 EXAM, JSSCW,MYS-9

| | |
|---|---|
| RENT | 12,000.00 |
| TOTAL | 12,000.00 |

**TWELVE THOUSAND ONLY .**

CASH/COLRENTSTU/RS.20*600

Cashier

PRINCIPAL
JSS COLLEGE FOR WOMEN
(Autonomous)
Saraswathipuram, MYSORE-9

JSS MAHAVIDYAPEETHA

**JSS College for Women** (Autonomous)

2nd Main Road, Saraswathipuram, MYSURU - 570 009

Re-Accredited by NAAC with 'A' Grade

E-mail : jssw.principal@gmail.com Website : http://jssw.org.in

ಜೆಎಸ್‌ಎಸ್ ಮಹಿಳಾ ಕಾಲೇಜು (ಸ್ವಾಯತ್ತ)

ಸರಸ್ವತಿಪುರಂ, ಮೈಸೂರು - ೫೭೦ ೦೦೯

Receipt No. MO1467 Date: 14/02/2018

| | |
|---|---|
| KPSC,SDA EXAM,COLLEGE RENT,JSSCW | |
| 1 RENT | 9,610.00 |
| TOTAL | 9,610.00 |

NINE THOUSAND SIX HUNDRED TEN ONLY .

CASH/KPSCSDAEX/11.2.18/RS.10*961

Cashier

PRINCIPAL
JSS COLLEGE FOR WOMEN
(Autonomous)
Saraswathipuram, MYSORE-9

JSS MAHAVIDYAPEETHA

**JSS College for Women** (Autonomous)

2nd Main Road, Saraswathipuram, MYSURU - 570 009

Re-Accredited by NAAC with 'A' Grade

E-mail : jsscw.principal@gmail.com Website : http://www.jsscw.in

ಜೆಎಸ್‌ಎಸ್ ಮಹಿಳಾ ಕಾಲೇಜು (ಸ್ವಾಯತ್ತ)

ಸರಸ್ವತಿಪುರಂ, ಮೈಸೂರು - 570 009

Receipt No. MO1517 Date: 26/02/2018

KPSC,FDA EXAM,COLLEGE RENT,JSSCW

| | |
|---|---|
| RENT | 9,600.00 |
| TOTAL | 9,600.00 |

**NINE THOUSAND SIX HUNDRED ONLY .**

CASH/KPSCFDAEX/25.2.18/RS.10*960

Cashier

PRINCIPAL
JSS COLLEGE FOR WOMEN
(Autonomous)
Saraswathipuram, MYSORE-9

JSS MAHAVIDYAPEETHA

# JSS College for Women (Autonomous)

[illegible]

Re-accredited by NAAC with [illegible]

E-mail: [illegible] Website: [illegible]

[illegible]

[illegible]

Receipt No. MOU836 Date: 19/09/2018

UGC NET EXAM.RENT.08.07.2018.JSSCW.

| | | |
|---|---|---|
| 1 | RENT | 12,000.00 |
| | TOTAL | 12,000.00 |

TWELVE THOUSAND ONLY.

CASH/UGC NET EX RENT RS.20*600

Cashier

PRINCIPAL
JSS COLLEGE FOR WOMEN
(Autonomous)
Saraswathipuram, MYSORE-9

MC0981

College Copy

LEGE FOR WOMEN (AUTONOMOUS)

ARASWATHIPURAM, MYSURU-09

**Bank of Baroda**

Saraswathipuram Branch, Mysuru-09

No. 1912 Date: 14.12.2020

520200000294 (UG)

Name: ಸುನಿತಾ ಎಸ್ ಎಂ ಎಂ ಎಸ್ಸಿ

(Letters) ಕಂಪ್ಯೂಟರ್ ಸೈನ್ಸ್ ವಿಭಾಗ

ಸರಸ್ವತಿಪುರಂ, ಮೈಸೂರು

| Particulars | Amount |
|---|---|
| ELLANEOUS FEE : i.e | |
| DERS DAY | |
| NDAR | |
| HING THE LIVES OF NS | |
| UTER LAB | |
| OPMENT | |
| P ACCIDENT POLICY | |
| UAGE LAB | |
| ARTHA PATRA | |
| C | |
| ENT PERSONALITY | |
| OPMENT | |
| CULTURE & OTHER FEE ಸ್ವಯಂಗಾ ಖರ್ಚು | 7500-00 |
| TOTAL | 7500-00 |

Words: Seven thousand hundred only

With Signature
ank Authority

Signature of the Remitter

Bank of Baroda
Saraswathipuram Branch
Mysuru-9 (1419)
CASH RECEIVED

MC0098

College Copy

LEGE FOR WOMEN (AUTONOMOUS)

ARASWATHIPURAM, MYSURU-09

**Bank of Baroda**

Saraswathipuram Branch, Mysuru-09

No. 1912

Date: 14.12.2020

520200000294 (UG)

me: ಪ್ರಣತಿ ಎಸ್ ಪ್ರಭಾಕರ್ ಭಟ್

tters) ಅಂಚೆ ವಿದ್ಯಾರ್ಥಿನಿ

ಸರಸ್ವತಿಪುರಂ, ಮೈಸೂರು

| Particulars | Amount |
|---|---|
| ELLANEOUS FEE : i.e | |
| OERS DAY | |
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| UTER LAB | |
| LOPMENT | |
| P ACCIDENT POLICY | |
| UAGE LAB | |
| ARTHA PATRA | |
| C | |
| ENT PERSONALITY | |
| LOPMENT | |
| CULTURE & OTHER FEE ಸ್ಟೂಡೆಂಟ್ ಮಾಹಿತಿ | 7500-00 |
| TOTAL | 7500-00 |

words: Seven thousand hundred only

al With Signature
Bank Authority

Signature of the Remitter

CASH RECEIVED

# JSS COLLEGE FOR WOMEN, (AUTONOMOUS)
## Saraswathipuram, Mysore

### STAFF WELFARE POLICY

**Preamble**

The Staff welfare is the term that is always changing the image of the Institution. The Staff member who feels appreciated will be more fulfilled, satisfied and more productive. For sustainable growth, institutional effectiveness and employee satisfaction it is imperative to have a sound set of staff welfare policies which are dynamic and accommodative in creating conducive working environment.

**Staff Welfare Policy**

The JSSCW is committed to providing all facilities and benefits to its staff as it believes in the welfare of staff.

**Objectives**

- To make the staff members happy and satisfied
- To create goodwill
- **To propel a strong employer – employee bond**.
- To facilitate all-round development and progress for the College.
- To foster healthy relationships and ambiance among the Staff
- To foster healthy relations between the students and the staff.
- To look after the needs of the staff to maintain their high morale.
- To ensure favorable working environment for members of staff
- To coordinate for benevolent facilities for the members of staff
- To provide platform to the staff for expressing their ideas.
- To develop co-operation and co-ordination among the staff
- To create opportunities for exchange of inter disciplinary knowledge
- To provide opportunities for updating their knowledge
- To provide opportunities to pursue higher education
- To provide opportunity for research, publication extension and consultancy

**Scope:**

Staff welfare policy of JSS College for Women is applicable to all teaching and non-teaching staff of the college

**Welfare Measure**

- Pension Benefits
- Staff Association
- Encouragement to aided faculty for FDP/UGC Research Fellowships
- Encouragement to attend/organize national/international workshops/conferences

PRINCIPAL
JSS COLLEGE FOR WOMEN
(Autonomous)
Saraswathipuram, MYSORE-9

# 6.2.2 Policy Document on Financial Management

**(FUNDS MOBILIZATIONAND UTILIZATION POLICY)**

1. Preamble

The JSS College for Women makes concrete efforts to mobilize fund from UGC, DST, ICSSR and other funding agencies for quality sustenance, research and academic enrichment and infrastructure augmentation.

2. Definition: Funds means finance generated for short term and long term requirements of the institution. Financial policy refers to the regulation, supervision and oversight of the financial and payment system.
3. Policy:

The institution is a charity and religious endowment institution and hence mobilizing funds to meet both fixed and operational expenditure.

4. Objective

The Financial policy of the college intends to achieve the following objectives.

- Planning and Budgeting
- Prudent and effective management of financial resources.
- Honesty and transparency in all aspects of financial management and financial reporting
- Documentation of Income and expenditure, assets and liabilities, budgeting
- To ensure desirable standards of accountability and credibility of the institution in the use of funds allocated
- PFMS
- To deliver maximum benefits at minimum cost
- To practice standard according to practice in the management of financial resources
- To provide infrastructural facilities and learning resources to meet needs of the students.

5. Scope

This policy is applicable to financial matters of the college.

6. Planning: The Principal calls the meeting of heads of the department to finalize annual budget
7. Utilization of Funds

- Funds collected from all sources to be strictly utilize for the purpose received
- Funds are utilized the development of laboratories, procurement of books, staff salary , development and maintenance activities

Audit :

The account section of the college verifies the expenditure carried out under various departmental activities from supporting documents and gives their remarks for the final settlement of the account. Internal (It is carried out by the management) and external audit Carried out by Charted accountant and Collegiate Education Department to ensure a proper utilization the funds as per their allocation.

The policy for funds mobilization and utilization for the college is approved by the JSS Mahavidyapeeta, Mysore.

PRINCIPAL
JSS COLLEGE FOR WOMEN
(Autonomous)
Saraswathipuram, MYSORE-9

JSS MAHAVIDYAPEETHA

# JSS College for Women (Autonomous)

2nd Main Road, Saraswathipuram, MYSURU - 570 009

Re-Accredited by NAAC with 'A+' Grade

E-mail : jsscw.principal@gmail.com Website : http://www.jsscw.in

ಜೆಎಸ್‌ಎಸ್ ಮಹಿಳಾ ಕಾಲೇಜು (ಸ್ವಾಯತ್ತ)

ಸರಸ್ವತಿಪುರಂ, ಮೈಸೂರು - ೫೭೦ ೦೦೯

Receipt No. MO1516 Date: 06/02/2020

GOPINATH V. ST.PHILOMENASSCH,BANG

| | | |
|---|---|---|
| 1 | OTHERS | 10,000.00 |
| | TOTAL | 10,000.00 |

TEN THOUSAND ONLY .

CASH SPONSERER/COMFEST

Cashier

JSS MAHAVIDYAPEETHA

**JSS College for Women (Autonomous)**

2nd Main Road, Saraswathipuram, MYSURU - 570 009

Re-Accredited by NAAC with 'A+' Grade

E-mail : jsscw.principal@gmail.com Website : http://www.jsscw.in

ಜೆಎಸ್‌ಎಸ್ ಮಹಿಳಾ ಕಾಲೇಜು (ಸ್ವಾಯತ್ತ)

ಸರಸ್ವತಿಪುರಂ, ಮೈಸೂರು - ೫೭೦ ೦೦೯

Receipt No. MO1517 Date: 06/02/2020

STUDETNS,I Y BCOM 'B',JSSCW MYS

| | | |
|---|---|---|
| 1 | OTHERS | 26,400.00 |
| | TOTAL | 26,400.00 |

TWENTY SIX THOUSAND FOUR HUNDRED ONLY.

CASH/SPONSRER/COMFEST

Cashier

JSS MAHAVIDYAPEETHA

**JSS College for Women (Autonomous)**

2nd Main Road, Saraswathipuram, MYSURU - 570 009

Re-Accredited by NAAC with 'A+' Grade

E-mail : jsscw.principal@gmail.com Website : http://www.jsscw.in

ಜೆಎಸ್‌ಎಸ್ ಮಹಿಳಾ ಕಾಲೇಜು (ಸ್ವಾಯತ್ತ)

ಸರಸ್ವತಿಪುರಂ, ಮೈಸೂರು - ೫೭೦ ೦೦೯

Receipt No. MO1519

Date: 06/02/2020

STUDETNS,I Y BCOM 'C'

| | | |
|---|---|---|
| 1 | OTHERS | 24,800.00 |
| | TOTAL | 24,800.00 |

TWENTY FOUR THOUSAND EIGHT HUNDRED ONLY.

CASH/SPONSRER/COMFEST

Cashier

JSS MAHAVIDYAPEETHA

# JSS College for Women (Autonomous)

2nd Main Road, Saraswathipuram, MYSURU - 570 009

Re-Accredited by NAAC with 'A+' Grade

E-mail : jsscw.principal@gmail.com Website : http://www.jsscw.in

ಜೆಎಸ್‌ಎಸ್ ಮಹಿಳಾ ಕಾಲೇಜು (ಸ್ವಾಯತ್ತ)

ಸರಸ್ವತಿಪುರಂ, ಮೈಸೂರು - ೫೭೦ ೦೦೯

Receipt No. MO1521 Date: 06/02/2020

STUDETNS,II Y BCOM 'C'

| | | |
|---|---|---|
| 1 | OTHERS | 11,000.00 |
| | TOTAL | 11,000.00 |

ELEVEN THOUSAND ONLY .

CASH/SPONSRER/COMFEST

Cashier

JSS MAHAVIDYAPEETHA

# JSS College for Women (Autonomous)

2nd Main Road, Saraswathipuram, MYSURU - 570 009

Re-Accredited by NAAC with 'A+' Grade

E-mail : jsscw.principal@gmail.com Website : http://www.jsscw.in

ಜೆಎಸ್‌ಎಸ್ ಮಹಿಳಾ ಕಾಲೇಜು (ಸ್ವಾಯತ್ತ)

ಸರಸ್ವತಿಪುರಂ, ಮೈಸೂರು - ೫೭೦ ೦೦೯

Receipt No. MO1522

Date: 06/02/2020

STUDETNS, III Y BCOM 'B', JSSCW, MYS

| | | |
|---|---|---|
| 1 | OTHERS | 14,400.00 |
| | TOTAL | 14,400.00 |

FOURTEEN THOUSAND FOUR HUNDRED ONLY

CASH/SPONSRER/COMFEST

Cashier

JSS MAHAVIDYAPEETHA

# JSS College for Women (Autonomous)

2nd Main Road, Saraswathipuram, MYSURU - 570 009
Re-Accredited by NAAC with 'A+' Grade
E-mail : jsscw.principal@gmail.com Website : http://www.jsscw.in

ಜೆಎಸ್‌ಎಸ್ ಮಹಿಳಾ ಕಾಲೇಜು (ಸ್ವಾಯತ್ತ)
ಸರಸ್ವತಿಪುರಂ, ಮೈಸೂರು - ೫೭೦ ೦೦೯

Receipt No. MO1523 Date: 06/02/2020

STUDETNS,III Y BCOM 'C', JSSCW, MYS

| | | |
|---|---|---|
| 1 | OTHERS | 23,800.00 |
| | TOTAL | 23,800.00 |

TWENTY THREE THOUSAND EIGHT HUNDRED ONLY .

CASH/SPONSRER/COMFEST

Cashier

JSS MAHAVIDYAPEETHA

# JSS College for Women (Autonomous)

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ಜೆಎಸ್‌ಎಸ್ ಮಹಿಳಾ ಕಾಲೇಜು (ಸ್ವಾಯತ್ತ)

ಸರಸ್ವತಿಪುರಂ, ಮೈಸೂರು - ೫೭೦ ೦೦೯

Receipt No. MO1524 Date: 06/02/2020

STUDETNS, I Y BBA, JSSCW, MYS

| | | |
|---|---|---|
| 1 | OTHERS | 11,200.00 |
| | TOTAL | 11,200.00 |

ELEVEN THOUSAND TWO HUNDRED ONLY .

CASH/SPONSRER/COMFEST

Cashier

JSS MAHAVIDYAPEETHA

# JSS College for Women (Autonomous)

2nd Main Road, Saraswathipuram, MYSURU - 570 009
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ಜೆಎಸ್‌ಎಸ್ ಮಹಿಳಾ ಕಾಲೇಜು (ಸ್ವಾಯತ್ತ)
ಸರಸ್ವತಿಪುರಂ, ಮೈಸೂರು - ೫೭೦ ೦೦೯

Receipt No. MO1526 Date: 07/02/2020

MADHU S N, BCOM, 2011-14

| | | |
|---|---|---|
| 1 | CERTIFICATE | 240.00 |
| | TOTAL | 240.00 |

TWO HUNDRED FORTY ONLY .

TC FEE

Cashier

JSS MAHAVIDYAPEETHA

**JSS College for Women (Autonomous)**

2nd Main Road, Saraswathipuram, MYSURU - 570 009

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**ಜೆಎಸ್‌ಎಸ್ ಮಹಿಳಾ ಕಾಲೇಜು (ಸ್ವಾಯತ್ತ)**

ಸರಸ್ವತಿಪುರಂ, ಮೈಸೂರು - ೫೭೦ ೦೦೯

Receipt No. MO1555 Date: 13/02/2020

NINGAPPA,CONTRACTER,HASSAN

| | | |
|---|---|---|
| 1 | OTHERS | 5,000.00 |
| | TOTAL | 5,000.00 |

FIVE THOUSAND ONLY .

CASH/COMFESTSPONSRER

Cashier

JSS MAHAVIDYAPEETHA

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ಜೆಎಸ್‌ಎಸ್ ಮಹಿಳಾ ಕಾಲೇಜು (ಸ್ವಾಯತ್ತ)

ಸರಸ್ವತಿಪುರಂ, ಮೈಸೂರು - ೫೭೦ ೦೦೯

Receipt No. MO1556 Date: 13/02/2020

STUDETNS.III Y BCOM'A'.JSSCW.MYS

| | |
|---|---|
| OTHERS | 21,600.00 |
| TOTAL | 21,600.00 |

TWENTY ONE THOUSAND SIX HUNDRED ONLY

CASH/COMFESTSPONSRER

Cashier

JSS MAHAVIDYAPEETHA

# JSS College for Women (Autonomous)

2nd Main Road, Saraswathipuram, MYSURU - 570 009

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E-mail : jsscw.principal@gmail.com Website : http://www.jsscw.in

ಜೆಎಸ್‌ಎಸ್ ಮಹಿಳಾ ಕಾಲೇಜು (ಸ್ವಾಯತ್ತ)

ಸರಸ್ವತಿಪುರಂ, ಮೈಸೂರು - ೫೭೦ ೦೦೯

Receipt No. MO1557 Date: 13/02/2020

STUDETNS.H Y BCOM 'B',JSSCW, MYS

| | | |
|---|---|---|
| 1 | OTHERS | 9,000.00 |
| | TOTAL | 9,000.00 |

NINE THOUSAND ONLY .

CASH/COMFESTSPONSRER

Cashier

JSS MAHAVIDYAPEETHA

# JSS College for Women (Autonomous)

2nd Main Road, Saraswathipuram, MYSURU - 570 009
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E-mail : jsscw.principal@gmail.com Website : http://www.jsscw.in

ಜೆಎಸ್‌ಎಸ್ ಮಹಿಳಾ ಕಾಲೇಜು (ಸ್ವಾಯತ್ತ)
ಸರಸ್ವತಿಪುರಂ, ಮೈಸೂರು - ೫೭೦ ೦೦೯

eceipt No. MO1558 Date: 13/02/2020

TUDENTS, IIIY BCOM 'B',JSSCW, MYS

| | |
|---|---|
| OTHERS | 7,200.00 |
| TOTAL | 7,200.00 |

SEVEN THOUSAND TWO HUNDRED ONLY .

CASH'COMFESTSPONSRER

Cashier

JSS MAHAVIDYAPEETHA

**JSS College for Women** (Autonomous)

[illegible]

Re-Accredited by NAAC with 'A+' Grade

E-mail : [illegible] Website : [illegible]

[illegible] (Regd.)

[illegible], Mysuru - [illegible]

Receipt No. MO1559 Date: 14/02/2020

STUDENT NAME: BBA JSSCW, MYS-9

| | |
|---|---|
| OTHERS | 16,800.00 |
| TOTAL | 16,800.00 |

SIXTEEN THOUSAND EIGHT HUNDRED ONLY .

CASH/COMFESTSPONSRER

Cashier

JSS MAHAVIDYAPEETHA

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ಜೆಎಸ್‌ಎಸ್ ಮಹಿಳಾ ಕಾಲೇಜು (ಸ್ವಾಯತ್ತ)

ಸರಸ್ವತಿಪುರಂ, ಮೈಸೂರು - ೫೭೦ ೦೦೯

eceipt No. MO1560 Date: 14/02/2020

TUDENTS,I Y BBA,JSSCW, MYS-9

| | |
|---|---|
| OTHERS | 1,200.00 |
| TOTAL | 1,200.00 |

ONE THOUSAND TWO HUNDRED ONLY .

CASH/COMFESTSPONSRER

Cashier

JSS MAHAVIDYAPEETHA

**S College for Women (Autonomous)**

2nd Main Road, Saraswathipuram, MYSURU - 570 009

Re-Accredited by NAAC with 'A+' Grade

mail : jsscw.principal@gmail.com Website : http://www.jsscw.in

ಜೆಎಸ್‌ಎಸ್ ಮಹಿಳಾ ಕಾಲೇಜು (ಸ್ವಾಯತ್ತ)

ಸರಸ್ವತಿಪುರಂ, ಮೈಸೂರು - ೫೭೦ ೦೦೯

ipt No. MO1561 Date: 14/02/2020

DETNS,II Y BCOM 'C',JSSCW, MYS

| | |
|---|---|
| OTHERS | 8,500.00 |
| TOTAL | 8,500.00 |

GHT THOUSAND FIVE HUNDRED ONLY .

ASH/COMFESTSPONSRER

Cashier

JSS MAHAVIDYAPEETHA

**JSS College for Women (Autonomous)**

2nd Main Road, Saraswathipuram, MYSURU - 570 009

Re-Accredited by NAAC with 'A+' Grade

E-mail : jssow.principal@gmail.com Website : http://www.jssow.in

ಜೆಎಸ್‌ಎಸ್ ಮಹಿಳಾ ಸಂಸ್ಥೆ (ಸ್ವಾಯತ್ತ)

ಸರಸ್ವತಿಪುರಂ, ಮೈಸೂರು - 570 009

Date: 22/02/2020

eceipt No. MO1566

SHEESH CHADDA,WHEELER CLEAN,MYS

| | |
|---|---|
| OTHERS | 20,000.00 |
| TOTAL | 20,000.00 |

TWENTY THOUSAND ONLY .

C.000205/20.02.2020/COMFESTSPON

Cashier

JSS MAHAVIDYAPEETHA

JSS College for Women (Autonomous)

2nd Main Road, Saraswathipuram, Mysuru-570 009

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E-mail : jsscw.principal@gmail.com Website : http://www.jsscw.in

ಜೆಎಸ್‌ಎಸ್ ಮಹಿಳಾ ಕಾಲೇಜು (ಸ್ವಾಯತ್ತ)

ಸರಸ್ವತಿಪುರಂ, ಮೈಸೂರು - 570 009

Date: 25/02/2020

ceipt No. MO1579

| | |
|---|---|
| TUDETNS,IY BCOM 'C',COMFEST,JSSCW | |
| OTHERS | 1,600.00 |
| TOTAL | 1,600.00 |

ONE THOUSAND SIX HUNDRED ONLY .

ASH/COMFESTSPONSRER

Cashier

[illegible]

[illegible] College for Women (Autonomous)

[illegible]

Date: 25/02/2020

[illegible] No. MO1580

| | |
|---|---|
| [illegible]UNATHA H R/OANDER/ASHADDA | |
| OTHERS | 10,000.00 |
| TOTAL | 10,000.00 |

[illegible] THOUSAND ONLY

[illegible]ASH/COMFESTSPONSRER

Cashier

JSS MAHAVIDYAPEETHA

SS College for Women (Autonomous)

2nd Main Road, Saraswathipuram, MYSURU - 570 009

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E-mail : jsscw.principal@gmail.com Website : http://www.jsscw.in

ಜೆಎಸ್‌ಎಸ್ ಮಹಿಳಾ ಕಾಲೇಜು (ಸ್ವಾಯತ್ತ)

ಸರಸ್ವತಿಪುರಂ, ಮೈಸೂರು - ೫೭೦ ೦೦೯

Date: 25/02/202

ceipt No. MO1581

NDARAMMA P,GLOBALAGENPROP,MYS

| | |
|---|---|
| OTHERS | 3,000.0 |
| TOTAL | 3,000.0 |

THREE THOUSAND ONLY .

C.162476/24.2.2020/COMFESTSPON

JSS MAHAVIDYAPEETHA

**JSS College for Women (Autonomous)**

2nd Main Road, Saraswathipuram, MYSURU - 570 009

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E-mail : jsscw.principal@gmail.com Website : http://www.jsscw.in

**ಜೆಎಸ್‌ಎಸ್ ಮಹಿಳಾ ಕಾಲೇಜು (ಸ್ವಾಯತ್ತ)**

ಸರಸ್ವತಿಪುರಂ, ಮೈಸೂರು - 570 009

Date: 26.02.2020

Receipt No. MO1584

| | |
|---|---|
| SURESHA GOWDA.KIKKERI.MANDYA | |
| OTHERS | 5,000.0 |
| TOTAL | 5,000.0 |

FIVE THOUSAND ONLY .

CASH/COMFESTSPONSRER

Cashier

Roll No. MO1505

B.B.A. (TM)/B.COM.

COURSE

101

BRIGHAND FOUR

BEST SPO

JSS MAHAVIDYAPEETHA

# JSS College for Women (Autonomous)

Pal Main Road, Saraswathipuram, MYSURU - 570 009

Re-Accredited by NAAC with 'A+' Grade

Email: jsscw.principal@gmail.com Website : http://www.jsscw.in

ಜೆಎಸ್‌ಎಸ್ ಮಹಿಳಾ ಕಾಲೇಜು (ಸ್ವಾಯತ್ತ)

ಸರಸ್ವತೀಪುರಂ, ಮೈಸೂರು - ೫೭೦ ೦೦೯

Receipt No. MO1585 Date: 26/02/2020

STUDETNS.IY BCOM 'C',JSSCW, MYS

| | |
|---|---|
| OTHERS | 1,400.00 |
| TOTAL | 1,400.00 |

ONE THOUSAND FOUR HUNDRED ONLY .

CASH/COMFESTSPONSRER

Cashier

JSS SAHAKARA SANGHA

JSS College for Women (Autonomous)

Jnana Gangotri Campus, Bannimantapa, MYSURU - 570 015

(An Institution in India with 'A+' Grade

Email: [illegible] Website : http://www.jsscw.in

ಜೆಎಸ್‌ಎಸ್ ಕಾಲೇಜು (ಸ್ವಾಯತ್ತ)

ಮೈಸೂರು - ೫೭೦ ೦೦೯

Date: 26/02/2020

Receipt No. MOI 509

SRINIVAS N D, BHAVANI ASSOCIATES,MY

| | |
|---|---|
| OTHERS | 3,600.00 |
| TOTAL | 3,600.00 |

THREE THOUSAND SIX HUNDRED ONLY .

9930015 26/02/2020 COMFESTSPONS

Cashier

JSS MAHAVIDYAPEETHA

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ಜೆಎಸ್‌ಎಸ್ ಮಹಿಳಾ ಕಾಲೇಜು (ಸ್ವಾಯತ್ತ)

ಸರಸ್ವತಿಪುರಂ, ಮೈಸೂರು - ೫೭೦ ೦೦೯

Receipt No. MO1590 Date: 26/02/2020

STUDETNS,III Y BCOM `A'

| | | |
|---|---|---|
| 1 | OTHERS | 600.00 |
| | TOTAL | 600.00 |

SIX HUNDRED ONLY .

CASH/COMFESTSPONSRER

Cashier

JSS MAHAVIDYAPEETHA

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ಜೆಎಸ್‌ಎಸ್ ಮಹಿಳಾ ಕಾಲೇಜು (ಸ್ವಾಯತ್ತ)

ಸರಸ್ವತಿಪುರಂ, ಮೈಸೂರು - 570 009

Receipt No. MO1591 Date: 26/02/2020

VAIBHAVI J, II SEM BMBT

| | | |
|---|---|---|
| 1 | PENALTY | 200.00 |
| | TOTAL | 200.00 |

TWO HUNDRED ONLY .

INTERNAL TEST FINE

Cashier

JSS MAHAVIDYAPEETHA

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ಜೆಎಸ್‌ಎಸ್ ಮಹಿಳಾ ಕಾಲೇಜು (ಸ್ವಾಯತ್ತ)

ಸರಸ್ವತಿಪುರಂ, ಮೈಸೂರು - ೫೭೦ ೦೦೯

Receipt No. MO1593 Date: 26/02/2

DR DILEEP KUMAR P,FOGHOUSE,MYS

| | | |
|---|---|---|
| 1 | OTHERS | 10,000 |
| | TOTAL | 10,000 |

TEN THOUSAND ONLY .

C.011314/27.2.2020/COMFESTSPONSRER

Cashier

JSS MAHAVIDYAPEETHA
**JSS College for Women (Autonomous)**
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E-mail : jsscw.principal@gmail.com Website : http://www.jsscw.in
ಜೆಎಸ್‌ಎಸ್ ಮಹಿಳಾ ಕಾಲೇಜು (ಸ್ವಾಯತ್ತ)
ಸರಸ್ವತಿಪುರಂ, ಮೈಸೂರು - ೫೭೦ ೦೦೯

Receipt No. MO1491 Date: 20/01/2020

S BASAVARAJU,CHIARMAN,INDIANTV,MYS

| | |
|---|---|
| OTHERS | 20,000.00 |
| TOTAL | 20,000.00 |

TWENTY THOUSAND ONLY .

CASH/COMFESTSPONSERER

Cashier

JSS MAHAVIDYAPEETHA

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ಜೆಎಸ್‌ಎಸ್ ಮಹಿಳಾ ಕಾಲೇಜು (ಸ್ವಾಯತ್ತ)

ಸರಸ್ವತಿಪುರಂ, ಮೈಸೂರು - ೫೭೦ ೦೦೯

Receipt No. MO1491 Date: 20/01/2020

S BASAVARAJU,CHIARMAN,INDIANTV,MYS

| | |
|---|---|
| OTHERS | 20,000.00 |
| TOTAL | 20,000.00 |

TWENTY THOUSAND ONLY .

CASH/COMFESTSPONSERER

Cashier

JSS MAHAVIDYAPEETHA

# JSS College for Women (Autonomous)

[illegible] Main Road, Saraswathipuram, MYSURU - 570 009

Re-Accredited by NAAC with 'A+' Grade

Email: jsscollegeofficial@gmail.com Website : http://www.jsscw.in

ಶಿವರಾತ್ರಿ ಮಹಿಳಾ ಕಾಲೇಜು (ಸ್ವಾಯತ್ತ)

ಸರಸ್ವತೀಪುರಂ, ಮೈಸೂರು - 570 009

Receipt No. MO1492 Date: 20.01.2020

STUDENTS,H.Y.BCOM'B' JSSCW

| | |
|---|---|
| OTHERS | 12,500.00 |
| TOTAL | 12,500.00 |

TWELVE THOUSAND FIVE HUNDRED ONLY.

CASH COMFEST SPONSERES

Cashier

[illegible]

[illegible] College for Women [illegible]

[illegible]

[illegible]

Receipt No. [illegible] Date [illegible]

| | |
|---|---|
| STUDENS HIRE & TOWEL SECN | |
| OTHERS | 2500.00 |
| TOTAL | 2500.00 |

TWELVE THOUSAND FIVE HUNDRED ONLY

CASH/CQ/WEBTRANSFERS

Cashier

JSS MAHAVIDYAPEETHA

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ಜೆಎಸ್‌ಎಸ್ ಮಹಿಳಾ ಕಾಲೇಜು (ಸ್ವಾಯತ್ತ)

ಸರಸ್ವತಿಪುರಂ, ಮೈಸೂರು - ೫೭೦ ೦೦೯

Receipt No. MO1501

Date: 21/02/2018

GANESH CONSUL&ANLYISER,SCFEST,MY

| | | |
|---|---|---|
| 1 | OTHERS | 5,000.00 |
| | TOTAL | 5,000.00 |

**FIVE THOUSAND ONLY .**

643342/20.2.18/SC.FESTSPONSRER

Cashier

JSS MAHAVIDYAPEETHA
JSS College for Women (Autonomous)
2nd Main Road, Saraswathipuram, MYSURU - 570 009
Re-Accredited by NAAC with 'A' Grade
E-mail : jsscw.principal@gmail.com Website : http://www.jsscw.in
ಜೆಎಸ್‌ಎಸ್ ಮಹಿಳಾ ಕಾಲೇಜು (ಸ್ವಾಯತ್ತ)
ಸರಸ್ವತಿಪುರಂ, ಮೈಸೂರು - ೫೭೦ ೦೦೯

Receipt No. MO1502 Date: 21/02/201

S.N.COMPUTERWORLD,SCFEST,MYS

| | | |
|---|---|---|
| 1 | OTHERS | 2,000 |
| | TOTAL | 2,00 |

**TWO THOUSAND ONLY .**

CASH/SC.FEST SPONSRER

JSS MAHAVIDYAPEETHA

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ಜೆಎಸ್‌ಎಸ್ ಮಹಿಳಾ ಕಾಲೇಜು (ಸ್ವಾಯತ್ತ)

ಸರಸ್ವತಿಪುರಂ, ಮೈಸೂರು - ೫೭೦ ೦೦೯

Receipt No. MO1503 Date: 21/02/2018

PRADHAN SHETTY,MANCOMEST,MYS

| | | |
|---|---|---|
| 1 | OTHERS | 10,000.00 |
| | TOTAL | 10,000.00 |

**TEN THOUSAND ONLY .**

064729/21.2.18/MANCOMFESTSPONS

Cashier

JSS MAHAVIDYAPEETHA
JSS College for Women (Autonomous)
2nd Main Road, Saraswathipuram, MYSURU - 570 009
Re-Accredited by NAAC with 'A' Grade
E-mail : jsscw.principal@gmail.com Website : http://www.jsscw.in
ಜೆಎಸ್‌ಎಸ್ ಮಹಿಳಾ ಕಾಲೇಜು (ಸ್ವಾಯತ್ತ)
ಸರಸ್ವತಿಪುರಂ, ಮೈಸೂರು - ೫೭೦ ೦೦೯

Receipt No. MO1504 Date: 21/02/2018

STUDENTS,IISSBCOM`A',MANCOMFEST

| | | |
|---|---|---|
| 1 | OTHERS | 500.00 |
| | TOTAL | 500.00 |

**FIVE HUNDRED ONLY .**

CASH/STU/MANCOMFESTSPONS

Cashier

JSS MAHAVIDYAPEETHA

# JSS College for Women (Autonomous)

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Re-Accredited by NAAC with 'A' Grade

E-mail : jsscw.principal@gmail.com Website : http://www.jsscw.in

ಜೆಎಸ್‌ಎಸ್ ಮಹಿಳಾ ಕಾಲೇಜು (ಸ್ವಾಯತ್ತ)

ಸರಸ್ವತಿಪುರಂ, ಮೈಸೂರು - ೫೭೦ ೦೦೯

Receipt No. MO1505 Date: 21/02/2018

STUDETNS,IVSSBCOM`A',MANCOMFEST

| | | |
|---|---|---|
| 1 | OTHERS | 600.00 |
| | TOTAL | 600.00 |

**SIX HUNDRED ONLY .**

CASH/STUDETNS/MANCOMFESTSPON

Cashier

JSS MAHAVIDYAPEETHA

# JSS College for Women (Autonomous)

2nd Main Road, Saraswathipuram, MYSURU - 570 009

Re-Accredited by NAAC with 'A' Grade

E-mail : jsscw.principal@gmail.com Website : http://www.jsscw.in

ಜೆಎಸ್‌ಎಸ್ ಮಹಿಳಾ ಕಾಲೇಜು (ಸ್ವಾಯತ್ತ)

ಸರಸ್ವತಿಪುರಂ, ಮೈಸೂರು - ೫೭೦ ೦೦೯

Receipt No. MO1506

Date: 22/02/2018

AMBARI CHITSPVTLTD,MANCOMFEST

| | | |
|---|---|---|
| 1 | OTHERS | 2,000.00 |
| | TOTAL | 2,000.00 |

**TWO THOUSAND ONLY .**

CASH/MANCOMFESTSPONS

Cashier

JSS MAHAVIDYAPEETHA

# JSS College for Women (Autonomous)

2nd Main Road, Saraswathipuram, MYSURU - 570 009

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ಜೆಎಸ್‌ಎಸ್ ಮಹಿಳಾ ಕಾಲೇಜು (ಸ್ವಾಯತ್ತ)

ಸರಸ್ವತಿಪುರಂ, ಮೈಸೂರು - ೫೭೦ ೦೦೯

Receipt No. MO1507

Date: 22/02/2018

STUDENTS,VISSBCOM`B',MANCOMFEST

| | | |
|---|---|---|
| 1 | OTHERS | 350.00 |
| | TOTAL | 350.00 |

**THREE HUNDRED FIFTY ONLY .**

CASH/MANCMFEST/STUSPONS

Cashier

JSS MAHAVIDYAPEETHA
JSS College for Women (Autonomous)
2nd Main Road, Saraswathipuram, MYSURU - 570 009
Re-Accredited by NAAC with 'A' Grade
E-mail : jsscw.principal@gmail.com Website : http://www.jsscw.in
ಜೆಎಸ್‌ಎಸ್ ಮಹಿಳಾ ಕಾಲೇಜು (ಸ್ವಾಯತ್ತ)
ಸರಸ್ವತಿಪುರಂ, ಮೈಸೂರು - ೫೭೦ ೦೦೯

Receipt No. MO1511

Date: 22/02/2018

G.R.ASSOCIATES,SC.FESTSPONS,MYS

| | | |
|---|---|---|
| 1 | OTHERS | 2,000.00 |
| | TOTAL | 2,000.00 |

**TWO THOUSAND ONLY .**

961514/20.2.18/SC.FESTSPONS

Cashier

JSS MAHAVIDYAPEETHA

# JSS College for Women (Autonomous)

2nd Main Road, Saraswathipuram, MYSURU - 570 009

Re-Accredited by NAAC with 'A' Grade

E-mail : jsscw.principal@gmail.com Website : http://www.jsscw.in

ಜೆಎಸ್‌ಎಸ್ ಮಹಿಳಾ ಕಾಲೇಜು (ಸ್ವಾಯತ್ತ)

ಸರಸ್ವತಿಪುರಂ, ಮೈಸೂರು - ೫೭೦ ೦೦೯

Receipt No. MO1513

Date: 24/02/2018

SRI HARISH GOWDA,SC.FESTSPONS,MY

| | | |
|---|---|---|
| 1 | OTHERS | 10,000.00 |
| | TOTAL | 10,000.00 |

**TEN THOUSAND ONLY .**

CASH/SC.FESTSPONSRER

Cashier

JSS MAHAVIDYAPEETHA
JSS College for Women (Autonomous)
2nd Main Road, Saraswathipuram, MYSURU - 570 009
Re-Accredited by NAAC with 'A' Grade
E-mail : jsscw.principal@gmail.com Website : http://www.jsscw.in
ಜೆಎಸ್‌ಎಸ್ ಮಹಿಳಾ ಕಾಲೇಜು (ಸ್ವಾಯತ್ತ)
ಸರಸ್ವತಿಪುರಂ, ಮೈಸೂರು - ೫೭೦ ೦೦೯

Receipt No. MO1518

Date: 26/02/2018

ARTS FEST.TEACHERS,JSSCW, MYS

| | | |
|---|---|---|
| 1 | OTHERS | 23,500.00 |
| | TOTAL | 23,500.00 |

**TWENTY THREE THOUSAND FIVE HUNDRED ONLY .**

CASH/FR.TEACHERS/ARTSFEST

Cashier

JSS MAHAVIDYAPEETHA

# JSS College for Women (Autonomous)

2nd Main Road, Saraswathipuram, MYSURU - 570 009

Re-Accredited by NAAC with 'A' Grade

E-mail : jsscw.principal@gmail.com Website : http://www.jsscw.in

ಜೆಎಸ್‌ಎಸ್ ಮಹಿಳಾ ಕಾಲೇಜು (ಸ್ವಾಯತ್ತ)

ಸರಸ್ವತಿಪುರಂ, ಮೈಸೂರು - ೫೭೦ ೦೦೯

Receipt No. MO1520 Date: 26/02/2018

STUDETNS,VISSBCOM`D',MANCOMFEST

| | | |
|---|---|---|
| 1 | OTHERS | 350.00 |
| | TOTAL | 350.00 |

**THREE HUNDRED FIFTY ONLY .**

CASH/STUDETNS/MANCOMFEST

Cashier

JSS MAHAVIDYAPEETHA
**JSS College for Women (Autonomous)**
2nd Main Road, Saraswathipuram, MYSURU - 570 009
Re-Accredited by NAAC with 'A' Grade
E-mail : jsscw.principal@gmail.com Website : http://www.jsscw.in
ಜೆಎಸ್‌ಎಸ್ ಮಹಿಳಾ ಕಾಲೇಜು (ಸ್ವಾಯತ್ತ)
ಸರಸ್ವತಿಪುರಂ, ಮೈಸೂರು - ೫೭೦ ೦೦೯

Receipt No. MO1521

Date: 26/02/2018

STUDETNS,REGISTRATIONFEE,MANCOM

| | | |
|---|---|---|
| 1 | OTHERS | 25,500.00 |
| | TOTAL | 25,500.00 |

**TWENTY FIVE THOUSAND FIVE HUNDRED ONLY .**

CASH/STUD/REGIFEE/MANCOMFEST

Cashier

JSS MAHAVIDYAPEETHA

**JSS College for Women (Autonomous)**

2nd Main Road, Saraswathipuram, Mysuru(MU) - 570 009

Re-Accredited by NAAC with 'A' Grade

E-mail : jsscw.principal@gmail.com Website : http://www.jsscw.in

ಶಿವರಾತ್ರೀಶ್ವರ ವಿದ್ಯಾಪೀಠ ಸಂಸ್ಥೆಯ (ಸ್ವಾಯತ್ತ)

ಶ್ರೀಶಿವರಾತ್ರಿ ಮೈಸೂರು - ೫೭೦ ೦೦೯

Receipt No. MO1522

Date: 27/02/2018

S.PUTTAIAH,ARTSFESTSPONS,JSSCW

| | | |
|---|---|---|
| 1 | OTHERS | 5,000.00 |
| | TOTAL | 5,000.00 |

FIVE THOUSAND ONLY

CASH/ARTS FESTSPONS

Cashier

JSS MAHAVIDYAPEETHA

# JSS College for Women (Autonomous)

2nd Main Road, Saraswathipuram, MYSURU - 570 009

Re-Accredited by NAAC with 'A' Grade

E-mail : jsscw.principal@gmail.com Website : http://www.jsscw.in

ಜೆಎಸ್‌ಎಸ್ ಮಹಿಳಾ ಕಾಲೇಜು (ಸ್ವಾಯತ್ತ)

ಸರಸ್ವತಿಪುರಂ, ಮೈಸೂರು - ೫೭೦ ೦೦೯

Receipt No. MO1523

Date: 27/02/2018

ARTS FEST SPONS,TEACHERS,JSSCW

| | | |
|---|---|---|
| 1 | OTHERS | 2,000.00 |
| | TOTAL | 2,000.00 |

**TWO THOUSAND ONLY .**

CASH/TEACHERS/ARTSFESTSPON

JSS MAHAVIDYAPEETHA

**JSS College for Women (Autonomous)**

2nd Main Road, Saraswathipuram, MYSURU - 570 009

Re-Accredited by NAAC with 'A' Grade

E-mail : jsscw.principal@gmail.com Website : http://www.jsscw.in

ಜೆಎಸ್‌ಎಸ್ ಮಹಿಳಾ ಕಾಲೇಜು (ಸ್ವಾಯತ್ತ)

ಸರಸ್ವತಿಪುರಂ, ಮೈಸೂರು - ೫೭೦ ೦೦೯

Receipt No. MO1524

Date: 28/02/2018

ARTS FEST SPONSRER,TEACHERS,JSSCW

| | | |
|---|---|---|
| 1 | OTHERS | 1,000.00 |
| | TOTAL | 1,000.00 |

**ONE THOUSAND ONLY .**

CASH/ARTSFEST/TEACHERSSPON

Cashier

JSS MAHAVIDYAPEETHA

# JSS College for Women (Autonomous)

2nd Main Road, Saraswathipuram, MYSURU - 570 009

Re-Accredited by NAAC with 'A' Grade

E-mail : jsscw.principal@gmail.com Website : http://www.jsscw.in

ಜೆಎಸ್‌ಎಸ್ ಮಹಿಳಾ ಕಾಲೇಜು (ಸ್ವಾಯತ್ತ)

ಸರಸ್ವತಿಪುರಂ, ಮೈಸೂರು - ೫೭೦ ೦೦೯

Receipt No. MO1412

Date: 30/01/2018

CHAYADEVI, III Y BBM(C),MANCOMFEST,

| | | |
|---|---|---|
| 1 | OTHERS | 2,000.00 |
| | TOTAL | 2,000.00 |

**TWO THOUSAND ONLY .**

CASH/MANCOMFESTSPONSRER

Cashier

JSS MAHAVIDYAPEETHA

**JSS College for Women (Autonomous)**

2nd Main Road, Saraswathipuram, MYSURU - 570 009

Re-Accredited by NAAC with 'A' Grade

E-mail : jsscw.principal@gmail.com Website : http://www.jsscw.in

**ಜೆಎಸ್‌ಎಸ್ ಮಹಿಳಾ ಕಾಲೇಜು (ಸ್ವಾಯತ್ತ)**

ಸರಸ್ವತಿಪುರಂ, ಮೈಸೂರು - ೫೭೦ ೦೦೯

Receipt No. MO1438 Date: 09/02/2018

BASAVARAJ M, KOLLEGALMANCOMFEST

| | | |
|---|---|---|
| 1 | OTHERS | 1,000.00 |
| | TOTAL | 1,000.00 |

**ONE THOUSAND ONLY .**

MAN COM FEST SPONSRER

Cashier

JSS MAHAVIDYAPEETHA

# JSS College for Women (Autonomous)

2nd Main Road, Saraswathipuram, MYSURU - 570 009

Re-Accredited by NAAC with 'A' Grade

E-mail : jsscw.principal@gmail.com Website : http://www.jsscw.in

ಜೆಎಸ್‌ಎಸ್ ಮಹಿಳಾ ಕಾಲೇಜು (ಸ್ವಾಯತ್ತ)

ಸರಸ್ವತಿಪುರಂ, ಮೈಸೂರು - 570 009

Receipt No. MO1439

Date: 10/02/2018

CHANDRA MOHAN H S,SC.FEST,MYS

| | | |
|---|---|---|
| 1 | OTHERS | 2,000.00 |
| | TOTAL | 2,000.00 |

**TWO THOUSAND ONLY .**

000036/12.2.18/SC.FESTSPON

Cashier

JSS MAHAVIDYAPEETHA

# JSS College for Women (Autonomous)

2nd Main Road, Saraswathipuram, MYSURU - 570 009

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E-mail : jsscw.principal@gmail.com Website : http://www.jsscw.in

ಜೆಎಸ್‌ಎಸ್ ಮಹಿಳಾ ಕಾಲೇಜು (ಸ್ವಾಯತ್ತ)

ಸರಸ್ವತಿಪುರಂ, ಮೈಸೂರು - ೫೭೦ ೦೦೯

Receipt No. MO1441

Date: 10/02/2018

SOMASHEKAR H S,COMFEST SPONSRER

| | | |
|---|---|---|
| 1 | OTHERS | 5,000.00 |
| | TOTAL | 5,000.00 |

**FIVE THOUSAND ONLY .**

822577/10.2.18/COMFESTSPONSRER

Cashier

JSS MAHAVIDYAPEETHA

# JSS College for Women (Autonomous)

2nd Main Road, Saraswathipuram, MYSURU - 570 009

Re-Accredited by NAAC with 'A' Grade

E-mail : jsscw.principal@gmail.com Website : http://www.jsscw.in

ಜೆಎಸ್‌ಎಸ್ ಮಹಿಳಾ ಕಾಲೇಜು (ಸ್ವಾಯತ್ತ)

ಸರಸ್ವತಿಪುರಂ, ಮೈಸೂರು - ೫೭೦ ೦೦೯

Receipt No. MO1442

Date: 10/02/2018

STUDENTS,II S BCOM`B',MANCOMFEST

| | | |
|---|---|---|
| 1 | OTHERS | 6,000.00 |
| | TOTAL | 6,000.00 |

**SIX THOUSAND ONLY .**

CASH/MANCOMFEST/STU

Cashier

JSS MAHAVIDYAPEETHA

# JSS College for Women (Autonomous)

2nd Main Road, Saraswathipuram, MYSURU - 570 009

Re-Accredited by NAAC with 'A' Grade

E-mail : jsscw.principal@gmail.com Website : http://www.jsscw.in

ಜೆಎಸ್‌ಎಸ್ ಮಹಿಳಾ ಕಾಲೇಜು (ಸ್ವಾಯತ್ತ)

ಸರಸ್ವತಿಪುರಂ, ಮೈಸೂರು - ೫೭೦ ೦೦೯

Receipt No. MO1443 Date: 10/02/2018

STUDETNS,II S BCOM`C',MANCOMFEST

| | | |
|---|---|---|
| 1 | OTHERS | 5,350.00 |
| | TOTAL | 5,350.00 |

**FIVE THOUSAND THREE HUNDRED FIFTY ONLY**

CASH/MANCOMFEST/STU

Cashier

JSS MAHAVIDYAPEETHA

# JSS College for Women (Autonomous)

2nd Main Road, Saraswathipuram, MYSURU - 570 009

Re-Accredited by NAAC with 'A' Grade

E-mail : jsscw.principal@gmail.com Website : http://www.jsscw.in

ಜೆಎಸ್‌ಎಸ್ ಮಹಿಳಾ ಕಾಲೇಜು (ಸ್ವಾಯತ್ತ)

ಸರಸ್ವತಿಪುರಂ, ಮೈಸೂರು - ೫೭೦ ೦೦೯

Receipt No. MO1444

Date: 10/02/2018

STUDETNS,IVSS BCOM`A',MANCOMFEST

| | | |
|---|---|---|
| 1 | OTHERS | 5,000.00 |
| | TOTAL | 5,000.00 |

**FIVE THOUSAND ONLY**

CASH/MANCOMFEST/STU

Cashier

JSS MAHAVIDYAPEETHA

# JSS College for Women (Autonomous)

2nd Main Road, Saraswathipuram, MYSURU - 570 009

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E-mail : jsscw.principal@gmail.com Website : http://www.jsscw.in

ಜೆಎಸ್‌ಎಸ್ ಮಹಿಳಾ ಕಾಲೇಜು (ಸ್ವಾಯತ್ತ)

ಸರಸ್ವತಿಪುರಂ, ಮೈಸೂರು - ೫೭೦ ೦೦೯

Receipt No. MO1445

Date: 10/02/2018

STUDETNS, IVSS BCOM`B',MANCOMFEST

| | | |
|---|---|---|
| 1 | OTHERS | 8,400.00 |
| | TOTAL | 8,400.00 |

**EIGHT THOUSAND FOUR HUNDRED ONLY .**

CASH/MANCOMFEST/STU

Cashier

JSS MAHAVIDYAPEETHA

# JSS College for Women (Autonomous)

2nd Main Road, Saraswathipuram, MYSURU - 570 009

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E-mail : jsscw.principal@gmail.com Website : http://www.jsscw.in

ಜೆಎಸ್‌ಎಸ್ ಮಹಿಳಾ ಕಾಲೇಜು (ಸ್ವಾಯತ್ತ)

ಸರಸ್ವತಿಪುರಂ, ಮೈಸೂರು - ೫೭೦ ೦೦೯

Receipt No. MO1446

Date: 10/02/2018

STUDETNS,IVBCOM`D',MANCOMFEST

| | | |
|---|---|---|
| 1 | OTHERS | 10,500.00 |
| | TOTAL | 10,500.00 |

**TEN THOUSAND FIVE HUNDRED ONLY .**

CASH/MANCOMFEST/STU

Cashier

JSS MAHAVIDYAPEETHA

# JSS College for Women (Autonomous)

2nd Main Road, Saraswathipuram, MYSURU - 570 009

Re-Accredited by NAAC with 'A' Grade

E-mail : jsscw.principal@gmail.com Website : http://www.jsscw.in

ಜೆಎಸ್‌ಎಸ್ ಮಹಿಳಾ ಕಾಲೇಜು (ಸ್ವಾಯತ್ತ)

ಸರಸ್ವತಿಪುರಂ, ಮೈಸೂರು - ೫20 ೦೦೯

eceipt No. MO1447

Date: 10/02/2018

TUDETNS,IVSSBCOM`C',MANCOMFEST

| | |
|---|---|
| OTHERS | 12,000.00 |
| TOTAL | 12,000.00 |

**TWELVE THOUSAND ONLY .**

CASH/MANCOMFEST/STU

Cashier

JSS MAHAVIDYAPEETHA

# JSS College for Women (Autonomous)

2nd Main Road, Saraswathipuram, MYSURU - 570 009

Re-Accredited by NAAC with 'A' Grade

E-mail : jsscw.principal@gmail.com Website : http://www.jsscw.in

ಜೆಎಸ್‌ಎಸ್ ಮಹಿಳಾ ಕಾಲೇಜು (ಸ್ವಾಯತ್ತ)

ಸರಸ್ವತಿಪುರಂ, ಮೈಸೂರು - ೫೭೦ ೦೦೯

Receipt No. MO1449 Date: 10/02/2018

STUDETNS,VISS BCOM`B',MANCOMFEST

| | | |
|---|---|---|
| 1 | OTHERS | 11,900.00 |
| | TOTAL | 11,900.00 |

**ELEVEN THOUSAND NINE HUNDRED ONLY .**

CASH/MANCOMFEST/STU

Cashier

JSS MAHAVIDYAPEETHA

**JSS College for Women (Autonomous)**

2nd Main Road, Saraswathipuram, MYSURU - 570 009

Re-Accredited by NAAC with 'A' Grade

E-mail : jsscw.principal@gmail.com Website : http://www.jsscw.in

ಜೆಎಸ್‌ಎಸ್ ಮಹಿಳಾ ಕಾಲೇಜು (ಸ್ವಾಯತ್ತ)

ಸರಸ್ವತಿಪುರಂ, ಮೈಸೂರು - ೫೭೦ ೦೦೯

:eipt No. MO1450

Date: 10/02/2018

UDENTS,VISSBCOM`C',MANCOMFEST

| | |
|---|---|
| OTHERS | 12,950.00 |
| TOTAL | 12,950.00 |

**VELVE THOUSAND NINE HUNDRED FIFTY LY .**

ASH/MANCOMFEST/STU

Cashier

JSS MAHAVIDYAPEETHA

# JSS College for Women (Autonomous)

2nd Main Road, Saraswathipuram, MYSURU - 570 009

Re-Accredited by NAAC with 'A' Grade

E-mail : jsscw.principal@gmail.com Website : http://www.jsscw.in

ಜೆಎಸ್‌ಎಸ್ ಮಹಿಳಾ ಕಾಲೇಜು (ಸ್ವಾಯತ್ತ)

ಸರಸ್ವತಿಪುರಂ, ಮೈಸೂರು - ೫೭೦ ೦೦೯

eceipt No. MO1451 Date: 10/02/201:

| | |
|---|---|
| TUDENTS,IISSBBA,MAN COM FEST | |
| OTHERS | 5,250 |
| TOTAL | 5,25 |

**FIVE THOUSAND TWO HUNDRED FIFTY ON**

CASH/MANCOMFEST/STU

Cashie

JSS MAHAVIDYAPEETHA

# JSS College for Women (Autonomous)

2nd Main Road, Saraswathipuram, MYSURU - 570 009

Re-Accredited by NAAC with 'A' Grade

E-mail : jsscw.principal@gmail.com Website : http://www.jsscw.in

ಜೆಎಸ್‌ಎಸ್ ಮಹಿಳಾ ಕಾಲೇಜು (ಸ್ವಾಯತ್ತ)

ಸರಸ್ವತಿಪುರಂ, ಮೈಸೂರು - ೫೭೦ ೦೦೯

Receipt No. MO1453 Date: 10/02/2018

STUDETNS,VISSBBM(C),MANCOMFEST

| | | |
|---|---|---|
| 1 | OTHERS | 9,100.00 |
| | TOTAL | 9,100.00 |

**NINE THOUSAND ONE HUNDRED ONLY .**

CASH/MANCOMFEST/STU

Cashier

JSS MAHAVIDYAPEETHA

**JSS College for Women (Autonomous)**

2nd Main Road, Saraswathipuram, MYSURU - 570 009

Re-Accredited by NAAC with 'A' Grade

E-mail : jsscw.principal@gmail.com Website : http://www.jsscw.in

ಜೆಎಸ್‌ಎಸ್ ಮಹಿಳಾ ಕಾಲೇಜು (ಸ್ವಾಯತ್ತ)

ಸರಸ್ವತಿಪುರಂ, ಮೈಸೂರು - ೫೭೦ ೦೦೯

Receipt No. MO1454

Date: 12/02/2018

LOYAL WORLD,MANCOMFEST SPON,MYS

| | | |
|---|---|---|
| 1 | OTHERS | 15,000.00 |
| | TOTAL | 15,000.00 |

**FIFTEEN THOUSAND ONLY .**

185711/3.2.18/MANCOMFESTSPON

Cashier

JSS MAHAVIDYAPEETHA

**JSS College for Women (Autonomous)**

2nd Main Road, Saraswathipuram, MYSURU - 570 009

Re-Accredited by NAAC with 'A' Grade

E-mail : jsscw.principal@gmail.com Website : http://www.jsscw.in

ಜೆಎಸ್‌ಎಸ್ ಮಹಿಳಾ ಕಾಲೇಜು (ಸ್ವಾಯತ್ತ)

ಸರಸ್ವತಿಪುರಂ, ಮೈಸೂರು - ೫೭೦ ೦೦೯

Receipt No. MO1455

Date: 12/02/2018

VASU, MLA, MANCOMFEST SPONS,MYS

| | | |
|---|---|---|
| 1 | OTHERS | 20,000.00 |
| | TOTAL | 20,000.00 |

**TWENTY THOUSAND ONLY .**

803152/11.2.18/MANCOMFESPON

Cashier

JSS MAHAVIDYAPEETHA

# JSS College for Women (Autonomous)

2nd Main Road, Saraswathipuram, MYSURU - 570 009

Re-Accredited by NAAC with 'A' Grade

E-mail : jsscw.principal@gmail.com Website : http://www.jsscw.in

ಜೆಎಸ್‌ಎಸ್ ಮಹಿಳಾ ಕಾಲೇಜು (ಸ್ವಾಯತ್ತ)

ಸರಸ್ವತಿಪುರಂ, ಮೈಸೂರು - ೫೭೦ ೦೦೯

Receipt No. MO1456

Date: 12/02/2018

NAGARAJASETTY,MANCOMFESTSPON

| | | |
|---|---|---|
| 1 | OTHERS | 2,500.00 |
| | TOTAL | 2,500.00 |

**TWO THOUSAND FIVE HUNDRED ONLY .**

816084/31.1.18/MANCOMFESTSPON

Cashier

JSS MAHAVIDYAPEETHA

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ಜೆಎಸ್‌ಎಸ್ ಮಹಿಳಾ ಕಾಲೇಜು (ಸ್ವಾಯತ್ತ)

ಸರಸ್ವತಿಪುರಂ, ಮೈಸೂರು - ೫೭೦ ೦೦೯

Receipt No. MO1457

Date: 12/02/2018

STUDETNS,VI SS BCOM, MANCOMFEST

| | | |
|---|---|---|
| 1 | OTHERS | 7,000.00 |
| | TOTAL | 7,000.00 |

**SEVEN THOUSAND ONLY .**

CASH/MANCOMFEST SPON/STUD

JSS MAHAVIDYAPEETHA

# JSS College for Women (Autonomous)

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ಜೆಎಸ್‌ಎಸ್ ಮಹಿಳಾ ಕಾಲೇಜು (ಸ್ವಾಯತ್ತ)

ಸರಸ್ವತಿಪುರಂ, ಮೈಸೂರು - ೫೭೦ ೦೦೯

Receipt No. MO1458

Date: 12/02/2018

STUDETNS, II SEM BCOM `A',MANCOMFET

| | | |
|---|---|---|
| 1 | OTHERS | 3,000.00 |
| | TOTAL | 3,000.00 |

**THREE THOUSAND ONLY .**

CASH/MANCOMFEST SPON/STUD

Cashier

JSS MAHAVIDYAPEETHA

# JSS College for Women (Autonomous)

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ಜೆಎಸ್‌ಎಸ್ ಮಹಿಳಾ ಕಾಲೇಜು (ಸ್ವಾಯತ್ತ)

ಸರಸ್ವತಿಪುರಂ, ಮೈಸೂರು - ೫೭೦ ೦೦೯

Receipt No. MO1460

Date: 12/02/2018

STUDETNS,VI SS BCOM `A',MANCOMFEST

| | | |
|---|---|---|
| 1 | OTHERS | 3,150.00 |
| | TOTAL | 3,150.00 |

**THREE THOUSAND ONE HUNDRED FIFTY ONLY**

CASH/MANCOMFEST SPON/STUD

JSS MAHAVIDYAPEETHA

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ಜೆಎಸ್‌ಎಸ್ ಮಹಿಳಾ ಕಾಲೇಜು (ಸ್ವಾಯತ್ತ)

ಸರಸ್ವತಿಪುರಂ, ಮೈಸೂರು - ೫೭೦ ೦೦೯

Receipt No. MO1461

Date: 14/02/2018

STUDETNS,II SEM BBA, MANCOMFEST

| | | |
|---|---|---|
| 1 | OTHERS | 1,750.00 |
| | TOTAL | 1,750.00 |

**ONE THOUSAND SEVEN HUNDRED FIFTY ONLY**

CASH/STUD/MANCOMFEST

JSS MAHAVIDYAPEETHA

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ಜೆಎಸ್‌ಎಸ್ ಮಹಿಳಾ ಕಾಲೇಜು (ಸ್ವಾಯತ್ತ)

ಸರಸ್ವತಿಪುರಂ, ಮೈಸೂರು - ೫೭೦ ೦೦೯

Receipt No. MO1462 Date: 14/02/2018

STUDETNS,IV SEM BBA,MANCOMFEST

| | | |
|---|---|---|
| 1 | OTHERS | 300.00 |
| | TOTAL | 300.00 |

**THREE HUNDRED ONLY .**

CASH/STUDEN/MANCOMFEST

Cashier

JSS MAHAVIDYAPEETHA

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ಜೆಎಸ್‌ಎಸ್ ಮಹಿಳಾ ಕಾಲೇಜು (ಸ್ವಾಯತ್ತ)

ಸರಸ್ವತಿಪುರಂ, ಮೈಸೂರು - ೫೭೦ ೦೦೯

Receipt No. MO1463

Date: 14/02/2018

STUDETNS,VI SEM BCOM`A'MANCOMFEST

| | | |
|---|---|---|
| 1 | OTHERS | 1,050.00 |
| | TOTAL | 1,050.00 |

**ONE THOUSAND FIFTY ONLY .**

CASH/STUDETNS/MANCOMFEST

Cashier

JSS MAHAVIDYAPEETHA

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ಜೆಎಸ್‌ಎಸ್ ಮಹಿಳಾ ಕಾಲೇಜು (ಸ್ವಾಯತ್ತ)

ಸರಸ್ವತಿಪುರಂ, ಮೈಸೂರು - ೫೭೦ ೦೦೯

Receipt No. MO1464

Date: 14/02/2018

STUDETNS,VISS BCOM`B',MANCOMFEST

| | | |
|---|---|---|
| 1 | OTHERS | 2,450.00 |
| | TOTAL | 2,450.00 |

**TWO THOUSAND FOUR HUNDRED FIFTY ONLY .**

CASH/STUDETNS/MANCOMFEST

JSS MAHAVIDYAPEETHA

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ಜೆಎಸ್‌ಎಸ್ ಮಹಿಳಾ ಕಾಲೇಜು (ಸ್ವಾಯತ್ತ)

ಸರಸ್ವತಿಪುರಂ, ಮೈಸೂರು - ೫೭೦ ೦೦೯

Receipt No. MO1466

Date: 14/02/2018

VENKATESHA,SC.FEST SPONSRER,MYS

| | | |
|---|---|---|
| 1 | OTHERS | 15,000.00 |
| | TOTAL | 15,000.00 |

**FIFTEEN THOUSAND ONLY .**

C.102687/8.2.18/SC.FESTSPONS

Cashier

JSS MAHAVIDYAPEETHA

# JSS College for Women (Autonomous)

2nd Main Road, Saraswathipuram, MYSURU - 570 009

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ಜೆಎಸ್‌ಎಸ್ ಮಹಿಳಾ ಕಾಲೇಜು (ಸ್ವಾಯತ್ತ)

ಸರಸ್ವತಿಪುರಂ, ಮೈಸೂರು - ೫೭೦ ೦೦೯

Receipt No. MO1468 Date: 15/02/2018

SURESH, MANCOMFESTSPONSRER,MYS

| | | |
|---|---|---|
| 1 | OTHERS | 15,000.00 |
| | TOTAL | 15,000.00 |

**FIFTEEN THOUSAND ONLY .**

CASH/MANCOMFESTSPONS

Cashier

JSS MAHAVIDYAPEETHA

# JSS College for Women (Autonomous)

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ಜೆಎಸ್‌ಎಸ್ ಮಹಿಳಾ ಕಾಲೇಜು (ಸ್ವಾಯತ್ತ)

ಸರಸ್ವತಿಪುರಂ, ಮೈಸೂರು - ೫೭೦ ೦೦೯

Receipt No. MO1469 Date: 15/02/2018

HARISHGOWDA,MANCOMFESTSPON,MYS

| | | |
|---|---|---|
| 1 | OTHERS | 4,000.00 |
| | TOTAL | 4,000.00 |

**FOUR THOUSAND ONLY .**

CASH/MANCOMFESTSPON

Cashier

JSS MAHAVIDYAPEETHA

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ಜೆಎಸ್‌ಎಸ್ ಮಹಿಳಾ ಕಾಲೇಜು (ಸ್ವಾಯತ್ತ)

ಸರಸ್ವತಿಪುರಂ, ಮೈಸೂರು - ೫20 00೯

Receipt No. MO1470 Date: 15/02/2018

STUDENTS,II SSBCOM`A',MANCOMFEST

| | | |
|---|---|---|
| 1 | OTHERS | 3,500.00 |
| | TOTAL | 3,500.00 |

**THREE THOUSAND FIVE HUNDRED ONLY .**

CASH/STUDETNS/MANCOMFEST

Cashier

JSS MAHAVIDYAPEETHA

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ಜೆಎಸ್‌ಎಸ್ ಮಹಿಳಾ ಕಾಲೇಜು (ಸ್ವಾಯತ್ತ)

ಸರಸ್ವತಿಪುರಂ, ಮೈಸೂರು - ೫೭೦ ೦೦೯

Receipt No. MO1471 Date: 15/02/2018

STUDETNS,II SSBCOM`B',MANCOMFEST

| | | |
|---|---|---|
| 1 | OTHERS | 4,500.00 |
| | TOTAL | 4,500.00 |

**FOUR THOUSAND FIVE HUNDRED ONLY .**

CASH/STUDETNS/MANCOMFEST

Cashier

JSS MAHAVIDYAPEETHA

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ಜೆಎಸ್‌ಎಸ್ ಮಹಿಳಾ ಕಾಲೇಜು (ಸ್ವಾಯತ್ತ)

ಸರಸ್ವತಿಪುರಂ, ಮೈಸೂರು - ೫೭೦ ೦೦೯

Receipt No. MO1472 Date: 15/02/2018

STUDETNS,IISSBCOM`C',MANCOMFEST

| | | |
|---|---|---|
| 1 | OTHERS | 4,750.00 |
| | TOTAL | 4,750.00 |

**FOUR THOUSAND SEVEN HUNDRED FIFTY ONLY .**

CASH/STUDETNS/MANCOMFEST

Cashier

JSS MAHAVIDYAPEETHA

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ಜೆಎಸ್‌ಎಸ್ ಮಹಿಳಾ ಕಾಲೇಜು (ಸ್ವಾಯತ್ತ)

ಸರಸ್ವತಿಪುರಂ, ಮೈಸೂರು - ೫೭೦ ೦೦೯

Receipt No. MO1473

Date: 15/02/2018

STUDETNS,IVSS BCOM'C',MANCOMFEST

| | | |
|---|---|---|
| 1 | OTHERS | 1,500.00 |
| | TOTAL | 1,500.00 |

**ONE THOUSAND FIVE HUNDRED ONLY .**

CASH/STUDETNS/MANCOMFEST

Cashier

JSS MAHAVIDYAPEETHA

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ಜೆಎಸ್‌ಎಸ್ ಮಹಿಳಾ ಕಾಲೇಜು (ಸ್ವಾಯತ್ತ)

ಸರಸ್ವತಿಪುರಂ, ಮೈಸೂರು - ೫೭೦ ೦೦೯

Receipt No. MO1474 Date: 15/02/2018

STUDETNS,VISSBCOM'D',MANCOMFEST

| | | |
|---|---|---|
| 1 | OTHERS | 5,950.00 |
| | TOTAL | 5,950.00 |

**FIVE THOUSAND NINE HUNDRED FIFTY ONLY .**

CASH/STUDETNS/MANCOMFEST

Cashier

JSS MAHAVIDYAPEETHA

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ಜೆಎಸ್‌ಎಸ್ ಮಹಿಳಾ ಕಾಲೇಜು (ಸ್ವಾಯತ್ತ)

ಸರಸ್ವತಿಪುರಂ, ಮೈಸೂರು - ೫೭೦ ೦೦೯

Receipt No. MO1475

Date: 15/02/2018

STUDENTS,II SS BBA,MANCOMFEST

| | | |
|---|---|---|
| 1 | OTHERS | 1,250.00 |
| | TOTAL | 1,250.00 |

**ONE THOUSAND TWO HUNDRED FIFTY ONLY .**

CASH/STUDETNS/MANCOMFEST

Cashier

JSS MAHAVIDYAPEETHA

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ಜೆಎಸ್‌ಎಸ್ ಮಹಿಳಾ ಕಾಲೇಜು (ಸ್ವಾಯತ್ತ)

ಸರಸ್ವತಿಪುರಂ, ಮೈಸೂರು - ೫೭೦ ೦೦೯

Receipt No. MO1476 Date: 16/02/2018

LIBRARY,FINE FR STUDENTS,JSSCW

| | | |
|---|---|---|
| 1 | PENALTY | 100.00 |
| | TOTAL | 100.00 |

**ONE HUNDRED ONLY .**

FINEFRSTUDETNS/15.02.18

Cashier

JSS MAHAVIDYAPEETHA

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ಜೆಎಸ್‌ಎಸ್ ಮಹಿಳಾ ಕಾಲೇಜು (ಸ್ವಾಯತ್ತ)

ಸರಸ್ವತಿಪುರಂ, ಮೈಸೂರು - ೫೭೦ ೦೦೯

Receipt No. MO1477

Date: 16/02/2018

KUMAR,BIRAVA ASSCO,MANCOMFEST,MY

| | | |
|---|---|---|
| 1 | OTHERS | 5,000.00 |
| | TOTAL | 5,000.00 |

**FIVE THOUSAND ONLY .**

CASH/MANCOMFESTSPONS

Cashier

JSS MAHAVIDYAPEETHA

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ಜೆಎಸ್‌ಎಸ್ ಮಹಿಳಾ ಕಾಲೇಜು (ಸ್ವಾಯತ್ತ)

ಸರಸ್ವತಿಪುರಂ, ಮೈಸೂರು - ೫೭೦ ೦೦೯

Receipt No. MO1479

Date: 16/02/2018

STUDETNS,IISSBCOM`B',MANCOMFES

| | | |
|---|---|---|
| 1 | OTHERS | 250.00 |
| | TOTAL | 250.00 |

**TWO HUNDRED FIFTY ONLY .**

STUDETNS/MANCOMFESTSPON

Cashier

JSS MAHAVIDYAPEETHA

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ಜೆಎಸ್‌ಎಸ್ ಮಹಿಳಾ ಕಾಲೇಜು (ಸ್ವಾಯತ್ತ)

ಸರಸ್ವತಿಪುರಂ, ಮೈಸೂರು - ೫೭೦ ೦೦೯

Receipt No. MO1480

Date: 16/02/2018

STUDETNS,IISSBCOM`C',MANCOMFEST

| | | |
|---|---|---|
| 1 | OTHERS | 2,250.00 |
| | TOTAL | 2,250.00 |

**TWO THOUSAND TWO HUNDRED FIFTY ONLY .**

STUDETNS/MANCOMFESTSPON

Cashier

JSS MAHAVIDYAPEETHA

**JSS College for Women (Autonomous)**

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ಜೆಎಸ್‌ಎಸ್ ಮಹಿಳಾ ಕಾಲೇಜು (ಸ್ವಾಯತ್ತ)

ಸರಸ್ವತಿಪುರಂ, ಮೈಸೂರು - ೫೭೦ ೦೦೯

Receipt No. MO1481 Date: 16/02/2018

STUDETNS,IVSSBCOM`D',MANCOMFEST

| | | |
|---|---|---|
| 1 | OTHERS | 2,400.00 |
| | TOTAL | 2,400.00 |

**TWO THOUSAND FOUR HUNDRED ONLY .**

STUDETNS/MANCOMFESTSPON

Cashier

JSS MAHAVIDYAPEETHA

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ಜೆಎಸ್‌ಎಸ್ ಮಹಿಳಾ ಕಾಲೇಜು (ಸ್ವಾಯತ್ತ)

ಸರಸ್ವತಿಪುರಂ, ಮೈಸೂರು - ೫೭೦ ೦೦೯

Receipt No. MO1482

Date: 16/02/2018

STUDETNS,VI SSBCOM`D',MANCOMFEST

| | | |
|---|---|---|
| 1 | OTHERS | 1,050.00 |
| | TOTAL | 1,050.00 |

**ONE THOUSAND FIFTY ONLY .**

STUDETNS/MANCOMFESTSPON

Cashier

JSS MAHAVIDYAPEETHA

**JSS College for Women** (Autonomous)

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ಜೆಎಸ್‌ಎಸ್ ಮಹಿಳಾ ಕಾಲೇಜು (ಸ್ವಾಯತ್ತ)

ಸರಸ್ವತಿಪುರಂ, ಮೈಸೂರು - ೫೭೦ ೦೦೯

Receipt No. MO1483 Date: 16/02/2018

STUDENTS,BBM(C),MANCOMFEST

| | | |
|---|---|---|
| 1 | OTHERS | 350.00 |
| | TOTAL | 350.00 |

**THREE HUNDRED FIFTY ONLY .**

STUDETNS/MANCOMFESTSPON

Cashier

JSS MAHAVIDYAPEETHA

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ಜೆಎಸ್‌ಎಸ್ ಮಹಿಳಾ ಕಾಲೇಜು (ಸ್ವಾಯತ್ತ)

ಸರಸ್ವತಿಪುರಂ, ಮೈಸೂರು - ೫೭೦ ೦೦೯

Receipt No. MO1484 Date: 16/02/2018

STUDETNS,SCIENCEFESTSPON,MYS

| | | |
|---|---|---|
| 1 | OTHERS | 45,250.00 |
| | TOTAL | 45,250.00 |

**FORTY FIVE THOUSAND TWO HUNDRED FIFTY ONLY .**

CASH/SC. FEST SPON/STUDETNS

Cashier

JSS MAHAVIDYAPEETHA

# JSS College for Women (Autonomous)

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E-mail : jsscw.principal@gmail.com Website : http://www.jsscw.in

ಜೆಎಸ್‌ಎಸ್ ಮಹಿಳಾ ಕಾಲೇಜು (ಸ್ವಾಯತ್ತ)

ಸರಸ್ವತಿಪುರಂ, ಮೈಸೂರು - ೫೭೦ ೦೦೯

Receipt No. MO1485

Date: 19/02/2018

PRIYANKA HN,DMSTECH,MANCOMFST,MY

| | |
|---|---|
| OTHERS | 10,000.00 |
| TOTAL | 10,000.00 |

TEN THOUSAND ONLY .

CASH/MANCOMFESTSPONS

Cashier

JSS MAHAVIDYAPEETHA

# JSS College for Women (Autonomous)

2nd Main Road, Saraswathipuram, MYSURU - 570 008

Re-Accredited by NAAC with 'A' Grade

E-mail : jsscw.principal@gmail.com Website : http://www.jsscw.in

ಜೆಎಸ್‌ಎಸ್ ಮಹಿಳಾ ಕಾಲೇಜು (ಸ್ವಾಯತ್ತ)

ಸರಸ್ವತಿಪುರಂ, ಮೈಸೂರು - ೫೭೦ ೦೦೮

Receipt No. MO1486 Date: 19/02/2018

NATARAJU SR,AUDIT,MANCOMFEST,MY

| | | |
|---|---|---|
| 1 | OTHERS | 1,000.00 |
| | TOTAL | 1,000.00 |

**ONE THOUSAND ONLY .**

CASH/MANCOMFESTSPONS

Cashier

JSS MAHAVIDYAPEETHA
JSS College for Women (Autonomous)
2nd Main Road, Saraswathipuram, MYSURU - 570 009
Re-Accredited by NAAC with 'A' Grade
E-mail : jsscw.principal@gmail.com Website : http://www.jsscw.in
ಜೆಎಸ್‌ಎಸ್ ಮಹಿಳಾ ಕಾಲೇಜು (ಸ್ವಾಯತ್ತ)
ಸರಸ್ವತಿಪುರಂ, ಮೈಸೂರು - ೫೭೦ ೦೦೯

Receipt No. MO1487 Date: 19/02/2018

RAVI,GLOBALBOOKAGE,MANCOMFES,MYS

| | | |
|---|---|---|
| 1 | OTHERS | 5,000.00 |
| | TOTAL | 5,000.00 |

**FIVE THOUSAND ONLY .**

CASH/MANCOMFESTSPONS

Cashier

JSS MAHAVIDYAPEETHA

# JSS College for Women (Autonomous)

2nd Main Road, Saraswathipuram, MYSURU - 570 009

Re-Accredited by NAAC with 'A' Grade

E-mail : jsscw.principal@gmail.com Website : http://www.jsscw.in

ಜೆಎಸ್‌ಎಸ್ ಮಹಿಳಾ ಕಾಲೇಜು (ಸ್ವಾಯತ್ತ)

ಸರಸ್ವತಿಪುರಂ, ಮೈಸೂರು - ೫೭೦ ೦೦೯

Receipt No. MO1488

Date: 19/02/2018

| | |
|---|---|
| TUDETNS,IISSBCOM`A',MANCOMFST,MY | |
| OTHERS | 3,000.00 |
| TOTAL | 3,000.00 |

**THREE THOUSAND ONLY .**

CASH/MANCOMFEST/STUDETNS

JSS MAHAVIDYAPEETHA
JSS College for Women (Autonomous)
2nd Main Road, Saraswathipuram, MYSURU - 570 009
Re-Accredited by NAAC with 'A' Grade
E-mail : jsscw.principal@gmail.com Website : http://www.jsscw.in
ಜೆಎಸ್‌ಎಸ್ ಮಹಿಳಾ ಕಾಲೇಜು (ಸ್ವಾಯತ್ತ)
ಸರಸ್ವತಿಪುರಂ, ಮೈಸೂರು - ೫೭೦ ೦೦೯

Receipt No. MO1489 Date: 19/02/2018

STUDETNS,IVSSBCOM A',MANCOMFEST

| | | |
|---|---|---|
| 1 | OTHERS | 5,500.00 |
| | TOTAL | 5,500.00 |

**FIVE THOUSAND FIVE HUNDRED ONLY .**

CASH/MANCOMFEST/STUDETNS

Cashier

JSS MAHAVIDYAPEETHA

# JSS College for Women (Autonomous)

2nd Main Road, Saraswathipuram, MYSURU - 570 009

Re-Accredited by NAAC with 'A' Grade

E-mail : jsscw.principal@gmail.com Website : http://www.jsscw.in

ಜೆಎಸ್‌ಎಸ್ ಮಹಿಳಾ ಕಾಲೇಜು (ಸ್ವಾಯತ್ತ)

ಸರಸ್ವತಿಪುರಂ, ಮೈಸೂರು - ೫೭೦ ೦೦೯

Receipt No. MO1490 Date: 19/02/2018

STUDETNS,IISSBCOM`C',MANCOMFEST

| | | |
|---|---|---|
| 1 | OTHERS | 1,900.00 |
| | TOTAL | 1,900.00 |

**ONE THOUSAND NINE HUNDRED ONLY .**

CASH/MANCOMFEST/STUDETNS

Cashier

JSS MAHAVIDYAPEETHA

# JSS College for Women (Autonomous)

2nd Main Road, Saraswathipuram, MYSURU - 570 009

Re-Accredited by NAAC with 'A' Grade

E-mail : jsscw.principal@gmail.com Website : http://www.jsscw.in

ಜೆಎಸ್‌ಎಸ್ ಮಹಿಳಾ ಕಾಲೇಜು (ಸ್ವಾಯತ್ತ)

ಸರಸ್ವತಿಪುರಂ, ಮೈಸೂರು - ೫೭೦ ೦೦೯

Receipt No. MO1491

Date: 19/02/2018

STUDETNS,IVSSBCOM`B',MANCOMFEST

| | | |
|---|---|---|
| 1 | OTHERS | 6,900.00 |
| | TOTAL | 6,900.00 |

**SIX THOUSAND NINE HUNDRED ONLY .**

CASH/MANCOMFEST/STUDETNS

Cashier

JSS MAHAVIDYAPEETHA

**JSS College for Women (Autonomous)**

2nd Main Road, Saraswathipuram, MYSURU - 570 009

Re-Accredited by NAAC with 'A' Grade

E-mail : jsscw.principal@gmail.com Website : http://www.jsscw.in

ಜೆಎಸ್‌ಎಸ್ ಮಹಿಳಾ ಕಾಲೇಜು (ಸ್ವಾಯತ್ತ)

ಸರಸ್ವತಿಪುರಂ, ಮೈಸೂರು - ೫೭೦ ೦೦೯

Receipt No. MO1492

Date: 19/02/2018

STUDETENTS,IVSSBCOM`C',MANCOMFEST

| | |
|---|---|
| OTHERS | 300.00 |
| TOTAL | 300.00 |

THREE HUNDRED ONLY .

CASH/MANCOMFEST/STUDETNS

Cashier

JSS MAHAVIDYAPEETHA

# JSS College for Women (Autonomous)

2nd Main Road, Saraswathipuram, MYSURU - 570 009

Re-Accredited by NAAC with 'A' Grade

E-mail : jsscw.principal@gmail.com Website : http://www.jsscw.in

ಜೆಎಸ್‌ಎಸ್ ಮಹಿಳಾ ಕಾಲೇಜು (ಸ್ವಾಯತ್ತ)

ಸರಸ್ವತಿಪುರಂ, ಮೈಸೂರು - ೫೭೦ ೦೦೯

Receipt No. MO1493 Date: 19/02/2018

STUDETNS,VISSBCOM`B',MANCOMFST

| | | |
|---|---|---|
| 1 | OTHERS | 700.00 |
| | TOTAL | 700.00 |

**SEVEN HUNDRED ONLY .**

CASH/MANCOMFEST/STUDETNS

Cashier

JSS MAHAVIDYAPEETHA

# JSS College for Women (Autonomous)

2nd Main Road, Saraswathipuram, MYSURU - 570 009

Re-Accredited by NAAC with 'A' Grade

E-mail : jsscw.principal@gmail.com Website : http://www.jsscw.in

ಜೆಎಸ್‌ಎಸ್ ಮಹಿಳಾ ಕಾಲೇಜು (ಸ್ವಾಯತ್ತ)

ಸರಸ್ವತಿಪುರಂ, ಮೈಸೂರು - ೫೭೦ ೦೦೯

ceipt No. MO1494

Date: 19/02/2018

| | |
|---|---|
| TUDETNS,VISSBCOM`C',MANCOMFEST | |
| OTHERS | 3,500.00 |
| TOTAL | 3,500.00 |

**HREE THOUSAND FIVE HUNDRED ONLY .**

CASH/MANCOMFEST/STUDETNS

Cashier

JSS MAHAVIDYAPEETHA

# JSS College for Women (Autonomous)

2nd Main Road, Saraswathipuram, MYSURU - 570 009

Re-Accredited by NAAC with 'A' Grade

E-mail : jsscw.principal@gmail.com Website : http://www.jsscw.in

ಜೆಎಸ್‌ಎಸ್ ಮಹಿಳಾ ಕಾಲೇಜು (ಸ್ವಾಯತ್ತ)

ಸರಸ್ವತಿಪುರಂ, ಮೈಸೂರು - ೫೭೦ ೦೦೯

eceipt No. MO1495

Date: 19/02/2018

| | |
|---|---|
| TUDETNS,VISSBCOM`D',MANCOMFEST | |
| OTHERS | 2,100.00 |
| TOTAL | 2,100.00 |

**TWO THOUSAND ONE HUNDRED ONLY .**

CASH/MANCOMFEST/STUDETNS

Cashier

JSS MAHAVIDYAPEETHA

# JSS College for Women (Autonomous)

2nd Main Road, Saraswathipuram, MYSURU - 570 009

Re-Accredited by NAAC with 'A' Grade

E-mail : jsscw.principal@gmail.com Website : http://www.jsscw.in

ಜೆಎಸ್‌ಎಸ್ ಮಹಿಳಾ ಕಾಲೇಜು (ಸ್ವಾಯತ್ತ)

ಸರಸ್ವತಿಪುರಂ, ಮೈಸೂರು - ೫೭೦ ೦೦೯

Receipt No. MO1496

Date: 19/02/2018

BRINDAVAN HOSPITAL,MANCOMFEST,MY

| | |
|---|---|
| OTHERS | 10,000.00 |
| TOTAL | 10,000.00 |

TEN THOUSAND ONLY .

CASH/MANCOMFESTSPONS

Cashier

JSS MAHAVIDYAPEETHA
JSS College for Women (Autonomous)
2nd Main Road, Saraswathipuram, MYSURU - 570 009
Re-Accredited by NAAC with 'A' Grade
E-mail : jsscw.principal@gmail.com Website : http://www.jsscw.in
ಜೆಎಸ್‌ಎಸ್ ಮಹಿಳಾ ಕಾಲೇಜು (ಸ್ವಾಯತ್ತ)
ಸರಸ್ವತಿಪುರಂ, ಮೈಸೂರು - ೫೭೦ ೦೦೯

Receipt No. MO1498

Date: 20/02/2018

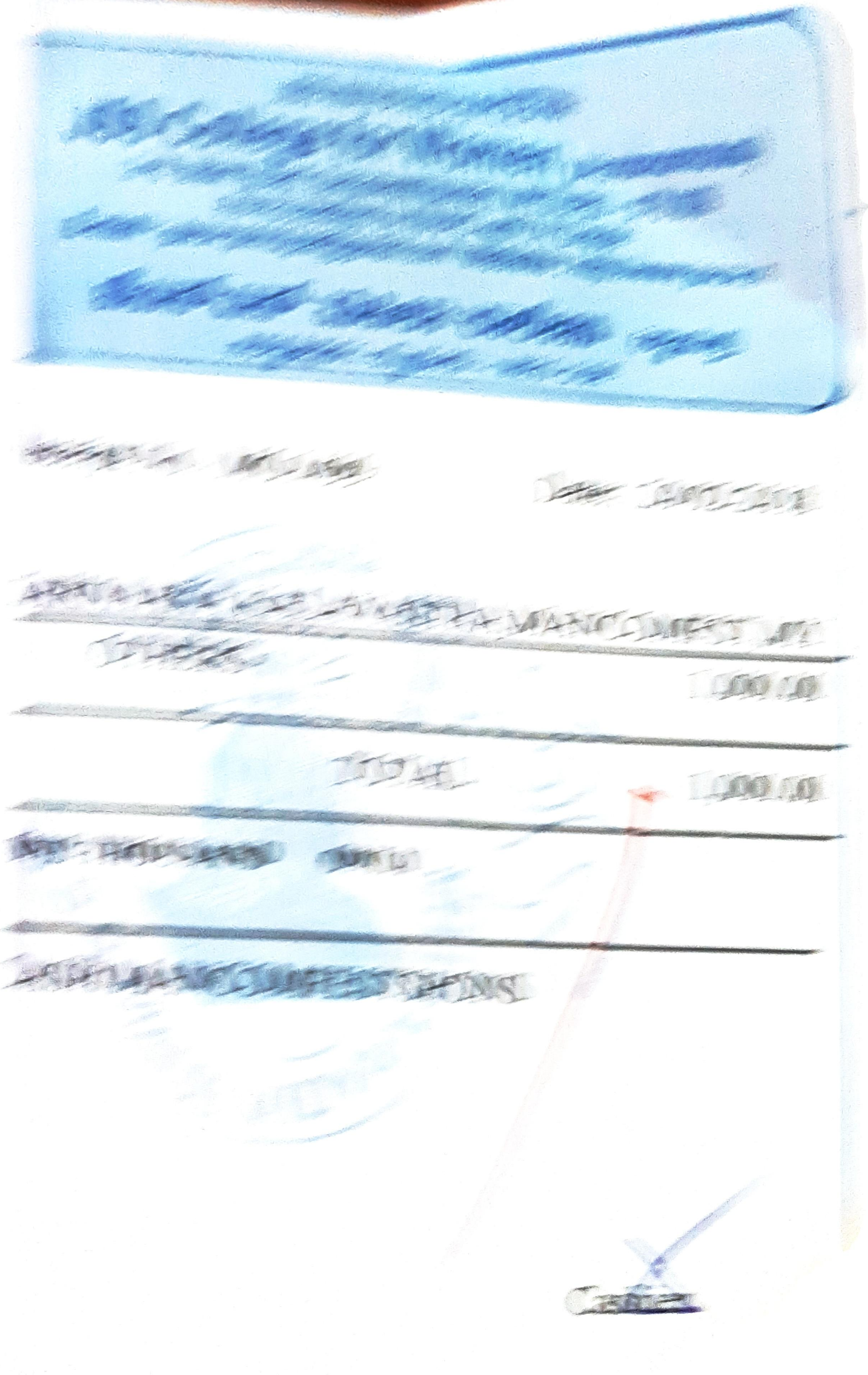
MANJUNATH,MYS.DIAGNOSTIC CEN,MYS

| | | |
|---|---|---|
| I | OTHERS | 5,000.00 |
| | TOTAL | 5,000.00 |

**FIVE THOUSAND ONLY .**

C.415042/19.2.18/MANCOMFESTSPON

Cashier



| | |
|---|---|
| | 1,000.00 |
| TOTAL | 1,000.00 |

JSS MAHAVIDYAPEETHA

# JSS College for Women (Autonomous)

2nd Main Road, Saraswathipuram, MYSURU - 570 009

Re-Accredited by NAAC with 'A' Grade

E-mail : jsscw.principal@gmail.com Website : http://www.jsscw.in

ಜೆಎಸ್‌ಎಸ್ ಮಹಿಳಾ ಕಾಲೇಜು (ಸ್ವಾಯತ್ತ)

ಸರಸ್ವತಿಪುರಂ, ಮೈಸೂರು - ೫೭೦ ೦೦೯

Receipt No. MO1500 Date: 20/02/2018

SILICONSYSCONTROL,MANCOMFES,MYS

| | | |
|---|---|---|
| 1 | OTHERS | 5,000.00 |
| | TOTAL | 5,000.00 |

**FIVE THOUSAND ONLY .**

002260/20.2.18/MANCOMFESSPON

Cashier

J.S.S. College for Women (Autonomous), Saraswathipuram, Mysuru
Degree College Account
Receipts & Payments A/c for the year ended 31.03.2020

| 2018-19 | Receipts | Amount | 2019-20 | 2018-19 | Payment | Amount | 2019-20 |
|---|---|---|---|---|---|---|---|
| | **Opening Balance:** | | | | **Establishment Expenses:** | | |
| 5,22,456 | Cash in Hand | 57,050 | | | Salary - AIDED STAFF | | |
| | **Cash at Bank:** | | | 1,83,20,361 | (As per sch - 1) | | 1,55,92,980 |
| 23,53,070 | College A/c.No.01605 | 24,79,474 | | | | | |
| 16,90,986 | Joint A/c. No.04860 | 19,33,896 | | | **Refund & Expenditure against College Fees** | | |
| 55,110 | Salary A/c. No.34867 | 44,775 | | | | | |
| 7,73,857 | Scholarship A/c.No.03374 | 19,94,174 | | 29,67,331 | (As per sch-2) | | 25,20,408 |
| - | NSS A/c.No.33597 | 1,22,625 | | | | | |
| - | Red Cross A/c.No.85193 | 3,60,840 | | | **Scholarship** | | |
| - | Scouts & Guides A/c.No.90033 | 7,20,641 | 77,13,475 | 2,05,870 | (As per sch-6) | | 39,370 |
| | **Salary Grants** | | | | | | |
| 1,83,20,361 | (As per sch-1) | | 1,55,92,980 | 11,17,097 | **Repairs & Maintenance** (As per sch-9) | | 13,45,454 |
| - | **Undisbursed Salary Grant** | | 5,74,337 | | | | |
| | | | | 34,13,854 | **Administrative Expenses:** (As per sch-10) | | 29,75,561 |
| | **College Fee Income** | | | | | | |
| 58,58,338 | (As per sch-2) | | 49,04,578 | 30,000 | **Yuvadasara Expenses** | | 1,26,930 |
| | **Scholarship** | | | | | | |
| 1,93,870 | (As per sch-6) | | 30,370 | 52,93,120 | **Fee Reimbursement** (As per Sch-4) | | 36,99,718 |
| 30,000 | **Grant for Yuvadasara** | | 1,27,000 | | | | |
| | | | | 14,72,387 | **Other Expenses** (As per Sch-3) | | 23,27,000 |
| | **Fee Reimbursement** | | | | | | |
| 66,15,916 | (As per Sch-4) | | 37,36,187 | | | | |
| | | | | 37,93,342 | **Autonoumous Examination Fee** (As per Sch-5) | | 20,06,212 |
| | **Other Receipts** | | | | | | |
| 14,53,935 | (As per Sch-3) | | 24,10,563 | | | | |
| | | | | 3,37,930 | **Fixed Assets** (As per sch-12) | | 1,39,287 |
| | **Autonoumous Examination Fee** | | | | | | |
| 62,97,163 | (As per Sch-5) | | 41,77,314 | | | | |
| | | | | 35,12,228 | **Salary Deductions - Aided Staff** (As per sch-11) | | 32,31,326 |
| | **Bank Interest** | | | | | | |
| 98,171 | College A/c | 1,18,743 | | 34,900 | **Group Insurance** | | - |
| 3,716 | Salary A/c | 9,246 | | | | | |
| 65,177 | Scholarship A/c | 41,810 | | | **Lab Consumables** | | |
| 22,633 | Scouts A/c | 25,690 | | 2,90,049 | (As per sch-8) | | 1,27,273 |
| 10,925 | Red Cross A/c | 13,165 | | | | | |
| 4,431 | NSS A/c | 5,209 | 2,13,863 | | **Loans & Advances** | | |
| | | | | 37,13,520 | (As per sch-7) | | 32,93,142 |
| | **Grant in advance- joint a/c** | | | | | | |
| 7,440 | Admission Fee | - | | 21,104 | **TDS** | | 20,776 |
| 993 | Salary Reimbusement | - | | | | | |
| 1,69,740 | Degree Tuition fee | 62,794 | | | **Closing Balance:** | | |
| 64,737 | Bank Interest | 49,674 | 1,12,468 | 57,050 | Cash in Hand | 6,000 | |
| | | | | | **Cash at Bank:** | | |
| | **Salary Deductions - Aided Staff** | | | 24,79,474 | College A/c.No.01605 | 15,43,994 | |
| 35,12,228 | (As per sch-11) | | 32,31,326 | 19,33,896 | Joint A/c. No.04860 | 20,46,349 | |
| | | | | 44,775 | Salary A/c. No.34867 | 6,23,341 | |
| 18,191 | **Group Insurance** | | - | 19,94,174 | Scholarship A/c.No.03374 | 20,17,611 | |
| | | | | 1,22,625 | NSS A/c.No.33597 | 1,78,027 | |
| | **Loans & Advances** | | | 3,60,840 | Red Cross A/c.No.85193 | 4,42,535 | |
| 40,72,020 | (As per sch 7) | | 22,98,042 | 7,20,641 | Scouts & Guides A/c.No.90033 | 8,39,985 | 76,97,842 |
| 21,104 | **TDS** | | 20,776 | | | | |
| 5,22,36,568 | **Total** | | 4,51,43,279 | 5,22,36,568 | **Total** | | 4,51,43,279 |

Note: This Account has been taken into Consolidation. So, UDIN has not not been generated

Vide our report of even date
for MADHAVAN & CO.
Chartered Accountant

( M.V. SHANKARA )
Partner
Membership No. 019733
ICAI Firm Regn. No.: 001909S

Date :06-11-2020
Place: Mysuru

MADHAVAN & CO.,
No. 3, II Floor,
Visweswaraiah Building,
K.R. Circle, MYSORE-1.
Chartered Accountants.

For J.S.S.COLLEGE FOR WOMEN

PRINCIPAL
JSS COLLEGE FOR WOMEN
(Autonomous)
Saraswathipuram, MYSORE-9

**J.S.S. College for Women (Autonomous), Saraswathipuram, Mysuru**
**Degree College Account**
**Receipts & Payments A/c for the year ended 31.03.2020**

| 2018-19 | Receipts | Amount | 2019-20 | 2018-19 | Payment | Amount | 2019-20 |
|---|---|---|---|---|---|---|---|
| | **Opening Balance:** | | | | **Establishment Expenses:** | | |
| 5,22,456 | Cash in Hand | 57,050 | | | Salary - AIDED STAFF | | |
| | **Cash at Bank:** | | | 1,83,20,361 | (As per sch - 1) | | 1,55,92,980 |
| 23,53,070 | College A/c.No.01605 | 24,79,474 | | | | | |
| 16,90,986 | Joint A/c. No.04860 | 19,33,896 | | | **Refund & Expenditure against College Fees** | | |
| 55,110 | Salary A/c. No.34867 | 44,775 | | 29,67,331 | (As per sch-2) | | 25,20,408 |
| 7,73,857 | Scholarship A/c.No.03374 | 19,94,174 | | | | | |
| - | NSS A/c.No.33597 | 1,22,625 | | | **Scholarship** | | |
| - | Red Cross A/c.No.85193 | 3,60,840 | | 2,05,870 | (As per sch-6) | | 39,370 |
| - | Scouts & Guides A/c.No.90033 | 7,20,641 | 77,13,475 | | | | |
| | **Salary Grants** | | | | **Repairs & Maintenance** | | |
| 1,83,20,361 | (As per sch-1) | | 1,55,92,980 | 11,17,097 | (As per sch-9) | | 13,45,454 |
| - | **Undisbursed Salary Grant** | | 5,74,337 | | **Administrative Expenses:** | | |
| | | | | 34,13,854 | (As per sch-10) | | 29,75,561 |
| | **College Fee income** | | | | | | |
| 58,58,338 | (As per sch-2) | | 49,04,578 | 30,000 | **Yuvadasara Expenses** | | 1,26,930 |
| | **Scholarship** | | | | | | |
| 1,93,870 | (As per sch-6) | | 30,370 | 52,93,120 | **Fee Reimbursement** (As per Sch-4) | | 36,99,718 |
| 30,000 | **Grant for Yuvadasara** | | 1,27,000 | | | | |
| | | | | 14,72,387 | **Other Expenses** (As per Sch-3) | | 23,27,000 |
| | **Fee Reimbursement** | | | | | | |
| 66,15,916 | (As per Sch-4) | | 37,36,187 | | | | |
| | | | | 37,93,342 | **Autonoumous Examination Fee** (As per Sch-5) | | 20,06,212 |
| | **Other Receipts** | | | | | | |
| 14,53,935 | (As per Sch-3) | | 24,10,563 | | | | |
| | | | | 3,37,930 | **Fixed Assets** (As per sch-12) | | 1,39,287 |
| | **Autonoumous Examination Fee** | | | | | | |
| 62,97,163 | (As per Sch-5) | | 41,77,314 | | | | |
| | | | | 35,12,228 | **Salary Deductions - Aided Staff** (As per sch-11) | | 32,31,326 |
| | **Bank Interest** | | | | | | |
| 98,171 | College A/c | 1,18,743 | | 34,900 | **Group Insurance** | | - |
| 3,716 | Salary A/c | 9,246 | | | | | |
| 65,177 | Scholarship A/c | 41,810 | | | **Lab Consumables** | | |
| 22,633 | Scouts A/c | 25,690 | | 2,90,049 | (As per sch-8) | | 1,27,273 |
| 10,925 | Red Cross A/c | 13,165 | | | | | |
| 4,431 | NSS A/c | 5,209 | 2,13,863 | | **Loans & Advances** | | |
| | | | | 37,13,520 | (As per sch-7) | | 32,93,142 |
| | **Grant in advance- Joint a/c** | | | | | | |
| 7,440 | Admission Fee | - | | 21,104 | **TDS** | | 20,776 |
| 993 | Salary Reimbusement | - | | | | | |
| 1,69,740 | Degree Tuition fee | 62,794 | | | **Closing Balance:** | | |
| 64,737 | Bank Interest | 49,674 | 1,12,468 | 57,050 | Cash in Hand | 6,000 | |
| | | | | | **Cash at Bank:** | | |
| | **Salary Deductions - Aided Staff** | | | 24,79,474 | College A/c.No.01605 | 15,43,994 | |
| 35,12,228 | (As per sch-11) | | 32,31,326 | 19,33,896 | Joint A/c. No.04860 | 20,46,349 | |
| | | | | 44,775 | Salary A/c. No.34867 | 6,23,341 | |
| 18,191 | **Group Insurance** | | - | 19,94,174 | Scholarship A/c.No.03374 | 20,17,611 | |
| | | | | 1,22,625 | NSS A/c.No.33597 | 1,78,027 | |
| | **Loans & Advances** | | | 3,60,840 | Red Cross A/c.No.85193 | 4,42,535 | |
| 40,72,020 | (As per sch 7) | | 22,98,042 | 7,20,641 | Scouts & Guides A/c.No.90033 | 8,39,985 | 76,97,842 |
| 21,104 | **TDS** | | 20,776 | | | | |
| 5,22,36,568 | **Total** | | 4,51,43,279 | 5,22,36,568 | **Total** | | 4,51,43,279 |

Note: This Account has been taken into Consolidation. So, UDIN has not not been generated

Vide our report of even date
for MADHAVAN & CO.
Chartered Accountant

( M.V. SHANKARA )
Partner
Membership No. 019733
ICAI Firm Regn. No.: 001909S

Date: 06-11-2020
Place: Mysuru

MADHAVAN & CO.,
No. 3, II Floor,
Visweswaraiah Building,
K.R. Circle, MYSORE-1.
Chartered Accountants.

For J.S.S.COLLEGE FOR WOMEN

PRINCIPAL
JSS COLLEGE FOR WOMEN
(Autonomous)
Saraswathipuram, MYSORE-9

J.S.S.College for Women (Autonomous), Saraswathipuram, Mysuru
Degree College A/c

**Salary Grant & Expenses:** Sch-1

| Particulars | 2019-20 | | 2018-19 | |
|---|---|---|---|---|
| | Receipts | Payment | Receipts | Payment |
| Salary Grant | 1,38,06,844 | 1,38,06,844 | 1,39,33,210 | 1,39,33,210 |
| Arrears of Salary | 16,55,994 | 16,55,994 | 30,75,865 | 30,75,865 |
| Earned Leave Encashment | 1,30,142 | 1,30,142 | 13,11,286 | 13,11,286 |
| **Total** | **1,55,92,980** | **1,55,92,980** | **1,83,20,361** | **1,83,20,361** |

**Fees Income** Sch-2

| Particulars | 2019-20 | | 2018-19 | |
|---|---|---|---|---|
| | Receipts | Payment | Receipts | Payment |
| Admission Fees | 1,10,792 | 53,460 | 1,70,258 | 1,17,840 |
| Affiliation & Review Committee | 6,00,600 | 5,80,492 | - | 5,18,280 |
| College Development Fees | 9,99,500 | - | 7,66,000 | - |
| Cultural Activity Fees | 3,20,320 | 1,02,615 | 3,06,240 | 3,52,685 |
| COP Fee | 4,00,400 | - | 12,69,840 | 7,06,321 |
| Identity Card Fees | 37,200 | 21,576 | 59,760 | 20,196 |
| Library Fees | 1,95,040 | 53,740 | 1,40,430 | 60,582 |
| Magazine Fee | 2,60,130 | 1,82,250 | 2,63,200 | 2,15,488 |
| Medical Fees | 60,067 | - | 57,420 | - |
| NSS Fee | 2,72,753 | 2,19,900 | 2,01,043 | 74,800 |
| Reading Room Fees | 1,38,650 | 92,373 | 1,37,830 | 90,302 |
| Red Cross Fee | 1,68,630 | 97,900 | 4,45,615 | 93,500 |
| Sports Fees | 1,92,720 | 1,74,537 | 4,63,210 | 5,19,418 |
| Sports Improvement Fee | 3,80,380 | 3,72,020 | - | - |
| Tuition Fees | 1,48,976 | 56,234 | 4,33,418 | 1,69,740 |
| SWF | 50,050 | 48,950 | 47,850 | 46,750 |
| SWT | 1,80,180 | 1,76,220 | 1,53,120 | 1,49,600 |
| T W F | 50,050 | 48,950 | 47,850 | 46,750 |
| UEIGB | 1,40,140 | 1,37,060 | 1,14,840 | 1,12,200 |
| Scouts Fee | 1,98,000 | 1,02,131 | 7,93,708 | 93,500 |
| **Total** | **49,04,578** | **25,20,408** | **58,71,632** | **33,87,952** |

MADHAVAN & CO., Mysore-570001 Chartered Accountants

**Other Income And Expenses** Sch-3

| Particulars | 2019-20 | | 2018-19 | |
|---|---|---|---|---|
| | Receipts | Payment | Receipts | Payment |
| Application Fees | - | 1,500 | - | 2,700 |
| Additional (Intake) Students | 2,54,000 | 2,46,000 | 2,38,000 | 2,19,000 |
| Journals Subsription | 3,790 | 3,040 | - | - |
| Convocation Fee | 3,02,710 | 6,77,880 | 6,33,660 | 6,42,480 |
| Language fee | 6,600 | - | 6,000 | - |
| Transfer Certificate | 240 | - | 920 | - |
| Lab Fee | - | - | 17,963 | - |
| Litrary Cultural Activities | 2,00,200 | 1,95,800 | 1,72,260 | 1,68,300 |
| Miscellaneous income | 2,65,433 | 48,090 | 95,075 | - |
| Migration Fee | 1,62,180 | - | 1,18,560 | - |
| Readmission fee | 27,000 | 31,200 | 19,800 | 6,800 |
| Revaluation Fee | - | - | 36,360 | - |
| Special Fee | 1,43,000 | 1,43,540 | 1,20,250 | 1,20,000 |
| Seminar | - | - | 82,875 | 2,01,687 |
| PM Yuva Yojana Reg. Fee | - | - | 9,500 | 9,400 |
| Marks Card Fee | - | - | 1,82,950 | - |
| Name Correction Fee & Others | - | - | 14,750 | - |
| Sales of scrap | 6,670 | - | 18 | - |
| University Registration Fee | 10,38,740 | 9,79,950 | 9,61,540 | 9,06,000 |
| **Total** | **24,10,563** | **23,27,000** | **27,10,481** | **22,76,367** |

**Fee Reimbursement** Sch-4

| Particulars | 2019-20 | | 2018-19 | |
|---|---|---|---|---|
| | Receipts | Payment | Receipts | Payment |
| Fee Re-imbursement -PG | 12,54,870 | 15,00,110 | 28,04,926 | 28,67,036 |
| Fee Re-imbursement -Misc | 50,440 | - | - | - |
| Fee Re-imbursement OBC | 17,53,349 | 17,74,382 | 33,58,390 | 15,62,197 |
| Fee Re-imbursement SC\ST | 6,77,528 | 4,25,226 | 4,52,600 | 8,63,887 |
| **Total** | **37,36,187** | **36,99,718** | **66,15,916** | **52,93,120** |

MADHAVAN & CO.
Mysore-570001
Chartered Accountants.

**Autonoumous Examination Fee** Sch-5

| Particulars | 2019-20 | | 2018-19 | |
|---|---|---|---|---|
| | Receipts | Payment | Receipts | Payment |
| Autonomous Exam Fees | 41,77,314 | 20,06,212 | 50,27,323 | 30,87,021 |
| **Total** | **41,77,314** | **20,06,212** | **50,27,323** | **30,87,021** |

**Scholarship:** Sch-6

| Particulars | 2019-20 | | 2018-19 | |
|---|---|---|---|---|
| | Receipts | Payment | Receipts | Payment |
| Scholorship | 30,370 | 39,370 | 1,93,870 | 2,05,870 |
| **Total** | **30,370** | **39,370** | **1,93,870** | **2,05,870** |

**Loans & Advances:** Sch-7

| Particulars | 2019-20 | | 2018-19 | |
|---|---|---|---|---|
| | Receipts | Payment | Receipts | Payment |
| Autonomous Exam | 13,76,611 | 28,91,182 | 27,08,070 | 27,08,070 |
| Cultural Activities | 1,10,000 | 1,10,000 | 74,500 | 74,500 |
| Management A/c | 5,00,000 | - | - | 5,00,000 |
| NSS Activity | 45,000 | 45,000 | 3,500 | 45,000 |
| UGC NET/SLET Exam | 84,720 | 84,720 | 1,89,500 | 1,89,500 |
| JSS MVP | - | - | 9,00,000 | - |
| Seminar | 29,661 | 3,000 | 53,400 | 43,400 |
| Advance for Meeting Expenses | 95,000 | 95,000 | 64,500 | 64,500 |
| Sports Advance | 52,050 | 54,240 | 68,550 | 68,550 |
| Festival Advance | 5,000 | 10,000 | 10,000 | 20,000 |
| **Total** | **22,98,042** | **32,93,142** | **40,72,020** | **37,13,520** |

**Lab Consumables** Sch-8

| Particulars | 2019-20 | | 2018-19 | |
|---|---|---|---|---|
| | Receipts | Payment | Receipts | Payment |
| Bio Chemistry Lab | - | 64,523 | 2,768 | 85,679 |
| Bio technology | - | 2,699 | - | 75,936 |
| Botany Lab | - | 740 | - | 4,646 |
| Chemistry Lab | - | 56,731 | - | 64,993 |
| Micro Biology Lab | - | - | - | 56,070 |
| Physics Lab Consumables | - | 2,580 | - | 2,725 |
| **Total** | **-** | **1,27,273** | **2,768** | **2,90,049** |

MADHAVAN & CO. Mysore-570001 Chartered Accountants.

**Repairs & Maintenance** Sch-9

| Particulars | 2019-20 | | 2018-19 | |
|---|---|---|---|---|
| | Receipts | Payment | Receipts | Payment |
| Building Maintenance | - | 50,752 | - | 8,477 |
| Computer Maintenance | - | 44,974 | - | 55,476 |
| Electrical Maintenance | - | 1,05,320 | - | 1,06,583 |
| Website Maintenance | - | 21,169 | - | - |
| Lab Maintenance | - | - | - | 55,562 |
| Campus maintenance | - | 6,82,261 | - | 5,63,618 |
| Generator Maintenace | - | 2,04,752 | - | 2,48,062 |
| General Maintenance | - | 30,747 | - | - |
| Lift Maintenance | - | 1,35,439 | - | - |
| Xerox maintenance | - | 23,733 | - | 28,664 |
| UPS Maintenance | - | 5,222 | - | 47,355 |
| Furniture | - | 41,085 | - | 3,300 |
| **Total** | - | **13,45,454** | - | **11,17,097** |

**Administrative Expenses:** Sch-10

| Particulars | 2019-20 | | 2018-19 | |
|---|---|---|---|---|
| | Receipts | Payment | Receipts | Payment |
| Audit Fee | - | 43,660 | - | 25,960 |
| Advertisement Expenses | - | - | - | 34,114 |
| Bank Charges | - | 2,275 | - | 9,470 |
| Electricity Charges | - | 8,15,568 | - | 8,70,133 |
| Meeting Expenditure | - | 1,06,233 | - | 69,690 |
| Internet Expenses | - | 3,20,812 | - | 66,513 |
| Office Contingency | - | 18,079 | - | 18,015 |
| Office AMC | - | 25,960 | - | 27,960 |
| Postage | - | 5,678 | - | 6,239 |
| Printing & Stationary | - | 1,34,659 | - | 1,05,555 |
| Property Tax | - | 1,18,817 | - | 1,42,065 |
| Prospectus | - | 85,893 | - | 84,000 |
| Professional Fee | - | - | - | 16,950 |
| Travelling Expenses | - | 5,534 | - | 48,885 |
| Telephone Expenses | - | 76,821 | - | 64,700 |
| Cable Charges | - | 1,130 | - | 3,200 |
| Water purifier | - | 13,762 | - | 28,162 |
| Cleaning charges | - | 8,50,020 | - | 8,43,276 |
| Interest on TDS Late payment | - | - | - | 49,952 |
| Security Charges | - | 3,50,660 | - | 3,80,735 |
| **Total** | - | **29,75,561** | - | **28,95,574** |

MADHAVAN & CO.,
Mysore-570001
Chartered Accountants.

**Salary Deductions**

Sch - 11

| Particulars | 2019-20 | | 2018-19 | |
|---|---|---|---|---|
| | Receipts | Payment | Receipts | Payment |
| LIC | 1,93,902 | 1,93,902 | 2,53,574 | 2,53,574 |
| GIP | 7,500 | 7,500 | 9,100 | 9,100 |
| RD | 900 | 900 | - | - |
| PT | 18,075 | 18,075 | 22,800 | 22,800 |
| IT | 28,62,003 | 28,62,003 | 31,89,314 | 31,89,314 |
| FA | 6,500 | 6,500 | - | - |
| Health Insurance | 45,000 | 45,000 | - | - |
| 1% Salary | 48,671 | 48,671 | - | - |
| Sutturu Free Education Fund | 5,163 | 5,163 | - | - |
| Flood Relief Fund | 43,612 | 43,612 | 36,300 | 36,300 |
| **Total** | **32,31,326** | **32,31,326** | **35,11,088** | **35,11,088** |

**Fixed Assets**

Sch-12

| Particulars | WDV as on 31.03.19 | Additions | | Total | Deprn. Rate | Deprn. | WDV as on 31.03.2020 |
|---|---|---|---|---|---|---|---|
| | | Before 30.09.19 | After 30.09.19 | | | | |
| Building | 15,31,551 | - | - | 15,31,551 | 10% | 1,53,155 | 13,78,396 |
| Furniture | 8,99,769 | - | - | 8,99,769 | 10% | 89,977 | 8,09,792 |
| Road | 18,12,344 | - | - | 18,12,344 | 10% | 1,81,234 | 16,31,110 |
| Vaccum Cleaner | 5,735 | - | - | 5,735 | 15% | 860 | 4,875 |
| Bio Chemistry Lab | 2,93,366 | - | - | 2,93,366 | 15% | 44,005 | 2,49,361 |
| Bio Technology Lab | 3,67,046 | - | - | 3,67,046 | 15% | 55,057 | 3,11,989 |
| Botany Lab | 1,01,126 | - | - | 1,01,126 | 15% | 15,169 | 85,957 |
| Chemistry Lab | 7,42,693 | - | - | 7,42,693 | 15% | 1,11,404 | 6,31,289 |
| Geography Lab | 46,628 | - | - | 46,628 | 15% | 6,994 | 39,634 |
| Equipments | 4,41,451 | - | - | 4,41,451 | 15% | 66,218 | 3,75,234 |
| Micro Biology Lab | 1,86,239 | - | - | 1,86,239 | 15% | 27,936 | 1,58,303 |
| Physics Lab | 2,94,375 | 12,910 | - | 3,07,285 | 15% | 46,093 | 2,61,192 |
| Computer & Printers | 10,13,269 | 1,26,377 | - | 11,39,646 | 40% | 4,55,858 | 6,83,787 |
| **Total** | **77,35,591** | **1,39,287** | **-** | **78,74,878** | | **12,53,960** | **66,20,918** |

Signature to schedule 1 to 12
**for MADHAVAN & CO.,**
Chartered Accountants

**(M.V.SHANKARA)**
Partner
Membership No. 019733
ICAI Firm Regn. No.: 001909S

Date :06-11-2020
Place: Mysuru

MADHAVAN & CO.,
No. 3, II Floor,
Visweswaraiah Building,
K.R. Circle, MYSORE-1.
Chartered Accountants.

For J.S.S.COLLEGE FOR WOMEN

Principal

PRINCIPAL
JSS COLLEGE FOR WOMEN
(Autonomous)
Saraswathipuram, MYSORE-9

# SAMPOORNA INFOTECH

**Software Development, Web Design and Hosting**

No. 1334/1, 5th Cross, 1st Link Road, Krishnamurthypuram, Mysore.
Cell: 9740414519, www.sampornainfotech.com

To
The Principal
JSS Womens College
Saraswathipuram
Mysore

Date: 02/06/2016

JSS College for Women (Autonomous) Saraswathipuram, Mysuru-9
No. 82/c
Date 2/6/2016

Respected Sir

Sub: Regarding installation Of Student Admission Management Software

With Reference to the above we have accepted your offer and ready to install the software on following terms and conditions

1) This contract starts from Financial Year 2016-17 to 2020-21.
2) All Necessary Data entry is done by your college staff.
3) We provide technical support to your college stall.
4) All Data entry, modification, verification is done by the college staff.
5) Necessary data backup is done by your college stall

Thank You

02/06/2016

For Sampoorna software

(R.P.Shankar)

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For Sampoorna software

(R.P.Shankar)

# JSS MAHAVIDYAPEETHA

Jagadguru Dr. Sri Shivarathri Rajendra Circle, MYSORE-570 004

**Sub:** JSS MVP Service (Leave) Rules, 2012

**Ref:** JSS MVP Orders No. GAD/EST(1)/50/2008-09
Dated (i) 1.9.2009, (ii) 8.9.2010 & (iii) 6.6.2011

**PREAMBLE**

JSS MVP management employees are now governed by Leave Rules issued from time to time which are referred to above. It has become necessary to review the same and revise comprehensively by incorporating procedural aspects, such as, sanctioning of various kinds of leave, conditions for sanctioning leave, consequences of overstaying and non-reporting to duty after the expiry of leave, maintaining leave account, etc.

Hence this order,

**ORDER No.GAD/EST(I)/30/2012-13 DATED 17.8.2012**

Under the circumstances, the revised set of Leave Rules, called "The JSS MVP Service (Leave) Rules 2012", appended to this order are hereby prescribed with immediate effect. All the JSS MVP employees and the institutions concerned shall meticulously follow these rules.

2. The Leave Rules dated 1.9.2009, 8.9.2010 and 6.6.2011 referred to above are hereby repealed.

(Draft Approved by E.S)

**EXECUTIVE SECRETARY**

To:

1. All the Directors, DS-1 & DS-2 of JSS MVP, Mysore
2. All the Heads of Institutions of JSS MVP for information, guidance and compliance
3. Spare copies
4. Office copy

Copy Submitted to H.H the President, JSS MVP, Mysore for kind perusal

# JSS MAHAVIDYAPEETHA

Jagadguru Dr. Sri Shivarathri Rajendra Circle, MYSORE-570 004

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**Ref:** JSS MVP Orders No. GAD/EST(1)/50/2008-09
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# THE JSS MVP SERVICE (LEAVE) RULES - 2012

## CHAPTER I

### Title, Commencement and Definitions

**1.01 Title:** These Rules may be called the "Jagadguru Sri Shivarathreeshwara Mahavidyapeetha Service (Leave) Rules 2012".

**1.02 Effective date:** These Rules shall come into force with immediate effect.

**1.03 Applicability**

(1) These Rules shall be applicable to all **Management employees** of the Jagadguru Sri Shivarathreeshwara Mahavidyapeetha, Mysore (JSS MVP) and offices of Sri Suttur Math.

(2) Other JSS MVP Trusts / Societies including the JSS Mahavidyapeetha Ghaziabad, JSS Medical Service Trust, JSS University, Mysore may adopt these Rules by passing a suitable resolution.

(3) However, in respect of grant-in-aid employees the corresponding Rules of the GOK or GOI, as the case may be, shall continue to apply.

(4) These Rules shall not be applicable to -

(i) Retired employees appointed in JSS MVP, except to the extent specified in Rules 2.36 to 2.40 ***infra.***

(ii) part-time/contract employees.

(iii) workers engaged on daily wages.

(iv) any other category of employees who are governed by Specific/ Statutory Rules.

(v) any category of employees for whom the Management may declare these Rules as not applicable.

(5) The Management may, subject to such terms and conditions as it may deem fit, extend or suspend the operation of these Rules in respect of any JSS Institution.

**1.04 Repeal and savings:** The JSS MVP Leave Rules issued under Orders No. GAD EST(1)/50/2008-09, dated (i) 01.09.2009, (ii) 08.09.2010 and (iii) 06.06.20 are hereby repealed, provided, however, any orders issued or action tak under the said Rules / Orders shall be deemed to have been issued or tak under the corresponding provisions of these Rules.

**1.05 Definitions:** In these Rules, the following "words" or "expressions" shall have meaning assigned to them below:

# THE JSS MVP SERVICE (LEAVE) RULES - 2012

## CHAPTER I

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**1.05 Definitions:** In these Rules, the following "words" or "expressions" shall have the meaning assigned to them below:

(1) **Appointing Authority** - Appointing Authority in relation to a JSS employee means the Management, or such other Authority, as the Management may by order authorize in this behalf, which is competent to appoint the employee.

(2) **Competent Authority** - means the Management or any other Authority empowered by it to exercise administrative and financial powers, such as, power to make appointments, transfers, sanction of leave, order disciplinary proceedings, etc., in relation to the JSS employees.

(3) **Delegation of Powers** - means and includes administrative, financial and such other powers as are delegated under the JSS MVP Standing Regulations - I of 2009 (vide: Office Order No. GAD/EST(1) /39/20 08-09, dated 01-04-2009) as may be modified from time to time.

(4) **Director** - is the Head of a Division designated as such under the JSS MVP Order No. GAD/30/2006-07, dated 08.01.2008, as may be modified from time to time, and shall include any other Officer who otherwise heads any Division at the Head Office of the JSS MVP.

(5) **Division** - is a Division of the Head Office of the JSS MVP as notified under its order cited at (4) above.

(6) **Executive Secretary (ES)** - is the Chief Executive Officer of the JSS MVP appointed under Rule IX (d) of the Rules & Regulations referred to at (16) below.

(7) **Financial Year** - is the year starting on the first April of a calendar year and ending on 31st March of the following calendar year.

(8) **Grant-in-aid** - means financial assistance or grants of a recurring or non-recurring nature provided from time to time by the Government of Karnataka or Government of India or their organizations to any JSS Institution.

***Note:*** *Aided Institution or aided employee means an Institution or Employee of JSS MVP whose salaries are fully or partly met by grant-in-aid.*

(9) **Head of the Institution** - is the Head of a JSS Institution, educational or other, established by the JSS MVP or any Trust/Association sponsored by it.

(10) **JSS Mahavidyapeetha, Mysore (JSS MVP)** - means the Jagadguru Sri Shivarathreeshwara Mahavidyapeetha, Mysore, registered under the Mysore (now Karnataka) Societies' Registration Act, 1960, **vide: Reg. No. 12/1962-63 dated 17.07.1962**, located at Jagadguru Dr. Sri Shivarathri Rajendra circle, Mysore - 570004.

(11) **JSS Employee (or employee)** - means a person serving in the JSS MVP and its Institutions on salary or on an honorary basis.

(12) **Management** - means the Managing Committee or the President of the JSS MVP.

(13) **Managing Committee (MC)** - is the Managing Committee of the JSS MVP, Mysore, as constituted under Rule VII (a) of the Rules & Regulations of the JSS MVP, Mysore, as may be amended from time to time.

(14) **Personal File** - is the file relating to an employee containing references, such as, his application for appointment, appointment order, duty report, office orders on transfer, leave, increment, promotion, etc.

(15) **President**- is the President of the JSS MVP designated as such under sub rule VII(c)(i) of Rules referred to at (16) below.

(16) **Rule** - is a "Rule" in the "Rules & Regulations of the Association of the Jagadguru Sri Shivarathreeshwara Mahavidyapeetha, Mysore" registered as **No. 12/1962-63 on 17.07.1962** under the Mysore (now Karnataka) Societies' Registration Act, 1960.

(17) **Sanctioning Authority** - is the Authority competent to sanction leave of any kind and leave salary, if any, there of under these Rules.

(18) **Service Register (SR)** - is a legal document where in the service particulars of an employee, starting from the date of his appointment till his discharge / retirement from service or death are recorded along with relevant orders of the JSS MVP.

(19) **Trust** - means and includes any of the Trusts/Associations/Societies sponsored or promoted by the JSS MVP, Mysore.

(20) **Other terms** - not specifically defined here shall have their meanings as generally or normally understood unless otherwise expressly stated in the relevant context.

**EXECUTIVE SECRETARY**

## CHAPTER II

## LEAVE - ENTITLEMENT, SANCTION AND AVAILMENT

### A. General

**2.01** **In these Rules**, leave means and includes (i) Casual Leave (CL), (ii) Restricted Holiday (RH), (iii) Earned Leave (EL), (iv) Maternity Leave (ML) (v) Special Disability Leave, (vi) Special Casual (Medical) Leave and (vii) Leave without Allowance (LWA).

**2.02** Leave cannot be claimed as a matter of right. It is left to the discretion of the sanctioning authority to grant leave or to refuse or to revoke sanctioned leave at any time depending upon the exigencies of work of the Institution in which the employee is working.

**2.03** No employee shall be entitled to any leave in respect of absence from duty in pursuance of a strike.

***Note:*** *For the purpose of this Rule, strike means a cessation of work, including unauthorized absence from duty by a group or body of employees acting in combination or a concerted refusal, under a common understanding of a number of employees, to work.*

**2.04** Unless the Management, in view of the special circumstances of the case,determines otherwise, an employee who remains absent from duty without leave for a period of three months or more will be liable to be dismissed from service, after giving an opportunity to the employee to show cause as to why he should not be dismissed.

**2.05** (I) An employee under suspension will not earn any leave for the period of such suspension.

(II) If the period of such suspension is subsequently declared as duty following his exoneration, he shall be entitled to all kinds of leave proportionate to such period of suspension.

(III) If the period of suspension is treated as non-duty, it shall not be reckoned as service/ duty.

**2.06** Absence from duty by an employee after the expiry of leave granted by a competent authority shall render the employee liable to disciplinary action for misconduct unless the employee establishes to the satisfaction of such authority that he was unable to attend duty for reasons beyond his control.

**2.07** Before proceeding on leave of any kind an employee shall submit application for such leave and get it sanctioned in advance, save in exceptional cases of unforeseen urgency, from the authority competent to sanction leave, including casual leave.

**2.08** (i) subject to Rule 2.02 above, an employee may be granted earned leave at his credit in part or in full at the discretion of the competent authority.

(ii) no employee shall be granted earned leave on more than two occasions in calendar year.

(iii) earned leave for less than six days at a time shall not be ordinarily sanctioned.

***Note:*** *In exceptional cases, for valid reasons, earned leave may be sanctioned in relaxation of the provisions of this Rule.*

**2.09** (i) Any kind of leave may be combined with earned leave except casual leave and restricted holidays.

(ii) General/Restricted holidays and Sundays may be prefixed and suffixed to earned leave.

**2.10** No leave of any kind shall be sanctioned beyond the date of retirement of an employee even though he might have enough leave of that kind at his credit.

**2.11** Employees applying for earned leave on medical grounds shall produce a medical certificate along with the application for leave and, for resumption of duty at the expiry of leave, shall produce Medical Certificate of Fitness from an authorized Medical Practitioner.

**2.12** (i) An employee attending office late after the expiry of the grace period of 10 minutes from the scheduled commencement of office time, but before 2.00 p.m, shall forfeit ½ day CL on each day of such late attendance, not exceeding 3 days in a calendar month.

(ii) the employee shall forfeit one day of earned leave for each day of such late attendance exceeding 3 days of such late attendance in a calendar month.

(iii) the act of repeatedly attending office late for two consecutive months, in terms of sub-rule (i) and (ii) of this Rule amounts to misconduct entailing disciplinary action against the concerned employee.

**B. Casual leave**

**2.13 Casual Leave**

(i) means leave of a casual nature availment of which is normally necessitated by unforeseen and urgent circumstances or personal reasons.

(ii) an employee who has completed one year of continuous service, excluding periods of LWA, shall be eligible for 15 days of CL in a calendar year.

(iii) an employee, on joining service in JSS MVP, shall be eligible for one day CL for each completed calendar month of service excluding periods of LWA.

***Note:*** *If an employee, who has not completed one year service, avails LWA for 15 days or more in a calendar month, he shall not be eligible for CL for that month.*

**2.14** Casual leave may be availed by prior sanction of the competent authority except in very urgent and unforeseen circumstances, due to which he may not be able to obtain prior sanction.

**2.15** As far as possible, sanction of casual leave shall be regulated evenly over the year. In exceptional circumstance, casual leave combined with general holidays, by prefixing and suffixing may be sanctioned not exceeding 10 days at a time.

***Note:*** *On grounds of emergency, an employee may be sanctioned half day casual leave for the Forenoon or Afternoon session at his request.*

**C. Restricted Holiday**

**2.16** (i) Restricted Holiday is a day declared as such by the State Govt. and so treated by the JSS MVP, on which the Office is open but an employee may absent himself by availing the RH. Normally, it is day on which a religious festival / Holy day falls. An employee may avail any two RH in calendar year, at his option.

(ii) Availment of restricted holiday shall be with the prior permission of the competent authority.

**D. Earned Leave**

**2.17** (i) Earned Leave means leave earned in respect of completed period of service excluding periods of LWA, that is, continuous service of the specified duration which includes periods spent on duty and leave of any kind excluding periods of LWA.

(ii) An employee, other than the one serving in a Vacation Department/Institution is eligible for earned leave of thirty days in a calendar year or at the rate of 2½ days for every completed month of service.

(iii) An employee on joining service in JSS MVP shall not be eligible for earned leave until he completes one year of service excluding LWA.

(iv) An employee serving in a Vacation Department / Institution is eligible for 10 days of earned leave for every year of completed service excluding LWA.

***Note:*** *(a) Vacation Department/Institution is a Department or part of a Department / Institution to which regular vacations are allowed.*

(b) JSS Polytechnics are, however, treated as non-vacational Institutions.

(c) However, if an employee is required to work during vacation in a year, he shall be eligible for 30 days of earned leave in respect of that year.

***Explanation:*** *the term 'year' in this Sub-Rule shall be construed as a period of twel months of actual duty in the vacation department / Institution.*

(vi) If an employee avails himself of a portion of the vacation in any year, he shall be eligible for earned leave in such proportion of 30 days as the number of days of vacation not taken bears to the full vacation. However, no such leave shall be admissible to an employee who has not completed three years of service excluding the periods of LWA.

***Explanation**: an employee entitled to vacation shall be deemed to have availed himself of the vacation or a portion of it unless he has been required by an order of the competent authority to forgo such vacation or a portion of it in the exigencies of work.*

**2.18** The employee shall submit the leave application, as per Form No.1, in advance through proper channel to the competent authority and he shall proceed on leave only with the prior sanction of leave applied for.

**2.19** If the period of absence on earned leave exceeds 15 days including holidays, the employee shall hand over charge of his office, along with a list of important and urgent items of work to attend, in accordance with Rule 9.31 of the JSS MVP Accounts Rules, 2012, to the specified employee as per orders of the sanctioning authority.

**2.20** Subject to Rule 2.17 an employee is entitled to accumulate earned leave to his credit to a maximum of 180 days, beyond which leave earned by him shall lapse.

**2.21** (i) Subject to Rule 2.07, and Rule 2.20 above, an employee may, at any time, be granted earned leave at his credit in full or in part.

(ii) An employee may be granted earned leave at his credit preparatory to retirement, not exceeding 60 days or two months, by the competent authority.

(iii) If an employee dies while in service, cash equivalent of leave salary for earned leave at his credit not exceeding 3 months may be granted by the authority competent to sanction leave to the spouse of the employee or, if no spouse, to his /her legal heirs.

***Note:** Cash equivalent of leave salary for the purpose of this sub-rule means basic pay plus Special Allowance / Dearness Allowance admissible on the day of his death.*

**E. Maternity Leave**

**2.22** (i) A female employee may be granted maternity leave, by the authority competent to grant earned leave, for a period of one hundred and thirty five (135) days from the date of commencement of such leave.

(ii) the application for maternity leave shall be supported by a medical certificate from a Registered Medical Practitioner.

(iii) maternity leave under sub-rule (i) shall not be admissible to a female employee who has two or more living children.

(iv) maternity leave is not debitable against leave of any other kind. It shall count as duty / service for purpose of all benefits; viz, leave, increment and seniority.

**2.23** Maternity leave may be granted by the competent authority in accordance with Rule 2.22 above. The female employee shall submit the leave application as per Form No. 1 in advance through proper channel.

**2.24** The sanctioning authority shall make suitable alternative arrangements to look after the work during the absence of the employee proceeding on maternity leave.

**F. Special Disability Leave**

**2.25** (I) The Management may grant special disability leave to an employee who is disabled by injury caused or suffered in the course of due performance of official duty or as a consequence of his employment in the JSS MVP.

(II) Such leave shall not be granted unless the disability manifests itself within three months of the occurrence to which it is attributed and the affected employee acted with due promptitude in bringing it to the notice of the Management.

(III) It may be granted with full salary for such period as certified by the Medical Superintendent of the JSS Hospital, Mysore, or of any reputed Hospital / ESI Hospital depending on the place of occurrence of such disability, but not exceeding 90 days.

(Iv) it may be combined with any other leave and it shall count as duty / service for seniority leave, increment and other benefits.

**2.26** The affected employee may submit the leave application as per Form No.1, through proper channel to the Management furnishing the details of disability along with the prescribed Medical Certificate.

**G. Special Medical Leave**

**2.27** (I) The Management may at its discretion sanction Special Medical Leave for the first three months with full salary to an employee under treatment for cancer or kidney grafting or heart operation on production of Medical Certificate from the Head of the JSS Medical College / JSS Hospital Mysore or, ESI Hospital, and without salary for a maximum period of twelve months thereafter.

(ii) Such leave shall count for seniority but not for leave, increment and other benefits.

(iii) It may be granted to an employee who has completed three years of service and once in his entire service.

**2.28** The affected employee may submit leave application as per Form No.1, through proper channel to the Management along with the prescribed Medical Certificate.

**H. Extraordinary leave or Leave with out Allowance (LWA)**

**2.29** (i) Extraordinary leave is leave with out any salary / allowances. It may be sanctioned to an employee in special circumstances subject to the satisfaction of the competent authority, when no other kind of leave is admissible to him. Such leave shall not ordinarily be granted for more than three months.

(ii) such leave may be granted for a period not exceeding twelve months to employee with a continuous service of not less than one year, who is undergoing treatment for cancer / pleurisy / pulmonary / mental illness in a government ESI hospital or reputed private hospital / nursing home, including domiciliary treatment through such an institution supported by a Medical Certificate issued by the Civil Surgeon or the Chief Medical Officer / Chief Superintendent of the Institution concerned.

(iii) When an employee, on the expiry of the maximum period of Extraordinary leave admissible and granted to him under this Rule, remains absent from duty he shall be liable, unless the Management otherwise determines, to be dismissed from service, after giving an opportunity to him to show cause as to why he should not be dismissed.

(iv) Extraordinary leave (LWA) sanctioned in accordance with this Rule shall count as duty / service for seniority but not for increment, leave, and other benefits.

**2.30** Extra-ordinary leave may be granted by the Competent Authority in accordance with Rule 2.29 above. The employee shall submit the application in Form No.1, to the authority through proper channel and avail of the same only after sanction.

## I. Competent Authority to Sanction Leave

**2.31** Officers listed in cols. (3), (4) and (5) against serial No. (1) to (3) of "**A-powers: Administrative / service matters**" in ANNEXURE-B to the Office Order No. GAD/ EST(1)/39/ 2008-09, dated 01-04-2009 are the Competent Authorities prescribed for grant of various kind of leave in this chapter.

***Note:*** *Before leave is sanctioned, the authority competent to sanction leave shall ascertain whether leave applied for is at credit of the employee.*

**2.32** Applications for leave under Rules 2.25 and 2.27, shall, however, be submitted to the Management for consideration / sanction.

## J. Disbursal of Leave Salary, etc

**2.33** An employee granted leave of any kind shall be paid to the extent provided in these Rules, leave salary equivalent to the salary he was drawing immediately before proceeding on leave.

**2.34** (i) An employee drawing FTA (Fixed Travelling Allowance) or any special allowance connected with the nature of the work of his post shall not be eligible for the same during the period of such leave if it covers one or more calendar months in full.

(ii) An employee drawing Non-practicing allowance (NPA), or House rent allowance (HRA) or Hill Station allowance or City Compensatory allowance (CCA) shall not be eligible for the same for the period beyond three months of earned leave.

(ii) such leave may be granted for a period not exceeding twelve months to employee with a continuous service of not less than one year, who is undergoing treatment for cancer / pleurisy / pulmonary / mental illness in a government ESI hospital or reputed private hospital / nursing home, including domiciliary treatment through such an institution supported by a Medical Certificate issued by the Civil Surgeon or the Chief Medical Officer / Chief Superintendent of the Institution concerned.

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2.35 Leave salary shall be drawn and disbursed to the employee by the institution where he was working immediately before he proceeded on leave.

*Note: In case when a period of leave is followed by transfer such portion of the leave salary as could not be drawn at the above Institution, the same may be drawn and disbursed to the employee by the Institution to which he is transferred from where his salary is drawn.*

**K. Re-employed (retired) employees / Employees on Contract**

2.36 These employees are eligible for C.L and RH as per Rule 2.12 above.

2.37 After completion of one year of continuous service / duty, an employee of the above category is eligible for special leave of 30 days, and, in the case of an employee in a vacation department, 10 days, for each year of completed service.

2.38 On medical grounds such employee may be granted special leave not exceeding 90 days with full salary and without salary there after.

2.39 An employee proceeding abroad on private affairs may also be granted by the Management special leave not exceeding 90 days subject leave at credit with full salary and without salary there after.

2.40 The Management may also grant, at its discretion, any other benefits/ concessions to an employee of this category.

EXECUTIVE SECRETARY

## CHAPTER III

## LEAVE ACCOUNT

### A. Casual Leave / Restricted Holiday

**3.01** The Head of the Institution or the Administrative Officer or the officer authorized by the Head of the Institution shall maintain a Register, on a calendar year basis, to account the casual leave availed by the emplo- yees, including themselves. In the Divisions of JSS MVP, the official authorized by the Director or the Officer in charge of the Division shall do so.

**3.02** (i) The names of the employees with their designations shall be entered in the Register and the dates of CL sanctioned / availed shall be recorded against the name of each employee. RH availed may be similarly recorded in separate columns in the same Register.

(ii) Casual leave sanctioned and RH availed shall also be immediately marked or noted against the employee concerned in the Attendance Register.

***Note:*** *If separate Attendance Registers are maintained department wise or unit wise in bigger Institutions, like, Engineering and Medical Colleges, separate CL Registers may be maintained department wise / unit wise by the Officer in charge of the Department / Unit, or an official authorized by such Officer.*

### B. Earned Leave

**3.03** The Earned Leave Account of an employee shall be maintained in part V (cols 1 to 11) of his Service Register in each Institution from which the salary of the employee is drawn and disbursed.

**3.04** An employee is entitled for earned leave on completion of one year of continuous service / duty excluding LWA. If an employee completes one year of service excluding LWA in the middle of a calendar year, earned leave shall be credited to his leave account at the rate of two and half days for each completed calendar month of serv- ice for the remaining period of the calendar year. For fraction of a calendar month exceeding 14 days his leave account shall be credited with one day of earned leave.

**3.05** (i) The leave account of each employee, who has completed one year of service or more excluding LWA, shall be credited with earned leave in advance in two instalments of fifteen days each on the 1st January and the 1st July every year.

(ii) In respect of an employee in a vacation department /Institution, his leave account shall be credited in advance in two instalments of Five days each on the 1st January and 1st July every year.

***Note:*** *If the employee is not permitted to avail of the vacation in full in a year, his leave account may be credited with 15 days of earned leave each on 1st January and 1st July of that year.*

**3.06** The leave at credit of an employee at the close of the previous half year shall be

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***Note:*** *If the employee is not permitted to avail of the vacation in full in a year, his leave account may be credited with 15 days of earned leave each on 1st January and 1st July of that year.*

**3.06** The leave at credit of an employee at the close of the previous half year shall be

carried forward to the next half year, subject to the condition that the leave so carried forward plus the advance credit for the half year does not exceed one hundred and eighty (180) days.

***Note:*** *while affording credit of earned leave, fractions of a day shall be rounded off to the nearest day, for instance 7½ days to 8 days.*

**3.07** If an employee has taken any extra-ordinary leave and / or some period of absence, like, his suspension which is treated as non-duty in a half year, the credit to be afforded to his earned leave account at the commencement of the next half year shall be reduced by 1/10th of the period of such extra-ordinary leave and / or non-duty period, subject to a maximum of 15 days.

***Explanation:*** *In the case of an employee who is placed under suspension, the credit to be afforded to his earned leave account at the commencement of the next half year shall be reduced by 1/10th of the period of suspension. If the period of suspension is subsequently treated as duty or leave other than LWA, the earned leave account shall be recast by affording due credit to his earned leave account for the period of suspension.*

**3.08** Earned Leave account shall be written in such a way as to clearly show (a) the leave at credit at the beginning of the period (of each half year), (b) credit afforded at the beginning of the half year, (c) earned leave availed / utilized during that half year and (d) earned leave at credit after such availment and the entries shall be consistent, i.e., (d) must be equal to [(a) + (b) - (c)].

**3.09** Details of Office Order number, date of sanctioning leave of any kind, its nature, extent and duration, etc, shall also be recorded in part II of the Service Register of the employee concerned.

**3.10** Maternity Leave granted and availed shall be recorded in the form of a note in part II of the Service Book of the employee, namely: "The employee is sanctioned maternity leave of _____ days w.e.f _____ (date) to _____ (date), both days inclusive under order No. _____ dated _____ issued by the _____ (name & designation of officer / office) and is the first / second availment of maternity leave".

**3.11** Details of Extra-ordinary leave / Disability Leave / Special Medical Leave shall be similarly recorded in the manner laid down in Rule 3.10.

**3.12** (a) The Leave account of each employee shall be updated regularly and promptly as and when due / leave availed.

(b) Entries shall be made neatly and legibly in the leave account; all entries shall be duly attested by the case worker and the officer / head of the Institution concerned.

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