ORDINANCE

New Delhi, the 15th September, 2017

(No. 8 of 2017)

No. 81/DRPCAU (VC), Pusa.—Whereas the Government of India in the Department of Agricultural Research and Education/Indian Council of Agricultural Research on the basis of resolution passed in the 2nd meeting of the Board of Management of the University held on 14.07.2017 has approved to make an ordinance regarding the Qualification of University Professor, Associate Professor and Assistant Professor of different faculties and their equivalents in Research and Extension in the Dr. Rajendra Prasad Central Agricultural University, Pusa F.No. 5-50/2017-CAU dated 12th September 2017.

Now, therefore, in exercise of the powers conferred by Clause 21(1) of the Dr. Rajendra Prasad Central Agricultural University First Statutes and with the previous approval of the Central Government, as aforesaid, I, the Vice-Chancellor of the Dr. Rajendra Prasad Central Agricultural University, Pusa, do hereby make this Ordinance and notify the Recruitment Rules of Teaching Employees (University Professor, Associate Professor and Assistant Professors of different Faculties) of the University enclosed at Annexure-1 of this Ordinance.

R. C. SRIVASTAVA, Vice-Chancellor

[ADVT.-III/4/Exty./285/17]

DR. RAJENDRA PRASAD CENTRAL AGRICULTURAL UNIVERSITY

Pusa-848125, Bihar.

(Established under the Dr. Rajendra Prasad Central Agricultural University Act, 2016)

SERVICE & RECRUITMENT RULES (TEACHING EMPLOYEES), 2017

The Board of Management of the Dr. Rajendra Prasad Central Agricultural University, Pusa in exercise of the powers conferred under Statute 12.3 and 12.4(III) of the Dr. Rajendra Prasad Central Agricultural University Act, 2016, hereby makes and adopts the following rules for regulating method of recruitment to teaching posts in the University.

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1. Short Title and Commencement

(i) These rules may be called Dr. Rajendra Prasad Central Agricultural University, Pusa Service & Recruitment Rules (Teaching Employees), 2017.

(ii) These rules will come into force from the date of notification.

2. Definitions

(a) "Act" means the Dr. Rajendra Prasad Central Agricultural University, Pusa Act, 2016 as amended from time to time.

(b) "BOM" means the Board of Management of the Dr. Rajendra Prasad Central Agricultural University, Pusa.

(c) "Departmental Candidate" means those employees who are working on regular basis in the University but does not include employees working on ad-hoc, daily wages or contract basis.

(d) "Government" means the Central Government/ Government of India.

(e) "Teaching employees" or "Teachers" of the University means Professors, Associate Professors, Assistant Professors and such other persons as may be appointed for imparting instruction or conducting research or extension education in the University or in any College or Institution maintained by the University and are designated as teachers by the Ordinances.

(f) "On Probation" in relation to a person, means a person appointed to any post on probation as specified in these Rules.

(g) "Regular Service" means service rendered by an employee in the Cadre on regular basis other than the service on contract/ daily wages/ temporary/ ad-hoc promotion.

(h) "Statutes", "Ordinance" and "Regulation" means, respectively, the Statutes, Ordinances and Regulations of the University made under the Dr. Rajendra Prasad Central Agricultural University Act, 2016.

(j) "Selection Committee" means a composition of members of Selection Committee including Departmental Promotion Committee as specified in the Statues/ Ordinances, where not specified, as per these Recruitment Rules.

(k) "University" means the Dr. Rajendra Prasad Central Agricultural University, Pusa established under the Dr. Rajendra Prasad Central Agricultural University Act, 2016.

3. Extent of Application

These rules shall apply to all the teaching employees including Directors, Deans and Deputy Directors of the University.

4. Appointing Authority

5. The Appointing Authority for the teaching posts shall be the Board of Management. **Schedule**

The name of posts, their classification, scales of pay, the details of qualifications, experience, age limit etc. for various posts and any other information relevant to the post is attached as Appendix-II.

6. Method of Recruitment

The following shall be the mode of recruitment for various teaching posts existing in University in accordance with these rules of the University:-

(a) Direct Recruitment

(b) Promotion

(c) Deputation

7. Procedures for issue of Advertisement and inviting applications for all categories of teaching posts

I. Issue of Advertisement

The vacant teaching posts of permanent nature, plan posts, the posts of temporary nature likely to continue, tenure/ deputation posts etc. shall be advertised at appropriate time, giving at least one insertion in any of the two leading National Dailies and one insertion preferably in the 'Employment News', and Dr. Rajendra Prasad Central Agricultural University, Pusa website www.pusavarsity.org.in besides website of DARE/ICAR. Individuals desirous of offering their candidature for a given post may submit their application (as prescribed in the advertisement) with all the necessary enclosures and prescribed application fee, if any, within the prescribed closing date.

Note: *(i) The closing date can be extended at the discretion of the Vice-Chancellor of the University by notifying on the website only for which the desirous candidates should be in constant touch with the website.*

(ii) Applications for short term/ contractual engagements and also on deputation may be invited through any other mode of circulation such as the Circular or Notification on the University Web-site and Notice Board of the University.

(iii) Notwithstanding the provisions mentioned at column No.10 of each post the University may at its discretion decide to fill-up any vacancy on deputation or any other mode in the interest of the University with proper justification.

II. Date of issue of Advertisement

In each case, the date of issue of advertisement should be decided keeping in view the exigencies and requirements of the job.

III. Validity period of Advertisement

Where the Selection Committee has not met even after a lapse of 12 months w.e.f. the closing date of application for any post, the post shall ordinarily be re-advertised. Provided that if in the opinion of the Vice-Chancellor the circumstances so necessitate, it may extend the validity of the advertisement for another six months. However, in any case, the validity of an advertisement shall not be extended beyond 18 months w.e.f. the closing date of the receipt of applications.

IV. Application Form

a) Applications for all the posts shall be entertained only on the prescribed application forms, accompanied by a Bank Draft only for the amount as fixed from time to time by the University. The Bank Draft shall be made in favour of the Comptroller, Dr. Rajendra Prasad Central Agricultural University, Pusa, Bihar. The hard copy of application form with all necessary enclosures along with the prescribed application fee as per the advertisement may be sent to Registrar or any other officer of Dr. Rajendra Prasad Central Agricultural University, Pusa nominated by the Vice-Chancellor for this purpose. The schedule of charges for the application forms and prescribed fees shall be as determined by the Vice-Chancellor from time to time. The application fee exemption for SC/ST/PWD candidates will be as per GOI rules.

b) The closing date for application form shall be as specified in the advertisement. Incomplete applications and applications received after the due date shall be rejected. The Vice Chancellor may, however, order for acceptance of any application received after the closing date subject to production of proof that the application along with the enclosures and the desired bank draft is posted by the candidate on or before the closing date of the receipt of the application as per the Advertisement. In case the closing date is a holiday, the next working day shall be treated as closing/ last date.

c) Applicants who are in employment should route their applications through proper channel so as to reach the University within thirty days after the closing date for receipt of application/advance copy of application(s).

d) Application should be addressed to the Registrar or the officer nominated by the Vice Chancellor for this purpose, Dr. Rajendra Prasad Central Agricultural University, Pusa-848125, Bihar" in a closed cover super-scribing "Application for the post of ....." along-with the "Post Code : ....." of the post as prescribed in the advertisement.

8. Minimum Qualification and Experience

For recruitment to various posts, the minimum qualifications and experience shall be as prescribed in these rules as decided by Board of Management and as amended from time to time keeping in view the guidelines of UGC/ICAR.

9. Age Limit

The upper age limit for appointment to various posts has been prescribed in the appropriate column of these rules. However, the upper age limit for appointment where not prescribed under these rules will be as prescribed by the Board of Management from time to time.

10. Relaxation of age and experience

(i) The statutory provision for relaxation of age, experience etc. prescribed in the case of candidates belonging to SC/ST/OBC/PWD categories will be made applicable to them as per UGC/ Govt. of India norms. A certificate to this effect in the format as prescribed by the Govt. of India issued by the competent authority should be attached with the prescribed application form. Wherever, relaxation of qualification including percentage of marks is permitted under the UGC/ Govt. of India guidelines, such relaxation shall also be considered in appropriate cases subject to recommendations of the Screening Committee as per relevant Govt. of India rules. There will be no age limit for employees of Dr. Rajendra Prasad Central Agricultural University, Pusa.

(ii) In the case of regular employees of the Dr. Rajendra Prasad Central Agricultural University, Pusa for applying posts on direct recruitment, there will be no age limitation.

11. Reservations of posts

The policy of the Government of India with regard to the reservation as applicable for various categories in recruitment/ promotion etc. shall be followed.

Payment of TA

The candidate will have to present himself/ herself for an interview if called for, at the place and time mentioned at his/her own expenses. However, the out-side candidates belonging to SC/ ST/ PWD categories will be reimbursed second class rail fare, and in case any station is not connected by rail, ordinary bus fare shall be paid by shortest route as per the Government of India guidelines, if they attend the interview. The above mentioned concessions are not admissible to those SC/ST candidates who are already in Dr. Rajendra Prasad Central Agricultural University/ Central/ State Government service.

12. Screening of applications

The prescribed qualification and experience will be minimum, and the mere fact that a candidate possessing the same will not entitle him / her for being called for interview. The University will have the right to restrict the number of candidates to be called for interview, based on the recommendations of the Screening Committee constituted as per the Regulations for this purpose, to a reasonable number on the basis of qualifications and experience higher than the minimum prescribed or by any other condition that it may deem fit. For the purpose of screening of applications, the following guidelines shall be followed:

a. Constitution of screening committee

The Vice-chancellor shall nominate two or more subject matter experts as Members, one of whom may be designated as Chairman of the Committee. In addition, one more member who need not necessarily be a subject matter expert will be designated as the Member Secretary of the Screening Committee.

The quorum for the Screening Committee shall be three including Chairman and the Member Secretary.

b. Preliminary appraisal for fulfilling qualification

(i) The University shall undertake the preliminary screening of the applications received, and prepare a comparative tabulated statement. Applications should have been received within the prescribed dates both for the "Advance" copy as well as the "Through Proper Channel" copy as appeared in the advertisement. Applications received late in either case shall be rejected and not considered for screening.

(ii) The candidate(s) should fulfill all the prescribed essential qualifications for the post applied for. If any candidate does not fulfill one or more essential qualifications, he /she will not be eligible for the post applied for. It will be simply mentioned "Not Eligible/Does Not Fulfill the Essential Qualification" against his/her name in the preliminary score card sheet. No marks are to be given to such candidates under any item of the Score Card. However, the Screening Committee shall confirm the eligibility once again, especially with respect to Academic Qualifications and Employment Records.

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(iii) The applications received from persons working abroad/outside India having no prescribed pay scale shown in their applications, the Screening Committee will determine their eligibility on the basis of Score Card after assessing their qualifications and number of years of experience and emoluments for the equivalent posts and may recommend such cases within the prevailing prescribed recruitment rules.

c. Guidelines for the screening committee for screening of applications

Marks are to be assigned for different attributes as per the approved Score Card guidelines for the post applied. Screening Committee is empowered to assign marks following the guidelines. In case of any doubt about assigning marks or interpretation of the clauses of screening, the interpretation of eligibility criteria clauses will be made by Vice Chancellor and the decision, thereof, shall be final.

d. Shortlisting of candidates to be called for interview

a) The Screening Committee/competent authority shall decide the number of candidates to be called for interview, by determining the ratio between the number of vacancies and number of candidates. However, it may be ensured that the ratio shall not normally exceed 1:20 maximum and minimum ratio shall not be less than 1:3 for each post subject to the condition that a minimum of 60% marks in the screening is secured by the candidate to be eligible for interview call for all Teaching posts.

b) The final selection shall be made by giving weightage to Score Card marks and interview/presentation marks in the following manner :-

Sl. No.	Rank	Score Card Marks	written Exam			Presentation	Interview Marks	Total
			Subject	GK	Language			
Teaching Posts								
1.	Asstt. Prof & Equivalent	100	100	50	50	50	50	400

Score Card will be given 25% weightage, written 50% exam and interview 25% weightage

Sl. No.	Rank	Score Card Marks	Presentation	Interview Marks	Total
2.	Assoc. Prof & Equivalent	100	100	100	300
3.	Professor & Equivalent	100	100	100	300
Statutory Positions					
4.	Directors/Deans	100	100	100	300

For statutory positions, selection committee will decide the selection procedure.

For Associate Professor and Professor, Score Card will be given 70% weightage and 30% will be weightage to presentation and interview.

13. Constitution of Selection Committees/Departmental Promotion Committees

a) The Constitution of the Selection Committee shall be as per Section 18(1 &2), of the Schedule of the Dr. Rajendra Prasad Central Agricultural University Act, 2016 and as amended from time to time.

b) The Chairman shall be entitled to vote at the Selection Committee meeting and shall have a casting vote in case of tie.

14. Direct Recruitment by Open Selection

1. The terms and conditions with regard to the minimum qualification, experience and other terms shall be as per annexure.
2. The rules and procedures prescribed by the Govt. of India in respect of the provisions for the employment of persons from reserved categories shall be followed.
3. Recruitment to any regular post in the University shall be made on the recommendations of a duly constituted Selection Committee from amongst the eligible candidates as per the recommendations of Screening Committee.
4. For presentation and Interview, the individual members of the Selection Committee will assign appropriate marks out of the total marks. The average of the marks assigned by the members is the mark obtained by the candidate in presentation and Interview. In case of tie, the Committee will select appropriate candidate assigning reason.

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5. The Selection Committee may decide its own method of evaluating the performance of the candidates in interview.

6. The selection committee will prepare a select list and a reserved list. The number of candidates in the select list shall not be more than the posts/ vacancy notified in the advertisement. The selection committee shall also prepare a reserved list containing 2-3 names. The panel of reserved list candidates will be valid for one year from the date of approval of competent authority and the University reserves the right to make appointments from the reserved panel on consequential vacancy caused by non-joining of the candidate within the stipulated time allowed for joining the post or where a candidate joins but he/she resigns or dies within a period of one year from the date of his/her joining post or any equivalent future vacancy (ies).

7. The University reserves the right to increase/decrease the number of posts at the time of selection.

8. In case of selection to two or more posts on the same date, the recommendations shall invariably be made in order of merit of the selected candidates for the purpose of determining seniority in service.

9. The recommendations of the Selection Committee shall be submitted to the Board of Management and orders of appointment shall be issued after the approval of the Board of Management.

10. Based on the recommendations of the Selection Committee, the Board of Management may, at its discretion, sanction one-time benefit or protect pay of any candidate joining from outside organizations as admissible under the Govt. of India rules in case the candidate possesses higher qualification, experience, higher pay scale and professional expertise to the satisfaction of the Selection Committee.

11. The Selection Committee's recommendations, when approved by the Board of Management, shall remain valid for a period of one year from the date of such approval.

15. Deputation

In case the appointment is made on deputation basis, the incumbent may be allowed to continue maximum for a period of five years or till he/ she attains the age of the superannuation prescribed for that particular cadre whichever is earlier. The appointment on deputation may be made initially for a period of two years which may be extended on yearly basis up to a maximum period of five years subject to satisfactory performance, good behavior and high integrity. The University, however, shall have the right to repatriate the incumbent any time even before the prescribed period in case his/ her performance, integrity or conduct is found to be unsatisfactory at any stage according to the opinion of the competent authority or the repatriation of the officer against whose vacancy the deputationist was working.

16. Norms/ Regulations for promotion through career advancement of Assistant Professor, Associate Professor and Professors

The promotion through career advancement of Assistant Professors/Associate Professors in the university shall be governed by the Norms/Regulations prescribed by the DARE/ ICAR in vogue and as amended from time to time.

17. Period of Probation and Confirmation

i. The period of probation shall be two years from the date of joining, which may be extended or curtailed at the discretion of the Competent Authority. Failure to complete the period of probation to the satisfaction of Competent Authority will render him/her liable to termination of service from Dr. RPCAU, Pusa.

ii. The confirmation at the end of two years shall be automatic, unless extended by a specific order.

iii. Subject to this Clause it is obligatory on the part of the university/the concerned institution to issue an order of confirmation to the incumbents within 45 days of completion of probationary period after due process of verification of satisfactory performance.

iv. All other Central Government rules on probation and confirmation as amended from time to time shall be applicable *mutatis mutandis.*

v. It shall be the duty of the Registrar to place before the Board of Management the case of confirmation of a teacher on probation, not later than forty days after the end of the period of probation.

vi. The Board of Management may then either confirm the teacher or decide not to confirm him/her, or extend the period of probation so as not to exceed twelve months in all.

vii. In case the Board of Management decides not to confirm the teacher, whether before the end of twenty-four months' period of his/ her probation, or after the end of the extended period of probation, as the case may be, he/she shall be informed in writing to that effect, not later than thirty days before the expiration of that period.

viii. Provided that the decision not to confirm a teacher shall require a two-third majority of the members of the Board of Management present and voting.

ix. No employee of the University shall be confirmed on his/her post unless and until he/she signs the service agreement.

x. No application for outside employment shall ordinarily be forwarded during the period of probation. However, in case his/her request has been considered by the competent authority of the University at his discretion, an undertaking shall be obtained while forwarding application that he/she would resign the post in the event of his/ her selection in other department.

18. Age of retirement

(i) Every teacher confirmed in the service of the University, shall continue in such service until he/ she attains the age of superannuation as prescribed by the DARE/ICAR from time to time.

(ii) Provided further that if the date of Superannuation of a teacher falls at any time during the Academic Session, the Board of Management, may on the recommendation of the Vice-Chancellor re-employ the teacher for any period up to the end of the academic session, with a view not to disturb the teaching work of the Department/College.

(iii) In special cases, a teacher on his/her attaining the age of superannuation, may be re- employed on a contract in keeping with the regulations made by the University in this behalf or as issued by the DARE/ICAR from time to time.

19. Discipline/Vigilance Clearance Reports

(i) Candidate who is already in service should submit a certificate from the employer or his authorized officer to the effect that no disciplinary proceeding is pending or contemplated against him. Apart from this, the Vigilance Clearance Report shall also be furnished along with the application or at the time of interview.

(ii) Willful suppression of factual information or any document relating to the eligibility or otherwise as a candidate, followed by supply of fake documents/ or misleading statement/ information in the application or tampering of documents or providing such information relating to the achievements, caste, educational qualifications, experience or domicile etc., the Vigilance Officer of the University shall have the powers to investigate/ inquire into the matter and submit his report to the administration for further action in this regard at any time of recruitment process or employment as per rule.

20. Removal of Difficulties

i) The Board of Management may from time to time, issue such general and specific directions as may be necessary to remove difficulties in the operations of any of the provisions of these rules.

ii) All existing rules and orders in relation to the matters covered under these rules shall stand superseded but any action already taken by or in pursuance to such existing rules and orders shall be deemed to have been taken under these rules.

21. Interpretation

Any ambiguity or lack of clarity with regard to any clause of the rules, the decision of the Board of Management shall be final.

22. Amendment of Rules

The Board of Management shall have the authority to amend, modify, change, withdraw, suspend and relax any or all of these rules. The decisions of the Board of Management shall be final and binding on all employees.

23. Residuary Matters

In respect of all matters not specifically provided for in these rules, the corresponding provisions as provided by the DARE/ICAR for their employees or as prescribed by the Govt. of India relating to its employees, as amended from time to time, will be followed. In case any particular provision in these rules clashes with any provision of the Act / Statutes, the provision of the Act / Statutes shall prevail and the provision in these rules shall stand superseded.

24. Liability of officers to serve in India or/ and abroad

Employees appointed shall be liable to serve anywhere in India or/ and abroad.

25. Territorial Jurisdiction

In cases of any disputes, any suites or legal proceedings against the University, the territorial jurisdiction shall be restricted to the High Court of state where the cause of action has arisen.

26 Nature of Duties:- The selected candidates will be required to perform duties as per the rules of the University as amended from time to time. Every teacher shall undertake to take part in such activities of the University and perform such duties in the University as may be required by and in accordance with the Act, the Statutes and Ordinances framed there- under, for the time being in force, whether the same relate to organization of teaching, research, extension, examination of students, their discipline, welfare, and generally to act under the direction of the authorities of the University and such other duties as administrative, corporate etc.

27. Increment: Every teacher shall be entitled to increment in his/her scale of pay, unless the same is withheld or

postponed by a resolution of the Board of Management and after the teacher has been given due opportunity to make his/her written representation.

28. Savings

Nothing in these rules shall affect reservations, relaxation of age-limit and other concessions required to be provided for the Scheduled Castes, the Scheduled Tribes, Ex-servicemen and other special categories of persons, in accordance with the orders issued by the Dr. Rajendra Prasad Central Government from time to time in this regard.

29. General Terms and Conditions of recruitments

i. Mere possession of eligibility conditions shall not entitle a candidate to be called for written test/ interview. The date for determining the eligibility of all candidates in every respect shall be the closing date as prescribed in the advertisement for receipt of the applications. In other words no candidate shall be called for interview if he does not possess the minimum qualification and experience etc. as on the closing date of the application for a particular post.

ii. Apart from possessing the essential/desirable qualification and experience as on the closing date of receipt of application prescribed in the advertisement, any additional qualification and experience acquired after the closing date may be taken into account at the time of selection. The experience in different fields as prescribed in these rules against any particular post shall be calculated by taking into account either in one field exclusively or by counting more than one field as the case may be.

iii. Candidate who is already in service should submit his/ her application through proper channel. However, he/ she may send an advance copy of his/ her application and should produce a "No Objection Certificate" from the employer within thirty days after the closing date for receipt of application/advance copy of application(s) failing which he/ she shall not be interviewed. The application for appointment on deputation may be forwarded by the employer along with the CR dossiers duly certified by the Competent Authority for the desired periods through proper channel.

iv. It is the responsibility of the candidate to assess his own eligibility for the post for which he/ she is applying in accordance with the prescribed qualification, experience etc. and submit his application duly filled-in along with the desired information, documents and other supporting materials as per the advertisement. Suppression of factual information, supply of fake documents, providing false or misleading information or any other undesirable action by the candidate shall lead to cancellation of his candidature. In case, it is detected at any point of time in future even after appointment that the candidate was not eligible as per the prescribed qualification, experience etc. which could not be detected at the time of interview due to whatever circumstances, his appointment shall be liable to termination forthwith as per this clause and also based on his undertaking. This must be mentioned in the letter of offer and appointment clearly. With regard to any ambiguity relating to the recruitment rules in general and eligibility in respect of any post in particular, the decision of the Board of Management shall be final.

v. Acceptance of documents/ certificates/ claims etc. submitted by an applicant will be subject to their verification by the competent authorities/ sources. If, any claim/ certificate/ document is found to be false/ fake/ incorrect/ *malafide* at any stage of verification before or after appointment, the document in question shall be summarily rejected and action may be initiated against the candidate for this misconduct including rejection of his candidature which shall lead to cancellation of his appointment, if already appointed.

vi. If at any stage of the recruitment process or employment, it is detected that there is a wilful suppression of factual information relating to the eligibility or otherwise as a candidate, followed by supply of fake documents/ or misleading statement/ information in the application or tampering of documents or providing such information relating to the caste, educational qualifications, experience or domicile etc. the candidature shall be cancelled and services shall be terminated forthwith, if already appointed.

vii. The person appointed against any post shall be governed by the Act/ Statutes/ Ordinances/ Regulations/ Rules governing the service conditions/ method of recruitments as amended from time to time and resolutions of the Board of Management of the University and rules of the Govt. of India/ Guidelines of the DARE/ICAR adopted by the University from time to time.

viii. For candidates to be appointed as Teacher, his/her character antecedents will be got verified through the police/Deputy Collector/ Commissioner. In case of adverse findings the appointment shall be terminated without any notice.

ix. Selected candidate will be required to take an oath of allegiance, faithfulness to the constitution of India and make a solemn affirmation to this effect in the prescribed form on appointment.

x. On appointment, he/she will submit a declaration regarding his/her marital status in the prescribed proforma. In the event of his/her having more than one husband/wife living unless being exempted from the enforcement of the requirement in this behalf, his/her appointment will be terminated.

xi. The selected candidate will also have to undergo a medical examination/ test by a duly constituted medical board to

ascertain his/ her medical fitness for the post prior to joining. In case, he/ she is not found to be fit by the authorized medical authorities, the offer of appointment shall be treated as withdrawn. The persons already holding employment under Government or Autonomous Bodies may submit a certificate from his employer that he was given fitness certificate at the time of first posting.

xii. The terms and conditions of appointment/ Engagement shall be communicated in the "Offer of Appointment/ Engagement" to the Selected Candidates. If the candidate does not accept the terms and conditions mentioned in the offer of appointment/ engagement letter within the stipulated time period, the offer will be treated as withdrawn and no further communication shall be entertained in this regard. The Competent Authority reserves the right to enhance the scope of the nature of duties and can assign any duty to any employee at any point of time even during Sundays and holidays including night duties in the exigency of service and in the interest of the University irrespective of the fact that such duties do not come under the already notified duties for any post. The University administration notwithstanding the schedule of six-day week in its working at the head quarters may also direct any employee to work for less or more days in a week at its discretion depending upon the lecture schedule of the various educational program, exigency of service and in the interest of the organization. However, it may be kept in view that the total number of working hours prescribed per week shall be equal to all the employees as per the Govt. of India rules.

xiii. The University is free to assign any duty as per the exigency of the situation at any time even during non-working hours/ holidays which the employee has to perform without fail to avoid disciplinary action in this regard.

xiv. The selected candidate will be governed by the "National Pension System" (earlier known as 'New Pension Scheme') of the Govt. of India applicable to appointments made on or after 01.01.2004 for its employees. However, employees who were already in service prior to launch of this scheme, shall continue to be governed by the scheme regulating his/her pension.

xv. The selected candidates shall be governed by the Act/ Statutes/ Ordinances/ Regulations/ Rules of the University and also the CCS (Conduct) Rules, 1964 and CCS (CCA) Rule, 1965 of the Government of India as amended from time to time and any other rule/ resolution prescribed specifically for maintaining the conduct of the employees by the Board of Management of the University.

xvi. The candidate applying for the teaching posts should send the self attested copies of all certificates relating to his/ her educational qualifications, experience, age, caste and other testimonials along with his/ her application (DOPT O.M. No. K-11022/ 67/ 2012-AR dated 10th May, 2015).

xvii. At the time of recruitment, a service agreement should be executed between the University and the employee concerned and a copy of the same should be deposited with the Registrar. The written contract between a teacher and the University required to be entered in the form prescribed by the University (Appendix- 1). Such service agreement shall be duly stamped as per the rates applicable.

xviii. Candidate should bring all original certificates relating to his/ her age, qualification, experience and caste etc. at the time of interview. In case the candidate fails to submit the original documents for verification of the certified/ photo-copies of the enclosures to his/ her application, he or she shall not be allowed to appear at the interview and his candidature shall be treated as cancelled without any further communication in this regard.

xix. (i) The University reserves the right to fill or not to fill up the posts advertised for any reasons whatsoever. If any vacancy arises after recruitment to a particular post due to whatsoever reasons, the vacancy may be filled up from the panel of that post within a period of one year from the date of meeting of selection committee. In any case, every panel shall be treated as invalid after one year w.e.f. the date of the meeting of the Selection Committee.

(ii) The University reserves the right to withdraw the advertisement either partly or wholly at any time without assigning any reason to this effect.

(iii) For filling up the post on direct recruitment basis, the selection committee will be required to prepare a select list and a reserved list. The number of candidates in the select list shall not be more than the posts/ vacancy notified in the advertisement. The selection committee shall also prepare a reserved list containing 2-3 names. The panel of reserved list candidates will be valid for one year from the date of approval of competent authority and the University reserves the right to make appointments from the reserved panel on consequential vacancy caused by non-joining of the candidate within the stipulated time allowed for joining the post or where a candidate joins but he/she resigns or dies within a period of one year from the date of his/her joining post or any equivalent future vacancy(ies).

(iv) If any advertisement for any post(s) is withdrawn due to whatever reasons, the application fee or any other fee collected from the candidates shall be refunded preferably within 30 working days.

xxiv. (i) Interim enquiries shall not be entertained.

(ii) Canvassing in any form shall disqualify the candidature of the candidate.

(iii) Applicants are required to apply on separate form for each post. Each application without the required application fee by way of A/ c payee draft shall be rejected.

xxv. The University shall not be responsible for any postal delay. The candidate shall be required to submit the list of enclosures and also write his/ her complete information with regard to his/ her correspondence and permanent address with pin code, telephone numbers, cell-phone numbers, e-mail ID, if any in the application which will facilitate communication at any point of time.

For any clarification, the candidates may contact the Registrar or any other designated officer of the University in writing. In case of any grievance of any candidate, the candidate may also approach the Competent Authorities of the University in writing for redressal relating to the recruitment sufficiently in advance.

30. Variations in terms and conditions of service

Every teacher shall be bound to act in conformity with the Statutes, Ordinances, Regulations and rules of the University as well as a code of professional ethics as may be formulated by the University.

Provided that no change in the terms and conditions of service of a teacher shall normally be made after his / her appointment in regard to designation, scale of pay, increment, provident fund, retirement benefits, age of retirement, probation, confirmation, leave; leave salary and removal from service so as to adversely affect him.

31. Professional Code of Conduct

Every teacher of the University shall abide by the Code of Conduct framed by the University and the following lapses would constitute misconduct on the part of a University teacher.

(i) Any lapses in performing his / her duties as assigned by the university from time to time.

(ii) Inciting students, colleagues or administration (This does not interfere with the right of a teacher to express his/her difference of opinion on principles in seminars and other places where students are present) or any other such actions which are against the interest of the university.

(iii) Indulging in communal activities, or making inappropriate remarks on caste, creed, religion, race or sex in his/ her relationship with his/her colleagues and trying to use the above considerations for improvement of his/her prospects or any other such actions which are against the interest of the university.

(iv) Refusal to carry out the decisions by appropriate administrative and academic bodies and / or functionaries of the University.

(v) Indulging in Plagiarism of any sort within the legal meaning, interpretation and expression of the term.

32. Resignation

(i) A whole-time salaried teacher may, at any time, terminate his/her contract by giving the University three months' notice in writing or on payment to the University of three months' salary in lieu thereof. The notice period shall be one month in case of probationers, contractual, temporary and ad-hoc teachers or salary in lieu thereof.

(ii) Provided that the Board of Management may waive the requirement of notice at its discretion.

33. Contract

The written contract between a teacher and the University required to be entered in the form prescribed by the University from time to time (Appendix-2).

34. Teaching Days, Work Load and Leave Rules

The rules and conditions governing number of teaching days, work load and leave rules shall be as prescribed by the DARE/ICAR and GOI from time to time.

35. Appointment of Visiting Professor, Adjunct Faculty and Scholars in Residence

In addition to regular teaching positions, the University has the provision to appoint Visiting Professor, Adjunct Faculty and Scholars-in-Residence with the approval of Board of Management for a definite period.

The payment & service terms will be as below:

The requirement of Visiting Professor, Adjunct Faculty and Scholars in Residence will be assessed by College, and then proposal will be put up to Academic Council whose recommendations will be put up to Board of Management for approval. After approval, advertisement will be made and selection will be made by a duly constituted selection committee.

36.1 Visiting Professor

a) A visiting Professor should be an eminent scholar in his/her field. Generally a person who has held or is holding the post of Professor or a person, who has achieved distinction outside the University sector, should be considered for appointment as Visiting Professor.

b) The maximum tenure of appointment of a Visiting Professor shall be two years and the minimum - not less than three months.

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c) The University may appoint a person up to the age of 70 years as a Visiting Professor.

d) A Professor should not be appointed as a Visiting Professor in the same University in which he/she holds a post immediately before or after superannuation.

e) If a superannuated person is appointed as a Visiting Professor, the honorarium payable should not exceed Rs.50,000/- p.m or as amended by BOM from time to time.

f) In case a person serving in an Indian University is appointed as Visiting Professor, the honorarium payable should be determined on the basis of salary plus 10% of the basic pay plus dearness allowance, and other allowances, if any admissible (except conveyance allowance, if any) as per the rates of the parent University. The receiving University would also contribute towards pensionary benefits or CPF/GPF as per government Rules.

g) It is expected that when a serving person is appointed as Visiting Professor, the parent University would give him/her duty leave without pay.

h) If a person working abroad on a permanent basis is invited as a Visiting Professor, the University may meet the cost of international air travel from its own resources. Visiting Professor appointed may be paid travel expenses within India in accordance with the Rules of the University.

i) They will be provided free University accommodation in Guest House and office space by the University to facilitate their working and interaction with students and peers.

j) The Vice-Chancellor after consulting the person concerned and the Heads of two concerned Department shall make his/her recommendation to the Board of Management for appointment as a Visiting Professor.

36.2 Adjunct Faculty

a) There shall be not more than two Adjunct Professors in each faculty of the University at any time.

b) Eminent scientists/academicians from public and private R & D institutions, Professionals and specialists from PSUs and business corporations, and innovative farmers with academic and research credentials will be eligible for appointment as Adjunct Faculty in a university department by the Board of Management.

c) They will be provided free University accommodation in Guest House and office space by the University to facilitate their working and interaction with students and peers.

d) Adjunct Professor will be offered a token honorarium of up to Rs. 3000 per day plus TA or as decided by BOM from time to time. Besides, such experts could be requested to come twice in a year.

e) Adjunct Professorship will be a tenure appointment for one academic year, or for two semesters limited to 30 days annually.

f) The Adjunct Professor shall help in developing research projects, providing guidance to Scientists for participating in on-going activities of the University.

g) The Vice-Chancellor after consulting the person concerned and the Heads of two concerned Department/College shall make his/her recommendation to the Board of Management for appointment as an adjunct faculty member.

36.3 Scholars-in-residence

a) Senior professionals and specialists from research and professional organizations (for example ICAR, CSIR, ICMR, IITs etc.) and those with PSUs and business corporations, with postgraduate or doctoral qualifications and with academic and research credentials will be eligible for appointment as Scholar-in-Residence in a University Department.

b) NRI and PIO professionals and specialists, working in overseas organizations, will also be eligible for these positions. Similarly, these positions will be open to those overseas (non-Indian) professionals and specialists who have been dealing with India issues in their work.

c) The Scholar-in-residence will be appointed on a tenure appointment ranging between six and twenty-four months and will be offered a consolidated remuneration of Rs.80,000/- a month, and a contingency grant of Rs.1,00,000/- per annum or as amended by BOM from time to time.

d) They will be provided free University accommodation in Guest House and office space by the University to facilitate their working and interaction with students and peers.

e) There will not be more than 2 such Scholars at any given time in each faculty.

f) The Vice-Chancellor after consulting the person concerned and the Heads of two concerned Department/College shall make his/her recommendation to the Board of Management for appointment as a Scholar- *in*- Residence.

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Appendix 1

WRITTEN CONTRACT OF APPOINTMENTS-SERVICE CONTRACT

Every teacher and member of the academic staff of the University shall be appointed on a written contract, the form of which is hereby prescribed and appended to this regulation.

(TO BE TYPED ON Rs. 100/- NON-JUDICIAL STAMP PAPER & SUBMIT ONE ORIGINAL AND TWO COPIES THEREOF.)

SERVICE CONTRACT

ARTICLES OF AGREEMENT EXECUTED his/her the _____ day of_____ the year Two Thousand_____ of the Republic of India between_____ S/0/D/O/W/O _____ ___ aged_____ years, residing at _____of the first part (hereinafter called 'the party of the first part') and the Dr. Rajendra Prasad Central Agricultural University, Pusa of the second part.

WHEREAS the Dr. Rajendra Prasad Central Agricultural University, Pusa (hereinafter referred in as "the University") have engaged the party of the first part as _____ (Designation) and the party of the first part has agreed to serve the University on the terms and conditions hereinafter contained;

Now these present witness and the parties here to respectively agree as follows:

1. The party of the first part shall submit to the orders of the University and of the authorities under whom he may from time to time, be placed by the University and shall remain in the service commencing from the date of joining duty_____ (Date) subject to the terms and conditions herein contained.

2. The party of the first part shall devote his/her whole time and attention efficiently and diligently to his/her duties and at all time obey the rules including the University Servants Conduct Rules prescribed for the time being for the regulations of the branch of the University to which he may be attached and shall whenever required to perform such duties as may be assigned to him/her from time to time.

3. The party of the first part shall be of the Teacher's / Officer's rank and his /her status shall be that of _____(Designation) in_____ (Department /College/Office) as on the date of appointment.

4. The party of the first part shall be from the date of coming into force of these presents, be granted Rs. _____(Basic Pay including the grade pay of Rs._____ in the pay scale of Rs._____. He/she shall also be eligible for the usual allowance admissible under the rules of the University/ Govt. of India in force.

5. The party of the first shall, during the period of his/ her agreement earns leave according to the rules applicable to him/her.

6. If the party of the first part is required to travel in the interest of the University Service; he/she shall be entitled to travelling allowance as per rules of the University.

7. This agreement may be terminated at any time within the said period of the age of superannuation by either party, by giving three months' notice in writing to the other. Provided always that either party may in lieu of the notice, give to the other party a sum equal to the salary of the period which may fall short of three months.

8. The party of the first part shall be eligible to the benefit of the University Provident Fund/ National Pension Scheme according to the rules applicable.

9. The Party of the first part shall submit himself/herself for Self Appraisal PABS methodology as prescribed by the DARE/University as notified and amended from time to time.

10. In regard to any matter in respect of which no provision has been made in this agreement, the provision of the rules made or deemed to have been made under Article 309 B & 313 of the Constitution of India, the provisions of any Act or Rule made by the University in regard to the employees borne in the category of the Teacher/Officer in the University service shall apply to the extent to which they are applicable to the service of the party of the first part under this agreement and the decision of the University as their applicability shall be final.

IN WITNESS WHERE OF _____***(name)***_____the party of the first part and the Registrar acting for and on behalf of and by the order and direction of the Board of Management, have hereunto set their hands in the_____ year of the REPUBLIC OF INDIA.

SIGNED BY THE PARTY OF THE FIRST PART:

IN THE PRESENCE OF:

_____

Witness: 1)

2)

SIGNED AND SEALED on behalf of the University under the authority of the Board of Management by:

Signature:

Designation:

Witness: 1)

2)

DR. RAJENDRA PRASAD CENTRAL AGRICULTURAL UNIVERSITY

Pusa-848125, Bihar

(Established under the Dr. Rajendra Prasad Central Agricultural University Act, 2016)

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Appendix-2

SCHEDULE

RECRUITMENT RULES (TEACHING EMPLOYEES), 2016

Sl. No.	Name of post	Group	Core Pay Scale as per 6th CPC*	
			Pay Band (Rs.)	Grade Pay (Rs.)
I.	**STATUTORY TEACHING POSTS**			
1	Director of Education	A	37400-67000	10000
2	Director of Research	A	37400-67000	10000
3	Director of Extension Education	A	37400-67000	10000
4	Dean, College of Basic Science and Humanities	A	37400-67000	10000
5	Dean, College of Agricultural Engineering	A	37400-67000	10000
6	Dean, College of Home Science	A	37400-67000	10000
7	Dean, College of Agriculture	A	37400-67000	10000
8	Dean, College of Fisheries	A	37400-67000	10000
9	Librarian	A	37400-67000	10000
II.	**OTHER TEACHING POSTS**			
10	Director of Planning	A	37400-67000	10000
11	Director, Sugarcane Research Institute	A	37400-67000	10000
12	Director, Students Welfare	A	37400-67000	10000
13	Professor	A	37400-67000	10000
14	Associate Professor	A	37400-67000	9,000
15	Assistant Professor	A	15600-39100	6,000
16	Assistant Librarian	A	15600-39100	6,000

***The Core pay scales and other benefits shall be as per UGC guidelines**

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Sl. No.	Name of post	Page No.
1	Director, Sugarcane Research Institute	20
2	Director, Students Welfare	21
3	Professor	22
4	Associate Professor	23
5	Assistant Professor	24
6	Assistant Librarian	25

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RECRUITMENT RULES FOR THE POST OF DIRECTOR, SUGARCANE RESEARCH INSTITUTE

1.	Name of Post	**Director, Sugarcane Research Institute**
2.	Number of Post(s)	One (01)
3.	Classification	Group 'A'
4.	Pay Band & Grade Pay	Rs. 37400-67000 (PB-4) + Academic Grade Pay Rs.10000
5.	Whether selection or non-selection post	Not Applicable
6.	Age Limit for direct recruits	Preferably below 60 years
7.	Educational and other qualifications required for direct recruits	**Essential:** (i) Doctorate Degree in any branch of Agricultural Sciences. (ii) Minimum 15 years experience of Teaching/ Research/ Extension Education in the concerned discipline, out of which at least 10 years should be in research or teaching and at least 5 years in the rank of Professor, or equivalent. (iii) Outstanding contributions as evidenced by published papers in Professional/ National/ International journals of repute/ books or technology developed. **Desirable:** (i) Administrative experience on a responsible position in an Agricultural University/College/Research Institute recognized by the Govt. (ii) Conducting/ guiding of research projects. (iii) Familiarity with latest advances in Agricultural exposure and developments. **Note:** The same qualification will be applicable in case of deputation.
8.	Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotees	Not Applicable
9	Period of probation, if any	NIL
10.	Method of recruitment: whether by direct recruitment or by promotion or by deputation / absorption and percentage of the posts to be filled by various methods.	Direct recruitment/Deputation for a tenure of 5 years or till attaining the age of 65 years, whichever is earlier.

11.	In case of recruitment by promotion/ deputation/ absorption, grades from which promotion/ deputation/ absorption to be made	Deputation The same qualification as indicated in Colum 7 will be applicable in case of deputation.
12.	Composition of Selection Committee for direct recruitment	As per Section 18(1 &2), of the Schedule of the Dr. Rajendra Prasad Central Agricultural University Act, 2016 and as amended from time to time.

Score Card	Presentation	Interview	Total
100	100	100	300

Score Card prescribed by ASRB for post of Director of ICAR Institute will be used. Presentation will be made in front of Selection Committee. Weightage of score card will be 70%, presentation 15% and interview 15%.

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RECRUITMENT RULES FOR THE POST OF DIRECTOR STUDENTS WELFARE

1.	Name of Post	**Director Students Welfare**
2.	Number of Post(s)	01
3.	Classification	Group 'A'
4.	Pay Band & Grade Pay	Rs. 37400-67000 (PB-4) + Grade Pay Rs.10000
5.	Whether selection or non-selection post	Not Applicable
6.	Age Limit for direct recruits	Preferably below 60 years
7.	Educational and other qualifications required for direct recruits	**Essential:** (i) Doctorate Degree in any branch of Agricultural Science/Horticulture/Home Science/ Agricultural Engineering/ Fisheries/ Veterinary Sciences including. (ii) Minimum 15 years experience of Teaching/ Extension Education in the concerned discipline, out of which at least 10 years should be in teaching and at least 5 years in the rank of Professor, or equivalent. (iii) Outstanding contributions as evidenced by published papers in Professional/ National/ International journals of repute/ books or technology developed. **Desirable:** (i) Administrative experience on a responsible position in an Agricultural University/College (ii) Conducting/ guiding of research projects. (iii) Familiarity with latest advances in Agricultural exposure and developments. **Note:** The same qualification will be applicable in case of deputation.
8.	Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotees	Not Applicable
9	Period of probation, if any	NIL

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10.	Method of recruitment: whether by direct recruitment or by promotion or by deputation / absorption and percentage of the posts to be filled by various methods.	Direct recruitment/Deputation for tenure of 5 years or till attaining the age of 65 years, whichever is earlier.
11.	In case of recruitment by promotion/ deputation/ absorption, grades from which promotion/ deputation/ absorption to be made	Deputation The same qualification as indicated in Colum 7 will be applicable in case of deputation.
12.	Composition of Selection Committee for direct recruitment	As per Section 18(1 &2), of the Schedule of the Dr. Rajendra Prasad Central Agricultural University Act, 2016 and as amended from time to time.

Score Card	Presentation	Interview	Total
100	100	100	300

Score Card prescribed by ASRB for post of Director of ICAR Institute will be used. Presentation will be made in front of Selection Committee. Weightage of score card will be 70%, presentation 15% and interview 15%.

DR. RAJENDRA PRASAD CENTRAL AGRICULTURAL UNIVERSITY, PUSA

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RECRUITMENT RULES FOR THE POST OF PROFESSOR

1.	Name of Post	**Professor**
2.	Number of Post(s)	
3.	Classification	Group 'A'
4.	Pay Band & Grade Pay	Rs. 37400-67000 (PB-4) + Academic Grade Pay Rs.10000
5.	Whether selection or non-selection post	Not Applicable
6.	Age Limit for direct recruits	Preferably below 60 years
7.	Educational and other qualifications required for direct recruits	**Essential:** **(a) For disciplines other than Veterinary Sciences:** Doctoral degrees in relevant subject including relevant basic sciences 10 years experience in the relevant subject out of which 8 years should be as Scientist/Lecturer/Extension Specialist or in an equivalent position in the PB-3 of Rs. 15,600-39,100 with Grade Pay of Rs.5,400/Rs.6,000/ Rs.7,000/Rs.8,000 and 2 years as Associate Professor/ Senior Scientist or in an equivalent position in the Pay Band-4 of Rs37400-67000 with Grade Pay of Rs 8700/9000. The candidate should have made contribution to Research/ Teaching/Extension Education as evidenced by published work/ innovations and impact. **(b) For Veterinary Sciences' disciplines:** Recognized veterinary qualification included in first and second schedule in Indian Veterinary Council Act: 1984 and must be registered with a State Veterinary Council/Veterinary Council of India. B.V.Sc. & A.H. with at least 55% marks or its equivalent grade in the point scale.

		Master's degrees in relevant discipline of Vet. Science with at least 55% marks or its equivalent grade in the point scale. Other qualifications are similar with disciplines other than veterinary sciences as at (a) i, ii, and iii. **Desirable:** Adequate experience of teaching and guiding Post-Graduate students. Familiarity with modern tools and applications in scientific technologies in the field.
8.	Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotees	Not Applicable
9	Period of probation, if any	Two year
10.	Method of recruitment: whether by direct recruitment or by promotion or by deputation / absorption and percentage of the posts to be filled by various methods.	100% by direct recruitment
11.	In case of recruitment by promotion/ deputation/ absorption, grades from which promotion/ deputation/ absorption to be made	Not applicable
12.	Composition of Selection Committee for direct recruitment	As per Section 18(1 &2) of the Schedule of the Dr. Rajendra Prasad Central Agricultural University Act, 2016 and as amended from time to time.

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Score Card will be given weightage of 70% presentation and interview 30%.

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RECRUITMENT RULES FOR THE POST OF ASSOCIATE PROFESSOR

1.	Name of Post	**Associate Professor**
2.	Number of Post(s)	
3.	Classification	Group 'A'
4.	Pay Band & Grade Pay	Rs. 37,400- Rs. 67,000 + Grade Pay Rs. 9,000
5.	Whether selection or non-selection post	Not Applicable
6.	Age Limit for direct recruits	Preferably below 50 years
7.	Educational and other qualifications required for direct recruits	**Essential:** **(a) For disciplines other than Veterinary Sciences':** Doctoral degrees in relevant subject including relevant basic sciences 8 years experience in the relevant subject as Scientist/Lecturer/Extension Specialist or in an equivalent position in the PB-3 of Rs. 15,600-39,100 with Grade Pay of Rs. 5,400/ Rs. 6,000/ Rs. 7,000/ Rs. 8,000 The candidate should have made contribution to Research/ Teaching/Extension Education as evidenced by published work/ innovations and impact.

		(b) For Veterinary Sciences' disciplines: Recognized veterinary qualification included in first and second schedule in Indian Veterinary Council Act: 1984 and must be registered with a State Veterinary Council/Veterinary Council of India. B.V.Sc. & A.H. with at least 55% marks or its equivalent grade in the point scale. Master's degrees in relevant discipline of Vet. Science with at least 55% marks or its equivalent grade in the point scale. Other qualifications are similar with disciplines other than veterinary sciences as at (a) i, ii, and iii. **Desirable:** i. Adequate experience of teaching and guiding Post-Graduate students. ii. Familiarity with modern tools and applications in scientific technologies in the field.
8.	Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotees	Not Applicable
9	Period of probation, if any	Two year
10	Method of recruitment: whether by direct recruitment or by promotion or by deputation / absorption and percentage of the posts to be filled by various methods.	100% by direct recruitment*** **[As per ASRB Score Card]**
11	In case of recruitment by promotion/ deputation/ absorption, grades from which promotion/ deputation/ absorption to be made	Not applicable
12	Composition of Selection Committee for direct recruitment	As per Section 18 (1 &2), of the Schedule of the Dr. Rajendra Prasad Central Agricultural University Act, 2016 and as amended from time to time.

Score Cared will be given weightage of 70% presentation and interview 30%.

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RECRUITMENT RULES FOR THE POST OF ASSISTANT PROFESSOR

1.	Name of Post	**Assistant Professor**
2.	Number of Post(s)	
3.	Classification	Group 'A'
4.	Pay Band & Grade Pay	Rs. 15,600-39,100 + Grade Pay Rs. 6,000
5.	Whether selection or non-selection post	Not Applicable
6.	Age Limit for direct recruits	Preferably below 35 years (Age may be relaxed as per provisions of Section 10 of Recruitment rules for Teaching Employees)
7.	Educational and other qualifications required for direct recruits	**Essential:** **(a) For disciplines other than Veterinary Sciences':** (i) Master's degree in the relevant disciplines and with at least 60% marks or equivalent grade point. Evidence of the National Eligibility Test (NET) conducted by ICAR-ASRB, UGC-CSIR.

		OR **(b) For Veterinary Sciences' disciplines:** (i) Recognized veterinary qualification included in first and second schedule in Indian Veterinary Council Act: 1984 and must be registered with a State Veterinary Council/Veterinary Council of India. (ii) B.V.Sc. & A.H. with at least 55% marks or its equivalent grade in the point scale. (iii) Master's degrees in relevant discipline of Veterinary Science with at least 60% marks or its equivalent grade in the point scale. Evidence of the National Eligibility Test (NET) conducted by ICAR-ASRB, UGC-CSIR. **OR** Doctorate degree in the relevant subject including relevant basics sciences with 2 published research papers in scientific general with NAAS rating of more than 5.0. **Desirable:** (i) Experience of research in reputed ICAR Institutes/Agricultural Universities/government institutions with evidence of published research papers. (ii) Knowledge of Computer applications.
8.	Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotees	Not Applicable
9	Period of probation, if any	two year
10.	Method of recruitment: whether by direct recruitment or by promotion or by deputation/absorption and percentage of the posts to be filled by various methods.	100% by direct recruitment ***** [Academic Score :** 0.05 x % marks of High School + 0.10 x % marks of + 2/ Intermediate + 0.15 x % marks of Graduation + 0.20 x % marks of Master's degree + 10 Marks for Ph.D (Maximum 50 marks) **+ 15 Marks** for experience (5 marks per year) **+ 10 marks** for award (JLN award or equivalent – 10 marks, Best paper etc. – 02 marks each **+ 25 marks** for publication (Sum of NAAS rating of publication) **+ 02 marks** for presented papers, bulletins, book chapter etc. with a maximum of 10 marks) **]**
11.	In case of recruitment by promotion/ deputation/ absorption, grades from which promotion/ deputation/ absorption to be made	Not applicable.
12.	Composition of Selection Committee for direct recruitment	As per Section 18 (1 &2) of the Schedule of the Dr. Rajendra Prasad Central Agricultural University Act, 2016 and as amended from time to time.

*****Note :** Score Card will be given 25% weightage, written examination 50% and presentation & interview 25% weightage.

Score Card	Written Exam			Presentation	Interview	Total
	Subject	GK	Language			
100	100	50	50	50	50	400

DR. RAJENDRA PRASAD CENTRAL AGRICULTURAL UNIVERSITY, PUSA

(Established under the Dr. Rajendra Prasad Central Agricultural University Act, 2016)

RECRUITMENT RULES FOR THE POST OF ASSISTANT LIBRARIAN

1	Name of Post	**ASSISTANT LIBRARIAN**
2	Classification	Group 'A'
3	Pay Band & Grade Pay	Rs. 15600-39100 (PB-3) + Grade Pay Rs. 6000
4	Age Limit for direct recruits	35 years
5	Educational and other qualifications required for direct recruits	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. Qualifying in the national level test conducted for the purpose by the UGC or any other agency approved by the UGC. However, candidates, who are, or have been awarded Ph. D. degree in accordance with the "University Grants Commission (Minimum Standards and Procedure for Award of Ph.D. Degree), Regulations 2009, shall be exempted from the requirement of the minimum eligibility condition of NET/SLET/SET.
6	Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotees	No
7	Period of probation, if any	Two Years.
8	Method of recruitment: whether by direct recruitment or by promotion or by deputation/ absorption and percentage of the posts to be filled by various methods.	100% by direct recruitment *** [Academic Score : 0.05 x % marks of High School + 0.10 x % marks of + 2/ Intermediate + 0.15 x % marks of Graduation + 0.20 x % marks of Master's degree + 10 Marks for Ph.D (Maximum 50 marks) or NET + 15 Marks for experience (5 marks per year) + 10 marks for award (JLN award – 10 marks, Best paper etc. – 02 marks each, Raporteur - 02 marks each) + 25 marks for publication (Sum of NAAS rating of publications)
9	In case of recruitment by promotion/ deputation/ absorption, grades from which promotion/ deputation/ absorption to be made	i) From amongst Lib. Assistants in GP of Rs.4200/- with working experience of 5 years as such. ii) Officers holding analogous posts on regular basis for deputation.
10	Composition of Selection Committee for direct recruitment	As per Section 18(1 &2) of the Schedule of the Dr. Rajendra Prasad Central Agricultural University Act, 2016 and as amended from time to time.

***Note :** Score Card will be given 25% weightage, written examination 50% and presentation & interview 25% weightage.

Score Card	Written Exam			Presentation	Interview	Total
	Subject	GK	Language			
100	100	50	50	50	50	400