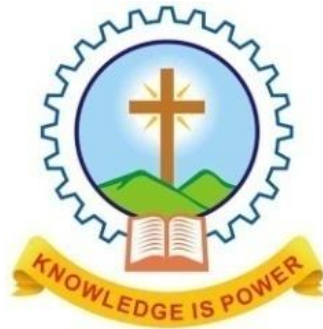




# MAR ATHANASIOUS COLLEGE OF ENGINEERING

## RULES AND REGULATIONS

# **RULES AND REGULATIONS**



## **VISION**

**EXCELLENCE IN EDUCATION THROUGH RESOURCE INTEGRATION**

## **MISSION**

**THE INSTITUTION IS COMMITTED TO TRANSFORM ITSELF INTO A CENTRE OF EXCELLENCE IN EDUCATION, UPHOLDING THE MOTTO “KNOWLEDGE IS POWER”. THIS IS TO BE ACHIEVED BY IMPARTING QUALITY EDUCATION TO MOULD TECHNICALLY COMPETENT PROFESSIONALS WITH MORAL INTEGRITY, ETHICAL VALUES AND SOCIAL COMMITMENT AND BY PROMOTING INNOVATIVE ACTIVITIES IN THE THRUST AREAS EMERGING FROM TIME TO TIME.**

**MAR ATHANASIOUS COLLEGE OF ENGINEERING  
KOTHAMANGALAM – 686 666, KERALA, INDIA.**

## **RULES AND REGULATIONS**

### **I. FACULTY**

#### **a) Appointments**

- i) When a vacancy arises, the Principal will report it to the Chairman Governing Body.
- ii) After seeking approval from the Chairman, orders will be obtained from the Government to notify the post in two dailies each English and Malayalam Two dailies, as per norms.
- iii) The Staff Selection Committee, constituted as per APJ Abdul Kalam Technological University statute, will interview the candidates applied for the post and the rank-list will be prepared on a merit basis as per Chapter 8 of APJ Abdul Kalam Technological University First Statute, 2020.
- iv) Appointments will be made from the rank list after conducting interviews from the list, and is to be further approved by the University and the Government.

### **II. CAREER ADVANCEMENT SCHEME (CAS) - G.O. (MS) 99/2021/H.Edn. dt. 16-02-2021.**

#### **Minimum Qualification Norms for Direct Recruitments/Promotions/Placement for Stage - II to Stage - VI**

#### **a) Qualification for Assistant Professor (Senior Scale, Level - 11, Entry Pay ` 68900/-) For Placement of Incumbents**

- a) Qualifications prescribed for the post of Assistant Professor  
AND
- b) Should have completed minimum training requirements.  
AND
- c) Should have satisfied any one of the below mentioned set of requirements.

Set No.	Additional Qualification	To have acquired in the cadre of Assistant Professor		
		Experience (Years)	Research publications in SCI journals/UGC/AICTE approved list of journals	Average 360° feedback score (out of 10)
1	--	4	2	8 to 10
2	--	5	1	8 to 10
3	--	5	2	5 to <8

#### **b) Qualifications for Assistant Professor (Selection Grade, Level - 12, Entry Pay ` 79,800/-) For Placement of Incumbents**

- a) Qualifications as prescribed for the post of Assistant Professor (Senior Scale)  
AND
- b) Should have completed minimum training requirements.  
AND
- c) Should have satisfied any one of the below mentioned sets of requirements.

Set No.	Additional Qualification	To have acquired in the cadre of Assistant Professor (Senior Scale)		
		Experience (Years)	Research publications in SCI journals/UGC/AICTE approved list of journals	Average 360° feedback score (out of 10)
1	--	4	1	8 to 10
2	--	4	2	5 to <8

#### **c) Qualifications for Associate Professor (Level - 13A1, Entry Pay ` 1,31,400/-) i. For Promotion**

a) Ph.D. degree in the relevant field and First class or equivalent at either Bachelor's or Master's level in the relevant branch

AND

b) At least total 6 research publications in SCI journals/UGC/AICTE approved list of journals.

AND

c) Minimum of 8 years of experience in teaching/research/industry out of which at least 2 years shall be Post Ph.D. experience.

Note: In case of HMCT, 8 years of industry experience at a managerial level not below the position of Head of Department handling a team of 20 persons or more in a 4 star hotel or above category or in a similar position in the hospitality industry/tourism industry.

**ii. For Placement of the Incumbents**

a) Ph.D degree in relevant field and First class or equivalent at either Bachelor's or Master's level in the relevant branch.

AND

b) Should have completed minimum training requirements.

AND

c) Should have satisfied any one of the below mentioned set of requirements.

Set No.	To have acquired in the cadre of Assistant Professor (Selection Grade)		
	Experience (Years)	Research publications in SCI journals/ UGC/AICTE approved list of journals	Average 360° feedback score (out of 10)
1	3	2	5 to <8
2	3	1	8 to 10

**d) Qualifications for Professor (Level - 14, Entry Pay ` 1,44,200/-)**

**i) Promotion**

a) Ph.D. degree in relevant field and First class or equivalent at either Bachelor's or Master's level in the relevant branch.

AND

b) Minimum of 10 years of experience in teaching/research/industry out of which at least 3 years shall be at a post equivalent to that of an Associate Professor.

AND

c) At least 6 research publications at the level of Associate Professor in SCI journals/UGC/ AICTE approved list of journals and at least 2 successful Ph.D. guided as Supervisor/Co-supervisor till the date of eligibility of promotion.

OR

At least 10 research publications at the level of Associate Professor in SCI journals/UGC/ AICTE approved list of journals till the date of eligibility of promotion.

**ii) For Placement of the Incumbents**

a) Ph.D. degree in relevant field and First Class or equivalent at either Bachelor's or Master's level in the relevant branch.

AND

b) Should have satisfied any one of the below mentioned set of requirements.

Set No.	To have acquired in the cadre of Associate Professor		

	Ph.D. guided	Total Experience (Years)	Experience (Years)	Research publications in SCI journals/UGC/AICTE approved list of journals	Average 360° feedback score (out of 10)
1	1	15	3	6	8 to 10
2	2	15	3	6	5 to <8
3	--	16	3	4	8 to 10

Note : 360° feedback

1. The feedback obtained every year, till the date of eligibility of next stage, shall be taken as an average of all the preceding years added together required for placements.
2. In case the candidate fails to achieve the maximum feedback score, the subsequent year's may be taken into consideration while dropping the lowest feedback score in any one of the year.
3. Calculation of 360° Feedback shall be done as per Annexure II.

**e) Qualifications for Promotion of Principal/Director (Level - 14, Entry Pay ` 1,44,200/- with the special allowance of ` 6,750/- per month)**

- a) Ph.D. degree and First Class or equivalent at either Bachelor's or Master's level in the relevant branch
- b) At least two successful Ph.D. guided as supervisor/Co Supervisor and minimum 8 research publications in SCI journals/UGC/AICTE approved list of journals.
- c) Minimum 15 years of experience in teaching/research/industry, out of which at least 3 years shall be at the post equivalent to that of Professor.

### III. PROCEDURE FOR GETTING SALARY

#### Faculty

1. A proposal including the filled in Service Book with all original certificates along with rank list will be forwarded to the APJ Abdul Kalam Technological University for approval.
2. After seeking approval from the University, a proposal will be forwarded to the Director of Technical Education for approval from the Government.

#### Technical staff

A proposal including filled in Service Book with all original certificates along with rank list will be forwarded to the Director of Technical Education for approval from the Government.

#### Administrative staff

A proposal including filled in Service Book with all original certificates along with rank list will be forwarded to the Director of Technical Education for approval from the Government.

### PROBATION

The probation of a staff will be one year of continuous service within two years. Chapter 8 Part II B2 of University Statute. (Annexure 1)

### INCREMENT

**Faculty:** All faculty members who have successfully completed their period of probation are eligible for annual increment at the rate of 3% of Basic Pay. The increment will be affected 1<sup>st</sup> day of January and 1<sup>st</sup> day July every year.

**Technical & Administrative Staff:** All Technical & Administrative Staff who have successfully completed their period of probation are eligible for annual increment to the next stage of the existing scale of pay and shall be drawn in on the first day of the month in which they fall due. G.O. (P) No.27/2021/Fin. dt. 10-02-2021.

### PROMOTIONS

## **Faculty**

Minimum qualification, experience, research contributions, feedback and requisite training requirements for different levels for promotion for the faculty members. (Annexure 2)

## **Technical**

- a) Promotion from the post of Tradesman to Trade Instructor Gr. II, from Trade Instructor Gr. II to Trade Instructor Gr. I, from Trade Instructor Gr. I to Tr. Instructor Sr. Gr.
- b) Instructor Gr. II to Instructor Gr. I, Instructor Gr. I to Workshop Superintendent. G.O. (P) No. 503/2012/H.Edn. dt. 12.10.2012. (Annexure 3)

## **Administrative Staff**

Promotion among the administrative staff is from Clerk to Sr. Clerk, Sr. Clerk to Head Accountant/Head Clerk, Head Accountant/Head Clerk to Junior Superintendent, Junior Superintendent to Senior Superintendent, Senior Superintendent to Accounts Officer, and Accounts Officer to Administrative Assistant, according to the availability of vacancies, seniority and qualification.

## **HIGHER GRADE**

All technical staff and administrative staff are eligible for Higher Grade on completion of 8, 15 and 22 years of their continuous service as per conditions laid in G.O.(P) No. 27/2021/Fin. Dt. 10-02-2021. (Annexure 4)

## **MONTHLY SALARY DISBURSEMENT**

When the bill countersigned by the Director of Technical Education is submitted to the Treasury, monthly salary bill prepared through SPARK will be submitted before the Director of Technical Education for counter signature and submitted to the District Treasury, Muvattupuzha. The District Treasury will directly credit the salary to the incumbent's bank account.

## **INCOME TAX DEDUCTION:**

Based on the anticipated salary of the incumbent income tax will be deducted from the monthly salary proportionally. Quarterly returns will be filed in time and Form No. 16 will be issued to all incumbents based on their annual income.

## **LEAVE**

All leaves have been sanctioned to all incumbents as per Rules 61-134 Chapter IX of Part I & II KSR. (Annexure 5)

## **IV. DIFFERENT TYPES OF LEAVE ELIGIBLE FOR THE INCUMBENTS**

### **1. Casual Leave**

(a) Faculty - 15 per year, (b) Technical - 15 per year, (c) Administrative - 20 per year

### **2. Half Pay Leave**

(a) Faculty - 20 per year, (b) Technical - 20 per year, (c) Administrative - 20 per year

Note: Half Pay Leave can be commuted for all incumbents who have completed three years of continuous service.

### **4. Earned Leave**

#### **Faculty and Technical Staff**

Earned leave will be arrived to the credit of faculty and technical staff if they perform duty during vacation, subject to the approval of the DTE.

#### **Administrative Staff**

Administrative staff are eligible for an Earned Leave when they complete 11 days of continuous service including holidays.

### **5. Maternity Leave**

180 days for all women staff. G.O.(P) No. 129/09/Fin dt. 01.04.2009. (Annexure 6)

#### **6. Paternity Leave**

Eligible for all male staff for a period of 10 days continuously, subject to the condition that he should produce a medical certificate that his spouse has delivered a baby. He has to avail this leave within 3 months of the delivery date of his spouse. G.O.(P) No. 342/2011/Fin dt.11.08.2011.

#### **7. Leave Without Allowance**

a) **On medical certificate** - An incumbent is eligible for an indefinite period of leave on production of Medical certificate from a registered Medical Practitioner. If the leave extends beyond 120 days, a Government sanction is required for the sanction of the leave. The leave will not affect the service of the incumbent.

b) **Without Medical Certificate** - An incumbent can avail leave as per Appendix XII A of Part I & II KSR and LWA will affect the total service.

#### **8. Compensation Leave**

Section III of Appendix VII Part I & II of KSR. Compensation Leave will be eligible at the rate of 1 day for each holiday, who attends office on public authorized holidays under the order of the Head of office/institution. Such leave should be availed within three months of the date of occurrence and a maximum of 15 days in a calendar year.

#### **9. Special Casual Leave - Section II Appendix VII Part I & II KSR**

When the Officer himself catches the infectious diseases in his residence.

#### **10. Special Leave for organ transplantation :**

As per G.O.(P) 7/2016 Fin. Dt. 20.1.2016, special leave for 90 days will be allowed for incumbents for kidney and other major organ transplantation.

#### **11. Special Leave for Chemotherapy and radiation treatment.**

Special casual leave can be availed upto a period of 6 months as per and G.O.(P) 211/2014/ Fin. Dt. 06.06.2014.

### **V. QUALITY IMPROVEMENT PROGRAMME**

Faculties under Engineering department are eligible for deputation to pursue higher studies for Ph.D. programme for a period of 3 years under Quality Improvement Programme. He/she has to execute a bond with the Government. G.O. MS.No.83/83/H.Edn. dt. 02.05.1983.

### **VI. SHORT TERM COURSES AND TRAINING PROGRAMME**

All staff will be on deputation for short term courses and training programme is a part of the policy.

### **VII. ATTENDING CONFERENCES**

Faculty members will be deputed for attending International and National conferences under the financial aid of the Government. Circular No. 18326/Ar14 (1)/2011/P&ARD. Dt. 29.10.2012.

### **VIII. WELFARE SCHEMES**

a) **Provident Fund (KPEPPF)** – Provident Fund is mandatory for all employees as per Chapter V, Kerala University First Statute, 1976, M.G. University First Statute 1992 and APJ Abdul Kalam Technological University Statutes 2020.

b) **Group Insurance Scheme** - Chapter III Kerala University First Statute, 1979. (G.O. (P) 655/84/Fin dt. 13.11.1984 and G.O. (P) 112/2016/Fin dt. 01.08.2016.

c) **State Life Insurance Scheme** - G.O.(P) No.25/2004/Fin dt. 12/01/2004., G.O.(P) No.104/2012/Fin dt.

09/02/2012. and G.O.(P) No.493/2014/Fin. dt. 12/11/2014. State Life Insurance Scheme is mandatory for all employees.

- d) Group Personal Accident Insurance Scheme** - G.O. (P) No.221/07/Fin dt.29/05/2007., G.O.(P) No.388/07/Fin dt.25/08/2007 and G.O. (P) No.144/16/Fin dt.30/09/2016. Group Personal Accident Insurance Scheme is mandatory for all employees.

#### **PENSION:**

**A) Statutory Pension Benefits:**

Part III KSR. G.O. (P) No. 9/2016/Fin dt. 20.01.2016.

- i) Pension
- ii) Death-cum-Retirement Gratuity
- iii) Commutation of Pension
- iv) Family Pension

**B) Contributory Pension**

The scheme came into force for all employees who joined on or after 01.04.2013. G.O.(P) No.20/2013/Fin. Dt.07.01.2013.

**C) Medical Reimbursement Facility**

All staff are eligible for medical reimbursement.

#### **PROCEDURES FOR DISCIPLINARY PROCEEDINGS AGAINST STAFF**

Chapter VII of Part I KSR and Chapter 8 of Part II Clause C of APJ Abdul Kalam Technological University Statute, 2020.

### **STUDENTS**

#### **I. ADMISSION**

**a. Merit Quota**

Out of the total sanctioned strength, 85% of students are allotted by the Controller of Entrance Examinations, Government of Kerala from the Rank list prepared for admission to Engineering Colleges. As per Direct Payment agreement remaining 15% seats are allotted to Management as Management quota. Details can be downloaded from KEAM Website [www.cee-kerala.gov.in](http://www.cee-kerala.gov.in) Notification will be published for Kerala Entrance Examination for Engineering and Medical courses by the Controller of Entrance Examination. After conducting the entrance examination, the Controller of Entrance Examination will publish rank-list of eligible candidates. Accordingly they will permit for registration of option for different programmes and Colleges. An allotment list will be published by the CEE after considering all the above aspects.

**b. Management Quota**

As per direct Payment Agreement with Government, Management can admit 15% students to the total seats of all programmes. The Management admits students to the 15 % quota from the Rank list prepared by the Controller of Entrance Examinations for Engineering Examinations.

**c. P.I.O/ Gulf quota/ Foreign National**

15 % supernumerary seats over and above the sanctioned strength are sanctioned by AICTE as per their regulation No.F-37-3/Legal/2004 dt. 21.01.2004. Students under these category are admitting through Govt. Approved agencies like Ed.CIL etc.

**d. Tuition Fee Waiver Scheme**

AICTE as per their letter No. 1-MS/AICTE/2011 dt. 28.07.2011 directed up to 5% seats over and above the sanctioned strength under Tuition Fee Waiver Scheme. These seats are be supernumerary in nature. The students admitted under this scheme shall not pay their tuition fee for their entire course. The allotment to the seats are done by the Controller of Entrance Examination. Details



available in the website [www.cee-kerala.gov.in](http://www.cee-kerala.gov.in).

**e. Government of India Nominee (GOI)**

The allocation under GOI will be made from Government of India through the Director of Technical Education and such seats will be within the sanctioned strength and come under the 85% of Government seats. The details available in Annexure-II (2) (a), of KEAM Prospectus.

**II. PROCEDURES FOR ADMISSION:**

The Controller of Entrance Examinations allots students from the Rank list prepared for Engineering admissions. The allotted students are admitting the College after verification of their original documents such as Mark list, T C etc and also collecting the prescribed fees.

**III. TUITION FEE COLLECTION**

The tuition fee, admission fee and special fee will be collected from the students as per directions in existing Govt. orders according to their category. SC/ST/OEC candidates are exempted from paying tuition fee, admission fee and special fee. All fees can be paid by the students to the College Cash Counter from 10:00 AM to 1:00 PM and from 2:00 PM to 3:00 PM on all working days. All students shall obey the code of conduct published by the College which is available in College Website.

**IV. PROCEDURE FOR HOSTEL ADMISSION**

Students seeking admission to hostel shall submit application to the Warden and they get admission as per hostel rules.

**V. PROMOTION OF STUDENTS**

Students will be promoted to higher semesters as per the regulations of APJ Abdul Kalam Technological University.

**VI. STUDENTS ATTENDANCE**

All students need the required attendance in each semester for attending the semester examination. The details of required attendance can be downloaded from the website of APJ Abdul Kalam Technological University. <https://ktu.edu.in/>

The College has an effective system of monitoring students' attendance which is under the direct supervision of Internal Quality Assessment Cell (IQAC). The College will send intimations to the parents about the attendance of their wards monthly. The parents have the necessary facility to monitor the attendance of their ward by visiting the college website [www.mace.ac.in](http://www.mace.ac.in).

**To monitor the attendance of a student:** Use the link ETLAB on the College website. Login to ETLAB submitting by the Admission Number of the student as User ID and Password : *Admission No. Prnt*

**VII. SEMESTER REPEATING OF STUDENTS**

The student who does not have sufficient attendance in a particular semester will not be permitted to attend the semester examinations. Such candidates can repeat the same semester subject to with approval from the university. The intimation regarding submission of requests for repeating semesters will be published by the University on their website time to time. <https://ktu.edu.in/>

**VIII. UNIVERSITY EXAMINATIONS**

This College is affiliated to APJ Abdul Kalam Technological University and the University of Kerala. The semester examinations have been conducted by the University at this centre. Students can apply for the examinations by paying the required amount through cash counter of Mar Athanasius College of Engineering as per notification uploaded by the University time to time. Hall tickets for the examinations are issued through the administrative office by downloading the same from the university website.

**IX. ISSUE OF TRANSFER CERTIFICATES.**

Students will be issued Transfer Certificates upon their requests either in pursuing their course or on

completion of the course of study. If a student obtain TC during this course, he cannot continue his studies. The request shall come through either HOD or Senior Adviser or both will be entertained by the Principal.

#### X. COURSE AND CONDUCT CERTIFICATE

Students will be issued their Course and Conduct Certificate at any stage of their studies upon their request for different purposes. The request shall be recommended by the Senior Advisor or Head of the Department on which student concerned. The request shall be coming through either HOD or Senior Adviser or both will be entertained by the Principal.

#### XI. MIGRATION CERTIFICATE

The Migration Certificate will be issued from the University affiliated to the College.

#### XII. SCHOLARSHIPS

Different types of scholarships are provided by State and Central Government, other agencies and companies. The students studying this institution can select according to their eligibility conditions of their income, merit and community. The College is promoting students to apply scholarships and helps the students apply them.

#### XIII. DISCIPLINARY PROCEEDINGS

- 1. Ragging** - Ragging is an offence and posters/boards showing the consequences of ragging are placed in different corners of the campus. There is an anti-ragging cell, vigilantly monitoring the campus against ragging. The reported cases will be brought before the Police as per the existing norms. In the proved ragging cases the students will be removed from the rolls.
- 2. Malpractice in Examinations** - Malpractice is an offence and in proved cases, disciplinary proceedings will be issued by the Principal for internal examinations and University will issue proceedings as per their norms.
- 3. Manhandling among Students** - Reported cases of manhandling among students will be punished as reported by the enquiring committee constituted for the particular cases.

### RIGHT TO INFORMATION ACT, 2005

The College comes under the RTI Act, 2005 and any Indian Citizen can seek information from this College. The following are the concerned officials for handling applications under Information Act, 2005.

#### 1. State Public Information Officer

Dr. Deepak Eldho Babu, Associate Professor, Department of Mechanical Engineering  
Mob. : 9072723333  
Email ID : deepakbabuc@gmail.com

#### 2. Asst. State Public Information Officer

Sri. Eldhose Paul, Administrative Assistant  
Mob. : 9446502510  
Email ID : officeAA@mace.ac.in

#### 3. Appellate Authority

Dr. Thomas George, Associate Professor, Department of Electronics & Communication Engineering  
Mob. : 9447370146  
Email ID : tg@mace.ac.in

  
PRINCIPAL

Dr. MATHEW K.  
Principal

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