



राष्ट्रीय सहकारी प्रशिक्षण परिषद
NATIONAL COUNCIL FOR COOPERATIVE TRAINING
(An Autonomous Society Promoted by Ministry of Cooperation, Government of India)



Ref.No.2-2/R/2023-Pers/

Date: 12.07.2024

Revised guidelines - 2024

For appointment of contractual faculties in various training institute of NCCT

1. **Invitation of application:** The application from suitable candidate will be invited through advertisement in newspaper in the pre-devised format.
2. **Selection Process :** Selection on the basis of Interview
 - (C) **Tenure of contract:** The candidate will be initially appointed for a period of 3 years. However, their performance will be assessed on yearly basis. If their performance is satisfactory they will be continued for the agreed tenure. The tenure of contract may be extended for further period of two years on satisfactory performance. No further extension of tenure beyond five years is permissible.

(D) **Annual Incentive:** The person will be given 5% annual increment on the consolidated remuneration as an incentive amount if his/her performance is found satisfactory. Thereafter, the extension of services with 5% increment can be done at the level of Director of the Institute. Annual increment beyond 5% upto 15% may be considered on extraordinary performance of the faculty and Institute may recommend his/her case with justifiable reasons supported with documentary evidence to H.Q. for consideration of Executive Council of NCCT.

(E) **Monthly Remuneration:** Faculty has been categorized in four categories and their monthly consolidated remuneration has been proposed as given below:

| Sr.No. | Name of the Post | Range of Consolidated Remuneration (Rs.) |
|--------|--|--|
| 1 | Category 'A' (Lecturer) | 40,000 to 90,000 |
| 2 | Category 'B' (Assistant Professor) | 80,000 to 1,20,000 |
| 3 | Category 'C' (Associate Professor, VAMNICOM & Director RICMs/ICMs) | 1,00,000 to 1,50,000 |
| 4 | Category 'D' (Professor) | 1,25,000 to 2,00,000 |

- (a) There will be no other allowance(s) in addition to the aforesaid monthly consolidated remuneration
- (b) The consolidated remuneration may be fixed between the range as mentioned above on the basis of candidate capabilities and merits of the case & last pay drawn.
- (c) The appointed incumbent will not be eligible to get periodical enhancement of DA like the regular employees.
- (d) If required, the selection committee may recommend to fix the remuneration of selected candidate within the given range, according to the qualification and experience of the candidate subject to the condition that it shall not be in excess of 10% of last pay drawn by the candidates in previous employment. In case if remuneration is proposed in excess of 10% of last pay of candidates, (within the range of consolidated salary), the approval of Executive Council would be required.

(F) **Educational/other qualifications:**

(A) **Category 'A' : Lecturer**

Eligibility :

- (i) A Master's Degree with minimum 55% marks in Economics/Agriculture/ MCA /Commerce/ Business Administration/Cooperation/Law/Engineering (computer)/Information Technology.
- (ii) NET or an accredited test (State Level Eligibility Test SLET/SET qualified).
- (iii) Two year teaching experience in any institution of repute.

Desirable : Ph.D in the concerned/allied/relevant discipline

(B) Category 'B' : Assistant Professor/Dy. Director

Eligibility:

- (i) A Master's Degree with minimum 55% marks in Economics/ Agriculture/ MCA/ Commerce/ Business Administration/ Cooperation/ Law/ Engineering (computer) / Information Technology.
- (ii) (Ph.D in the concerned/allied/relevant discipline.
- (iii) A minimum of eight years teaching experience equal to level of Lecturer/Assistant Professor in any institution of repute.
- (iv) At least 7 publications published in peer reviewed or UGC listed journals.

(C) Category 'C' : Associate Professor /Director

Eligibility:

- (i) A Master's Degree with minimum 55% marks in Economics/ Agriculture/ MCA/ Commerce/ Business Administration/ Cooperation/ Law/ Engineering (computer) / Information Technology.
- (ii) Ph.D in the concerned/allied/relevant discipline.
- (iii) At least 8 publications published in peer reviewed or UGC listed journals.
- (iv) A minimum of twelve years of teaching experience equal to Assistant Professor/Associate Professor in any institution of repute.

(D) Category 'D' : Professor

Eligibility:


- (i) Post Graduate with minimum 55% marks in Economics/Agriculture/MCA/ Commerce/ Business Administration/ Cooperation/ Law/ Engineering (computer) / Information Technology.
- (ii) Ph.D in the concerned/allied/relevant discipline.
- (iii) At least 10 publications published in peer reviewed or UGC listed journals.
- (iv) A minimum of fifteen years of teaching experience equal to Assistant Professor/Associate Professor in any institution of repute.

(G) Termination of Services and leaves :

- (i) In case the performance of the person so appointed is found unsatisfactory, his/her services will be terminated any time after giving one month's notice without giving any reason thereof or pay in lieu thereof. Such person may also leave the contractual appointment after giving one month's notice or pay in lieu thereof if so desires.
- (ii) Leave of absence: The person appointed on contract basis will be eligible for 15 days leave in a Calendar year. It cannot be carry forwarded to next calendar year. Any other leave for any purpose will be considered as leave without pay.



- (iii) Persons so appointed on contract basis will not be eligible for any allowance except consolidated monthly remuneration. He will not claim any terminal benefit on termination of his contractual appointment
- (iv) The person appointed will come under the ambit of conduct rules as applicable in NCCT.
- (v) The person so appointed will require to attend respective office during the working hours and days in week. He/she will have to attend the office during holidays in case of necessity.
- (vi) The person appointed will require to maintain confidentiality of the work assigned to him/her by the Institute.
- (vii) The person selected for appointment will require to show his all original certificates required for verification for his/her eligibility for the post.
- (viii) The person so engaged may be allotted residence inside the Institute campus, subject to its availability, after the approval of the Director of the Institute. The person will be charged license fee and monthly rent equivalent to 20% of their consolidated remuneration and also electrical and water charges as per actual.
- (ix) In case of outstation program the person so engaged will be provided boarding and lodging or TADA as per rules prevalent in NCCT, as per the entitlement of the post.
- (x) The recommendation of the Selection Committee for appointment of contractual faculty will be placed before the Executive Council for perusal.
- (xi) For any clarification on these guidelines, decision of NCCT will be binding.


(Manish Bhatia) 12/7/24
Deputy Director (Pers)

Note:-

1. Number of seats may be increase or decrease as per requirement of the Institute.
2. Reservation will be followed as per center Govt. Norms.