KARNATAKA SAMSKRIT UNIVERSITY
Chamarajpet, Bangalore - 560 018

Statutes governing the Cadre and Recruitment of the Employees of Karnataka Samskrit University.

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Statutes governing the Cadre and Recruitment of the Employees of Karnataka Samskrit University.

1. Title and commencement:

(1) These statutes may be called "Cadre and Recruitment of the Employees of the Karnataka Sanskrit University".

(2) They shall come in to force on the date of assent by the Chancellor.

2. Definitions: In these statutes unless the context otherwise requires.

(1) The Act means the Karnataka State Universities Act, 2000.

(2) Appointing Authority' means the authority competent to make appointment under the provisions of the Act.

(3) 'Direct Recruitment' in relation to any post means the appointment otherwise than by promotion or transfer or deputation but shall include reemployment.

(4) 'Promotion' means appointment of a member of the University service from a post or grade of service or class of service to a higher post or grade of service or class of service.

(5) 'Selection' means selection in accordance with these Statutes -

(i) After consulting a Selection Committee, if any constituted for the purpose under these Statutes.

OR

(ii) Constituted by the appointing authority where no Selection Committee has been constituted.

3. Method of Recruitment:

In respect of each category of posts specified in the Schedule, the minimum qualifications, the period of probation, if any, and the method of recruitment, shall be as specified in the corresponding entries in the Schedule.

Provided that, in the event of non-availability of candidates possessing prescribed qualifications candidates with lesser qualification may be appointed on a purely temporary basis.

4. Procedure for Appointment:

(1) Where a post is required to be filled by direct recruitment, the selection shall be made through the Board of Appointment, on merit and reservation after advertising the post.

(2) where a post is required to be filled by promotion, if it is to a selection post or to a post to be filled by promotion by selection, the appointment shall be made by selection of a candidate on on the basis of seniority and merit and also reservation if applicable.

5. Promotion: In the case of any appointment to be made on promotion, no one shall, unless, otherwise specified under these Statutes, be considered eligible for such appointment until a candidate acquires the qualification prescribed to such post.

6. Period of probation:

The candidates appointed under these Statutes shall be on probation for a period of two years. Upon the completion of period of probation of the candidate if his services are satisfactory, the period of probation may be declared to have completed satisfactorily. If the services are not satisfactory, the Appointing Authority may extend the period of probation for a specified period.

7. Upgradation: Action may be taken for automatic upgradation with the concurrence of the Government.

8. Disqualifications for appointment:

(1) No person shall be eligible for appointment in the University unless he is a citizen of India.

(2) No person who attempts to bring influence, either from officials or from non-officials, shall be considered eligible for appointment in the University.

(3) No application for appointment to a post in the University shall not be considered for appointment if the candidate is at the time of his application in permanent or temporary employment in State or Central Government or in any other University and has made the application without the consent of the Head of the Department or of the Government or of the Authority as the case may be under whom he is already employed.

9. Age limit for appointment:

(1) Every candidate for appointment to the University service by direct recruitment must have attained the minimum age of eighteen years and maximum age limit of:

(a) General	35 years
(b)Scheduled Caste or Scheduled Tribes & OBC Category-1	40 years
(c) Other Backward Classes - Category-IIA, IIB, IIIA, IIIB	38 years

Provided that when recruitment to the University service is by examination or selection, any University employee who on the said date is holding an appointment substantively or has been in continuous University service for a period of not less than one year and has not attained the age of 40 years shall also be eligible for appointment.

(2) The maximum age limit prescribed by the Government for direct recruitment from time to time shall apply mutatis and mutandis.

(3) Notwithstanding anything contained in sub-rule (1) the maximum age limit for direct recruitment shall be deemed to be enhanced in the following to the extent mentioned, namely;

(a) in the case of candidate who is or was holding a post under the University or Government or local bodies (Corporations/City Municipal Councils or Undertakings of Government) by the number of years he/she is or was holding such post; the number of years holding such post or 10 years, whichever is less correspondingly age will be relaxed.

(b) in the case of candidate who is an ex-servicemen discharged from service by reason of demobilization, retrenchment or retirement, by the number of years of military service rendered by him shall be enhanced.

10. Procedure relating of ranking candidates belonging to Scheduled Castes, Scheduled tribes and other Backward Classes:

(1) The selection of candidates in respect of quota of posts reserved for Scheduled Castes, Scheduled Tribes & Other Backward Classes shall be made in the order of merit of candidates belonging to such categories, as the case may be, irrespective of their relative rank compared with other candidates belong to other categories.

(2) Notwithstanding anything contained in sub-rule (1), candidates belonging to Scheduled Castes, Scheduled Tribes & Other Backward Classes, who have qualified for appointment in a competitive examination, shall be entitled to be appointed in the order of merit of all the candidates who are qualified for appointment in the quota of vacancies not reserved for any particular class of candidates.

11. Reservation of Posts for SCs and STs:

(1) Orders of the Government issued from time to time providing for reservation of vacancies for direct recruitment and promotion shall be followed.

(2) If on any occasion of recruitment candidates belonging to Scheduled Caste or Scheduled Tribe are not available against the vacancies reserved for Scheduled Caste and Scheduled Tribe, such vacancies shall not be filled but carried forward.

12. Production of Caste Certificate:

A person claiming to belong the other Backward Classes shall, along with his application for appointment, produce a certificate issued not earlier than one year by a Tahsildar, in the form specified in the relevant Government orders issued in this behalf from time to time. Candidates belonging to the Scheduled Caste/Scheduled Tribe shall also produce a certificate in the form prescribed in the relevant Government orders issued in this behalf from time to time.

		SCHEDULE		
Sl. No.	Name & Designation & Scale of Pay	Sancti oned posts	Recruitment/ Deputation	Minimum qualification
1	Registrar Rs.37400 – 67400 + Academic Grade Pay	01	By deputation of KAS (Sr.Scale)/(Selection Grade) officer or by posting of a Professor of the Sanskrit University	
2	Registrar (Evaluation) Rs.37400 – 67400 + Academic Grade Pay	01	By deputation of KAS (Sr.Scale)/(Selection Grade) officer or by posting of a Professor of the Sanskrit University	
3	Finance Officer Rs.18150-26925	01	By deputation of a Deputy Controller of State Accounts	
4	Professor Rs.37400 – 67400 + Academic Grade Pay	10	By direct recruitment or by promotion. If eligible candidates are not available for promotion, then by direct recruitment.	1) An eminent scholar with Ph.D (through course work) qualification in the concerned/ allied/relevant discipline and published work of high quality, actively engaged in research with evidence of published work with a minimum of 10 publications as books and / or research / policy papers in indexed / ISBN /ISSN numbered journals and/or ISBN / ISSN numbers books and the University developed ISBN / ISSN numbered list of journals/ books hosted in the website of the concerned University.

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<tr><td></td><td></td><td></td><td></td><td>2)</td><td>Must have acquired specialized expenditure expertise in the traditional system in the respective area and a Vidwath degree with distinction. Contributed to the achievement of an outstanding and talented work in the concerned respective field. Publication of atleast 10 Sanskrit research papers in journals.</td></tr>
<tr><td></td><td></td><td></td><td></td><td>3)</td><td>A minimum of 10 years of teaching experience in University/college, and/or experience in research at the University / National level institutions/industries, including experience of guiding candidates for research at doctoral level;</td></tr>
<tr><td></td><td></td><td></td><td></td><td>4)</td><td>Contribution to educational innovation, design of new curricula and courses, and technology-mediated teaching learning process.</td></tr>
<tr><td></td><td></td><td></td><td></td><td>5)</td><td>A minimum score as stipulated in the Academic Performance Indicator (API) based on Performance Based Appraisal System(PBAS) developed by UGC in its Regulations.</td></tr>
<tr><td></td><td></td><td></td><td></td><td>6)</td><td>Preference being given for having published Sanskrit research papers in journals.
OR
An outstanding professional with established reputation in</td></tr>
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				the relevant field who has made significant contribution to knowledge.
5	Associate Professor Rs.37400 – 67400 + Academic Grade Pay	15	By promotion from the cadre of Assistant Professor. If eligible candidates are not eligible for promotion, by direct recruitment	1) Good academic record with Ph.D degree through course work in the concerned/allied /relevant disciplines. 2) 55% of the marks, or equivalent grade wherever grading system is followed at the Master's degree level. 3) A minimum of 5 years of experience of teaching and/or research in an academic/ research position equivalent to that of Assistant Professor in a University/College or Accredited Research Institution/industry excluding the period of Ph.D research with evidence of published work and a minimum of 5 publications as books and/ or research/policy papers in indexed/ISBN/ ISSN numbered books/journals and University developed ISBN/ISSN list of journals hosted in the website of the concerned University. 4) Contribution to educational innovation, design of new curricula and courses, and technology-mediated teaching learning process with evidence of having guided doctoral candidates and research students.

				5) A minimum score as stipulated in the Academic Performance Indicator (API) based Performance Based Appraisal System (PBAS) developed by UGC in its Regulations. 6) Must have published Sanskrit research papers in journals. 7) Distinguished and eminent having acquired high repute for propagation and dissemination of the Sanskrit knowledge.
6	Assistant Professor Rs.15600 – 39100 + Academic Grade Pay	20	By direct recruitment	1) Good academic record as defined by the concerned University with atleast 55% of the marks or equivalent grade wherever grading system is practiced at the Master's degree level in a relevant subject from an Indian University or an equivalent degree from an accredited foreign University. 2) Besides fulfilling the above qualification, the candidate should have cleared the National Eligibility Test (NET) conducted by the UGC, CSIR or similar tests accredited by the UGC like SLET/ SET. 3) Holders of Ph.D degree as on the date of Notification of UGC Regulations, along with those candidates who are awarded a Ph.D degree through a process of admission, registration,

				course work and external evaluation as laid down in the UGC (Minimum Standards and procedures for award of M.phil/ Ph.D. Regulations, 2009 and so adopted by the university, shall be exempted from NET/SLET/SET. 4) NET/SLET/SET shall also not be required for such Masters Programmes in disciplines for which NET/SLET/SET is not conducted subject to the conditions stipulated above. 5) Distinguished and eminent having acquired high repute for propagation and disseminating of the Sanskrit knowledge.
7	Director Rs.37400 – 67400	03	By deputation from the cadre of Professor	
8	Librarian Rs.37400 – 67400 + Academic Grade Pay	01	By promotion from the cadre of Deputy Librarian. If suitable candidates are not available for promotion, then by direct recruitment.	1) Master's degree in Library Science/Information Science with atleast 55% of the marks or its equivalent grade for 55% where grading system is practiced. 2) A Ph.D in the above discipline and/or allied discipline with a consistently good academic record. 3) A minimum of 15 years of teaching /librarian experience of which atleast 5 years experience as Deputy Librarian in a University Library or 10 years

				experience as Assistant Librarian in the University or as College Librarian. 4) Evidence of innovative library service and organization of published work and ICT modernization of Library. Evidence of published work with a minimum of 10 books and/or publication in indexed/ISBN/ISSN numbered journals/books and University developed ISBN/ISSN numbered list of journals posted on the website of the concerned university. 5) A minimum score as stipulated in the Academic Performance Indicator(API) based on Performance Based Appraisal System (PBAS) developed by UGC shall be mandatory requirement. 6) Distinguished and eminent having acquired high repute in Sanskrit. Should have acquired Vidwat with distinction in Traditional System in any field of specialization.
9	Deputy Librarian Rs.37400 – 67400 + Academic Grade Pay	02	By promotion from the cadre of Assistant Librarian. If suitable candidates are not available for promotion, then by direct recruitment.	1) Master's degree in Library Science/Information Science/Documentation science with atleast 55% of the marks or its equivalent grade for 55% where grading system is practiced. 2) A Ph.D in the above discipline or allied discipline with a

				consistently good academic record.
				3) A minimum of 10 years of teaching /librarian experience of which atleast 5 years experience as Assistant Librarian/College Librarian. 4) Evidence of innovative library services, organization and computerization of library. 5) Evidence published work with a minimum of 10 publications in indexed/ISBN journals and/or ISBN numbered books and university developed ISBN/ISSN numbered list of journals posted on the website of the concerned university. 6) A minimum score as stipulated in the Academic Performance Indicator(API) based on Performance Based Appraisal System (PBAS) developed by UGC shall be a mandatory requirement. 7) Distinguished and eminent having acquired high repute in Sanskrit. Should have acquired Vidwat with distinction in Traditional System in any field of specialization.
10	Assistant Librarian Rs.15600 – 39100 + Academic Grade Pay	03	By direct recruitment	1) Master's degree in Library Science/Information Science/ Documentation Science or an equivalent professional degree

				with atleast 55% of the marks or its equivalent grade for 55% marks where grading system is practiced and a consistently good academic record with knowledge on computerization of library. 2) Qualifying in the National Eligibility Test (NET)or other accredited test like SLET/SET in Library Science conducted for the purpose by the UGC or any other agency approved by the UGC. 3) Holders of Ph.D degree as on the date of notification of UGC Regulations, along with those candidates who are awarded a Ph.D degree through a process of admission, registration, course work and external evaluation as laid down in the UGC (Minimum Standards and procedures for award of M.Phil/Ph.D degree) Regulations, 2009 and so adopted by the University shall be exempted from NET/SLET/SET 4) A minimum score as stipulated in the Academic Performance Indictor (API) based on Performance Based Appraisal System (PBAS) developed by UGC shall be mandatory requirement.
11	Deputy Registrar Rs.20025 – 28275	01	By promotion from the cadre of Assistant Registrar. If suitable	Must be a holder of Master Degree awarded by a recognized university. Minimum 5 years of service in the

			candidates are not available for promotion, then by direct recruitment.	cadre of Assistant Registrar and secured Vidwath Degree in any Traditional System in any field of Specialization.
12	Deputy Director Rs.18150 - 26925	02	By promotion from the cadre of Assistant Director. If suitable candidates are not available for promotion, then by direct recruitment.	1) Good academic record with Ph.D degree through course work in the concerned/allied /relevant disciplines. 2) 55% of the marks, or equivalent grade wherever grading system is followed at the Master's degree level. 3) A minimum of 5 years of experience of teaching and/or research in an academic / research position equivalent to that of Assistant Professor in a University/College or Accredited Research Institution/industry excluding the period of Ph.D research with evidence of published work and a minimum of 5 publications as books and/or research/policy papers in indexed/ISBN/ ISSN numbered books/journals and University developed ISBN/ISSN list of journals hosted in the website of the concerned University. 4) Contribution to educational innovation, design of new curricula and courses, and technology-mediated teaching learning process with evidence of having guided doctoral

				candidates and research students.
				5) A minimum score as stipulated in the Academic Performance Indicator(API) based Performance Based Appraisal System (PBAS) developed by UGC in its Regulations. 6) Must have published Sanskrit research papers in journals. 7) Distinguished and eminent having acquired high repute for propagation and dissemination of the Sanskrit knowledge.
13	Executive Engineer Rs.18150 – 26950		By deputation from the Public Works Department.	
14	System Analyst Rs.18150 - 26925	01	By direct recruitment	Must be a holder of M.Teh/M.E. in Computer Science in first class of a recognized university. Preference being given for having 5 years experience in a reputed Multinational Company and possessing Vidwath Degree in any Traditional System in the field of Specializtion.
15	P.S. to Vice-Chancellor Rs.14050 - 25050	01	By posting from the cadre of Assistant Registrar of Sanskrit University	
16	P.A. to Registrar Rs.8000 - 14800	01	By direct recruitment	Must be a holder of Degree from a recognized University. Knowledge of Kannada, English, Computer skills and General Knowledge is must.

17	Assistant Registrar Rs.14050 - 25050	02	By promotion from the cadre of Section Officer. If suitable candidates are not available for promotion, then by direct recruitment	Must be a holder of Degree from a recognized University with 5 years of service in the cadre of Section Officer and acquired Vidwath in Traditional System in any field of specialization.
18	Deputy Finance Officer Rs.14050 - 25050		By deputation of Deputy Controller of State Accounts	
19	Assistant Director Rs.14050 - 25050	02	By direct recruitment	Must be a holder of Degree from a recognized University and minimum 5 years of experience in publication branch and acquired Vidwath in Traditional System in any field of specialization.
20	Assistant Executive Engineer (Civil) Rs.14050 - 25050		By deputation from Public Works Department	
21	Computer Programmer Rs.14050-25050	01	By promotion from the cadre of Stenographer. If eligible candidates are not available for promotion, then by direct recruitment.	Must be a holder of Degree from a recognized University and minimum 5 years of service in the cadre of Stenographer and also acquired Vidwath in Traditional System in any field of specialization. Preference being given to Graduates or Post Graduates in Computer Application.
22	Section Officer Rs.10800 - 20025	01	By promotion from the cadre of Senior Assistant. If eligible candidates are not available for	Must be a holder of Degree from a recognized University and minimum 5 years of service in the cadre of Senior Assistant.

			promotion, then by direct recruitment.	
23	Assistant Engineer (Civil) Rs.11400 - 21600		By deputation from Public Works Department	
24	Junior Engineer (Civil) Rs.8825 - 16000		By deputation from Public Works Department	
25	Junior Engineer (Elecl.) Rs.8825 - 16000	01	By deputation from Karnataka Power Transmission Corporation Ltd.	
26	Computer Operator 10800 - 20025	01	By direct recruitment	Must be a holder of I Class BE in Computer Science from a recognized University or Diploma in Computer Science awarded by Karnataka Technical Examination Board with 5 years experience in Data Entry or 5 years experience in the post of Computer. Vidwath Degree in any Traditional System in the field of specialization.
27	Planning Assistant (Academic) 10800 - 20025	26	By direct recruitment	Must be a holder of Master's Degree in relevant subject with 55% of marks. Must have studied Sanskrit as optional subject in the Degree course. Preference being given to the candidates who have cleared National Eligibility Test and acquired Vidwath in Traditional System in the field of specialization.

28	Senior Assistant 10000-18150	02	By promotion from the cadre of Assistant	Must have put in minimum 5 years of service in the cadre of Assistant. Must have passed Kannada Language and Departmental/Service Examinations. Must have studied Sanskrit as Language in degree course. Preference being given to those who have passed Sahitya Examination held in traditional system.
29	Assistant 8000-14800	03	50% by direct recruitment 50% by promotion from the cadre of Junior Assistant	Holder of Degree of a recognized University. Must have studied Sanskrit as a Second Language in Degree course and should have passed Prasidda Sanskrit Pariksha in 'Kavya' held in Traditional System. Must have put in 5 years of service in the cadre of Junior Asistant. Should have passed in the prescribed Kannada Language and the Departmental /Service Examination. Should have studied Sanskrit Language in PUC course as a Second Language and should have passed Prasidda Sanskrit Pariksha in 'Kavya' held in traditional system.
30	Stenographer Rs.8000 - 14800	01	By direct recruitment	Must have passed SSLC or equivalent examination and studied Sanskrit Language in SSLC. Must be a holder of Diploma in Commercial Practice (Kannada) awarded by Karnataka Secondary Education Examination Board and also should have passed Prasidda Sanskrit Pariksha in 'Kavya' held in Traditional System.

31	Library Assistant Rsa.8000-14800	02	By direct recruitment	Must be a holder of degree in Library Information Science from a recognized university. Must have studied Sanskrit Language in SSLC/PUC course and also passed Prasidda Sanskrit Pariksha in Sahitya held in Traditional System.
32	Data Entry Operator R.7275 - 13350	02	By direct recruitment	Must be a holder of BCA or Computer Science as one of the subjects in B.Sc. degree of a recognized university. Must have studied Sanskrit in Degree and also passed Prasidda Sanskrit Pariksha in Sahitya held in traditional system.
33	Driver 6250-12000	02	By direct recruitment	Must have passed SSLC or equivalent examination. Should be a holder of current Light Vehicle driving licence issued by Karnataka State Transport Authority. Provided that a suitable candidate who has not passed SSLC but has expertise in driving with minimum 5 years experience is available, his case may be also considered for selection.
34	Junior Assistant Rs.5800 - 10500	04	75% by direct recruitment and 25% by promotion from the cadre of Group-D	Must have passed SSLC or equivalent examination. Must have passed a Certificate Course in Computer Science Course and also passed Prasidda Sanskrit Pariksha in 'Kavya' held in Traditional System. While promoting the Group-D employees, seniority shall be determined by treating a person holding a post

				carrying higher payscale as senior to person holding the post carrying lower payscales and seniority among person holding post carrying the same payscale seniority being determined on the basis of length of service in other respective cadres inter-se among persons in a cadre being maintained. **Qualification:** Must have passed SSLC or equivalent examination. Should have studied Sanskrit in SSLC. Must have put in minimum 5 years of service in Group-D post. After promotion should pass in Kannada Language and Departmental/ Service Examination within a period of 2 years.
35	Multigraph Assistant Rs.5800-10500	01	By posting an SDA	
36	Telephone Operator Rs.5800 – 10500	02	By direct recruitment	Must have passed SSLC or equivalent examination. Should have studied Sanskrit Language in SSLC. Must have undergone training in PABX. Preference given to physically challenged.
37	Guest House Care Taker Rs.5200 – 8200	02	By direct recruitment	Must have passed SSLC or equivalent examination. Knowledge of English essential. Must have computer knowledge. Should have experience in hospitality and cordial relationship.

38	Cook Rs.5200-8200	01	50% by direct recruitment 50% by promotion of Assistant Cook	Must have passed 7th Standard in Kannada medium. Minimum 5 years experience in cooking profession. Must have knowledge to speak, read and write in Kannada fluently. For promotion, must have put in 5 years of service in the cadre of Assistant Cook.
39	Assistant Cook Rs.4800-7275	01	By direct recruitment	Must have passed 7th standard in Kannada medium. Minimum 3 years of experience in Cooking profession. Must have knowledge to speak, read & write in Kannada fluently.
40	Watchman Rs.4800-7275	04	By direct recruitment	Must have passed 7th standard examination in Kannada medium, should have minimum 2 years experience in a recognized service agency. Preference being given to Ex-military persons.
41	Group-D/Attender/ Dalayat/Cleaner/ Mali/ Sweeper Rs.4800-7275	08	By direct recruitment	Must have passed 7th standard in Kannada Medium.
42	Folk Artist	01	By direct recruitment	Must be a holder of degree in Visual Arts or Fine Arts from a recognized University & Diploma/Certificate course in Videography. Preference being given to those who have passed Sanskrit Prasidda in Sahitya held in Traditional System.