



ರಾಜೀವ್ ಗಾಂಧಿ ಆರೋಗ್ಯ ವಿಜ್ಞಾನಗಳ ವಿಶ್ವವಿದ್ಯಾಲಯ, ಕರ್ನಾಟಕ, ಬೆಂಗಳೂರು
Rajiv Gandhi University of Health Sciences, Karnataka, Bangalore

4th T Block, Jayanagar, Bangalore – 560 041

RGU/REGPS/001/2021-22

24.08.2021

NOTIFICATION

Sub: THE RAJIV GANDHI UNIVERSITY OF HEALTH SCIENCES NON-TEACHING AND MINISTERIAL POSTS (CADRE AND RECRUITMENT) STATUTES, 2021

Ref: Govt. of Karnataka Letter no.MED 68 RGU 2019 dated 23.08.2021

In accordance with the provisions of Section 34 of the RGUHS Act, 1994, Hon'ble Chancellor has given his assent to **THE RAJIV GANDHI UNIVERSITY OF HEALTH SCIENCES NON-TEACHING AND MINISTERIAL POSTS (CADRE AND RECRUITMENT) STATUTES, 2021**. Assented statute is hereby notified as per the annexure appended herewith.

The aforesaid statute shall be effective from the date of publication in the official Gazette.

By Order,
 Sd/-
 (Dr.N.Ramakrishna Reddy)
 REGISTRAR

THE RAJIV GANDHI UNIVERSITY OF HEALTH SCIENCES NON-TEACHING AND MINISTERIAL POSTS (CADRE AND RECRUITMENT) STATUTES, 2021

Whereas a draft of the Rajiv Gandhi University of Health Sciences Non-Teaching and Ministerial Posts (Cadre and Recruitment) Statutes, 2016 was published in the University website on 29.9.2016 inviting objections and suggestions from all the concerned. The University after considering the objections and suggestions received, placed the same before the Syndicate and Senate for approval. The Syndicate and the Senate in the meetings held on 2.12.2016 and 7.12.2016 have approved the same.

In exercise of the powers conferred under Clause (m) of sub-Section (1) of Section 33 read with Section 53 of the Rajiv Gandhi University of Health Sciences Act, 1994 (Karnataka Act 44 of 1994) the Senate of the University makes the following statutes namely:-

STATUTES

1. Title, commencement and application.- (1) These statutes may be called the Rajiv Gandhi University of Health Sciences Non-Teaching and Ministerial Posts (Cadre and Recruitment) Statutes, 2021.

(2) They shall come into force from the date of its publication in the official Gazette.

(3) They shall apply to all the categories of non-teaching and ministerial posts and regular holders of the posts in the University, whether temporary or permanent, but does not include person appointed on Ad-hoc, casual basis and daily wages.

2. Definitions.- (1) In these Statutes, unless the context otherwise requires,-

- (a) "Act" means the Rajiv Gandhi University of Health Sciences Act, 1994 (Karnataka Act 44 of 1994);
- (b) "Appointing Authorities" shall have the same meaning as under sub-sections (6) and (7) of section 51 of the Act.
- (c) "Appointment by Direct Recruitment" means appointment by selection in accordance with the provisions of these statutes and otherwise than appointment by promotion, deputation, transfer, contract or re-employment;
- (d) "Appointment by promotion" means appointment of an employee in the service of the University from lower cadre to a higher cadre in accordance with these Statutes;
- (e) "Appointment by contract" means appointment of a person on such terms and conditions as may be determined by an agreement;
- (f) "Appointment by deputation" means appointment by deputation of a person to a post in the University from,-
 - (i) the State Government;
 - (ii) Government autonomous medical colleges; and
 - (iii) Government institutions affiliated to the university.
- (g) "Appointed on Probation" means appointed on trial;
- (h) "Bachelor's Degree", "Master's Degree", "Degree" or "Doctorate" means such degree or doctorate awarded by a University established by law in India;
- (i) "Cadre" means cadre of posts specified in the Schedule;
- (j) "Diploma" or "Certificate" means a diploma or a certificate awarded by a University established by a law in India or an authority authorized by the State Government to award such diploma or certificate;
- (k) "Employee" means a person regularly appointed and holding a post in the University;
- (l) "Equivalent qualification" means qualification declared by a competent authority as equivalent to the qualification specified in the Statutes;
- (m) "Ex-Servicemen" shall have the same meaning as defined in the Karnataka Civil Services (General Recruitment) Rules, 1977 as amended from time to time;
- (n) "Group-A, Group-B, Group-C and Group-D Post" means posts grouped as such in Schedule – I, appended to these Statutes;
- (o) "Non-teaching post" means all posts other than "teaching posts";
- (p) "Person with benchmark disabilities" shall have the same meaning as defined in the Karnataka Civil Services (General Recruitment) Rules, 1977 as amended from time to time;
- (q) "Schedule" means the schedule appended to these Statutes;
- (r) "The Scheduled Castes", "The Scheduled Tribes" and "Other Backward Classes" shall have the same meaning as defined in the Karnataka Scheduled Castes, Schedule Tribes and other Backward Classes (Reservation of Appointments etc.), Act, 1990.(Karnataka Act 7 of 1991); and
- (s) "Service" means service under the University.

(2) The words and expressions used but not defined in these Statutes shall have the same meaning assigned to them in the Act and the Karnataka Civil Services (General Recruitment) Rules, 1977.

3. Classification and strength of posts and scale of pay.- (1) The various cadres of non-teaching and ministerial posts in the University, their classification, the cadre strength and the scale of pay attached to them shall be as specified in the Schedule-I.

(2) The pay and allowances applicable to the Karnataka State Government Employees shall mutatis mutandis apply to the employees of the University. Any revision of pay or allowances shall also apply to them accordingly. For contract employees the salary may be determined as per agreement.

4. Methods of recruitment.- (1) Recruitment under these statutes shall be made by any one or more of the following methods, namely:-

- (a) By direct recruitment;
- (b) By promotion;
- (c) By deputation; and
- (d) By Contract.

(2) The method of recruitment, the minimum qualification and experience required shall be as specified in Schedule – II.

(3) Appointment on contract: Notwithstanding anything to the contrary contained in these Statutes, under exceptional circumstances, for reasons to be recorded in writing and in public interest, the syndicate may after consulting the Board of appointment, approve to make appointment on contract basis against the sanctioned strength, to a post in the University by following the appointment procedure by inviting applications in widely circulated news paper, of which one shall be in Kannada following the roaster system etc. and the duties of such post on such terms and conditions as may be determined by agreement. The candidate shall have the same or higher qualification and experience prescribed for appointment by direct recruitment or deputation.

(4) The appointment on contract basis shall be for a period of one year extendable up to three years or till the person attains the age of sixty five years, whichever is earlier, with the approval of the syndicate with a specific eligibility specified in column (5) of Schedule – II.

(5) Retired employees may also be appointed on contract basis as per the rules issued by the State Government, from time to time.

(6) The person appointed on contract basis shall give an undertaking to the effect that he shall not claim for regularization or regular appointment on the basis of contract appointment.

5. Direct recruitment.- Direct recruitment shall be made on the basis of fifty percent of marks secured in the qualifying examination specified for the post and if more than one qualifying examination is specified, on the basis of fifty percent of the average of percentage of marks secured in the qualifying examinations and fifty percent of the marks secured in competitive examination or test conducted for fifty marks. All the direct recruitment shall be on probation and the probationer shall pass departmental examinations specified, for satisfactory completion of probationary period:

Provided that, in case of a candidate who is rendering service in the University on contract or on temporary basis or rendering service in any cadre, applies for direct recruitment, he may be given a

weightage of one mark for each year of his service rendered in the University subject to a maximum of five marks. This weightage shall be added to fifty percent of marks secured in the competitive examination subject to the condition that such addition of service weightage and the maximum marks secured in the competitive examination put together shall not exceed marks specified for the competitive examination.

Provided further that, the University may entrust the conduct the competitive examination to an external agency having experience in conducting similar examinations for State Government Departments to maintain transparency.

6. Age limit.- The age limit of a candidate shall be as specified under sub clause (b) of clause (1) of statute 19, as on the last date fixed for the receipt of application:

Provided that, in respect of a candidate, who is working on regular basis, contract basis or otherwise in the University, the upper age limit shall be relaxed by the number of years of service completed by the candidate or maximum of ten years, whichever is less.

7. Proof of age.- Every person seeking appointment in the University service shall produce documentary evidence in support of his date of birth and age, namely:-

- (a) Birth Certificate issued by the competent authority; or
- (b) Marks card of Secondary School Leaving Certificate (SSLC) issued by Karnataka secondary Education Board or equivalent examination:

Provided that, in the case of a person who has appeared for Secondary School Leaving Certificate examination or any other examination declared equivalent thereto, the date of birth recorded in the certificate issued in respect of such an examination shall only be accepted as proof of age of such a person.

8. Notification of vacancies.- (1)The process of filling-up of the vacancies by direct recruitment shall be initiated after obtaining the approval of the Appointing Authority.

(2) A notification inviting application shall be posted on the website of the University duly classifying the vacancies as per the orders of the reservation of posts issued by Government from time to time and also indicating the method of recruitment, eligibility criteria as specified in Schedule-II and other requisite information. An abstract of the notification along with the reference to the website shall be published in at least two daily news papers, one in Kannada and the other in English, having wide circulation in the State of Karnataka.

9. Fee.- Every person applying for direct recruitment in the University shall be required to pay such fee as may be specified by the University by notification:

Provided that, persons belonging to the Scheduled Castes, the Scheduled Tribes or Category-I or Other Backward Classes are required to pay only fifty percent of the fee so specified by such notification.

10. Format of application.- (1) The University shall prescribe the Format of the Application. The intending candidates may make the application in the specified format together with self-attested copies of testimonials and the Challan for having paid the fee.

(2) The original certificates, along with copies of the same, in support of their eligibility for appointment shall be produced for verification as and when they are called for, by the University.

11. Scrutiny of applications.- (1) All applications received in response to the notification or newspaper publication shall be registered and maintained as such. Applications received after the last date specified in the notification or newspaper shall be rejected.

(2) The applications shall be scrutinized with reference to the criteria specified in the notification or newspaper which shall be in conformity with the criteria specified in these Statutes.

(3) Candidate shall satisfy all the criteria specified for eligibility as on the last date for receipt of applications. Applications of candidates who do not satisfy the criteria shall stand rejected without any notice.

12. Competitive Examination or test.- (1) Where a competitive examination or a test is prescribed for selection, all the eligible candidates shall be invited for the same subject to the rules of reservation by the state Government.

(2) The competitive examination or test shall be conducted for maximum marks of fifty. The details of the examination or test shall be notified and communicated to the candidates in advance.

13. Select List.- (1) The Board of Appointment or Vice-Chancellor, as the case may be, shall draw separate select list of candidates for each cadre of posts notified or published, in the order of combined merit obtained by the candidates in qualifying examination and competitive examination or test, as the case may be, subject to rules of reservation. The select list so drawn up shall be equal to the number of posts notified or published.

(2) On completion of selection process, select list shall be hosted on the University website and also published on the Notice Board of the University, indicating the category to which the candidate belongs and the marks obtained by each one of them.

(3) The select list shall be submitted to the appointing authority. On receipt of the select list, the appointing authority after verification of age, qualification, experience prescribed, if any, claims of reservation, antecedents, physical fitness and other conditions specified in the Statutes, shall issue order of appointment to the selected candidates indicating their names strictly in the order of merit in the select list. A common order of appointment shall be issued in respect of each cadre where more than one candidate is selected and appointed on the same occasion. The appointment order shall be dispatched by registered post acknowledgement due or by speed post to the selected candidates. The order of appointment shall also be hosted on the University website simultaneously.

(4) For Group D posts, the selection of candidates shall be based on the marks obtained in the qualifying examination and for the post of driver, State Government rules pertaining to recruitment of drivers shall be followed.

14. Appointment by promotion.- Appointment by promotion shall be on the basis of seniority-cum-merit as the case may be and in cadre of post of head of Department it shall be by selection, that is by merit-cum-seniority. The posts which are required to be filled up by appointment by promotion shall be as specified in Schedule – II. The departmental examinations prescribed for promotion to various posts shall be as specified in Schedule – IV.

15. Change of cadre in certain cases.- Notwithstanding anything contained contrary to the these Statutes, the Appointing Authority may, for reasons to be recorded in writing after consulting the Board of

Appointment, may appoint an employee in Group C or Group D cadre in the University, who by bodily infirmity is permanently unable to work in the post which he holds, to an equivalent post:

Provided that, if an equivalent post is not available, such an employee may, with his consent, be posted to the post lower than that has been held by him.

16. Appointment by deputation.- (1) Subject to the provisions of section 18 of the Act, notwithstanding anything to the contrary contained in these Statutes, in exceptional circumstances and for reasons to be recorded in writing, any post in the University may, after consulting the Board of Appointment, be filled by appointment on deputation of a person in the employment of,-

- (i) The State Government;
- (ii) Government autonomous medical colleges; and
- (iii) Government institutions affiliated to the university:

Provided that, persons in employment of private medical colleges affiliated to the University shall not be taken on deputation to any posts.

(2) Deputation shall be for a period not exceeding three years. The deputation shall be on such terms and conditions specified in the order of deputation issued with the approval of the Syndicate. Persons appointed on deputation shall carry their own pay and grade.

17. Deputation of the employees outside the University.- Notwithstanding anything to the contrary to these Statutes, an employee of the University may, after approval by the Syndicate, be permitted to go on deputation to;

- (a) the State Government; or
- (b) the Union Government; or
- (c) a body Corporate; or Other Universities; or other Educational Institutions, established by State Act or Central Act or established by Government under State Act or Central Act;

on such terms and conditions as may be approved by the Syndicate in each case. The maximum period of deputation shall be two years.

18. Reservation of posts in direct recruitment and promotion.-Reservation of posts in direct recruitment and in promotion shall be as per the policies of the Government of Karnataka, notified from time to time.

19. Application of other Acts and rules.- (1) The provisions of the Karnataka Civil Services (General Recruitment) Rules, 1977 mutatis mutandis, shall apply to the employees of University in respect of matters mentioned below,-

- (a) Disqualification for appointment - rule 5;
- (b) Age limit for direct recruitment – rule 6;
- (c) Horizontal Reservation under – rule 9;
- (d) Certificate of Character – rule 10;
- (e) Conditions relating to physical fitness – rule 12; and
- (f) Joining time – rule 18.

(2) The provisions of the Karnataka State Servants (Determination of Age) Act, 1974 (Karnataka Act 22 of 1974) mutatis mutandis, shall apply to the employees of the University.

(3) The Karnataka Civil Service Computer Literacy Test – Rules 2012, mutatis mutandis shall apply to the employees of the University.

(4) The provisions of the Karnataka Civil Services (Classification, Control and Appeal) Rules, 1957, shall, mutatis mutandis apply to the employees of the University until separate rules are issued by the University in this benefit the details of appointing, disciplinary and appellate authority are as specified in Schedule - III.

(5) The Karnataka Civil Services (Conduct) Rules, 2021 shall, mutatis mutandis apply to the employees of the university.

20. Repeal and Savings.- Any rules or orders corresponding to these statutes in force, immediately before the date of commencement of these statutes are hereby repealed:

Provided that, the said repeal shall not affect the previous operation of the said rules or anything duly done or suffered there under or affect any rights, liabilities or obligation required, accrued or incurred under the said rules.

Provided further that, any reference in any rules or order to the rules repealed shall be construed as a reference to these statutes.

Provided also that, all proceedings commenced under the rules repealed and pending as on the date of commencement of these statutes shall be continued and disposed off in accordance with the provisions of these statutes.

Schedule - I

(see clause (1) of statute 3)

Non-Teaching and Ministerial posts

GROUP-A

Sl.No.	Designation of Post and Classification	Pay Scale (in Rs.)	No. of Posts
(1)	(2)	(3)	(4)
1	Director (College Development Council)	AICTE or State Government pay scale as approved by the State Government for the cadre of Professor.	1
2	Director (Curriculum Development)		1
3	Director (Research & Development)		1
4	Director (Student Welfare)		1
5	Director (Prasaranga)		1
6	Directors for Regional Centers		6

7	System Manager	74400-109600	1
8	Deputy Director	AICTE or State Government pay scale as approved by the State Government for the cadre of Assistant Professor or Reader.	5
9	Deputy Registrar	67550-104600 or own scale and pay on deputation	10
10	Systems Analyst	67550-104600	5
11	Executive Engineer	67550-104600	1
12	Assistant Registrar	52650-97100 or own scale and pay on deputation	28
13	Programmer	52650-97100	5
14	Assistant Executive Engineer (Civil)	52650-97100	1
15	Legal Officer	Consolidated salary	1
Total			68
GROUP – B			
1	Assistant Engineer (Civil)	43100-83900	1
2	Section Officer	43100-83900	43
3	Assistant Director	AICTE or State Government pay scale as approved by the State Government for the cadre of Assistant Professor	7
4	Assistant Statistical Officer	22800-43200	1
5	Junior Programmer	43100-83900	10
6	Audit Officer	43100-83900	1

7	Audit Superintendent	40900-78200	3
8	Accounts Superintendent	40900-78200	1
9	Librarian	43100-83900 Government of Karnataka Scale	1
Total			68
GROUP - C			
1	Computer Operator	37900-70850	13
2	Senior Assistant	37900-70850	37
3	Assistant Librarian	30350-58250 Government of Karnataka Scale	1
4	Library Assistant	23500-47650 Government of Karnataka Scale	1
5	Assistant	37900-70850	54
6	Stenographer	30350-53250	1
7	Senior Driver	27650-52650	3
8	Junior Assistant	21400-42000	65
9	Driver	21400-42000	5
Total			180
GROUP - D			
1	Attender	18600-32600	20
Total			20
GRAND TOTAL			336

Schedule - II

(see clause (2) of statute 4)

CADRES OF NON-TEACHING AND MINISTERIAL POSTS IN THE UNIVERSITY**A. College Development Council:**

Sl. No.	Designation	Method of Recruitment	Minimum qualification
1	Director	By deputation in the cadre of Professor in the University or affiliated Government colleges of the University with fifteen years of teaching experience out of which not less than five years as Professor. Deputation shall be for a period not exceeding three years.	--
2	Assistant Director	By deputation in the cadre of Assistant Professor in the University or affiliated Government colleges of the University with five years of teaching experience after post graduate qualification. Deputation shall be for a period not exceeding three years.	--

B. Department of Curriculum Development:

1	Director	By deputation in the cadre of Professor in the University or affiliated Government colleges of the University with fifteen years of teaching experience out of which not less than five years as Professor. Deputation shall be for a period not exceeding three years.	--
2	Deputy Director	By deputation in the cadre of Professor in the University or affiliated Government colleges of the University with ten years of teaching experience after post graduate qualification. Deputation shall be for a period not exceeding three years.	--
3	Assistant Director	By deputation in the cadre of Assistant Professor in the University or affiliated Government colleges of the University with five years of teaching experience after post graduate qualification. Deputation shall be for a period not exceeding three years.	--

C. Research and Development Section:

1	Director	By deputation in the cadre of Professor in the University or affiliated Government colleges of the University with fifteen years of teaching experience out of which not less than five years as Professor. Deputation shall be for a period not exceeding three years.	--
2	Deputy Director	By deputation in the cadre of Professor in the University or affiliated Government colleges of the University with ten years of teaching experience after post graduate qualification. Deputation shall be for a period not exceeding three years.	--
3	Assistant Director	By deputation in the cadre of Assistant Professor in the University or affiliated Government colleges of the University with five years of teaching experience after post graduate qualification. Deputation shall be for a period not exceeding three years.	--

D. Student Welfare Section:

1	Director	By deputation in the cadre of Professor in the University or affiliated Government colleges of the University with fifteen years of teaching experience out of which not less than five years as Professor. Deputation shall be for a period not exceeding three years.	--
2	Deputy Director	By deputation in the cadre of Professor in the University or affiliated Government colleges of the University with ten years of teaching experience after post graduate qualification. Deputation shall be for a period not exceeding three years.	--

3	Assistant Director	By deputation in the cadre of Assistant Professor in the University or affiliated Government colleges of the University with five years of teaching experience after post graduate qualification. Deputation shall be for a period not exceeding three years.	--
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E. Prasaraṅga Section (Publication Division):

1	Director	By deputation in the cadre of Professor in the University or affiliated Government colleges of the University with fifteen years of teaching experience out of which not less than five years as Professor. Deputation shall be for a period not exceeding three years.	--
2	Deputy Director	By deputation in the cadre of Professor in the University or affiliated Government colleges of the University with ten years of teaching experience after post graduate qualification. Deputation shall be for a period not exceeding three years.	--

3	Assistant Director	By deputation in the cadre of Assistant Professor in the University or affiliated Government colleges of the University with five years of teaching experience after post graduate qualification. Deputation shall be for a period not exceeding three years.	--
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F. Regional Centers:

1	Director	By deputation in the cadre of Professor in the University or affiliated Government colleges of the University with fifteen years of teaching experience out of which not less than five years as Professor. Deputation shall be for a period not exceeding three years.	--
2	Assistant Director	By deputation in the cadre of Assistant Professor in the University or affiliated Government colleges of the University with five years of teaching experience after post graduate qualification. Deputation shall be for a period not exceeding three years.	--

G. Physical Education:

1	Deputy Director	By deputation from the cadre of Assistant Director of Physical Education or Physical Education Instructor (Senior Grade) in the affiliated Government colleges of the University or any other University for a period not exceeding three years.	Must have put in a service of not less than two years in the cadre of Assistant Director of Physical Education or Physical Education Instructor (Senior Grade).
2	Assistant Director	By deputation from the cadre of Physical Education Instructor in the affiliated Government colleges of the University or any other University for a period not exceeding three years.	Must have put in a service of not less than two years in the cadre of Physical Education Instructor.

H. Legal Cell:

1	Legal Officer	By appointment on contract of an advocate or a retired Judge not below the rank of a District Judge.	For appointment of an advocate on contract: Must have not less than ten years of experience at the Bar, preferably having experience in handling University or Educational institutions or service matters.
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I. Administration and Evaluation:

1	System Manager	By Promotion. Provided that, if no candidate is available by promotion, then by deputation of a person from an equivalent cadre from the Central public sector undertaking or national Internet Exchange of India (NIXI) or the State Government or the State public sector undertaking	<p>For promotion:</p> <p>(1) Must possess Engineering degree in Electronics or computer science or computer application or BSc in computer science;</p> <p>(2) Must have rendered a service of not less than five years in the cadre of System Analyst.</p> <p>For deputation:</p> <p>(1) Must possess Engineering degree or Masters degree in Computer science from a University recognized by AICTE. The person with higher qualification shall be preferred;</p> <p>(2) Must have an experience of not less than ten years in the field of computer application, IT solutions and maintenance.</p>
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2	Deputy Registrar	<p>(1) Thirty percent by promotion from the cadre of Assistant Registrar</p> <p>(2) Seventy percent by:-</p> <p>(i) deputation of a person from the cadre of Professor, Associate Professor or Reader in the university or Government autonomous medical colleges or institutions or Government institutions affiliated to the University, with a minimum ten years of teaching experience after post graduate qualification and deputation shall be for a period not exceeding three years; or</p> <p>(ii) deputation of officer of the State Government Autonomous Medical institutions, in an equivalent scale of Deputy Registrar, for a period not exceeding three years.</p> <p>Note: out of the total ten posts, three posts of Deputy Registrar presently held by the regular employees of the University shall continue as such till they are in service and these posts shall be considered against the promotional posts.</p>	<p>For Promotion:</p> <p>Must have rendered a service of not less than five years in the cadre of Assistant Registrar.</p>
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3	Executive Engineer (Civil)	By promotion from the cadre of Assistant Executive Engineer (Civil): Provided that, if no person is available by promotion, then by deputation in an equivalent cadre from Public Works and Irrigation Department.	(1) Must have rendered a service of not less than five years in the cadre of Assistant Executive Engineer (Civil). (2) Must be holder of Bachelor of Engineering or possess an equivalent qualification.
4	System Analyst	By promotion from the cadre of Programmer	Must have rendered a service of not less than five years in the cadre of Programmer.
5	Assistant Registrar	(1) Fifty percent by promotion from the cadre of Section Officer; and	For Promotion: (i) Must possess a degree by a university established by law in India. (ii) Must have rendered service of not less than seven years in the cadre of Section Officer: (ii)

		(2) Fifty percent by deputation of a person from the cadre of Assistant Professor or Senior Resident in Government autonomous medical Institutions or Government health institutions affiliated to the University, with post graduate qualification possessing three years of experience. Deputation shall be for a period not exceeding three years.	(iii) Must possess computer knowledge as may be prescribed by the University by a notification from time to time.
6	Programmer	By promotion from the cadre of Junior Programmer.	Must have rendered a service of not less than five years in the cadre of Junior Programmer.
7	Assistant Executive Engineer (Civil)	By promotion from the cadre of Assistant Engineer (Civil) Provided that, if no person is available by promotion, then by deputation in an equivalent cadre from Public Works and Irrigation Department.	For Promotion: Must have rendered a service of not less than seven years in the cadre of Assistant Engineer (Civil).

8	Section Officer	By promotion from the cadre of Senior Assistant	<p>(i) Must have rendered a service of not less than seven years in the cadre of Senior Assistant:</p> <p>(ii) Must possess Bachelors Degree by an University established by Law.</p> <p>Provided that, the academic qualification shall not be insisted for Senior Assistant who has attained the age of fifty years on the date of commencement of these Statutes.</p> <p>Provided further that, the academic qualification shall not be insisted for a period of five years from the date of commencement of these Statutes, so that the present incumbents in the cadre of Senior Assistant, shall be provided with an opportunity to acquire Bachelors degree.</p>
9	Audit Officer	By deputation of an officer from an equivalent cadre from the State Audit and Accounts Department or from the Office of the Account General, Karnataka.	---

10	Junior Programmer	By direct recruitment.	Must possess Bachelor degree of Engineering in Electronics or Computer Science or MCA.
11	Librarian	By deputation in an equivalent cadre from the Government department or affiliated Government colleges.	Must possess computer knowledge as may be prescribed by the University by notification from time to time.
12	Assistant Engineer (Civil)	By direct recruitment: Provided that, if no person is available by direct recruitment, then by deputation in an equivalent cadre from Public Works or Irrigation Department.	Must possess Bachelor degree of Engineering in Civil by a University established by law in India or equivalent qualification.
13	Audit Superintendent	By deputation of an officer in an equivalent cadre from the State Audit and Accounts Department or from the Office of the Account General, Karnataka.	---
14	Accounts Superintendent	By deputation of an officer in an equivalent cadre from the State Audit and Accounts Department or from the Office of the Account General, Karnataka.	---

15	Senior Assistant	By promotion from the cadres of Assistant and Stenographer in the ratio of 7:1, every eighth vacancy being filled by Stenographer, till the present incumbent in the cadre of Stenographer is promoted thereafter by promotion from the cadre of Assistant.	Must have rendered a service of not less than seven years in the cadre of Assistant or Stenographer, as the case may be.
16	Assistant Statistical Officer	By deputation of an officer in the equivalent cadre from the department of Economics and Statistics.	--
17	Computer operator	To be filled by Out sourcing	--
18	Assistant	(1) Fifty percent by direct recruitment; and (2) Fifty percent by promotion from the cadre of Junior Assistant.	For direct recruitment: (i) Must possess a degree from a University established by law in India or equivalent qualification. (ii) Must possess computer knowledge as may be prescribed by the University by a notification from time to time.
19	Stenographer	To be filled by Outsourcing.	(i) Must have passed PUC examination conducted by the Karnataka State Pre University Examination Board or possess equivalent qualification. (ii) Must have passed senior Typewriting

			<p>examination, both in Kannada and English, conducted by Karnataka State Secondary Education Examination Board or possess equivalent qualification.</p> <p>(iii) Must have passed senior shorthand examination, in Kannada and English or Diploma in Commercial Practice or any other equivalent course from an institution recognized by the Government.</p> <p>(iv) Must possess computer knowledge as may be prescribed by the University by a notification from time to time.</p>
20	Assistant Librarian	By direct recruitment.	<p>(i) Must possess a master degree in Library Science by a university established by law in India or an equivalent qualification; and</p> <p>(ii) Must possess computer knowledge with Basic computer course covering word processor, spread sheet on windows platform and if the computer science subject is not included as a subject in the prescribed qualification, must possess a certificate course of six months in computers from an institution recognized by the Government.</p>

21	Senior Driver	By promotion from the cadre of Driver. The post shall stand downgraded as Driver on occurrence of vacancy on retirement or otherwise of the present incumbent.	Must have rendered a service of not less than ten years in the cadre of Driver:
22	Library Assistant	By out sourcing	(i) Must possess a diploma in Library science by the Board of Technical Education; or (ii) Must possess a Bachelor Degree in Library Science awarded by a University established by law in India or an equivalent qualification. (iii) Must possess computer knowledge with Basic computer course covering word processor, spread sheet on windows platform and if the computer science subject is not included as a subject in the prescribed qualification, must possess a certificate course of six months in computers from an institution recognized by the Government.

23	Driver	By out sourcing.	(i) Must have passed SSLC examination conducted by the Karnataka State Secondary Education Examination Board or possess equivalent qualification; and (ii) Must possess a valid driving license to drive LMV and HMY, issued by a Regional Transport Officer.
24	Junior Assistant	(1) Seventy five percent by direct recruitment; and (2) Twenty five percent by promotion from any of the cadres of Group-D service on the basis of seniority-cum-merit. (i) seniority being determined by treating a person holding a post carrying a higher scale of pay as senior to a person holding a post carrying a lower scale of pay; (ii) seniority inter-se among the persons holding posts carrying same scale of pay being determined on the basis of length of service in the respective cadres; (iii) seniority inter-se among the persons in the same cadre being maintained. The provision of promotion shall cease to operate on occurrence of vacancy on retirement or otherwise of the present incumbent in Group D cadre and it shall then be filled by direct recruitment.	For direct recruitment: Must have passed PUC examination conducted by the Karnataka State Pre-University Examination Board or possess equivalent qualification. For promotion: Must have rendered a service not less than seven years in the respective cadres.
25	Group D (Attender)	The post shall be out sourced on occurrence of vacancy on retirement or otherwise of the present incumbent.	Must have passed SSLC examination conducted by the Karnataka State Secondary Education Examination Board or possess equivalent qualification.

Schedule-III

(see statute 20)

The Authorities to discipline and penalize the conduct of employees of the University

Sl.No.	Category of Posts	Appointing Authority	Disciplinary Authority to impose penalties	Penalties (Rule 18)	Appellate Authority
01	A and B	Syndicate of Rajiv Gandhi University of Health Sciences	Vice-Chancellor of University	(i) Fine; (ii) Censure; (iii) Withholding of increments; (iv) Withholding of promotions; (v) Recovery from pay of whole or part of any pecuniary loss caused by negligence or breach of orders to the University or any authority to whom the service of employee had been lent; and (vi) Reduction to a lower stage in time scale of pay for a period with a specific direction.	Syndicate
			Syndicate of University	1. Reduction to a lower stage in the time scale of pay for a period with a specific direction as to whether or not the University employee will earn increments of pay during the period of such reduction with reference to the reduced pay or whether the pay shall remain constant and with a further direction whether on the expiry of the period of penalty the reduction will or will not have the effect of postponing the future increments of his pay 2. Reduction to a lower time scale of pay, grade, post or service which shall, unless otherwise directed, be a bar to the promotion of the University employee to the time scale of pay, grade, post or service	Chancellor

				<p>from which he was reduced, with or without further directions regarding:-</p> <p>3. (a) Seniority and pay in the scale of pay, grade, post or service to which the University employee is reduced;</p> <p>(b) Conditions of restoration to the scale of pay, grade or post or service from which the University employee was reduced and his seniority and pay on such restoration to that scale of pay, grade, post or service;</p> <p>4. Compulsory retirement</p> <p>5. Removal from service which shall not be a disqualification for future employment;</p> <p>6. Dismissal from service which shall ordinary be a disqualification for future employment.</p>	
02	C and D	Vice-Chancellor	Registrar of University	<p>(i) Fine</p> <p>(ii) Censure</p> <p>(iii) Withholding increments</p> <p>(iv) Withholding of promotions</p> <p>(v) Recovery from pay</p> <p>(vi)Reduction of a lower state in time scale of pay.</p>	Vice chancellor
			Vice-Chancellor	<p>1. Reduction to a lower stage in the time scale of pay for a period with a specific direction as to whether or not the University employee will earn increments of pay during the period of such reduction with reference to the reduced pay or whether the pay shall remain constant and with a further direction whether on the expiry of the period of penalty the reduction will or will not have the effect of postponing the future</p>	Syndicate

				<p>increments of his pay</p> <p>2. Reduction to a lower time scale of pay, grade, post or service which shall, unless otherwise directed, be a bar to the promotion of the University employee to the time scale of pay, grade, post or service from which he was reduced, with or without further directions regarding:-</p> <p>3. (a) Seniority and pay in the scale of pay, grade, post or service to which the University employee is reduced;</p> <p>(b) Conditions of restoration to the scale of pay, grade or post or service from which the University employee was reduced and his seniority and pay on such restoration to that scale of pay, grade, post or service;</p> <p>4. Compulsory retirement</p> <p>5. Removal from service which shall not be a disqualification for future employment;</p> <p>6. Dismissal from service which shall ordinary be a disqualification for future employment.</p>	
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Schedule - IV

(see statute 14)

Sl. No.	Designation of Post and Classification	Departmental Exams to be passed to become eligible for promotion
1	System Manager	Prescribed eligibility examination conducted by RGUHS in collaboration with NIC
2	Librarian	Must possess computer knowledge as may be prescribed by the University by a notification from time to time
3	Deputy Registrar	Manual of Office Procedure of the University
4	Systems Analyst	(i) Manual of Office Procedure of the University (ii) Accounts Higher (iii) General Law Part I and II (iv) Kannada Language Examination.
5	Assistant Registrar	(i) Manual of Office Procedure of the University (ii) Accounts Higher (iii) General Law Part I and II (iv) Kannada Language Examination.

6	Programmer	(i) Manual of Office Procedure of the University (ii) Accounts Higher (iii) General Law Part I and II (iv) Kannada Language Examination.
7	Assistant Executive Engineer (Civil)	(i) Manual of Office Procedure of the University (ii) Accounts Higher (iii) General Law Part I and II (iv) Kannada Language Examination.
8	Section Officer	(i) Any Bachelor Degree (ii) Manual of Office Procedure of the University (iii) Accounts Higher (iv) General Law Part I and II (v) Kannada Language Examination. (vi) Must possess computer knowledge as may be prescribed by the University by a notification from time to time.
9	Senior Assistant	(i) Manual of Office Procedure of the University (ii) Accounts Higher (iii) General Law Part I and II (iv) Kannada Language Examination (v) Must possess computer knowledge as may be prescribed by the University by a notification from time to time.
10	Assistant	(i) Must possess computer knowledge as may be prescribed by the University by a notification from time to time (ii) Manual of Office Procedure of the University (iii) Accounts Higher (iv) General Law Part I (v) Kannada Language Examination.
11	Junior Assistant	Must have passed PUC examination conducted by the Karnataka Pre-University Board or possess equivalent qualification.

CHANCELLOR
Rajiv Gandhi University of Health Sciences,
Karnataka, Bangalore

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