

AAO (HR) Staff Matters

APPROVED MINUTES

MINUTES OF THE 104th BOARD OF GOVERNORS MEETING OF INDIAN INSTITUTE OF MANAGEMENT KOZHIKODE HELD ON 14 OCT 2023 AT 11:00 HRS IN KOCHI

BGM 104.9 Proposal for Change in Staff Recruitment and Promotion Rules

The Institute is in its growing path with various activities/Programmes, thereby increasing the staff requirement as per the day-to-day functional requirement. In order to cater the same, the following changes in the existing Staff Recruitment and Promotion Rules are proposed -

A. Creation of an additional Post of Administrative Officer in Pay Level-10 under Promotion Quota.

Background:

As per recruitment rules 2019, there are 11 posts of Administrative Officer in Pay Level-10. The strength of students and faculty have increased in the past few years, there is a requirement for creation of an additional senior level position of Administrative Officer in Pay Level 10 (7th CPC) under promotion quota for efficient management of the administrative affairs of the Institute and to take charge of Academic Offices at a Senior level.

Proposal:

It is proposed to create one additional post of Administrative Officer in Pay Level 10 (7th CPC) under Promotion Quota.

The Board may kindly approve the above proposal for creation of one additional post of Administrative Officer under Promotion Quota.

The Board approved the above proposal for creation of one additional post of Administrative Officer under Promotion Quota.

B. Proposal for modifying the experience in Equivalent Pay for non-Government officials' criteria for recruitment of permanent staff as per Staff Recruitment and Promotion Rules-2019.

Background:

Point No. 2 of Section II of Staff Recruitment and Promotion Rules, 2019 specifies that "while calculating prior experience, equivalent pay (Basic pay without any allowances) for non-Government officials should be equivalent to the entry pay in corresponding level of 7th CPC".

During the previous Recruitments, it has been observed that most of the non-Government organizations including private firms pay a consolidated salary/remuneration to their staff. Even staff working on contract in many



ले कर्नल एम. जुलियस जॉर्ज (सेटिरी)
Lt. Col. M. Justice George (Retd)
सचिव, शैक्षणिक बोर्ड
Secretary, Board of Governors
साम्प्रदायिक प्रशासन विभाग, कोच्चि
Indian Institute of Management Kozhikode
आई.आई.एम. कोच्चि, कोच्चि - 673570
IIMK Campus P.O., Kozhikode - 673570

reputed central Government institutes/Government organizations are paid consolidated remuneration. Moreover, since IIMK pays consolidated remuneration to staff on contract, candidates with requisite educational qualification and having sufficient experience of working in IIMK are not able to apply due to the above condition.

Proposal:

It is proposed to make the following modification in Point No. 2 of Section II of Staff Recruitment and Promotion Rules, 2019 –

For - “while calculating prior experience, equivalent pay (Basic pay without any allowances) for non-Government officials should be equivalent to the entry pay in corresponding level of 7th CPC”.

Read- “while calculating prior experience, equivalent consolidated Salary/ remuneration for experience in non-Government Offices/Contractual experience should be equivalent to the entry pay (i.e. Basic Pay) in corresponding level of 7th CPC”.

The Board may kindly approve and ratify the above proposal.

The Board ratified and approved the above proposal.

C. Abolition of the post of Chief Project Manager.

The post of Chief Project Manager in Pay Level-13 was a Project specific post and required for a specific tenure only, hence the same can be removed from sanctioned strength since it is also vacant at the moment.

Accordingly, it is proposed to abolish the following post and remove it from the Institutes' Recruitment Rules.

Chief Project Manager Group A Pay Level-13 (Rs. 123100-215900)	Direct Recruitment or deputation/ contract (one post)
-------------------------------------------------------------------------	----------------------------------------------------------

The Board may kindly approve the above proposal for abolition of the post of Chief Project Manager in Pay Level-13.

The Board approved the above proposal for abolition of the post of Chief Project Manager in Pay Level-13.

