

SAO(HR)

APPROVED MINUTES

MINUTES OF THE 84<sup>th</sup> BOARD OF GOVERNORS MEETING OF INDIAN INSTITUTE OF MANAGEMENT KOZHIKODE HELD ON 06 OCTOBER 2018 AT 11:00 HRS IN CHENNAI

**BGM 84.11 Changes Proposed to Staff Recruitment & Promotion Rules 2017**

**2. Proposal for modification in S No: 4 & 5, Section 1 of the Staff Recruitment and promotion Policy 2017 {permanent conversion of 7 (seven) promotion quota posts of Junior Assistants to Direct Recruitment quota}**

The Institute is authorized **12** posts of Junior Assistant in pay level 5 (Pre revised scale: PB-1, 5200-20200; GP 2400). As per the existing policy, **5 (five)** posts of Junior Assistants are to be filled by Direct Recruitment mode and **7 (seven)** posts are to be filled by Promotion from Office Support Staff (Academic) / Driver-cum-Office Staff who are having Graduation and working knowledge of computer with 5 (five) years of experience in Pay Level 3 (Pre-revised Scale: PB-1, 5200-20200; GP 2000) or Eight (08) years of experience in Pay Level 2 (Pre-revised Scale: PB-1, 5200-20200; GP 1900).

In the past, two promotion posts of Junior Assistant were temporarily converted and filled by Direct Recruitment mode since there were no staff in the feeder cadre of Office Support Staff (Academic) / Driver-cum-Office Staff, who were fulfilling the eligibly criteria for promotion to the post of Junior Assistant. The remaining **5 (five)** promotion quota posts are still lying vacant due to non-availability of eligible feeder cadre staff for promotion. No staff in the feeder cadre are having the essential basic qualification of Graduation. In this regard it is stated that Institute is facing acute shortage of staff to support various department as **5 (five)** posts of Junior Assistants are lying vacant for a long period.

In the above circumstances, it is proposed that all **7 (seven)** promotion quota posts of Junior Assistant may be converted to Direct Recruitment quota permanently and initiate the recruitment process to fill up the existing **5 (five)** vacancies by Direct Recruitment mode. The Office Support Staff (Academic) / Driver-cum-Office Staff if they attain graduation, may compete in future for Direct Recruitment since their skills for the post could be judged accordingly for their suitability.

The Recruitment Rules for the post of junior assistant requires 5/8 years' service with equivalent Pay in Grade Pay - 2000 as per the 6<sup>th</sup> Pay Commission scales. Since the 7<sup>th</sup> Pay Commission Scales have been implemented at IIMK in 2018, the relative Industry pay scales have not increased at a comparative rate. It is proposed that the required equivalent Pay for the entry level Administrative post of Junior Assistant

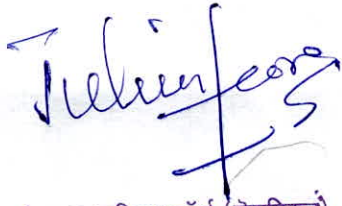
Julius George

ले. कर्नल एम. जुलियस जॉर्ज (सेवानिवृत्त)  
Lt. Col. M. Julius George (Retd)  
सचिव, शासक मंडल  
Secretary, Board of Governors  
भारतीय प्रबंध संस्थान कोषिकोड  
Indian Institute of Management Kozhikode  
आई.आई.एम.के. कैम्पस पी.ओ., कोषिकोड - 673570  
IIMK Campus P.O., Kozhikode - 673570

be kept at a scale of Rs. 10,000 for the salary been drawn by the candidates in 2016, 2017 and 2018, for the purpose of eligibility criteria.

*The Board may kindly accord approval for permanent conversion of 7 (seven) posts of Junior Assistant from Promotion quota to Direct Recruitment quota and also to initiate the recruitment process as proposed above, to fill up the existing 5 (Five) vacancies by Direct recruitment mode.*

**The Board accorded approval for permanent conversion of 7 (seven) posts of Junior Assistant from Promotion quota to Direct Recruitment quota and also to initiate the recruitment process as proposed above, to fill up the existing 5 (Five) vacancies by Direct recruitment mode.**



ले. कर्नल एम. जुलियस जॉर्ज (सेवानिवृत्त)  
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