



TUMKUR UNIVERSITY

B.H.Road, Tumkur-572 103, Phone No : 0816-2254546

No:TU:EST-3208:2020-21/42

Date:30.04.2020

: NOTIFICATION :

Sub: Statute relating to the Cadre and Recruitment of the employees
(Non-teaching) of the Tumkur University

Ref: 1. Government Letter No. ED 60 UTT 2017 Dated:21.03.2020
2. Approval of the Hon'ble Vice-Chancellor Dated:29.04.2020

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The Statute relating to the Cadre and Recruitment of the employees (Non-teaching) of the Tumkur University assented by His Excellency the Chancellor on 13.03.2020 as communicated in the above referred letter is hereby notified for implementation.

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Copy to:

1. The Principal Secretary to the Governor, Rajbhavan, Bangalore.
2. The Additional Chief Secretary to the Government, Education Department (Higher Education), M.S. Building, Bangalore.
3. The Registrar (Evaluation), Tumkur University, Tumkur.
4. The Finance Officer, Tumkur University, Tumkur.
5. The P.S. to Vice-Chancellor, Tumkur University, Tumkur.
6. Office copy.

**DRAFT STATUTE GOVERNING THE CADRE AND RECRUITMENT OF THE
EMPLOYEES (NON – TEACHING) OF THE TUMKUR UNIVERSITY
(Framed under Section 40 of KSU ACT 2000)**

(1) TITLE:

This Statute shall be called "CADRE AND RECRUITMENT OF THE EMPLOYEES (NON - TEACHING) OF THE TUMKUR UNIVERSITY

(2) COMMENCEMENT:

This Statute shall come into force with effect from the date of assent of the Chancellor.

(3) APPLICATION:

This Statute shall be applicable to all categories of Non-Teaching Posts of Tumkur University mentioned in the Schedule to be filled by Direct Recruitment or by Promotion.

(4) DEFINITIONS: -

(1) "Act" means Karnataka State Universities Act 2000.


(2) "Appointing Authority" means authority specified to make appointments under Karnataka State Universities Act 2000.

(3) "Appointed on probation or Officiating" means appointed on trial under relevant Statute.

(4) "Armed Forces of the union "means the Naval, Military, Air Forces of the Union and Includes the Armed Forces of the former Indian States (excluding the Assam Rifles, Defence security Corps, General Reserve Engineering Force, Lok Sahayak Sena and Territorial Army)

(5) "Bonded Labourer" means a person who has been released from the bonded labour system by the operation of Abolition of Bonded Labour system Abolition Act 1976 (Central Act 19 of 1976) or the rules made there under and who produces a Certificate from the District Magistrate that he was a bonded labour and has been released from the liability to clear the bonded debt under the provisions of the said act or the Karnataka Bonded Labour System (Abolition) Ordinance 1975 (Karnataka Ordinance 13 of 1975)


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- (6) "Degree, Diploma and Certificate" means Bachelor's, Master's, Doctorate, Diploma and Certificates awarded by any University or Board established by law in India or any degree, Diploma and Certificate awarded by Foreign Universities or Board treated equivalent by UGC or any other Professional bodies or Board but do not include Honorary degrees.
- (7) "Direct Recruitment "in relation to any service or post means appointment otherwise than by promotion or transfer excluding contract appointment.
- (8) "Equivalent Qualification" means qualification notified by the University as equivalent qualification in respect of any qualification regulating the recruitment to any service or cadre in the University.
- (9) "Employee" means an employee appointed under the provisions of KSU Act 2000.
- (10) "Ex-Serviceman" means such person as defined in Rule (2) (i) of Karnataka Civil Services (General Recruitment Rules) 1977.
- (11) Other Backward Classes "means the Backward Classes as declared by the State Government from time to time.
- (12) "Physically Handicapped means" a person with physical disabilities as defined in Rule (2) (II) of Karnataka Civil Services (General Recruitment Rules) 1977.
- (13) "Promotion" means the appointment to a post or a grade of service or a class of service to a higher post or higher grade of service or higher class of service with greater duties and responsibilities.
- (14) "Qualifying Examination" means the examination or examinations prescribed in the Stature of recruitment in respect of any service or post as minimum qualification for direct recruitment.
- (15) "Scheduled Caste/Scheduled Tribe" means Scheduled Caste/Scheduled Tribe as declared by the Government of India under Article 141 of the Constitution of India with reference to the State of Karnataka.
- (16) "Selecting Authority" means an authority to make selections under Section 57 of KSU Act 2000.


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(17) "Selection procedure" means procedure prescribed in this Statute to make selections.

(18) "Syndicate" means Syndicate of Tumkur University.

(19) "Technical Post" means a post for which qualification prescribed is a technical qualification as may be determined by the University from time to time.

(20) "University" means Tumkur University.

(21) The words and expressions used in this Statute but not defined shall have the same meaning as are assigned to them in Karnataka Civil Services (General Recruitment) Rules, 1977.

(5) METHOD OF RECRUITMENT:

In respect of each category of posts specified in column (2) of the schedule, the minimum qualifications and the method of recruitment, shall be as specified in the corresponding entries in columns (4) and (5) of the said schedule.

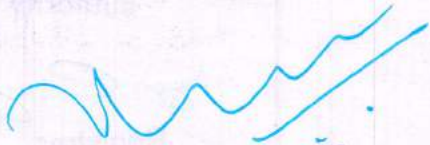
An Officials who have under schedule Caste/Schedule tribe Reservation for considering the promotion the officials who have put in a minimum service of five years are not available, an officials who has put in three years of services may be considered for promotion as per the government order No: DPAR 126 SCR 1972 dated 26.11.1982, and other orders are issued by government from time to time.

(6) PROCEDURE OF APPOINTMENT:

(i) Subject to the provisions of the Statute, appointments by direct recruitment to any service, or post shall be made as under:-

- a. If the selection is on the basis of interview, the orders shall be issued on the basis of marks secured by candidates in the interview.
- b. If selection is made on the basis of performance in interview and marks secured at qualifying examination, the orders shall be issued on the basis of merit list prepared by selecting authority in accordance with selection procedure.


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- c. Direct recruitment either by competitive examination or by selection shall be made only after giving such adequate publicity as the appointing authority may determine.

(ii) Where a post is required to be filled by promotion:

- a. If it is to a selection post or to a post to be filled by promotion by the selection, the appointment shall be made by selection of a person on the basis of merit and suitability in all respects to discharge the duties of the post, with due regard to seniority from among persons selected for promotion.
- b. If it is to a post other than that referred to in sub-clause (a), appointment shall be made by the selection of a person on the basis of seniority-cum-merit, that is, seniority subject to the fitness of the candidates to discharge the duties of the post from among persons eligible for promotion.
- c. 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 he acquires the qualification prescribed for the post in question.

(7) AGE LIMITS FOR APPOINTMENTS:

1. Save as otherwise provided in the rules of recruitment specially made and applicable to any service, or post prescribing different upper age limits, every candidate for appointment by direct recruitment must have attained the age of 18 years and must not have attained the age of;
- I. 40 years in the case of a person belonging to any of the Scheduled Castes, the Scheduled Tribes and category-I of other Backward Classes.
- II. 38 years in the case of a person belonging to any of the other Backward Classes.
- III. 35 years in the case of any other as on the last date fixed for the receipt of application or on such date as may be specified by the appointing authority.


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IV. The maximum age limit is reckoned as on the last date fixed for receipt of applications or on such date as may be specified by the appointing authority. This may be revised by the government from time to time.

2. Where maximum age limit other than age limit specified in Clause (7) is prescribed for direct recruitment for any service or post, if the rules of recruitment provide for enhanced age limit in the case of persons belonging to Scheduled Caste, Scheduled Tribes and Other Backward Classes, the maximum age limit shall be deemed to have been enhanced by five years in the case of a candidate belonging to Scheduled Castes or Scheduled Tribe or Category-I of the Other Backward Classes and 3 years in the case of a candidate belonging to Category IIA, IIB, IIIA & IIIB of Other Backward Classes.
3. In case of candidate who has served or serving or was holding a post under Government or University or any other Statutory bodies established under State or Central Act owned or controlled or regulated by Government by such number of years he is holding such post to a maximum of ten years.
4. In case of Ex-Serviceman by three years plus number of years of service rendered by him in the armed force.
5. In case of PHYSICAL HANDICAPPED, age relaxation will be provided as per the Government of India Order No. F.No 15012/1/2003-Estt.(D) dated 29th June 2015 amended from time to time.

(8) RESERVATION FOR EX-SERVICEMEN:

The provisions contained in KCS (General Recruitment Rules, 1977) will be followed.

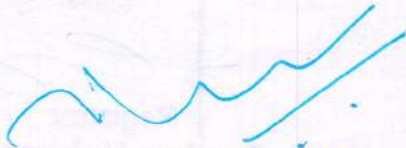
(9) RESERVATION FOR PHYSICALLY HANDICAPPED

1. There shall be a reservation of 5% in all direct recruitment vacancies in each C & D Group category and 3% in A & B.

Provided this shall not apply in the following cases:

- a) to the posts for which specific physical standards are prescribed,
- b) to the posts of Drivers,
- c) to such other posts as the University may direct.


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2. Horizontal reservation is provided as per Government order No: ಸಿಆಸುಇ:97, ಸೆನೆನಿ 2002, dated: 22.11.2002 as follows, subject to amendment issued in this behalf from time to time.

1. Rural candidate	-	25%
2. Kannada Medium candidate	-	5%
3. Displaced person	-	5%

3. The Rights Of Persons With Disabilities Act, 2016:

Clause 34.(1) Every appropriate Government shall appoint in every Government establishment, not less than four per cent of the total number of vacancies in the cadre strength in each group of posts meant to be filled with persons with benchmark disabilities of which, one per cent. each shall be reserved for persons with benchmark disabilities under clauses (a), (b) and (c) and one per cent. for persons with benchmark disabilities under clauses (d) and (e), namely:—


- (a) blindness and low vision;
- (b) deaf and hard of hearing;
- (c) locomotor disability including cerebral palsy, leprosy cured, dwarfism, acid attack victims and muscular dystrophy;
- (d) autism, intellectual disability, specific learning disability and mental illness;
- (e) multiple disabilities from amongst persons under clauses (a) to (d) including deaf blindness in the posts identified for each disabilities:

Tumkur University will follow "The Rights Of Persons With Disabilities Act, 2016" while recruitment and promotions.

Provided that the reservation in promotion shall be in accordance with such instructions as are issued by the appropriate Government from time to time:

If adequate numbers of physically handicapped are not available, such posts shall be filled from among other candidates belonging to the same group or class.


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- (10) RESERVATION FOR WOMEN:** There shall be reservation in all direct recruitment in each category (33%) to such extent and in such manner as may be specified by Government from time to time.

Tumkur University is following 100 point roster system. Reservation shall be followed as per the Government Order specified from time to time.

Provided if adequate number of eligible women candidates belonging to the same classification or group are not available, then such posts shall be filled by other candidates belonging to the same group or class.

Provided nothing in the Statute shall prevent women candidates from competing against the direct recruitment posts.

Provided that the University Syndicate may by an order specify the service, post to which this Statute is not applicable.

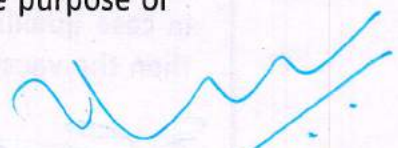
- (11) CONDITIONS RELATING TO ANTECEDENTS:** No person shall be appointed unless he possesses good antecedents/conduct. The appointing authority shall before issuing orders of appointment verify the antecedents through police verification. The appointing authority shall also get antecedent verification certificate from the previous employer, wherever applicable.

- (12) ADVERTISEMENT:** - The University shall advertise the vacancies in two daily news papers having a wide circulation in the State duly specifying qualifications, provisional number of vacancies to be filled, reservations and such other details.

- (13) ELIGIBILITY OF CANDIDATE FOR INTERVIEW (Except for the posts coming under "C" Group):-** For the purpose of inviting the candidates for interview, the University shall prepare names of the candidates on the basis of percentage of total marks secured in the qualifying examination in the order of merit and if two or more candidates have secured equal percentage of marks in the qualifying examination, the order of merit in respect of such candidates shall be determined on the basis of their age, the candidate older in the age shall be placed higher in the order of merit.

'Provided where more than one qualifying examination is prescribed the average of such qualifying examinations shall be taken for calculation of percentage of marks for the purpose of inviting the candidates for interview'.


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Note:- (1) For the purpose of Clause 14 wherever the qualifying examination consists of more than one academic year and where such examinations are public examinations, the average of all such years shall be considered for calculating of average marks. In case of examinations where some of the papers are not relevant for the purpose qualifying examination, then only such papers which are relevant for the purpose of qualifying examination shall be considered. Eg. Diploma, Degree in typing, Shorthand and such other similar qualification.

(2) Wherever the qualifications prescribed could be acquired through an alternative system an academic equivalence shall be established before preparation of merit list under Clause 14.

(3) Wherever any preferential or desirable qualifications are prescribed all candidates possessing such qualifications shall also be invited for interview irrespective of their percentage of marks secured in the qualifying examinations in addition to the number of candidates to be invited for the interview under clause 14.

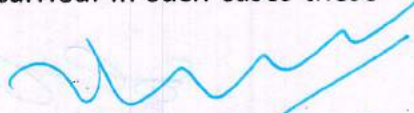
(14) NUMBER OF CANDIDATES TO BE INVITED FOR INTERVIEW:- The number of candidates to be invited for a interview shall be 3 times the number of vacancies provisionally notified under Clause 11 as per the merit list prepared under Clause 14 subject to reservation orders issued by State Government.

(15) RESERVATIONS:- Wherever the posts are required to be filled by Scheduled Caste, Scheduled Tribes and Other Backward classes, the candidates belonging to such castes or tribe or classes shall be invited for the interview on the basis of the list prepared under Clause 14 subject to a limitation of Clause 13.

In preparing the Selection list the Selection Committee shall follow the orders issued by the State Govt. from time to time in the matter of reservation for the appointment of the persons belonging to SC/ST and OBC vide Govt. Orders No. DPAR:27:SBC97, dated:07.09.1998, GO No. DPAR 8: Sahima: 95, dated: 20.06.1995 and DPAR:29:SBC:77, dated:27.04.1978 and other relevant orders.

In case qualified SC/ST candidates are not available for the SC/ST for the posts then the vacant posts are not filled and they will be carried. In such cases these


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posts will be filled up according to Govt. order No. DPAR/19/SBC/89, dated: 12.07.1989 with necessary changes.

Special Reservation under the provisions of Article 371 (J of Constitution: As per DPAR Notification No: DPAR 06 PLX, 2012, Bangalore, dated 06.1.2013 published on the basis of Order 'The Karnataka Public Employment (Reservation in appointment for Hyderabad Karnataka region) 2013 reservation should be given in the appointment of Non-Teaching staff.

A Person claiming to belong the other Backward classes shall, along with his application for appointment has to produce a certificate issued not earlier than five year by a Revenue Officer not below the rank of a Tahsildar, in the form specified in the relevant Govt. Orders issued in this behalf from time to time. A person belonging to the Scheduled Castes/Scheduled Tribes shall also produce certificate in the form prescribed in the relevant Government orders issued in behalf from time to time

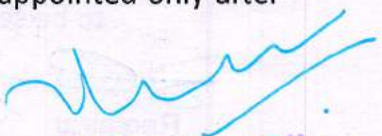
(16) INTERVIEW: - The selecting authority shall interview the candidates and award marks on the basis of their performance in the interview. The maximum marks for interview shall be fifty only and is classified under following broad headings:-

- 1) Comprehensive knowledge about nature of job performance.
- 2) Knowledge of Computer and its applications.
- 3) General comprehension.
- 4) Social inclusiveness.
- 5) Other traits with a bearing on job contents including experience.

(17) LIST OF SELECTED CANDIDATES:- The selecting authority shall prepare a list of candidates selected for appointment (Main list) on the basis of percentage of marks secured in the qualifying examination and the marks secured in the interview, taking into consideration the orders of the reservation issued by the State Government equal to the number of vacancies provisionally notified under Clause 12. The selecting authority shall also prepare an additional list of candidates not included in the select or main list not exceeding 10% of vacancies notified under Clause 12.

(18) APPOINTMENT OF CANDIDATES: - The appointment of candidates whose names are included in the main list or in the additional list may be appointed only after the approval of the Syndicate.


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(19) DURATION OF THE OPERATION OF THE LIST: - The lists of names of candidates published by the selecting authority under 18 in respect of any cadre shall cease to be operative for one year in case of main list and one and half years in case of additional list from the date of publication of a list.

(20) OPERATION OF ADDITIONAL LIST: - The Selecting authority shall in accordance with the provisions of rules (18) also prepare an additional list of names of candidates not included in the list prepared under rule (18) in which the number of candidates to be included shall, as far as possible, be ten percent of the number of vacancies notified.

[Provided that if the appointing authority so requires the number of candidates to be included in the list shall be such as may be specified by the appointing authority but not exceeding ten percent for the number of vacancies notified.]

(21) RE-NOTIFICATION ON NUMBER OF VACANCIES TO BE FILLED: - Notwithstanding anything contained in this Statute or any other Rule specially made, the University may vary the number of vacancies notified under Clause 11 but not exceeding fifty percent.

'Provided variation in vacancies provisionally notified shall be notified before the interview. The main list and additional list shall be prepared on the basis of re-notification of vacancies'.

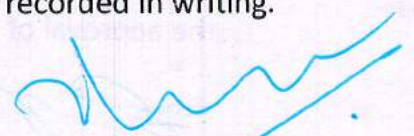
(22) ENABLING PROVISION: The appointing authority shall prescribe such procedures or may issue such orders, clarifications, instructions, amendment to this Statute as it deem necessary for implementing the provisions of this Statute and such orders, clarifications, instructions, amendment shall not be contrary to policy of a State.

(23) APPOINTMENT BY DIRECT RECRUITMENT OR BY PROMOTION IN CERTAIN CIRCUMSTANCES:

Notwithstanding anything contained in this Statute or in the rules of recruitment specially made in respect of any service or post, the appointing authority may;

- a) Fill by direct recruitment a post reserved to be filled by promotion when it is satisfied that the persons eligible to be considered for promotion are not fit to be so promoted; or vice versa for the reason to be recorded in writing.


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(24) SENIORITY FOR PROMOTION : The Seniority of the employees recruited through the Direct Recruitment and by Promotion is and will be notified as per the Karnataka Government Servants' (Seniority) Rules, 1957 and amendment made by the Government from time to time.

(25) ELIGIBILITY AND PROCEEDURE FOR PROMOTION: (a) Eligibility for direct recruitment and promotion posts specified under the column nos. 4 & 5 of the "Schedule - Cadre and Recruitment of Rules of Tumkur University".

(b) The Selection Committee or Board of Appointment will be constituted for the direct recruitment and promotion as per the Section 57 of the Karnataka State Universities Act 2000.

(26) MISCONDUCT: Any candidate found guilty of impersonation or submitting false or fabricated document/documents or suppressed vital material or information or using or attempting to use unfair means in an examination or resorting to improper means in connection with the recruitment may, in addition to rendering himself ineligible for appointment also liable for criminal prosecution.

(27) JOINING TIME (1) A candidate appointed by direct recruitment shall report for duty within fifteen days from the date of receipt of the order

(2) Provided that the appointing authority may on the request of the candidate and for good and sufficient reasons grant such further time as it may deem necessary.

(3) Candidate who fails to report for duty within the period specified under clause (1) or (2) shall cease to be eligible for appointment

(28) PROBATION AND OFFICIATION PERIOD: (1) All appointments by direct recruitment to any service or post shall be on probation for such period, but not less than two years as are provided in the Statute or Rules specially made in respect of such service or post.


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2) In case where no period of probation or less than two years is specified in the order of appointment or rules of recruitment, notwithstanding anything contained in such Statute or Rules, be deemed to be two years.

3) All promotions shall be on officiating period of minimum one year.

4) All other terms and conditions of probation or officiation shall be as specified in Statute relating to Probation and officiation.

(29) PROCEDURE IN RESPECT OF APPLICATIONS BY UNIVERSITY, GOVERNMENT AND OTHER SERVANTS

The University employee or Government employee or any other employee in permanent service shall submit his application through his appointing authority. The appointing authority may refuse to forward the application for good and sufficient reasons in the interest of public service. Candidate may submit an advance copy to the prospective employer with all details for preliminary examination of the application.

1. The application not forwarded under clause (1) shall not be considered.

2. Provided nothing in clause (1) is applicable to temporary employee so long they are treated as such.

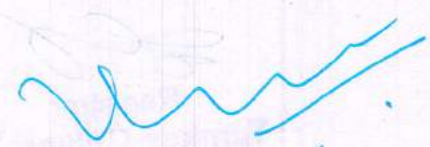
(30) PHYSICAL FITNESS AND MEDICAL EXAMINATION: (1) No candidate shall be appointed to university service, unless he possesses good physical health to perform the duties of the post to which he is appointed.

(2) The University may prescribe such physical standards as it may deem necessary for each post or category or class of post or service.

(3) The University may direct the candidate to appear for medical examination before such authority as it may deem necessary.

(4) The University may for the reasons to be recorded may dispense with the production of physical fitness certificate.


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(31) DISQUALIFICATION: The disqualification prescribed under Rule (5) of Karnataka Civil Services (General Recruitment) Rules, 1977 shall be applicable to all categories of posts in the university.

(32) RELAXATION:

(1) Notwithstanding anything contained in this Statute or any other Statute specially made in respect any service or post, the University Syndicate may for the reasons to be recorded in writing appoint to a post:-

(2) An officer of Defence Services, All India Services, an Officer of Central Civil Services or Civil Services of any other State.

(3) An Officer holding an equivalent post or grade or class by deputation from any other service of the State or University to which these Statutes apply for such period as may be determined by the Syndicate subject to such conditions as may be prescribed by Syndicate.

(4) Appoint such Officer belonging to Group A or any other equivalent cadre of University service for such period as Syndicate may determine.

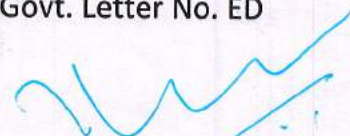
(5) Relaxation of any clause of this statute for justifiable reasons to be recorded in writing.

(33) FEES: The University Syndicate may prescribe such fees as may deem it necessary.

(34) ADOPTION OF GOVERNMENT CIRCULAR: The Government of Karnataka has issued a Circular No. ED 136 UNE 2017 dated 17.07.2017 regarding recruitment of Non-teaching posts in terms of Karnataka State General Recruitment Rules 1977 (Method of Recruitment as per the Cadre and Recruitment Rules of Tumkur University, Tumakuru) which is hereby adopted by the University. Accordingly the University has framed Cadre and Recruitment Rules for the Non-teaching Staff.

(35) REPEALING:- Any Statute or Rules or Orders or Guidelines issued or adopted by the University for selection of candidates is here by repealed. The Statute Governing the Tumkur University General recruitment under Section 40 of the KSU Act 2000, assented by the Chancellor (Governor of Karnataka) on 01.02.2012, communicated to the University vide Karnataka Govt. Letter No. ED


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15 UTT 2011 dated 13.02.2012 is hereby repealed. Provided that the said repeal shall not affect the previous operation of the said Statutes anything duly done or suffered there under or affect any right, liability or obligation acquired, accrued or incurred under the said statutes.

(36) REMOVAL OF DIFFICULTY: - Any difficulty arising in the implementation of these Statute, the Vice Chancellor can take such action as he may deem fit in the circumstances of each case and report the matter to the appointing authority for ratification. In the event of not ratifying the action taken by the Vice Chancellor, the matter shall be referred to the Chancellor whose decision shall be final.


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VAJUBHAI VALA
CHANCELLOR

SCHEDULE

CADRE AND RECRUITMENT OF RULES OF TUMKUR UNIVERSITY

Sl. No	Category of Post & Scale of Pay	No. of Posts	Minimum qualifications Prescribed for Recruitment	Method of Recruitment
(1)	(2)	(3)	(4)	(5)
1	Registrar	01	Government Appointment	By appointment from State Government as per KSU Act 2000
2	Finance Officer	01	Government Appointment	By appointment from State Government as per KSU Act 2000
3	Registrar (Evaluation)	01	Government Appointment	By appointment from State Government as per KSU Act 2000
4	University Librarian 37400-67000 + AGP 10000 UGC Scale	01	As per UGC Regulation	By Direct Recruitment.
5	Deputy Librarian 37400-67000 + AGP 9000 UGC Scale	01	As per UGC Regulation	As per the UGC Guidelines Direct Recruitment from the cadre of assistant librarian who has a eligible service of five years.
6	Assistant Librarian (15600 – 39100 + AGP 6000) UGC Scale a) University Asst. Librn-1 b) 2Constituent Colleges- Each - 1	03	As per UGC Regulation	By Direct Recruitment: As per the UGC Guidelines amended from time to time.


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7	Resident Engineer/Executive Engineer 36,300 – 53,850	01	--	By deputation of an Executive Engineer of the State Government who has put in at least 5 years services in that capacity on such cadre.
8	Deputy Finance Officer 36300-53850	01	a. First Class Masters' Degree in a recognized University b. Passing of SAS Examination c. Experience of not less than five years in a Supervisory Capacity in a Government/State Accounts Department or in an recognized Education Institutions	By deputation from the State Accounts Department. The deputed person shall have an experience of not less than 5 years in the supervisory capacity.
9	Deputy Registrar 36,600-53,850	04	a) Master Degree in a recognized University with good Academic record. b) Administrative and/or academic experience for at least 10 years is a University or in Government department dealing with education matters	By promotion from the cadre of Assistant Registrars/Managers who passed Master Degree of a recognized University and have put in at-least 5 Years' service in that cadre and must have passed prescribed departmental-examinations.
10	Lady Medical officer 36,600-53,850	01	A pass in MBBS from a recognized University	By Deputation from the Health Dept. of Government of Karnataka who have put-in experience of five years in Government / Any recognition Hospitals.
11	System Analyst 36,600-53,850	01	a) Should have passed Bachelor of Engineering in Computer Science with First Class from Recognized University or Should have passed Post Graduate Degree Examination in Computer Application b) Should have the working experience in the related field at least for Five Years. c) Desirable: Should have the ability to develop Software independently	By Promotion from the cadre of Computer Programmer with 10 years of Experience. Desirable: Should have the ability to develop Software independently.

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12	Assistant Engineer 28,100 – 50,100	01	1. BE Degree in Electrical/ Civil Engineering of any recognized University 2. Must have experience of not less than five years in Government Departments or Statutory Body in the concerned field	By promotion from the cadre of Junior Engineers who have put in at least 5 years of service in such cadre or on deputation of Asst. Engineer of the State Government / PWD Department who has put in at least 5 years of service in the same cadre.
13	Assistant Registrar/Manager (28,100-50,100) (a) Asst. Reg.-01 (b) Manager for two constituent colleges-02	03	a) A Degree of a recognized University. b) Administrative experience of not less than 5 years in a University in the cadre of Superintendent	By promotion from the cadre of Superintendents. Must have put in a service of not less than three years in the cadre of superintendent.
14	Internal Audit officer 28,100 – 50,100	01	a. A Degree of a recognized University. b. Must have passed SAS examination of the State Government. c. Must have served atleast 5 years of service in the cadre of Superintendents. d. Must have passed the prescribed departmental examinations.	By promotion by Seniority cum merit from the cadre of Superintendents. (a) Must have passed SAS examination of the State Government. (b) Must have served atleast 5 years of service in the cadre of Superintendents. (c) Must have passed the prescribed departmental examinations.
15	Pharmacist 28100 – 50,100	01	Bachelor of Pharmacy with First Class in a recognized Institution. Must have experience of five years in the relevant field.	By deputation from the health dept.of Government of Karnataka who have put – in experience of five years in Government /any recognition Hospitals.
16	Superintendent 22,800-43,200	09	For Promotion: a) Must have served atleast 5 years of service in the cadre of First divisional Assistant/ Stenographer. i) Must have passed prescribed departmental examination. ii) Promotion to Stenographer in the ratio of 3:1. Every fourth vacancy being filled by the	By promotion from the cadre of FDC and Stenographer or PA to Librarian. Note: The selected stenographers should put in one year of service in table work before they are promoted as Superintendent.


			promotion of stenographer. The first, Second, Third and fifth vacancy shall be filled by First divisional Assistant.		
17	Computer Programmer 22,800-43,200	01	Should have passed Bachelor of Engineering in Computer Science from a Recognized University or Should have passed Post Graduate Degree Examination in Computer Application. Desirable: at least three years' experience in relevant field Should have the ability to develop Software independently.		By Direct Recruitment or promotion from the cadre of Computer Operator with 10 years of Experience with master degree in Computer application. Desirable: Should have the ability to develop Software independently.
18	A.N.M 22,800-43,200	01	A pass in B.Sc. in Nursing Course recognized by the Govt. of Karnataka. Must have an experience of five years in the relevant field.		By deputation from the health dept. of Government of Karnataka who have put-in experience of five years in Government /any recognition Hospitals.
19	P.S. To Vice-Chancellor 22,800 – 43,200	01	---		By selection from the cadre of Superintendent since the pay scale of the Private Secretary and Superintendent are identical.
20	Computer operator 21,600 – 40,050	02	Bachelor's Degree in Science and Commerce from Recognized University Or qualification prescribed by the government from time to time. Desirable: To have experience as DATA entry operator in any reputed company or institutions		By Direct Recruitment.
21	Junior Engineers 17,650 – 32,000	02	A Diploma in Civil/Electrical Engineering from a Polytechnic in Karnataka or other equivalent examination		By direct recruitment or by deputation of Junior Engineers of State Government/ PWD who have put in at least 3 years' service in that capacity.
22	Work Inspector 17,650-32,000	03	a. First Class - Diploma in Civil/ Electrical or other equivalent qualifications b. Must have experience of not less than 5 years in Govt. or Statutory body in concerned field		By deputation from PWD. The Work Inspector so deputed shall have an experience of at least 3 years in that cadre.

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23	Draughtsman 17,650-32,000	02	A Diploma in Civil Engineering or a Certificate in Draughtsman ship from a Polytechnic or other equivalent examination.	By direct recruitment or by deputation of Government / PWD who have put-in three years' service in that capacity.
24	Electrical Lineman 16000-29,600	02	a. A pass in PUC Exam b. Must possess Certificate Course of not less than 6 months in Electrical Writing from a recognized institution c. Five years of Experience in motor and Transformer Winding	By Direct Recruitment
25	(a) Stenographers 16,000-29,600 + Special Pay as prescribed from time to time. (b) PA to Librarian 16,000-29,600 + Special Pay as prescribed from time to time.	05	a) Essential : i) Shall pass in PUC or equivalent examination Or qualification prescribed by the government from time to time. ii) Shall pass in Senior Shorthand and Senior Typewriting both in Kannada and English. iii) Examinations conducted by Concerned boards of the State Government or equivalent examinations.	i) 66 2/3 per cent of the vacancies to be filled by direct recruitment and ii) 33 1/3 per cent by promotion from the cadre of typists/Second Division Assistants who possess the prescribed qualifications in stenography and who have put in at least 5 years' service in that grade on the basis of seniority-cum-merit.
				Note: A Typist/SDA who have passed Junior English and Kannada shorthand Examination may be promoted as stenographer subject to the condition that he should qualify himself by passing the Senior Shorthand Examination with in a period of one year from the date of such promotion, the said period being extendable by the University at its discretion in deserving cases by one more year.


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26	English Stenographer Rs. 16000-29,600 + Special Pay as prescribed from time to time.	01	<p>a. Should have passed PUC or Equivalent Examination or qualification prescribed by the government from time to time.</p> <p>b. Should have passed Senior Typing (English) and Senior Shorthand (English) Examinations conducted by Secondary Education Board, Government of Karnataka or Diploma in Secretarial Practice with English Typing and English Shorthand as optional subjects or Equivalent Examination</p> <p>c. Should possess Computer and Kannada Typing Knowledge</p> <p>d. Should have experience as English Typist for 2 Years</p>	By Direct Recruitment or by promotion. NOTE: A typist/SDA who have passed Junior Shorthand (English) Examination may be promoted as Stenographer subject to the condition that he should qualify himself by passing the Senior Shorthand (English) Examination with in a period of one year from the date of such promotion, the said period being extendable by the University at its discretion in deserving cases by one more year.
27	First Division Assistant 16,000-29,600	16	<p>a) For Direct Recruitment: i) A Degree of a recognized University.</p> <p>b) For Promotion: i) A Second division Assistant must have passed the prescribed Departmental Examination and must have put in at least 5 years' service as Second division Assistant. ii) Typist must have passed the prescribed Departmental examination and must have put in at least 5 years of service in ratio of 3:1. Every fourth vacancy being filled by the promotion of Typist. The first, Second, Third and fifth vacancy shall be filled by Second Division Assistants.</p>	<p>50 percent by direct recruitment and 50 percent by promotion from the cadre of Second Division Assistant/ Typist who have passed in the prescribed departmental examination and who have put in at least 5 years of service in the respective cadres. Note: The Promoted Typist should put in one year of service as Assistants before they are promoted as First Division Assistants.</p>


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28	Lab Technician 16000-29,600	01	A pass in SSLC/PUC either with Diploma or Two years Certificate Course from recognized institution in the field, as per the requirement from the concerned departments.	By deputation from the health dept.of Govt.of Karnataka who have put – in experience of five years in Govt/any recognition Hospitals.
29	Library Assistant 16,000-29,600	04	1. Bachelor's Degree from Recognized University and Diploma/Degree in Library Science 2. Should have experience at least for two years in Library	50% by direct recruitment and 50% by Promotion from the cadre of Library Assistant Grade –II who have passed Bachelor's Degree from Recognized University in Library Science with five years of experience in the University.
30	Lab Assistant 14,550 – 26,700	08	Bachelor's Degree in Science from Recognized University and must have experience in Laboratory for 2 years.	By direct recruitment
31	Typists 11,600 – 21,000 + Special Pay	10	i) A Pass in PUC examination Or qualification prescribed by the government from time to time ii) A pass in Senior Typewriting Examination conducted by Government or an equivalent examination. Desirable: A Pass in Junior Shorthand examination.	i) Eighty-five per cent by direct recruitment ii) Fifteen per cent by promotion of Class IV officials including Attenders who have passed PUC and who possess the prescribed technical qualification i.e. a pass in Senior Typewriting examination.
32	Second Division Assistant 11,600 – 21,000	33	a) For Direct Recruitment: A pass in PUC or equivalent examination. Or qualification prescribed by the government from time to time b) For Promotion: Must have passed PUC examination and must have completed five years of service in the Lower Cadres.	i) Seventy-five percent by direct recruitment. ii) Twenty Five percent by promotion of Class IV official including Attenders who have passed PUC and who have put in a minimum of 5 years' service.


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33	Store keeper 11,600 – 21,000	03	<p>a. Must have passed in PUC examination Or qualification prescribed by the government from time to time</p> <p>b. Must have experience of not less than 3 years in Government or statutory Body in the concerned field.</p>	By Direct recruitment OR By Promotion by the Class IV official including Attenders who have passed PUC Or qualification prescribed by the government from time to time and who have put in a minimum of 5 years' service.
34	Fitter / Valveman 11,600 – 21,000	02	<p>a. A pass in PUC or other equivalent examination</p> <p>b. Must have passed a Certificate Course of one year General Fitter or equivalent from a recognized institution.</p> <p>c. One year experience in Government or in the concerned field</p>	By Direct Recruitment or by deputation from concerned Dept. of State Government.
35	Drivers 11,600 – 21,000 + Special Pay	02	<p>a) Must have passed Tenth Standard Or equivalent Or qualification prescribed by the government from time to time</p> <p>b) Must possess a current driving license for a heavy vehicle and must possess recognized First Aid Training Certificate.</p>	By Direct recruitment.
36	Library Assistant Grade –II 11,600 – 21,000	07	Should have passed SSLC/PUC or Equivalent Examination Should possess Diploma in Library and Information Science conducted by the Department of Technical Education, Government of Karnataka Or qualification prescribed by the government from time to time Desirable: Must have experience of at least two years in Libraries and must have Computer Knowledge.	By direct recruitment




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37	Attenders 10,400-16,400	17	Must have passed Tenth Standard Or equivalent or qualification prescribed by the government from time to time	50% percent by direct recruitment and 50% percent by promotion from the cadre of Class IV officials on the basis of seniority in their cadre and satisfactory record of service.
38	Ayah 10,400-16,400	02	a. A pass in 10 th Standard Exam b. Experience of Minimum two years in Govt. Hospital or a Reputed Private Hospital	By Direct Recruitment or by deputation from the Health Dept. of Government of Karnataka.
39	Lab Attender / Lab Attenders 10,400-16,400	05	a) Must have passed Tenth Standard Or equivalent Or qualification prescribed by the government from time to time. b) Experience of not less than 2 years in a workshop or a recognized laboratory.	50 percent by direct recruitment & 50 percent by promotion from the cadre of Helpers/ Peons who have put-in not less than five years of service.
40	Peons 9600-14,550	50	Must have passed Tenth Standard Or equivalent Or qualification prescribed by the government from time to time	By direct recruitment.


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20	Qualification prescribed by the Government Must have passed first standard in equivalent work done in a recognised institution in experience of not less than 3 years in a position from time to time equivalent to qualification prescribed by the Government	or Must have passed first standard in equivalent work done in a recognised institution in experience of not less than 3 years in a position from time to time equivalent to qualification prescribed by the Government	or Must have passed first standard in equivalent work done in a recognised institution in experience of not less than 3 years in a position from time to time equivalent to qualification prescribed by the Government
21	Qualification prescribed by the Government Must have passed first standard in equivalent work done in a recognised institution in experience of not less than 3 years in a position from time to time equivalent to qualification prescribed by the Government	or Must have passed first standard in equivalent work done in a recognised institution in experience of not less than 3 years in a position from time to time equivalent to qualification prescribed by the Government	or Must have passed first standard in equivalent work done in a recognised institution in experience of not less than 3 years in a position from time to time equivalent to qualification prescribed by the Government
22	Qualification prescribed by the Government Must have passed first standard in equivalent work done in a recognised institution in experience of not less than 3 years in a position from time to time equivalent to qualification prescribed by the Government	or Must have passed first standard in equivalent work done in a recognised institution in experience of not less than 3 years in a position from time to time equivalent to qualification prescribed by the Government	or Must have passed first standard in equivalent work done in a recognised institution in experience of not less than 3 years in a position from time to time equivalent to qualification prescribed by the Government