

**RECRUITMENT RULES FOR FACULTY/ STAFF****RECRUITMENT NORMS**

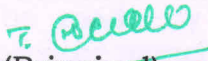
1.	There shall be three categories of faculty/staff members: <ul style="list-style-type: none"> <li>• Academic: Professor, Associate Professor, Assistant Professor, Librarian, etc.,</li> <li>• Technical: System Analyst, Programmer Foreman, Instructor, Assistant Instructor, Helpers, Mechanic, etc.,</li> <li>• Office Staff; Office Superintendents, FDA, SDA, Attenders and Peon etc.,</li> </ul>
2.	The Appointing Authority for all the above positions there shall be a Governing Council at the institution level including Principal as the Governing Council Member, management committee and office bearers at V.V. Sangha, Ballari.
3.	The appointment of staff members at an Institution shall be made by the Governing council by adopting an open and transparent selection procedure namely: <ul style="list-style-type: none"> <li>• Issue of advertisement for the posts at State-level English and Kannada Daily News Papers.</li> <li>• Issue of rolling announcement of vacancies in an appropriate site.</li> <li>• Adherence of Policy matters given by the RYMEC and V.V. Sangha Management.</li> <li>• Short listing of candidates will be done as per AICTE/VTU/GOK Norms to meet the requirements</li> <li>• Intimating eligible candidates for the recruitment process after short listing as per norms</li> <li>• Setting up Screening Committees to identify candidates to be interviewed;</li> <li>• Setting up Selection Committees to interview the identified candidates including the subject expert in the concerned domain;</li> <li>• Placing the Selection Committee Reports before the GC for approval;</li> <li>• Placing selected candidates in MC Meeting at Management Level</li> <li>• Issue of Appointment Letters by the Secretary/Chairman of the Management</li> </ul>
4.	Each appointment shall be normally made against a sanctioned post at the Institute. However, the GC shall have the powers to make any other appointment/s.
5.	The GC may also consider and appoint well qualified/experienced candidates to the Institution in various departments/sections.



T. *[Signature]*



6.	The pay scales admissible to the faculty/staff members at the institution shall follow the AICTE/VTU/GOK/Management norms and standards.
7.	All the other staff members of the institution shall be entitled to receive pay, allowances and other privileges as prescribed by V.V. Sangha from time to time in tune with Government norms.
8.	The Service Conditions for all academic, administrative and technical staff members of the institution shall be as prescribed in the Service Manual of the Management.
9.	There shall be a Code of Ethics to be strictly followed by all academic, administrative and technical staff as prescribed in the Service Manual of the Management

  
(Principal)  
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