F.No.33-9/2022-TS.III
Government of India
Ministry of Education
Department of Higher Education
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Kartavya Bhawan-2, New Delhi,
dated, the 7th July, 2026

To

Prof. V.M.S.R. Murthy,
Director,
Indian Institute of Engineering Science and Technology, Shibpur (W.B.)

Subject: Clarification regarding counting of credit points for Journal and Conference Publications in accordance with communication dated 16.04.2019 – regarding.

Sir,

I am directed to refer to your email communication dated 17.06.2026 vide which a clarification has been sought from the Ministry on the mentioned subject to avoid ambiguity leading to subjective interpretations of clarification earlier furnished by the Ministry on 16.04.2019 as per recommendations of the Oversight Committee:

2. In this context, it is informed that the issues referred by IIEST, Shibpur basically relates to interpretation of clarification on cumulative credit points contained in this Ministry's letter dated 16.04.2019 sent to the NITs & IIEST, Shibpur following the recommendations of the Oversight Committee and approval of the Council of NITSER. First of all, it is reiterated that there is no concept of promotion in faculty cadre / structure in the NITs & IIEST-Shibpur consequent upon introduction, adoption and implementation of Four-Tier Flexible Faculty Cadre Structure as originally contained in communication dated 15.01.2014. This fact has again been reiterated in Note 1 (1) of Schedule E of the Statutes of NITs & IIEST-Shibpur amended in July, 2017. The words 'since the last promotion', earlier mentioned inadvertently in Note 2 [Credit Point System] of Schedule 'E', also stands substituted with words 'since the last appointment' in aforesaid clarification and subsequent amendments carried out in the Statutes.

3. As far as clarification on counting of credit points for Journal and Conference Publications in accordance with communication dated 16.04.2019 are concerned, the following points are clarified as under:-

S.No.	Clarification sought	Reply
(i)	Counting of Credit Points on Journal papers regarding Oversight Committee (OSC) Recommendation and Decision of MoE : ambiguity due to the word since last promotion (which was later clarified as since last	The credit points earned through journal papers (as mentioned at S.No.4 of Credit Point System in Note 2 of Schedule 'E') are non-exhaustible credit points as per recommendations of OSC conveyed

S.No.	Clarification sought	Reply
	appointment).	vide clarification dated 16.04.2019 after the approval of the Council of NITSER. As the credit points earned in this parameter are non-exhaustible points, they don't have any bearing on words 'since last appointment' and they shall be taken into consideration by the Institutes whenever the weightages are claimed by applicants against such points in subsequent rounds of direct recruitment to higher academic grade pay / pay level or upgradation (from level 10 to level-11), until altered by the Council.
(ii)	Counting of Credit Points on Conference paper regarding Oversight Committee (OSC) Recommendation in Sl.No.3 and 14 are non-congruent. Are conference papers non-exhaustible or exhaustible?	With reference to the clarification sought regarding the credit points earned through conference papers (S.No.5 of Credit Point System in Note 2 of Schedule E), it is reiterated that as per clarification on cumulative credit points furnished on 16.04.2019, these credit points are exhaustible and thus stands exhausted with successful selection or joining after every stage of direct recruitment or upgradation (from level 10 to level-11) and cannot be counted again in subsequent recruitments to higher grades / levels.

4. Accordingly, IIEST, Shibpur is requested to kindly take into consideration above facts while moving forward with recruitment of faculty staff in the Institute.

5. This issues with the approval of the competent authority.

Yours faithfully,

Encl.: as mentioned above.

07.02.2026

(Heera Lal)
Deputy Secretary (NITs)
Tel: 011-24015226

Copy for information and similar action to:-

1. The Directors of all the 31 National Institutes of Technology (NITs).
2. The Registrars of all the 31 National Institutes of Technology (NITs) and Indian Institute of Engineering Science and Technology (IIEST), Shibpur (W.B.).

F.No.33 - 9 / 2011 - TS.III
Government of India
Ministry of Human Resource Development
Department of Higher Education
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Shastri Bhawan, New Delhi,
dated, the 16th April, 2019

To

The Directors
of all the National Institutes of Technology (NITs)
and Director, IIEST, Shibpur.

Subject:- Implementation of Recruitment Rules for Faculty of NITs and IIEST - issue of clarifications as per recommendations of the Oversight Committee - regarding.

Sir \ Madam,

I am directed to refer to this Ministry's Order of even number dated 15th May, 2018 vide which an Oversight Committee was constituted under the Chairmanship of Prof. Sivaji Chakravorti, Director, National Institute of Technology, Calicut (Kerala) to look into further issues / anomalies, which are not yet covered / addressed in the revised Recruitment Rules (RRs) notified for Faculty on 24th July, 2017 and issued on 20th December, 2017 for Non-Faculty staff of the National Institutes of Technology (NITs) and Indian Institute of Engineering Science and Technology (IIEST), Shibpur (West Bengal).

2. At the same time, the Directors of all the NITs and IIEST, Shibpur were requested to forward the left out anomalies / issues in the RRs to the Chairman of the Oversight Committee. Accordingly, the Oversight Committee received suggestions / representation from various NITs and IIEST, Shibpur. The Oversight Committee has looked into the issues / anomalies, which are not yet covered / addressed in the revised Recruitment Rules of Faculty and Non-Faculty staff and has submitted its reports in respect of faculty of NITs and IIEST, Shibpur on 27th October, 2018.

3. The observations pointed out by this Ministry were further discussed in the Oversight Committee meeting held on 19th January, 2019. The recommendations submitted by the Oversight Committee on 27th October, 2018 and 19th January, 2019, respectively, have been examined in this Ministry. The recommendations of the Oversight Committee are divided into two categories viz. (i) clarifications on existing RRs and (ii) amendments in RRs notified on 24th July, 2017. With the approval of the competent authority it has been decided

K. Roy

to issue clarifications, as per recommendations of the Oversight Committee, on the following points in the first instance:-

S. No.	Clarifications sought by NITs / Faculties of NITs	Comments of the Oversight Committee (OSC)	Decision
1.	Clarification on "One-time measure"	One-time measure means completion of first round of recruitment process for respective faculty positions after amendment in Statutes dated 24th July 2017 and subsequent approval of the process by the BoG of respective Institutes. [amended on 19.01.2019]	Accepted.
2.	Whether experience as Post-Doctoral Fellow is to be considered or not.	International / national Post Doctoral Fellowships offered by National Agencies of respective countries will be considered. Post Doctoral Fellowships offered by Institutions which are in QS / THE World Ranking upto 500 will be considered. "Experience as Post Doctoral Fellow will be considered for appointment to the post of Assistant Professor (AGP 7000 and 8000)" [amended on 19.01.2019].	Accepted.
3.	Clarification on Cumulative Credit Points	Amendment proposed on 19.01.2019 • Credit Points mentioned at Sl.No.4 of the Table	The points, which are now non-exhaustible, in the existing RRs (2017), are as follows:-

<table>
<tr><th>S. No.</th><th>Clarifications sought by NITs / Faculties of NITs</th><th>Comments of the Oversight Committee (OSC)</th><th>Decision</th></tr>
<tr><td></td><td></td><td>on Credit Point System given in Schedule E of the Statutes 23 (5) (a) are now non-exhaustible credit points.
• Credit Points mentioned at Sl.No.5 of the Table on Credit Point System given in Schedule E of the Statutes 23 (5) (a) are exhaustible credit points, i.e. after last appointment.

The rest are Exhaustible Credit Points at every level of direct recruitment.</td><td>
<table>
<tr><th>S. No.</th><th>Activity</th><th>Credits points</th></tr>
<tr><td>1.</td><td>One external Sponsored R&D Projects completed or ongoing / Patent granted</td><td>8 / project or 8 / patent as inventor (In case of more than one person in a Project, the Principal Investigator gets 5 credit points and the rest to the divided equally among other members)</td></tr>
<tr><td>2.</td><td>Consultancy projects</td><td>2 Credit points @ Rs.5 lakhs of consultancy, subject to maximum of 10 Credit points</td></tr>
<tr><td>3.</td><td>Ph.D. completed (including thesis submitted cases)</td><td>8 per Ph.D. student. (In case there are more than one supervisor, then the Guide (1st Supervisor) gets 5 credit points per student and the rest to be divided equally among other supervisor(s))</td></tr>
<tr><td>4.</td><td>One Journal papers in SCI / Scopus (Paid Journals not allowed)</td><td>4 per paper since the last promotion. First author/Main supervisor will get 2 and rest will be divided among others.</td></tr>
<tr><td>21.</td><td>Fellow FNA, FNAE, FASc, FNASc</td><td>10 credit points</td></tr>
</table>

The rest Credit Points mentioned in Schedule E are Exhaustible Credit Points at every level of direct recruitment.</td></tr>
<tr><td>4.</td><td>Carry forward of Credit Points.</td><td>For any movement from one position to other, if the Exhaustible Credit Points are more than the minimum required</td><td>It has been decided to accept the clarification with following illustration:-

Assistant Prof. to</td></tr>
</table>

K. Rajan

S. No.	Clarifications sought by NITs / Faculties of NITs	Comments of the Oversight Committee (OSC)	Decision
		Credit Points for the selected position, then differential Credit Points from the Exhaustible Credit Points shall be carried forward to the Exhaustible component only. **Illustration:** Assistant Prof. to Associate Prof.: Minimum Required Credit Points: 50 i. For a candidate having 20 Non-exhaustible Credit Points and 60 Exhaustible Credit Points, carried forward Credit Points will be 20+ (60-50) =30 ii. For a candidate having 40 Non-exhaustible Credit Points and 40 Exhaustible Points, carried forward Credit Points will be 40+0=40.	Associate Prof. Minimum Required Credit Points: 50 i. For a candidate having 20 Non-exhaustible Credit Points And 60 Exhaustible Credit Points, carried forward Credit Points will be 20 + (60-50)= 30 ii. For a candidate having 30 Non-exhaustible Credit Points and 40 Exhaustible Points, carried forward Credit Points will be 30 + (40- 40)= 30. Credit Points earned during the period from the last date of submission of application and date of joining, which was not considered in the selection process, shall be carried forward.
5.	Clarification on First class.	As specified by the respective University / Institution. If not specifically mentioned by the University / Institution, then 60% marks or 6.5 CGPA. New entrants are as defined in MHRD letter No. 33-9/2011-TS. III, dated 31st January 2018. Faculty members	The Ministry vide letter dated 31.01.2018 clarified that "the new entrant means a candidate who is not existing faculty of concerned NIT. Therefore, existing faculty will not be considered as new entrant." It has been decided to

S. No.	Clarifications sought by NITs / Faculties of NITs	Comments of the Oversight Committee (OSC)	Decision
		appointed in regular pay scale through duly prescribed selection processes will be considered as existing faculty in subsequent selection in the respective Institute.	continue with the same while agreeing to the clarification on first class degree.
6.	Clarification on "Preceding Degrees"	Preceding Degrees mean Bachelors' Degree onwards.	Accepted.
7.	Clarification on "Institution of repute"	Experience (including prior to implementation of NIRF) in the following Institutions will be considered:- i. Fully funded Central Educational Institutions ii. IIMs and other management Institutions ranked by NIRF upto 50 for any two years; iii. State Educational Institutions funded by respective State Governments; iv. Other Educational Institutions ranked by NIRF upto 100 in overall, Universities, Engineering, upto 50 for Pharmacy and 10 for Architecture, for any two years. However, with regard to recommendation on	Accepted.

K. Rajan

S. No.	Clarifications sought by NITs / Faculties of NITs	Comments of the Oversight Committee (OSC)	Decision
		Institute of repute, the BoGs of respective Institute may take a call on relaxing the criteria, if needed, with recorded justification.	
8.	Clarification on "Book chapter weightage"	As per existing provisions of Statutes.	Accepted.
9.	Carry forward of Credit Points for award of Ph.D. & Paper publication in between date of eligibility & date of joining.	Credit points earned during the period from the last date of submission of application and date of joining, which was not considered in the selection process, shall be carried forward.	Accepted.
10.	Clarification on "Industry of repute"	ACoFAR will decide criteria for respective Institutes.	It has been decided that the Board of respective Institute may define the criteria.
11.	Clarification on Project amount of R&D projects.	As per existing provisions of Statutes.	Accepted.
12.	Distribution of points for patents.	As per existing provisions of Statutes.	Accepted.
13.	Consultancy (Credit Point distribution)	Consultancy amount of 5 lakhs can be in a single assignment or can be in cumulative amount of multiple assignments.	As all the Departments in an Institute doesn't fetch same amount of consultancy, therefore, it has been agreed to have cumulative consultancy amount of Rs.5 lakh in multiple assignments.
14.	Counting of Credit Points on Conference paper since last promotion.	As per existing provisions of Statutes.	Accepted.
15.	To review the	Already taken care of	Accepted.

K. Rajan

S. No.	Clarifications sought by NITs / Faculties of NITs	Comments of the Oversight Committee (OSC)	Decision
	comments about since "last promotion"	in Point No.5.	
16.	Clarification regarding the term 'promotion' used in RRs	As per Schedule E of Statute 23(5)(a) Note 1: (1), any change in the AGP in 6th CPC / Level in 7th CPC, is through direct recruitment through open advertisement. Therefore, the term "promotion" used in RRs / Guidelines / MHRD communications should be read as "Appointment through Direct Recruitment".	Accepted.
17.	For grant of HAG Scale to Professors: 40% of sanctioned post of Professors	May be replaced with: 40% of total no. of Professors in position.	Accepted.

4. All the NITs and IIEST are advised to place the recommendations of the Oversight Committee (as indicated in para 3 above) before the Board of Governors for its adoption and ensure strict adherence of the instructions.

5. This issues with the approval of the competent authority in the Ministry.

Yours faithfully,

K. Rajan

[K. Rajan]
Under Secretary to the Government of India
Tel: 23384159

Copy to:-

(i) The Chairperson, Board of Governors of all the NITs and IIEST, Shibpur.
(ii) PS to HRM / PS to MoS (SPS) for kind information.
(iii) Webmaster, MNIT, Jaipur - with a request to upload the communication on the website of the Council of NITSER.
(iv) Guard File.

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