

**UNIVERSITY OF AGRICULTURAL SCIENCES
BANGALORE - 560 065**



THE STATUTES

(Amendments Incorporated upto July 31, 2008)

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GKVK, Bangalore-560 065

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THE STATUTES
OF
THE UNIVERSITY OF AGRICULTURAL SCIENCES
BANGALORE

**STATUTES OF
UNIVERSITY OF AGRICULTURAL SCIENCES, BANGALORE**

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FIRST STATUTES OF

THE UNIVERSITY OF AGRICULTURAL SCIENCES

BANGALORE

In exercise of the powers conferred by sub-section (1) of Section 40 of the University of Agricultural Sciences Act, 1963 (Mysore Act 22 of 1963) the Vice - Chancellor of the University of Agricultural Sciences, Hebbal, Bangalore, hereby make the following first Statutes of the University of Agricultural Sciences, with the approval of the Chancellor namely : -



THE UNIVERSITY OF AGRICULTURAL SCIENCES, BANGALORE

STATUTES

CHAPTER I

GENERAL

1. TITLE AND COMMENCEMENT :-

- (1) These Statutes shall be called the University of Agricultural Sciences Statutes, 1964.
- (2) They shall come into force on the twentieth day of October 1964.

2. DEFINITIONS :-

In the Statutes,. unless the context otherwise requires:

- (a) “*Act*” means the University of Agricultural Sciences Act, 1963 (Karnataka Act No. 22 of 1963).
- (b) “*Section*” means a section on the Act;
- (c) “*Council*” means the Academic Council;
- (d) “*Faculty*” means the professional staff dealing with a broad subject matter such as Agriculture, Animal Sciences, etc.;
- (e) “*College*” means a physical unit of the University located in one campus such as Dharwad or / and Hebbal:
- (f) Words and expressions used but not defined in these Statutes shall have the meaning assigned to them in the Act.

CHAPTER II

**AUTHORITIES AND COMMITTEES OF THE
UNIVERSITY**

3. BOARD MEMBERS : REGISTERED GRADUATES AS MEMBERS OF BOARD :-

Until the registered graduates of not less than five years standing of the University becomes available to enable the State Government to nominate two persons among them as members as provided under Section 25(2) (B) (iii) the Board shall be deemed to be duly constituted without the said two persons.

4. ACADEMIC COUNCIL :-

*“The Academic Council shall advise the Vice-Chancellor on all academic matters as requested by the Vice-Chancellor and/or as deemed appropriate by the Academic Council. All recommendations of the Academic Council, prior to implementation, shall be subject to the approval of the Vice-Chancellor.”

5. BOARD OF STUDIES :-

- (1) There shall be the following Boards of Studies, namely:
 - (a) The Board of Studies of the Faculty of Agriculture.
 - (b) The Board of Studies of the Faculty of Animal Science.
 - (c) The Board of Studies of the Faculty of Basic Sciences and Humanities.
- (2) The Board of studies of the Faculty of Agriculture shall consist of all Professors all Associate Professors and two elected representatives each from ,among the Assistant Professors and from among the Instructors engaged in teaching, research and extension in the existing divisions of Plant and Soil Sciences, Horticulture Science, Agricultural Engineering, Home Economics, Agricultural Economics, Marketing and co-operation, Agricultural Extension and Sericulture Sciences. The election of the two representatives from among the Assistant Professors and Instructors shall be conducted under the supervision of the Chairman. The Director of Instruction, Hebbal and the

* As amended w.e.f. 17-5-1993

Director of Instruction, Dharwad shall be the Chairman of this Board of Studies alternately as determined by the Vice-Chancellor, the term of the office being limited to one year at a time from the date of appointment.

- (3) The Board of Studies of the Faculty of Animal Science shall consist of all the Professors, all Associate Professors and two elected representatives each from among the Instructors engaged in teaching, research and extension in the existing divisions of Animal Science, Veterinary Science, Dairy Science and Fisheries Science. The Director of Instruction, Veterinary College, Hebbal shall be the Chairman. The election of the two representatives from among the Assistant Professors and Instructors shall be conducted under the supervision of the Chairman.
- (4) The Board of studies of the Faculty of Basic Sciences and Humanities shall consist of all the Professors, all the Associate Professors and two elected representatives each from among the Assistant Professors and the Instructors engaged in teaching, research and extension in the existing division of Basic Sciences and Humanities. The Dean of the University shall be the Chairman. The election of the two representatives from among the Assistant Professors and the Instructors shall be conducted under the supervision of the Chairman.

Note: Applicable to Clauses 5(2), 5(3) & 5(4),

- (a) The term of the elected members from the Assistant Professors and Instructors should not exceed three years from the date of election.
 - (b) If an elected member does not attend three consecutive meetings of the concerned Board of Studies he will automatically cease to be a member of the Board of Studies.
 - (c) If an elected member proceeds on other duty or on leave for a period exceeding one year he will cease to be a member of the Board of Studies from the date of such absence.
- (5) Each Board of Studies shall be responsible to its respective Chairman and shall have the following duties, namely:
 - (a) It shall propose the/establishment of such Divisions as deemed best and the scope of work to be done by the Board of Studies and the various Departments and submit such plans to the Council, for submission to the Board,
 - (b) It shall subject to Statutes, develop Division curricula and course outline to meet the degree requirements of the University,

- (c) It shall subject to the provisions of the Statutes, make Regulations on detailed conditions of admission of Students to the various courses of study in the Faculty, methods of evaluating the progress and attainments of the students of the Faculty and basis for dismissal of students who fail to meet the academic requirements of the Faculty and the University. .
 - (d) It shall recommend to the Academic Council that degree be conferred on students who have met satisfactorily the degree requirements of the Faculty' and the University.
 - (e) It shall perform such other duties as may be assigned by the Vice-Chancellor and the Dean through the Chairman.
- (6) Each Board of Studies shall appoint committees representing each division and it shall be the duty of such committees to consider the matters related to their respective Division and make recommendations to the Board of Studies.
- (7) The Chairman of a Board of Studies may co-opt the services of other Officers and teachers to assist the Board in the performance of its duties.

6. DECLARATION OF OTHER BODIES TO BE THE AUTHORITIES OF THE UNIVERSITY :-

There shall be a Research Council and one Extension Education Council which shall also be the authorities of the University.

7. CONSTITUTION OF THE RESEARCH COUNCIL :-

- (1) The Research Council shall consist of the following members, namely: -
- (a) Director of Research, as Chairman,
 - (b) Director of Extension,
 - (c) Heads of Divisions,
 - (d) Librarian, and
 - (e) Research Specialists and technical advisors appointed by the Director of Research and approved by the Vice-Chancellor, not exceeding five in number.
- (2) The Research Council shall be responsible to the Director of Research and shall consider and make recommendations on all matters pertaining to research to be conducted by the University.

8. CONSTITUTION OF EXTENSION EDUCATION COUNCIL :-

- (1) The Extension Education Council shall consist of the following members namely:-
 - (a) Director of Extension, as Chairman,
 - (b) Director of Research,
 - (c) Heads of Divisions, and
 - (d) Specialists and technical advisors appointed by the Director of Extension and approved by the Vice-Chancellor, not exceeding five in number.

- (2) The Extension Education Council shall be responsible to the Director of Extension and shall consider and make recommendations on all matters pertaining to extension education, and especially with respect to :
 - (a) Training of College students in extension education,
 - (b) Preparation of education material for cultivators,
 - (c) Short courses, etc., for non-student rural people,
 - (d) Field extension programme for the benefit of cultivators, agricultural production and marketing co-operatives,
 - (e) Programmes for cultivator families, rural youth, etc.,

***9. TRAVELLING ALLOWANCES AND AUTHORISATION :-**

- (1) (a) Travelling allowance to non-official members of the Board shall be paid as follows for attending its meetings, the meetings of the Other Authorities and committees of the University and the Convocation to which they are invited:
 - (i) Railway fare : Eligible for single first class fare with incidental charges of Rs. 20/- each way.
 - (ii) Road mileage : Rs. 6/- per km.
 - (iii) Journey by bus : Two times the bus fare plus incidental charges of Rs. 20/- each way.

* Amended vide Notification No. C/S-II/Est-TA-DA/BOR/2008-09 dated June 25, 2008.

- (iv) Air journey : Single fare with incidental charges equal to 1/5th fare subject to maximum of Rs. 50/- in respect of each single journey, insurance for air travel shall be limited to Rs. 10/- per trip.
- (v) Daily allowance to members
 - (a) Rs. 150/- per diem.
 - (b) Members entitled to traveling allowance shall be paid daily allowance for one day before the commencement of the meeting and for one day after the day of the conclusion of the meeting.
 - (c) Sitting fees : Rs. 1000/- per day to Chairman and to the Members of the Board of Regents.

In adopting the above rates, the rules contained in the Karnataka Civil Service Rules, shall be followed :

- (2) Travelling Allowance to Officers, teachers and other personnel of the University shall be determined by the Board and set out in the Regulations.
- (3) The following persons shall be competent to authorise travel for the performance of the duties of the University within the State of Karnataka, namely:-
 - (a) Directors of Instruction and Directors of Research and Extension in the case of all personnel under their respective control.
 - (b) Dean in the case of Directors of Instruction and Directors of Research and Extension.
 - (c) Vice-Chancellor in the case of the Dean and other officers not specified above.
- (4) The Vice-Chancellor shall undertake travel necessary for the performance of his duties, furnishing copies of his tour programme to the Officers of the University. A copy of the tour programme shall be marked for the University notice board.
- (5) The Vice-Chancellor shall authorise all travel outside the State of Karnataka after consultation with the Comptroller and the Dean.
- (6) Travel outside India shall be subject to the approval by the Board based on the recommendation of the Comptroller and the Vice-Chancellor.

10. SPECIAL AIDS :-

- (1) The University may accept aid or gift from any person or institution.
- (2) The Vice-Chancellor shall appoint a Committee to advise what aid or gift may be accepted and in what form or manner.
- (3) If the aid or gift is unconditional the Vice-Chancellor may, in consultation with the Committee constituted under clause (2) accept it. Any aid or gift involving conditions shall be accepted only with the approval of the Board.
- (4) The Vice-Chancellor shall implement the terms and conditions of the aid or gift and for that purpose determine, in consultation with the Committee referred to in clause (2), the details as regards the number of technicians or/and consultants needed and the qualifications to be possessed by them, the number of persons to be deputed for advanced training in India or abroad as well as the fields of training for each of them.
- (5) Where the aid is in the form of a gift of commodities the Vice-Chancellor shall, in consultation with the Committee referred to in clause (2), determine the particulars of commodities to be obtained.
- (6) Whereby any terms of the aid, selection of personnel for higher training or study tour becomes necessary, the Vice-Chancellor shall consult the Committee consisting of the Dean as' Chairman, Director of Instruction of the concerned College, Head of the concerned Division and the Donor or his representative.

Provided that if any of the Officers of the University has offered himself for selection, the selection shall be made by the Board whose decision shall be final.

11. DISCIPLINARY ACTION :-

- (1) The following authorities shall deal with disciplinary cases and shall be vested with powers to inflict suitable punishment, subject to the appellate authorities as prescribed under this statute.
 - (a) A Committee consisting of Heads of Divisions with the Dean or an Officer nominated by the Vice-Chancellor as Chairman in respect of disciplinary cases involving students, teachers and service personnel in the Divisions below the Heads of Divisions. Appeals from the decision of this committee shall be dealt with by the Committee mentioned under clause (b) of this Statute in the case of students, teachers and service personnel below the rank of Assistant Professor, and by the Board in the case of all staff and Officers of the rank of Assistant Professor and above.

- (b) A Committee consisting of the Directors of Instruction and Directors of Research and Extension with the Dean or one of the Directors nominated by the Vice-Chancellor as Chairman in respect of disciplinary cases, involving teachers, Officers and staff of the rank equivalent to Heads of Divisions. This Committee shall be the appellate authority to deal with certain appeals specified under clause (a) of this Statute.
- (bb) A Committee consisting of the Comptroller, Estate Officer and Administrative Officer with the Comptroller as Chairman in respect of disciplinary cases involving service personnel below the rank of Officers of the University of Agricultural Sciences specified under Section 9 of the Act, excluding service personnel appointed by the Administrative Officer under Statute 32 and service personnel coming under clauses (a) and (b) above. The appellate authority to deal with these disciplinary cases shall be the Board.
- (bbb) A Committee consisting of the Administrative Officer shall in respect of all disciplinary cases involving service personnel appointed by him under Statute 32 excluding those coming under Clauses (a) & (b) above. The Vice-Chancellor shall be the appellate authority to deal with these disciplinary cases.
- (c) The Board shall appoint a Committee to deal with disciplinary cases involving all University employees not mentioned under clause (a), (b), (bb) & (bbb) of this Statute and other than those mentioned under Section 9(1), (2) & (3) of the Act as well as to dispose of the appeals from the decisions of the Committee mentioned under clause (b) of this Statute.
- *(cc) The Board, in addition to the above statutory provisions, is empowered to appoint a Retired Judge as Standing Inquiry Officer for the purpose of framing specific charges and to deal with the Disciplinary Cases of Teachers and Service Personnel. The power of entrusting cases to the Standing Inquiry Officer shall be exercised sparingly by the Administrative Officer with the approval of the Vice-Chancellor, whenever the cases are complex nature and the same cannot be dealt by the Officers indicated under Clause (a), (b), (bb) and (bbb) of this Statute. Further, the procedure laid down in Karnataka Civil Services (Classification, Control and Appeal) Rules shall be followed in conducting the Inquiry. The Appellate Authority to deal with these Disciplinary Cases shall be the Board.

* Amended vide Notification No. AO/Gen-II/Notification/Addition-Statue/2007-08 dated 31-3-2008 and published in Karnataka Gazette dt. 8.5.2008.

- (d) In case of disciplinary action involving punishments of dismissal, removal or reduction in rank, the principle laid down in Article 311 (1) of the Constitution with reference to Government servants, namely, that such 'punishments shall not be inflicted except by the appointing authority or any authority to which the appointing authority is subordinate, shall be followed.

12. EVALUATION OF STAFF :-

- (1) Every year and before the commencement of the academic year, there shall be a careful and objective evaluation of every Officer, other than those mentioned under sub-section (1), (2) and (3) of section 9 and of every teacher and service personnel of the University, in order to have an estimate of the quantity and quality of work done and the attitude and behaviour of every individual.
- (2) The evaluation referred to in clause (1) shall be done by the following :
- (a) The Vice-Chancellor in respect of all Officers other than those mentioned in sub- sections (1), (2) and (3) of section 9, based on the evaluation reports received from appropriate officers to be named by him concerning those under the supervision of the named Officers,
- (b) The Officers in respect of all their subordinates other than those mentioned above, based on the evaluation reports received from their appropriate subordinates to be named by them, concerning those under the supervision of the named Officers.
- (3) The evaluation reports which shall be treated as confidential shall be prepared and transmitted, excepting in the case of the reports to be prepared by the Vice-Chancellor, to the Officers immediately above the rank of the person preparing the report, for safe and personal custody, to be filed along with the bio-data of every individual. The Officer receiving these reports shall, if necessary, record his own impressions of the concerned individual in these reports.
- (4) Whenever promotion of an individual or disciplinary action against an individual is contemplated, due regard shall be had for the evaluation reports referred to in the preceding clauses.

CHAPTER III
OFFICERS OF THE UNIVERSITY

13. ADDITIONAL OFFICERS :-

In addition to the Officers mentioned in clauses (1) to (13) of Section 9, the following shall also be Officers of the University, namely:-

- (1) The Estate Officer
- (2) The Director of Student Welfare
- (3) The Administrative Officer
- (4) The Director of Instruction (Basic Science & Humanities)
- (5) The Director of Instruction (Post Graduate Studies)
- (6) The Director of Instruction (Fisheries College, Mangalore)
- (7) The Director of Instruction (Home Science)

14. PRESCRIBING QUALIFICATIONS FOR APPOINTMENT :-

*“The Academic Council shall, except in the case of the Chancellor, Pro-Chancellor and Vice-Chancellor and Officers other than Comptroller, Estate Officer, Administrative Officer prepare a list of qualifications which should be possessed by the candidates for an office. If the Academic Council does not do so, the Vice-Chancellor shall prescribe the qualifications. As regards Comptroller, Estate Officer, Administrative Officer a Special Committee shall be appointed by the Vice-Chancellor to advice in the matter.

In case of Teachers, the qualifications shall be as stipulated by the UGC/ICAR from time to time.”

15. SELECTION COMMITTEES, APPOINTMENTS AND PROCEDURES :-

“The Selection Committees for the posts” of Officers shall as stipulated by the UGC/ICAR for the post of Principal from time to time.”

16. SALARIES AND CONDITIONS OF SERVICES :-

*“(1) The salary of an Officer covered under UGC/ICAR shall be as stipulated from time to time. The salary of Officers not covered under UGC/ICAR

* Amended vide Notification No. R.BD. Statutes Amendment/2000 dt.13-01-2000 and published in Karnataka Gazette dt.14-01-2000.

shall be as prescribed in the Statutes. The starting salary shall ordinarily be the minimum of the scale.

Provided that if in the best interest of the University as determined by the Board, the Board may, after recording reasons therefor, grant a higher starting salary in respect of Officers not covered under UGC.”

Every Officer shall be entitled to leave, leave salary, allowances, and other benefits as prescribed in these Statutes.

An Officer, other than the Chancellor, Pro-Chancellor and Vice-Chancellor, shall not be entitled to be in the service of the University after he reaches the age of sixty years.

Provided that in respect of Officers attaining the age of 60, where the date of such age falls on a day other than the first day of a month, he shall retire on the afternoon of the last day of that month.

Provided that the Board may, on the recommendations of the Vice-Chancellor extend the term of appointment of any Officer for a period not exceeding two years when such extension is in the best interest of the University and provided further that not more than two such extensions shall be granted.

17. VICE-CHANCELLOR : QUALIFICATIONS :-

The qualifications to be possessed by a person for appointment as Vice-Chancellor shall except in the case of the first Vice-Chancellor, be prescribed by the Chancellor, regard being had to academic and research, experience and accomplishments in agriculture and related sciences.

18. DEAN : HIS TERM OF OFFICE, EMOLUMENTS AND DUTIES :-

- (1) The term of office of the Dean shall be for a period of three years. A person shall be eligible for re-appointment as Dean for a second or subsequent terms.
- (2) “The emoluments for the post of Dean shall be :
 - (a) The scale of pay of the post of Dean shall be equal to that of Professor in the University (Rs.16400-450-20900-500-22400 with initial start at Rs.17,300) with effect from 1st January 1996.
 - (b) The incumbent of the post shall, in addition, be entitled to a special pay of Rs. 400/-(Rupees four hundred only) per month.”

- (3) The Board shall constitute a Selection Committee comprised of the following members:
- (a) A technical authority who has had experience of working in scientific, educational or administrative capacity in an Agricultural University in India.
 - (b) Two scientists or educationists with similar experience.
- (4) The Dean shall :
- (a) be responsible to the Vice-Chancellor for the administration of the academic affairs of the University,
 - (b) perform the function of co-ordinating and supervising the academic activities of the constituent colleges, which are under the control of the Directors of Instruction,
 - (c) perform all duties of the Vice-Chancellor in his temporary absence, except as otherwise provided by the Board and/or the Vice-Chancellor,
 - (d) exercise overall responsibility for the visual aid activities of the University such as films, charts, photography, mimeograph, offset printing as well as the maintenance and distribution of University publications with the assistance of a Publications Officer or a person of similar nature as the need may develop,
 - (e) be in charge of the timely preparation and publication of the University Catalogue and Time Table, assisted by the Registrar and Directors of Instruction.
 - (f) assume such other duties and powers as the Vice-Chancellor may assign to him.

19. COMPTROLLER : HIS DUTIES AND SALARY :-

- (1) Read the powers and duties laid down in Section 13, 15,26 and 46 of the Act.
- (a) The Comptroller shall be responsible for the management of all funds of the University including the General fund, the Foundation fund and other funds in accordance with the Statutes, Regulations and provisions of the Act, subject to the overall direction of the Board and the Vice-Chancellor provided;
- *(i) "All expenditure up to Rs.2,00,000 on a single item shall have received the sanction or approval of the Comptroller or any other Officer or Teacher concerned duly authorised by the Board.

* Amended vide Notification No. C/DC/(BR&E) Statute-19(1)/99-2000 dated 7-09-1999 and Published in Karnataka Gazette dated 10-02-2000.

- * (ii) All expenditure exceeding Rs.2,00,000 but not exceeding Rs.10,00,000 (Rs. Ten lakhs) on a single item shall have received the approval of the Vice-Chancellor.
 - * (iii) All expenditure exceeding Rs.10,00,000 (Rs. Ten lakhs) shall have received the approval of the Board.”
 - (iv) All purchases exceeding Rs. 1000 shall be made only on the basis of quotations or tenders.
 - (v) That no expenditure shall be incurred except in accordance with the financial estimates as approved by the Board, under Section 37 of the Act and as delegated under Section 46 of the Act.
- (b) collect income and fees, disburse payments, and be responsible for the day to day financial transactions of the University and for the proper accounting thereof, and all incidental matters including correspondence relating thereto, (c) sign all contracts made on behalf of the University,
 - (c) sign all contracts made on behalf of the University,
 - (d) exercise such other powers as may be prescribed by the Statutes and Regulations or as may be required, from time to time, by the Board or the Vice-Chancellor with respect to matters pertaining to accounts and finances of the University for which he shall be directly responsible to the Vice-Chancellor,
 - (e) assist the Vice-Chancellor in preparing the financial estimates as prescribed under section 37 (1) of the Act and the annual accounts and balance sheets as prescribed under section 38(1) of the Act,
 - (f) be responsible to maintain accounts to the satisfaction of the auditors.
- (2) A receipt from the Comptroller or from the person(s) duly authorised in writing in this behalf by the Board for any money payable to the University shall be valid discharge for the same.
 - (3) ***“The scale of pay of the post of Comptroller shall be equal to that of Joint Controller in the State Accounts Department. However, the incumbent who held the post as on 5.9.1981 and was sanctioned the V Plan UGC scale of pay of Professor in the University as purely personal, shall draw pay in the scale equal to the revised UGC scale of pay of Professor in the University (Rs.16400-450-20900-500-22400); with

* Amended vide Notification No. C/DC/(BR&E) Statute-19(1)/99-200 dated 7-09-1999 and Published in Karnataka Gazette dated 10-02-2000.

** Amended vide Notification No. R.B.D. Statutes Amendment 2000 dt.13-01-2000 and published in Karnataka Gazette dt.14-01-2000.

effect from 1st January 1996, as purely personal to him until he ceases to hold this post.”

- (4) *“His term of office shall be for a period of three years and he shall be eligible for re-appointment for a final second term on the recommendations of the Board and with the approval of the Chancellor.”

20. ADMINISTRATIVE OFFICER : HIS DUTIES AND SALARY :-

- (1) The Administrative Officer shall :-
- (a) serve as administrative assistant to the Vice-Chancellor,
 - (b) make arrangements for reception of visitors, arrange their appointment and minister to their official and personnel need,
 - (c) organise receptions and entertainment of an appropriate nature and other occasions consistent with the rank and status of the visitor, with expenses to be met from the Contingent Fund and expenditures paid by the Comptroller upon authorisation by the Vice-Chancellor as provided for in the Regulations,
 - (d) be responsible for the recruitment, selection and appointment of all service personnel of ranks and salary scales approved by the Board, and in the manner prescribed and for the maintenance of the service and leave records of service personnel in accordance with Statute 32,
 - (e) grant such leave as permissible under the Regulations for all service personnel. He shall also assist the Vice-Chancellor in granting leave to the Officers and teachers of the University,
 - (f) act as liaison officer between the University and the State and Indian Governments and other bodies under the instructions of the Vice-Chancellor,
 - (g) be responsible for the publicity functions of the University,
 - (h) handle the publications of the University journals and magazines with the assistance of a technical committee appointed by the Vice-Chancellor,
 - (i) be in charge of the establishment and maintenance of a University museum,
 - (j) organise, with the approval of the Vice-Chancellor, and make arrangements for the holding of convocations, conferences, symposia, seminars and such other meetings or lectures as may be deemed essential and/or desirable for the

* Amended vide Notification dt.14-07-1993 and published in Karnataka Gazette dated 12-08-1993.

benefit of the staff, student body and the public. Any expenses incurred shall be met as provided for under sub-section (c) above.

- (2) ***“The scale of pay of the post of Administrative Officer shall be equal to that of Officer of KAS in the State scale, which was Rs. 1950-2150 prior to 30th June 1986 and is now Rs. 3650-4550 with effect from 1st July 1986 subject to the exception that the incumbent, who held this post as on 5th September 1981 and who has been sanctioned the scale of pay equal to the V Plan’ UGC scale of pay of Professor in the University as purely personal, will continue to draw pay in the scale of pay equal to the revised 1986 UGC scale of pay of Professor i.e., Rs.4500-7300 with effect from 1st January, 1986 as purely personal to him until he ceases to hold this post.”**
- (3) ****“His term of office shall be for a period of three years and he shall be eligible for re-appointment for a final second term with the approval of the Board.”**

21. REGISTRAR : HIS DUTIES AND SALARY :-

- (1) The Registrar shall in addition to discharging the duties set out in Section 16:-
- (a) administer the Statutes and Regulations of the University with respect to the admission of students and their continuance as such;
 - (b) prepare time schedules for academic courses as recommended by the Faculties, plan and direct the registration of students for various courses, and record transfers and drop-outs as recommended by the Faculties;
 - (c) maintain records of each student of the University including academic accomplishments, conduct as a student, etc ;
 - (d) maintain records of non-student attendance in University programmes, as designated by the Director of Extension;
 - (e) maintain the records of all graduates of the University;
 - (f) be responsible to the Vice-chancellor in the exercise of the powers and discharge of duties under the Act and Statutes.
- (2) *****“The scale of pay of the post of Registrar shall be equal to that of Professor in the University (Rs. 16,400-450-20900-500-22400), with effect from 1st January, 1996.”**

* Amended vide Notification No. R.B.D. Statutes Amendment/2000 dt.13-01-2000 and published in Karnataka Gazette dt. 14-01-2000.

** Amended vide Notification dt.14-07-1993 and published in Karnataka Gazette dated 12-08-1993.

*** Amended vide Notification No. R.B.D. Statutes Amendment/2000 dt.13-01-2000 and published in Karnataka Gazette dt. 14-01-2000.

- (3) ***“His term of office shall be for a period of three years and he shall be eligible for re-appointment for a final second term with the approval of the Board.”**

22. DIRECTOR OF STUDENTS WELFARE : HIS DUTIES AND SALARY :-

- (1) The Director of Students Welfare shall :-
- (a) plan and direct, in collaboration with other University Officers, all. non curricular activities of students including clubs, recreation centres, co-operative, etc. as may from time to time be approved by the University for the welfare of the students;
 - (b) co-operate with the staff incharge of the physical education programme, National Cadet Corps activities, and related activities of students as required by the University;
 - (c) deal, in consultation with the Director of. Instruction concerned, with student misconduct, excessive absenteeism and other student irregularities from the point of view of maintenance of discipline etc. ;
 - (d) supervise health programmes and medical facilities for students, according to the Regulations to be drawn for the purpose by a Committee to be appointed by the Vice-Chancellor; .
 - (e) be responsible to the Vice-Chancellor in the exercise of the Powers and discharge of duties under the Act.
- (2) ****“The scale of pay of the post of Director of Student Welfare shall be equal to that of Professor in the University (Rs. 16,400-450-20900-500-22,400), with effect from 1. 1. 1996.”**
- (3) ***“His term of office shall be for a period of three years and he shall be eligible for re-appointment for a final second term with the approval of the Board.”**

23. ESTATE OFFICER : HIS DUTIES AND SALARY :-

- (1) The Estate Officer shall:-
- (a) maintain buildings and other physical facilities of the University and provide for protection against theft, fire and other dangers:
 - (b) supervise the supply of electricity, water, telephone, and other services and the operation and maintenance of the University vehicles;

* Amended vide Notification dt.14-07-1993 and published in Karnataka Gazette dated 12-08-1993.

** Amended vide Notification No. R.B.D. Statutes Amendment/2000 dt.13-01-2000 and published in Karnataka Gazette dt. 14-01-2000.

- (c) direct operations providing for cleanliness, sanitary and aesthetic conditions of the University facilities;
 - (d) provide for the installation, use and maintenance of University equipment, in co-operation with other Officers; and supervise the allotment and use of rooms, houses, buildings, and grounds, as requested by the appropriate Officers;
 - (e) direct the plans for construction and/or alternation of University buildings and grounds as ordered by the Board;
 - (f) perform the above duties and such other duties as may be assigned in connection with his responsibility to the Vice-Chancellor for the proper functioning of the physical facilities of the University.
- (2) Subject to the assignment of responsibilities by the Vice-Chancellor the Estate Officer shall, in collaboration with the Director of Student Welfare, be responsible for the assignment of hostel rooms, maintenance and operation of cafeteria, canteen, stores, gymnasium and other recreational facilities including club houses, auditoria, and similar service agencies.
- (3) The Estate Officer shall have the assistance of Stores Purchasing staff, which shall be entrusted with the responsibility of maintaining the University Stores inventory of all University property, purchasing through tenders furniture, equipment and supplies as may be required by various Divisions and for repair of all existing University property except buildings and he shall have the assistance of competent and adequate engineering staff for the construction, maintenance and repair of buildings, roads, gardens, machinery, electric and water supply and drainage system, etc., for which he is responsible.
- (4) The Estate Officer shall have an adequate watch and ward staff to safeguard the interests and property of the University and of the personnel.
- (5) *“The scale of pay of the post of Estate Officer shall be equal to that of Superintending Engineer in PWD, which is Rs. 3650 - 4550. However the incumbent who held the post as on 5th September, 1981 and was sanctioned the V Plan UGC scale of pay of Professor in the University as purely personal, will draw pay in the scale equal to the revised UGC scales of pay of Professor in the University, with effect from 1st January 1986, as purely personal to him until he ceases to hold this post.”

* Amended vide Notification dt.19-09-1991 and published in Karnataka Gazette dt. 26-09-1991.

- (6) **“His term of office shall be for a period of three years and he shall be eligible for re-appointment for a final second term with the approval of the Board.”*

(Extract of Govt. Notification No. RD 3 PPE 97 dated 29th August 1997 - In exercise of the powers conferred by Sub-Clause (iv) of Clause (a) of Section 3 of the Karnataka Public Premises (Eviction of unauthorized occupants) Act, 1974 (Karnataka Act 32 of 1974). The Govt. of Karnataka hereby appoints the Estate Officer of the UAS, Bangalore to be the competent officer for the purposes of the said Act and directs that the said officer shall exercise the powers conferred and perform the duties imposed on him by or under the said Act in respect of the Public Premises belonging to the UAS, Bangalore. -Issued by the Under Secretary to Govt. Revenue Dept.).

24. DIRECTOR OF RESEARCH : HIS DUTIES AND SALARY :-

- (1) The Director of Research shall:-
- (a) co-ordinating the planning and prosecution of research conducted by the University, excepting research done by the students to meet degree requirements and by teachers of the University to improve their teaching ability;
 - (b) prepare annual budget estimates for such research as many be required by the University;
 - (c) assist the appropriate Directors of Instruction to meet their responsibilities for direct supervision of the members of the College Faculties engaged on approved research programmes;
 - (d) require and supervise the publication of research results;
 - (e) be responsible to promote team approach to research problems and foster project-wise rather than Division-wise research and for this purpose he shall avail himself of the assistance and guidance of the Research Council with respect to evaluation of current projects, continuation or termination of projects and identification of new problems for research;
 - (f) be responsible to the Vice-Chancellor in exercise of the powers and discharge of duties under the Act and Statutes.
- (2) ***“The scale of pay of the post of Director of Research shall be equal to that of Professor in the University (Rs. 16,400-450-20900-500-22,400), with effect from 1.1.1996.”* The incumbent of the post shall in addition be entitled to a special pay of Rs 300 (Rupees three hundred only) per month with effect from 1st January, 1996”.

* Amended vide Notification dt.14-07-1993 and published in Karnataka Gazette dated 12-08-1993.

* Amended vide Notification No. R.B.D. Statutes Amendment/2000 dt.13-01-2000 and published in Karnataka Gazette dt. 14-01-2000.

- (3) **“His term of office shall be for a period of three years and he shall be eligible for re-appointment for a final second term with the approval of the Board.”*

25. DIRECTOR OF EXTENSION : HIS DUTIES AND SALARY :-

- (1) The Director of Extension shall:-
- (a) prepare yearly programmes and budget needs for the education of cultivators and other non-students in connection with extension schemes;
 - (b) supervise off-campus programmes of the University dealing with agricultural co-operatives, rural youth programmes, short courses for cultivators, training of non-students, etc;
 - (c) co-operative with the Directors of Instruction in developing courses and in teaching students in the various aspects of extension education;
 - (d) direct the development of information materials such as publications, films, etc., for use in all phases of the extension work;
 - (e) be responsible to coordinate all agricultural extension education work in the State with the assistance and guidance of the Extension. Council. To this end it shall be the responsibility of every member of the teaching and research staff engaged in any form of extension work to keep the Director of Extension informed as to all such activities involving conferences *or* correspondence;
 - (f) be responsible to the Vice-Chancellor in the exercise of powers and discharge of duties under the Act.
- (2) The Director of Extension shall be assisted by various subject-matter specialists in as many fields of activity as may be needed to serve the needs of the State’s agriculture at all levels.
- (3) ***“The scale of pay of the post of Director of Extension shall be equal to that of Professor in the University (Rs. 16,400-450-20900-500-22400), with effect from 1st January, 1996. The incumbent of this post shall in addition be entitled to a special pay of Rs 300/- (Rupees three hundred only) per month with effect from ‘1st January, 1996.”*
- (4) **“His term of office shall be for period of three years and he shall be eligible for re-appointment for a final second term with the approval of the Board.*

* Amended vide Notification dt.14-07-1993 and published in Karnataka Gazette dated 12-08-1993.

** Amended vide Notification No. R.B.D. Statutes Amendment/2000 dt.13-01-2000 and published in Karnataka Gazette dt. 14-01-2000.

26. DIRECTOR OF INSTRUCTION : HIS DUTIES AND SALARY :-

- (1) The Director of Instruction shall: -
 - (a) function as the Chief Executive Officer of the concerned college and exercise overall control of the teaching, research and extension work of the Divisions of the college, in accordance with the overall plans of the, University;
 - (b) prepare proposals for the College activities and budget for the needs thereof, and be responsible that all college funds are handled in accordance with sanctions of the Board;
 - (c) co-operate with the Director of Research on the development of plans and budgets for research programmes and on the preparation of reports as may be requested by the Director;
 - (d) co-operate with the Director of Extension on development of plans and budgets of non-curricular extension education work of the University, and on the developments of informational materials for the Extension Service;
 - (e) co-operate with the Estate Officer on the educational use of the buildings and rooms assigned to the College, and on the use and safety of equipment assigned to the College;
 - (f) perform such other duties as may be assigned by the Dean and/or the Vice-Chancellor to whom they shall be responsible.
- (2) **“The scale of pay of the post of Director of Instruction shall be equal to that of Professor in the University (Rs. 16400-45-20900-500-22400), with effect from 1st January, 1996. The incumbent of this post shall in addition be entitled to a Special pay of Rs. 300 (Rupees Three hundred only) per month with effect from 1st January, 1996.”*
- (3) ***“His term of office shall be for a period of three years and he shall be eligible for re-appointment for a final second term with the approval of the Board.”*

27. LIBRARIAN : HIS DUTIES AND SALARY :-

- (1) The Librarian shall :-
 - (a) exercise overall control of the libraries of the University, and organise their services in a manner most beneficial to the needs of the teaching, research and extension programmes of the University;

* Amended vide Notification No. R.B.D. Statutes Amendment/2000 dt.13-01-2000 and published in Karnataka Gazette dt. 14-01-2000.

** Amended vide Notification dt.14-07-1993 and published in Karnataka Gazette dated 12-08-1993.

- (b) prepare annual budgets for the development and operation of the libraries of the University;
 - (c) prepare annual budgets for the development and operation of the libraries of the University;
 - (d) do such other things in connection with the libraries and improvement thereof as may be required by the Vice-Chancellor to whom the Librarian shall be responsible.
- (2) ***“The scale of pay of the post of Librarian shall be equal to that of Professor in the University Rs. 4500-150-5700-200-7300 w.e.f. 1.1.1986 and Rs. 16400-450-20900-500-22400 w.e.f. 1.1.96.**
- (3) ****“His term of office shall be for a period of three years and he shall be eligible for re-appointment for a final second term with the approval of the Board.”**

28. HEADS OF DIVISIONS : SELECTIONS, DUTIES AND SALARY :-

- (1) The Head of a Division shall be appointed by the Board from among the Professors on the recommendation of the Vice-Chancellor based on the proposals made by Committee consisting of the Directors of Instruction with the Dean as the Chairman.
- (2) The Head of a Division shall: -
- (a) be responsible for the administration of his Division;
 - (b) make recommendation to the Director of Instruction on the welfare of his Division and its relations to other Divisions as well as matters relating to appointments, promotions, grant of leave, etc. ;
 - (c) hold meetings of the Divisional Staff for discussing matters relating to budget, development of curriculum and curricular changes;
 - (d) prepare and submit reports of progress as required by the Director of Instruction;
 - (e) act as advisor to students majoring in this Division;
 - (f) attend to other duties as may be required by the concerned Director of Instruction.
- (3) A Professor becoming Head of a Division shall in addition to his salary as Professor be also paid Rs.200/- per month.

* Amended vide Notification No. AO/RT/Lib./Statutes Amendment/2007-08 dated 25-9-2007 and published in Karnataka Gazette dt. 4-10-2007.

** Amended vide Notification dt.14-07-1993 and published in Karnataka Gazette dated 12-08-1993.

29. EXTRA REMUNERATION OF OFFICERS :-

The Board shall decide on the additional work and remuneration of Officers, provided that such additional activity is not deemed by the Board to be detrimental to the best interests of the University.

CHAPTER IV
EMPLOYEES OF THE UNIVERSITY OTHER THAN
OFFICERS

TEACHERS AND SERVICE PERSONNEL

***30. TEACHERS : THE QUALIFICATION, SELECTION, DUTIES, SALARY AND GRADES OF TEACHERS, SCIENTISTS AND EXTENSION SPECIALISTS, DEPUTY LIBRARIAN, ASSISTANT LIBRARIAN, DOCUMENTALIST :-**

- (1) A Teacher (including Research and Extension workers) shall be appointed by the Vice-Chancellor with the approval of the Board in any of the following grades:
- (a) Professor
 - (b) Associate Professor
 - (c) Assistant Professor
 - (d) Instructor

(A) In making appointments to the posts of Teachers, reservation of posts to the persons belonging to Scheduled Caste, Scheduled Tribe and other Backward Classes, shall be made to the same extent as determined by the State Government in this regard from time to time.

Note: The classification of Scheduled Caste, Scheduled Tribe and other Backward Classes as done by the State Government from time to time, shall be equally made applicable for purpose of reservation of posts of Teachers in the University. The mechanics and operational procedure to be followed in implementing this reservation shall be as determined by the Board

- (2) Recruitment to teachers in a particular grade and in a particular discipline shall be made against the total number of posts available, pooling together the University sanctioned posts sanctioned under different schemes operated in the University with the assistance of outside agencies. If and when any post under the scheme in the particular cadre get abolished, retrenchment or reversion of personnel shall be done on the basis of "last come first served" keeping the date of joining the post in the cadre as the criteria.

* Amended vide Notification No. AO/RT/Lib./Statute Amendment/2007-08 dated 25-9-2007 and published in Karnataka Gazette dated 4-10-2007.

(3) *The qualification of Teachers, Scientists and Extension Specialists, Deputy Librarian, Assistant Librarian shall be as stipulated by the UGC / ICAR from time to time.

(4)(a) **The selection committee for these posts shall be as stipulated by the UGC / ICAR from time to time.

(4-A) Notwithstanding the above provision the Vice-Chancellor is empowered to appoint temporarily for a period not exceeding one year, only once, persons recommended by a local selection committee constituted by him to any of the posts not above the rank of Assistant Professor in the University, against study leave vacancies or against regular vacancies pending permanent arrangements, to recruit, and appoint persons in the said post as per the procedure laid down in Statutes 30 (1) to (4) and report the matter to the next Board meeting.

However, in the case of appointment of persons of rank of Associate Professors and above, the Board of Regents shall make such emergency appointments for a period not exceeding one year, only once, on the recommendations of a local Selection Committee constituted by the Vice-Chancellor, pending permanent arrangements to recruit and appoint as per the procedure laid down in Statutes 30 (1) to (4).

(4-B) Notwithstanding the above provisions, the Board is empowered in the best interest of the University to :

(a) appoint a person on contract basis for a total period of three years not exceeding one-year, at a time, against a post of Professor or Associate Professor or Assistant Professor on such term and conditions as the Board may decide for reasons to be recorded in writing.

(b) appoint a Visiting Professor on a temporary basis for a period of one year on a salary and such service conditions the Board may determine.

(4-C) **“The scheme of the Career Advancement shall be as stipulated by the UGC / ICAR from time to time.”

(4-D) Notwithstanding the above provisions, teachers in the cadre of Instructor also be appointed to the cadre of Assistant Professor through promotion as indicated below:

(i) ***“Teachers in the cadre of Instructors doing Teaching / Research / Extension work with five years of continuous service in the University with Master’s degree be considered eligible for promotion to the Cadre of Assistant Professor

* Amended vide Notification No. AO/RT/Lib./Statues Amendments/2000-08 dt.25-9-2007 and published in Karnataka Gazette dt. 4-10-2007.

** Amended vide Notification No. R.B.D. Statues Amendment/2000 dt.13-01-2000 and published in Karnataka Gazette dt. 14-01-2000.

*** Amended vide Notification No. AO/RT/30/(4-D) datrd 6-9-2001 (w..e.f. 1-7-1994).

provided the work in Teaching / Research Extension and the confidential reports are satisfactory and evaluated by a Screening Committee constituted by the Vice-Chancellor consisting of three experts in the concerned subjects drawn from outside the University.

- (ii) The Time Bound Promotion Scheme shall be restricted only to the present incumbents of Instructors, Research Assistants and Extension Guides.
- (iii) No posts of Instructors, Research Assistants and Extension Guides shall be created in future and all existing vacant posts shall be abolished.
- (iv) The existing incumbents in the posts of Instructors, Research Assistants and Extension Guide may be permitted to obtain UGC qualifications prescribed for the post of Assistant Professor (Lecturer) .
- (v) No additional extra staff be provided in the category of posts from which a person has received promotion to the next higher post consequent on the implementation of the Scheme. The workload should therefore be adjusted suitably without seeking additional posts.
- (vi) A person who is not recommended for promotion by the Screening Committee once, may request for reconsideration of his case for promotion again after one year.
- (vii) As and when Instructors, Research Assistants and Extension Guides are promoted as Assistant Professor under the said Scheme, the posts of Instructors, Research Assistants and Extension Guides shall be abolished. Similarly the posts of Assistant Professors held by these incumbent in Time Bound Advancement under this Scheme shall stand abolished as and when these incumbents vacate the posts due to promotion, recruitment or otherwise.
- (viii) Persons promoted as Assistant Professor (Lecturer) shall not be entitled for further career advancement in University under UGC Scheme unless they acquire UGC qualifications.”

30(5) Duties and responsibilities of teachers (including research and extension workers) shall be as follows:

- (a) conduct teaching or/and research or/and extension work of the highest possible order in his field of special.
- (b) serve the University in any capacity for which he is found suitable in his particular grade and according to assignments made by the Vice-Chancellor to effect a close co-ordination and integration of teaching, research and extension.

(c) undertake responsibilities concerning student welfare activities including hostel management affairs, as per assignments made by the Vice-Chancellor on recommendation of the Directors of Instruction.

(6) *The scale of pay of Teachers, Scientists and Extension Specialists, Deputy Librarian, Assistant Librarian, Documentalists, Incentives and Service conditions shall be as stipulated by the UGC / ICAR from time to time.

Note : *The method of recruitment and scale of pay in respect of Deputy Librarian, Assistant Librarian and Documentalist are as per Statutes 30(3) and 30(6) as stipulated by the UGC/ICAR from time to time. The said categories of posts except Librarian existing in the Cadre and Recruitment.*

(7) Ordinarily, teachers shall be started on the minimum of the grade. But, the Board may when necessary to meet the best interest of the University give a higher starting salary after recording the reasons therefor.

***“In case of Instructors / Research Assistants / Extension Guides in the University shall be in the pay scale of Rs. 5575-125-5700-150-7200-200-8800-260-10620, with effect from 1-4-1998 and as amended by the State Government from time to time.”

(8) No teacher shall be entitled to be in the service of the University after he reaches the age of 60 years.

Provided that in respect of a teacher attaining the age of 60, where the date of such age falls on day other than the first day of a month, he shall retire on the afternoon of the last day of that month.

Provided that the Board may, on the recommendations of the Vice-Chancellor extend the term of appointment of any teacher for a period not exceeding two years when such extension is in the best interest of the University and provided further that not more than two such extensions shall be granted.

31. FEES FOR EXTERNAL EXAMINATIONS :-

In view of the interruption of the teaching and research programmes of the teachers and officers of the University, as a result of conducting external examinations in other institutions or Universities, the University as a general policy, shall discourage the acceptance of external examinerships. In exceptional cases, the Vice-Chancellor may grant

* Amended vide Notification No. AO/RT/Lib./Statues Amendments/2007-08 dt.25-9-2007 and published in Karnataka Gazette dt. 4-10-2007.

** Amended vide Notification No. AO/RT/30/(4-D) dt.06-09-2001 (w.e.f. 01-07-1994).

permission for an officer and / or teacher to conduct such examination and accept the fees therefor, provided that the time taken for such purpose shall be charged to the leave for which the Teacher or officer is eligible.

32. SERVICE PERSONNEL : DUTIES AND SALARY :-

- (1) Service personnel shall be appointed on direct recruitment basis or on the basis of promotion based on the recommendation of the committees constituted for the purpose.

Provided that service personnel to such of the category of posts carrying a maximum basic pay of not more than Rs. 950 or corresponding maximum basic pay upto RS.950 as revised from time to time, shall be appointed by the Vice-Chancellor based on the recommendations of a committee constituted by the Vice-Chancellor. A report of such appointments shall be placed before the Board.

Provided further that service personnel up to and including the cadre of Assistants can be appointed by the Vice-Chancellor without referring to the appointing authority, the wife, a son or unmarried daughter of an UAS employee who dies in harness leaving his family in distress and where the family of the deceased employee is in immediate need of assistance on account of his sudden death, there being no other earning member in the family. The persons to be appointed under this shall possess the educational qualifications prescribed for the post. The experience part of the qualification need not be insisted upon. The person so appointed shall be absorbed against regular direct recruitment vacancy if he or she had earlier been appointed as a supernumerary for which the Vice-Chancellor shall have the power to create a supernumerary position.

- (2) Appointments to such of the categories of posts to be done on the promotion and the procedure to be adopted shall be as determined by the Board and published as Regulations.
- (3) (a) Service personnel to such of the categories to be appointed on direct recruitment basis excepting those coming under clause (1) shall be appointed by the Administrative officer with the approval of the Board.
- (b) Qualification for service personnel to be appointed on direct recruitment basis in different categories shall be as determined by the Board and published as Regulations.

- * (c) The selection committee for direct recruitment shall be appointed by the Vice-Chancellor and shall be comprised of not less than five members of which two shall be from among the Officers of the University. One of the five members shall be Director of Social Welfare, Govt. of Karnataka or his nominee not below the rank of Deputy Director. The Vice-Chancellor shall appoint one of the members as Chairman of the Committee. Three members shall constitute the quorum.
- (d) The Selection Committee shall review the applications and after conducting interviews/tests where necessary shall recommend panel of names for the consideration of the Board. The Vice-Chancellor shall place these recommendations before the Board along with his comments, if any. The Board after considering these panels recommended by the Selection Committee shall make the appointments against the available posts and also keep persons from among the panels in waiting list as per the roster groups for future vacancies and such reserve list shall be valid only for a period of two years from the date of the decision of the Board. Notwithstanding the above provision, the Vice-Chancellor is empowered to appoint temporarily for a period of not exceeding one year, persons recommended by a Local Selection Committee constituted by him to any of the category of posts of the cadres carrying pay scales up to and including Rs. 1050-50-1200-60-1500-75-1950, as revised from time to time, excluding promotional vacancies, pending permanent arrangements to recruit and appoint persons in the said posts as per the procedure prescribed and report the matter to the next Board Meeting for information.
- (4) In making appointments to the position of Service Personnel both by direct recruitment and by promotion, the reservation of posts to the members belonging to Scheduled Caste, Scheduled Tribe and other backward classes shall be made to the same extent as determined by the State Government from time to time in this regard.
- Note: The classification of scheduled Caste, Scheduled Tribe and other Backward Classes as done by the State Government from time to time shall be equally made applicable for purposes of reservation of posts of service personnel in the University. The mechanics and operational procedure to be followed in implementing this reservation shall be as determined by the Board.*
- (5) Duties and powers of the service personnel shall be determined by the Board and published as Regulations.

* Amended vide Notification No. AO/Gen.-II/Amdt-Stt/93-94 dated 15-2-1994 and Published in Karnataka Gazette dated 21-4-1994.

- (6) The scales of pay of service personnel shall be as determined by the Board from time to time and published as Regulations.
- (7) Ordinarily all service personnel shall be started on the minimum of the grade, but the Board may, when necessary, to meet the best interest of the University give a higher starting salary on the recommendations of the Selection Committee or after recording the reasons therefor.
- (8) The conditions of service of all the service personnel in different categories shall be determined by the Board and published as Regulations.
- (9) No member of the service personnel shall be entitled to be in the Service of the University after he reaches the age of 60 years.
Provided that in respect of service personnel attaining the age of 60 years, where the date of superannuation falls on a day other than the first day of the month he shall retire on the afternoon of the last day of that month.

CHAPTER IV A

ASSESSMENT OF SUITABILITY AND COMPULSORY RETIREMENT OF EMPLOYEES OF THE UNIVERSITY

- 32(A) (i) Notwithstanding anything contained in any of the Statutes elsewhere, every Officer of the University other than the Chancellor, Pro-Chancellor and Vice-Chancellor; every Teacher and every other employee of the University shall be every year subject to assessment of his suitability after completing 55 years of age or 25 years qualifying service by the Committee constituted by the Vice-Chancellor of the University from time to time.
- (ii) The Committee constituted by the Vice-Chancellor for assessment of the suitability, of an employee of the University as stated in clause (i) above, shall consist of the Vice-Chancellor as Chairman and not less than 2 other members out of which one shall be the Secretary to the Government of Karnataka, who is also a member of the Board of Regents of the University, and another being an outside expert who is not connected with the University.
- (B) Notwithstanding anything contained in any of the Statutes elsewhere, the University may by an order retire any employee of the University except the Vice-Chancellor of the University, after he completes 25 years of qualifying service, or on his attaining 55 years age, if such retirement is considered necessary in the public interest, provided that such an employee is given 3 month's notice on that behalf before the date he is required to retire, or 3 months salary in lieu of such notice.
- Note:* (1) *This retirement as provided in this Statute shall be ordered by the Board of Regents of the University.*
- (2) *'Salary' for the purpose of this Statute will include special pay, Dearness allowance, house rent allowance, city compensatory allowance, uniform allowance deputation allowance and any other allowance except conveyance and fixed travelling allowance.*
- (C) In respect of transferred employees from State Government and who have not been appointed to University posts, Rule 285 in the KCSRs will mutatis-mutandis be made applicable to them.

CHAPTER V

PROVIDENT FUND, GRATUITY AND FAMILY BENEFIT FUND

33. DEFINITIONS :-

In this chapter, unless the context otherwise requires:

- (a) ***“Salary”** means monthly salary and includes “Emoluments” as defined by the Government from time to time for the purpose of calculation of pension and DCRG.”
- (b) **“Servant”** means a whole time officer, teacher or service personnel of the University excluding persons or casual Labourers drawing salary or wages less than Rs.60 each per month, but including other persons authorised to receive, keep, carry or spend on behalf of the University and also those whose services have been placed at the disposal of the University by the Government.
- (c) **“Subscriber”** means a servant on whose behalf a deposit is made under these Statutes.
- (d) **“Savings Bank”** means savings bank account of the University of Agricultural Sciences opened at the State Bank of India for purposes of initially crediting the monthly provident fund subscriptions deducted from the employee’s salary and contribution of the University share.
- (e) **“Interest”** means the interest which is paid at 4 per cent or such other percentage as may be determined by the Board from time to time and credited to the account of the subscriber. The total amount of interest payable shall be rounded to the nearest rupee (50 paise and above counting as the next higher rupee).
- (f) **“Dependent”** means any of the following relations of a deceased subscriber to a Provident Fund, namely a wife, husband, parent, child, minor brother, unmarried sister, deceased sons widow and child and where no parent of the Subscriber is alive, a paternal grand parent.

34. SUBSCRIPTIONS TO PROVIDENT FUND : BY SUBSCRIBER AND UNIVERSITY

- (1) A servant of the University other than those transferred under Section 7(5) of the Act or deputed by Government with deputation allowance shall subscribe to the Provident

* Amended vide Notification dated 11-02-2002 and Gazetted on 03-03-2002, w.e.f. from the date of publication.

Fund at the rate of 10 percent of his salary for which an account shall be opened at the Savings Bank provided that an employee. of the University transferred from Government under Section 7(5) of the Act shall be eligible for the benefits of the contributory Provident Fund if he chooses to come under the scheme after superannuation when his service no longer count for pension from Government under Section 32 (2) of the Act. He may raise his subscription to the Provident Fund up to seventeen per cent of his salary either permanently or for a specified period of not less than six months. Subscriptions by a servant when on leave on less than full pay shall be based on full pay. A deduction shall be made by the University upon every salary bill presented. In the calculation of this deduction, fraction of a rupee shall be disregarded.

- (2) The University shall make a contribution at the rate of 10 per cent of salary in the case of every subscriber.

Note: This modification will be effective from April, 1967.

- (3)(a) (i) The amount deducted in accordance with Clause (1), together with the contribution by the University shall be deposited in the Savings Bank. The deposit in respect of the monthly contributions shall, so far as possible be made into Bank within four days of the receipt of the money in order that interest may accrue. For the purpose of this Rule, the date of credit shall be deemed to be the first day of the month in which it is credited. The Comptroller, UAS shall maintain an individual account for each subscriber to the Provident Fund.
- (ii) *Advance may be given from out of the Provident Fund/Pension Fund to the University employees who voluntarily apply for such loans out of the University Provident Fund/Pension Fund for specific purpose of purchase of site / house building / house purchase / house repair and conveyance advance.

On these advances interest at 1% above the interest payment by the University to the provident fund subscriber shall be charged.

The University should get the insurance coverage from the loanee to cover the outstanding advance and interest as additional security.

The rules relating to the grant of these advances shall be as prescribed in the regulations made for this purpose. In respect of recoveries, the procedure of recovering in the equated monthly instalments of both principal and interest together is adopted.

* Amended vide Notification No. C/S-6/Loans & Advances/2007-08 dt.10-7-2007 and published in Karnataka Gazette dt. 19-7-2007.

The interest payable on such loans obtained from provident fund shall be computed on monthly basis and shall be payable along with the monthly instalment of recovery towards the principal. The above amendment shall come into effect from 1st March, 1993.

- (b) **“Any cash balance of the above fund in excess of Rs. 10.00 lakhs shall be invested in any Nationalised Banks, Government Securities, Post Office, Unit Trust of India, National Savings Certificate, Securities mentioned or referred to in Clause (a) to (d) of section 20 of the Indian Trusts Act of 1882, as approved by the Vice-Chancellor from time to time”.*
- (c) The interest received by the University on the sums so invested shall be added to the amount standing to the credit of the fund.
- (d) Interest at 7.5 per cent per annum will be credited yearly on the 31st of March on the amount of subscriptions and on the amount of the University contributions standing to the credit of a subscriber subject to right of the Board to revise the rate of interest from time to time. However, interest on the employee’s subscriptions as well as University contributions may be credited to the individual account after the 31st day of March in the event of a claim arising for payment on account of subscriber ceasing to be in the service of the University.
- (e) Interest .at the rate specified in (d) above, will be calculated on product basis on monthly balances in respect of subscriptions and refunds of withdrawals.
- (f) All interest earned on investments in a year over and above that which is payable to the subscribers for the year shall, together with the interest on contributions forfeited, if any, under Rule 37 and discounts on investments if any and other miscellaneous receipts be credited to “Interest equalisation Fund” under the Provident Fund Account. The “Interest equalisation Fund” shall be utilised towards payment of premiums towards ‘Group Insurance Scheme’ or any other scheme that might be approved by the Board for the general benefit of the subscribers to the Provident Fund.
- (g) If in a particular year the interest earned on investments is less than the amount payable to the subscribers, the difference shall be debited to the Head ‘Interest equalisation Fund’ under Provident Fund Account.
- (h) In case the difference referred to in sub-clause (g) above is not covered by the balance under this head, the Board shall revise the rate of interest.

* Amended vide Notification No. C/S-6/Loans & Advances/2007-08 dt.10-7-2007 and published in Karnataka Gazette dt. 19-7-2007.

35. DELETED :-

36. PAYMENT OF PREMIA OF LIFE INSURANCE OUT OF PROVIDENT FUND :-

The Comptroller may, under such conditions as may be laid down by him with the approval of the Vice-Chancellor, permit the payment of premia on life insurance policy or policies on the life of the Subscriber out of his personal subscription to the Provident Fund Account. The amount to be deposited in the Post Office in the Provident Fund account of the Subscriber shall be reduced to the extent of such preemie.

37. WITHDRAWALS FROM PROVIDENT FUND :-

- (1) Withdrawals from the Provident Fund shall be permitted when a Subscriber's service in the University comes to an end by his retirement, resignation, death, or otherwise. Provided that-
 - (a) an employee whose service with the University has been terminated on the ground of gross misconduct, he shall not be entitled to receive the amount of the contribution made by the University on his behalf and the interest thereon.
 - (b) an employee shall not be entitled to receive the amount contributed by the University on his behalf and the interest thereon, if he quits the service of the University in less than 12 months from the date he has been allowed to subscribe to the Provident Fund.
- (2) Any contribution and interest thereon retained under this Statute shall belong to the University and shall be credited to the University account.
- (3) Partial final withdrawal from the provident fund balances at the credit of the subscribers may also be permitted for the following purpose on the following terms and conditions:
 - (a) For building, acquisition, reconstruction or redemption of one's house;
 - (b) For the purchase of a house site;
 - (c) For meeting the cost of technical education, either for self or to the dependent
 - (d) For meeting expenditure on marriage purpose, for the marriage of subscriber's daughter or son and also for marriage of his sister who is actually depending on him.

The withdrawals towards the above purposes will be admissible to the employees at any time not earlier than ten years before attaining the age of retirement or when they have completed fifteen years of total service (including broken period of service, if any) whichever is earlier.

The amount of withdrawal admissible under this rule is 50 per cent of the amount of subscription and interest thereon standing to the credit of subscriber. The sanctioning authority should satisfy and ensure the correctness of the purpose for which it has been applied for and whether it has been properly utilised.

38. PROVIDENT FUND LOANS TO SUBSCRIBER : CONDITIONS OF LOAN AND REPAYMENT :-

- (1) A subscriber may borrow from his provident fund under the following conditions:
 - (a) In the case of severe illness of the subscriber or a family members, purchase of land for his house, erection and/or repair to his house; to pay obligatory expenses on a scale appropriate to the applicants Statutes in connection with marriage, funeral or ceremonies which by his religion it is incumbent on him perform, to pay for medical, engineering and other technical or specialised courses in India beyond the high school stage of the applicant or any person actually dependent on him provided that the course of study is not less than three years.
 - (b) The amount borrowed shall not exceed six months salary of the subscriber or 80 per cent of the amount of subscription and interest thereon standing to the credit of the subscriber whichever is less. The amount borrowed shall be evenly divisible by 40.
- (2) The amount borrowed under clause (1)(a) above shall be repaid to the Provident Fund in 24 equal monthly instalments, provided that the subscriber may repay two or more instalments at the same time. The repayments shall start with the first full month's salary after the loan was made. Repayments shall be made by compulsory deductions from salary, and shall be in addition to the regular subscription payments.
- (3) The interest payable by the subscriber on loan from the provident fund shall be at such rates as may be determined by the Board.
- (4) The individual Government Provident Fund Accounts shall be maintained in the University of Agricultural Sciences with effect from 1-7-77 in respect of Government Provident Fund Accounts transferred to the University of Agricultural Sciences by the Accountant General. All permanent University employees may also voluntarily subscribe to this fund on request in writing.

Regarding the rules to the mode of subscription, calculation of interest, sanction of advance such as temporary, partial final and final withdrawals, the provisions contained in the Karnataka Government Provident Fund Rules 1957 and amendments issued from time to time shall apply. Wherever the words "Government" and "Accountant General" appears in the relevant rules the words "University" and "Comptroller" will have to be substituted respectively.

As regards Government Provident Fund accounting and maintenance of Bank Accounts and investments, the procedure laid down for University Provident Fund in Statute 34(3) (b) may be followed.

39. NOMINATION OF BENEFICIARY, FREEDOM FROM LIABILITY :-

- (1) A subscriber shall file in the Office of the-Comptroller, a declaration in a Form approved by the Comptroller, showing how he wishes the amount of his accumulation in the Fund to be disposed off in the event of his death or becoming insane. If the subscriber has dependent(s) he shall not permitted to nominate a non-dependent. the subscriber may, from time to time, change his nominee(s) by a written notice, duly witnessed, to the Comptroller. A register of such nominee(s) shall be kept in the University Office under the custody of the Comptroller.
- (2) Any sum, standing to the credit of a subscriber to the Fund at the time of his death and payable to a dependent or a nominated beneficiary of the subscriber or to such other person as may be declared by law, shall be subject to deductions to satisfy debts to the University, but shall not be attached because of any other debt or liability incurred by the dependent or beneficiary before the death of the subscriber.

40. GRATUITY FOR EMPLOYEES IN LOW SALARY SCALE :-

An employee of the University, whose maximum salary is Rs. 60.00 or less per month and who is not entitled to the benefits of the University provident Fund may be granted a gratuity on the following scale and subject to the following conditions:

- (a) A gratuity, for each completed year of approved service with the University, shall be paid to an employee when he leaves the service of the University, provided he has been permitted by the Board to retire from the service of the University on account of his incapacity to continue in its service or because his services are no longer required by the University, as follows:
 - (i) Tenth to nineteenth year, one month's salary.
 - (ii) Twentieth and more years, one and a half month's salary.
- (b) Should the employee die while in the service of the University, the amount due to him shall be aid to his family. The expression 'family' means a person(s) who, in the opinion of the Board, depend on the employee at the time of his death. The decision of the Board in this matter shall be final.
- (c) No gratuity shall be paid to an employee (or his dependent.)
 - (i) who has not served the University for at least ten years, or

- (ii) who leaves the service of the University without the permission or order of the board.

***40(A) UAS EMPLOYEES FAMILY BENEFIT FUND :-**

The fund for the benefit of the UAS Employees called “UAS Employees’ Family Fund” shall be established effective from a date duly approved by the Board. The terms and conditions for the operation of this fund shall notified by the Comptroller with the approval of the Vice-Chancellor.

***40(B) ACCOUNTS OF FAMILY BENEFIT FUND BALANCES :-**

Contribution of employees to UAS Employees Family Benefit Fund Scheme shall cease from the date they came over to the scheme cited at 40(C) below and the balance available in the fund shall continue in the said fund and shall carry the interest at 6 2/3% p.a. The amount, together with the interest thereon shall be payable to the employees on their retirement or to the personnel who would have been entitled to receive under the Family Benefit Fund Rules.

***40(C) GROUP INSURANCE SCHEME FOR EMPLOYEES OF THE UAS, BANGALORE :-**

In view of the Cessation of the Family Benefit Fund cited at 40(B) the Scheme named “Group Savings linked Insurance Scheme” for the benefit of employees shall be established and operated by the Life Insurance Corporation of India Authorities through the University. The terms and conditions of the scheme shall be as agreed to between the LIC of India and Vice-Chancellor.

* Amended vide Notification dated 22nd June, 1991.

CHAPTER VI

**ACADEMIC PROGRAMMES, ADMISSIONS,
PERFORMANCE**

A. ORGANISATION OF TEACHING

41. ACADEMIC PROGRAMMES - DEFINITIONS :-

The terms used herein with respect of academic programmes of the University shall have meaning, as follows :

- (a) **Academic Year** - A twelve-month period during which a cycle of work is completed.
- (b) **Trimester** - A fourteen weeks period, there being three such periods in an Academic year.
- (bb) **Semester** - The Semester shall consist of 21 weeks.
- (c) **Curriculum** - A series of courses designed to provide learning opportunities to meet the requirements for a degree.
- (d) **Course** - A unit of instruction or segment of subject matter as prescribed by Academic Council from time to time to be covered in Trimester or Semester.
- (e) **Course Outline** - A short description of the subject matter of a course, carefully correlated with other course outline to avoid undersirable omission and / or duplication of subject matter in a particular curriculum.
- (f) **Course Credit** - The measure of quantity of work done in a course. It represents one hour of lecture or recitation work (Plus two hours of outside preparation) per week or three hours of laboratory or field work per week through a Trimester or a Semester.
- (g) **Hours of Effort** - Approximately fifty minutes devoted to class, library, laboratory, field or home work. Two hours of library and / or home work shall be expected for each hours of class work.
- (h) ***Course Load** - Refers to number of credit hours a student could register in a trimester or semester as the case may be. Normally a student shall register for

* Amended vide Notification No. R/D/2 dated 23-11-1992.

a minimum of 12 credits and a maximum of 18 credits, except in case of implant training / inter-ship / special circumstances where the Maximum credits would be 20.

- (i) ***Grade Point of a Course** - A measure of quality of work done to meet the requirements of a course in a trimester or a semester as the case may be.

Under Trimester System :

<i>Letter Grade</i>	<i>Grade Value</i>
A	4
B	3
C	2
D	1
F	0

Under Semester System

Description of Performance

<i>Grade Point</i>	<i>Percent</i>
9.00 to 10.00	90 to 100
8.00 to 8.90	80 to 89.99
7.00 to 7.90	70 to 79.99

- * (j) **Course Credit Point** - A course credit point is a product of course credit and grade point accrued by a student in a course, which shall be expressed up to first decimal place.
- * (k) **Grade Point Average (GPA)** - It is a measure of quality of work done in a semester or trimester as the case may be. It is a quotient of the total course credit points secured by a student in various courses registered divided by the total course credits during that semeste or trimester, corrected to the first decimal place.
- (l) **Cumulative Grade Point Average (CGPA)** - Measures overall performance of the student in all the courses taken during a period covering all the preceeding semesters or trimesters as the case may be and is computed by dividing the total course credit points earned by a student in all the courses taken by him from the beginning of the first semester or trimester as the case may be by total number of credits completed up to the end of a specified semester or trimester, is to be corrected to the second decimal place.

* Amended vide Notification No. R/D/2 dt.23-11-1992.

*(m) **Overall Grade Point Average (OGPA)** - It is the overall performance of a student on completion of the degree programme and computed by dividing the total number of course credit points secured by a student over the semester or the trimesters by the total number of credits. It shall be rounded off to the second decimal place.

42. BASIC CURRICULA :-

The basic curricula for the various Bachelor degrees of the University with provision for a major in certain subject matter fields, provided the course offerings, facilities and staff are adequate, together with a stipulation as to the number of course credits required in each major field shall be as determined by the Academic Council.

Provided that the Basic Curricula for the B.V.Sc. degree will not contain any major field of specialisation.

43. UNIVERSITY CALENDAR : ACADEMIC YEAR, TRIMESTER, CATALOGUE :-

- (1) The Academic Year shall start approximately on July 1 or on such other date as may be recommended by the Council, and published in the University catalogue.
- (2) The University shall publish as frequently as may be deemed desirable or necessary, a catalogue containing, but not limited to such matters as :
 - (a) The Academic Calendar;
 - (b) A historical sketch of the University;
 - (c) Outline of the organisation of the University including housing, classroom, laboratory and field experimentation facilities;
 - (d) Qualifications of and maximum number of students which may be admitted to the various colleges during each year;
 - (e) Fees to be charged for registration, tuition, laboratories, student affairs, hostels, medical service, extra curricular activities etc.;
 - (f) Scholarships, student loans and other sources from which student may meet their financial needs ;
 - (g) Degrees, diplomas, medals, etc., awarded by the University and the requirements therefor ;
 - (h) Basic curricula ;

* Amended vide Notification No. R/D/2 dt.23-11-1992.

- (i) List of courses offered in each faculty during each Trimester / Semester, indicating the contents, course credit, prerequisites, etc., for each course;
- (j) Requirements for students to maintain satisfactory standing in courses and the University conditions of probation, and causes for dismissal;
- (k) Hostel Regulations;
- (l) The roster of administrative and faculty personal;
- (m) Any other information deemed essential or desirable.

B. STUDENT ADMISSIONS, PERFORMANCE ETC. :-

44. QUALIFICATION FOR STUDENTS ADMISSION :-

- (1) The minimum academic attainment for admission to a faculty of the University shall be recommended by the Council and shall not be below a pass in the Higher Secondary School.
- (2) In addition to the prescribed academic attainments, a candidate for admission to the University shall possess good moral habits and such other personal and physical prerequisites as may be determined by the Director of Student Welfare (with the aid of a committee to be nominated by the Vice-Chancellor).
- (3) A candidate who has been found to be qualified for admission to the University shall be notified of his admission by the Registrar.

45. CREDIT FOR PREVIOUS STUDIES AND EXPERIENCES FOR ADVANCE STANDING :-

- (1) All enrolled students may be granted course credit(s) for academic attainment procured outside the University subject to the approval of the Admissions committee on the following conditions :
 - (a) Satisfactory completion of similar course in another University which has reciprocity standing with the University; and/or
 - (b) The student demonstrates, by a comprehensive examination given by the appropriate Faculty, that the earned Grade B or above in the subject covered by a course(s) in the curriculum for the degree. Any such credit granted to an enrolled student shall be entered on the records of the student as Approved Transfer Credit(s) for a specific course or courses.

46. EVALUATION OF STUDENT PERFORMANCE :-

The Course Grade earned, by an enrolled student shall be determined by the Teacher who is incharge of and conduct the course. In accordance with Regulations proposed by the Board of Studies and approved by the council, consideration shall be given by the Teachers to (a) daily class performance, (b) interim examination (c) terminal examination, and (d) other factors specified in the Regulations.

47. STUDENT PROBATION, DISMISSAL :-

The Regulations and procedures governing Student probation and dismissal shall be drawn by an appropriate committee to be appointed by the Vice-Chancellor and the recommendations shall be approved by the Academic Council.

48. EXTRA CURRICULAR ACTIVITIES OF STUDENTS :-

- (1) Any enrolled student shall not be permitted to participate in University's extra curricular activities when such activities interfere with satisfactory performance of his studies as recommended by the Teacher and approved by the Director of Student Welfare.
- (2) An enrolled student shall not engage in work for the University or outside the University for or without compensation, when such work is found by the Director of Student Welfare to interfere seriously with the quality of the students classwork.

C. SCHOLARSHIP AND LOAN FUNDS : STUDENT FEE

49. SCHOLARSHIP AND STUDENTS LOAN FUNDS :-

- (1) The University shall establish and maintain scholarship funds utilising either the grants already available and to be made available for the purpose from different agencies or a portion of the money available under General Funds with the prior approval of the Board and from these amounts, grants may be made to enrolled student (a) to assist him in meeting his expenses while attending the University and/ or (b) to award him for outstanding performance in the University. In accordance with the requirements of donor (s) if any, the Council shall make Regulations governing the operations of the University scholarship fund. The award of scholarship and free studentship for the students enrolled in the various colleges of the University shall be made by a committee consisting of the following members: ~

1. Dean	Chairman
2. Director of Instruction of Constituent colleges	Member
3. Director of Student Welfare	Member
4. Registrar	Secretary

The administration of this fund shall be done by a committee with the Dean as Chairman and with the Registrar and Comptroller as members.

- (2) University shall establish a Student Loan Fund, utilising either the grants already available and to be made available for the purpose from different agencies or a portion of the money available under General Funds with the prior approval of the Board. From this loan fund, money may be loaned to an enrolled student when such assistance is needed to help him meet the costs of attending the University. The council shall make Regulations governing the operation of the University Student Loan Fund. The Comptroller shall grant the loans in accordance with the Regulations. The administration of this fund shall be done by a committee with the Dean as Chairman and with the Registrar and Comptroller as members.

50. STUDENT FEES : REGISTRATION, TUITION, LABORATORY, OTHERS:–

- (1) At the time of registration in each trimester, an enrolled student shall pay a registration fee as determined by the Board. Registration for the trimester/semester, shall not be complete until the fee is paid, except as under clause (4) below, and such fee shall not be refunded once the student is registered for courses in the University,
- (2) At the time of being admitted to a course in the University. An enrolled student, shall pay tuition, course and laboratory fees as fixed by the Board for various courses. Attendance in classes shall not be permitted until the fee has been paid except under Clause (4) below and such fee shall not be refunded except in accordance with rules established by the council with respect to transfer or withdrawals from courses.
- (3) In accordance with Regulations made by the Board, the University may require an enrolled student to pay special fees with respect to the use of libraries and other University facilities.
- (4) The Board may make Regulations with respect to exempting indigent persons from the payment of fees as prescribed in clause (1) (2) and (3) above. Further more on the recommendation of the council, the Board may make Regulations regarding exemption from fee for other enrolled students when such exemption is deemed to be in the best interests of the University.

CHAPTER VII

**UNIVERSITY DEGREES, DIPLOMAS, AWARDS,
DISTINCTIONS**

51. BACHELORS DEGREES : KINDS, REQUIREMENTS, DISTINCTIONS :-

- (1) The University shall when so approved by the Board, grant to an enrolled student who has met the academic requirements of the University a Bachelors Degree as follows:
- (a) Bachelor of Science in Agriculture (B.Sc., Agri.);
 - (b) Bachelor of Veterinary Sciences and Animal Husbandry; (B.V.Sc. and A.H.) ;
 - (c) Bachelor of Technology in Agricultural Engineering (B.Tech., Ag.Engg.) ;
 - (d) Bachelor of Fishery Science (B.F.Sc.);
 - (e) Bachelor of Science in Horticulture (B.Sc., Hort.) ;
 - (f) Bachelor of Science in Agriculture Marketing and Co-operation ;
(B.Sc., Agricultural Marketing.and Co-operation) ;
 - (g) Bachelor of Science in Forestry (B.Sc., Forestry) ;
 - (h) Bachelor of Technology in Dairy Technology (B.Tech., Dairy Technology) ;
 - (i) Bachelor of Science in Sericulture (B.Sc., Sericulture).
- (2) *‘‘An enrolled students, in order to earn a Bachelor degree, shall creditably have completed in the University or acquired by transfer the prescribed number of credits and shall have earned an overall grade point average as applicable to the specific grade under semester system’’.

	<i>Degree</i>	<i>No. of Credit Hrs.</i>	<i>OGPA</i>
(a)	B.Sc. (Agri.)	145	7.00/10.00
	B.Sc. (Hort.)	145	7.00/10.00
	B.F.Sc.	145	7.00/10.00
	B.Sc. (Seri.)	145	7.00/10.00
	B.Sc. (Agri Maco.)	145	7.00/10.00
	B.Sc. (Forestry)	145	7.00/10.00
	B.Tech. (D.Tech)	145	7.00/10.00
	B.Tech. (Ag. Engg.)	145	7.00/10.00
	(b)	B.V.Sc. and A.H.	172

* Amended vide Notification No. R/D/2 dt.23-11-1992.

In addition to the above, the student shall in the judgement of the Faculty, possess good moral habits and a high sense of honesty.

- (3) A Bachelor's degree shall require the completion of a curriculum of courses developed by the Board of Studies and approved by the council.
 - (a) The, curricula of all Bachelor's degree except the B.V.Sc. and A.H., B.Tech (Ag. Engg.) and B.Tech. (Dairy Technology) shall include courses in (1) Basic Science and Humanities, (2) concerned Basic Agricultural Sciences, (3) Courses in closely related fields, (4) Courses in a major field of specialisation and (5) Electives, all of which provide opportunities for a student to gain basic and able knowledge to make him capable of dealing reasonably well with all facets of agriculture and rural life and especially with the particular activities for which he has taken special courses.
 - (b) The curriculum for the B.V.Sc. and A.H. degree shall include courses in (1) Basic Sciences and Humanities, (2) concerned Basic Veterinary Sciences, and (3) Courses in closely related fields, which would provide opportunities for the student to gain basic and applied knowledge to make him capable of dealing reasonably well with all facets of Veterinary Science.
 - (c) The curriculum for B.Tech. (Ag. Engg.) degree shall include courses in (1) Basic Sciences and Humanities, (2) Concerned Basic Engineering Sciences, (3) Agricultural Engineering Sciences, (4) Closely related fields, and (5) Electives, which could provide opportunities for the student to gain basic and applied knowledge to make him capable of dealing reasonably well with all facets of Agricultural Engineering.
 - (d) The Curriculum for B. Sc. (Forestry) degree shall include courses in (1) Basic Sciences and Humanities, (2) Agricultural Science, and (3) Forestry Science, which would provide opportunities for the student to gain basic and applied knowledge to make him capable of dealing reasonably well with all facets of Forestry Science.
 - (e) The curriculum for B.Tech (Dairy Technology) degree shall include courses in (1) Basic Sciences and Humanities, (2) Basic Dairy Sciences, and (3) closely related fields, which would provide opportunities for the student to gain basic and applied knowledge to make him capable of dealing reasonably well with all facets of Dairy Science.
 - (f) The Curriculum for B.Sc. (Sericulture) degree shall include courses in (1) Basic Sciences and Humanities, (2) Sericulture, (3) Closely related fields, (4) Major field of specialisation and (5) Electives which would provide opportunity for

the student to gain basic and applied knowledge to make him capable of dealing reasonably well with all facets of Sericulture.

- (4) An enrolled student, who has met the requirements of the University for a particular degree in a superior manner as determined by his credit-grade average, shall be awarded his degree with such academic distinction as may be recommended by the council.

52. ADVANCED DEGREES : KINDS AND REQUIREMENTS :-

- (1) The University may, when so recommended by the Council and approved by the Board, offer such postgraduate instruction and research training as will qualify students for the following degrees :
- (a) Master of Science (Agriculture)
 - (b) Master of Veterinary Science
 - (c) Master of Science (Animal Husbandry)
 - (d) Master of Home Science (M.H.Sc.)
 - (e) Master of Science (Agriculture Engineering)
 - (f) Master of Science (Horticulture)
 - (g) Master of Science (Dairy Science)
 - (h) Master of Fishery Science
 - (i) Master of Science (Agricultural Economics)
 - (j) Master of Science (Poultry Science)
 - (k) Master of Science (Agriculture Statistics)
 - (l) Master of Science (Agriculture Bio-Chemistry)
 - (m) Master of Science (Agricultural Extension)
 - (n) Master of Science (Agricultural Microbiology)
 - (o) Master of Science (Food and Nutrition)
 - (p) Master of Science (Sericulture)
 - (q) Master of Science (Agril.Marketing co-operation.)

In accordance with details developed by the concerned Board of Studies and approved by the Council, a student shall have completed in a creditable manner in the University at least 64 credits applicable to the particular degree inclusive of the credits which will be allotted for the thesis submitted by the students in completion of research project conducted either in the University or any of the Institutions recognised for the purpose by the Academic Council.

Provided that not less than 12 credits shall be allotted for completing the research on thesis work. In addition, the student shall have satisfactorily passed on oral examination covering his thesis and postgraduate work.

- (2) The University shall have authority to offer postgraduate instruction and research training leading to the Degree of Doctor of Philosophy at such future time when adequate staff and facilities become available as determined by the Council and approved by the Board.

In accordance with the detail set out by the Board of Studies and approved by the Council a student shall have completed in a creditable manner in the University or acquired by approved transfer at least 144 credits beyond the Bachelor degree inclusive of credits allowed for a comprehensive research project, conducted either in the University or in an Institution recognised for the purpose by the Academic Council and submitted as an acceptable thesis, to meet the requirements of the degree of Doctor of Philosophy.

Provided that not less than 45 credits shall be allotted for completing the research on thesis work.

In addition, a student shall also have demonstrated in a conclusive manner, as decided by the examination body of the Faculty, that he possesses outstanding competency in the field of specialisation.

53. HONORARY DEGREE :-

As a matter of policy the University shall be conservative in the matter of granting honorary degrees. They shall be awarded only to persons who have distinguished themselves in the fields of agricultural education or research or have rendered outstanding service to Indian agriculture. No honorary degree shall be conferred unless the proposal shall have received a four-fifths majority vote in both the Council and the Board. Such degrees shall not be conferred unless the candidate is present and receives the same at a public University Convocation.

54. DIPLOMAS, CERTIFICATES, MEDALS :-

In accordance with Regulations promulgated by the Council, the Vice-Chancellor may award to enrolled students and to other persons who complete non-degree work sponsored by the University, appropriate diplomas, certificates, medals, etc., as deemed by the Council and Vice-Chancellor to be in the best interest of the University.

55. WITHDRAWALS OF DEGREE, DIPLOMAS, ETC., :-

The Board may, on the recommendation of the Council, by resolution passed with the concurrence of not less than two-thirds of the Board members, after providing an opportunity for the concerned person to explain his action or to be heard in person, withdraw a degree, diploma, certificate, or other academic distinction conferred by the University provided that the withdrawal of an honorary degree shall be with the concurrence of the Chancellor.

CHAPTER VIII

ASSOCIATIONS RELATED TO THE UNIVERSITY

56. STUDENT ASSOCIATION :-

There may exist within, but not as an official authority of the University, an organisation of the student body to be known as the Student Association. Enrolled students may, under the guidance of the , Director of Student Welfare, prepare a Constitution and Bylaws for a Student Association and submit such proposal through the Director of Student Welfare to the Council. If approved by the Council, the students may adopt such Constitution and Bylaws and carry out the responsibilities and functions prescribed therein. Amendments of a substantive nature, as determined by the Vice Chancellor shall be considered by the Council in the same manner. The Council, a two-thirds majority of members, may recommend to the Board the dissolution of the Student Association when ,such action is deemed to be in the interests of the University.

57. ALUMNI ASSOCIATION :-

There may exist within, but not as an official authority of the University, an organization to be known as the Karnataka Agricultural University Alumni Association. University degree holders and former students who have spent not less than one year in training in the University shall establish such an Association as under Statute 56 above under the guidance of the Vice-Chancellor. Active membership in the Association shall be automatic for all graduates and all former students who had spent not less than a year in the University.

The purpose of the Alumni Association shall be to encourage the university in its various activities, to assist in promoting its growth, and to help strengthen the University's capacity to render effective service to the agriculture of State of Karnataka and to the Nation.

It shall also be the duty of the Association to propose a panel of five names of registered graduates of not less than five years standing of the University for membership on the Board. Such panel shall be the basis for the nomination by the State Government one person to the Board as laid down under Section 25 (2) (B) (iii).

CHAPTER IX

STAFF HOUSING, STUDENT HOSTELS AND OTHER ACCOMMODATION

58. EMPLOYEES HOUSING AND OTHER ACCOMODATIONS :-

- (1) **“The University may procure, construct, own, maintain, and use houses for University employees as determined by the Board to be desirable for the proper functioning of the University. The Board of Regents shall make Regulations for the proper administration of staff housing matters”.*
- (2) As recommended by the aforesaid Committee the Board may be provided and operate for employees of the University health, recreational and other facilities when such are deemed by the Board to be desirable for the proper functioning of the University. Any such facilities shall be administered as provided in Regulations prepared and adopted by the aforesaid committee.

59. STUDENTS QUARTERS, CAFETERIAS AND OTHER ACCOMODATION:-

- (1) An enrolled student of the University shall live in (a) his own home or the home of his parents, (b) in a University Hostel, or (c) an approved accommodation for students. Regulations on this subject shall be drawn and adopted by a Committee appointed by the Vice Chancellor, and the Regulations shall be administered by the Director of Student Welfare.
- (2) The University shall provide and operate for, enrolled students of the University such cafeterias, health, recreational, shopping, and other facilities as may be deemed by the Board to be in the best interests of the University. Regulations on the subject shall be prepared and adopted jointly by the aforesaid committee and Council, and shall provide for participation by the Student Association. The Regulations shall be administered by the Director of Student Welfare and/or by such other person(s) as he may designate with the approval of the Vice Chancellor.

* Amended vide Notification dated 23rd November 1992 and effective from academic year 1992-93

60. UNIVERSITY HOSTELS :-

- (1) The University shall provide and operate, as deemed by the Board to be in the best interests of the University, Student Hostels, and other housing facilities for enrolled students of the University.
- (2) An enrolled student who occupies a hostel or other housing facility of the University shall pay to the University a hostel fee in an amount and in a manner as shall be prescribed by the Board. The cost of meals matters related thereto shall not be covered by the hostel fee, but shall be handled separately.
- (3) Regulations on hostel management and the conduct of student occupants shall be prepared by a committee appointed by the Vice-Chancellor from among the members of the Council and Student Association and such Regulations shall be administered by the Director of Student Welfare. The Regulations shall provide for participation of enrolled students in the management of hostels occupied by them, as is consistent with good management of a University facility.

CHAPTER X

**CONVOCATIONS AND OTHER IMPORTANT
UNIVERSITY EVENTS**

61. CONVOCATIONS AND OTHER EVENTS :-

There shall be convocation held by the University for the conferment of degrees. The date and place of convocation and other important events of the University shall be recommended by the Vice-Chancellor for the approval of the Board. The Vice-Chancellor in consultation with officers of the University shall arrange for the details of the programme including the invited for the event.

CHAPTER X-A

REGISTRATION OF GRADUATES

- A (1) **Registration of Graduates:** The Registrar shall maintain a Register of Registered Graduates in the form determined by the Board for the purpose.
- (2) **Eligibility for Registration:** All graduates of the University who have completed five years after graduation shall be eligible for Registration as a Registered Graduate of the University.
- Explanation:** For purpose of this clause, the date of convocation on which a person is admitted to the degree either in person or in absentia shall be deemed the date of graduation.
- (3) **Procedure and fee:** Any person who wishes to register himself as a Registered Graduate of the University shall apply in the prescribed form to the Registrar and pay a fee of Rs. 5 that will entitle him to have his name entered in the Register and retained in the Register for life.
- (4) **Annual Revision:** The Register of Registered Graduates shall be revised and corrected only on the first day of January of each year. Applications for revision or correction shall reach the Registrar not later than the 10th day of December proceeding that year.
- (5) Any graduate, whose name is on the Register shall be entitled to inspect it during office hours on application to the Registrar and shall be entitled on payment of Rs. 5 to have a copy of it. The University reserves to itself the right of reprinting the list. Supplemental list of such graduate shall be supplied to any graduate who makes a request for it in writing to the Registrar, provided he had previously purchased the latest printed copy of the original list of Registered Graduates of the University.
- (6) **Procedure for removal of names deceased**
- (a) If the Vice-Chancellor on enquiry is satisfied that a graduate on the list is deceased, he shall give it such publicity and in such manner as he decides

and after a lapse of three months from such publicity remove the name of such deceased graduate from the list.

- (b) If, at any time, after registration as a Registered Graduate, any person for any reason is deprived in any manner of his degree or degrees which entitled him to registration as such he shall cease to be a Registered Graduate to the University from that time and his name shall be removed from the Register.

CHAPTER XI

PENSION, GRATUITY AND FAMILY PENSION FUND

- *62. These Statutes are applicable to the whole time employees of the University of Agricultural Sciences, who are paid out of the University Funds and employed under the Statutes; they will come into effect from July 1st 1981. These statutes are not applicable to the employees employed on or after implementation of New Defined Contributory Pension Scheme i.e., 1-4-2006.
- (a) These Statutes are applicable to the whole time employees of the University of Agricultural Sciences, who are paid out of the University Funds and employed after 31-3-2006.
 - (b) Employees/Officers governed under Statute 62(a) are entitled to pension as provided under the scheme of New Defined Contributory Pension Scheme indicated in GO No. FD (SPL.) 04 PET 2005 dated 31-3-2006.
63. Employees transferred under Section 7 of the UAS Act, 1963 get the pensionary benefits on the basis of pay drawn at the age of 55, which is the age of superannuation for purpose of Pension from Government funds according to Government Order NO.AF 209 AUM 71 dated 29/30th January 1976 and Government Order No.AAH 33 AUM 80 dated 6 February 1981. For the Service rendered between the age of 55 and 60, the University will pay pension and gratuity based on the pay drawn at the age of 60, less the pension admissible according to Government Order No.AF 209 AUM 71 dated 29/30th January 1976 and Government Order NO.AAH 33 AUM 80 dated 6th February 1981 and leave carry over benefits after the age of 55. The employees may be allowed to opt for the Pension Scheme or to the Contributory Provident Fund Scheme between the age of 55 and 60.
64. Employees appointed in the University under the provisions of Government Order NO.FD 98 PSA 65 dated 13th June 1966 and Government Order No.FD 158 SRS 67 dated 8th December 1967 shall be continued to be governed by the provisions of such Government Orders for purposes of sanction of pension. However, they are also allowed to opt for the Pension Scheme of the University subject to the condition

* Amended vide Notification No. C/Pension/Statutes/2008-09/009 dated 15-4-2008.

that the pension contribution on pro-rata basis, existed at the time of leaving Government Services or any other approved services shall be paid either by the previous employer or by the employees concerned for the post in the State Government service rendered by them before joining the University.

65. Employees governed under Statutes 63 and 64 who retire at the age of 55 under the Government of Karnataka may opt for Pension scheme of the University provided they postpone the drawl of their pensionary benefits till they retire from the University Service otherwise they will be eligible for the Contributory Provident Fund Scheme.
66. *(i) "Pensionary benefits are also admissible to UAS employees who have rendered service in any Department/s of the Government of Karnataka/Central Government/ICAR/ other Universities in India or Statutory Bodies in Karnataka formed by an Act of Legislature Central Autonomous Bodies subject to the guidelines / instructions issued vide GO. No. FD 35 SRS 83 dated 27th June 1987."
- (ii) Such service in individual cases, be treated by the Vice-Chancellor as services qualifying for pension subject to the condition that in each case, pension contribution at 12¹/₂% shall be paid by the previous employers or by the employee concerned for the services rendered based on the basic pay he drew from time to time outside the University.
- (iii) The above pension contribution is payable within a period of one year, from the date on which these Statutes are given effect to in respect of the employees already working in the University and in respect of new entrants, from the date of report of the employee in the University. In cases of belated payments, a simple interest at 6 per cent per annum shall be levied on the pension contribution so outstanding till it is credited by the previous employers or by the employee concerned.
- (iv) In respect of an employee who accepts appointment in any Department of the Government of Karnataka / Central Govt. / ICAR / in any University in India or Statutory Bodies in Karnataka formed by an Act of Legislature, where Pension Scheme exists, with the prior approval of the University, the University will undertake to pay pension contribution to the extent of 12¹/₂ per cent of the basic pay drawn by such an employee from time to time provided his actual qualifying service is not less than 10 years.

* Amended vide Notification dated 31-12-1998 in Karnataka Gazette 28-01-1999.

67. An employee who is appointed in the University after the age of 30 and who has rendered service in the Government Department of the Karnataka State / Central Govt. / ICAR / in any University in India or Statutory Bodies in Karnataka formed by an Act of Legislature prior to the date of appointment in the University, be entitled to reckon his services qualifying for pension the actual period by which his age at the time of appointment has exceeded 30 years subject to proviso that 8 years shall be the maximum period, which can be so added. No employee can claim the benefit of this rule unless his actual qualifying service at the time he leaves the UAS service is less than ten years. This benefit will not be extended to those who will be eligible for terminable benefits in previous employment
- *68. All employees who are in service of the University on the date of introduction of the amendment and are governed by the University Contributory Provident Fund Scheme shall exercise an option within 90 days in writing to continue under the Scheme. Option once exercised is final and irrevocable. In the absence of such option, the employees will be deemed to have come over to the University Pension Scheme and subscription of such employee towards the University Contributory Provident Fund with accrued interest will be transferred to the General Provident Fund account with the University and the University Contribution with accrued interest will be credited to the Pension Fund. They should continue to subscribe at 10 per cent of their basic pay to the General Provident Fund
- *69. Employees who are in service and who do not opt to continue under University Contributory Provident Fund Scheme and persons appointed under the Statute on or after the date of introduction of this amendment shall be governed by the University Pension Scheme. They should necessarily contribute 10 percent of their basic pay to the General Provident Fund. This fund shall consist of "Contribution by the University made either in monthly instalment or in a single instalment at any time before the close of the financial year equal to 12 $\frac{1}{2}$ percent of the total basic pay drawn by the employees governed by these Statutes during the year with effect from 1st April, 1988.
70. The words 'Pension', 'Gratuity', 'Employees' and 'Family' will have the same meaning and definition as defined in the KCSRs and the Karnataka Government's (Family Pension) Rules, 1964 as amended from time to time.

* Amended vide Notification No. DC/BR/Pension/89-90 dated 26-12-1989. Published in Gazette dated 04-01-1990.

*71. The employees retiring from service shall be eligible for pension. Pension is payable:

- (i) on retirement by reason of attaining the age of 60 years.
- (ii) on voluntary retirement under Statute 72.
- (iii) on retirement before the age of superannuation under a medical certificate of permanent incapacity for further service in the University.
- (iv) on discharge due to the abolition of the post or other causes not due to fault of the employee.

**72. An employee may be permitted to retire voluntarily on proportionate pension at any time on completion of either a qualifying service of 15 years in the University or 50 years of age, subject Statute.

73. In respect of the various kinds of pension listed in Statute 71, the corresponding provisions of KCSRs, shall apply mutatis mutandis except for sanction of weight age upto five years, (as an addition to the qualifying service actually rendered by an employee), referred to in Clause (v) of sub-rule (2) of rule 285 of KCSRs, which (weight age) shall be given to an employee who is permitted to retire voluntarily on completion of a qualifying service of not less than 15 years. The grant of such weight age shall, however, be subject to the condition stipulated in the aforesaid clause (v), that is, that the total qualifying service after allowing the weightage shall not, in any case, exceed the qualifying service which the employee would have had, if he had retired on attaining the age of superannuation.

74. The amount of pension or service gratuity that may be granted is determined by the length of qualifying service. Fractions of a half-year are not taken into account in the calculation of pension or service gratuity under these rules. The amount of superannuation retiring, compensation or invalid pension and gratuity will be the appropriate amount noted in annexure- I or as amended by the Government of Karnataka from time to time.

Note: *The scale of pension indicated above is subject to a minimum of Rs. 120 and maximum of Rs. 1,500 per month or as amended by the Government of Karnataka from time to time.*

75. The leave availed by the employee is treated as qualifying service to the extent which it would be treated as qualifying service according to the provisions of KCSRs.

* Amended vide Notification No. DC/BR/Pension/89-90 dated 26-12-1989 published in Gazette dated 04-01-1990.

** Amended vide Notification No. DC/RB/PEN/91-92 dated 22-06-1991.

76. Service rendered by the employee before he has completed 18 years of age or after the age of 60 shall not qualify for pension or service gratuity.
77. Unauthorised absence from duty other than as per Rule 106-A, 62 of KCSRs constitute interruption of service entailing forfeiture of past service. The period/periods of such interruptions will not count as service qualifying for pension.

Explanation : A strike of the employee as defined in the KCSRs (Prevention of strikes) Act, 1966 including refusal or abstaining from doing work though physically present at the place of duty by resorting to pen down strike or stay-in-strike or other methods shall be deemed to be unauthorised absence from duty for the purpose of this Statutes.

78. Commutation of pension is permissible in the same manner and subject to the same conditions as prescribed in KCSRs and as amended by the Government of Karnataka from time to time.
79. Pensioners under these Statutes are also eligible to draw dearness allowance and any other allowances in accordance with the orders issued by the Government of Karnataka from time to time.
80. The application for pension in the prescribed form of KCSRs shall be made through the Drawing Officer who shall prepare the pension papers one calendar year in advance and forward the same to the Administrative Officer for verification and recording a certificate of satisfactory service rendered by the employee. The Administrative Officer shall forward the pension records to the Comptroller to communicate the pensionary benefits admissible. After receipt of pension papers from the Comptroller, the Administrative Officer shall issue sanction order of the University with the approval of the Vice-Chancellor. On the receipt of sanction orders as well as the pension papers from the Administrative Officer, the Comptroller will issue pension payment order in favour of the pensioners concerned.

Note: The payment of pension/family pension/anticipatory pension shall be arranged through Banks.

81. Whenever the delay on the part of the University in the sanction of the pension is anticipated, the Vice-Chancellor may sanction an anticipatory pension not exceeding 3/4 of the pension that he finds on a summary scrutiny to be admissible.

Note: The anticipatory pension will be sanctioned by the Vice-Chancellor from the date of retirement and payment shall commence with effect from the date on which the employee finally leaves the service. In other respects, the corresponding rules in KCSRs shall apply mutatis mutandis.

82. The payment of pension shall commence only with effect from the date on which the employee finally leaves the University services.

83. FAMILY PENSION :-

The Karnataka Governments servants Family Pension Rules 1964 shall apply mutatis mutandis and as amended from time to time, to the employees' of the University of Agricultural Sciences.

(a) Notwithstanding the provisions contained in Rule 5A of the Karnataka Government Servants (Family Pension) Rules 1964 where a University employee having put in a qualifying services for a period of not less than 7 years dies, family pension shall be granted as Indicated here below: .

(i) For a period of 7 years from the date following the date of death or till the date on which the employee would have reached 67 years of age had he remained alive whichever period is shorter, the pension payable shall be 50 per cent of the basic pay last drawn by the employee subject to a minimum of Rs. 100/ per month and maximum of twice the family pension admissible under Rule 5 of the Karnataka Government Servants (Family Pension) Rules 1964.

84. The pension admissible under these Statutes, is not to be given as a matter of course unless the services rendered has been approved as satisfactory. If the services are not satisfactory, the Vice-Chancellor shall be competent to order such reduction in the amount of pension depending upon the gravity of offence and only after giving reasonable opportunity to the concerned.

85. The employee shall furnish family pension and DCRG nomination forms as prescribed in KCSRs to the Drawing Officer who shall cause to attest and paste the same to the Service Register concerned. Such nomination form shall be furnished within a month from the date of option to pension scheme.

86. In matters not expressly provided in these Statutes, the provisions of KCSRs as amended by the Government of Karnataka from time to time shall be applicable. Forms for the application of pension and Family Pension are those as provided in the KCSRs.

87. PENSION AND GRATUITY FUND :-

(i) Contribution of the University including interest accrued thereon in the

Provident Fund Account of the employees who have exercised their option to the Pension scheme: transferred to the Pension scheme, transferred to the Pension and Gratuity Fund.

(ii) **“Contribution by the University made either in monthly instalments or in a single -instalment at any time before the close of the financial year, equal to 12¹/₂ percent of the total basic pay drawn by the employees governed by these Statutes during the year with effect from 1st April 1988.”*

(iii) The grants received from the State government towards constitution of Pension and Gratuity Fund.

88. A separate account shall be opened for the pension fund in a Scheduled Bank. The Comptroller shall operate the funds and maintain the accounts of the fund including disbursement of the pension and family pension.

89. ***“Pension and Gratuity Fund shall be invested in Nationalized Banks, Government Securities, Post Office, Unit Trust of India, National Savings Certificates, Securities mentioned or referred to in Clause (a) to (d) of Section 20 of the Indian Trust Act of 1982.”*

* Amended vide Notification No. GS/9 AUM 89 dated 18-06-1991.

** Amended vide Notification No. C/S-6/Loans & Advances/2007-08 dated 10-07-2007 and Published in Karnatka Gazette dated 19-07-2007.

FORM-I

(To be furnished in quadruplicate)

OPTION FOR PENSIONARY BENEFITS IN THE UNIVERSITY

I, hereby on this.....day..... .. two
(Name and Designation)
thousand and exercise my option to : * come over to the University
Pension Scheme / *continue in the University Provident Fund Scheme.

* Till the date of my retirement in the University.

Signature

Date

*Strike out whichever is not applicable and attest

Witness of the Permanent employee of the University Name

Designation

Signature

Name of the Institution / Scheme

Date

Name

Designation

Address

COUNTERSIGNED

He has opted for

Signature and Designation of the Drawing Officer

Note : 1st copy to be posted to the service register of the employee concerned.

2nd copy to be sent to the Administrative Officer, UAS, Bangalore

3rd and 4th copies to be sent to the Comptroller, UAS, Bangalore (For Pension and PF Section).

PROCEEDINGS OF THE GOVERNMENT OF KARNATAKA

Sub: Report of the official committee on recommendations of Karnataka Pay Commission orders on retirement benefits

PREAMBLE

Sri A. Narayana Pai, Retired Chief Justice of the High Court of Karnataka, who was appointed as the one man Karnataka Pay Commission, submitted the report of the Commission to Government on 8th March 1976. Subsequently, Government appointed an official committee to examine the report and other representations/proposals received with reference there to and to make suitable recommendations thereon. The recommendations of the Pay commission as modified by the official committee regarding retirement benefits have been accepted by Government.

ORDER NO. FD (Spl.) 326 PET 76 BANGALORE DT. 24-12-1976

In pursuance of the acceptance by Government of the recommendations of the Pay Commission as above regarding retirement benefits. Government are pleased to issue the following orders:

1. Amount of Pension and DCRG

- (a) In all cases of retirement after 1st January, 1977,
 - (i) the scale of pension shall be as indicated in the annexe to this order subject to a minimum of Rs. 120 per month and maximum of Rs. 1000 per month: and
 - (ii) the scale of gratuity shall be as indicated in the annexe to this order, subject to a maximum of Rs. 30,000.
- (b) In respect of qualifying service of less than Ten years, service gratuity at the rates now admissible under the rules shall continue to be admissible.

2. Emoluments

- (a) In all cases of retirement after 1st January, 1977 the average emoluments for the purpose of calculating the pension shall be average emoluments in respect of the last ten months of service (instead of the last twelve months as at present) and shall be subject to a maximum of Rs. 2,500 per month.
- (b) In cases of retirement on or after 1st April 1974 the emoluments in respect of the period prior to 1st January 1977 shall include the Dearness Allowance as

on 1st April 1973 as already provided for in the Government order No. FD 2 SRP (3) 74, dated 29th March 1974.

- (c) The monthly emoluments to be taken into account for the purpose of calculating the DCRG shall be subject to a maximum of Rs. 2,500 per month.

3. Family Pension

- (a) The rates of Family Pension benefits admissible under Rule 5 of the Karnataka Government Servants (Family Pension) Rules 1964; shall be modified as below with effect from 1st January 1977 subject to a minimum of Rs. 90 per month.

	Pay of the Government of Servant	Monthly Family Pension
1	Below Rs. 400	30 per cent of pay subject to minimum of Rs. 90 and maximum of Rs. 100
2	Rs.400-1199	15 per cent of Pay subject to a minimum of Rs. 100 and maximum of Rs. 160
3	Rs. 1200 and above	12 per cent of pay subject to a minimum of Rs. 160 and maximum of Rs. 250.

- (b) The total amount to be deducted from the Gratuity (i.e. twice the monthly emoluments reckoned, for the purpose of calculating the D.C. R.G.) shall be subject to a maximum of Rs. 5,000/-
- (c) In the case of every employee who dies while in service after having rendered a qualifying service of not less than seven years, family pension shall be paid at an enhanced rate equal to 50 per cent of the pay last drawn or twice the family pension at such enhanced rates shall be payable for a period of seven years or till the date on which the employee would have attained the age of 62 years, if he had survived whichever is earlier.

4. Special Addition to Qualifying Service

In cases where in consonance with or pursuant to the rules of recruitment or Government Policy or the relevant orders of Government recruitment, persons are recruited only after they complete the age of thirty years, there 'should be added to the length of their actual qualifying service, a period equal to the difference between the age on their date of birth immediately preceding the date of recruitment and thirty years; the service thus added shall be subject to a maximum of eight Years.

5. Increase in Pension and Family Pension

- (a) *Government Servants who retired Prior to 1st November 1968.*

In respect of this category of pensioners, Fifteen percent of the total amount of original pension admissible (before Commutation) and the Dearness Allowance admissible there as on 31st December 1976 shall be added to this total amount and the whole amount so arrived at shall be treated as the pension *w.e.f.* 1st January 1977. This benefit is also 'admissible to the beneficiaries mentioned in the Government orders No. FD (Spl) 361 PET 72 dated 15th April 1974 and No. FD 258 PET (SPL) 74, dated 25th February 1976.

- (b) Government Servants who Retired or Retire on or After 1st November, 1968 and before 1st January 1977.

In respect of this category of pensioners, ten per cent of the total amount of original pension admissible (before commutation) and the Dearness Allowance admissible thereon as on 31st December, 1976 shall be added to this total amount and the whole amount so arrived at shall be treated as the pension with effect from 1st January, 1977.

- (c) The resultant pension arrived at with reference to the orders in sub paragraphs (a) and (b) of this paragraph shall be subject to a minimum of Rs. 120 per month.
- (d) Neither the Dearness Allowance on pension nor the increase sanctioned in this para will be taken into account for the purpose deciding the amount that can be commuted by the pensioner. Commutation will be allowed only on the amount of pension that was admissible on the date of retirement.

- (e) Family Pension: In all cases in which family pension and Dearness Allowance thereon, are being paid with reference to the orders issued by this Government (including those mentioned in the Government order NO. FD (spl) 52 PET, 75 dated 1st April 1975 and the Government Order No. FD (SPL) 182 PET 76, dated 25th August, 76) the total amount of the family pension and the Dearness Allowance admissible thereon as on 31st December 76 shall be treated as family pension *w.e.f.* 1st January 1977. This family pension shall be subject to a minimum of Rs. 90 per month.

- (f) In all cases of death of pensioners occurring on or after 1st January 1977, if the family pension under the relevant rules is calculated with reference to the pension drawn, such family pension shall be payable with reference to the

pension as enhanced by sub-paragraphs (a) and (b) of this paragraphs and such family pension shall be subject to a minimum of Rs. 90 per month. .

- (g) With effect from 1st January 1977, No Dearness Allowance shall be payable on any pension.
6. If in any case of retirement after 1st January 1977, the retiring Government Servant prefers to receive, in lieu of pensionary benefits admissible under, this order, the following pensionary benefits he shall be allowed to receive them:
- (i) the monthly pension that would have been admissible but for the issue of this order.
 - (ii) the Dearness allowance on such monthly pension as calculated with reference to the various Government orders issued till 31st December 1976.
 - (iii) the increase sanctioned in sub-para 5 of this Government Order and
 - (iv) The DCRG as calculated with reference to the pay that would have been admissible but for the issue of the Karnataka Civil Services (Revised Pay) Rules 1976.

The request for such preference should be sent to the Accountant General along with the pension records for the sanction of pension and DCRG. In cases where such pension records for the sanction of pension and DCRG are sent to Accountant General before 1st January 1977 and in cases of Gazetted Officers, the preference should be communicated so as to reach the Accountant General not later than the 1 st March 1977.

7. This order will come into effect from 1st January 1977. The relevant Service Rules shall be deemed to have been amended to the extent necessary with effect from 1st January 1977. The formal amendments to the relevant Service Rules will be issued in due course.
8. The order cost on this account shall be debited to the head of account “266 Pension and other retirement benefits”.

By order and in the Name of the Governor of Karnataka

S. B. MUDDAPPA

Joint Secretary to Government Finance Department

**ANNEXURE TO THE GOVERNMENT ORDER NO. FD (SPL.) 320 PET 76
DATED THE 24TH DECEMBER 1976**

For the completed six monthly periods of qualifying service	Scale of pension as a fraction of the average emoluments	The amount of DCRG as a multiple of the month's emoluments
10	-	3-00
11	-	3-30
12	-	3-60
13	-	3-90
14	-	4-20
15	-	4-50
16	-	4-80
17	-	5-10
18	-	5-40
19	-	5-70
20	15/80	6-00
21	15.5/80	6-30
22	16/80	6-60
23	16.5/80	6-90
24	17/80	7-20
25	17.5/80	7-50
26	18/80	7-80
27	18.5/80	8-10
28	19/80	8-40
29	19.5/80	8-70
30	20/80	9-00
31	20.5/80	9-30
32	21/80	9-60
33	21.5/80	9-90
34	22/80	10-20
35	22.5/80	10-50

For the completed six monthly periods of qualifying service	Scale of pension as a fraction of the average emoluments	The amount of DCRG as a multiple of the month's emoluments
36	23/80	10-80
37	23.5/80	11-10
38	24/80	11-40
39	24.5/80	11-70
40	25/80	12-00
41	25.5/80	12-30
42	26/80	12-60
43	26.5/80	12-90
44	27/80	13-20
45	27.5/80	13-50
46	28/80	13-80
47	28.5/80	14-10
48	29/80	14-40
49	29.5/80	14-70
50	30/80	15-00
51	30.3/80	15-15
52	30.9/80	15-30
53	30.0/80	15-45
54	31.2/80	15-60
55	31.5/80	15-75
56	31.8/80	15-90
57	32.1/80	16-05
58	32.4/80	16-20
59	32.7/80	16-35
60	33/80	16-50

ANNEXURE-I

(Extract of Government order No. FL (Spl.) 121 PET 79 Bangalore dated the 21st March, 1980)

Government are pleased to decide that in respect of State Government Servants who were in service on the 29th February 1980 and retiring from service on or after that date the amount of pension shall be determined as follows:

	<i>Amount of Monthly Pension</i>
(1) (a) (i) Upto first Rs. 1000 of average emoluments reckonable for pension	50% of Average emoluments
(ii) Next Rs.500 of average emoluments reckonable for pension	45% of Average emoluments
(iii) Balance of average emoluments reckonable	40% of Average emoluments

OR

- (b) Pension admissible as per the rates prescribed in GO.No.FD (SPL) 76 dt. 24th December 1976.

Whichever is higher subject to a maximum of Rs. 1500.

- (2) The amount of pension arrived at on the basis of slabs prescribed in paragraph 1 (a) above will be related to the maximum qualifying service of 30 years. For Government Servants who, at the time of retirement, have rendered qualifying service of ten years or more but less than 30 years, the amount of their pension will be such proportion of the maximum admissible pension as the qualifying service of 30 years. A few illustrations are given in the Annexure to this order.
- (3) The existing provisions of the KCSR's, regarding admissibility of service gratuity, DCRG Family Pension and determination of the average emoluments, service qualifying for pension including the provision for treating completed six monthly period of service as qualifying and fraction of a rupee being rounded off to next higher rupee etc., will remain unaltered.

The relevant service rules shall be deemed to have been amended to the extent of the provisions of this order. Formal amendments to the relevant service rules will be issued in due course.

ANNEXURE-I

CALCULATION OF PENSION ACCORDING TO SLAB SYSTEM IN RESPECT OF CERTAIN CATEGORIES OF GOVERNMENT SERVANTS

Average Emoluments	Pension on 30 or more years of service	Pension on 25 ¹ / ₂ years of service	Pension on 25 years of service	Pension on 20 ¹ / ₂ years of service	Pension on 20 years of service
Rs. 1000	50% of 1,000/-=500	500 x 25 ¹ / ₂ ÷ 30 =425	500 x 25 ÷ 30 =416.57 or 417	500 x 20 ¹ / ₂ ÷ 30 =341.67 or 342	500 x 20 ÷ 30 =333.33 or 334
Rs. 1300	First 1,000 at 50% 500 Next 300 at 45% 135 Total 635	635 x 25 ¹ / ₂ ÷ 30 =539.74 or 540	635 x 25 ÷ 30 =529.17 or 530	635 x 20 ¹ / ₂ ÷ 30 =433.92 or 394	635 x 20 ÷ 30 =423.33 or 424
Rs. 1800	First 1,000 at 50% 500 Next 300 at 45% 225 Bal. 120 Total 845	845 x 25 ¹ / ₂ ÷ 30 =718.25 or 719	845 x 25 ÷ 30 =704.17 or 705	845 x 20 ¹ / ₂ ÷ 30 =577.42 or 578	845 x 20 ÷ 30 =563.33 or 564
Rs. 2200	First 1,000 at 50% 500 Next 500 at 45% 225 Next 700 at 40% 280 Total 1005	1005 x 25 ¹ / ₂ ÷ 30 =845.25 or 855	1005 x 25 ÷ 30 =837.50 or 838	1005 x 20 ¹ / ₂ ÷ 30 =686.75 or 687	1005 x 20 ÷ 30 =670.00 or 670

CHAPTER XII

REMOVAL OF DIFFICULTIES

90. REMOVAL OF DIFFICULTIES :-

If any difficulty arises in giving effect to the provisions of these Statutes, the Board may by order published in the official Gazettee do anything which appear to it to be necessary for the purpose of removing the difficulty provided such order issued by the Board are not repugnant to the provision of the Act.