

NATIONAL INSTITUTE OF AYURVEDA

Deemed to be University(de-novo)
(Ministry of AYUSH, Govt. of India)

No.F.12-48/2019-NIA/CC/4561-75

Dated: 20-7-2021

NOTIFICATION

Whereas Ministry of AYUSH, vide Letter No.R.13017/45/2009-NI(Vol.III) dated 8-7-2021 has conveyed approval of Competent Authority to the Policy for Proper Implementation of DACP Scheme in the Institute to ensure proper implementation of DACP Scheme for teaching faculties of NIA.

Whereas the detailed Policy for Proper Implementation of DACP Scheme for teaching faculties is contained in Ministry Letter No.R.-13017/45/2009-NI(Ayurveda) dated 8-7-2021.

Now, it is, therefore, notified for information of all concerned that the Policy dated 8-7-2021 for Proper Implementaiton of DACP Scheme for Teaching Faculties is hereby adopted and implemented in the Institute with immediate effect. A copy of the Policy is Attached herewith.

(PROF. SANJEEV SHARMA)
DIRECTOR & VICE-CHANCELLOR I/C

Copy submitted to:

1. Special Secretary, Govt. of India, Ministry of AYUSH, New Delhi
2. Deputy Secretary(YVS), Govt. of India Ministry of AYUSH, New Delhi
3. Under Secretary(NI), Ministry of AYUSH (Ref: Letter No.R.13017/45/2009-NI(Vol.III))

Copy for information and necessary action to:

1. Registrar, NIA Deemed Univ.
2. All Deans
3. All Heads of Departments with request to please inform all Teachers of the Departments.
4. Joint Registrar(Admn.)
5. In-Charge(IT) for uploading on NIA Website.
6. Administrative Officer
7. Senior Consultant(NNK)
8. Accounts Officer
9. Store Officer
10. PA to Director
11. Establishment Section/Confidential Section/Academic Section/Accounts Section
12. Notice Board

R.13017/45/2009-NI(Vol.III)
GOVERNMENT OF INDIA
Ministry of AYUSH

AYUSH Bhawan, GPO Complex,
B Block, INA, New Delhi
Dated : 8th July, 2021

To,

The Vice Chancellor(IC) /Director
NIA / NIUM / NIS / NIH

**Sub: Policy for proper implementation of DACP Scheme in National
Institutes (NIA / NIUM / NIS/ NIH)- reg.**

Sir / Madam;

I am directed to refer to the subject cited above and enclosed herewith a copy of the policy for proper implementation of DACP Scheme in National Institutes (NIA / NIUM /NIS/ NIH). The Policy has been formulated based on the recommendations of Expert Committee constituted in this regard comprising of Directors of aforesaid National Institutes and subsequent comments received from these Institutes.

2. This issues with the approval of the Competent Authority.

Yours faithfully,

Abdul Sadiq Khan
(Abdul Sadiq Khan)

Under Secretary to Government of India

Encl. As above



No. R-13017/45/2009-NI(Ayurevda)

**Government of India
Ministry of AYUSH**

“AYUSH Bhawan”
‘B’ Block, GPO Complex,
INA, New Delhi 110023.
Dated, the 8th July, 2021

Policy for implementation of Dynamic Assured Career Progression Scheme in the National Institutes (NIA, NIUM, NIH, NIS)

Dynamic Assured Career Progression Scheme (DACP) for the teaching faculties working in the National Institutes namely NIA, Jaipur, NIUM, Bangalore, NIS Chennai and NIH, Kolkata was implemented w.e.f 1st April, 2015 vide OM of even No. dated 6.6.2017 and 16.8.2017 with the concurrence of IFD/Deptt. of Expenditure. DACP Scheme ensures the benefits of both pay scale and designation in a time bound manner to the rank of Professor (SAG) level without linkage to vacancies. The benefits of promotion under DACP Scheme are as under:

Promotion under the DACP Scheme		No. of years of regular service required for promotion.
From	To	
Lecturer (Grade Pay)Rs. 5400 in PB-3	Assistant Professor (Grade Pay Rs. 6600 in PB-3) applicable in case of NIA Jaipur. In case of NIH, NIS and NIUM, the eligible incumbents to be placed in GP of Rs. 6600/-	5 years in Grade Pay of Rs. 5400 in PB-3 including service rendered in the pre-revised scale of Rs. 8000-13500.
Assistant Professor (Grade Pay Rs. 6600 in PB-3)	Associate Professor (Grade Pay Rs. 7600 in PB-3)	5 years in Grade Pay of Rs. 6600 in PB-3 including service rendered in the pre-revised scale of Rs. 10000-15200
Associate Professor (Grade Pay Rs. 7600 in PB-3)	Professor (Grade Pay Rs. 8700 in PB-4)	5 years in Grade Pay of Rs. 7600 in PB-3 including service rendered in the pre revised sale of Rs. 12000-16500
Professor (Grade Pay Rs. 8700 in PB-4)	Professor (SAG level) Grade Pay Rs. 10000 in PB-4)	7 years in Grade Pay of Rs. 8700 in PB-4 including service rendered in the pre-revised scale of Rs. 14300-18300

2. All medical doctors (Ayurvedic, Unani, Siddha and Homoeopathy) whether belonging to organized services or holding isolated posts, will be covered by the DACP

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Scheme. Essential qualification prescribed for the posts falling in purview of DACP Scheme shall be at least – Medical Degree in Ayurveda/Unani/Siddha/Homoeopathy System of medicine or MBBS/MD or their equivalent. As such criteria for eligibility for DACP shall be a medical degree possessed by the incumbent, Research publications etc., as per requirement of RRs amended from time to time. Tenure posts, posts filled on short term contract and deputation are excluded from the purview of the DACP Scheme. Further officers not having medical qualification are not eligible for promotion under DACP Scheme.

3. It has, however, been observed that after the implementation of DACP Scheme, various proposals have been received from these National Institutes for awarding regular promotion and DACP promotion separately to teaching faculties. Further, there are no specific guidelines for deciding the seniority issues of the incumbents getting DACP and those who are directly recruited at the level of Associate Professor/ Professor.

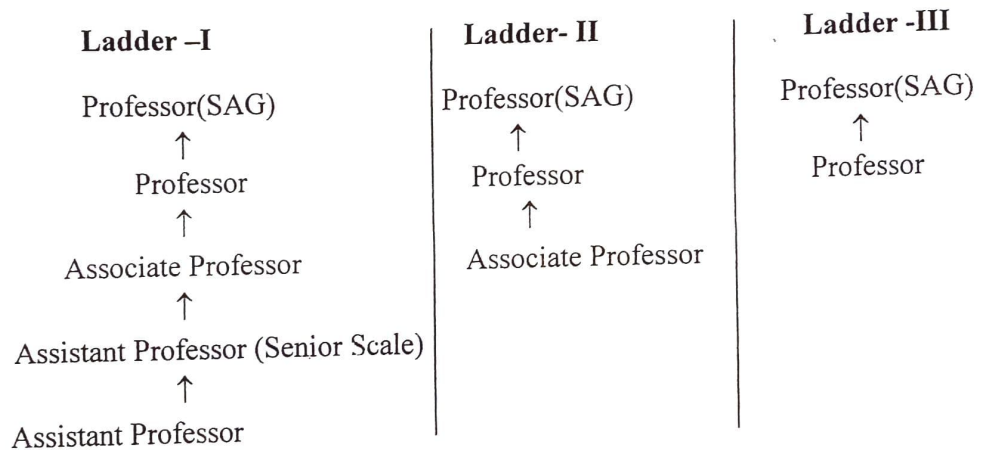
4. In order to sort out these issues and to ensure proper implementation of DACP Scheme, the following has been decided based on the recommendations of Committee of Directors of National Institutes (NIA, NIS, NIUM, NIH):-

- i) Since DACP promotion gives the benefits of both pay scale and post, the regular promotion is discontinued with immediate effect.
- ii) The entry level post i.e. Lecturer (GP 5400) may be re-designated as Assistant Professor.
- iii) The post of Assistant Professor as mentioned in order dated 6.6.2017 may be re-designated as Assistant Professor (Senior Scale).
- iv) Consequent upon this, the promotion mechanism for the teaching faculties of these Institutes will be as follows :-

Promotion under the DACP Scheme		No. of years of regular service required for promotion.
From	To	
Assistant Professor (Grade Pay)Rs. 5400 in PB-3	Assistant Professor (Senior Scale) (Grade Pay Rs. 6600 in PB-3) applicable in case of NIA Jaipur. In case of NIH, NIS and NIUM, the eligible incumbents to be placed in GP of Rs. 6600/-	5 years in Grade Pay of Rs. 5400 in PB-3 including service rendered in the pre-revised scale of Rs. 8000-13500.
Assistant Professor (Senior Scale) (Grade Pay Rs. 6600 in PB-3)	Associate Professor (Grade Pay Rs. 7600 in PB-3)	5 years in Grade Pay of Rs. 6600 in PB-3 including service rendered in the pre-revised scale of Rs. 10000-15200
Associate Professor (Grade Pay Rs. 7600 in PB-3)	Professor (Grade Pay Rs. 8700 in PB-4)	5 years in Grade Pay of Rs. 7600 in PB-3 including service rendered in the pre revised sale of Rs. 12000-16500
Professor (Grade Pay Rs. 8700 in PB-4)	Professor (SAG level) Grade Pay Rs. 10000 in PB-4)	7 years in Grade Pay of Rs. 8700 in PB-4 including service rendered in the pre-revised scale of Rs. 14300-18300

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- v) Direct Recruitment(DR) at senior level is a way of bringing diverse talent to the Institution. As such it has been decided that 50% regular posts of Associate Professor and Professor will be filled up on DR basis. These incumbents will subsequently avail the benefits of DACP scheme after completion of required years of service.
- vi) Remaining 50% posts of Associate Professor and Professor will be merged at entry level with Assistant Professor. Consequent upon the vacancies arising due to resignation/superannuation etc of the incumbents on these posts, it will be filled at the level of Assistant Professor.
- vii) Seniority issue among the teaching faculties in a Department should be resolved by adopting the criteria of 12 months, i.e. Direct Recruit (DR) teacher will be senior-if appointed within the span of 12 months of DACP of a teacher on the same level. But if the DR teacher is appointed after the 12 months time, then the teacher promoted by DACP Promotion will be senior to the DR.
- viii) All other terms and conditions will remain the same as contained in OM of even number. dated 6.6.2017, 16.8.2017.
- ix) The Teaching Faculty will be recruited at the levels of Assistant Professor, Associate Professor and Professor. Therefore the faculties will be promoted under DACP in three different ladders as follows :



- x) The distribution of posts among these three independent ladder is illustrated as under:

S.No.	Name of post	Ladder- I	Ladder - II	Ladder -II
		No. of Posts		
1.	Assistant Professor	100	-	-
2.	Assistant Professor (Senior Scale)	-	-	-
3.	Associate Professor	80 (50% goes to Ladder-II)	40	-
4.	Professor	40 ((50% goes to Ladder-III)	-	20
5.	Professor (SAG)	-	-	-
Actual No. of Post		220	-	-
No. of Posts at DR level		160	40	20

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Explanation

- a) 50% regular posts of Associate Professor and Professor will be filled up on DR basis, which means, 40 posts of Associate Professor and 20 posts of Professor will be filled up by DR basis. Thereafter, these incumbents will subsequently avail the benefits of DACP scheme after completion of required years of service. Any vacancy arising due to resignation/superannuation etc of the incumbent at any level in Ladder II & III on these posts will be filled by DR only.
- b) Remaining 50% regular posts of Associate Professor (40 posts) and Professor (20 posts) will be merged with Assistant Professor (100 posts). Accordingly, 160 teaching posts will be filled up at the level of Assistant Professor only consequent upon vacancy arising due to resignation/superannuation etc at any level in Ladder-I. The incumbents will avail the benefits of DACP scheme after completion of required years of service.
- xi) The DACP is to be implemented in all the four National Institutes (National Institute of Ayurveda, National Institute of Unani Medicine, National Institute of Homoeopathy and National Institute of Siddha) alongwith designations
- xii) The regular promotion by holding DACP is dispensed with at all levels. The Recruitment Rules are to be formulated/ revised accordingly.
- xiii) The existing provision of research experience prescribed for direct recruitment in Recruitment Rules will continue.

Abdul Wajid