

പതിനഞ്ചാം കേരള നിയമസഭ

പതിനാറാം സമ്മേളനം

നക്ഷത്രചിഹ്നമിടാത്ത ചോദ്യം നമ്പർ: 2244

05-02-2026-ൽ മറുപടിയിൽ

ആയുർവേദ ഡോക്ടർമാരുടെ ശമ്പള പരിഷ്കരണം

ചോദ്യം ഉന്നയിച്ച അംഗങ്ങൾ

ശ്രീ. അനൂപ് ജേക്കബ്

മറുപടി നൽകിയ മന്ത്രി

ശ്രീ. കെ. മുരളീധരൻ
(ആരോഗ്യ - ദേവസ്വം വകുപ്പ് മന്ത്രി)

(എ) സംസ്ഥാനത്ത് ആയുഷ് വകുപ്പിൽ സേവനമനുഷ്ഠിക്കുന്ന ഗവണ്മെന്റ് ഡോക്ടർമാരുടെ കരിയർ അഡ്വാൻസ്മെന്റ് സ്കീം നിലവിൽ എന്തെല്ലാം മാനദണ്ഡപ്രകാരമാണ് നടപ്പിലാക്കിവരുന്നത് എന്ന് അറിയിക്കാമോ;

മറുപടി: ആയുഷ് വകുപ്പിന് കീഴിൽ നിലവിൽ ആയുർവേദ മെഡിക്കൽ വിദ്യാഭ്യാസ വകുപ്പിലും, ഗവ.ഹോമിയോപ്പതിക് മെഡിക്കൽ കോളേജുകളിലും കരിയർ അഡ്വാൻസ്മെന്റ് സ്കീം UGC മാനദണ്ഡപ്രകാരമാണ് നടപ്പിലാക്കി വരുന്നത്. എന്നാൽ, ഭാരതീയ ചികിത്സാ വകുപ്പിലും, ഹോമിയോപ്പതി വകുപ്പിലും പ്രസ്തുത സ്കീം നടപ്പിലാക്കിയിട്ടില്ല.

അഞ്ചു വർഷത്തെ അധ്യാപന പരിചയവും മതിയായ എ.പി.ഐ. സ്കോറും നേടിയ അസിസ്റ്റന്റ് പ്രൊഫസർ (ലെവൽ 10)-ന് അസിസ്റ്റന്റ് പ്രൊഫസർ (ലെവൽ 11) ആയി കരിയർ അഡ്വാൻസ്മെന്റ് പ്രൊമോഷൻ നൽകുന്നു.

അഞ്ചു വർഷത്തെ അധ്യാപന പരിചയവും മതിയായ എ.പി.ഐ. സ്കോറും നേടിയ അസിസ്റ്റന്റ് പ്രൊഫസർ (ലെവൽ 11)-ന് അസിസ്റ്റന്റ് പ്രൊഫസർ (ലെവൽ 12) ആയി കരിയർ അഡ്വാൻസ്മെന്റ് പ്രൊമോഷൻ നൽകുന്നു.

മൂന്ന് വർഷത്തെ അധ്യാപന പരിചയവും മതിയായ എ.പി.ഐ. സ്കോറും നേടിയ അസിസ്റ്റന്റ് പ്രൊഫസർ (ലെവൽ 12)-ന് അസോസിയേറ്റ് പ്രൊഫസർ (ലെവൽ 13 A) ആയി കരിയർ അഡ്വാൻസ്മെന്റ് പ്രൊമോഷൻ നൽകുന്നു.

മൂന്ന് വർഷത്തെ അധ്യാപന പരിചയവും മതിയായ എ.പി.ഐ. സ്കോറും നേടിയ അസോസിയേറ്റ് പ്രൊഫസർ (ലെവൽ 13A)-യ്ക്ക് പ്രൊഫസർ (ലെവൽ 14) ആയി കരിയർ അഡ്വാൻസ്മെന്റ് പ്രൊമോഷൻ നൽകുന്നു. ജി.ഒ.(എം.എസ്.)നം.37/2018/ആയുഷ് തീയതി 21/12/2018 (പകർപ്പ് ഉള്ളടക്കം ചെയ്യുന്നു) പ്രകാരമുള്ള മാനദണ്ഡമനുസരിച്ചാണ് എ.പി.ഐ. സ്കോർ കണക്കാക്കുന്നത്. ജി.ഒ. (ആർ.റ്റി.)നം.495/2018/ആയുഷ് തീയതി 28/09/2018 പ്രകാരം (പകർപ്പ് ഉള്ളടക്കം ചെയ്യുന്നു) 01/06/2018 മുതലുള്ള എല്ലാ കരിയർ അഡ്വാൻസ്മെന്റ് പ്രൊമോഷനും എ.പി.ഐ. സ്കോർ നിർബന്ധമാക്കിയിട്ടുണ്ട്.

(ബി) എഞ്ചിനീയർമാരുടെ പതിനഞ്ച് വർഷ ഗ്രേഡുമായി താരതമ്യം ചെയ്യുമ്പോൾ പ്രസ്തുത കരിയർ അഡ്വാൻസ്മെന്റ് സ്കീമിൽ വലിയ അന്തരം വരുന്നതായി പരിശോധിച്ചിട്ടുണ്ടോ; വിശദമാക്കാമോ;

മുറപടി: ടി വിഷയം സർക്കാർ പരിശോധിച്ചു വരുന്നു.

(സി) 2017-ൽ പ്രസ്തുത കരിയർ അഡ്വാൻസ്‌മെന്റ് സ്കീമിലെ അനോമലി പരിഹരിക്കാൻ ആദ്യഘട്ടത്തിൽ നടപടി സ്വീകരിച്ചുവെങ്കിലും തുടർന്ന് പ്രസ്തുത നടപടിയിൽ നിന്ന് പിന്മാറ്റം ഉണ്ടായ കാരണങ്ങൾ എന്തെല്ലാമാണെന്ന് വിശദമാക്കാമോ;

മുറപടി: ടി വിഷയം സർക്കാർ പരിശോധിച്ചു വരുന്നു.

(ഡി) എങ്കിൽ ഇക്കാര്യത്തിൽ ഒരു പുനഃപരിശോധന നടത്തി ആയുർവേദ ഡോക്ടർമാരുടെ കരിയർ അഡ്വാൻസ്‌മെന്റ് സ്കീമിൽ മാറ്റം വരുത്തി എൻജിനീയർമാരുടെ കരിയർ അഡ്വാൻസ്‌മെന്റ് സ്കീമിന് തുല്യമായ രീതിയിൽ പരിഷ്കരിക്കുന്നതിന് നടപടികൾ സ്വീകരിക്കുമോ;

മുറപടി: ടി വിഷയം സർക്കാർ പരിശോധിച്ചു വരുന്നു.

(ഇ) ഇക്കാര്യത്തിൽ വകുപ്പ് തലത്തിൽ ധനകാര്യവകുപ്പിന് ശുപാർശ നൽകുന്നതിന് നടപടികൾ സ്വീകരിക്കുമോ; വിശദാംശം ലഭ്യമാക്കുമോ;

മുറപടി: ടി വിഷയം സർക്കാർ പരിശോധിച്ചു വരുന്നു.

(എഫ്) ഈ വിഷയത്തിൽ ആയുർവേദ ഡോക്ടർമാരുടെ സംഘടന പരാതികൾ നൽകിയിട്ടുണ്ടെങ്കിൽ പ്രസ്തുത പരാതിയിൽ വകുപ്പുതലത്തിൽ സ്വീകരിച്ച നടപടികൾ എന്തെല്ലാമാണെന്ന് ഫയൽ നമ്പർ സഹിതം വ്യക്തമാക്കാമോ?

മുറപടി: ടി വിഷയം സർക്കാർ പരിശോധിച്ചു വരുന്നു.

സെക്ഷൻ ഓഫീസർ



GOVERNMENT OF KERALA

Abstract

AYUSH Department - Homocopathic Medical Education - Guidelines of Performance Based Appraisal System (PBAS) for Career Advancement Scheme (CAS) Promotions in Homocopathic Medical Colleges - Approved - Orders issued.

AYUSH (B) DEPARTMENT

GO(Ms) No.37/2018/AYUSH Dated, Thiruvananthapuram, 21.12.2018.

Read: 1) GO(P) No.48/12/Fin. dtd 13.01.2012.

2) Letter No.3575/E1/2012/GHMCT dtd 12.02.2014 and 07.11.2018 from the Principal & Controlling Officer, Thiruvananthapuram.

ORDER

In the circumstances reported by the Principal & Controlling Officer, Government Homocopathic Medical College, Thiruvananthapuram in his letter read above Government are pleased to approve Guidelines for Performance Based Appraisal System (PBAS) for Career Advancement Scheme (CAS) Promotions under Government/ Aided Homocopathic Medical Colleges in the state as appended to this order.

(By Order of the Governor)

Dr. Rajan N Khobragade,
Principal Secretary.

To

The Registrar, Kerala University of Health Sciences, Thrissur.
The Principal & Controlling Officer, Government Homocopathic Medical College, Thiruvananthapuram.
The Principal, Government Homocopathic Medical College, Kozhikode.
The Principal Accountant General (Audit), Kerala, Thiruvananthapuram.
The Accountant General (A&E), Kerala, Thiruvananthapuram.
The Finance Department
SF/OC.

Forwarded/ By Order

C.H.D.

Section Officer.

**Academic Performance Indicator Norms of Performance
Based Appraisal System (PBAS) for Career Advancement Scheme(CAS)
Promotions in Homoeopathic Medical Colleges.**

The Guidelines have been based on Appendix III of The UGC Regulations on Minimum Qualifications for Appointment of Teachers and other Academic Staff in Universities and Colleges and Measures for the Maintenance of Standards in Higher Education, 2010 (read with Second amendment 2013).

- Homoeopathic teaching is imparted as per the Homoeopathic Central Council Act and its Homoeopathic Regulations. At present the promotion in Homoeopathic Medical Colleges are based on the Minimum Qualification and experience prescribed by Central Council of Homoeopathy. Central Council of Homoeopathy has not prescribed any scale of pay to the teachers of Homoeopathic Medical Colleges. The present UGC Scheme has been introduced to enhance the quality of education. Accordingly the Government of Kerala has introduced revision of scale of pay and allied matters of teachers under AICTE scales of pay in terms of UGC scheme for Government & Aided Homoeopathic Medical Colleges. On this background academic performance requirements are necessary for granting Academic Grade Pay / Career Advancement Promotion in all the cadre of placement.

Date of Implementation:- 01.06.2018.

Assessment Committees & Guidelines for Assessment

ASSESSMENT COMMITTEES.

Assessment Committees are Screening Committee and Selection Committee.

Govt. Homoeopathic Medical Colleges

Application for CAS Promotions shall be assessed and evaluated by the Assessment Committee concerned.

Screening Committee comprises the following members.

- Principal & Controlling Officer
- Principals of concerned – Govt. Homoeopathic Medical Colleges
- Senior most Head of Department (HOD) of concerned Govt. Homoeopathic Medical Colleges

- Head of Department (HOD) of concerned Subject of concerned Govt. Homoeopathic Medical Colleges
- Dean, Faculty of Homoeopathy, KUHS
- Superintendent of attached hospital of concerned Govt. Homoeopathic Medical Colleges
- Two subject experts not connected with the college to be nominated by the PCO from the panel of experts

Aided Homoeopathic Medical Colleges

- Principal & Controlling Officer
- Principals of concerned Homoeopathic Medical Colleges
- Senior most Head of Department (HOD) of concerned Homoeopathic Medical Colleges
- Head of Department (HOD) of concerned Subject of concerned Homoeopathic Medical Colleges
- Dean, Faculty of Homoeopathy, KUHS
- Superintendent of attached hospital of concerned Homoeopathic Medical Colleges
- Two subject experts not connected with the college to be nominated by the PCO from the panel of experts

Selection Committee comprises of the Principal & Controlling Officer, Principals of concerned Homoeopathic Medical Colleges, Head of Department (HOD) of concerned Subject of concerned Homoeopathic Medical Colleges, one official from the Dept. of AYUSH, Govt. of Kerala not below the rank of Under Secretary, one of the Scientists of Departmental Research Wing (DRW), Govt. Homoeopathic Medical Colleges.

Provided if HOD is the candidate, he/she shall be assessed by the remaining members of the committee in both Govt. & Aided Homoeopathic Medical Colleges.

Guidelines for Assessment

- The Internal Quality Assurance Cell (IQAC) shall be established in all Colleges with the Principal, as Chairperson. The IQAC shall act as the documentation and record – keeping Cell for the institution including assistance in the development of the API criteria based PBAS proforma.
- The teachers eligible for Career Advancement Scheme (CAS) Promotions shall submit to the IQAC yearly duly filled PBAS proforma showing API scores attained in the different categories, with supporting documents. The same should be first attested by the Head of Department of the concerned subject.
- Since eligibility period of a candidate for a particular CAS Promotion can begin and end at any date throughout the year, the submission of yearly PBAS proforma also should be instated upon from the beginning of the eligibility period, and not from the beginning of academic or calendar year.
- A teacher who wishes to be considered for promotion under CAS may submit in writing, three months in advance of the due date, that he/she fulfills all qualifications under CAS and submit the Performance Based Appraisal System proforma (to be evolved) duly supported by all credentials as per the API guidelines set out in these Regulations.
- In order to avoid delays in CAS Promotion, the process of assessment/evaluation shall be initiated immediately and shall be completed within six months from the date of application.
- If a candidate applies for promotion on completion of the minimum eligibility period and is successful, the date of promotion will be from that of minimum period of eligibility.
- In case of candidates not fulfilling required API score within a particular eligibility period, they can apply for CAS as and when the required score is attained. If successful, his/her promotion will be effected from that date of application fulfilling the criteria.
- In case a candidate applies for CAS and does not succeed in first assessment, he can apply again once the defects pointed out by the assessment committee are rectified.

- If the candidate does not succeed in the first assessment, but succeeds in the subsequent assessment, his/her promotion will be deemed to be from the date of successful assessment.
- In order to remedy the difficulties of collecting retrospective information, the API based PBAS will be progressively and prospectively rolled out. Accordingly, the PBAS based on the API score of categories I and II as mentioned in these tables is to be implemented for one year, initially based on the existing systems in colleges for one year only with the minimum annual scores as depicted in the minimum point table. This annualized API scores can then be compounded progressively as and when the teacher becomes eligible for CAS promotion to the next cadre. Thus, if a teacher is considered for CAS promotion in 2018, one year/ part API scores for 2018 alone will be required for assessment. In case of a teacher being considered for CAS promotion in 2019, two years average of API scores for these categories will be required for assessment and so on leading progressively for the complete assessment period.
- The required quorum for assessment committee meetings shall be 75% including one subject expert need to be present.
- The screening committee should be convened twice a year.
- The selection committee should be convened when it is required but with a gap of minimum of three months.

Proposed Academic Performance Indicators (API) for use in Performance Based Appraisal System (PBAS) for Career Advancement Scheme (CAS) Promotions in Homoeopathic Medical Colleges.

Category I: Teaching, Learning and Evaluation Related Activities

Based on the teacher's self-assessment, API scores are proposed for (i) teaching related activities; (ii) Teaching resources used (iii) Innovative teaching methodologies & (iv) Participations in examination and evaluation.

Maximum Scores Allocated: 125
Required: 75

Minimum API Scores

	Nature of Activity	Max. Score
(i)	a) Lectures, seminars, tutorials, practical, Clinical duties, O.P. I.P. Afternoon. Night. Clinical discussions, specific departmental activities, Internship training Should be based on verifiable records which is the attendance sheet used by the teacher submitted to the office at the end of each semester along with the internal marks. No score should be assigned if a teacher has taken less than 60% of the assigned classes.	60
	Percentage	Score
	90-100	60
	80-89	50
	70-79	40
	60-69	30
	<60	0
Maximum score of 60 if there is 100% performance		
b) Lectures taken in excess of norms: Lectures or other teaching duties in excess of University/CCH norms (one point to be assigned for two extra hours)	10	
(ii)	a) Imparting of knowledge/instruction as per curriculum: with the prescribed material (Text book prescribed) – 2 points per paper taught with regularly used resources.	20
	b) Syllabus enrichment by providing additional resources: 3 points per paper taught where additional resources were provided to students (100% compliance = 20 points)	
(iii)	Use of participatory and innovative teaching-learning methodologies; updating of subject content, course improvement etc. Use of ICT in T/L process with computer – aided methods like power-point/Multimedia/Simulation/Software etc., (Use of anyone of these in addition to Chalk & Board: 5 points per course taught)	10

v)	Examination Related Work University/Average/Departmental Examination work as per duties, allotted. (Chief Superintendent – 5 points per duty, Nodal officer – 5 points per duty, Subject expert – 2 points/ exam, invigilation – 2 points per duty taken, IT Duty – 5 points per duty, Convener of Practical examinations—8 points, Chairman valuation camp—8 points, Chairman practical examinations—5 points, Evaluation of answer scripts – 5 points/per exam; Question paper setting – 5 points/exam, 5 points per Practical/Viva exam conducted as internal examiner, 8 points per Practical/Viva exam conducted as external examiner, Expert assistant for practical-- 2 points per exam, Observer—5 points per duty, Question paper scrutiny—5 points per duty, Evaluation guide line setting (answer key)—3 points per exam.) (100% compliance = 25 points)	25
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N.B:- University Examination duties such as Internal examiner ship/ External examiner ship and evaluator ship at least once in a year are mandatory, preferably during regular examinations (especially when the number of available external examiners and evaluators are less than what is required.)

Category II: Co-Curricular, Extension and Professional Development Related Activities.

Based on the teacher's self-assessment, category II API scores are proposed for (i)co-curricular and extension activities; (ii) Contribution to management of the institution and (iii) Professional development related contributions.

Maximum Scores Allocated: 50
Required: 15

Minimum API Score

Sl.No	Nature of Activity		Max. Score
(i)	Co-curricular Activities		
	Institutional Co-curricular activities for students such as field studies/educational tours (5 points each)		10
	Positions held/Leadership role played in organization linked with National Service Scheme (NSS) or similar activities etc. (each activity 10 points)		10
	Participation in NSS Special Camps as camp co-ordinator / resource person (5 points)		
	In-Charge of Students and Staff Related Socio Cultural and Sports Programmes, Campus publications, Nature club, Quiz clubs etc. (each activity 5 points)		10
	Community work such as participation in Medical camps, Health awareness classes, Epidemic control activities, National Integration Programmes, Environmental Preservation, Socialism, Human Rights, Peace, etc. (5 points)		10
	Maximum Aggregate Limit		20
	Contribution to Management of the Institution		
	Institutional Governance responsibilities	Principal, Superintendent of Hospital (15 points each)	15
		Hospital RMO	10
	Contribution to University Governance	Members of the Governing Council, Senate, Academic Council and Various Constitutional Committee of the University, Dean, Faculty of Homocopathy, Chairman of Board of Studies(UG & PG)	10
		Member of Board of studies, Member of Faculty	5
	Contribution to Homocopathic	Members of Central Council of	10

	Council Governance	Homocopathy and CCRH	
(ii)	Administrative responsibilities – Head of Dept., Academic In – Charges/ Batch co-ordinator, Purchase Committee members, University Union Election duties (5 points each), PTA Secretary (5 points) PTA Executive member (5 points – Need 80% Attendance)		10
	Hostel Warden		10
	Responsibility for, or participation in committees for Students Welfare (Anti-ragging /Sexual Harassment), Counseling and Discipline (3 points each)		10
	Organization of Conference/Refresher/ROTP/Training Courses as Chairman/Organizational Secretary/Treasurer: a. International (10 points) National/state level (5 points) b. As member of the organizing committee (2 points each)		10
	Maximum Aggregate Limit		15
	Professional Development Related Activities		
	Contribution to popular lectures, subject related events, articles in College magazine, University volumes, News papers and magazines/other publications (not covered in category III) approved by the Assessment Committee (2 points each) ; Radio talks and Television programmes (5 points each)		10
(iii)	Participation in conferences, seminars, CME's Workshops in Homocopathy/Allied Subjects without paper presentation (2 points per day)		10
	Participation in ROTP, training courses, Workshops of more than 3 days duration in Homocopathic/Allied subjects, IMG training, educational technology, curriculum development, professional development, Examination reforms (each activity: 10 points)		10
	Participation in the committees on Education, Research and National Development Programmes of State/Central Bodies/ Other University Bodies/ (5 points each)		10
	Conduct of exhibitions, school health programmes approved by Department of Homocopathic Medical Education,		10

Note: For the above Activities wherever activities jointly conducted Principal organizer gets 70% points. Co-organizers share the remaining 30% points from total points allocable if activity performed by a single person

CATEGORY - III: RESEARCH AND ACADEMIC CONTRIBUTIONS

Based on the teacher's self-assessment, API Scores are proposed for research and academic contributions. The minimum API score required by teachers from this category is different for different levels of promotions. The self-assessment score will be based on verifiable criteria.

S.N.	APIs	Nature of contribution	Max. points
III (A)	Research Papers/ (Published in Journals)	a) Peer reviewed Journals	15/Publication
		b) Recognized and reputable journals (other than peer reviewed) approved by Assessment Committee in advance.	10/Publication
III (B)	Research Publications (books, chapters in books, other than mentioned in (i))	Text or Reference Books Published by International Publishers with an established peer review system.	50/book; 10/chapter in an edited book
		Subject Books by National level publishers/State and Central Govt. Publications with ISBN/ISSN numbers	25/Book and 5/chapter in edited book
		Subject Books by Other local publishers with ISBN/ISSN numbers	15/book and 5/chapter in edited book
	Journal Articles/Case Reports (Other than Research Papers)	a) Published in Homocopathic Journals b) Non Homocopathic Medical Journals approved by Assessment Committee in advance	10/Publication
	Text Books	Text Books / Chapter in text books Homocopathic & Non Homocopathic	15/Book and 5/Chapter in edited book
III	Research Projects		

2)			
(i) Projects carried out / ongoing	a)Major Projects (ongoing). Amount mobilized with grants above 30.0 lakhs.	20/each Project	
	b)Major Projects (ongoing). Amount mobilized with grants 5.0 lakhs up to 30.0 lakhs.	15/each Project	
	c)Minor Projects (ongoing) Amounts mobilized with grants above Rs.50,000 upto Rs.5 lakhs.	10/each project	
	c)Completed projects accepted by Assessment Committee.	20/each Project	
III (D)	Research Guidance		
i.	PhD	Degree Awarded.	20 Points for each candidate
		Thesis submitted.	10 Points for each candidate
ii.	M.D (Hom)	Degree awarded	5 points for each candidate.
III (E)	Seminars/ Conferences/ Training Programmes (Recognized by Assessment committee) - As Resource Person; paper Presentation.		
(i)	Refresher courses, workshops, Training, Teaching-Learning-Evaluation Technology Programmes, Faculty Development Programmes	Resource Person in ROTP/ Training/ CME Programmes organized by AYUSH	20 points

ii)	Papers in Conference/ Seminars/ Workshops, etc.	Presentation of papers (oral / poster) in	
		a) National Conference	15 points each
		b) State level	10 points each
		c) Local – University / College level	5 points each

Note:

- For Publications and paper presentations involving multiple authors, API calculations would be as given: From 1 to 3 Authors: 100% credit for each author. 4 to 6 Authors: 60% credit for each author. 7 and Above authors: 40% credit for each author.
- It is incumbent to prepare and publicize within six months subject – wise lists of journals, periodicals and publishers under categories III.

Minimum Point Norms of the API to be applied for the Promotion of Teachers under Career Advancement Scheme (CAS)

Category		Assistant Professor Stage 1 to Stage 2 (AGP-7000)	Assistant Professor Stage 2 to Stage 3 (AGP-8000)	Assistant Professor (Stage 3) to Associate Professor (Stage 4) (AGP-9000)	Associate Professor (Stage 4) to Professor (Stage 5/6) (AGP-10000/12000)
I	Teaching – learning, Evaluation Related Activites	75/ Year	75/ Year	75/ Year	75/ Year
II	Co-curricular, Extension and Profession related activities	15/ Year	15/ Year	15/ Year	15/ Year
III Minimum total average annual Score under		100/Year	100/Year	100 /Year	100 /Year

Categories I and II *					
	Research and Academic Contribution .	5/ Year (20/Assessment period)	10/ Year (50/Assessment period)	15/ Year (45/Assessment period)	20/ Year (60/Assessment period)
	Assessment System	Screening Committee	Screening Committee	Selection Committee	Selection Committee
V	Percentage Distribution of Weightage Points in the Assessment (Total weightage=100 Minimum required for promotion is 50)	No separate points. Screening committee to verify API scores.	No separate points. Screening committee to verify API scores.	30% -contribution to research. 50%-Teaching, Learning and Evaluation related activities & Co-curricular, Extension and Professional Developmental activities. 20%-Interview performance.	50%-contribution to research. 30%-Teaching, Learning and Evaluation related activities & Co-curricular, Extension and Professional Developmental activities. 20%-Interview performance.

Note: Stages 1, 2, 3, 4, 5 & 6 correspond to scales with AGP of Rs. 6000, 7000, 8000, 9000, 10000 & 12000 respectively.

a)* Teachers may score an additional of 10 points either from Category I or Category II to achieve the minimum score required under Category I + II (ie,100)