

RAJYA VOKKALIGARA SANGHA

Kempegowda Institute of Nursing (including Kempegowda College of Nursing)

K.R.Road, V.V.Puram, Bengaluru

No.RVS/Nursing/C&R-7/2019-20

Bengaluru,

Dated: 20 May, 2020.

NOTIFICATION

Whereas the Administrator of the Rajya Vokkaligara Sangha appointed by the State Government under section 27(A) of the Karnataka Societies Registration Act, 1960 intending to frame Cadre & Recruitment Rules for Kempegowda Institute of Nursing (including Kempegowda College of Nursing), published a copy of the Draft Rules in the Notice Board and website of Rajya Vokkaligara Sangha Head Office and that of the said Institution in Notification No.RVS/Nursing/C&R-7/2019-20 dated 11.12.2019 inviting objections and suggestions from the persons likely to be affected thereby within 30 days from the date of publication of the notification;

Whereas the said notification was made available to the public on 11.12.2019;

And whereas, the objections and suggestions received in respect of the said draft rules have been considered by the Administrator, Rajya Vokkaligara Sangha;

Now, therefore, the Administrator, Rajya Vokkaligara Sangha in exercise of the powers conferred under Sub-section (9) of Section 8 of the bye-laws of Rajya Vokkaligara Sangha hereby makes the following rules, namely:-

RULES

1. Title and Commencement:-

- i) These Rules be called the Kempegowda Institute of Nursing (Cadre and Recruitment) Rules, 2019.
- ii) They shall come into force on the date of publication in the notice board of the Rajya Vokkaligara Sangha Head Office and that of Kempegowda Institute of Nursing, Bengaluru.

2. Application:-

- (1) These Rules shall apply to the persons appointed on a regular basis to the service of the Kempegowda Institute of Nursing.
- (2) They shall not apply to persons appointed on Temporary basis.

3. Method of Recruitment and minimum qualification:

(i) The establishment of Kempegowda Institute of Nursing shall consist of such category of posts as specified in Column-2 of the **Schedule-I** annexed, their number, the method of recruitment and minimum qualification shall be as indicated in Columns-3, 4 and 5 thereof respectively.

(ii) Rajya Vokkaligara Sangha being a private Society registered under the Karnataka Societies Registration Act, 1960, has not notified/adopted so far any standard scale of pay for different Cadres working in various Institutions under the Sangha. Sanction of Pay Scales necessarily depends on the policy of the Management and its financial resources & constraints from time to time. Though the standard format of Cadre & Recruitment Rules requires indicating Scale of Pay against each of the sanctioned posts included in the Schedule-I, the same has been excluded for the reason mentioned above.

(iii) The category of posts and their numbers included in Schedule-I shall be the sanctioned cadre strength for the institution. Henceforth, creation of any additional post/s in any cadre shall be on receipt of proposal from the Head of the Institution justifying such creation. The Executive Committee after considering the necessity for the same shall approve the proposal and administrative order sanctioning the additional posts shall be issued by Rajya Vokkaligara Sangha Head Office. The additional posts so created shall be included in the sanctioned cadre strength of the respective cadre within 6 months from the date of creation by amending the C & R Rules.

(iv) Similarly, creation of a new post which is inevitable and not included in Schedule-I shall also be based on the proposal from the Head of the Institution justifying such creation and approved by the Executive Committee after considering the necessity for the same and administrative order shall be issued by Rajya Vokkaligara Sangha Head Office along with prescribing the method of recruitment. New post shall not be filled without prescribing the method of recruitment. The new posts so created shall be included in the Cadre & Recruitment Rules within 6 months from the date of creation.

(v) The additional posts/new posts to be created as per Sub-Rule (iii) & (iv) above shall be in accordance with the staffing pattern and within the limit prescribed by the Apex Body.

(vi) The posts pooled as common cadre posts for the purpose of seniority, promotion and inter-institutional transfers etc., from Kempegowda Institute of Nursing and other institutions of Rajya Vokkaligara Sangha shall be as indicated in **Schedule-II** annexed.

(vii) The present incumbents who are working on permanent basis against such of the posts in the Institution, which are not included in Schedule-I shall continue with the designation and conditions of service coterminous with their service. Thereafter, those posts shall stand abolished and the posts included in Schedule-I only shall continue to operate in the Institution.

4. Definition:- In these rules, unless the context otherwise requires;

- (1) "Sangha" means Rajya Vokkaligara Sangha.
- (2) "Office Bearers" means and includes President and such of the office bearers as defined in Section 7 (1) (a) of the bye-laws of Sangha.
- (3) "Executive Committee" means and includes persons elected from the Members of the Rajya Vokkaligara Sangha as per the bye-law.
- (4) "Administrator" means the person appointed by the State Government as Administrator of Rajya Vokkaligara Sangha, under the Karnataka Societies Registration Act, 1960.
- (5) "CEO" means Chief Executive Officer of Rajya Vokkaligara Sangha.
- (6) "Appointing Authority in relation to teaching and non-teaching posts" means the Executive Committee of Rajya Vokkaligara Sangha.
- (7) "Permanent/Regular Employee" means a person appointed against Permanent/substantive post after satisfactory completion of the probation period.
- (8) "Temporary Employee" means a person appointed temporarily against a sanctioned post in the exigencies of the Kempegowda Institute of Nursing, but not appointed regularly as per the rules of recruitment.
- (9) "Institute" means Kempegowda Institute of Nursing and includes Kempegowda College of Nursing, Bengaluru.
- (10) "Post/s in the Institute" means the posts specified in Schedule-I to these Rules.
- (11) "Pooled Posts" means the posts which are pooled as common cadre posts for the purpose of seniority, promotion and inter-institutional transfers in Kempegowda Institute of Nursing and other Institutions of Rajya Vokkaligara Sangha as per Schedule-II.
- (12) "Board of Selection" means the various Boards of Selection prescribed in these rules for different category of posts.
- (13) "Teaching Faculty" means Professor, Associate Professor, Assistant Professor and Tutor posts sanctioned to Kempegowda Institute of Nursing.
- (14) "Apex Body" means Indian Nursing Council, New Delhi.
- (15) "State" means the State of Karnataka.

Other terms not specifically defined in these Rules shall have the same meaning assigned to them as prevailing in Indian Nursing Council Regulations and as are prescribed by the State Government to the extent applicable to Kempegowda Institute of Nursing from time to time.

5. Appointment of Staff:

(i) All posts whether permanent or on temporary basis shall be filled by the Executive Committee based only on the proposal from the Head of the Institution and after considering the necessity for the same subject to the provisions of these rules. No recruitment shall be made beyond the sanctioned cadre strength in Schedule-I.

(ii) The Executive Committee, on receipt of proposal from Head of the Institution justifying such creation and specifying the period for which such post is necessary may create Specialist/Consultant post to fill the gap of such Specialists of high academic distinction and professional attainment in the interest of delivery of better health care services to the public and in the interest of furtherance of research/advanced study in basic or clinical field, as the case may be.

(iii) (a) The Specialist/Consultant so appointed shall be capable of fulfilling the need for technical and professional expertise to enhance the standard of service/performance of the Institution.

(b) A committee with the following members is prescribed to select the suitable Specialist/Consultant for the Institution.

(1)	The President, Rajya Vokkaligara Sangha.	Chairman
(2)	Two subject experts – one from the Corporate Hospitals and another from the Accredited Nursing Institution (Academic).	Members
(3)	Principal, Kempegowda Institute of Nursing, Bengaluru.	Member
(4)	Head of the concerned Department, Kempegowda Institute of Nursing, Bengaluru.	Member-Secretary

(c) The Committee shall also negotiate with the Specialist/Consultant with regard to terms of reference/job requirement. Further, the Head of the Institution and other Officers/Faculty shall co-operate with the Specialist/Consultant to get optimum utility of the expertise in the interest of Institution.

6. Teaching Faculty & Students Intake:

(i) As per the Indian Nursing Council Regulations, 2014 standard staffing pattern for an intake of Diploma (Nursing)-100 seats, B.Sc.(Nursing)-100 seats and P.B.B.Sc. (Nursing)-50 seats is provided. In an institution where B.Sc. (Nursing) course is offered, the teacher-student ratio for Post Graduate Course M.Sc.(Nursing) is 1:10.

(ii) Further, as per the Indian Nursing Council Regulations, the teaching faculty in a Nursing Institution having M.Sc.(Nursing) qualification can be considered for teaching M.Sc.(Nursing) program students in the concerned Speciality after 3 years of experience. Therefore, the teaching faculty in Kempegowda Institute of Nursing can also teach M.Sc.(Nursing) students. No additional staff is required.

(iii) All Nursing teachers shall be registered under the State Nursing Council.

(iv) In the circumstances the Teaching Faculty and other staff for Diploma (Nursing), B.Sc.(Nursing), and P.B.B.Sc.(Nursing) and M.Sc.(Nursing) courses in Kempegowda Institute of Nursing is prescribed as per the Indian Nursing Council Regulations and included in Schedule-I. Similarly, the non-teaching staff for the Institution is also prescribed based on INC regulations and also on considering the workload and requirement.

(v) The amendments/revised regulations issued by the Apex Body from time to time shall be made applicable to the Institution subject to the approval and adoption of the same by the Management.

7. Teaching in Basic, Clinical and Medical Sciences subjects & Laboratory

Facilities:

(i) The Kempegowda Institute of Medical Sciences & Kempegowda Hospital & Research Centre shall provide teaching in basic sciences pre clinical, para clinical and clinical & laboratory facilities for the Under-Graduates and Post-Graduates students of Kempegowda Institute of Nursing.

(ii) All teaching faculty, other than Principal, in addition to the teaching hours shall spend at least 4 hours in the clinical area for clinical teaching / or supervision of care every day.

8. Direct Recruitment:

The Appointing Authority if found necessary to fill up any vacancy shall take steps to invite application from the eligible candidates by advertising the existing vacancies in the leading newspapers in the State both in Kannada & English and such other media of publication as it deem fit, by specifying the category of posts, number of vacancies, conditions of eligibility and method of recruitment etc.

9. Board of Selection:

The following Boards of Selection is prescribed for the purpose of making selection of candidates eligible for appointment.

i) For the posts of teaching faculty:

a) The President , Rajya Vokkaligara Sangha.	Chairman
b) Professor from a Govt./University/Aided College of Nursing as subject specialist nominated by Director of Medical Education.	Member
c) Professor as subject specialist from outside the state nominated through RGUHS.	Member
d) Professor as subject specialist from any of the private Nursing College/ Institute in Karnataka nominated through RGUHS.	Member
e) Chief Executive Officer, Rajya Vokkaligara Sangha.	Member
f) Principal, Kempegowda Institute of Nursing, Bengaluru.	Member-Secretary

Quorum: The quorum for the meeting shall be 4 members of the above out of which two members shall be from either b) or c) or d).

ii) For the posts of non-teaching and other posts:

a) The President , Rajya Vokkaligara Sangha.	Chairman
b) A nominee of Director of Medical Education in the rank of Deputy Director and above.	Member
c) An expert in the field of Administration in the rank of a retired Group-A Officer of Central Government/State Government.	Member
d) A nominee of Registrar of Co-operative Societies in Karnataka.	Member
e) Chief Executive Officer, Rajya Vokkaligara Sangha.	Member
f) Principal, Kempegowda Institute of Nursing, Bengaluru.	Member
g) Administrative Officer, R.V.S. Head Office.	Convener

Quorum: The quorum for the meeting shall be 4 members of the above out of which one member shall be from (d) and other member shall be from either b), or c).

10. Selection of Eligible Candidates:

i) The Board of selection after adopting the prescribed procedure shall prepare a final select list from among the candidates who have applied for appointment and forward the same to the Appointing Authority.

ii) The method of selection should ensure selection of the best talent and selection procedure for Teaching Faculty shall include adoption of the criteria and procedure as specified in **Schedule- III**.

iii) In respect of Non-Teaching and all other posts, the criteria and selection procedure prescribed in Rajya Vokkaligara Sangha Head Office C & R Rules, 2019 shall be followed.

11. Appointment of Candidates:

i) The candidates whose names are included in the final select list made available by the Board of Selection may be appointed by the Executive Committee after conducting necessary medical examination and verification of Education qualification certificates.

ii) If a candidate upon issue of the order of appointment, does not report for duty within the stipulated time limit, his/her appointment shall be treated as cancelled. The next candidate in the order of merit to be appointed against the vacancy. If the next candidate also does not report for duty, then the vacancy shall be notified as a fresh vacancy to be filled in the next or subsequent recruitment.

12. Probation:

i) All employees appointed on regular basis to the service of Kempegowda Institute of Nursing shall be on probation for a period of Two Years. The employee appointed on probation shall have to complete probation period in the service of the institution to which the appointment is made.

ii) The period of probation may for the reasons to be recorded in writing, be extended by the Appointing Authority for such period as it may deem fit.

iii) The Appointing Authority shall on the expiry of two years period/extended period, declare the probationary period to have been satisfactorily completed by the concerned employee on the basis of performance and for Teaching Faculty on the basis of performance based appraisal system(PBAS).

iv) An employee whose probationary period is not declared for unsatisfactory performance or for any other misconduct during the period of probation shall be liable for termination at any time without any prior notice.

13. Promotion :

i) The appointing authority if found necessary to fill up a vacancy in the promotion quota within the sanctioned strength in the respective category of posts as per the C & R Rules shall consider promotion of eligible employee against such vacancy.

ii) The procedure specified in **Schedule-IV** shall be adopted for effecting promotion.

14. Seniority:

(i) Seniority list shall be prepared for each of the cadre and published every year as on 1st January.

(ii) For preparation of the seniority list the guidelines prescribed in Schedule-IV shall be followed.

15. Time bound advancement scheme:

(i) The employees working in such of the category of posts where no promotion opportunity is available according to the C & R Rules, shall be sanctioned an additional increment after completion of 10, 15, 20, 25 and 30 years respectively, subject to a maximum of total 5 increments in the service period in the scale of pay drawn by them. The additional increment at the rate equivalent to the last drawn annual increment shall be added to the Basic Pay and considered for other allowances.

(ii) The eligibility of employees for sanctioning additional increments shall be determined in the same manner as that of promotion.

(iii) In respect of employees who are having promotional avenues but who do not get promotion due to non-availability of vacancies the existing Time Bound Advancement Scheme shall continue to operate.

16. Application of other Rules:

All the Rules, for the time being in force regulating the conditions of service of Kempegowda Institute of Nursing made or deemed to have been made by the Appointing Authority in so far as they are not inconsistent with the provisions of these Rules, shall apply to the persons appointed under these Rules.

17. Interpretation:

In case of any doubt or difficulty in implementing any of the provisions of these rules, the Executive Committee shall interpret these rules in consultation with Legal Officer, Rajya Vokkaligara Sangha Head office and the decision of the Executive Committee shall be final and binding.

By Order and in the name of
the Administrator,


(B.Siddaiah)

Chief Executive Officer,
Rajya Vokkaligara Sangha.

To:

1. The Principal Secretary to Government, Co-operation Department, M.S.Building, Bengaluru.
2. The Principal Secretary to Government, Medical Education Department, Vikasa Soudha, Bengaluru.
3. The Registrar of Co-operative Societies in Karnataka, No.1, Ali Asker Road, Bengaluru.
4. Director of Medical Education, Ananda Rao Circle, Bengaluru.
5. Registrar, Rajiv Gandhi University of Health Sciences, Bengaluru.
6. Administrator, Rajya Vokkaligara Sangha, K.R.Road, V.V.Puram, Bengaluru.
7. Principal, Kempegowda Institute of Nursing, K.R.Road, V.V.Puram, Bengaluru.
8. Notice Board of Rajya Vokkaligara Sangha Head Office, K.R.Road, V.V.Puram, Bengaluru.
9. Notice Board of Kempegowda Institute of Nursing, K.R.Road, V.V.Puram, Bengaluru.
10. Office File/Spare copies.

