

**RAJYA VOKKALIGARA SANGHA**

**Visveswarapura College of Law(Grant-in-aid) K.R.Road, V.V.Puram, Bengaluru**

No. RVS/VCL/C&R-10/2019-20

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 Visveswarapura College of Law (Grant-in-aid), 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/VCL/C&R-10/2019-20 dated 28.12.2019 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 28.12.2019;

And whereas, no objections and suggestions have been received in respect of the said draft rules;

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 Visveswarapura College of Law (Grant-in-aid) (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 the Visveswarapura College of Law (Grant-in-aid), K.R.Road, Bengaluru.

**2. Application:-**

- (1) These Rules shall apply only to the employees covered under Grant-in-aid appointed on a regular basis to the service of the Visveswarapura College of Law (Grant-in-aid), K.R.Road, Bengaluru.
- (2) They shall not apply to Persons appointed on Temporary basis.

**3. Method of Recruitment and minimum qualification:**

(i) The establishment of Visveswarapura College of Law(Grant-in-aid), K.R.Road, Bengaluru 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. The category of posts and their numbers included in Schedule-I shall be the sanctioned cadre strength for the institution.

(ii) The minimum qualification and age for recruitment/appointment and retirement for employees in Private Educational Institutions receiving Grant-in-aid from the State Government shall be the same as those applicable for the corresponding category of employees in the Government Educational Institutions.

(iii) 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) "Management" means the Executive Committee of Rajya Vokkaligara Sangha.
- (4) "Executive Committee" means and includes Persons elected to the Executive Committee of Rajya Vokkaligara Sangha as per the bye-law.
- (5) "Grant-in-aid Institute" means Visveswarapura College of Law, K.R.Road, Bengaluru recognized by Government of Karnataka and getting Grant-in-aid partly or wholly from the State Government.
- (6) "Administrator" means the person appointed by the State Government as Administrator of Rajya Vokkaligara Sangha, under the Karnataka Societies Registration Act, 1960.
- (7) "CEO" means Chief Executive Officer of Rajya Vokkaligara Sangha.
- (8) "Appointing Authority in relation to teaching and non-teaching posts" means the Executive Committee of Rajya Vokkaligara Sangha.
- (9) "Year" means academic year or financial year as the context may imply.
- (10) "Bank" means a Commercial or Co-operative Bank designated by the Director of Collegiate Education/Rajya Vokkaligara Sangha as the case may be.
- (11) "Permanent/Regular Employee" means an employee, teacher or otherwise appointed by the Management against permanent/substantive post in the institution and approved as Grant-in-aid post by the Director of Collegiate Education.
- (12) "Temporary Employee" means a person appointed temporarily against a sanctioned post in the exigencies of Visveswarapura College of Law(Grant-in-aid), but not appointed regularly as per the rules of recruitment.

- (13) "Apex Body" means Bar Council of India..
- (14) "Affiliating University" means Karnataka State Law University, Hubballi, Dharwad District.
- (15) "Post/s in the Institute" means the posts specified in Schedule-I to these Rules to Visveswarapura College of Law(Grant-in-aid).
- (16) "Head of the Department" means (i) Commissioner of Collegiate Education, (ii) Director of Collegiate Education.
- (17) "Controlling Authority/Competent Authority means Commissioner of Collegiate Education and Director of Collegiate Education.
- (18) "Board of Selection" means the various Boards of Selection prescribed in these Rules for different category of posts.
- (19) "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 the Bar Council of India Legal Education Rules, 2008 and as are prescribed by the University Grants Commission/ State Government to the extent applicable to Visveswarapura College of Law(Grant-in-aid), Bengaluru 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 and with the prior approval of the Competent Authority. No recruitment shall be made beyond the sanctioned cadre strength in Schedule-I.

(ii) Henceforth, any appointment against sanctioned/additional or new posts shall be filled only as Grant-in-aid post with the approval of the Competent Authority.

#### **6. Teaching Faculty and Student Intake:**

(i) The Bar Council of India Legal Education Rules, 2008 has prescribed guidelines with regard to recruitment and other conditions of service for staff in a Law College. Similarly, the University Grants Commission (UGC) has also prescribed a standard staffing pattern for College with Under Graduate courses. These rules shall be applicable to Visveswarapura College of Law (Grant-in-aid), Bengaluru.

(ii) As per the Bar Council of India Legal Education (First Amendment) Rules, 2016, the total faculty strength in Law School shall be calculated on the basis of work-load per faculty member as prescribed by the U.G.C. from time to time in case of full time faculty member including core faculty members and work-load of part time / visiting faculty members. The faculty includes the post of Professor, Associate Professor and Assistant Professor. As per the guidelines issued by the Director of Collegiate Education, the post of Principal in an under-graduate college may be filled temporarily by posting of Associate Professor/Assistant Professor having the required qualifications as per U.G.C. norms till a regular appointment is made.

(iii) Visveswarapura College of Law (Grant-in-aid), K.R.Road, Bengaluru is offering Under-Graduate Courses in law( both 3 years & 5 years course). The teaching faculty is prescribed considering the work-load based on number of sections and student strength in each course. Similarly, the non-teaching staff is also prescribed based on the total student strength in the College as per the pattern prescribed by the Department of Collegiate Education and included in Schedule-I.

(iv) The creation of any additional posts in the existing cadres in Schedule-I and/ or any new post which is not included Schedule-I shall be strictly in conformity with the standard laid down viz., student intake and number of sections in any academic course in the Institution and with the approval of the Competent Authority.

(v) The posts of Professor, Associate Professor and Assistant Professor shall be filled only as Grant-in-aid posts as per the norms prescribed by the U.G.C. with the approval of the Competent Authority. Thereafter, these posts shall be included in Schedule-I of these Rules by amending the Cadre and Recruitment Rules.

#### **7. Work-Load:**

i) It should be necessary for the teacher to be present for at least 7 hours daily during the working hours in the College. They shall devote at least 2 hours per day for mentoring the students in community development /extra-curricular activities/ library consultation/ research etc.

ii) The direct teaching hours should be as follows:-

Teaching Faculty	Teaching Hours/Week
Principal	6
Professor	14
Associate Professor	14
Assistant Professor	16

iii) The work-load in any Subject/Course which is more than the prescribed 16 teaching hours, but fall short for posting of a full time Faculty, shall be maintained by posting of a temporary faculty with qualification as prescribed under U.G.C. Regulations on Part-Time basis. The expenditure on salary for such temporary appointments shall be borne by the Management of the Institution.

### 8. Direct Recruitment:-

The Management of the Institution(Appointing Authority) if found necessary to fill any vacancy shall take steps with the approval of the Competent Authority to invite application from the eligible candidates by advertising the existing vacancies in the leading newspapers both in Kannada & English and such other media of publication as it deemed fit, by specifying the category of posts, number of vacancies, conditions of eligibility, method of selection etc.

### 9. Board of Selection:

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

#### i) For Teaching Faculty:

a) The President, Rajya Vokkaligara Sangha.	Chairman.
b) A Professor from a Government Law College/ University/Aided Institution as Subject Specialist nominated by the Director of Collegiate Education.	Member
c) A Professor from any of the Private Law College in Karnataka as Subject Specialist nominated by Karnataka State Law University.	Member
d) Representative of the Social Welfare Department/ Backward Classes Department.	Member
e) Chief Executive Officer, Rajya Vokkaligara Sangha	Member
f) Principal, Visveswarapura College of Law(Grant-in-aid), Bengaluru.	Member-Secretary

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

#### ii) For Non-Teaching and other Staff:

a) The President, Rajya Vokkaligara Sangha.	Chairman
b) A nominee of Director of Collegiate 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) Representative of the Social Welfare Department/ Backward Classes Department.	Member
f) Chief Executive Officer, Rajya Vokkaligara Sangha.	Member
g) Principal, Visveswarapura College of Law(Grant-in-aid) Bengaluru.	Member
h) Administrative Officer, Rajya Vokkaligara Sangha Head Office.	Convener

**Quorum:** The quorum for the meeting shall be 5 members of the above out of which two members shall be from d) and e) and another 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 **Appendix-A**.

iii) In respect of Non-Teaching and all other posts, the criteria and selection procedure prescribed in the relevant rules/guidelines issued by the Director of Collegiate Education/ State Government 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 Management of the Institution (Appointing Authority) with the approval of the Competent Authority and after conducting necessary medical examination and verification of Education qualification certificates of each such candidate as prescribed in the relevant rules.

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 Visveswarapura College of Law (Grant-in-aid), K.R.Road, Bengaluru shall be on probation for a period of Two Years.

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 the two years period/extended period, declare the probationary period to have been satisfactorily completed by the concerned employee on the basis of performance. For Teaching Faculty probationary period shall be declared 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 and with the approval of the Competent Authority.

**13. Promotion :**

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 with the approval of Competent Authority.

**14. Seniority:**

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

(ii) For preparation of the seniority list the guidelines prescribed in Karnataka Government Servants'(Seniority) Rules, 1957 shall be followed.

**15. Inter-se seniority between the direct recruits and teachers promoted under CAS:**

The inter-se seniority of a direct recruit shall be determined with reference to the date of joining and for the teachers promoted under the CAS with reference to the date of eligibility as indicated in the recommendations of the Screening and Evaluation Committee. The rules and regulations of the respective State Government shall apply, for all other matters of seniority.

**16. Career Advancement Scheme:**

(i) The faculty of the Visveswarapura College of Law are eligible for Career Advancement Scheme adhering to the norms laid out in the UGC Regulations based on Academic Performance Indicator (API) and Performance Based Appraisal System (PBAS) from time to time.

(ii) Screening-cum-Evaluation Committee for Career Advancement Scheme (CAS) shall consider promotion of Assistant Professor/Associate Professor from one Academic Grade Pay(AGP) to other higher AGP as per U.G.C. guidelines.

(iii) An Assistant Professor/Associate Professor who fulfills all the qualification under CAS shall submit to the Appointing Authority the Performance Based Appraisal System(PBAS) in a pro-forma duly supported by all credentials as per UGC Regulations.

(iv) In the final assessment, if any of the Teaching Faculty does not fulfill the criteria as per U.G.C. Regulations, such candidate will be reassessed only after a minimum period of one year.

(v) The Career Advancement Scheme being a personal promotion to the incumbent Teacher holding a substantive sanctioned post and on superannuation of the individual incumbent, the said post shall revert to its original cadre.

**17. Application of other Rules:**

The Karnataka Civil Service Rules, 1958 and all other rules governing service conditions of employees, made or deemed to have been made under Karnataka Civil Services Act 1978 (Karnataka Act 14 of 1990) shall apply only to the Grant-in-aid employees of Visveswarapura College of Law (Grant-in-aid), K.R.Road, Bengaluru.

**18. Interpretation:**

In case of any doubt or difficulty in implementing any of the provisions of these rules, the Executive Committee shall consult the Competent Authority and the decision of the Competent Authority 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, Education Department (Higher Education), M.S.Building, Bengaluru.
3. The Registrar of Co-operative Societies in Karnataka, No.1, Ali Asker Road, Bengaluru.
4. Commissioner of Collegiate Education, Palace Road, Bengaluru.
5. Registrar, Karnataka State Law University, Navanagara, Hubballi, Dharwad District.



6. Administrator, Rajya Vokkaligara Sangha, K.R.Road, V.V.Puram, Bengaluru.
7. Principal, Visveswarapura College of Law, 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 Visveswarapura College of Law, K.R.Road, V.V.Puram, Bengaluru.
10. Office File/Spare copies.

