

Government of Bihar
Education Department

Mithila Sanskrit Post Graduate Studies and Research Institute (Service Condition) Cadre Rules, 2015

Notification NO.-14/3-028/03.....399

Patna, dated.....17/2/15

In exercise of the powers conferred under proviso to Article-309 of the Constitution of India, the Governor of Bihar is pleased to make the Mithila Sanskrit Post Graduate Studies and Research Institute (Service Condition) Cadre Rules, 2015.

Chapter-1

Short title, extent and commencement- 1. These Rules may be called "Mithila Sanskrit Post Graduate Studies and Research Institute (Service Condition) Cadre Rules, 2015."

2. It shall extend to Mithila Sanskrit Post Graduate Studies and Research Institute, in other words, the Gazetted Officers and Non-Gazetted employees of Mithila Sanskrit Post Graduate Studies and Research Institute shall be covered by the provisions of these Rules.

3. It shall come into force at once.

Chapter-2

2. **Definitions:** - In these Rules, unless there is anything repugnant in the subject or context:-

- (i) "Rules" means "Mithila Sanskrit Post Graduate Studies and Research Institute Service Condition Rules, 2015."
- (ii) "Institute" means "Mithila Sanskrit Post Graduate Studies and Research Institute, Darbhanga.
- (iii) "Adhyaksha" means "Adhyaksha of the Institute."
- (iv) "Director" means "Director of the Institute"
 - (i) "The Executive Committee" means "The Executive Committee of the Institute."
 - (ii) "The General Council" means "The General Council of the Institute."
 - (iii) "The Publication Committee" means "The Publication Committee of the Institute."
 - (iv) "The Committee of Courses" means "The Committee of Courses of the Institute."
 - (v) "The Advisory Committee" means "The Advisory Committee of the Institute."
 - (vi) "The Admission Committee" means "The Admission Committee of the Institute."
 - (vii) "Officer" means "the Adhishthata, Adhyaksha, Kulpati (Director) and Secretary.

Chapter-3

3. **Aims and Objects** – (1) **Objects** – This institute has been established with a view to promote higher education and advanced research in various aspects of Sanskrit learning. This institute has been established as a meeting ground of the traditional Sanskrit scholars and the modern researchers so that while the traditional Sanskrit scholars may get training in modern methods of research, the sources of ancient learning and its depth may easily be available to the modern scholars.

(2) **Aims** –

- (i) The institute prepares selected students for a post graduate degree of Master of Arts (Sanskrit)/Ph.D., D.Lit. These degrees are conferred by the Lalit Narayan Mithila University, Darbhanga.
- (ii) This is a residential institute, where normally all the students and the member of the staff reside.

- (iii) The institute shall provide training in the syllabus determined by the Lalit Narayan Mithila University, Darbhanga or in any other means in the methodology of research. This training shall be equally applicable to both the traditional pandits as well as modern researchers.
- (iv) The institute shall provide short term courses of study for proficiency in different languages to its students, Research scholars and a teachers an opportunity so that they may promote themselves better for the purpose of higher research works and studies and teaching.
- (v) The work of teaching-learning in the institute shall be completed on the basis of mutual contact between the teachers and students. The conventional idea of covering the course through lectures will not be emphasized, but teaching through tutorial method shall be preferred. However traditional lectures may be organized from time to time. The teachers of the institute shall be personally responsible for the progress of the students and researchers.
- (vi) The examinations, conducted by the institute, shall not be held designed not only to test the candidate's memory. However examinations will be held for purpose of their knowledge in different branches of Sanskrit and to test their ability of analysis of the given subjects.
- (vii) The teachers and the Research scholars of the institute shall carry on research on particular subject, while the institute as a whole may initiate some long term as well as short term programme of research and publication.
- (viii) With a view to carrying on regular research in the future and as a means of preserving useful source materials the institute shall take up the collection and survey of manuscripts and other unpublished hand written materials.
- (ix) The institute shall welcome scholars from different parts of the country and the world, so that it may earn the reputation of becoming a reputed institute of teaching-learning and research.
- (x) The institute shall establish and maintain an up-to-date library equipped with latest and modern facilities of international standard containing original texts with translations. Besides the library will also contain books of other languages. Magazines, journals & other modern critical studies will be the part of the library.

4. **Organization of Work-** (1) The institute shall impart teaching in the following courses for the M.A. degree :-

- (i) Vedic language and literature.
- (ii) Mimansa and Dharamshastra
- (iii) Nyaya and Vaisesika
- (iv) Vedanta (Sankar)
- (v) Vedanta (Vaishnav) Schools
 - (a) Ramanuj
 - (b) Madhava
 - (c) Ballava
 - (d) Chaitanya
- (vi) Aagam and Tantra
- (vi) Kavya and Sahitya
- (vii) Sankhya aur Yog
- (viii) Jyotish
- (ix) Vyakaran and Shabda Prabandh

(2) **Research –**

- (i) Individual Research Scholars shall be permitted by the institute to prosecute research work in any of the branches referred to in para-4(1). There will, however, be no objection to a research scholar selecting a subject in any other branch besides the subjects mentioned in para 4(1) above.
- (ii) There will be following two categories of research courses :-
 - (a) Ph.D. degree covering not less than 3 years.
 - (b) D.Litt. degree covering not less than 5 years.

(c) The examination for both the above mentioned degrees shall be conducted by the Lalit Narayan Mithila University, but the determination of courses of studies shall be made by the courses committee of the institute.

(3) **Training in Research Method** – The institute shall conduct a special course of training for the purpose of research methods. The duration of such courses shall be normally of six months to one year, which shall be determined keeping in view the background of the research scholars. It will be essential to attend these courses not only for the research scholars, but also for the students preparing for post graduate studies, so that they may acquire appropriate knowledge and training in research methodology. These training courses shall run concurrently with the M.A. and Ph.D. courses and shall be compulsory for both post graduate and research students. No candidate shall be allowed to appear at the M.A. or Doctorate without having completed the course satisfactorily.

(4) **Study of language** – The institute shall provide courses in allied subject of languages that are considered important for post graduate and research work in Sanskrit language. Mainly short term courses may be conducted in the following subjects:-

- (i) Hindi
- (ii) English
- (iii) French
- (iv) German
- (v) Chinese

Every student shall be required to attend a course in one of the aforesaid languages/subjects, but he shall not attend the course in a language/subject of which, he has already working knowledge, of the standard equivalent to matriculation examination.

The main object of the course shall be to enable the students of post graduate/Research to study the critical works of the other languages having bearing on Sanskrit language.

At the end of the session there will be an internal examination and the certificate will be awarded to students who complete the courses satisfactorily. Ordinarily every candidate going for his M.A. or Doctorate examination will be expected to have completed a language course.

5. **Projects and Publications** :- (I) The institute will not promote and encourage research only by individual scholar and student, but it will also complete specific projects collectively as a team work and for this purpose, as required, will seek necessary assistance from the Academic Advisory Committee. From time to time, the outline of the projects and publications will be drawn up and for its completion, duties will be assigned to teachers.

The following project may, for example, be taken:-

- (i) Editing the Puranas and Upanishads on scientific lines.
- (ii) Collection, Survey and cataloguing of manuscripts and other important source material available in Mithila and in other parts of Bihar, the beginning being made with the valuable collection of the manuscripts in the library of the Maharajadhiraj of Darbhanga.
- (iii) Editing a series of rare and important Sanskrit texts.
- (iv) Preparing a critical bibliography for research work done in Sanskrit topicwise, up-to the present day and preparing supplements subsequently.
- (v) Preparing a chronology of Sanskrit authors and their works.

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For the successful operation of the above mentioned projects the members of the staff, the students and the researchers may be associated. The work done in connection with such project by the students will be taken into account while preparing the annual record of progress of such students. Likewise, the reports of the work and conduct of the members of the staff may be entered into the annual character report of the teachers.

(II) **Publications** – Monographs, texts, critical edition, catalogues, bibliographies, critical works, research journals etc. will be published by the institute from time to time. The publication will be confined mainly to the work done at the institute either through individual research of students, scholars and teachers or through the projects undertaken at the institute. The work relating to publication shall be disposed of through Publication Committee constituted by the General council.

Chapter-4

Authorities and Officers of the Institute:

5 (1) **Authorities** - The following will be the authorities of the institute:-

- (i) The General Council
- (ii) Board of Advisor
- (iii) Executive Committee
- (iv) Committee of Course
- (v) Examination Committee
- (vi) Publication Committee

The General Council may from time to time recommend to the government for the formation of such other committee as may be considered necessary for working of the institute.

(2) **Officers** – The following Officers will be in the Institute:-

- (i) Adhishthata - The Governor of Bihar
- (ii) Adhyaksha - The Hon'ble Minister of Education, Bihar
- (iii) Kulpati - The Director of the institute
- (iv) Sachiva - The Registrar of the institute

(3) **The constitution of General Council** - The General Council shall consist of the following:-

- (I). Ex-Officio members :
 - (i) Adhishthata
 - (ii) Adhyaksha
 - (iii) Kulpati (Director) Ex-Officio Secretary
 - (iv) Vice-Chancellor the Lalit Narayan Mithila University, Darbhanga
 - (v) Vice-Chancellor Kameshwar Singh Darbhanga Sanskrit University, Darbhanga.
 - (vi) Principal Secretary/Secretary, Education Department, Patna
 - (vii) Director, Higher Education, Bihar, Patna
 - (viii) Director, Nav Nalanda Mahavihar, Nalanda
 - (ix) Director, K.P. Jaiswal Research Institute, Patna
 - (x) Deputy Director/Special Director related with Sanskrit Education
 - (xi) Principal, C.M. College, Darbhanga
 - (xii) Sachiva (Registrar) of the institute – Ex-officio Joint Secretary
 - (xiii) Principal, Sanskrit College, Darbhanga
- (II). Other members :
 - (i) Two traditional Pandits nominated by the Government of Bihar.

- (ii) Two non-officials other than traditional Pandits nominated by the Government of Bihar.
 - (iii) One representative of the Bihar Sanskrit Siksha Board selected by the Government of Bihar.
 - (iv) One nominated member from amongst the teachers by way of rotation.
 - (v) Head of the Sanskrit Department of the Lalit Narayan Mithila University, Darbhanga.
 - (vi) Head of the Kameshwar Singh Darbhanga Sanskrit University, Darbhanga.
- (III). The term of members other than Ex-officio members of the General Council will be three years.
- (4) **The constitution of the Academic Advisory Council** – The Academic Advisory Council shall consist of the following:-
- (i) All member of the Administrative Council
 - (ii) 30 (thirty) from amongst the learned scholars nominated by Government after five years.
- (5) **The Executive Committee** – The Executive Committee shall consist of 7 (seven) members nominated by the State Government, from amongst the members of the General Council.
- (6) **Powers and Functions** – (i) **Adhithata** - (a) The Adhithata shall be the head of the institute and when present shall preside over the meetings of the Academic Advisory Council and the General Council. The Adhithata shall also preside over the convocation of the institute.
- (b) The Adhithata shall have the right to make an inspection or to cause an inspection to be made of the institute and to make an enquiry or cause an enquiry to be made in respect of the matters connected with the institute.
 - (c) The Adhithata shall exercise such other powers as may be considered necessary in the interests of the institute.
- (ii) **Adhyaksha** – (a) The Adhyaksha shall preside over the meeting of the General Council and the Academic Advisory Council in the absence of the Adhithata. The Kulpati (Director) shall preside over the meeting of the General Council and the Academic Advisory Council in absence of Adhyaksha.
- (b) The Adhyaksha shall sign degrees, diplomas and certificates conferred by the institute.
 - (c) The Adhyaksha may inspect or may cause to be inspected the working of the institute.
 - (d) The Adhyaksha may exercise such other powers as may be considered necessary in the interests of the institute.
- (iii) **Kulpati (Director)** – The Director may be either a whole time officer of the institute or may be an honorary Director, who may come to the institute at such intervals and for such periods as may be approved by the Government. In case the institute has an honorary Director, the functions mentioned below shall be performed by Registrar:-
- (a) The Director will be the Academic and Executive head of the institute subject to the directions given to him from time to time by the Government and the General Council.

- (b) He will supervise the work executed by the various branches of the institute as well as the work performed by the Registrar.
 - (c) He will be responsible for admitting the students in the light of general policy laid down by the Government as well as on the advice of the members of teaching staff.
 - (d) With co-operation of the members of the teaching staff of the Institute he will plan the work programme of the Institute from time to time. He will distribute duties to teachers of different branches and will be responsible for the activities as well as aims and objects of the institute are being fulfilled smoothly.
 - (e) He will be the Ex-officio Secretary of the General Council and the Academic Advisory Council and in the event of his presence, will preside over meetings of the Course Committee, the Examination Committee and the Publication Committee.
 - (f) He will be the general editor of all the publications of the Institute.
 - (g) He will supervise the preparation of the annual report of the Institute.
 - (h) In the matter of appointments, disciplinary action against subordinates, drawing and countersigning of bills of various kinds, granting of leave to subordinate officers, indenting for forms and various articles, incurring of contingent expenditure, preparation of budget, and other connected matters, he shall enjoy such powers as will be delegated to him by the controlling officer, vize., the Principal Secretary/Secretary to Government in the Education Department.
- (iv) **Sachiva (Registrar)** – (a) The senior professor of the Institute, will be the Sachiva(Registrar), who apart from academic functions, will be head of the office of the Institute. The Sachiva(Registrar) will be responsible to look after that routine administrative work is being carried out smoothly.
- (b) Whenever the Institute has an "Honorary Director, the Registrar will perform such functions of the Director as are approved by the Government.
 - (c) He as an office head will be amenable to Kulpati and except pure routine work he will obtain permission from time to time from the Kulpati(Director) for other transactions.
 - (d) He will act as the ex-officio Joint Secretary of the Administrative Council and the Academic Advisory Council and will be the ex-officio Secretary of the Committees of Courses, the Examination Committee and the Publication Committee. He will be responsible for preparing the minutes of meetings of all the bodies and other work connected there to.
 - (e) In the matter of appointments, disciplinary action against subordinate staff, drawing and countersigning of bills of various kinds, granting of leave to subordinate officers, indenting for forms and various articles, incurring of contingent expenditure, preparation of budget and other connected matters, he shall enjoy such powers as will be delegated to him by the controlling

officer, viz., the Principal Secretary/Secretary to Government in the Education Department or the Director.

(8) He may perform such other duties as may be assigned to him by the Director, the General Council and the controlling officer from time to time.

- (5) **General Council** – (i) The General Council shall be the highest authority of the Institute subject to the control of the State Government, It will approve of the outline of work plan drawn up by the Director from time to time.
- (ii) It will examine and initiate projects for studies, research, publication etc.
 - (iii) It will receive reports of work done by the Executive Committees, Committees of Course, the Publication Committee and the Examination Committee and will exercise a general control over their work.
 - (iv) It will frame Regulations on the following among other points:-
 - (a) Admission of students;
 - (b) Courses of studies;
 - (c) Award of scholarships, fellowships, prizes, etc.;
 - (d) Control and management of library;
 - (e) Assignment of work among the teachers;
 - (f) Assessment of the day to day work and progress of students;
 - (g) Management of the hostels;
 - (h) Framing of the regulations on such matter/matters which may be considered necessary in the interest of work with the approval of the Government.
 - (v) The Council will examine and pass the college accounts.
 - (vi) It will have control over the expenditure of all sums of money allotted by the Government for the maintenance of the college, subject to such conditions as Government may impose.
 - (vii) *Subjects to the conditions imposed by the State Government as well as in light of sanctioned strength of the teachers of the institute it will determine the courses of studies and scheme of the studies.*
 - (viii) It will give advice to Government with regard to the inclusion of additional subjects in the scheme of studies of the college.
 - (ix) It will give advice to the State Government with regard to change in policy in the matter of appointment of teachers except those appointments which are on such posts of the State service on the recommendation of Bihar Public Service Commission.
 - (x) It will decide appeals made by students against orders of punishment passed by the Director, or Registrar specially in case where the punishment inflicted is expulsion or rustication for a period exceeding one month.
 - (xi) It will deal with any questions referred to it by the Government for opinion or disposal.
 - (xii) It will determine in consultation with the Government the number of students to be allowed for admission in the institute.
 - (xiii) It will exercise such additional functions as may from time to time be assigned to it by Government.

- (xiv) The General Council will exercise some of its functions through the Executive Committee to which it may delegate any functions with the approval of the Government. Government may also assign any of the functions of the General Council to the Executive Committee.
- (6) **The Academic Advisory Council-** (i) The Director of the institute will concern the members of the Council individually/collectively with regard to research and teaching programme. The object thereof will be to make available the ripe wisdom of acclaimed and eminent scholars of the Council and establish link with scholars of the country and abroad.
(ii) This Council will transact its business by meeting when necessary and usually through correspondence.
(iii) The advice of the individual member and also that of the Council will be placed before the General Council of the Institute (and if necessary, also before the Committees of Courses) for necessary action.
(iv) Every member of the Council shall be entitled to receive a copy of the programme of work for the year and a copy of the Annual Report.
- (7) **The Executive Committee-** (i) The Executive Committee will be responsible for the day to day administration of the Institute and will exercise control over its routine matters.
(ii) The Executive Committee will perform such other functions in the matter of appointments, granting of leave, disciplinary control, etc., as may be assigned to it by the Government.
(iii) The Director and the Registrar will be required to place a report of the action taken by them from time to time before the Executive Committee. The Executive Committee may also ask for information on any matter.
- (8) **Committees of Courses-** (i) There shall be a Committee of Course for each branch of studies. The same Committee may be constituted for more than one course wherever necessary.
(ii) The members of the Committee will be nominated by the Government, which will consider the recommendations of the General Council and which may consult the members of the Board of Advisors also before making its nominations. For the appointment of the first Committee, such consultation may not be necessary.
(iii) The term of each Committee shall be for 3 years and the membership may be from 5 to 8.
(iv) Meeting of the Committee will be presided over by the Director and in his absence by any member elected to preside over the meeting. The Registrar of the institute will act as the ex-officio Secretary of every Committee of Courses, and can also preside over meetings of Committees in the absence of the Director.
(v) The Committee may dispose of its business by meeting, correspondence or by both means. In case members are absent in the meeting an endeavour may be made a contact with the members.
(vi) The duties of each Committee will include the drawing up of detailed syllabus and Courses of studies in the branches of learning with which it is concerned, frequent reconsideration of the courses and grouping on the basis of experience gained during the progress of the Institute, preparing lists of books to be taught, suggesting lists of books to be purchased by the library, tendering advice about the methods of teaching and the improvement of the

academic standard, preparing detailed lists of learned scholars in their branch from amongst whom the Examination Committee may select examiners and performing such other functions as may be assigned to it with the approval of the Government.

(9) **The Examination Committee-** (i) The Post Graduate/Ph.D./D.Litt. Degree etc. are conferred to the students and researchers of the Institute by Lalit Narayan Mithila University, Darbhanga. The same system shall remain applicable in respect of Degrees.

(ii) The Examination Committee shall be constituted as follows :-

- (a) Director, Higher Education, Bihar, Patna - Ex-officio Chairman
- (b) Director of the Institute - Ex-officio Secretary
- (c) Director of Nav Nalanda Mahavihar - Member
- (d) Assistant Director, Sanskrit Shiksha Board, Patna - Member
- (e) Registrar of the Institute - Ex-officio Joint Secretary

(iii) The Examination Committee shall be responsible for conducting examination and making all arrangements such as - for the short listing of examiners out of the subject wise larger list prepared by the Committee of courses, moderation of question papers, moderating and preparing results of examinations and reporting such results to the General Council and improving the skill of the machinery involved in the conduct of the examinations, will be the duty of the Committee.

(iv) The Committee shall submit its annual report to the General Council every year.

(10) **The Publication Committee** - (i) The Publication Committee shall consist of the following :-

- (a) Director of the Institute- Ex-officio - Chairman,
- (b) Registrar of the Institute Ex-officio - Joint Secretary
- (c) Three other persons nominated by the General Council- Members

(ii) The Committee shall recommend to the General Council as regards volumes/copies of books that are to be published by the Institute.

(iii) The Committee shall settle the terms of publication with the press and authors and shall draw up the programme of publications.

(iv) The Committee shall deal with all the matters relating to the publication and shall prepare accounts of the publication fund and shall arrange for the sale of the publications.

(v) The Committee shall submit annual report of the work to the Administrative Council.

(vi) The Committee shall prepare the draft rules regarding the rates of payment, royalties, method of selection of books and make arrangement for sale of the books. The Committee will prepare the drafts of rules and will send the same for taking of approval of the General Council.

Chapter-5

6. Since the officers and employees of the Institutes shall be the state employees, the provisions relating to appointment, confirmation and promotion of the State Government employees shall apply to the employees of the Institute.

Amended

7. **Categories of Posts of officers/employees:-** The following posts are created in the Institute at present :-

Sl. No.	Name of Posts	No. of Posts
1.	Director	01
2.	Professor	02
3.	Lecturer (Sanskrit)	05
4.	Lecturer (English)	01
5.	Lecturer (Ancient History)	01
6.	Traditional Pandit	04
7.	Medical Officer	01
8.	Instructor (Foreign Language) French	01
9.	Compilation Pandit	01
10.	Decipherment Pandit	01
11.	Head Clerk-cum-Accountant	01
12.	Clerk-cum-Accountant	02
13.	Steno-Typist	01
14.	Librarian	01
15.	Publication Assistant-cum-Sales Manager	01
16.	Publication Assistant	01
17.	Assistant Librarian Junior	01
18.	Assistant Librarian	01
19.	Clerk-cum-Typist	01
20.	Photographer	01
21.	Class-IV employees (Orderly, Peon, Gate Keeper-cum-Night Guard, Gardener-cum-Watchman, Sweeper, Hostel Attendant, Daftary)	09
22.	Publication Section-Daftary & Peon	02
23.	Peon	02
24.	Daftary	01
Total Post -		43

The pay-scale of the above mentioned posts shall be the same, as may be determined by the Government from time to time.

8. **Appointment** – (1) The direct appointment to the post of Director/Professor/Assistant Professor of the Institute shall be made on the recommendation of Bihar Public Service Commission which shall be on the basis of qualifications laid down by the University Grants Commission, from time to time and as accepted by the State Government. It will be compulsory to invite three subject experts of the concerned in the Selection Committee constituted for this purpose.

(2) **Direct appointment to the post of Assistant Professor -**

- (A) A good academic record, minimum 55% marks at the master's level (or equivalent grade wherever the grading system is followed) and National Eligibility Test (NET) or an accredited test (State Level Eligibility Test/State Eligibility Test) shall be essential for the appointment to the post of Assistant Professors :

Provided that such candidates, who have obtained Ph.D./M.Phil. degree under the Minimum standard and Procedure Regulations, 2009 shall be exempted from passing the NET/SLET/SET examinations.

- (B) A relaxation of 5% respectively shall be admissible to the candidate belonging to the Scheduled Caste/Scheduled Tribe/Physically Disabled category at post graduation level. Such Ph.D. holders, who have obtained their Post Graduation degree before 19th Sept. 1991, shall be given a relaxation of 5% marks.

(3) **Direct appointment to the post of Professor -**

The minimum qualification for recruitment to the post of Professor shall be those as prescribed by the University Grants Commission from time to time and as communicated to the Bihar Public Service Commission by the State Government. But for recruitment to the post of Professor it shall be essential that candidate holds a Ph.D. degree. Teaching/Research

experience of at least fifteen years in any university/college/research institute shall be necessary.

- (4) **Direct appointment to the post of Director** - For recruitment to the post of Director minimum 55% marks at post graduate degree and Teaching/Research/Administrative experience of at least fifteen years in any university/college/research institute shall be necessary.
- (5) **Direct appointment to the post of Medical Officer** - The minimum qualification for the recruitment to the post of Medical Officer shall be those as prescribed by the State Government from time to time and communicated to Public Service Commission for the recruitment of Doctors of Health Services.
- (6) **Direct appointment to the post of Traditional Pandits** - (A) The minimum qualification for the recruitment to the post of Traditional Pandit shall be minimum 55% in Sahityacharya (or equivalent grade wherever the grading system is followed) and have obtained Ph.D/D.Lit. and have experience of publication and editing along with having teaching experience of ten years in Sanskrit subject of post graduate level.
(B) A relaxation of 5% respectively shall be admissible to the candidate belonging to the Scheduled Caste/Scheduled Tribe/Physically Disabled category at post graduation level. Such Ph.D. holders, who have obtained their Post Graduation degree before 19th Sept. 1991, shall be given a relaxation of 5% marks.
- (7) **Direct appointment to the post of Instructor Foreign Language (French)** -
(A) The minimum qualification for the recruitment to the post of Instructor Foreign Language (French) shall be minimum 55% in Foreign Language at post graduate standard (or equivalent grade wherever the grading system is followed) and have experience of publication or research articles. Candidates having knowledge of ancient languages will be given preference.
(B) A relaxation of 5% respectively shall be admissible to the candidate belonging to the Scheduled Caste/Scheduled Tribe/Physically Disabled category at post graduation level. Such Ph.D. holders, who have obtained their Post Graduation degree before 19th Sept. 1991, shall be given a relaxation of 5% marks.
- (8) **Direct appointment to the post of Compilation Pandit**- The minimum qualification for the recruitment to the post of Compilation Pandit shall be minimum 55% in Sanskrit Language at post graduate standard or Acharya examination (or equivalent grade wherever the grading system is followed). Alongwith the candidate must have the knowledge of Tirhuta scripta and the experience of tour and supervision, edition and publication of manuscripts.
- (9) **Direct appointment to the post of Decipherment Pandit**-
The minimum qualification for the recruitment to the post of Decipherment Pandit shall be minimum 55% in Sanskrit Language at post graduate standard or Acharya examination (or equivalent grade wherever the grading system is followed) Alongwith the candidate must have the knowledge of Tirhuta scripta and ability to study different sorts of manuscripts.
10. The qualifications laid down by the Government for Mufassil Offices from time to time shall be applicable in case of the following employees of the institute:-
(i) Head Clerk-cum-Accountant
(ii) Clerk-cum-Accountant
(iii) Clerk-cum-Typist
(iv) Stenographer
11. **Direct appointment to the post of Librarian** :For the recruitment to the post of Librarian minimum 55% at post graduate level (or equivalent grade wherever the grading

system is followed) and M.A. in Library Science with a minimum of 55% marks is essential. Candidates with the experience of research, publication of books and journals, research training shall be awarded preference.

12. The qualifications laid down by the Government for Mufassil Offices from time to time shall be applicable in case of the following employees of the institute.

- (i) Publication Assistant-cum- Sell Manager
- (ii) Publication Assistant
- (iii) Junior Library Assistant
- (iv) Library Assistant

13. **Photographer** – Degree/Diploma in photography from a institute recognised by the State Government.

14. The qualifications laid down by the Government for Mufassil Offices from time to time shall be applicable in case of all IVth grade employees of the institute

8. **Procedure of Appointment:-** (1) The appointing authority having calculated the subject wise vacant post of teachers as on 1st April of the year alongwith reservation roster shall send requisition to the commission by the 30th of April of the year.

(2) The Commission on the basis of requisition shall invite application by advertising application and on the basis of marks and interview shall prepare a merit list. The determination of marks for merit and interview shall be as follows:-

(A)	Full Marks for the Examination at Matriculation Level	10 Marks
	(i) 75% marks and above	10 Marks
	(ii) 60% marks to 74% marks	08 Marks
	(iii) 45% marks to 59% marks	04 Marks
	(iv) 30% marks to 44% marks	02 Marks
(B)	Full Marks for the Examination at Intermediate Level	10 Marks
	(i) 75% marks and above	10 Marks
	(ii) 60% marks to 74% marks	08 Marks
	(iii) 45% marks to 59% marks	04 Marks
	(iv) 30% marks to 44% marks	02 Marks
(C)	Full Marks for the Examination at Graduation Level	25Marks
	(viii) 75% marks and above	25 Marks
	(ix) 60% marks to 74% marks	20 Marks
	(x) 45% marks to 59% marks	15 Marks
	(xi) 30% marks to 44% marks	10 Marks
(D)	Full Marks for the Examination at Post Graduation Level	30 Marks
	(i) 80% marks and above	30 Marks
	(ii) 70% marks to 79% marks	22.5 Marks
	(iii) 60% marks to 69% marks	15 Marks
	(iv) 59% marks	07.5 Marks
(E)	Ph.D. or M.Phil. with NET, respectively	10 or 05 Marks
(F)	For Interview	15 Marks
	Total Marks	100 Marks

Except other things the interview board shall pay particular attention to determine the level of upto date current knowledge of the candidate with regard to the subject which will be revealed from the experience, research paper, publication and interview.

3. The Commission shall prepare merit list on the basis of marks obtained in interview and in the light of merit marks obtained from A to E above and following the

reservation roster against requisitioned vacancies shall send recommendation to the appointing authority, on the basis of which the appointments shall be made.

4. The procedure for interview shall be decided by the commission
 5. The commission shall prepare subject wise merit list on the basis of merit marks and interview of the candidates. The merit list prepared by the commission shall be valid for one year from the date of issuance.
9. **Age Limit** - The minimum age limit for appointment to the post of teacher in degree colleges shall be as follows:-
- | | |
|------------------------|----------|
| A. Assistant Professor | 22 Years |
| B. Professor | 37 Years |
| C. Director | 37 Years |

The minimum age limit for recruitment to the post of gazetted & non-gazetted employees of the institute shall be 18 years and the maximum age limit shall be the same as may be determined by the State Government from time to time.

10. **Reservation**- The reservation policy of the State Government shall be applicable in the appointments and promotions to the posts of all categories of the Institute.
11. **Appointment to the post of Non-Gazetted employees** - The appointment to the post of non-gazetted employees (class-III) of the Mithila Sanskrit Post Graduate Studies and Research Institute shall be made by the Director, Higher Education, after obtaining the prior permission of the Government on the recommendation of the Agency declared for this purpose by the government from time to time (at present Bihar State Employees Selection Commission).
12. **Probation** - Each recruitment shall be for a period of two years and it may be extended for one year in special circumstances by the appointing authority, if the probation period is not satisfactory. Such extension shall be made only if the appointing authority is of the opinion that the probationer has a chance to improve. If the service is not found satisfactory in the extended period also, the person concerned shall be removed from the service without any notice.
13. **Confirmation** - A probationer shall be confirmed after completion of satisfactory probation period and passing of the Departmental Examination.
14. **Seniority** - Inter-se-seniority of the gazetted and non-gazetted employees of different cadres of the Institute shall be according to their merit position determined by the Commission: Provided that Inter-se-seniority decided before coming into force of these rules shall remain unchangeable;
Provided further that the person appointed on the basis of compassionate ground shall be junior to such persons who have been appointed on the basis of Competitive Examination of concerned recruitment year.
Provided further also that the person appointed by promotion in a recruitment year shall be senior to the person appointed by the Competitive Examination in the concerned recruitment year.
15. **Promotion** - Promotion from basic category to higher category may be given on completion of KALAWADHI as determined by the State Government from time to time and on the recommendation of Departmental Promotion Committee. For this purpose separate Departmental Promotion Committee shall be constituted by the Education Department for the promotion of gazetted and non-gazetted employees, which shall consider the proposals of promotion received from the Director of the Institute. The constitution of Departmental Promotion Committee for the promotion of different categories of gazetted and non-gazetted posts of the Institute shall be made by the Department.

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16. **Departmental Examination** - Departmental Examination for gazetted and non-gazetted employees Class-III shall be conducted by the Board of Revenue. The papers of examination and pass marks shall be decided as per the decision of the Board of Revenue for the above examinations.

17. **Removal of Difficulties** – (1) The Education Department may, from time to time, after consultation with the Law Department issue such general or special direction as may be necessary to remove difficulties coming in the implementation of any of the provisions of these rules and which is not in consistent with the provisions of these rules.

(2) The State Government, on receipt of draft rules from the General Council may, after scrutinizing, make changes in rules of the Institute. The Committee may request the State Government for changing in the Rules.

(3) The General Council, the Administrative Advisory Council and other Committees under their jurisdiction may prepare draft rules and may send the same to the State Government through proper channel for its approval. All draft rules will be subject to the approval by the State Government.

18. **Repeal & Saving** – (1) All Rules, Resolutions, Orders and Instructions issued earlier with respect to this Institute are hereby repealed.

(2) Notwithstanding such repeal, anything done or any action taken under such Rules, Resolutions, Orders and Instructions shall be deemed to be done or taken under these Rules as if these Rules were in force on the day on which such thing or action was done or taken.

By order of the Governor of Bihar

10/3/15

Joint Secretary to Government

Patna, dated...*17/3/15*

Memo No.-14/3-028/03...*399*

Copy (alongwith C.D) forwarded to the Superintendent, Govt. Press, Gulzarbagh, Patna for publishing it in the next (extra ordinary) issue of Bihar Gazette.

10/3/15

Joint Secretary to Government

Memo No.-14/3-028/03...*399*

Patna, dated...*17/3/15*

Copy forwarded to Principal Secretary to Hon'ble Governor/P.S. to Hon'ble Departmental Minister/O.S.D. to Chief Secretary/Principal Secretary, General Administration Department/Principal Secretary, Finance Department/P.S. to Secretary, Law Department/P.S. Principal Secretary, Education Department/Vice-Chancellor, Lalit Narayan Mithila University, Darbhanga/Vice-Chancellor, Kameshwar Singh Darbhanga Sanskrit University, Darbhanga/Director, Higher Education/Director, K.P. Jaiswal Research Institute, Bihar, Patna/Director, Nav Nalanda Mahavihar, Nalanda/Director, Mithila Sanskrit Post Graduate Studies and Research Institute, Darbhanga/All Research Institute & Institutions under the control of Higher Education Directorate/Shri Gaurav Kant, I.T. Manager for information & necessary action.

2. Shri Gaurav Kant is directed to ensure uploading it in the Departments Website.

10/3/15

Joint Secretary to Government

Annexure-I


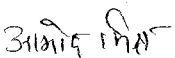
Marks for the Examination at Matric Level

Sl. No.	Grade Points	Percentage Equivalent	Marks
1	5.50	75	10.0
2	5.40	74	9.8
3	5.30	73	9.6
4	5.20	72	9.4
5	5.10	71	9.2
6	5.00	70	9.0
7	4.90	69	8.8
8	4.80	68	8.6
9	4.70	67	8.4
10	4.60	66	8.2
11	4.50	65	8.0
12	4.40	64	7.8
13	4.30	63	7.6
14	4.20	62	7.4
15	4.10	61	7.2
16	4.00	60	7.0
17	3.90	59	6.8
18	3.80	58	6.6
19	3.70	57	6.4
20	3.60	56	6.2
21	3.50	55	6.0
22	3.40	54	5.8
23	3.30	53	5.6
24	3.20	52	5.4
25	3.10	51	5.2

Note : If any candidate has percentage equivalent (or corresponding grade point) between two consecutive whole number percentages, then he/she will be assigned lower percentage or higher percentage mark depending upon whether the percentage equivalent is less than 0.5 or 0.5 and above.

Example:

<u>Percentage Equivalent</u>	<u>Marks</u>
59	6.8
58	6.6
58.6	6.8
58.4	6.6
<u>Grade Point</u>	<u>Marks</u>
3.90	6.8
3.80	6.6
3.86	6.8
3.84	6.6


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Marks for the Examination at Inter Level

Sl. No.	Grade Points	Percentage Equivalent	Marks
1	5.50	75	10.0
2	5.40	74	9.8
3	5.30	73	9.6
4	5.20	72	9.4
5	5.10	71	9.2
6	5.00	70	9.0
7	4.90	69	8.8
8	4.80	68	8.6
9	4.70	67	8.4
10	4.60	66	8.2
11	4.50	65	8.0
12	4.40	64	7.8
13	4.30	63	7.6
14	4.20	62	7.4
15	4.10	61	7.2
16	4.00	60	7.0
17	3.90	59	6.8
18	3.80	58	6.6
19	3.70	57	6.4
20	3.60	56	6.2
21	3.50	55	6.0
22	3.40	54	5.8
23	3.30	53	5.6
24	3.20	52	5.4
25	3.10	51	5.2
26	3.00	50	5.0
27	2.90	49	4.8
28	2.80	48	4.6
29	2.70	47	4.4
30	2.60	46	4.2
31	2.50	45	4.0
32	2.40	44	3.8
33	2.30	43	3.6
34	2.20	42	3.4
35	2.10	41	3.2
36	2.00	40	3.0
37	1.90	39	2.8
38	1.80	38	2.6
39	1.70	37	2.4
40	1.60	36	2.2
41	1.50	35	2.0

Note : If any candidate has percentage equivalent (or corresponding grade point) between two consecutive whole number percentages, then he/she will be assigned lower percentage or higher percentage mark depending upon whether the percentage equivalent is less than 0.5 or 0.5 and above.

Example:

Percentage Equivalent	Marks
59	6.8
58	6.6
58.6	6.8
58.4	6.6
Grade Point	Marks
3.90	6.8
3.80	6.6
3.86	6.8
3.84	6.6

Joint Secretary to Government

6/10/15
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Annexure-III

**Marks for the Examination at Graduation
(Honours) Level**

Sl. No.	Grade Points	Percentage Equivalent	Marks
1	5.50	75	25.0
2	5.40	74	24.5
3	5.30	73	24.0
4	5.20	72	23.5
5	5.10	71	23.0
6	5.00	70	22.5
7	4.90	69	22.0
8	4.80	68	21.5
9	4.70	67	21.0
10	4.60	66	20.5
11	4.50	65	20.0
12	4.40	64	19.5
13	4.30	63	19.0
14	4.20	62	18.5
15	4.10	61	18.0
16	4.00	60	17.5
17	3.90	59	17.0
18	3.80	58	16.5
19	3.70	57	16.0
20	3.60	56	15.5
21	3.50	55	15.0
22	3.40	54	14.5
23	3.30	53	14.0
24	3.20	52	13.5
25	3.10	51	13.0
26	3.00	50	12.5
27	2.90	49	12.0
28	2.80	48	11.5
29	2.70	47	11.0
30	2.60	46	10.5
31	2.50	45	10.0
32	2.40	44	9.5
33	2.30	43	9.0
34	2.20	42	8.5
35	2.10	41	8.0
36	2.00	40	7.5
37	1.90	39	7.0
38	1.80	38	6.5
39	1.70	37	6.0
40	1.60	36	5.5
41	1.50	35	5.0

Note : If any candidate has percentage equivalent (or corresponding grade point) between two consecutive whole number percentages, then he/she will be assigned lower percentage or higher percentage mark depending upon whether the percentage equivalent is less than 0.5 or 0.5 and above.

Example:

<u>Percentage Equivalent</u>	<u>Marks</u>
59	17.0
58	16.5
58.6	17.0
58.4	16.5
<u>Grade Point</u>	<u>Marks</u>
3.90	17.0
3.80	16.5
3.86	17.0
3.84	16.5

Joint Secretary to Government

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Annexure-IV

Marks for the Examination at Post-Graduation Level

Sl. No.	Grade Points	Percentage Equivalent	Marks
1	5.50	75	30.00
2	5.40	74	29.25
3	5.30	73	28.50
4	5.20	72	27.75
5	5.10	71	27.00
6	5.00	70	26.25
7	4.90	69	25.50
8	4.80	68	24.75
9	4.70	67	24.00
10	4.60	66	23.25
11	4.50	65	22.50
12	4.40	64	21.75
13	4.30	63	21.00
14	4.20	62	20.25
15	4.10	61	19.50
16	4.00	60	18.75
17	3.90	59	18.00
18	3.80	58	17.25
19	3.70	57	16.50
20	3.60	56	15.75
21	3.50	55	15.00
22	3.40	54	14.25
23	3.30	53	13.50
24	3.20	52	12.75
25	3.10	51	12.00
26	3.00	50	11.25

Note : If any candidate has percentage equivalent (or corresponding grade point) between two consecutive whole number percentages, then he/she will be assigned lower percentage or higher percentage mark depending upon whether the percentage equivalent is less than 0.5 or 0.5 and above.

Example:

Percentage Equivalent	Marks
59	18.00
58	17.25
58.6	18.00
58.4	17.25

Grade Point	Marks
3.90	18.00
3.80	17.25
3.86	18.00
3.84	17.25

6.12/19

Joint Secretary to Government

[Signature]

Annexure-V

Marks for Ph.D. or M. Phil.

Sl. No.	Grade Points	Marks
1	Ph. D. as per UGC Regulations 2009 and with NET	10.00
	Ph. D. as per UGC Regulations 2009 and without NET	7.00
2	Ph. D. not as per UGC Regulations 2009 and with NET	5.00
3	M. Phil. as per UGC Regulations 2009 and with NET	4.00
4	M. Phil. not as per UGC Regulations 2009 and with NET	2.00

Note : Ph.D. or M.Phil. in the subject concerned for the selection of the candidate will only be considered.

15/12/15
Joint Secretary to Government

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