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*THE*  
National Institute of Engineering  
*MYSORE*

—  
RULES FRAMED UNDER POWERS VESTED  
IN  
RULE 28 OF N. I. E. SOCIETY

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THE BANGALORE PRESS BRANCH, MYSORE.

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## The National Institute of Engineering

**MYSORE - 570 008**

### RULES FRAMED UNDER POWERS VESTED IN

### RULE 2/28 OF N.I.E. SOCIETY

#### NAME

1. The name of the Institution shall be (1) The National Institute of Engineering, Mysore-8.

2. The Governing Council of the College shall have power to take over and acquire by purchase, gift or otherwise from the Central Government or State Government or other public bodies or private individuals willing to transfer libraries, collections, immoveable properties endowments and other funds together with any attendant obligations and engagements acceptable to the Council of the College and not inconsistent with the object of the N. I. E. Society and to raise loans for the construction of buildings, hostels, and residential quarters for staff on the security of the assets of the College provided that the loans to be raised shall be either from the Central Government or the State Government.

3. The Governing Council of the College shall have the power to enter into agreements for co-operation and co-ordination with other Institutes, Industries or Association founded for cognate objects or undertaking considered as useful (educationally) to the College.

#### ADMISSION

4. Admission to the courses of instruction in the College shall be open to students from all the States of the Union of India upto the limit fixed from time to time subject to the statute and ordinances of the University or Universities to which the College is affiliated and the State Government.

### OFFICIAL YEAR

5. The Official Year of the College shall be from 1st April to 31st March of the succeeding year (both day inclusive).

### GOVERNING COUNCIL

6. (a) The administration of the College shall vest solely in the Governing Council hereby constituted.

(b) The Governing Council of the National Institute of Engineering shall consist of sixteen members ten of whom shall be the elected members of the N. I. E. Society and the other five shall be (1) a nominee of the Central Government (2) a nominee of the All India Council for Technical Education (3) a nominee of the State Government (4) a nominee of the University of Mysore (5) the Principal, Ex-officio (6) One Teacher's representative.

The President and the Vice-Presidents of the N. I. E. Society shall be the President and the Vice-Presidents of the Governing Council. The Honorary Secretary of the N. I. E. Society shall be a Liaison Officer between the N. I. E. Society and the Governing Council. The Treasurer of the N. I. E. Society shall ordinarily be the Treasurer of the Governing Council.

(c) The Governing Council shall exercise and discharge the powers, authorities, duties and functions conferred upon the Council under these rules in force or as may be modified by the Management of the Society from time to time and constituent authorities.

7. The Council shall meet ordinarily once in three months. More meetings may be called for, whenever needed.

8. At every meeting of the Council, the President or in his absence the Vice-President shall preside as Chairman and

in the absence of both the President and Vice-President, the members present shall elect one from among themselves to preside.

9. Five members present shall form a quorum.

10. All questions which come before the Council shall be decided by a simple majority.

11. The Chairman may in all meetings vote and in case of an equality of votes, he shall have a second or casting vote.

12. A resolution in writing, if circulated to all the members of the Governing Council and approved by a majority of the members and so recorded by the President shall be a valid and effectual as if it had been passed at a meeting duly called for, provided that the representative of the Central Government is in agreement in matters concerning finance; Provided that if five members of the Governing Council desire the matter to be discussed at a meeting and a decision arrived at, the President shall place the matter before the next meeting of the Governing Council.

13. The Governing Council shall have the following powers :

(a) To be in charge of the properties of the College.

(b) To manage the affairs of the College regulate the expenditure exercising utmost economy in its working and also in respect of expenditure from the grant for buildings, equipment etc., and such expenditure shall have prior approval of the Council at a meeting at which the nominee of the Central Government is present or has agreed to participate by circulation of the minutes, if unable to attend.

(c) To receive such amounts, subsidies, grants made available by the Government of India, State Government or Public bodies, subscriptions and donations for purposes of the Institute, provided that no subscriptions or donations shall be accepted if they are accompanied by conditions considered by the Council as not conducive to the advancement of the College.

(d) To create, suspend, modify or abolish branches of faculties of education to determine the cadre and grades of appointment to the departments or faculties and to fix the emoluments and terms of services of staff and personnel, in consultation with the Advisory Committees consisting of experts nominated by the Governing Council and such consultants as may be nominated by the Ministry of Education, Government of India or The All India Council for Technical Education.

(e) To appoint, punish, suspend or remove the teaching and other staff.

(f) To grant leave, allowances, to determine conditions of service, to enter into service contracts and terminate or renew service contracts and to grant extension of service to staff including extension beyond the period of superannuation in accordance with the rules.

(g) To appoint qualified auditors each year to audit and fix their remuneration.

14. In the exercise of its powers, authorities, duties and functions, the Council shall, so far as is practicable, be guided by the regulations and ordinances of the Universities, directions and instructions issued by the Central and State Governments.

15. The Governing Council may periodically review or arrange for review of the work and progress of the College,

enquire into the affairs of the College and make such changes in the working of the College as may be found necessary as a result of such examination.

16. The Governing Council shall consider and act on the reports of the Visiting Committee or an Inspector appointed by The All India Council for Technical Education who may periodically visit the College as to the proper utilisation of the grants which may be given by the Government, as to the maintenance of proper standards of teaching and examination.

17. The Governing Council may carry out special investigation on any technological or scientific matter at the request of the any authority, institution, association, firm or person and in respect of such investigation may charge such fees therefor, and agree to such conditions in relation thereto as it thinks fit.

18. The Governing Council may constitute, and appoint such Sub-committees as it thinks necessary and may delegate all or any of its powers, authorities and functions (except this power of delegations and power to make rules) to any such Sub-Committee or to any member of the Governing Council or to any Officer or officers of the Institute. Every delegation under this rule shall be revocable by a resolution of the Council and no such delegation shall prevent the exercise or discharge by the Council of any of its powers, authorities, duties or functions.

19. The Governing Council may borrow for :

(a) The purpose of carrying out or for performing any of its powers, authorities, duties and functions.

(b) The discharge or partial discharge of any indebtedness within such limits, to such an extent and open to such conditions as to securities or otherwise as the Council may determine from time to time having regard to the urgency of the needs of the College.

20. The Governing Council may make rules and regulations, not inconsistent with these rules in respect of all matters (such as pertaining to the College namely) :

- (a) The management, good administration and discipline of the College
- (b) The holding of the meetings of the Governing Council.
- (c) The powers and duties of the Principal.
- (d) The conduct and record of the business.
- (e) The appointment of the committees of the Council and fixing up the quorum, allotments of powers and duties of such Committees.

21. (i) **President :**

- (a) In addition to his being the Chairman of the Governing Council and its Committees, the President shall exercise general control over all the activities of the Institutions.
- (b) He shall ensure proper administration and the implementation of the resolutions of the Governing Council and control of the properties and funds of the College.
- (c) All documents and contract agreement (involving more than Rs. 1,000/-) entered into on behalf of the College shall be executed by the President.

21. (ii) **Vice-President(s) :**

In the absence of the President one of the Vice-Presidents will be in charge of the current duties of the President.

22. **The Liaison Officer :**

The Honorary Secretary of the N. I. E. Society shall be the Liaison Officer between the N. I. E. Society and the Governing Council.

23. **Treasurer :**

Treasurer will be in charge of the funds of the College.

24. **Principal :**

- (a) The Principal of the College shall be Chief Executive Officer and Secretary of the Governing Council and all its Committees. He shall convene and arrange for all meetings and furnish detailed information on all subjects in the Agenda. He shall be in charge of minutes book of the Proceedings of the Governing Council and its Sub-Committees.
  - (b) The Principal shall be the Executive Head of the College and shall be responsible for the proper administration of the College and Polytechnic and deal with all matters (except those that are otherwise specifically entrusted to others by the Governing Council) in a manner conducive to the efficiency and economy as laid down under these rules.
  - (c) The Principal shall have power to take necessary steps to regulate and control the functions of all the staff.
  - (d) The Principal shall deal with all correspondence other than that which affects finance and policy matters which shall pass through the President.
25. (a) The Principal shall have the power to sanction re-appropriation of the budgetary provision within the departments, subject to the rules made in this behalf.
- (b) The Principal shall prepare annual budget and the administration report and place them before the Governing Council.

26. The budget shall be approved by the Governing Council at a meeting where the nominees of the Government are present and in case they are absent, their approval in writing shall be obtained.

#### FINANCE COMMITTEE

27. The Governing Council may constitute a Finance Subcommittee which will scrutinise the budget prepared by the Principal and shall forward the budget together with its recommendations to the Governing Council for consideration. The Finance Committee will invariably contain a representative of the Central Government. It shall also take steps to strengthen the financial resources of the College

28. Immediately after the close of the financial year, the Principal of the College shall present before the Governing Council, the annual report and the audited accounts of the previous year and budget estimate for the following year together with the statement of work of the College during the previous year with recommendations, if any, of the Governing Council. One such copy shall be sent to the N.I.E. Society.

29. Contracts other than those stated under 21 (c) above shall be made by such persons as are appointed by the Governing Council.

*Note :* The procedure for claiming recurring and non-recurring grant by the principal from State and Central Governments shall be as prescribed by the concerned authority.

## The National Institute of Engineering, Mysore - 570 008

### RULES REGULATING CONDITIONS OF SERVICE

[ with effect from 25-2-1985 as per G. C. resolution of 25-2-1985 ]

#### CHAPTER I

##### 1. Appointments and Pay :

- a) All appointments in the College both teaching and non-teaching shall be made after due publicity and on the recommendation of the Staff Selection Committee subject to the approval of the Governing Council.
- b) Temporary appointments on consolidated salary for a brief period in emergent cases may be made by the President subject to ratification by the Governing Council.
- c) The Management may at its discretion fillup the vacancies by officers lent from Karnataka Government Departments.
- d) The grades and scales of pay shall be as prescribed by the Government of Karnataka from time-to-time.
- e) The seniority of officials will be as per Karnataka State Government Servants (Seniority) Rules.

##### 2. Classification for Appointments :

- a) No person shall be appointed to the teaching staff who does not possess the minimum qualifications and eligibility prescribed by the Mysore University and/or All India Council of Technical Education and the State Government. No teacher who has been appointed per-

manently before these Rules coming into force shall be disqualified from holding the post consequent upon any change of Rules.

- b) The qualifications and eligibility for non-teaching posts including Class IV Employees shall be according to the Rules framed by the Government of Karnataka from time-to-time.
- c) The Rules of promotion to higher posts of both teaching and non-teaching cadres shall be as prescribed by the Karnataka State Government from time-to-time.

### 3. Terms of Appointment :

- a) Every person appointed against a permanent vacancy will be required to be on probation for a period of two years, which may be extended by another year at the discretion of the Governing Council. Till the appointment is confirmed by an express order of the Governing Council the incumbent shall be deemed to continue on probation. However it is open to the Governing Council, to discharge the incumbent during the period of probation if found unsuitable for the post. The period of probation shall count for increments, if the service and conduct during the period is certified as satisfactory by the Principal.
- b) Any member of the teaching staff, who is permanent and who intends to resign from his post shall give three month's notice (which shall be reckoned from the date of receipt of the letter of resignation by the Principal or in lieu thereof shall pay an amount equal to the salary for the period the notice falls short of three months.) In the case of non-teaching permanent staff, such notice shall be one month or in lieu thereof an amount equal to the salary for the period the notice falls short of one month.

- c) In the case of resignation of employees, both teaching and non-teaching, who are on probation or whose appointment is temporary the period of notice shall be one month. The other conditions shall be as in 3(b) supra.
  - d) The services of temporary/part-time staff appointed on consolidated salary may be terminated without any notice. Similarly the services of employees on probation may be terminated without notice during the period of probation.
4. The Principal is responsible for the administration of the Institute and shall have all the powers necessary to carry out his functions subject to the overall control of the Governing Council.
  5. All the members of the teaching staff shall be full-time officers of the college except those appointed on part-time or on honorary basis. They shall devote their entire time to the work of the College, and they should be present in the college during the working hours whether they have teaching work or not.
  6. All the members of the teaching staff should take full and effective part in extra-curricular activities assigned to them, educational and professional tours being an integral part of the curriculum. Members of the teaching staff must be prepared to take out the students on educational tours and survey camps etc. for training of students when called upon to do so.
  7. No employee shall address any communication or representation directly to the Government (State or Central) or to the Director of Technical Education or All India Council of Technical Education or to any members of the Governing Council except through the Principal.
  8. No employee of the College shall apply for an appointment elsewhere without the written permission of the Principal.

and the President. Applications for appointments elsewhere should be submitted through the Principal who will pass them with his comments to the President for his consideration. President reserves the right to withhold such applications at his discretion without assigning reasons thereof.

## CHAPTER II

### PAY AND ALLOWANCES

1. The first pay bill of an employee shall be supported by a certificate of fitness issued by a Gazetted Officer of the Medical Service of the Karnataka State not below the rank of an Assistant Surgeon.
2. Pay and allowances and also Travelling Allowances shall be as stipulated by the Government of Karnataka from time-to-time to the aided Engineering Colleges.
3. The age of superannuation shall be as prescribed by the Government of Karnataka to aided Engineering Colleges as amended from time-to-time. Regulations connected with reappointment shall be as stipulated by the Government of Karnataka to aided Engineering Colleges as amended from time-to-time. These rules are applicable to the existing staff also.
4. The benefits of leave and the procedures relating thereto shall be as prescribed by the State Government for the aided Engineering Colleges as amended from time-to-time.

## CHAPTER III

### SERVICE CONDUCT RULES

1. The President is empowered to initiate disciplinary proceedings against an employee, whenever a report of misconduct in respect of the employee is received by the President. A Show Cause notice shall be issued to the employee framing definite charges of misconduct. On receipt of the explanation within the time notified to the employee, the President

may himself enquire into such of the charges as are not admitted or appoint an enquiry officer for the purpose from among the members of the Governing Council or from the Senior members of the staff. If necessary, a three member committee may be appointed by the President in grave cases of misconduct. [As amended in the G. C. meeting held on 20-7-1985]

- i) These rules shall be applicable to all the teaching and non-teaching staff of the College, whether on duty or on leave. In case of Government employees whose services have been lent to the College the Government of Karnataka Service Conduct Rules as amended from time-to-time are applicable.
- ii) The employee is responsible for any act done by any member of his family living with him and dependent on him, which, if done by himself would constitute a breach of the rules.

*Note :* Member of the family in relation to the employee includes (i) wife, child or step child of the employee whether residing with him or not (ii) any other person related by blood or by marriage to the employee or such employee's wife wholly dependent on the employee but does include a wife legally separated from the employee or a child who is not dependent on him or whose custody the employee has been deprived by law.

- iii) Every employee shall at all times maintain absolute integrity and devotion to duty.
- iv) No employee shall be a member of or in any manner connected with any political party or subscribe or assist in any other manner any political movement. He shall not contest any election to Parliament, State Legislature and other Local Bodies.
- v) Without obtaining the previous sanction of the Governing Council, an employee can conduct or participate in editing

or managing of any newspaper or other periodicals. No employee shall without obtaining the previous sanction of the Governing Council participate in a radio broadcast or contribute any article or any letter, either anonymously or in his own or in the name of any person to any newspaper or periodicals. No such sanction shall be required if such broadcast or contribution is of a purely literary, artistic or scientific character.

- vi) No Employee shall in any communication to the press or in any public utterance make any statement of fact or opinion adversely criticising any decision of his superior officers, the Governing Council or the State and Central Governments.
- vii) An employee summoned by a Court or any other legally constituted Authority to give evidence not connected with the affairs of the National Institute of Engineering, Mysore, shall do so after obtaining leave of absence from the Principal. The subsistence allowance granted by the Court should be paid by the employee to the credit of the National Institute of Engineering, Mysore, before he can be permitted to draw his salary for the days of his absence. In all such cases he should produce the certificate of attendance granted by the Court.
- viii) No employee shall, except with the previous sanction of the Governing Council or of such authority as empowered by it in this behalf, ask for or accept contributions to, or otherwise associate himself with the raising of any fund in pursuance of any object whatsoever.
- ix) Except with the previous sanction of the Governing Council no employee shall accept from students any gift or reward of more than trifling value either directly or indirectly on his own behalf or on behalf of any person. For this purpose, a gift not exceeding Rs. 100/- in value shall ordinarily be regarded as a gift of trifling value.
- x) No full time employee shall, except with the previous sanction of the Governing council engage directly or indirectly

in any trade or business or employment, provided that a member of staff may with the previous sanction of the Principal undertake private coaching to not more than two students, subject to other rules and regulations prescribed from time-to-time by the University of Mysore and the Government of Karnataka in this behalf.

*Note :* i) Members of staff permitted to undertake private coaching should submit a statement to the Principal showing the names of students, subjects in which coaching is given, remuneration received every half year, a fortnight before the commencement of the Examination.

ii) Acceptance by members of staff of part-time work in other Institutions is strictly forbidden.

An employee may, however, take part in the promotion or management of a Co-operative Society or of a literary, scientific or charitable Institution.

- xi) No employee shall speculate in any investment. The habitual purchase or sale of securities of notoriously fluctuating value, shall be deemed to be speculation.
- xii) Lending and borrowing between the employees is forbidden provided that an employee may lend to another employee or accept a purely temporary loan of a small amount free of interest.
- xiii) Habitual indebtedness and insolvency should be avoided. An employee who becomes the subject of a legal proceedings for insolvency or against whom any criminal proceedings are instituted which involve moral turpitude shall report immediately the full fact to the Principal, who should bring it to the notice of the Governing Council for taking such disciplinary action as may be necessary.
- xiv) No employee shall bring or attempt to bring any outside influence to bear upon any superior authority to further his interests in respect of matters pertaining to his service.

xv) An employee who (i) is convicted of an offence involving moral turpitude, whether in the course of the discharge of his duties or not or (ii) who behaves in a disorderly manner unbecoming of his position as an employee of the National Institute of Engineering, Mysore. (iii) is proved to have sent an anonymous or pseudonymous petition to any authority renders himself to disciplinary action.

xvi) No association or union formed by employees can be recognised unless it satisfied the following conditions.

i) No association or union shall be established without obtaining the previous sanction of the Governing Council.

*Note :* This does not apply to teacher's Association or Union for the purpose of advancement of academic, technical and scientific knowledge or for furtherance of purely social or extra curricular activities.

ii) When the membership is confined to a distinct class of employees, it shall be open to all employees of that class.

iii) The Association shall have no connection whatsoever with any political party or organisation or engage in any political activity.

iv) The association shall not receive any financial assistance from any political party, nor contribute any portion of its funds to any political party.

v) The Association shall not publish in the press any representation on behalf of its members without the previous sanction of the President. Provided however such recognition shall be at the discretion of the Governing Council.

xvii) No employee shall engage himself in any strike or incitement thereto. Concerted or organised refusal to receive their pay will be deemed to be as equivalent to strike for the purpose of this Rule.

xviii) No employee shall misuse or carelessly use, amenities provided for him by the Administration to facilitate the discharge of his duties.

xix) (i) All whole-time members of the teaching and non-teaching staff should be present in the premises of the college during the working hours and should not leave the premises of the college on the plea of having no work and without obtaining the written permission of the Head of the Department or the Principal.

(ii) The teaching staff should be on time for their academic work.

(iii) Class attendance registers and such other registers prescribed by the authorities should be maintained and preserved with great care by the members of the staff. Names of students should be called and attendance marked in open class and attested at the end.

iv) All employees should also perform any duty connected with the College assigned to them by the concerned Head of the Department or the Principal whether during working hours or thereafter. Deviation from the above functions on the part of an employee will be deemed as dereliction of duty.

## CHAPTER IV

### DISCIPLINE AND PENALTIES

1. The Governing Council or any other authority empowered by it in this behalf herein after called the "Disciplinary Authority" may for good and sufficient reasons impose one or more penalties on employees as detailed below :

i) Fine in the case of Class IV Employees.

ii) Censure.

iii) Withholding of increments.

iv) Withholding of promotion.

- v) Recovery from pay of the whole or part of any pecuniary loss caused by negligence or breach of orders of the administration or the authority to whom the services of the employee had been lent.
- vi) Reduction to a lower stage in the time scale of pay for specified period with or without the effect of postponing the future increments of his pay.
- vii) Reduction to a lower time scale of pay, grade, post or service which shall unless otherwise directed by a bar to the promotion of the employee to the time scale of pay, grade, post or service from which he was reduced with or without direction regarding :
  - a) Seniority and pay in the scale of pay, grade post or service from which the employee was reduced.
  - b) Conditions of restoration to the scale of pay, grade or post of service from which the employee was reduced and his seniority and pay on such restoration to that scale of pay, grade, post or service.
- viii) Compulsory retirement from service.
- ix) Removal from service, which shall not be a disqualification for future service elsewhere.
- x) Dismissal from service :

*Note :* The Principal is authorised to impose the penalty mentioned in clause (i) and there shall be no appeal against his decision.

2. The following shall not amount to a penalty within the meaning of this rule.

- i) Withholding the increment of an employee for failure to pass a prescribed departmental or language examination.
- ii) Stoppage of an employee's pay at the efficiency bar in the time scale on the ground of his unfitness to cross the bar.
- iii) non-promotion to a higher post, whether in a substantive or officiating capacity after consideration of his case.

- iv) reversion to a lower post while officiating in a higher post on the ground that he is considered after trial to be unsuitable for such higher service, grade or post or on administrative grounds unconnected with his conduct.
- v) compulsory retirement in accordance with provisions relating to his superannuation or with the abolition of a department or work related to his qualification.
- vi) Termination of the services :
  - a) of a person employed under an agreement in accordance with the terms of such an agreement.
  - b) of an employee who is on probation and whose services are found unsuitable for confirmation in the post.
  - c) temporary or part-time employees.
    - a) The Governing Council or any other authority empowered by it in this behalf may place an employee under suspension where a disciplinary proceeding against him is contemplated or is pending or where a case against him in respect of any criminal offence is under investigation or trial. During the period of suspension the employee may be paid subsistence allowance as per Karnataka Civil Service Rules Inforce.
    - b) Where on the conclusion of the enquiry, the Governing Council makes an order fully exonerating or acquitting him, the period of suspension shall be treated as period of duty and the employee shall be entitled to full pay and allowances due to him.
    - c) Where the Governing Council makes an order imposing any penalty, other than compulsory retirement, removal from service or dismissal, the employee shall be paid for the period of suspension such portion of his pay and allowances as the Governing Council may in its discretion specify,

and the period of suspension shall count as duty unless the Governing Council has otherwise directed.

d) Where the Governing Council makes an order imposing the penalty of compulsory retirement, removal from service or dismissal, the employee shall be paid for the period of suspension such portion of his pay and allowance as the Governing Council may in its discretion, specify.

4. No order shall be passed imposing any of the penalties specified in clauses (iv to x) or rule No. 1 in Chapter IV except after an inquiry held in the following manner:

a) Definite charges should be framed on the basis of the allegations on which the inquiry is proposed to be held and a copy of the charge sheet with a statement of allegations on which they are based shall be furnished to the employee and he shall be required to submit his written explanation within a specified time limit and also to state if he desires to be heard in person.

b) For the purpose of preparing his defence, the employee may be allowed to offer explanations (concerning him) required by him at the discretion of the disciplinary authority. He may be allowed to take copies of such.

c) On receipt of the explanation within the time limit, the disciplinary authority may itself enquire into such of the charges as are not admitted or appoint a Committee of inquiry or an inquiring officer for the purpose.

d) The employee may present his case before the inquiring authority with the assistance of another employee (approved by the Disciplinary Authority) but may not engage a Lawyer.

e) The Inquiring authority shall consider such documentary evidence and take such oral evidence as may be relevant in regard to the charges. On behalf of the employer a

presenting Officer shall present the case before the Inquiring authority. The employee shall be support of the charges. The witnesses appearing in support of the defence may be cross examined by the person presenting the case in support of the charges, namely the presenting Officer.

f) On the conclusion of the enquiry the Inquiring Authority shall prepare and submit a report on its findings in respect of each of the charges to the disciplinary authority. In case the disciplinary authority decides to accept the report of the inquiring authority for imposing any of the major penalties specified in Clause IV to X of Rule I Chapter IV Supra, copies of the findings and of the report of the inquiring authority and of the documents relied upon by the inquiring authority for its findings, shall be furnished to the employee notifying him the action proposed to be taken by the Disciplinary Authority by way of imposition of any of the aforesaid major penalties and the employee shall be given a reasonable opportunity to submit any representation in writing that he may wish to make against the proposed penalties. If the employee desires he may be permitted to make a personal presentation also before the disciplinary authority in support of his written representation. The Disciplinary Authority shall take into consideration such representation made by the employee before passing orders.

e) In regard to imposition of minor penalties—specified in case (i) to (iii) Rule No. 1 Chapter IV the procedure to be followed is more simple and is as follows :

i) The employee should be informed of the allegations and the action or proposed to be taken and given an opportunity to make any representation that he may wish to make.

ii) The disciplinary authority shall consider such representations before passing orders.

5. Notwithstanding the aforesaid Rules, such other Rules that are made and shall be made by the State Government and other competent authority and are made applicable to Aided Engineering Colleges shall also be applicable to the employees of the College.

6. The Governing Council is the final authority in respect of disciplinary measures and there shall be no appeal against its decision.

The rules existing prior to 25-2-1985 are repealed.

**T. V. Krishna Rao**  
*President*