

NATIONAL COUNCIL OF EDUCATIONAL RESEARCH AND TRAINING

MINUTES OF THE 54th MEETING OF THE ESTABLISHMENT COMMITTEE

The 54th Meeting of the Establishment Committee of National Council of Educational Research and Training (NCERT) was held through circulation vide Council's letter/email dated 31.01.2025.

The List of participants to whom the Agenda was circulated is attached.

Following are the Item-wise details of the Agenda, which were circulated among the esteemed members for their recommendation:

- Item No.1: Proposal for Strengthening of RIEs (Ajmer, Bhopal, Bhubaneswar, Mysuru)**
- Item No.2: Creation of positions (faculty and non- faculty) for north east regional institute of education, Shillong**
- Item No.3: Creation of positions (faculty and non- faculty) for regional institute of education, Nellore (excluding outsourcing of staff)**

In response of the circulation of the Agenda Papers JS&FA, MoE, Member of the Committee has offered the comments that vide email dated 17.2.2025 which is reproduced as under against the each Agenda Items in the tabular below:-

Item No.	Comments of JS&FA
1	While in principle decision for expansion is an administrative decision nevertheless the proposal will have financial implication and cost associated with the proposal should have been foretold by the NCERT in each of the phases of expansion year-wise and also in each of the components viz., faculty/staff recurring cost and cost of creating infrastructure facilities. Further, agenda should indicate the UGC norm and contain a statement to make an understanding that the faculty and non-faculty requirements(existing alongwith projected) in comparison with the number of students (existing and additional) are in conformity with the UGC norms and also faculty non-faculty ratio has been taken care of in formulating the proposal.
2	Creation of posts of academic and non academic staff in NERIE Shillong will require approval of Department of Expenditure in terms of DoE OM No.7(1)/E.Coord-1/2017(Part.III). At this stage, the proposal may be submitted with projected recurring cost for the next five years, year-wise. Further, agenda should indicate the UGC norm and contain a statement to make an understanding that the faculty and non faculty requirements (existing alongwith projected) in comparison with the number of students (existing and additional) are in conformity with the UGC norms and also faculty non faculty ratio has been taken care of.
3	The proposal of creation of posts was deliberated in the DIB in the form of Net operating expenditure. As per draft DIB minutes having been circulated among the members for comments, the proposal for post creation is to be





	submitted to D/o Expenditure. Therefore, it is not clear as to why the proposal has again been brought in the Establishment Committee. Further, as per earlier recommendations of D/o Expenditure, DoSEL for now is to consider the project for phase I only whereas, the instant proposal of NCERT stated to have clubbed the requirement of phase I and phase II.
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Similarly the JS (Inst.) MoE has also offered their comments vide letter no. F.No.7-3/2025-NCERT dated 17.2.2025 which is reproduced as under:-

Item No.	Comments of JS (Inst.)
1 to 3	<p>The agenda items of the 54th Meeting of the Establishment Committee of NCERT have been examined in the Ministry and it has been observed that the increased intake in RIEs and DM schools will require expansion in infrastructure and Human Resources. NCERT has indicated that they have land resource available with them and indicated revised/required faculty as per revised intake. However, NCERT has not indicated any financial implication for revised faculty position and NCERT has also not indicated whether increased intake require additional infrastructure or this is going to be accommodated within the available building/resource of RIEs and DM Schools.</p> <p>2. The D/o Expenditure vide OM No.7(1)/E.Coord.-I/201 7(Part-iii) dated 04th January, 2024 prescribes procedure for creation of posts in Autonomous Bodies under Central Government. The power for creation of posts in Autonomous Bodies rest with Cabinet and D/o Expenditure. Further, the D/o Expenditure vide OM No. 24(35)/PF-II'2012 dated 05th August, 2016 also prescribes procedure for new project work in an existing body which to be approved in accordance with the extant delegation of powers.</p> <p>3. In view of the above, NCERT is advised to ensure that the faculty/staff posts are created as per guidelines prescribed by the UGC/NCTE and after due approval from the Committees of NCERT, the proposal may be sent to this Department for taking further necessary as per existing guidelines of D/o Expenditure.</p>

In this matter the Council had furnished point-wise clarification to the MoE vide letter No.F.6-2/2025/C&P/27-29 dated 20.02.2025 which is reproduced as under: -

1. During the last 5 years, NCERT has approved 34 projects worth Rs.161.65 Crores for enhancement of infrastructure in the respective RIEs. These projects has either been completed or are in advanced stages of implementation and shall serve to increase number of classrooms in the D M Schools as well as RIEs, hostels, common facilities, conference halls, staff quarters etc. As recruitment to the newly created posts shall be done in a staggered manner, the present infrastructure in RIEs shall continue to remain adequate for the initial few years.

After 2-3 years there shall be a need to enhance the physical infrastructure at RIEs, which shall be done in due course. Immediately there shall be no need to enhance the physical infrastructure. Detailed




expenditure sheet (RIE wise) are enclosed as **Annexure-I to IV (33 pages)** for reference and record.

2. NCERT is aware about the procedure for posts creation. Once this proposal is approved by the Establishment Committee and thereafter by the Finance Committee followed by the Executive Committee, a CEE proposal shall be subsequently submitted to DoE, MoF through the Ministry.
3. The extant proposal for creation of posts in RIEs is in accordance with the UGC and NCTE regulations. So far as DM Schools are concerned. NEP 2020 guidelines have been followed.

In continuation of the circulation of the Draft Minutes of 54th Establishment Committee Meeting vide letter no. 6-2/2025/C&P dated 27.02.2025, the JS&FA, MoE, Member of the Committee has offered the comments that vide letter F.No.7-3/2025-NCERT, dated 4/6, March, 2025 which is reproduced as under against the each Agenda Items in the tabular below:-

- i. UGC guidelines (copy enclosed) recommend that the ratio of teaching and non-teaching staff in a Deemed to be University has to be 1:0.75 to 1. However, as per Item:2, creation of 85 (NERIE+DMS) academic posts have been proposed and against these academic posts, 168 non-academic posts have been proposed by NCERT Hence, the demand of NCERT does not seem to be in alignment with the guidelines of the UGC.
- ii. NCTE guidelines (copy enclosed) recommend the distribution of minimum faculty across different curricular areas for one unit and two units (One Unit = 50 students) of ITEP (Pre-Primary to Primary) for Science stream/Arts stream. NCTE norms in case of Science stream are:

NCTE guidelines:

S.No.	Designation	For one unit	for two units
	Head of the Department in the rank of Professor or Associate Professor in Education	one	one
1.	Assistant Professor- in	(i) Maths-One (ii) Physics-One (iii) Chemistry-One (iv) Zoology or Life Sciences or Bio- Science-One (v) Botany or Life Sciences or Bio	(i) Maths-Two (ii) Physics-Two (iii) Chemistry-Two (iv) Zoology or Life Sciences or Bio- Science- Two (v) Botany or Life Sciences or Bi
2.	Liberal Discipline and Pedagogy or Educational Studies	Science -One (vi) Communicative Skills in English- One (vii) Communicative Skills in Modern Indian Languages or classical	Science -Two (vi) Communicative Skills in English- One (vii) Communicative Skills in Modern Indian Languages or classical languages - One

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		languages - One Educational Studies -Two	Educational Studies -Three
3	Health and Physical Education	One (part-time)	One (part-time)
4	Arts Education	One (part-time)	One (part-time)
5	Career Guidance, and Counselling	One Counsellor(part- time)	One Counsellor(part-time)

NCERT's projection for ITEP course :

Sl. No.	Programme	Designation(Sub/Edn) - Total Number	Unit Cost Per Annum in Crore / Lakh	Total Salary Cost per Annum in Crore / lakh
1	MSc MEd & MA M Ed 8 Disciplines	Professor in Concerned Subject (E&S) - 8	25.6 lakh	0.256 x 8 =2.048 Crore
		Associate Professor (S) - 8 ⁽²⁾ (including one Associate Professor in Sanskrit - from Social Science and Language) Associate Professor (E) - 8	23.65 lakh 23.65 lakh	0.2365 x 8=1.892 Crore 0.2365x 8=1.892 Crore
		Assistant Professor (S) - 2\$3) Assistant Professor (E) - 14 (including one Assistant Professor in Sanskrit Education)	10.386 lakh 10.386 lakh	0.10386 x 26=2.70036 Crore 0.10386 x14=1.45404 Crore
		Lab Technician - 8+1	5.256 lakh	5.256x9= 0.47304 Crore (47,304 lakh)
		Lab Attendant - 8+1	4.59 lakh	0.0459x9=0.4131 Crore (41.31 lakh)
		Office Clerk - 3+1	5.256	0.05256x4=0.21024
		MTS (Daily Wage) - 3+1	3.00 lakh	0.03x4=0.12 Crore(12 lakh)
		Total Cost		
2.	BEd-M Ed	Professor-1 (Education)	(25.6 lakh)	0.256 x 1 =0.256 Crore (25.6 lakh)

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		Lab Technician/ICT - 2	5.256 lakh	$0.05256 \times 2 = 0.10512$ Crore (10.512 lakh)
		Lab Attendant - 1	4.59 Lakh	$0.0459 \times 1 = 0.0459$ Crore
		Office Clerk - 1	5.256 lakh	$0.05256 \times 1 = 0.05256$ Crore (5.256 lakh)
		MTS (Daily Wage)-1	3 lakh	$0.03 \times 1 = 0.03$ Crore (3 lakh)
		Total Cost		1.59 Crore
3	ITEP-3 Stages (Foundational, Preparatory and Middle) (2 BSc Bed & 1 BA Bed - 3 Units)	Associate Professor (Edn.) - 1	23.65 lakh	$0.2365 \times 1 = 0.2365$ Crore (23.65 lakh)
		Assistant Professor (Sub.) (12(4) +7(5)) 19x3 - 57 Assistant Professor (Edn.) (3+2) 5x3 -15	10.386 lakh 10.386 lakh	$0.10386 \times 57 = 5.922002$ Crore $0.10386 \times 15 = 1.5579$ Crore
		Part-time faculty - 3	6.00 lakh	$0.06 \times 3 = 0.15$ crore (18lakh)
		Lab Technician/ICT -7+2+1	5.256 lakh	$0.05256 \times 10 = 0.5256$ Crore (52.56 lakh)
		Lab Attendant 7+2+1	4.59 lakh	$0.0456 \times 10 = 0.459$ Crore (45.9 lakh)
		Office Clerk - 1+1	5.256 lakh	$0.05256 \times 2 = 0.10512$ Crore (10.512 lakh)
		MTS (daily Wage) 1+1	3.00 lakh	$0.03 \times 2 = 0.06$ crore (6 lakh)
		Total Cost		9.04 Crore
		Total Cost of 1, 2 and 3		21.83
		Grand Total of 1,2 & 3 for 4 RIEs		21.83 x4 RIEs = 87.32

1. Education, Physics, Chemistry, Mathematics, Botany/Zoology, Language - 1 No each; Social Science - 2 Nos (History/ Geography/ Economics/Political Science) Total: 8
2. Physics, Chemistry, Mathematics, Botany/ Zoology, Languages (2 Nos including 1 Sanskrit), Social Science - 2 Nos from any of the Social Science Subjects - History/ Geography/ Economics/Political Science)

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Total : 8 Nos.

3. Physics, Chemistry, Mathematics, Botany, Zoology- 3 Nos each, Languages (2 Nos), Social Science - 9 Nos (3 from any of the Social Science Subjects - History/Geography/Economics/Political Science) Total : 26
4. Physics, Mathematics, Botany, Zoology - 2 each; Chemistry - 4 Nos, Total : 12
5. 4 Regional Languages - 1 each, English - 1 No and 2 Social Science Subjects (History/ Geography/ Economics/Political Science) Total - 7

At Row 3, NCERT's clarification w.r.t. ITEP: Number of Assistant Professor should not be more than one per subject, however, 2 per subject and 4 in the case of Chemistry have been proposed. Requirement of some Lab Technicians. Lab Attendants, Office Clerks and MTS have also been proposed. However, separate proposal for non-academic staff is already there in the proposal. NCERT has not indicated whether these non-academic staff are common or separate. NCERT is requested to kindly adhere to the guidelines of NCTE, strictly, in all cases.

iii. At NCERT's Human Resource Requirements and the Estimated Cost for DMS, TGT level 7 per unit pay is 9.4836 lakh and PRT level 6 per unit pay is 9.2580 lakh. The pay of Level -7 is only 2% (approx) higher than that of Level -6. However, the entry pay of level 7 is 26% (approx) higher than that of the entry pay of Level -6.

iv.

RIEs	Total Faculty	Total students	Ratio
Ajmer	57+47=104	3860	37.11
Bhopal	105	4060	38.66
Bhubaneswar	132	3850	29.16
Mysuru	120	3899	32.49

It is evident from the above table that there is difference in Student Teacher Ratio between RIE Bhopal and RIE Bhubaneswar. Further, the number of units for each stream, except ITEP, has also not been indicated. In the absence of number of units, the exact requirement for the faculty shall not be worked out.

2. NCERT is, therefore, requested to place its justification (on record) w.r.t. above observations before moving the same to the next forum.

The clarification and suggestion mentioned above have been incorporated in the final proposal and the same is Annexed with these minutes:-

Item No.1:	Proposal for Strengthening of RIEs (Ajmer, Bhopal, Bhubaneswar, Mysuru)	Annex.-V	Page No. 34-51
Item No.2:	Creation of positions (faculty and non- faculty) for northeast regional institute of education, Shillong	Annex.-VI	Page No. 52-59
Item No.3	Creation of positions (faculty and non- faculty) for regional institute of education, Nellore (excluding outsourcing of	Annex.-VII	Page No. 60-71



Item No.2:	Creation of positions (faculty and non- faculty) for northeast regional institute of education, Shillong	Annex.-VI	Page No. 52-59
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Recommendation of the Committee:-

Item No. 1 Recommended for placing before the Finance Committee.

Item No. 2 Recommended for placing before the Finance Committee.

Item No.3 Recommended for placing before the Finance Committee.

