

Ministry of Tourism

Government of India

Proposed Draft Recruitment Rules (RRs) of the various posts of Indian Culinary Institute-

Feedback from Stakeholders

Should be sent on or before 17th March, 2019 (Email – halder.subrata@nic.in)

S No	Item	Particular
1	Name of the Post	Director (ICI)
2	Number of posts	One
3	Classification	Group 'A'
4	Pay Scale	PB-4- Rs.37,400-67,000 + Grade Pay Rs.10,000 As per 7 th CPC in Pay level 14 Special Allowance Rs.5,000 per month additional
5	Whether post is Selection/ non-selection	NA
6	Age limit for Direct Recruitment	Minimum of 45 years. Post is for fixed tenure of 5 years subject to maximum age of 65 years for Direct Recruitment or Short term contract
7	Educational and other Qualifications for Direct Recruitment	<p>1. Post Graduate with 3 years degree/diploma in Hotel/ Hospitality Administration from a recognised University/ Institute with minimum of 55% marks or its equivalent grade.</p> <p>Desirable:</p> <p>Ph.D in Hotel/ Hospitality Management (Culinary/ Food Production related Topic).</p> <p>Having Hospitality related publications in reputed/peer reviewed Journals at his/her credit.</p> <p>Experience under Category - I</p> <p>a) Proven 20 years of total job career. Out of which at least 5 years in Academics (Food Production/ Culinary Art) in a University or in a reputed/ recognised Educational Institute not below the rank equivalent to the pay scale with Grade Pay Rs.8700 and at least 5 years as GM or Executive Chef or together in a 5 star or Heritage grand classified or above category Hotel.</p> <p>b) 2 years involvement in conducting Examination, planning of academic programme and such other academic activities.</p> <p>c) Out of total experience of 20 years, at least 5 years' experience in handling Administrative matters.</p> <p>d) Desirable: Curriculum and Academic programme designing etc in a University or in a reputed/ recognised</p>

		<p>Institute of Hospitality management (UG / PG level).</p> <p>Experience under Category – II</p> <p>e) Proven 20 years of job career. Out of which at least 5 years as GM in a hotel of 5 star or Heritage grand classified or above and at least another 5 years as Executive Chef or above in a hotel of 5 star or Heritage grand classified.</p> <p>f) Out of total 20 years' experience, 3 years should be in teaching/ training or such other academic activities.</p> <p>g) Out of total experience of 20 years, at least 5 years' experience in handling Administrative matters.</p> <p>h) Desirable: Curriculum and Academic programme designing etc in a University or in a reputed/ recognised Institute of Hospitality management (UG / PG level).</p> <p>(Experience to be fulfilled either of one category)</p>
8	Whether Age and educational qualifications prescribed for direct recruitment will apply in case of promotion	NA
9	Period of probation if any	One year for DR
10	Method of recruitment, whether Direct/ Promotion/ Deputation/ Absorption basis	Direct Recruitment/ Deputation. The post is tenure based for a maximum period of 5 years. However one can get next tenure after following same formalities of search-cum-selection
11	In case of Recruitment by Promotion/ deputation/ Absorption – Grade from which Promotion/ deputation/ Absorption	NA
12	If a departmental promotion committee exist, what is the composition	Yes. Search-cum-selection committee as per provision in the Recruitment Rules
13	Circumstance in which Govt. of India to be consulted	

S No	Item	Particular
1	Name of the Post	Professor (ICI)
2	Number of posts	Three
3	Classification	Group 'A'
4	Pay Scale	PB-4- Rs.37,400-67,000 + Grade Pay Rs.10,000 As per 7 th CPC in Pay level 14
5	Whether post is Selection/ non-selection	Selection
6	Age limit for Direct Recruitment	Minimum of 45 years and maximum of 65 years for Direct Recruitment or Short term contract
7	Educational and other	1. Post Graduate with 3 years degree/diploma in Hotel/

	Qualifications for Direct Recruitment	<p>Hospitality Administration from a recognised University/ Institute with minimum of 55% marks or its equivalent grade.</p> <p>Desirable: Ph.D in Hotel/ Hospitality Management (Culinary/ Food Production related Topic). Having Hospitality related publications in reputed/peer reviewed Journals at his/her credit.</p> <p>Experience under Category - I</p> <p>a) Proven 20 years of total job career. Out of which at least 5 years in Teaching (Food Production/ Culinary Art) in a University or in a reputed/ recognised Educational Institute not below the rank equivalent to the pay scale with Grade Pay Rs.8700 and at least 5 years as GM or Executive Chef or together in a 5 star or Heritage grand classified or above category Hotel.</p> <p>b) 2 years involvement in conducting Examination, planning of academic programme and such other academic activities.</p> <p>c) Out of total experience of 20 years, at least 5 years' experience in handling Administrative matters.</p> <p>d) Desirable: Curriculum and Academic programme designing etc in a University or in a reputed/ recognised Institute of Hospitality management (UG / PG level).</p> <p>Experience under Category – II</p> <p>e) Proven 20 years of job career. Out of which at least 5 years as GM in a hotel of 5 star or Heritage grand classified or above and at least another 5 years as Executive Chef or above in a hotel of 5 star or Heritage grand classified.</p> <p>f) Out of total 20 years' experience, 3 years should be in teaching/ training or such other academic activities.</p> <p>g) Out of total experience of 20 years, at least 5 years' experience in handling Administrative matters.</p> <p>h) Desirable: Curriculum and Academic programme designing etc in a University or in a reputed/ recognised Institute of Hospitality management (UG / PG level).</p> <p>(Experience to be fulfilled either of one category)</p>
8	Whether Age and educational qualifications prescribed for direct recruitment will apply in case of promotion	Age and Experience – No Educational Qualification – Yes
9	Period of probation if any	One year for DR
10	Method of recruitment,	Promotion : Direct Recruitment = 2 : 1 ratio

	whether Direct/ Promotion/ Deputation/ Absorption basis	In case of non-availability of candidate in the feeder cadre for promotion in next more than three years, post may be filled through direct recruitment, if within three years, such vacancy may be filled by deputation/ short term contract for the intermittent period.
11	In case of Recruitment by Promotion/ deputation/ Absorption – Grade from which Promotion/ deputation/ Absorption	Promotion from the cadre of Associate Professor with 5 years of regular service in the grade
12	If a departmental promotion committee exist, what is the composition	Yes. DPC/ Selection Committee : As per the provision in the Recruitment Rules
13	Circumstance in which Govt. of India to be consulted	NA

S No	Item	Particular
1	Name of the Post	Associate Professor (ICI) (Indian Cuisine, International Cuisine, Bakery & Patisserie, F & B Service and General Management)
2	Number of posts	Seven
3	Classification	Group 'A'
4	Pay Scale	PB-4- Rs.37,400-67,000 + Grade Pay Rs.9,000 As per 7 th CPC in Pay level 14
5	Whether post is Selection/ non-selection	Selection
6	Age limit for Direct Recruitment	Minimum of 35 years and maximum of 65 years for Direct Recruitment or Short term contract
7	Educational and other Qualifications for Direct Recruitment	<p>1. Post Graduate with 3 years degree/diploma in Hotel/ Hospitality Administration from a recognised University/ Institute with minimum of 55% marks or its equivalent grade.</p> <p>Desirable: Ph.D in Hotel/ Hospitality Management (Culinary/ Food Production related Topic). Having Hospitality related publications in reputed/peer reviewed Journals at his/her credit.</p> <p>Experience under Category - I</p> <p>a) Proven 15 years of total job career. Out of which at least 5 years in Teaching (Food Production/ Culinary Art/Bakery & Patisserie/ Management – as per required specialised area) in a University or in a reputed/ recognised Educational Institute not below the rank equivalent to the pay scale with Grade Pay Rs.6600 and at least 3 years as Sous Chef/ Bakery Chef in a Five star or Heritagegrand classified or above category Hotel.</p>

		<p>b) 2 years involvement in conducting Examination, planning of academic programme and such other academic activities will be preferred.</p> <p>c) Desirable: Curriculum and Academic programme designing etc in a University or in a reputed/ recognised Institute of Hospitality management (UG / PG level).</p> <p>Experience under Category – II</p> <p>d) Proven 15 years of job career. Out of which at least 5 years as Sous Chef for above in a hotel of 5 star or Heritage grand classified or above and at least another 5 years in the kitchen of a classified Hotel.</p> <p>e) Out of total 15 years' experience, 2 years should be involved in teaching/ training or such other academic activities.</p> <p>f) Desirable: Curriculum and Academic programme designing etc in a University or in a reputed/ recognised Institute of Hospitality management (UG / PG level).</p> <p>(Experience to be fulfilled either of one category)</p>
8	Whether Age and educational qualifications prescribed for direct recruitment will apply in case of promotion	Age and Experience – No Educational Qualification - Yes
9	Period of probation if any	One year for DR
10	Method of recruitment, whether Direct/ Promotion/ Deputation/ Absorption basis	Promotion : Direct Recruitment = 2 : 1 ratio In case of non-availability of candidate in the feeder cadre for promotion in next more than three years, post may be filled through direct recruitment, if within three years, such vacancy may be filled by deputation/ short term contract for the intermittent period.
11	In case of Recruitment by Promotion/ deputation/ Absorption – Grade from which Promotion/ deputation/ Absorption	Promotion from the cadre of Assistant Professor with 8 years of regular service in the grade
12	If a departmental promotion committee exist, what is the composition	Yes. DPC : As per the provision in the Recruitment Rules
13	Circumstance in which Govt. of India to be consulted	NA

S No	Item	Particular
1	Name of the Post	Assistant Professor (ICI) (Indian Cuisine, International Cuisine, Bakery & Patisserie, F & B Service and General Management)

2	Number of posts	Eight
3	Classification	Group 'A'
4	Pay Scale	PB-4- Rs.37,400-67,000 + Academic Grade Pay Rs.6,000
5	Whether post is Selection/ non-selection	NA
6	Age limit for Direct Recruitment	40 years for Direct Recruitment or Short term contract
7	Educational and other Qualifications for Direct Recruitment	<p>1. Post Graduate with 3 years degree/diploma in Hotel/ Hospitality Administration from a recognised University/ Institute with minimum of 55% marks or its equivalent grade.</p> <p>Desirable:</p> <p>Ph.D in Hotel/ Hospitality Management (Culinary/ Food Production related Topic).</p> <p>Having Hospitality related publications in reputed/peer reviewed Journals at his/her credit.`</p> <p>Experience under Category - I</p> <p>a) Proven 5 years of total job career. Out of which at least 2 years in Teaching (Food Production/ Culinary Art/ Bakery & Patisserie/ Management – as per required specialised area) in a University or in a reputed/ recognised Educational Institute and at least 3 years in the Kitchen/ Bakery of a Four star or Heritage classified or above category Hotel or in a Multi cuisine chain of restaurant/ Bakery unit having yearly transaction of Rs 30.00 crores and above.</p> <p>Experience under Category - II</p> <p>b) Proven 5 years of total job career in a in the Kitchen/ Bakery of a Four star or Heritage classified or above category Hotel or in a Multi cuisine chain of restaurant/ Bakery unit having yearly transaction of Rs 30.00 crores and above.</p>
8	Whether Age and educational qualifications prescribed for direct recruitment will apply in case of promotion	NA
9	Period of probation if any	One year for DR
10	Method of recruitment, whether Direct/ Promotion/ Deputation/ Absorption basis	Direct Recruitment, failing which by Short term contract.
11	In case of Recruitment by Promotion/ deputation/ Absorption – Grade from which Promotion/ deputation/ Absorption	NA

12	If a departmental promotion committee exist, what is the composition	Yes. DPC/ Selection Committee : As per the provision in the Recruitment Rules
13	Circumstance in which Govt. of India to be consulted	NA

S No	Item	Particular
1	Name of the Post	Administrative Officer (in ICI)
2	Number of posts	One
3	Classification	Group 'A'
4	Pay Scale	PB-3- Rs.15,600-39,100 + Grade Pay Rs.5,400 As per 7 th CPC in Pay level 10
5	Whether post is Selection/ non-selection	Selection
6	Age limit for Direct Recruitment	Not exceeding 50 years.
7	Educational and other Qualifications for Direct Recruitment	1. Graduates from a recognised university. Desirable: Degree in Law /Commerce. 2. 8 years experience in Administration and Accounts of which 4 years in an Educational Institute in a grade pay of Rs. 4200 and above. 3. Computer competency is essential.
8	Whether Age and educational qualifications prescribed for direct recruitment will apply in case of promotion	Age: No. Educational Qualification: Yes.
9	Period of probation if any	One year
10	Method of recruitment, whether Direct/ Promotion/ Deputation/ Absorption basis	Promotion failing which by transfer on deputation further failing which by direct recruitment.
11	In case of Recruitment by Promotion/ deputation/ Absorption – Grade from which Promotion/ deputation/ Absorption	Promotion : AAO/ Accountant with 8 years of regular service in the grade. Deputation :Officers holding an analogous post under C&AG/CGA, Govt. of India/ State Govt. and eligible officer from any other Institutes of Hotel Management set up by the Ministry of Tourism, Govt. of India.
12	If a departmental promotion committee exist, what is the composition	Yes. DPC/ Selection Committee : As per the provision in the Recruitment Rule
13	Circumstance in which Govt. of India/ NCHM-IIH to be consulted	NA

S No	Item	Particular
1	Name of the Post	Assistant Administrative Officer (ICI)
2	Number of posts	One
3	Classification	Group 'B'
4	Pay Scale	PB-2- Rs.9,300 – 34,800 + Grade Pay Rs.4,200 As per 7 th CPC in Pay Level 6
5	Whether post is Selection/ non-selection	Selection
6	Age limit for Direct Recruitment	Not exceeding 45 years.(as on 1 st January of recruitment year) Upper age limit is Relaxable upto 5 years in case of SC, ST and departmental candidates.
7	Educational and other Qualifications for Direct Recruitment	1. Graduates from a recognised university preferably in Management. Desirable: Degree in Law /Commerce. 2. 6 years experience in Administration of which 5 years in a Govt. organisation/ Autonomous/ PSU in an equivalent position of the post carries grade pay of Rs. 2400 or above. 3. Computer competency is essential.
8	Whether Age and educational qualifications prescribed for direct recruitment will apply in case of promotion	Age: No. Educational Qualification: Yes.
9	Period of probation if any	One year
10	Method of recruitment, whether Direct/ Promotion/ Deputation/ Absorption basis	Promotion through a limited Departmental competitive examination, failing which by direct recruitment. (In Limited Departmental Competitive Examination, there should be a minimum qualifying criteria to select a person for the post) (first time the post will be filled on Direct Recruitment)
11	In case of Recruitment by Promotion/ deputation/ Absorption – Grade from which Promotion/ deputation/ Absorption	Promotion : UDC/ Store Keeper/ Cashier /Steno with 8 years of regular service in the respective grade. The eligible feeder cadre officers have to opt to sit in such Limited Departmental Competitive Examination, whenever the office initiates the process of filling up of the post.
12	If a departmental promotion committee exist, what is the composition	Yes. DPC : As per the provision in Recruitment Rules
13	Circumstance in which Govt. of India/ NCHM-IIH to be consulted	NA

S No	Item	Particular
1	Name of the Post	Accountant (ICI)
2	Number of posts	One
3	Classification	Group 'B'
4	Pay Scale	PB-2- Rs.9,300 – 34,800 + Grade Pay Rs.4,200 As per 7 th CPC in Pay Level 6

5	Whether post is Selection/ non-selection	Selection
6	Age limit for Direct Recruitment	Not exceeding 45 years.(as on 1 st January of recruitment year) Upper age limit is Relaxable upto 5 years in case of SC, ST and departmental candidates.
7	Educational and other Qualifications for Direct Recruitment	1. Graduates in Commerce from a recognised university. Desirable: Degree in Law /Commerce. 2. 6 years experience in Cash and Accounts of which 3 years in an Educational Institute in a grade pay of Rs. 2400 or above. 3. Computer competency inclusive of Tally is essential.
8	Whether Age and educational qualifications prescribed for direct recruitment will apply in case of promotion	NA
9	Period of probation if any	One year
10	Method of recruitment, whether Direct/ Promotion/ Deputation/ Absorption basis	Direct Recruitment. However, the departmental candidate fulfilling all the eligibility criteria may compete with the outsiders during selection process. There will be no age bar for the departmental eligible candidates.
11	In case of Recruitment by Promotion/ deputation/ Absorption – Grade from which Promotion/ deputation/ Absorption	NA
12	If a departmental promotion committee exist, what is the composition	Yes. DPC : As per the provision in Recruitment Rules
13	Circumstance in which Govt. of India/ NCHM-IIH to be consulted	NA

S No	Item	Particular
1	Name of the Post	Upper Division Clerk/ Store Keeper/ Cashier (ICI)
2	Number of posts	Two
3	Classification	Group 'C'
4	Pay Scale	PB-1- Rs.5,200 – 20,200 + Grade Pay Rs.2,400 As per 7 th CPC in Pay Level 4
5	Whether post is Selection/ non-selection	Non-Selection
6	Age limit for Direct Recruitment	Between 18 and 40 years (as on 1 st January of recruitment year) (Relaxable for Govt. Servant up to 40 years in accordance with the instructions or order issued by the Govt. of India)
7	Educational and other Qualifications for Direct Recruitment	Degree from a recognised University or equivalent
8	Whether Age and educational	Age – No

	qualifications prescribed for direct recruitment will apply in case of promotion	Qualification – Yes
9	Period of probation if any	Two years
10	Method of recruitment, whether Direct/ Promotion/ Deputation/ Absorption basis	Promotion, failing which by deputation/ Short Term Contract
11	In case of Recruitment by Promotion/ deputation/ Absorption – Grade from which Promotion/ deputation/ Absorption	Promotion: Lower Division Clerk with 8 years service in the grade, after appointment thereto on a regular basis. Deputation (including Short Term Contract): Officers from the Central Government/ State Government/ Autonomous Bodies/ PSUs (i) Holding analogous post on regular basis (in General Administration/ Cash & Accounts/ Store & Purchase) (ii) Having 8 years regular service as Lower Division Clerk and having exposure in General Administration/ Cash & Accounts/ Store & Purchase during that period
12	If a departmental promotion committee exist, what is the composition	Yes. DPC : As per the provision in Recruitment Rules
13	Circumstance in which Govt. of India/ NCHM-IIH to be consulted	NA

S No	Item	Particular
1	Name of the Post	Lower Division Clerk (ICI)
2	Number of posts	Four
3	Classification	Group 'C'
4	Pay Scale	PB-1- Rs.5,200 – 20,200 + Grade Pay Rs.1,900 As per 7 th CPC in Pay Level 2
5	Whether post is Selection/ non-selection	NA
6	Age limit for Direct Recruitment	Between 18 and 32 years (as on 1 st January of recruitment year) (Relaxable for Govt. Servant up to 40 years in accordance with the instructions or order issued by the Govt. of India)
7	Educational and other Qualifications for Direct Recruitment	Degree from a recognised University or equivalent Typing speed 35 words per minute in English and/ or 30 words per minute in Hindi on Computer
8	Whether Age and educational qualifications prescribed for direct recruitment will apply in case of promotion	NA
9	Period of probation if any	Two years
10	Method of recruitment,	By Direct Recruitment, failing which by outsourcing/

	whether Direct/ Promotion/ Deputation/ Absorption basis	contract
11	In case of Recruitment by Promotion/ deputation/ Absorption – Grade from which Promotion/ deputation/ Absorption	NA
12	If a departmental promotion committee exist, what is the composition	Yes. DPC : As per the provision in Recruitment Rules
13	Circumstance in which Govt. of India/ NCHM-IIH to be consulted	NA

S No	Item	Particular
1	Name of the Post	Librarian (ICI)
2	Number of posts	One
3	Classification	Group 'C'
4	Pay Scale	PB-1- Rs.5,200 – 20,200 + Grade Pay Rs.2,400 As per 7 th CPC in Pay Level 4
5	Whether post is Selection/ non-selection	Non-Selection
6	Age limit for Direct Recruitment	Up to 45 years
7	Educational and other Qualifications for Direct Recruitment	Degree in Library Science from a recognised University Knowledge of maintaining Museum will be preferred
8	Whether Age and educational qualifications prescribed for direct recruitment will apply in case of promotion	Age – No Qualification – No
9	Period of probation if any	Two years
10	Method of recruitment, whether Direct/ Promotion/ Deputation/ Absorption basis	Promotion, failing which by deputation/ Short Term Contract (However first time the appointment will be made on direct recruitment)
11	In case of Recruitment by Promotion/ deputation/ Absorption – Grade from which Promotion/ deputation/ Absorption	Promotion: Assistant Librarian with 8 years service in the grade, after appointment thereto on a regular basis. Deputation (including Short Term Contract): Officers from the Central Government/ State Government/ Autonomous Bodies/ PSUs/ Public Library (Digital/ On-line Library working experience) (i) Holding analogous post on regular basis (ii) Having 8 years regular service as Assistant Librarian
12	If a departmental promotion	Yes. DPC : As per the provision in Recruitment Rules

	committee exist, what is the composition	
13	Circumstance in which Govt. of India/ NCHM-IIH to be consulted	NA

S No	Item	Particular
1	Name of the Post	Assistant Librarian (ICI)
2	Number of posts	One
3	Classification	Group 'C'
4	Pay Scale	PB-1- Rs.5,200 – 20,200 + Grade Pay Rs.1,900 As per 7 th CPC in Pay Level 2
5	Whether post is Selection/ non-selection	NA
6	Age limit for Direct Recruitment	Between 18 and 45 years (as on 1 st January of recruitment year) (Relaxable for Govt. Servant up to 40 years in accordance with the instructions or order issued by the Govt. of India)
7	Educational and other Qualifications for Direct Recruitment	Degree in Library Science from a recognised University OR Diploma (minimum of 2 years duration) from a recognised University/ Institution with 2 years working experience in a reputed Library Desirable: Knowledge of maintaining Museum
8	Whether Age and educational qualifications prescribed for direct recruitment will apply in case of promotion	NA
9	Period of probation if any	Two years
10	Method of recruitment, whether Direct/ Promotion/ Deputation/ Absorption basis	Direct Recruitment, failing which through Outsourcing or on Contract
11	In case of Recruitment by Promotion/ deputation/ Absorption – Grade from which Promotion/ deputation/ Absorption	NA
12	If a departmental promotion committee exist, what is the composition	Yes. DPC : As per the provision in Recruitment Rules
13	Circumstance in which Govt. of India/ NCHM-IIH to be consulted	NA

S No	Item	Particular
1	Name of the Post	Steno (ICI)
2	Number of posts	Two
3	Classification	Group 'C'
4	Pay Scale	PB-1- Rs.5,200 – 20,200 + Grade Pay Rs.2,400 As per 7 th CPC in Pay Level 4
5	Whether post is Selection/ non-selection	NA
6	Age limit for Direct Recruitment	Between 18 and 45 years (as on 1 st January of recruitment year) (Relaxable for Govt. Servant up to 40 years in accordance with the instructions or order issued by the Govt. of India)
7	Educational and other Qualifications for Direct Recruitment	Degree from a recognised University (Reason for Degree is – Due to insufficient number of employees, all the staff of the Institute has to perform the duties of dealing hand also)
8	Whether Age and educational qualifications prescribed for direct recruitment will apply in case of promotion	NA
9	Period of probation if any	Two years
10	Method of recruitment, whether Direct/ Promotion/ Deputation/ Absorption basis	Direct Recruitment, failing which through Outsourcing or on Contract
11	In case of Recruitment by Promotion/ deputation/ Absorption – Grade from which Promotion/ deputation/ Absorption	NA
12	If a departmental promotion committee exist, what is the composition	Yes. DPC : As per the provision in Recruitment Rules
13	Circumstance in which Govt. of India/ NCHM-IIH to be consulted	NA