

Ministry of Tourism Government of India

**Proposed Amendment in the Recruitment Rules
(RRs) of the Principals CIHMs- feedback from
Stakeholders**

**Should be sent on or before 06th July, 2018
(Email – rlgupta.edu@nic.in)**

| S.N. | Item | Proposed RRs | Reasons for Modifications |
|------|-------------------------------|---|---|
| 1 | Name of the Post | Principal | To widen the eligible pool of candidates & fasten the process |
| 2 | Scale of Pay | Level -13 | |
| 3. | Method of recruitment | Direct Recruitment/Short Term Contract/ Deputation | |
| 4. | Age limit for direct recruits | <p>Not exceeding 52 years for general category.</p> <p>Age relaxation as per government norms will be applicable for other categories. Under no circumstances the age should exceed 57 years. Maximum relaxation upto the length of their service in NCHMCT or its affiliated institutes, subject to the upper limit of 57 years.</p> | |

| S.N | Item | Proposed RRs | Reasons for Modifications |
|-----|---|---|---|
| 5 | Tenure of the Post | In addition to the annual performance review, mandatory performance review to be done by the Ministry after completion of 3 years of service. Services may be discontinued in case of unsatisfactory performance. This shall be applicable to all modes of recruitment. | To encourage better performance/delivery & recruitment by different methods |
| 6 | Whether post is Selection / Non-Selection | Not applicable | |

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| 7 | Essential & Desirable Educational Qualification & Work Experience | |
| 7.1 | CATEGORY – A | |
| 7.1.1 | Essential & Desirable Education Qualification (Proposed) | Reasons for proposed Modifications |
| | <p>Post Graduation from a recognized university (Central/State/Deemed to be/ AIU equivalent PG from foreign institution)</p> <p style="text-align: center;">And (+)</p> <p>Full Time Degree OR three (3) years Diploma in Hotel Administration / Hospitality Management / Hotel Management/ Hospitality Administration/ Culinary Arts/Culinary Science with minimum of 55% marks in aggregate or its equivalent grade from :</p> <p>(i) NCHMCT OR NCHMCT affiliated institute. OR</p> <p>(ii) An institute approved by AICTE. OR</p> <p>(iii) An institute approved by the State Board of Technical Education. OR</p> <p>(iv) Central/State/Deemed to be University recognized by UGC. OR</p> <p>(v) Equivalent degree / diploma of foreign university/ institution recognized by AIU</p> <p><u>Desirable Qualification</u> : PhD degree</p> | <p>To bring more clarity in educational qualification & work experience criteria</p> |

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| 7.1 | CATEGORY-A | |
| 7.1.2 | Essential Work Experience (Proposed) | Reasons for proposed Modifications |
| | <p>In addition to educational Qualification, At least 20 years of experience in :</p> <p>(i) <u>Teaching (20 years)</u> : with minimum 5 years as Head of Department /equivalent teaching in an Institute of Hotel Management affiliated with NCHMCT OR institute approved by AICTE OR institute approved by the State Board of Technical Education OR Central/ State/ Deemed to be University recognized by UGC/ Equivalent degree/ diploma of foreign university/ institution recognized by AIU and possessing at least 5 years of administrative experience within the minimum total experience of 20 years.</p> <p style="text-align: center;">OR</p> <p><u>ii) Teaching & Hotel Industry together (20 years)</u> :</p> <p>With minimum 5 years teaching experience in an institute as mentioned above in (i) with 5 years experience in GM level in a certified 3 star or above category hotel.</p> | <p>To attract global talent and widen the pool of eligible candidates from the industry.</p> |

CATEGORY-B (NEW)

| 7.2.1 | Essential Education Qualification | Essential Work Experience | Reasons for proposed Modifications |
|-------|---|---|---|
| | <p>Two year full time Post Graduate Degree/ Diploma in Management/ Tourism from a recognized University under UGC or approved by AICTE/ Equivalent degree /diploma of foreign university/institution recognized by AIU with <u>minimum of 60% marks in aggregate or its equivalent grade.</u></p> <p><u>Desirable Qualification :</u> PhD degree</p> | <p><u>(i) For Private Sector</u> : Candidates with proven track record with at least 20 years of experience from reputed organisation in executive capacity in hospitality/tourism industry, out of which minimum 7 years should be in managerial experience (out of which at least 5 years as GM) in private sector companies/firms having turnover of not less than Rs.100 crore per annum in each of the last three years. Out of total 20 years of experience, minimum 5 years teaching experience shall also be essential.</p> <p style="text-align: center;">OR</p> <p><u>(ii) For Government / PSUs / Autonomous Bodies</u> : Officers should have at-least 20 years of working experience with demonstrated capability and out of which minimum 5 years should be in minimum Level-12 or above /E-5 or above (as per DPE) & currently working in equivalent grade or one level below for at-least 5 years. Out of total 20 years of experience, minimum 5 years teaching experience shall also be essential.</p> | <p>To widen the pool of eligible candidates by attracting suitable candidates with management & leadership experience from the related different segments (private, important educational institutions, PSUs etc.) of the sector.</p> |

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| 7.3 | <p style="text-align: center;">CATEGORY-C (NEW)</p> <p style="text-align: center;">For Deputation / Short Term Contract</p> | | |
| 7.3.1 | <p style="text-align: center;">Essential Education Qualification</p> | <p style="text-align: center;">Essential Work Experience</p> | <p style="text-align: center;">Reasons for proposed Modifications</p> |
| | <p>Two year full time Post Graduate Degree / Master Degree/ Diploma in Management/Tourism from a recognized University with minimum of 60% marks in aggregate or its equivalent grade.</p> <p><u>Desirable Qualification</u> : PhD degree</p> | <p>Government /PSUs/Autonomous Bodies officers working in the same grade or one level below for minimum 5 years and with proven track record in a leadership role (Level 13 / Level 12 with 5 years experience or its equivalent) would be eligible. Terms & Conditions of deputation shall be governed as per DoPT guidelines. Normal deputation period will initially be of 3 years.</p> | <p>To encourage candidates from the government with administrative experience</p> |