



**Dhananjay Dwivedi, IAS**  
Director General

Order No. GBU/ADM/20/2019-20/ 83

Date:31/07/2019

- Read:**
1. Gujarat Biotechnology University Act, 2018
  2. Minutes of the 1<sup>st</sup> Meeting of Board of Governors, Gujarat Biotechnology University dated 16/05/2019
  3. Minutes of the Meeting dated 12/07/2019 held under the Chairpersonship of Principal Secretary, Education Department.

**Office Order:**

In exercise of the powers conferred the by subsection (2) (iv) & (vii) of section 13 of the Gujarat Biotechnology University Act, 2018 and as resolved vide Minutes of the 1<sup>st</sup> Meeting of the Board of Governors of Gujarat Biotechnology University read at Sr No. (2) and as decided in the meeting held under the Chairpersonship of Principal Secretary, Education Department read at Sr. No. (3) above, following orders are issued.

**1. Organogram of Gujarat Biotechnology University (GBU):**

The organogram of GBU is as per annexure-I to these orders

**2. Details of various positions created are as under:**

**(A) Director General**

**(B) Academic Positions**

**1) Director/Dean**

1	Number of the Post	:	01
2	Pay level/Scale and entry Level Pay*	:	Level – 14A with Entry Pay of Rs. 1,59,100/-
3	Educational and other qualifications required for direct recruitment	:	A person to be qualified to be appointed as a Professor should be either A) i) An eminent scholar having a Ph.D. degree in the concerned/allied/relevant discipline, and published work of high quality, actively engaged in research with evidence of published work with, a minimum of 40 research publications out of which 10 publications must be in journals with impact factor 3 and above as per Thompson Reuters List, where he/she is main researcher or corresponding author; and

		<p>ii) A Master's Degree with at least 60% marks in related science or technology discipline (or an equivalent grade in a point-scale, wherever the grading system is followed); and</p> <p>iii) A minimum of ten years of teaching experience in university/college as Assistant Professor/ Associate Professor/Professor, and/or research experience at equivalent level at the University/National Level Institutions with evidence of having successfully guided doctoral candidate; and</p> <p>iv) He/she should have obtained a cumulative research funding of minimum Rs. 5 Crores.</p> <p>Or B)</p> <p>An outstanding research professional with minimum 20 years of Industrial Research experience, having a Ph.D. degree in the concerned/allied/relevant discipline and having at least 5 granted product patents as an inventor, and who possess evidence of having successfully guided doctoral candidate.</p>
4	Pay fixation	: 25-50% increase (as decided by Board of Governors, GBU) in the last pay drawn and to be fixed in the next stage of the pay scale.

**2) Professor**

1	Number of the Post	:	05
2	Pay level/Scale and entry Level Pay*	:	Level – 14A with Entry Pay of Rs. 1,59,100/-
3	Educational and other qualifications required for direct recruitment	:	<p>A person to be qualified to be appointed as a Professor should be either A)</p> <p>i) An eminent scholar having a Ph.D. degree in the concerned/allied/relevant discipline, and published work of high quality, actively engaged in research with evidence of published work with, a minimum of 40 research publications out of which 10 publications must be in journals with impact factor 3 and above as per Thompson Reuters List, where he/she is main researcher or corresponding author; and</p> <p>ii) A Master's Degree with at least 60% marks in related science or technology discipline (or an equivalent grade in a point-scale, wherever the grading system is followed); and</p> <p>iii) A minimum of ten years of teaching experience in university/college as Assistant Professor/ Associate Professor/Professor, and/or research experience at equivalent level at the University/National Level Institutions with evidence of having successfully guided doctoral candidate; and</p> <p>iv) He/she should have obtained a cumulative research funding of minimum Rs. 5 Crores.</p> <p>Or B)</p> <p>An outstanding research professional with minimum 20 years of Industrial Research experience, having a Ph.D. degree in the concerned/allied/relevant discipline and having at least 5 granted product patents as an inventor, and who possess evidence of having successfully guided doctoral candidate.</p>
4	Pay fixation	:	Pay to be fixed in the next stage of pay scale after giving one increment in the current pay scale

### 3) Associate Professor

1	Number of the Post	:	10
2	Pay level/Scale and entry Level Pay*	:	Level – 13A2 with Entry Pay of Rs. 1,39,600/-
3	Educational and other qualifications required for direct recruitment	:	<p>A person to be qualified to be appointed as an Associate Professor should be either A)</p> <p>i) A good academic record, with a Ph.D. Degree in the concerned/allied/relevant disciplines; and</p> <p>ii) A Master's Degree in related science or technology discipline with at least 60% marks (or an equivalent grade in a point-scale, wherever the grading system is followed); and</p> <p>iii) A minimum of eight years of experience of teaching and/or research in an academic/research position equivalent to that of Assistant Professor in a University, College or Accredited Research Institution/industry with a minimum of 20 publications out of which 5 publications must be in journals with impact factor 3 and above as per Thompson Reuters List, where he/she is main researcher or corresponding author; and</p> <p>(iv) He/she should have obtained a cumulative research funding of minimum Rs. 2 Crores.</p> <p>Or B)</p> <p>An outstanding professional with industrial research experience of 15 years, having a Ph.D. degree in concerned/allied/relevant discipline and at least 2 granted product patents as an inventor, and who possess evidence of having successfully guided doctoral candidate.</p>
4	Pay fixation	:	Pay to be fixed in the next stage of pay scale after giving one increment in the current pay scale

#### 4) Assistant Professor

1	Number of the Post	:	20
2	Pay level/Scale and entry Level Pay*	:	Level – 12 with Entry Pay of Rs. 1,01,500/-
3	Pay scale	:	<b>Level – 13A1 with Entry level of Rs. 1,31,400/- (On completion of 3 years of service in the Pay level 12 shall move to Pay band 13A1 after rigorous internal review or for direct recruitment for those candidates having experience of 3 years in Level-12) and who possesses the pay qualification as mentioned in (4) below.</b>
4	Educational and other qualifications required for direct recruitment	:	<p>A person to be qualified to be appointed as an Assistant Professor should be either A)</p> <p>i) A Master's degree with 60% marks (or an equivalent grade in a point-scale wherever the grading system is followed) in a concerned/relevant/allied subject from an Indian University, or an equivalent degree from an accredited foreign university.</p> <p>(ii) A good academic record, with a Ph.D. Degree in the concerned/allied/relevant disciplines with 2 years of post-doctoral experience.</p> <p>(iii) He/she should have a minimum of 5 publications out of which 1 publication must be in journals with impact factor 3 and above as per Thompson Reuters where he/she is main researcher or corresponding author.</p> <p>Or B)</p> <p>An outstanding research professional with industrial research experience of 7 years, having a Ph.D. degree and at least 1 granted product patent as an inventor.</p>

\* Pay level is as per Annexure – II

**(C) Administrative Positions**

**5) Registrar**

1	Number of the Post	:	01
2	Pay level/Scale and entry Level Pay**	:	Level - 14 with Entry Pay of Rs. 1,44,200/-
3	Educational and other qualifications required for direct recruitment	:	a) Master's Degree in biological sciences with at least 55% of the marks or an equivalent grade in a point scale wherever grading system is followed. b) At least 15 years of experience as Assistant Professor in the Academic Level 11 and above or with 8 years of service in the Academic Level 12 and above including as Associate Professor along with experience in educational administration <b>OR</b> c) Comparable experience in research establishment and/ or other Institutions of higher education, <b>OR</b> d) 15 years of administrative experience, of which 8 years shall be as Deputy Registrar or an equivalent post.

\*\* pay level as per Annexure - II

**6) Deputy Registrar**

1	Number of the Post	:	03
2	Pay level/Scale and entry Level Pay #	:	Level - 11 with Entry Pay of Rs. 67,700/-
3	Educational and other qualifications required for direct recruitment	:	a) Master's Degree with at least 55% of the marks or an equivalent grade in a point scale wherever grading system is followed b) Nine years of experience as Assistant Professor in the Academic Level 10 and above with experience in educational administration, <b>OR</b> c) Comparable experience in research establishment and/ or other institutions of higher education, <b>OR</b> d) 5 years of administrative experience as Assistant Registrar or in equivalent post

**7) Librarian**

1	Number of the Post	:	01
2	Pay level/Scale and entry Level Pay #	:	Level – 11 with Entry Pay of Rs. 67,700/-
3	Educational and other qualifications required for direct recruitment	:	i) A Master's Degree in Library Science/ Information Science/ Documentation Science with at least 55% marks or an equivalent grade in a point -scale wherever the grading system is followed. ii) At least five years as a Librarian or Assistant librarian in University Library/College/Government library Desirable: Exposure to online library management system

**8) Assistant Registrar**

1	Number of the Post	:	02
2	Pay level/Scale and entry Level Pay #	:	Level - 10 with Entry Pay of Rs. 56,100/-
3	Educational and other qualifications required for direct recruitment	:	Master's Degree with at least 55% of the marks or an equivalent grade in a point scale wherever grading system is followed.

**9) System Analyst**

1	Number of the Post	:	01
2	Pay level/Scale and entry Level Pay #	:	Level – 9 with Entry Pay of Rs. 53,100/-
3	Educational and other qualifications required for direct recruitment	:	(i) A B.E. / B. Tech. degree in Computer Science & Technology/Information Technology/Electronics & Communication in a concerned/relevant/allied subject from an Indian University. (ii) A minimum of three years of Data Centre experience.

**10) Accountant**

1	Number of the Post	:	02
2	Pay level/Scale and entry Level Pay #	:	Level – 7 with Entry Pay of Rs. 39,900/-
3	Educational and other qualifications required for direct recruitment	:	a) A second class degree in Bachelor of Science in Mathematics or Statistics or Bachelor of Arts in Statistics or Economics or Mathematics, as a principal subject.

**11) Lab technician**

1	Number of the Post	:	09
2	Pay level/Scale and entry Level Pay #	:	Level – 6 with Entry Pay of Rs. 35,400/-
3	Educational and other qualifications required for direct recruitment	:	First Class M.Sc. in Life Sciences/Instrumentation or First Class B.Sc. in Life Sciences/ Instrumentation with minimum five years of working and maintenance experience of sophisticated scientific Instruments in the Laboratory.  Desirable: Strong background in Chemistry/ Life Sciences/Environmental Science/ Instrumentation, data acquisition systems and computers. Ability to handle repairing and maintenance work of the instruments.

**12) Office assistant**

1	Number of the Post	:	10
2	Pay level/Scale and entry Level Pay #	:	Level – 2 with Entry Pay of Rs. 19,900/-
3	Educational and other qualifications required for direct recruitment	:	a) have passed the Higher Secondary School Certificate Examination conducted by a Secondary or Higher Secondary Education Board or possess an equivalent qualification recognized by the Government.  b) have a speed of not less than 5000 key Depressions with accuracy per hour for data entry work in English and Gujarati.

# pay level as per Annexure - III



**3. Admissibility of Allowances to academics and non-academics employees are as under**

- (i). Dearness allowances, transport allowance, leave travel concession/Hometown, \* and Compensatory local allowance (CLA) will be as per UGC norms
  - (ii). House Rent allowance as per UGC norms for Class 'A' city (Ahmedabad)
  - (iii). Loans for housing and car will be as per the Government of Gujarat Policy
  - (iv). Medical coverage will be as per Government of Gujarat Policy
  - (v). Retirement benefits entitled to New Pension scheme as per Government of Gujarat orders
  - (vi). Reimbursement of mobile and residential telephone bills upto Rs. 1000/month
4. All newly recruited academic and non academic employees shall be on probation for a period of two years.
5. Deputy Registrar, Assistant Registrar, Accountant and Office Assistant shall be required to qualify prescribed training and examination before completion of probation.

These orders are issued with the approval of the Chairman, GBU vide his note dated 30/07/2019 on the file of even number of GBU.

o/c  
31/7/19

**Dhananjay Dwivedi, IAS**  
Director General

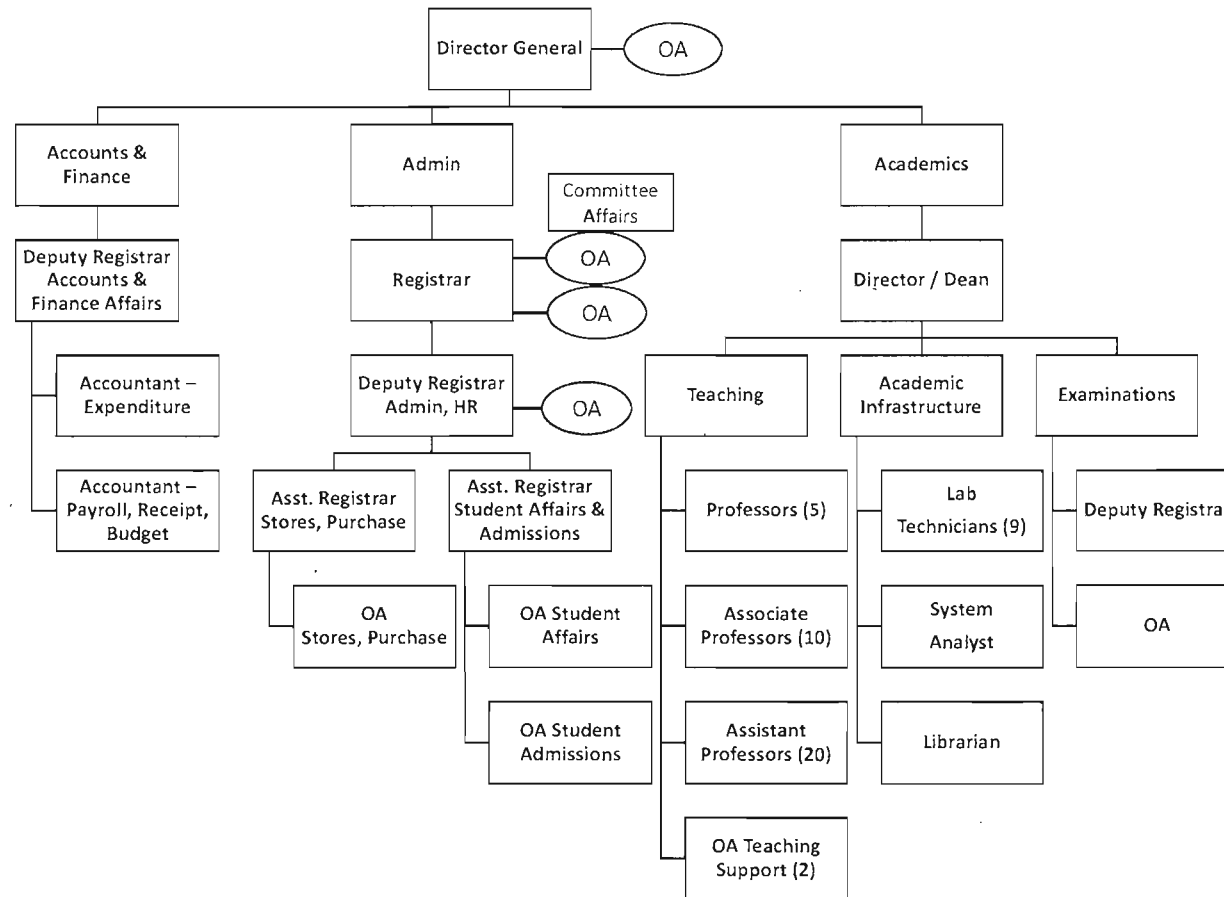
To,

- 1) Principal Secretary, to Honourable Chief Minister
- 2) Personal Secretary, to Honourable Minister for Education
- 3) Additional Chief Secretary, Finance Department, GoG
- 4) Additional Chief Secretary, General Administration Department, GoG
- 5) Principal Secretary, Education Department, GoG
- 6) Secretary, Department of Science & Technology, GoG
- 7) All members of Board of Governors, GBU
- 8) All organisation of Department of Science & Technology, GoG
- 9) Director General, GBU
- 10) Registrar, GBU
- 11) All officers, Department of Science & Technology, GoG
- 12) Select File



# Annexure – I

Annexure – I to the Order No. GBU/ADM/20/2019-20/83 dated 31/07/2019



  
 Director General  
 Gujarat Biotechnology University

## Annexure - II

Annexure – II to the Order No. GBU/ADM/20/2019-20/83 dated 31/07/2019

Pay Matrix for Academic Positions					
Cell No.	Pay Level	Assistant Professor		Associate Professor	Professor
		12	13A1	13A2	14A
	1	101500	131400	139600	159100
	2	104500	135300	143800	163900
	3	107600	139400	148100	168800
	4	110800	143600	152500	173900
	5	114100	147900	157100	179100
	6	117500	152300	161800	184500
	7	121000	156900	166700	190000
	8	124600	161600	171700	195700
	9	128300	166400	176900	201600
	10	132100	171400	182200	207600
	11	136100	176500	187700	213800
	12	140200	181800	193300	220200
	13	144400	187300	199100	
	14	148700	192900	205100	
	15	153200	198700	211300	
	16	157800	204700		
	17	162500			
	18	167400			

Pay Matrix for Registrar		
Registrar		
Cell No.	Pay Level	14
	1	144200
	2	148500
	3	153000
	4	157600
	5	162300
	6	167200
	7	172200
	8	177400
	9	182100
	10	188200
	11	193800
	12	199600
	13	205600
	14	211800
	15	218200



Director General  
Gujarat Biotechnology University

## Annexure - III

Annexure – II to the Order No. GBU/ADM/20/2019-20/83 dated 31/07/2019

Pay Matrix for Non-Academic Position						
	Office Assistant	Lab technician	Accountant	System Analyst	Assistant Registrar	Librarian & Deputy Registrar
Grade Pay	1900	4200	4400	5400	5400	6600
Pay Level	2	6	7	9	10	11
Cell						
1	19900	35400	39900	53100	56100	67700
2	20500	36500	41100	54700	57800	69700
3	21100	37600	42300	56300	59500	71800
4	21700	38700	43600	58000	61300	74000
5	22400	39900	44900	59700	63100	76200
6	23100	41100	46200	61500	65000	78500
7	23800	42300	47600	63300	67000	80900
8	24500	43600	49000	65200	69000	83300
9	25200	44900	50500	67200	71100	85800
10	26000	46200	52000	69200	73200	88400
11	26800	47600	53600	71300	75400	91100
12	27600	49000	55200	73400	77700	93800
13	28400	50500	56900	75600	80000	96600
14	29300	52000	58600	77900	82400	99500
15	30200	53600	60400	80200	84900	102500
16	31100	55200	62200	82600	87400	105600
17	32000	56900	64100	85100	90000	108800
18	33000	58600	66000	87700	92700	112100
19	34000	60400	68000	90300	95500	115500
20	35000	62200	70000	93000	98400	119000
21	36100	64100	72100	95800	101400	122600
22	37200	66000	74300	98700	104400	126300
23	38300	68000	76500	101700	107500	130100
24	39400	70000	78800	104800	110700	134000
25	40600	72100	81200	107900	114000	138000
26	41800	74300	83600	111100	117400	142100
27	43100	76500	86100	114400	120900	146400
28	44400	78800	88700	117800	124500	150800
29	45700	81200	91400	121300	128200	155300
30	47100	83600	94100	124900	132000	160000
31	48500	86100	96900	128600	136000	164800
32	50000	88700	99800	132500	140100	169700
33	51500	91400	102800	136500	144300	174800
34	53000	94100	105900	140600	148600	180000
35	54600	96900	109100	144800	153100	185400
36	56200	99800	112400	149100	157700	191000
37	57900	102800	115800	153600	162400	196700
38	59600	105900	119300	158200	167300	202600
39	61400	109100	122900	162900	172300	208700
40	63200	112400	126600	167800	177500	

  
 Director General  
 Gujarat Biotechnology University