Government of India
Ministry of Tourism
(HRD Division)

C-1 Hutments,
Dara Shukoh Road
New Delhi-110011

File No. 1(11)/2000-HRD (Vol.V) Dated: 24th August, 2018

OFFICE ORDER

Subject: Amendment to the Recruitment Rules for the post of Principal, Central Institutes of Hotel Management under the Ministry of Tourism.

In supersession to earlier Recruitment Rules for the post of Principal, Central Institutes of Hotel Management (CIHMs) set up as Autonomous Bodies under the Ministry of Tourism, the Revised Recruitment Rules for the post of Principal in CIHMs is attached.

2. The Revised Recruitment Rules shall come into force with immediate effect.

3. NCHMCT is also directed to notify the above Recruitment Rules immediately.

4. The Revised Recruitment Rules have the approval of Hon'ble Minister, Ministry of Tourism.

Encl. a.a

R L Gupta 24/8/2018

(R.L.Gupta)
Under Secretary to the Govt. of India

The Director (A&F),
National Council for Hotel Management and Catering Technology,
Noida, Uttar Pradesh

Copy to:

1. PS to Hon'ble Minister, Tourism
2. PS to Secretary (Tourism)
3. PS to DG (T)
4. PS to EA (T)
5. DDG (HRD)
6. Chairpersons of All Central IHMs
7. Principals of All Central IHMs
8. Shri Hakim Singh, Technical Director, NIC with request to upload the Revised RRs on the Ministry of Tourism website.

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Government of India
Ministry of Tourism
Recruitment Rules for the post of Principal in Central IHMs

S.N	Item	Provisions
1	Name of the Post, Number of Post	Principal, One in each Central IHM
2	Scale of Pay and Classification of the post	Pay Level 13, (Equivalent to Group A)
3.	Method of recruitment	Direct Recruitment and Short Term Contract/Deputation
4.	Age limit for direct recruits	Not exceeding 53 years for general category on date of vacancy. Age relaxation as per government norms will be applicable for other categories. Relaxable for employees working in autonomous bodies under the Ministry of Tourism upto 5 years in accordance with the instructions or orders issued by the Central Government.
5	Tenure of the Post	In addition to the annual performance review, mandatory performance review to be done by the Ministry after completion of 2 years of service. Services may be discontinued in case of unsatisfactory performance. This shall be applicable to all modes of recruitment.
6	Whether post is Selection / Non-Selection	Not applicable
7	**Essential & Desirable Educational Qualification & Work Experience fulfilling either under category A or category B or category C below**	
7.1	**Category A**	
7.1.1	**Essential & Desirable Education Qualification**	Post Graduation from a recognized university (Central/State/Deemed to be/ AIU equivalent PG from foreign institution) **And (+)** Full Time Degree/Full Time three 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 : (i) NCHMCT OR NCHMCT affiliated institute. **OR** (ii) An institute approved by AICTE. **OR** (iii) An institute approved by the State Board of Technical Education. **OR** (iv) An Institute affiliated to University duly recognized by UGC. **OR** (v) Central/State/Deemed to be University recognized by UGC. **OR** (vi) Equivalent degree / diploma of foreign university/ institution recognized by AIU. Desirable Qualification : PhD degree
7.1.2	**Essential Work Experience**	In addition to essential educational Qualification, at least 20 years (twenty years) of experience in : (i) Teaching (20 years) with minimum 3 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 institute affiliated to university, recognized by UGC OR Central/ State/ Deemed to be University recognized by UGC OR Equivalent degree/ diploma of foreign university/ institution recognized by AIU and possessing at least 3 years of administrative experience within the minimum total experience of 20 years. Experience as Principal of recognized Food & Craft Institute will be treated at par with HOD. **OR** ii) Teaching & Hotel Industry together (20 years) with minimum 3 years teaching experience in an institute as mentioned above in (i) with 5 years experience in GM level in a Ministry of Tourism certified 4* or above category hotel.
7.2		**Category B**
7.2.1	**Essential & Desirable Education Qualification**	Two year full time Post Graduate Degree/ Post Graduate 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 minimum of 60% marks in aggregate or its equivalent grade. Desirable Qualification : PhD degree

R. L. Gupta 19/12/2018

7.2.2	**Essential Work Experience**	**(i) For Private Sector** : Candidates with proven track record with at least 17 years of experience from reputed organisation in executive capacity in hospitality/tourism industry **plus** with minimum 3 years teaching/training experience shall also be essential (total 20 years), 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. **OR** **(ii) For Government / PSUs / Autonomous Bodies** : (a) Officers should have atleast 20 years of working experience with demonstrated capability including minimum three years teaching/training experience. (b) Holding the post in the pay level 13 or its equivalent in PSUs/ Autonomous Bodies **OR** minimum 5 years experience in pay level 12 or its equivalent in PSUs/Autonomous Bodies.
7.3	**Category C** **For Deputation/Short Term Contract**	
7.3.1	**Essential & Desirable Education Qualification**	Two year full time Post Graduate Degree / Master Degree/ Post Graduate Diploma in Management/Tourism from a recognized University. Desirable Qualification : PhD degree
7.3.2	**Essential Work Experience**	(a) Government /PSUs/Autonomous Bodies officers with proven track record in a leadership role working in the pay Level 13 or its equivalent in PSUs/Autonomous Bodies **OR** working experience of minimum 5 years in pay Level 12 or its equivalent in PSUs/Autonomous Bodies. (b) Terms & Conditions of deputation shall be governed as per DoPT guidelines. Normal deputation period will be initially of 3 years.
8	**Period of Probation, if any**	One year

9	**Composition of Selection Committee**	The Selection Committee will consist of: (i) Chairman, Board of Governors (BOG), Central IHM concerned – Chairman (ii) Additional Director General (Tourism)/JS Level Officer, Ministry of Tourism, Govt. of India or his/her nominee (Member mandatory, without which the quorum shall not complete) – Member (iii) Financial Advisor/ Financial Controller, Ministry of Tourism, Government of India on the BOG or his/her nominee – Member (iv) Representative of Industry on the BOG – Member (v) Catering Expert on the BOG – Member (vi) One Officer from the reserved category not below the rank of Director/Deputy Secretary in Government of India to be appointed by the BOG – Member (vii) Chief Executive Officer, National Council for Hotel Management & Catering Technology – Member Secretary
10	**Appointing Authority**	Government of India, Ministry of Tourism