



The Kerala State Higher Education Council

Report of the Committee Constituted by the Kerala State Higher Education Council for Standardizing the Non-teaching Posts of Universities

The Committee Constituted by the Kerala State Higher Education Council for Standardizing the Non-teaching Posts of Universities

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REPORT

Background: The Government of Kerala, vide GO (MS) No.399/10/H.Edn dated. 18/12/2010 had decided to entrust the responsibility of making recruitment to the posts of non-teaching staff in all universities in the state with the Kerala Public Service Commission. Thereafter, the Kerala Public Service Commission (Additional functions as respects the services under the universities) Act, 2015 was enacted for the purpose of achieving the above object. But in the absence of comprehensive and unified recruitment rules specifying the nomenclature of posts, qualifications, age criteria, etc with respect to the different categories of non-teaching posts now existing in these universities, it would become difficult for the Public Service Commission to prepare select list for making recruitment to these various non-teaching posts in universities. However, on the basis of executive orders issued in GO (P) No.7/2016/H Edn. dtd. 26/2/2016, the Public Service Commission started selection processes and prepared select lists for recruitment to the posts of Assistants and the Computer Assistants and accordingly candidates were advised for the posts.

In May 2018, KPSC, vide Letter No.All (2) 9081/15/CW dtd. 3/5/2018 requested the Government to frame Recruitment Rules on the basis of Kerala Public Service Commission (Additional functions as respects the services under the universities) Act, 2015 to enable PSC to make appointment to various non-teaching posts in universities. Later in October, 2018, the Government, vide GO (MS) No.252/2018/Hedn. dtd. 8/10/2018, directed KSHCEC to prepare and submit a draft proposal for amending statutes of the universities in the above context by engaging experts drawn from universities. Accordingly, the Council, vide Proceedings No.KSHCEC-A3-306-14/Stat. Cmmttee./41/2019 dtd.23/1/2019 constituted an eight member committee for the purpose under the chairmanship of Shri. K.T George, retired Additional Law Secretary and former Registrar of the Kerala State Higher Education Council.

The committee so constituted held its sittings on 7th February, 2019, 27th March, 2019 and 17th July, 2019 at the office the Kerala State Higher Education Council to deliberate over the given task. Representatives of those universities which are unrepresented in the committee also participated in the sittings held on 27th March and 17th July. Thereafter sittings were also held on 30/8/2019, 31/8/2019 and 26/9/2019 in which those members of the Committee entrusted with the drafting responsibility of the report participated. The universities were also requested to identify and furnish the names of posts which are found redundant in the present scenario of office automation, the details of which are yet to be received. Standardization of the different posts that exist in the various universities has been a very difficult task and a challenge as a single category of post is known by different names and the qualifications, method of recruitment and their avenues of promotions are different in these universities. However, maximum efforts have been taken to standardize these posts taking into consideration the position that exist in the majority of the universities and also having regard to the scales of pay attached to that posts,

The committee after examining the prevailing laws statutes ,ordinance and regulations of all these universities pertaining to recruitment of non-teaching staff in various universities and other available data (the effort to collect the details of obsolete/ vanishing posts from the universities was not successful) has unanimously decided to submit the following recommendations.

Recommendations:

- Amending the ordinances/statutes/regulations of every university for enabling PSC to make recruitment to the non-teaching posts would really be a cumbersome and time consuming process. Instead, rules may be made by the Government on the basis of section 3 of the Kerala Public Service Commission (Additional functions as respects the services under the universities) Act, 2015. The Kerala Public Service Commission has also made a suggestion to that effect to issue orders as has been done in the case of recruitment to the posts of Assistants and Computer Assistants. The non-obstante clause in Section 3 of the said Act has overriding effect on all laws relating to

recruitment of non teaching posts in the universities. Such a course of action is possible and it suffers no irregularity or illegality. Therefore, as far as possible, non-teaching posts, in the entry cadre of all universities may have to be standardized and incorporated in the rules to be issued for enabling the PSC to prepare select lists for these standardized posts. Draft Rules and details of standardized non-teaching posts are appended for that purpose.

- Universities may be given freedom to decide upon the qualification, experience, age criteria, etc. for promotion to any posts including entry cadre posts set apart by the Universities for Promotion from their existing employees.
- Universities may be requested to recast nomenclatures of promotion posts of each category of non-teaching posts, in accordance with the nomenclatures of respective entry cadre posts as given in the Rules.
- When scales of pay of non-teaching posts of universities are standardized, protection may be given to existing regular employees with respect to their scales of pay, if the newly proposed scale is lower than the existing scale of such employees. This saving clause may also be made applicable in the case of qualifications of the existing regular employees.
- To enable PSC to make recruitment to non-teaching posts in the various universities without further delay, the standardized posts, their scales of pay, qualifications etc, Government may issue the appended draft rules or issue executive orders, as has been done in the case of Assistant and Computer Assistant posts. If executive orders are issued for the time being, rules are required to be issued to replace the executive order.
- Since there are several technical and unique posts in the universities and other intricacies, it would be practically impossible to frame special rules for all the posts in one go. Hence the special rules may be framed and issued in a phased manner, giving priority to those posts having bulk recruitment possibility.
- The mere fact that the standardized rules contain certain posts will not entitle a university to report such posts to the Commission unless the posts exist as per its statute, ordinance, regulation or government orders as the case may be.

- Non teaching posts of NUALS have not been taken into account for the preparation of this report and draft rules.
- The Govt. may circulate the report and draft rules among the Universities if deem fit.
- The executive order/rules and consultation rules may be issued only after consulting with KPSC.

Thiruvananthapuram
11/10/2019

Suresh Babu.A
Member Cum Co-ordinator

K.T.George
Chairman

THE KERALA PUBLIC SERVICE COMMISSION
(ADDITIONAL FUNCTIONS AS RESPECTS THE
SERVICES UNDER THE UNIVERSITIES) RULES, 2019
RULES 2016

GOVERNMENT OF KERALA
HIGHER EDUCATION (B) DEPARTMENT
NOTIFICATION

GO(P)No. /2016/H.Edn

Dated, Thiruvananthapuram

SRO No.....2016: In exercise of the Powers conferred by Section 4 of the Kerala Public Service Commission (Additional Functions as Respects the Services under the Universities) Act, 2015 read with sub-section (2) of section 3 thereof, the Govt. of Kerala in consultation with the Public Service Commission hereby make the following Rules, namely:-

RULES

1. Short title and commencement:-

- (1) These rules may be called the Kerala Public Service Commission (Consultation by Universities in Kerala) Rules 2019.
- (2) They shall come into force at once.

2. Definitions – In these rules, unless the context otherwise requires:

- a) 'Act' means the Kerala Public Service Commission (Additional Functions as Respects the Services under the Universities) Act, 2015.
- b) 'Commission' means the Kerala Public Service Commission.
- c) 'Service' means service under any of the universities in Kerala specified here under, namely:-

- I. The Kerala Agricultural University
- II. The University of Kerala
- III. The University of Calicut
- IV. The Mahatma Gandhi University
- V. The Cochin University of Science and Technology
- VI. The SreeSankaracharya University of Sanskrit
- VII. The Kannur University
- VIII. The Kerala Veterinary and Animal Sciences University
- IX. The Kerala University of Health Sciences
- X. The Kerala University of Fisheries and Ocean Studies
- XI. The Thunchathezhuthachan Malayalam University
- XII. The A.P.J Abdul Kalam Technological University

d) Words and expression used by not defined in these rules, shall have the meaning assigned to them in this Act.

3. Procedure to be followed by the Universities in Kerala - The Following procedure shall be observed by every University in Kerala in referring any matter to the Commission, namely:-

- a) All references to the Commission shall be addressed to the Secretary to the Commission by the Registrar of the respective University in the form of an official letter, with which shall be forwarded all papers or copies of papers relevant to the matter referred.
- b) Note files of the Universities shall on no account form part of the records sent to the Commission.
- c) When the Commission has arrived at a conclusion, it shall communicate its advice to the Registrar of the respective University.
- d) Where it is proposed not to accept the advice of the Commission for reason not before the Commission, at the time of making the advice, the Commission shall be consulted again.

Note: Special care should be taken to ensure that until the Commission's advice has been obtained and a decision has been reached by the respective University in the light of such advice, no language shall be used in any communication issued in connection with the case which is capable of being interpreted as implying that the respective University has formed a settled opinion on the merits of any part of the case.

- e) Where it is proposed to reject or to deviate from the advice tendered by the Commission, the matter shall be placed before the next meeting of the appropriate body of the respective University for orders and the University shall refer the matter to the Government and the decision of the Government thereon shall be final.

Provided that the Government shall before taking a decision against the advice of the Commission, refer the matter to the Commission.

- f) Copies of the orders of appointment of candidates selected in consultation with the Commission shall be sent to the Commission by the respective University.

4. Matters in respect of which it shall not be necessary for the Commission to be consulted.- It shall not be necessary for the Commission to be consulted on any of the following matters, namely:-

- a) The appointment of a person, temporary for a total period not exceeding one hundred and eighty days in case of each individual, to a post in a University to which appointment has to be made on the advice of the Commission, if it is necessary in the public interest, owing to an emergency which has arisen to fill the vacancy immediately and there would be undue delay in making the appointment after such consultation:

Provided that no such appointment shall be made without first reporting the vacancy to the Commission for regular appointment.

- b) Appointment of dependents of employees dying in harness in accordance with the provisions contained in the Government orders regarding compassionate employment in force.
- c) For making any appointment to –
 - (i) The following statutory Posts of Officers, namely:-
 - a) Registrar
 - b) Controller of Examinations
 - c) Finance officer
 - (ii) Any other non-teaching post to which the appointment is made on the basis of the terms and conditions of any special contract in order to secure the services of a person having special skill in any particular filed:

Provided that in every case of appointment on contract which may involve a total of service on contract in excess of three years, the Commission shall be consulted before the contract is made or renewed.
 - (iii) Any honorary post, contingent service or casual labour:

Explanation: 'honorary post' means a post the holding of which does not carry with it the right to receive any enrolments or remuneration for services rendered other than an allowance for defraying travelling and other expenses incurred in the performance of duty.
- d) For regularizing the service of any officer or servant appointed by the University on the basis of any directions or orders from any competent courts:

Provided that such regularisation shall be made only by the Government.

e) For any re-appointment ordered by the Government in special cases such as in the case of physically challenged employees appointed through Employment Exchange and ordered to be re-appointed in the respective University, as part of the policy decisions taken by the Government from time to time.

5. It shall not be necessary for the University to consult the Commission on-

- (i) creation and organisation of services and posts and their designations;
- (ii) the classification of service and posts;
- (iii) the determination of the number of vacancies to be filled in a service in any particular year;
- (iv) the determination of the strength of the cadres of the different services;
- (v) the determination of the ratio between direct recruitment and promotion or by transfer in any of the posts;
- (vi) the determination of the salary of the employees;
- (vii) transfer of employees including transfer to foreign service; and
- (viii) Suitability of a person for promotion to any category of non-teaching posts.

By Order of the Governor

Explanatory Note

(This does not form part of the notification, but is intended to indicate its general purport).

Section 4 of the Kerala Public Service Commission (Additional Functions as Respects the Services under the Universities) Act, 2015 read with sub-

section (2) of section 3 thereof empowers the Government to make rules for carrying out the purposes of the Act. It includes the procedure to be followed by the University for Consultation with the Public Service Commission and any matter in which it shall not be necessary for the University to consult the Commission. The Government have decided to make rules for the above purpose. This notification is intended to achieve the above object.

Universities (Recruitment as respects the Non-teaching staff

under the universities) Rules, 2019

(Draft)

**GOVERNMENT OF KERALA
HIGHER EDUCATION (...) DEPARTMENT**

SRO No...../2019

Dated, Thiruvananthapuram.....

WHEREAS, Sub –section (1) of Section 3 of the Kerala Public Service Commission (Additional functions as respects the services under the universities) Act, 2015 provides that it shall be the duty of the Public Service Commission to prepare select lists for appointment by direct recruitment to the non-teaching posts of the universities mentioned in clause (a) of section 2 of the Act;

AND WHEREAS, non-teaching posts, with similar nature of duties now exist in the universities by different designations, cause much difficulty and inexpediency for the Kerala Public Service Commission to prepare select lists for all these posts having similar nature of duties and functions unless their designations and qualifications are standardized for the purpose of uniformity;

AND WHEREAS, making amendments to statutes and ordinances and regulations of all the universities for bringing uniformity to all categories of non-teaching posts now exist in the universities would be a time consuming process;

AND WHEREAS, it is found feasible and expedient to issue common rules for enabling the universities to make recruitment to these posts where one of the methods of recruitment to such posts is through the Kerala Public Service Commission;

AND WHEREAS, the non-obstante clause in Section 3 of the Act provides for overriding effect on all laws relating to universities;

NOW THEREFORE, in exercise of the powers conferred under clause (b) of sub-section (2) of section 4 of the Kerala Public Service Commission (Additional functions as respects the services under the universities) Act, 2015, Government

hereby make the following rules for enabling the Kerala Public Service Commission to prepare select lists for recruitment to posts of non-teaching staff in the universities except for the quota/ratio specified therein for appointment through promotion/by transfer to be made by the university.

RULES

1. *Short Title and Commencement.*- (1) These Rules may be called the *Universities (Recruitment as respects the Non-teaching staff under the universities) Rules, 2019.*

(2) They shall come into force at once.

2. *Definitions.*- In these rules, unless the context otherwise requires,-

(a) 'Act' means the Kerala Public Service Commission (Additional Functions as respects The Service under the Universities) Act, 2015.

(b) 'Commission' means the Kerala Public Service Commission.

(c) 'Service' means service of non-teaching staff under any of the university.

(d) 'University' means any of the university defined in Section 2 of the Act.

(e) 'University Laws' means Acts, Statutes, Ordinances and Regulations of the respective universities

(f) Words and expressions used but not defined in these rules shall have the meanings assigned to them in the Kerala Public Service Commission (Additional Functions as Respects the Service under the Universities) Act, 2015.

2. *Age, qualifications and scales of pay etc.*-The age, qualifications, scales of pay and appointing authority for different categories of non-teaching posts for direct recruitment through

Commission under the university shall be as provided in the table hereunder.

3. *Vacancies to be reported to the PSC.*_ The universities shall report those vacancies of non-teaching posts set apart for direct recruitment from time to time as per the statutes, or ordinance or regulations of the universities to the Commission:

Provided that the university shall report only those posts mentioned in the schedule hereunder which are existing as per the university laws or in the Government orders applicable to the respective university.

4. *Nomenclatures to be recast.*_ Universities shall recast nomenclatures of promotion posts of each category of non-teaching posts, in accordance with the nomenclatures of respective entry cadre posts as hereinafter given in the Rules.

5. *Ratio/number of entry cadre posts to be filled through PSC recruitment.*_ Universities shall have power to decide upon the ratio/number of entry cadre posts to be filled through PSC recruitment, by promotion and by transfer from feeder categories.

6. *University to decide upon the qualification, experience, age criteria, etc.*_ Universities shall have power to decide upon the qualification, experience, age criteria, etc. for promotion to any post including entry cadre posts set apart by the Universities for promotion from their existing employees.

(Insert the table here)

TABLE

Standardized Non-teaching Posts (Entry Cadres) in Universities- List 1

(This list forms part of the Rules)

SL. NO	Category /Post	Scale of pay	Minimum Qualification	Age Limit	Appointing Authority
1.	Last Grade Servant (Office Attendant, Watchman, Specimen Collector, Gardner, Stadium Keeper, Room Boy, Bearer, Bus Cleaner, Gas Maker, Mess Boy, Helper, Lascar, Packer, A Gate Keeper, Filter Print Cleaner, Animal Room Assistant, Library Boy, Bus Attendant and such other posts,)	Rs.16,500-35,700	Ability to read and write Malayalam. Must have passed 7 th standard. Must not possess Degree qualification.	18-36 years (with usual relaxation to SC/ST and other eligible categories)	Registrar
	Note:- <ul style="list-style-type: none"> • “Such other posts” means, all regular posts in the universities having the scale of pay of Rs.16,500- 35,700. • Entry cadre posts having higher scales of pay and with slight differences in the existing qualifications have been standardized with scale of pay of Rs.16,500- 35,700 for the purpose of reducing the number of categories of posts for enabling the PSC to prepare rank lists for recruitment to such posts. 				
2	Assistant	Rs.27,800-59,400	A Degree in any faculty from a recognized university or its equivalent	18-36 years (with usual relaxation to SC/ST and other eligible categories)	Registrar
3	Computer Assistant Gr.II	Rs.20,000-Rs.45,800	1. SSLC or its equivalent. 2. Higher grade certificate in Typewriting (English- KGTE) and Computer Word Processing or its equivalent	18-36 years (with usual relaxation to SC/ST and other eligible categories)	Registrar

4.	University Librarian (UGC post)	UGC Scale	<p>i) A Masters 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.</p> <p>ii) At least 10 years as a Librarian at any level in University Library or 10 years of teaching as Assistant/ Associate Professor in Library Science or 10 years experience as a College Librarian.</p> <p>iii) Evidence of innovative LIBRARY Services, including the integration of ICT in a library.</p> <p>iv) A Ph.D Degree in library science/information science/documentati on/archive and manuscript –keeping.</p>	50 years	Vice Chancellor
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5.	Professional Assistant (Library)	Rs.27,800-59,400	MLISc or BLISc or any other equivalent qualification.	Maximum 36 years (with usual relaxation to SC/ST and other eligible categories)	Registrar
	Note:- Non- UGC entry cadre posts attached to libraries,namely Library Assistant in Kerala, M.G, Agriculture, and Sanskrit universities and Reference Assistant in Veterinary University, Fisheries University and Professional Assistant Grade II in Calicut, Kannur and CUSAT having the scale of pay of Rs.27,800-59,400 have been standardized as Professional Assistant (Library) for avoiding the multiplicity of nomenclature.				
6.	University Engineer	Rs.68,700-1,10,400	1.Degree in Civil Engineering 2.Total 10 years experience in the cadre of Assistant Engineer (Civil) or above the rank of Assistant Engineer in Government/ PSU/Quasi Government/ Autonomous Bodies etc.	50 years (with usual relaxation to SC/ST and other eligible categories)	Vice Chancellor
	Note:- University Engineer Post exists only in Kerala, MG, Calicut , KUHAS, CUSAT Universities.				
7.	Assistant Engineer (Civil/Mechanical/ Electrical/Instrumentation)	Rs.39,500-83,000	Degree in the respective Engineering discipline(Civil/Electrical/Mechanical/Instrumentation as the case may be) or its equivalent	36 years (with usual relaxation to SC/ST and other eligible categories)	Vice Chancellor
8.	Overseer Gr.II (Civil/Mechanical/Electrical)	Rs.22,200-48,000	Three year Diploma in respective discipline or its equivalent (Civil/Electrical/Mechanical as the case may be) Or • SSLC or its equivalent and must possess any one of the following,namely-	36 years (with usual relaxation to SC/ST and other eligible categories)	Registrar

			a) Kerala Government Certificate Examination (Two year course),or; b) Diploma in Craftsmanship in the trade of Draftsman obtained after 18 months course (followed by 6 months practical training) at the Industrial Training Institute/Centres conducted by the Government of India, Ministry of Labour.;		
9.	Electrician	Rs.18,000-41,500	SSLC and wire-man licence with 2 years experience or SSLC and ITI Certificate in Electrical trade	36 years (with usual relaxation to SC/ST and other eligible categories)	Registrar
10.	Pump Operator	Rs.18,000-41,500	1. Pass in SSLC or its equivalent. 2. ITI in Motor Mechanic/ Fitter Electrician or National Trade Certificate awarded by the National Council for Vocational Training in the Trade Draftsman (Electrical) after the completion of two year	36 years (with usual relaxation to SC/ST and other eligible categories)	Registrar

			Matric Course or its equivalent.		
11.	Public Relations Officer	Rs.42,500-87,000	1.Masters Degree in Journalism/ Mass Communication or Masters Degree in any discipline with Diploma in Journalism/ Mass Communication/ Public Relations 2.Three years experience in leading media or as PR professional in Government/PSUs/ Autonomous Bodies.	45 years (with usual relaxation to SC/ST and other eligible categories)	Vice Chancellor
12.	ProgrammeCo-ordinator (National Service Scheme)	UGC scale.	Associate Professor in a University or an affiliated college or Principal of an affiliated college with experience in co-ordinating NSS activities.	50 years (with usual relaxation to SC/ST and other eligible categories)	Syndicate
13.	Security Officer	Rs.39,500-83,000	Ex-service person, not below the rank of a captain or equivalent post in Navy or Air force. Must have a recognized degree in any faculty.	45 years (with usual relaxation to SC/ST and other eligible categories)	Vice Chancellor
14.	Driver Grade II	Rs.18,000-41,500	SSLC or equivalent. Heavy & LMV License with badge	18-36 years (with usual relaxation to SC/ST and other eligible categories)	Registrar
15.	Bus Conductor	Rs.19,000-43,600	SSLC or equivalent, Conductor License and Badge	18-36 years (with usual relaxation to SC/ST and other eligible categories)	Registrar

16.	System Manager	Rs.55,350-1,01,400	<p>1. BE/B.Tech in computer science/IT or MSc in Computer Science/MCA with minimum of 5 years experience in the relevant field in professional/ technical positions from reputed organizations /companies industries or Government/Public Sector/Autonomous institutions of the Government. and should have attained experience in managing large scale information ,networking and application system, , analysis and allied areas.</p> <p>OR</p> <p>2.MTech in Computer Science /IT with 3 years experience in the relevant field in professional/ technical positions from reputed organizations /companies industries or Government/Public Sector/Autonomous institutions of the Government. and should have attained experience in managing large scale information ,networking and application systems</p>	45 years. (with usual relaxation to SC/ST and other eligible categories)	Vice Chancellor
Note:- Designation of the computer professionals having the scale of pay of Rs.55,350-1,01,400 in the universities namely System					

	Analyst in MG, System Administrator in Calicut, System Manager and System Analyst in Kerala System Manager in KUHAS are standardized as System Manager				
17.	System Analyst cum Administrator	Rs.42,500-87,000	1. M.Sc in Computer Science OR MCA OR B.Tech in Computer Science/IT 2. Two years experience in relevant field.	40 years. (with usual relaxation to SC/ST and other eligible categories)	
	<p>Note:- The Programmer in the scale RS. 42,500-87,000 existing in Kerala, Calicut, Agriculture universities , Kerala Veterinary and Animal Sciences University and Computer Programmer in Kannur University, Programmer (IT) in KUHAS are standardized as System Analyst cum Administrator. Posts of similar nature having the same scale of pay existing in the departments of the universities shall be included in the category.</p> <p>There is also one post of System Analyst and another post of System Manager in the scale of pay Rs.40,500-85,000 in CUSAT. As there is no other post in this category having higher scale of pay of Rs.42500-87000 or 55350-101400 as in the case of other universities, it is only just and proper to standardize the post of System Analyst and System Manager of CUSAT to System Analyst cum Administrator with scale of pay Rs.42500-85000 and include in the category. The post of System Administrator having the scale of pay of Rs.39,500- 83,000 in University of Kerala is re-designated as System Analyst cum Administrator with scale of pay of Rs. 42,500-87,000 as System Administrator has to carry out higher level of professional duties. Moreover. the System Administrator of Calicut university now standardized as System Manager is having the scale of pay of Rs.55,350- 1,01,400/.</p>				
18.	Programmer	Rs.39,500-83,000	M.Sc in Computer Science OR MCA OR B.Tech in Computer Science/IT	18-36 years (with usual relaxation to SC/ST and other eligible categories)	Vice Chancellor
	Note:-The posts of Computer Programmer, Computer Operator and Programme Assistant in the scale of pay of Rs.39500-83000 excising in CUSAT, the post of Junior Programmer in the scale pay of Rs.39,500- 83,000 in Agricultural University are standardized as Programmer.				

By order of the Governor

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Explanatory Note

(This does not form part of the notification, but is intended to indicate its general purport).

Section 4 of the Kerala Public Service Commission (Additional Functions as Respects the Services under the Universities) Act, 2015 read with sub-section (2) of section 3 thereof empowers the Government to make rules for carrying out the purposes of the Act. Non-teaching posts, with similar nature of duties now exist in the universities by different designations, cause much difficulty and inexpediency for the Kerala Public Service Commission to prepare select lists for all these posts having similar nature of duties and functions unless their designations and qualifications are standardized for the purpose of uniformity. Making amendments to statutes and ordinances and regulations of all these universities for bringing uniformity to all categories of non-teaching posts now exist in the universities would be a time consuming process. Government have, therefore, decided to standardize these posts of similar nature and duties for enabling the Commission to prepare select lists for these posts where one of the methods of recruitment through the Commission and to make rules for the above purpose.

This notification is intended to achieve the above object.