

**NATIONAL INSTITUTE OF TECHNOLOGY
KURUKSHETRA-136119**

**AGENDA
OF
BOARD OF GOVERNORS MEETING**



**15TH MEETING
TO BE HELD ON 18.05.2009**

**NATIONAL INSTITUTE OF TECHNOLOGY
KURUKSHETRA-136119**

Agenda : For the 15th meeting of Board of Governors.

Place : Senate Hall,
National Institute of Technology,
Kurukshetra.

Day, date and time : Monday, the 18th May, 2009
At 11.30 AM

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Item 15.1 To note the re-constitution of Board of NIT, Kurukshetra as per NIT Act, 2007.

The Government of India, Ministry of Human Resource Development, Department of Higher Education, New Delhi, vide letter No. F.10-21/2008-TS.III dated 21st April, 2009 has re-constituted the Board of NIT, Kurukshetra in accordance with Section 11 of the National Institutes of Technology Act-2007 (copy enclosed as Appendix-I from page 3 to 4) as under:-

- | | | |
|----|--|-------------|
| 1. | Prof. J.K. Palit, Member, NLM,
56, Gautam Budh Road,
Gaya (Bihar). | Chairperson |
| 2. | Dr. M.N.Bandyopadhyay,
Director,
National Institute of Technology,
Kurukshetra. | ex-officio |
| 3. | The Joint Secretary(Tech.),
Department of Higher Education,
Ministry of Human Resource Development,
Government of India,
Shastri Bhawan,
New Delhi. 110 001. | Member |
| 4. | The Financial Adviser (IFD),
Department of Higher Education,
Ministry of Human Resource Development,
Government of India,
Shastri Bhawan,
New Delhi. 110 001. | Member |
| 5. | Sh. M.P. Gupta,
Director,
Technical Education, Haryana,
Sector-4, Bays No. 7-12,
Panchkula | Member |
| 6. | VACANT (Nomination to be issued subsequently) | Member |

- | | | |
|-----|--|--------|
| 7. | Dr. Hari Mohan Prasad,
University Head,
Department of English,
Magadh University,
Bodh Gaya (Bihar) | Member |
| 8. | Dr.(Mrs.) Sudesh Mukhopadhyay,
Professor & Incharge,
Deptt. of Comparative Education & International Cooperation,
National University of Education Planning & Administration,
17-B, Aurobindo Marg,
New Delhi – 110 016 | Member |
| 9. | Dr. V.K. Arora,
Professor
Civil Engineering Department,
N.I.T. Kurukshetra. | Member |
| 10. | Prof. C.P.Bansal,
Lecturer(SG),
Electrical Engineering Department,
N.I.T. Kurukshetra. | Member |

The term of office, etc. of the Hon'ble Chairman and respected members will be governed as per the provisions contained in the Section 12 of the NITs Act-2007.

The Board may please note.

No.F.10 – 21 / 2008 – TS.III
 Government of India
 Ministry of Human Resource Development
 Department of Higher Education

New Delhi, the 21st April, 2009

Subject:- Constitution of the Board of Governors of National Institute of Technology, Kurukshetra (Haryana) – regarding.

Consequent upon enactment of the National Institutes of Technology Act, 2007 with effect from 15th August, 2007, the Board of Governors (BOG) of National Institute of Technology, Kurukshetra (Haryana) is to be constituted in accordance with Section 11 of the National Institutes of Technology Act, 2007. After taking into account the nominations / recommendations, the composition of the Board of Governors of National Institute of Technology, Kurukshetra is re-constituted as under:-

1.	Prof. J.K. Palit, Member, NLM, 56, Gautam Budh Road, Gaya (Bihar).	Chairman
2.	Director, National Institute of Technology, Kurukshetra (Haryana).	ex-officio
3.	Joint Secretary dealing with Technical Education, Department of Higher Education, Ministry of Human Resource Development.	Member
4.	Financial Adviser, Department of Higher Education, Ministry of Human Resource Development.	Member
5.	Shri M.P. Gupta, Director, Technical Education, Haryana.	Member
6.	VACANT (Nomination to be issued subsequently)	Member
7.	Prof. (Dr.) Hari Mohan Prasad, University Head, Department of English, Magadh University, Bodh Gaya, Bihar.	Member

(मदन मोहन/MADAN MOHAN).....contd./-

निदेशक/Director

मा. सं. वि. मंत्रालय/Min. of H. R. D.

No.F.10 - 21 / 2008 - TS.III

8.	Dr. (Mrs.) Sudesh Mukhopadhyay, Professor & In-charge, Department of Comparative Education and International Co-operation, National University of Education Planning and Administration, 17 - B, Aurobindo Marg, New Delhi-110016.	Member
9.	Dr. V.K. Arora, Professor, Civil Engineering Department, NIT - Kurukshetra (Haryana).	Member
10.	Shri C.P. Bansal, Lecturer (Selection Grade), Department of Electrical Engineering, NIT - Kurukshetra (Haryana).	Member


[MADAN MOHAN]
Director (NITs)

1. Prof. J.K. Palit, {Chairman, Board of Governors, National Institute of Technology, Kurukshetra - 136 119} Member, NLM, 56, Gautam Budh Road, Gaya (Bihar).
2. Members of the Board of Governors of National Institute of Technology, Kurukshetra - 136119 (Haryana).
3. The Director, National Institute of Technology, Kurukshetra - 136119 (Haryana).
4. ✓ The Registrar, National Institute of Technology, Kurukshetra - 136 119 (Haryana).
5. Joint Secretary to the President, President Secretariat, New Delhi.
6. PS to HRM / PS to MOS (HE) - HRD.
7. Sr. PPS to Secretary/Additional Secretary, Department of Higher Education, MHRD.
8. PS to AS & FA (HRD) / PS to Joint Secretary (DL/T), MHRD.
9. Guard File.


[MADAN MOHAN]
Director (NITs)
Telefax: 2338 7465
Email: mmohan.edu@nic.in

(मदन मोहन/MADAN MOHAN)

निदेशक/Director

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Item 15.2 To confirm the minutes of the 14th meeting of the Board of Governors held on 20.1.2009.

The minutes of the 14th meeting of the Board of Governors held on 20.1.2009 were circulated to all the members of the Board vide letter No. NITK/BOG 14th /725-32 dated 3.2.2009 and Endst. No. NITK/ BOG 14th/ 733-35 dated 3.2.2009. A copy of the minutes is enclosed as Appendix-II pages 6 to 19.

No comments have been received from any member. The Board of Governors may confirm the minutes of the 14th meeting of the BOG held on 20.1.2009 as circulated to the members.

**NATIONAL INSTITUTE OF TECHNOLOGY
KURUKSHETRA-136119**

Minutes of the 14th meeting of the Board of Governors, National Institute of Technology (Deemed University) Kurukshetra held on 20th January, 2009 at 11.00 AM in the Board Room of the Institute.

Members present:

- | | | |
|----|---|--------|
| 1. | Dr. M.N.Bandyopadhyay,
Director,
National Institute of Technology,
Kurukshetra | Member |
| 2. | Sh. Madan Mohan,
Director (NITs),
Representative of Shri N.K. Sinha, IAS
Joint Secretary,
Government of India,
Ministry of Human Resource Development,
Department of Higher Education,
Shastri Bhawan,
New Delhi. 110 001. | Member |
| 3. | Shri D.K. Gupta,
Additional Director (Engg.)
Department of Technical Education, Haryana,
Representative of Sh. Raj Kumar, IAS
Financial Commissioner and
Principal Secretary to Government Haryana,
Technical Education Department,
New Haryana Civil Secretariate,
Chandigarh. | Member |
| 4. | Prof. Mushahid Hussain,
Department of Physics,
Jamia Millia Islamia,
Jamia Nagar, New Delhi. 110025 | Member |
| 5. | Dr. R.P. Singh,
(Council Member, AICTE)
Retired Executive Director, BHEL Bhopal,
A-1, Chattarasal Nagar, Phase 1, JK Road,
B.H.E.L. Bhopal. | Member |

- | | | |
|----|---|-----------------|
| 6. | Shri Rajendra Prasad Singh,
Former Chairman & Managing Director,
Power Grid Corporation of India Ltd.
A-1, PWO, Hirdya Deep,
Sector 43,
Gurgaon – 122002 (Haryana). | Member |
| 7. | Dr. V.K. Arora,
Professor
Civil Engineering Department,
N.I.T. Kurukshetra. | Member |
| 8. | Prof. C.P.Bansal,
Lecturer(SG),
Electrical Engineering Department,
N.I.T. Kurukshetra. | Member |
| 9. | Shri J.R. Aggarwal,
Deputy Secretary(Finance)
Integrated Finance Division, MHRD,
Representative of the Financial Adviser
Ministry of Human Resource Development,
Department of Higher and Secondary Education,
Shastri Bhawan, New Delhi. 110 001 | Special Invitee |

Dr Surendra Prasad, Director, IIT, New Delhi and Er. Rakesh Bakshi, LFMA, FIE, FNAE, Managing Director, RRB India Limited, GA-1/B-1 Extension, Mohan Cooperative Industrial Estate, Mathura Road, New Delhi expressed their inability to attend the meeting.

Before the start of the meeting, Dr. M.N.Bandyopadhyay, Director of the Institute welcomed the members of the Board present in the meeting. The following decisions were taken:-

14.1. To consider electing acting Chairman of the Board for this meeting of the Board.

The Board noted the non-availability of its Chairman and decided that Dr. M.N.Bandyopadhyay may act as Chairman of the Board/FC till the nomination of new Chairman of the Board of Governors of the Institute as well as for the Convocation of the Institute to be held on 28.1.2009.

- 14.2 To pay homage to Sh. C.B.Mathur, the Ex-Chairman, Board of Governors, NIT, Kurukshetra.**

The Board noted the sad demise of its Ex-Chairman on 29.09.2008. The House paid tribute to the departed soul by observing two minutes standing silence.

- 14.3 To confirm the minutes of the 13th meeting of the Board of Governors held on 24.1.2008.**

The Board confirmed the minutes of its 13th meeting held on 24.1.2008 as circulated to the members of the Board and as per details furnished in the Agenda Item 14.3.

- 14.4 To note the action taken report on the minutes of the 13th meeting of the Board of Governors held on 24th January, 2008.**

The Board noted the actions on the minutes of the 13th meeting of the Board of Governors, NIT, Kurukshetra held on 24.1.2009 as detailed in the Agenda Item 14.4. However, the Board while considering the action on agenda item 13.21 observed as under :-

1. The frequently allowing Extra Ordinary Leaves to senior faculty is hampering the studies at the Institute. Hence the EOL may be granted maximum only for two years at a stretch for the purpose of heading any other Institution. The remaining EOL if permissible as per rules can be granted for other purposes.

- 14.5 To ratify the action taken by the Director in nominating one Lecturer of NIT, Kurukshetra to serve on the Board of Governors.**

The Board ratified that action taken by the Director in nominating Sh. C.P. Bansal, Lecturer (Selection Grade) as member of the Board for two years w.e.f. 8.2.2008.

- 14.6 To note nomination of Technologists or Industrialists of repute on the Board of Governors of National Institute of Technology, Kurukshetra as per NITs Act, 2007.**

The Board noted the nomination of Sh. M.P. Gupta, Director, Technical Education Department, Haryana, Panchkula and Sh. K.C. Lakhani, Lakhani Udyog, Faridabad as member of the Board in the constituency of Technologists or Industrialists as per Clause 11(d) of the composition of new Board of Governors under the NIT Act, 2007. It was also opined that the above nomination will be effective from the date as and when the new Board of the Institute will take place.

- 14.7 To consider and ratify minutes of 13th meeting of the Finance Committee, National Institute of Technology, Kurukshetra held on 29.3.2008.**

The Board ratified the minutes of 13th meeting of the Finance Committee of National Institute of Technology, Kurukshetra held on 29.3.2008 as enclosed at Appendix-III to the Agenda Item 14.7.

- 14.8 To consider and ratify minutes of 14th meeting of the Finance Committee, National Institute of Technology, Kurukshetra held on 24.6.2008.**

The Board ratified the minutes of 14th meeting of the Finance Committee of National Institute of Technology, Kurukshetra held on 24.6.2008 as enclosed at Appendix-IV to the Agenda Item 14.8.

- 14.9 To consider and approve the minutes of the 11th meeting of the Senate, National Institute of Technology, Kurukshetra held on 8.2.2008.**

The Board ratified the minutes of 11th meeting of the Senate, National Institute of Technology, Kurukshetra held on 8.2.2008 as enclosed at Appendix-V to the Agenda Item 14.9.

- 14.10 To consider and approve recommendations of the Screening Committee relating to screening of the non-teaching staff at the age of 58 years.**

The Board approved the recommendations of the Screening Committees relating to screening of the non-teaching staff at the age of 58 years for continuation in service upto the age of 60 years as enclosed at Appendix-VI to the Agenda Item 14.10.

- 14.11 To consider and approve recommendations of the Screening Committee relating to screening of the non-teaching staff at the age of 58 years.**

The Board approved the recommendations of the Screening Committees relating to screening of the non-teaching staff at the age of 58 years for continuation in service upto the age of 60 years as enclosed at Appendix-VII to the Agenda Item 14.11.

- 14.12 To ratify the action taken by the Chairman in introducing the position of Dean(Students Welfare and Training & Placement) in the Institute.**

The Board ratified the action taken by the Chairman in introducing the position of Dean(Students Welfare and Training & Placement) in the Institute. The Board was of the view that the information may be sought from other premier technical institutions regarding paying remuneration/ financial benefits to the Deans. After getting the detailed information an item to this effect may be placed before the Finance Committee.

- 14.13 To create post of Dean(Administration) to assist the Director in day to day administration of the Institute.**

The Board allowed the Institute to create the additional position of Dean(Administration) in the Institute to assist the Director in day to day administration of the Institute until the Statutes of NITs are notified by the Govt. of India. The Board suggested that the parameters in which Dean(Administration) will work may also be framed and the

responsibilities, authorities may be informed to the Board in its next meeting.

14.14 To note action taken by the Chairman, Board of Governors regarding financial assistance for attending Conferences by faculty members in India and abroad.

The Board noted the action taken by the Chairman, Board of Governors regarding financial assistance for attending Conferences by faculty members in India and abroad and as detailed in the Agenda Item 14.14.

14.15 To ratify action taken by the Director, NIT, Kurukshetra for re-allocation of TEQIP Funds.

The Board noted the reduction in Programme Lifetime Allocation of the Institute from Rs. 190.00 million to Rs. 187.513 million as informed by the NPIU and their re-allocation by the Institute as detailed in the Appendix-IX to the Agenda Item 14.15.

The Board ratified the action taken by the Director, NIT, Kurukshetra for re-allocation of TEQIP funds.

14.16 To approve the action taken by the Institute in allowing Revised Pay Scales to the Non-Teaching and Teaching Supporting employees of the Institute on Central Government pattern w.e.f. 1.1.2006.

The Board approved the action taken by the Institute in allowing Revised Pay Scales to the Non-Teaching and Teaching Supporting employees of the Institute on Central Government pattern w.e.f. 1.1.2006.

14.17 To note the action taken by the Director for engaging Senior Advocates at Hon'ble Punjab & Haryana High Court at Chandigarh for defending the Civil Writ Petitions filed by some Faculty Members of the Institute against the Selections made by way of Direct Recruitment/Promotion under CAS.

The Board observed that as the Institute is contesting a no. of court cases in various Hon'ble Courts of Law, a detailed item may be placed before the Finance Committee alongwith financial implications involved.

- 14.18 To ratify the action taken by the Institute in granting extension of deputation period in respect of Dr. Surjit Angra, Director in AICTE for 3rd year i.e. upto September 25, 2008.**

The Board ratified the action taken by the Institute in granting extension in deputation period in respect of Dr. Surjit Angra, Director, AICTE for 3rd year i.e. upto September 25, 2008.

- 14.19 To ratify the action taken by the Chairman, Board of Governors in granting Extraordinary Leave (without pay) to the faculty members and Workshop Supdt.**

The Board ratified the action taken by the Chairman, Board of Governors in granting Extra Ordinary Leave (without pay) to the faculty members and Workshop Supdt. as detailed in the Agenda Item 14.19 subject to the observation made by the Board in Agenda Item 14.4 above.

- 14.20 To consider the panel of external experts in various subjects.**

The Board approved the Panel of External Experts in various subjects as it is provided by the Chairmen of various Departments duly approved by the DAC of the respective Department.

- 14.21 To note appointment of Chief Vigilance Officer of the Institute.**

The Board noted the appointment of Dr. R.C. Bhattacharya as Chief Vigilance Officer of the Institute.

- 14.22 To consider amendment to Conduct, Discipline and Appeal (CDA) Rules of the Institute to enable imposition of penalty on employees after their retirement.**

The Board considered and approved the amendment in the Conduct, Discipline and Appeal (CDA) Rules of the Institute to enable imposition of penalty on employees after their retirement as detailed in the agenda item.

- 14.23 To consider the proposal for recruitment of an experienced Technician to handle Scanning Electron Microscope purchased from the TEQIP Funds.**

The Board approved the proposal of the Institute for recruitment of an experienced Technician to handle Scanning Electron Microscope subject to condition that it should be against the existing sanctioned post and as per recruitment rules of the Institute.

- 14.24 To consider the creation of four posts for the implementation of Hindi language in official working.**

The Board decided that the matter regarding creation of posts for the implementation of Hindi language in official working may be pursued with the MHRD.

- 14.25 To consider engagement of Senior Medical Officer and Lady Medical Officer in the Health Centre of the Institute on contract basis.**

The Board decided that this matter may be first examined by the Finance Committee of the Institute and then the decision of the Finance Committee may be reported to the Board in its next meeting.

- 14.26 To consider empanelment of the Specialist Private Doctors as well as revision of consultation fees for providing consultation to the employees of the Institute.**

The Board considered and approved the proposal of the Institute regarding empanelment of the Specialist Private Doctors as per details furnished in the agenda item.

Further the Board also approved the proposal of the Institute regarding enhancing the consultation fee of the Doctors who are empanelled on the roster of the Institute from Rs. 25/- to Rs. 40/- as per terms and conditions of the Institute.

14.27 To consider the purchase of an Air Conditioner and UPS for the Laboratory of the Health Centre.

The Board considered and approved the proposal of the Institute regarding the purchase of an Air Conditioner and UPS for the Laboratory of the Health Centre.

14.28 Identification of sensitive places/posts/spot etc. in the Department/ Institutes and need of rotational.

The Board authorized the Institute to identify the sensitive places/posts/spots as per instructions of the MHRD.

14.29 To note the visit of Institute delegation to the University of Sunderland (UK), Binghamton University, New York and University of Toledo, Toledo (USA).

The Board observed as under:-

1. That the Ministry grants permission only to the Head of the Institute for this type of visit.
2. Only academic people may be given permission for the academic delegation.

Further, the Board appreciated the visit of the Institute Delegation to the University of Sunderland (UK), Binghamton University, New York and University of Toledo, Toledo (USA) from 19.10.2008 to 27.10.2008. The Board approved the MoU between NIT, Kurukshetra and the University of Toledo, College of Engineering, Toledo, USA.

14.30 To consider the case of Shri Suresh Ahuja and Shri Vikas Mittal, both Lecturers (under suspension) in Electronics and Communication Engineering Department, on the acquittal of both the Lecturers by the Special Judge, Kurukshetra and also the advice received from Central Vigilance commission and MHRD.

The Board discussed the matter at length and the members are of the considered view to take the legal opinion from the Standing Counsel of the Institute or other Legal Remembrance (such as Sh. Mukul Rahtogi, Sh.

Manu Sanghvi, Sh. Venu Gopal and Sh. Rajeev Atmaram) so that the Institute can act accordingly.

Further the Board decided as under on the various points of the agenda item:-

1. That the matter regarding considering the suspension period to duty period may be decided after the decision of the Departmental inquiry.
2. The advice of the CVC may be complied with.
3. The Departmental Disciplinary Proceedings should be continued.
4. The resignation submitted by Prof. Suresh Ahuja, Lecturer, ECE Deptt. may not be accepted pending the decision of the Departmental Disciplinary Proceedings. However the legal opinion in this matter may also be taken.

14.31 To consider grant of advance increments to the Lecturer Joining with M.Tech./Ph.D. qualification.

The Board decided that the matter regarding grant of advance increments to the Lecturer joining with M.Tech./Ph.D. qualification may be kept pending till the recommendations of the 6th Pay Commission in respect of faculty are received.

14.32 To consider grant of Sabbatical Leave for higher studies leading to Ph.D. degree.

The Board approved that the Sabbatical leave maximum for one year may be granted for higher studies leading to Ph.D. Degree as per details/conditions furnished in the agenda item.

14.33 To consider for allowing new faculty members to attend workshops/seminars/conferences in India.

The Board allowed the new faculty members during their probation period to attend conferences, present papers and trainings etc. in India.

- 14.34 To consider re-designation of Selection Grade Lecturer as Assistant Professor under Career Advancement Scheme (CAS).**

The Board desired that the matter regarding re-designation of Selection Grade Lecturer as Assistant Professor under CAS may be referred to the MHRD for their concurrence.

- 14.35 To consider the recommendations of the Committee constituted to examine the issues relating to (i) date of qualifying service and (ii) eligibility for promotion as Professor under CAS which is linked with date of qualifying service.**

The Board desired that the matter may be referred to the MHRD for their consideration and decision.

- 14.36 To ratify the action taken by the Chairman, Board of Governors in granting Extraordinary Leave (without pay) for one more year i.e. upto 5.9.2009 to Dr. M.K.Soni.**

The Board ratified the action taken by the Chairman, Board of Governors in granting Extraordinary Leave (without pay) to Dr. M.K. Soni upto 5.9.2009.

- 14.37 To note the action taken by the Institute in charging market rent from Mrs. Usha Rani W/o Late Sh. R.K. Arora, Ex-Finance Officer for House No. DA-3.**

The Board noted the action taken by the Institute in charging market rent from Mrs. Usha Rani w/o Late Sh. R.K. Arora, Ex-Finance Officer of the Institute.

- 14.38 To approve the recommendations of the Selection Committee or the appointment of Deputy Registrar (Accounts).**

The Board noted the Selection of Sh. Sunil Kumar Sharma as Deputy Registrar(Accounts) of the Institute and approved the recommendations of the Selection Committee for the same.

14.39 To consider the hardship cases for grant of ACP Scales.

The Board desired that the matter regarding hardship cases for the grant of ACP scales may be placed before the Finance Committee for consideration and decision.

14.40 To consider the pay scale of Lab. Attendants, Jr. Storekeepers, Carpenters, Masons, Plumbers, Asstt. Pump Drivers, Painter etc.

The Board desired that the matter regarding the pay scales of Lab. Attendants, Jr. Storekeepers, Carpenters, Masons, Plumbers, Asstt. Pump Drivers, Painter etc. may be placed before the Finance Committee for consideration and decision.

14.41 To consider pay scale of Rs. 5000-7850 to the Junior Storekeeper w.e.f. 01.01.1996.

The Board decided that the matter regarding the pay scale of Rs. 5000-7850 to the Junior Storekeepers w.e.f. 01.01.2006 may be placed before the Finance Committee for consideration and decision.

14.42 To consider grant of Extraordinary Leave (without pay) for one year w.e.f. 26.2.2009 to 25.2.2010 to Dr. (Mrs.) Ratna Dahiya, Assistant Professor, Electrical Engineering Department.

The Board allowed the Extraordinary Leave (without pay) to Dr. (Mrs.) Ratna Dahiya, Assistant Professor, Electrical Engineering Department for one year from 26.2.2009 to 25.2.2010 subject to the decision taken by the Board on agenda item 14.4 in this meeting.

14.43 To approve Annual Report, Audited Statements of Accounts and Audit Report of the Institute for the year 2007-08.

The Board approved the Annual Report, Audited Statements of Accounts and Audit Report of the Institute for the year 2007-08 for placing before the Parliament through the Ministry of Human Resource Development, Govt. of India, New Delhi.

- 14.44 To consider the recommendations of the Committee constituted to work out the Faculty and Non-Faculty Posts in view of the revised norms suggested by the IF Division, Ministry of Human Resource Development, New Delhi.**

The Board approved the recommendations of the Committee constituted to work out the Faculty and Non-Faculty posts in view of the revised norms suggested by the IF Division, Ministry of Human Resource Development, Govt. of India, New Delhi.

- 14.45 To consider grant of Extraordinary Leave (without pay) w.e.f. 1.1.2009 to 30.4.2009 to Mrs. Manjula Sharma, Assistant Professor (CAS), Humanities and Social Science Department.**

The Board allowed the Extraordinary Leave (without pay) to Mrs. Manjula Sharma, Assistant Professor(CAS), Humanities and Social Science Department for four months from the date of proceeding on leave subject to the decision taken by the Board on agenda item 14.4 in this meeting.

- 14.46 To consider and approve staff for own Construction Cell in the Institute.**

The Board decided that the matter regarding requirement of staff for own Construction Cell in the Institute may be placed before the Finance Committee for consideration and decision.

- 14.47 To ratify the decision taken by the Hon'ble Chairman, Board of Governors for approving the proposal of the Institute for continuing the services of the contractual persons temporarily against the sanctioned posts.**

The Board ratified the decision taken by the Hon'ble Chairman, BOG regarding continuing the services of the contractual persons temporarily till the new rules/statutes of NITs are notified by the Government of India and the Institute can act according to the provisions contained in the new rules/statutes.

- 14.48 To note the status of deputation of Sh. Sandeep Singhal with the AICTE in view of directions of Hon'ble High Court of Delhi passed in Writ Petition (c) 6307 of 2008 Dr. Bhupendra Kumar Sharma & another Vs. AICTE & others.

The Board noted the status of deputation of Sh. Sandeep Singhal with the AICTE in view of the directions of the Hon'ble High Court of Delhi and as per details furnished in the agenda item.

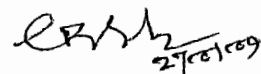
- 14.49 To consider recommendations of the Sixth Central Pay Commission relating to encashment of leave.

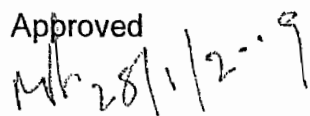
The Board approved the recommendations of the Sixth Central Pay Commission relating to encashment of leave for non-teaching staff only as per OM No. 14028/3/2008-Extt.(L) dated 25th September, 2008 issued by the Ministry of Personnel, Public Grievances & Pensions (Department of Personnel & Training), Government of India, New Delhi.

- 14.50 To consider and approve the minutes of the 12th meeting of the Senate, National Institute of Technology, Kurukshetra held on 19.1.2009.

The Board considered and approved the minutes of item No. 12.4 and 12.7 of 12th meeting of the Senate held on 19.1.2009 being urgent.

The meeting ended with a vote of thanks to the Chair.


Registrar (In Charge)

Approved

(M.N. Bandyopadhyay)
Director & Acting Chairman, BOG

Item 15.3 **To note the action taken report on the minutes of the 14th meeting of the Board of Governors held on 20th January, 2009.**

The Board may please note the action taken report on the minutes of the 14th meeting of the Board of Governors held on 20th January, 2009 as given below:-

Item No.	Subject	Action taken
14.1	To consider electing acting Chairman of the Board for this meeting of the Board.	No further action is required.
14.2	To pay homage to Sh. C.B.Mathur, the Ex-Chairman, Board of Governors, NIT, Kurukshetra.	No further action is required.
14.3.	To confirm the minutes of the 13 th meeting of the Board of Governors held on 24.1.2008.	No further action is required.
14.4	To note the action taken report on the minutes of the 13 th meeting of the Board of Governors held on 24 th January, 2008.	The observations made by the Board noted for compliance in future.
14.5	To ratify the action taken by the Director in nominating one Lecturer of NIT, Kurukshetra to serve on the Board of Governors.	No further action is required.
14.6	To note nomination of Technologists or Industrialists of repute on the Board of Governors of National Institute of Technology, Kurukshetra as per NITs Act, 2007.	The observations made by the Board noted for compliance.
14.7	To consider and ratify minutes of 13 th meeting of the Finance Committee, National Institute of Technology, Kurukshetra held on 29.3.2008.	Actions taken on the minutes 13 th meeting of the FC as ratified by the Board in its 14 th meeting held on 20.1.2009 were reported in the 15 th meeting of the FC held on 21.2.2009.
14.8	To consider and ratify minutes of 14 th meeting of the Finance Committee, National Institute of Technology, Kurukshetra held on 24.6.2008.	Actions taken on the minutes 14 th meeting of the FC as ratified by the Board in its 14 th meeting held on 20.1.2009 were reported in the 15 th meeting of the FC held on 21.2.2009.

14.9	To consider and approve the minutes of the 11 th meeting of the Senate, National Institute of Technology, Kurukshetra held on 8.2.2008.	Actions taken on the minutes 11 th meeting of the Senate as ratified by the Board in its 14 th meeting held on 20.1.2009 were reported in the 12 th meeting of the Senate held on 19.1.2009.
14.10	To consider and approve recommendations of the Screening Committee relating to screening of the non-teaching staff at the age of 58 years.	The recommendations of the Screening Committees relating to the non-teaching staff at the age of 58 years for continuation in service upto the age of 60 years have been implemented as approved by the Board.
14.11	To consider and approve recommendations of the Screening Committee relating to screening of the non-teaching staff at the age of 58 years.	The recommendations of the Screening Committees relating to the non-teaching staff at the age of 58 years for continuation in service upto the age of 60 years have been implemented as approved by the Board.
14.12	To ratify the action taken by the Chairman in introducing the position of Dean(Students Welfare and Training & Placement) in the Institute.	Action has been taken.
14.13	To create post of Dean(Administration) to assist the Director in day to day administration of the Institute.	The action will be taken after the receipt of NIT Statutes.
14.14	To note action taken by the Chairman, Board of Governors regarding financial assistance for attending Conferences by faculty members in India and abroad.	No further action is required.
14.15	To ratify action taken by the Director, NIT, Kurukshetra for re-allocation of TEQIP Funds.	No further action is required.
14.16	To approve the action taken by the Institute in allowing Revised Pay Scales to the Non-Teaching and Teaching Supporting employees of the Institute on Central Government pattern w.e.f. 1.1.2006.	No further action is required.

14.17	To note the action taken by the Director for engaging Senior Advocates at Hon'ble Punjab & Haryana High Court at Chandigarh for defending the Civil Writ Petitions filed by some Faculty Members of the Institute against the Selections made by way of Direct Recruitment/ Promotion under CAS.	The matter was placed before the FC in its 15 th meeting held on 21.2.2009. The minutes of the same are being placed before the Board in this meeting vide agenda item <u>15.7.</u>
14.18	To ratify the action taken by the Institute in granting extension of deputation period in respect of Dr. Surjit Angra, Director in AICTE for 3 rd year i.e. upto September 25, 2008.	No further action is required.
14.19	To ratify the action taken by the Chairman, Board of Governors in granting Extraordinary Leave (without pay) to the faculty members and Workshop Supdt.	No further action is required.
14.20	To consider the panel of external experts in various subjects.	Noted for compliance.
14.21	To note appointment of Chief Vigilance Officer of the Institute.	No further action is required.
14.22	To consider amendment to Conduct, Discipline and Appeal (CDA) Rules of the Institute to enable imposition of penalty on employees after their retirement.	Noted for compliance.
14.23	To consider the proposal for recruitment of an experienced Technician to handle Scanning Electron Microscope purchased from the TEQIP Funds.	The action is being taken.
14.24	To consider the creation of four posts for the implementation of Hindi language in official working.	The matter has been referred to the MHRD for their concurrence.
14.25	To consider engagement of Senior Medical Officer and Lady Medical Officer in the Health Centre of the Institute on contract basis.	The matter was placed before the FC in its 15 th meeting held on 21.2.2009. The minutes of the same are being placed before the Board in this meeting vide agenda item <u>15.7.</u>
14.26	To consider empanelment of the Specialist Private Doctors as well as revision of consultation fees for providing consultation to the employees of the Institute.	The action has been taken as per decision of the Board.

14.27	To consider the purchase of an Air Conditioner and UPS for the Laboratory of the Health Centre.	The action is being taken.
14.28	Identification of sensitive places/posts/spot etc. in the Department/ Institutes and need of rotational.	The action is being taken as per decision of the Board.
14.29	To note the visit of Institute delegation to the University of Sunderland (UK), Binghamton University, New York and University of Toledo, Toledo (USA).	No further action is required.
14.30	To consider the case of Shri Suresh Ahuja and Shri Vikas Mittal, both Lecturers (under suspension) in Electronics and Communication Engineering Department, on the acquittal of both the Lecturers by the Special Judge, Kurukshetra and also the advice received from Central Vigilance commission and MHRD.	The legal opinion is being sought from our standing counsel Sh. Varun Gupta, Advocate at Punjab & Haryana High Court, Chandigarh for taking further action in the matter.
14.31	To consider grant of advance increments to the Lecturer Joining with M.Tech./Ph.D. qualification.	Noted for compliance.
14.32	To consider grant of Sabbatical Leave for higher studies leading to Ph.D. degree.	The action has been taken.
14.33	To consider for allowing new faculty members to attend workshops/ seminars/ conferences in India.	The action has been taken as per decision of the Board.
14.34	To consider re-designation of Selection Grade Lecturer as Assistant Professor under Career Advancement Scheme (CAS).	The action has been taken.
14.35	To consider the recommendations of the Committee constituted to examine the issues relating to (i) date of qualifying service and (ii) eligibility for promotion as Professor under CAS which is linked with date of qualifying service.	The action has been taken.
14.36	To ratify the action taken by the Chairman, Board of Governors in granting Extraordinary Leave (without pay) for one more year i.e. upto 5.9.2009 to Dr. M.K.Soni.	No further action is required.

14.37	To note the action taken by the Institute in charging market rent from Mrs. Usha Rani W/o Late Sh. R.K. Arora, Ex-Finance Officer for House No. DA-3.	No further action is required.
14.38	To approve the recommendations of the Selection Committee or the appointment of Deputy Registrar (Accounts).	Sh. S.K. Sharma has joined as Deputy Registrar (Accounts) in the Institute on 23.2.2009.
14.39	To consider the hardship cases for grant of ACP Scales.	The matter has been referred to Finance Deptt., Haryana through DTE, Chandigarh.
14.40	To consider the pay scale of Lab. Attendants, Jr. Storekeepers, Carpenters, Masons, Plumbers, Asstt. Pump Drivers, Painter etc.	The matter has been referred to Finance Deptt., Haryana through DTE, Chandigarh.
14.41	To consider pay scale of Rs. 5000-7850 to the Junior Storekeeper w.e.f. 01.01.1996.	The matter has been referred to Finance Deptt., Haryana through DTE, Chandigarh.
14.42	To consider grant of Extraordinary Leave (without pay) for one year w.e.f. 26.2.2009 to 25.2.2010 to Dr. (Mrs.) Ratna Dahiya, Assistant Professor, Electrical Engineering Department.	The action has been taken.
14.43	To approve Annual Report, Audited Statements of Accounts and Audit Report of the Institute for the year 2007-08.	The Annual Report, Audited Statements of Accounts and Audit Report of the Institute for the year 2007-08 duly approved by the Board sent to the MHRD for placing before the Parliament.
14.44	To consider the recommendations of the Committee constituted to work out the Faculty and Non-Faculty Posts in view of the revised norms suggested by the IF Division, Ministry of Human Resource Development, New Delhi.	Action has been taken and matter has been sent to MHRD for approval.
14.45	To consider grant of Extraordinary Leave (without pay) w.e.f. 1.1.2009 to 30.4.2009 to Mrs. Manjula Sharma, Assistant Professor (CAS), Humanities and Social Science Department.	Action has been taken.

14.46	To consider and approve staff for own Construction Cell in the Institute.	Action is being taken.
14.47	To ratify the decision taken by the Hon'ble Chairman, Board of Governors for approving the proposal of the Institute for continuing the services of the contractual persons temporarily against the sanctioned posts.	Action has been taken.
14.48	To note the status of deputation of Sh. Sandeep Singhal with the AICTE in view of directions of Hon'ble High Court of Delhi passed in Writ Petition (c) 6307 of 2008 Dr. Bhupendra Kumar Sharma & Anr. Vs. AICTE & ors.	No further action is required.
14.49	To consider recommendations of the Sixth Central Pay Commission relating to encashment of leave.	Decision implemented.
14.50	To consider and approve the minutes of the 12 th meeting of the Senate, National Institute of Technology, Kurukshetra held on 19.1.2009.	The action has been taken/is being taken.

The Board may please note.

Item 15.4 To consider nomination of the Board of Governors on the Finance Committee and Building & Works Committee of National Institute of Technology, Kurukshetra.

As per clause 6(1) of existing MOA/Rules approved for the National Institute of Technology, Kurukshetra the composition of the Finance Committee of the Institute shall consist of the following:-

- (a) The Chairman, BOG as ex-officio, shall be the Chairman of the Committee;
- (b) Two persons nominated by the Central Govt.
- (c) Two persons nominated by the Board from amongst its members; and
- (d) The Director, ex-officio;
- (e) The nominee of the Govt. of Haryana;
- (f) The Registrar, ex-officio Member-Secretary

As per above composition two persons are to be nominated by the Board from amongst its members on the Finance Committee. The Board of Governors in their 1st meeting held on 19.10.2002 nominated Sh. Dharam Vir, IAS, the then Financial Commissioner & Principal Secretary to Govt. of Haryana, Technical Education Department and Dr. R.S. Sirohi, the then Director, IIT, New Delhi as their nominees on the Finance Committee of the Institute.

Further as per clause 7(1) of MOA/Rules approved for the National Institute of Technology, Kurukshetra the composition of the Building and Works Committee of the Institute shall consist of the following:-

- (a) The Director, ex-officio, who shall be the Chairman of the Committee;
- (b) One person nominated by the Central Government;
- (c) One person nominated by the Board from amongst its members; and
- (d) The Registrar, ex-officio Member Secretary
- (e) Dean, Planning & Development
- (f) Nominee of the CPWD or the PWD (Civil Wing)
- (g) Nominee of the CPWD or the PWD (Electrical Wing)
- (h) Nominee of the Govt. of Haryana..

As per above composition one persons is to be nominated by the Board from amongst its members on the Building & Works Committee. The Board of

Governors in their 1st meeting held on 19.10.2002 nominated the Director, IIT, Delhi on the Building & Works Committee of the Institute.

Now the Board of the Institution has been re-constituted in terms of the NITs Act, 2007. Accordingly the Board may consider nominating two members on the Finance Committee and one member on the Building & Works Committee from amongst its members.

Item 15.5 To ratify action taken by Hon'ble Chairperson B.O.G. for making reimbursement/payment of Children Education Allowance to the employees of N.I.T.Kurukshetra.

The Children Education Allowance in the Institute was being paid to the employees of this Institute up to the last year i.e. 2007-08 as per the following terms and conditions as per the pre-revised rates :-

“ The tuition fee payable and actually paid by a Government Servant in respect of his/her child may be reimbursed subject to the following limits :-

- (a) Class I to X Rs. 40/- Per Month Per Child.
- (b) Class XI to XII Rs. 50/- Per Month Per Child.
- (c) Class I to XII In respect of Rs.100/- Per Month Per Child physically handicapped/mentally retarded children.
- (d) Children Education Allowance is admissible only in respect of children between the age limits of 5 and 20 years.

Note : Science Fee up to the limit of Rs.10/- Per Month will be reimbursable in addition to the Tuition Fee in respect of children studying in classes IX to XII and offering science subjects. ”:

As per existing practice the Institute has been paying the Children Education Allowance to the employees of the Institute **up to their two elder children only.**

As per 6th Central Pay Commission, the Children Education Allowance has been revised and the same has been notified by the Govt. of India, Ministry of Personnel Public Grievances & Pension, Department of Personnel & Training, Government of India, New Delhi, O.M. No.12011/03/2008-Estt.(Allowance) dated 2nd September,2008 with clarifications issued by the Govt. of India O.M. bearing even No.12011/03/2008-Estt.(Allowance) dated 11th November, 2008.

The sub-para (b) of the instructions contained in the Govt. of India O.M. No.12011/03/2008-Estt.(Allowance) dated 2nd September,2008 under reference reads as under :

“Under the Scheme of Children Education Allowance, reimbursement can be availed by Government servants upto a maximum of 02 children.”

As already mentioned some clarifications have been issued by the Government of India vide their O.M. No.12011/03/2008-Estt.(Allowance)dated 11th Nov.,2008. The clarification in Point-VI is as under:-

Point-VI Whether Children Education Allowance is admissible for more than two children in case the number of children exceeds two as a result of multiple birth ?

Clarification: Yes, if the number of children exceeds two as a result of second child birth resulting in twins or multiple births.

The office did not accept the applications of the employees whose children are below 05 years and above 20 years and in case they have applied for their children except 1st and 2nd child upto two children.

The Karamchari Sangh of the Institute was agitating on the issue that the office was paying Children Education Allowance for first two children only and not for the subsequent children and interpretation of the Karamchari Sangh was that **instead of two elder children**, the allowance should be paid to **any two children if they have more than two children**.

Under these circumstances the matter was referred to Hon'ble Chairman, B.O.G. as it was felt that the Children Education Allowance may be paid to any two children provisionally with the permission of the Hon'ble Chairman, B.O.G. (Copy enclosed as Appendix-III from page 30 to 37) and subsequently the matter may be palced before the B.O.G. in their next meeting. Now the Institute is allowing re-imbursement/payment of Children Education Allowance to any two children provisionally.

The action taken by the Chairman, B.O.G. may be ratified by the Board.

**NATIONAL INSTITUTE OF TECHNOLOGY
KURUKSHETRA - 136 119**

No.Acs./1030/CEA/2008-09/2738

Dated: 09.04.2009

Subject : Reimbursement/Payment of Children Education Allowance for the Academic Year 2008-09.

The Children Education Allowance in the Institute was being paid to the employees of this Institute up to the last year i.e. 2007-08 as per the following terms and conditions as per the pre-revised rates :-

The tuition fee payable and actually paid by a Government Servant in respect of his/her child may be reimbursed subject to the following limits :-

- (a) Class I to X Rs. 40/- Per Month Per Child.
- (b) Class XI to XII Rs. 50/- Per Month Per Child.
- (c) Class I to XII In respect of Rs.100/- Per Month Per Child physically handicapped/mentally retarded children.
- (d) Children Education Allowance is admissible only in respect of children between the age limits of 5 and 20 years.

Note : Science Fee up to the limit of Rs. 0/- Per Month will be reimbursable in addition to the Tuition Fee in respect of children studying in classes IX to XII and offering science subjects. "

As per existing practice the Institute has been paying the Children Education Allowance to the employees of the Institute up to their two elder children only.

As per 6th Central Pay Commission, the Children Education Allowance has been revised and the same has been notified by the Govt. of India, Ministry of Personnel Public Grievances & Pension, Department of Personnel & Training, Government of India, New Delhi, O.M. No.12011/03/2008-Estr.(Allowance) dated 2nd September, 2008 with clarifications issued by the Govt. of India O.M. bearing even No.12011/03/2008-Estr.(Allowance) dated 11th November, 2008 (copies enclosed as Annexure-A & B respectively)

4. The sub-para (b) of the instructions contained in the Govt. of India O.M. No.12011/03/2008-Estt.(Allowance) dated 2nd September 2008 under reference reads as under :

"Under the Scheme of Children Education Allowance, reimbursement can be availed by Government servants upto a maximum of 02 children."

As already mentioned some clarifications have been issued by the Government of India vide their O.M. No.12011/03/2008-Estt.(Allowance) dated 11th Nov., 2008. The clarification in Point-VI is as under:-

Point-VI Whether Children Education Allowance is admissible for more than two children in case the number of children exceeds two as a result of multiple birth ?

Clarification: Yes, if the number of children exceeds two as a result of second child birth resulting in twins or multiple births.

5. The Institute has not so far accepted the applications of the employees whose children are below 05 years and above 20 years and in case they have applied for their children except 1st and 2nd child.

6. The Karamchari Sangh of the Institute are ~~on~~^{demanding} the issue that the office is paying Children Education Allowance for first two children only and not for the subsequent children and their interpretation is that instead of two elder children, the allowance should be paid to any two children if they have more than ^{two} children.

7. The Dy.Registrar (Accounts) of the Institute was deputed to get clarification from the MHRD, New Delhi. He discussed the issue in the MHRD, New Delhi and it was verbally clarified there that the Children Education Allowance is applicable to first two children only and the same will be applicable for the third child in case the issue is twins. However, there is no clarification in writing and hence the Karamchari Sangh is not satisfied with the above said version.

Under the circumstances mentioned above it has been felt that the Children Education Allowance may be paid to any two children provisionally. The matter may be subsequently placed before the Board of Governors in their next meeting pending final decision. Further action in the matter will be taken as per decision of the Board of Governors.

Submitted please.

Encls.: As above.

Hon'ble Chairman,
Board of Governors,
National Institute of Technology,
Kurukshetra - 136 119.

M.N. Bandyopadhyay
(M.N. Bandyopadhyay)
Director

Approved as proposed
J.K. Palit
9/4/09

(J.K. PALIT)
CHAIRMAN

No.12011/03/2008-Estt. (Allowance)
Government of India
Ministry of Personnel, Public Grievances and Pensions
(Department of Personnel & Training)

New Delhi, the 2nd September, 2008.

OFFICE MEMORANDUM

Subject :- Recommendations of the Sixth Central Pay Commission-implementation of decisions relating to the grant of Children Education Assistance and Reimbursement of Tuition Fee.

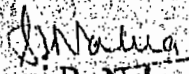
Consequent upon the decisions taken by the Government on the recommendations made by the Sixth Central Pay Commission and in supersession of all earlier orders on the subject of Children Education Allowance and Reimbursement of Tuition Fee, the President is pleased to issue the following instructions:-

- (a) Children Education Allowance and Reimbursement of Tuition Fee which were hitherto payable separately will be merged and will henceforth be known as 'Children Education Allowance Scheme'.
- (b) Under the Scheme of Children Education Allowance reimbursement can be availed by Government Servants upto to a maximum of 2-children.
- (c) Reimbursement as indicated above will be applicable for expenditure on the education of school going children only i.e., for children from classes nursery to twelfth, including classes eleventh and twelfth held by junior colleges or schools affiliated to Universities or Boards of Education.
- (d) Henceforth, the reimbursement of Children Education Allowance shall have no nexus with the performance of the child in his class. In other words, even if a child fails in a particular class, the reimbursement of Children Education Allowance shall not be stopped.
- (e) Reimbursement for the following items can be claimed under this Scheme:

Tuition Fee, admission fee, laboratory fee, special fee charged for agriculture, electronics, music or any other subject, Fee charged for practical work under the programme of work experience, fee paid for the use of any aid or appliance by the

child, library fee, games/sports fee and fee for extra-curricular activities. This also includes reimbursement for purchase of one set of text books and notebooks, two sets of uniforms and one set of school shoes which can be claimed for a child, in a year.

- (f) The annual ceiling fixed for reimbursement of Children Education allowance is Rs.12000.
 - (g) Under this scheme, reimbursement can be claimed once every quarter. The amount that can be claimed in a quarter could be more than Rs.3000, and in another quarter less than Rs.3000, subject to the annual ceiling of Rs.12000 per child being maintained.
 - (h) In case both the spouses are Government servants, only one of them can avail reimbursement under Children Education Allowance.
 - (i) Hostel subsidy will be reimbursed upto the maximum limit of Rs.3000 per month per child subject to a maximum of 2 children. However, both hostel subsidy and Children Education Allowance cannot be availed concurrently.
 - (j) The above limits would be automatically raised by 25% every time the Dearness Allowance on the revised pay structure goes up by 50%.
2. In order to ensure that Government servants have no difficulty in claiming reimbursement, the procedure under this Scheme is being kept simple. Reimbursement should henceforth be made on the submission of original receipts on the basis of self-certification by the Government servant.
3. These orders shall be effective from 1st September, 2008.
4. Insofar as persons serving in the Indian Audit and Accounts Department are concerned, these orders issue in consultation with the Comptroller and auditor General of India.
5. Hindi version will follow.


(Simini R. Nakra)
Director(P&A)

— 55 —
12011/03/2008-Estt.(Allowance)
Government of India
Ministry of Personnel, Public Grievances and Pensions
Department of Personnel & Training

New Delhi dt. 11th November, 2008.

OFFICE MEMORANDUM

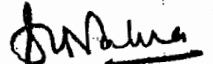
Subject : Children Education Allowance –clarification.

Subsequent to issue of DOP&T OM No. 12011/3/2008-Estt.(Allowance) dated 2nd Sept, 2008 allowing Children Education Allowance / Hostel Subsidy, clarifications on certain points have been sought by Govt. servants/Ministries/Departments. The doubts raised by various authorities are clarified as under :

(i) What is the definition of 'Year' & 'Hostel Subsidy' as per the OM No. 12011/3/2008-Estt.(Allowance) dt. 2 nd Sept, 2008 on the subject Children Education Allowance?	(i) 'Year' means academic year i.e. twelve months of complete academic session. (ii) Hostel Subsidy means expenses incurred by the Govt. servant if he has to keep his children in the hostel of a residential school away from the station at which he is posted/ or is residing. It may include expenses towards boarding, lodging and expenses as detailed in para (e) of the original OM No. 12011/3/2008-Estt.(Allowance)dt. 2 nd Sept, 2008
(ii) What is the amount of reimbursement of Children Education Allowance for the year 2008-09 in the OM No. 12011/3/2008- Estt.(AL) dt. 2 nd Sept, 2008?	It may be calculated on prorata basis @ maximum of Rs.1000/-per month per child w.e.f. 1 st September, 2008.
(iii) Whether DOPT OM No. 12011/3/2008-Estt.(Allowance) dated 2 nd Sept, 2008 is admissible for reimbursement of Children Education Allowance for pursuing Diploma Course for the initial years in Polytechnic?	In cases where minimum qualifications for admission in the two years Diploma course in Polytechnic is 10 th Class and the student joins the polytechnic after passing X class, the reimbursement of tuition fees shall also be allowed for the 1 st and 2 nd year classes of the above course.

children attending day-boarding, whether attached to schools or not are eligible to draw hostel subsidy?	No. They are not eligible.
(v) Whether the restriction of classes Nursery to class Twelfth as applicable for Children Education Allowance is also applicable for drawing hostel subsidy?	Yes.
(vi) Whether Children Education allowance is admissible for more than two children in case the number of children exceeds two as a result of multiple birth?	Yes, if the number of children exceeds two as a result of second child birth resulting in twins or multiple births.
(vii) Whether Children Education Allowance / Hostel Subsidy will be admissible during suspension or leave?	The Children Education Allowance or hostel subsidy shall be admissible to a Govt. servant while he/she is on duty or is under suspension or is on leave (including extra ordinary leave). Provided that during any period which is treated as 'dies non' the Govt. servant shall not be eligible for the Allowance / reimbursement /subsidy for the period.
(viii) Whether reimbursement of Children Education Allowance as per OM No. 12011/4/2008- Estt.(AL) dt. 11 th Sept, 2008 is admissible for disabled Children of Govt. employees who undergoes non formal Education or Vocational Training or other similar instructions?	Yes. As long as a physically /mentally handicapped child studies in any institution i.e. aided or approved by the Central/ State Govt. or UT Administration or whose fees are approved by any of these authorities, the Children Education Allowance paid by the Govt. servant shall be reimbursed irrespective of whether the institution is 'recognized' or not. In such cases the benefits will be admissible between the age limits 5 to 22 years.

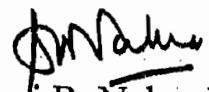
2. This issues with the concurrence of Ministry of Finance.
3. Hindi version will follow.


 (Simmi R. Nakra)
 Director

12011/3/2008-Estt.(Allowance) dt. 11th November, 2008

All Ministries/Departments of the Government of India.

1. Office of the Comptroller & Auditor General of India/Controller General of Accounts, Ministry of Finance.
2. Secretaries to Union Public Service Commission/Supreme Court of India/Lok Sabha Sectt./Rajya Sabha Sectt./Cabinet Sectt./Central Vigilance Commission/President's Sectt./Vice-President's Sectt./Prime Minister's Office/Planning Commission/Central Information Commission.
3. All State Governments and Union Territories.
4. Governors of all States/ Lt. Governors of Union Territories.
5. Secretary, National Council (Staff Side), 13-C, Feroz Shah Road, New Delhi.
6. All Members of the Staff Side of the National Council of JCM/Departmental Council.
7. All Officers/Sections of the Department of Personnel & Training/Department of Pension & Pensioners Welfare.
8. Ministry of Finance, Deptt. of Expenditure (E.II(B) Branch)
9. Official Language Wing (Legislative Deptt.), Bhagwan Das Road, New Delhi.
10. Railway Board, New Delhi.
11. ✓ NIC, DOP&T to upload on the website www.persmin.nic.in Allowance.
12. 200 Spare copies.


(Simmi R. Nakra)
Director

Item 15.6

To ratify the action taken by the Institute for appointment of Executive Engineer (Civil) on contract basis in Construction Cell of the Institute.

The Construction Cell came into existence in the NIT, Kurukshetra on 24.11.2006. The Board of Governors in its 12th meeting held on 25.4.2007 vide item No. 12.34 approved the action taken by the Chairman, Board of Governors in establishing own Construction Cell in the Institute. The Board decided that only minimum required staff to supervise the Construction Cell such a XEN/Consultant (Civil) and other supporting staff may be engaged and their salary may be charged against non-plan funds.

For recruitment of Executive Engineer an advertisement No. 30/2008 was floated in "The Tribune" and "Dainik Bhaskar" on 31.7.2008. A meeting of Selection Committee for recruitment of Executive Engineer was held on 16.9.2008. The Committee recommended the name of Sh. P.K. Aggarwal for the post of Executive Engineer (Civil) at consolidated salary of Rs. 18000/- per month. The Committee authorizes the Director to review his salary from time to time on the basis of his performance.

Sh. P.K. Aggarwal was appointed as Executive Engineer (Civil) in the Construction Cell of the Institute on contract basis at consolidated of Rs. 18000/- per month for a period of three months w.e.f. 4.11.2008 vide this office letter No. Estt-I/9621 dated 3.10.2008 (copy enclosed as Appendix - IV page 39). He was granted extension for a period of three months w.e.f. 4.2.2009 or till further orders whichever is earlier.

The Board may ratify the action taken by the Institute.

No. Estt.-I/ 9621

Dated: 3/10/08

Shri, P.K. Aggarwal
H.No. 1248, Sector-13,
Urban Estate,
Kurukshetra -136118.

Subject: Offer for the post of Executive Engineer (Civil) on Contract basis.

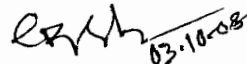
Dear Sir/Madam,

You are hereby offered the post of Executive Engineer (Civil) in the Construction Cell of the Institute on the following terms and Conditions: -

- | | | |
|----|-------------------------|--|
| 1. | Nature of appointment | On contract basis ^{initially} for a period of three months which can be further extended. |
| 2. | Pay | Consolidated salary of Rs.18000/- per month. |
| 3. | Duties | As prescribed for the post of XEN (Civil) and other related duties to be assigned by the Dean/Prof. I/C (E,EM,&C) of the Institute as per requirement from time to time. |
| 4. | Conduct & Discipline | You will be governed by the conduct and disciplinary rules of the Institute from time to time. |
| 5. | Termination of Services | Your services are liable to be terminated without assigning any reason on one month notice in writing on either side or on payment of one month salary in lieu thereof. |

If this offer of appointment is acceptable to you on the above terms and conditions, you are required to report for duty by 10.11.2008 otherwise offer will automatically stand cancelled.

Yours faithfully,


Deputy Registrar (GA&L)

for Director
1/11/08

Dated: 3/10/08

Endst. No. Estt.-I/ 9622-24

Copy to: -

1. Dean (Estate, Constrn. & Elect. Mtc.).
2. Asstt. Registrar (Accounts). His salary may be charged under the Head "Non-Plan Funds".
3. Estate Officer.


Deputy Registrar (GA&L)

for Director
1/11/08 2
08/11/08

Item 15.7 To consider and ratify minutes of 15th meeting of the Finance Committee, National Institute of Technology, Kurukshetra held on 21.2.2009.

The minutes of the 15th meeting of the Finance Committee of National Institute of Technology, Kurukshetra held on 21.2.2009 under the Chairmanship of the Chairman, Board of Governors & Finance Committee at Kurukshetra are enclosed at Appendix -V (pages 42 to 48). The agenda of the Finance Committee is enclosed as Annexure to Item 15.7 with the main agenda of the Board meeting.

With reference to the FC budget agenda item 15.4, the Revised Budget Estimates for 2008-09 and Original Budget Estimates for 2009-2010(Non-Plan) for Undergraduate and Postgraduate Courses recommended by the Finance Committee are specifically brought to the notice of the Board as under:

Estimate of Revenue Income

(Rs. in lacs)

	Actual for 2007-08	Revised Budget Estimates for 2008-09	Original Budget Estimates for 2009-2010
1. Fees/Subscription	397.76	430.00	500.00
2. Other Income	<u>253.88</u>	<u>138.47</u>	<u>141.47</u>
Total	<u>651.64</u>	<u>568.47</u>	<u>641.47</u>

Estimate of Revenue Expenses

(Rs. in lacs)

	Actual for 2007-08	Revised Budget Estimates 2008-09	Original Budget Estimates 2009-10
1. <u>Establishment expenses</u>			
a) Salary & Wages	947.89	1328.94	1767.98
b) Allowances & Bonus	18.72	21.95	22.80
c) Contribution to CPF	55.48	130.00	175.00
d) Contribution to other fund	1.37	1.60	1.60
e) Expenses on employees retirement	41.72	50.00	45.00
f) Others such as LTC, CEA Scholarship &TA etc.	87.28	120.10	128.70
Total	1152.46	1652.59	2141.08

2. Other Administrative expenses

1. Electricity and Power	60.52	74.00	86.50
2. Vehicle running & Mtc.	6.55	12.00	15.00
3. Repair & Maintenance	103.99	59.00	67.00
4. Postage, telephone	3.05	6.00	6.50
5. Printing & Stationery	3.30	4.00	5.00
6. Journals & Periodicals	9.78	15.00	15.00
7. Audit Fee	0.87	2.00	2.50
8. Hospital Medical & Other charges	6.00	6.50	8.00
9. Hot and Cold weather charges	0.30	0.35	0.40
10. Departmental Operating Cost	7.50	10.00	12.00
11. Advertisement & Publicity	21.56	25.00	25.00
12. Study Tour of students	0.32	0.50	0.60
13. Survey Camp	0.56	0.75	0.80
14. Campus Interview for students	1.29	1.25	1.50
15. Aero Modelling Club	-	0.75	1.00
16. Library Expenses	0.65	1.00	1.60
17. NCC	0.05	0.15	0.20
18. Misc. Contingencies	14.77	20.00	22.50
19. Hindi Saptah Sammelan	-	-	0.30
20. Continuing Education Centre	-	2.00	2.00
Total	241.06	240.25	273.40
Grand Total (1+2)	1393.52	1892.84	2414.48
Less Income	651.64	568.47	641.47
Net Liability of Govt. of India	741.88	1324.37	1773.01

The Board of Governors may ratify the minutes of the 15th meeting of the Finance Committee held on 21.2.2009.

**NATIONAL INSTITUTE OF TECHNOLOGY
KURUKSHETRA-136119**

**Minutes of 15th meeting of the Finance Committee,
NIT, Kurukshetra held on 21.2.2009 at 11.00 a.m. in the
Board Room of National Institute of Technology, Kurukshetra-136119.**

PRESENT:

- | | | |
|----|---|--|
| 1. | Dr. M N Bandyopadhyay
Hon'ble Chairman, (Actg.) Board of Governors
& Finance Committee,
and Director,
National Institute of Technology
Kurukshetra. | In Chair |
| 2. | Dr. U S Malik
Principal,
(Representative of the Financial Commissioner
& Principal Secretary to Govt. of Haryana)
Finance Department,
Chandigarh. | Member |
| 3. | Sh. Sunil Seth
Joint Director,
(Representative of the Commissioner
& Secretary to Govt. of Haryana)
Technical Education Deptt.
New Civil Secretariat Haryana
Chandigarh | Member |
| 4. | Sh. G R Samantray,
Registrar(Actg.)
National Institute of Technology,
Kurukshetra | Ex-Officio
Member-Secretary |

Prof. Surendra Prasad, Director, IIT, Delhi, Director Finance (Integrated Finance Division), Govt. of India and Sh. Madan Mohan, Director, (NITs) Govt. of India, Ministry of Human Resource Development, Department of Higher Education, New Delhi could not attend the meeting .

Before the agenda was taken up, Sh. G R Samantray, Registrar & Member-Secretary(Actg.) extended hearty welcome to the Hon'ble Chairman, Board of Governors & Finance Committee, Worthy Director, NIT, Kurukshetra and other members of the Finance Committee present in the meeting.

The Finance Committee made recommendations/took decisions as under:

Item 15.1: To confirm the minutes of 14th meeting of the Finance Committee, National Institute of Technology, Kurukshetra held on 24.6.2008.

The Finance Committee confirmed the minutes of the 14th meeting of the Finance Committee held on 24.6.2008.

Item 15.2: To note follow up action taken on the 13th meeting of the Finance Committee held on 29.3.2008.

The Finance Committee noted follow up action taken on the 13th meeting of the Finance Committee held on 29.3.2008.

Item 15.3: To note follow up action taken on the 14th meeting of the Finance Committee held on 24.6.2008.

The Finance Committee noted follow up action taken on the 14th meeting of the Finance Committee held on 24.6.2008.

Item 15.4: To consider Revised Budget Estimates for the year 2008-09 and Original Budget Estimates for the year 2009-2010 for Undergraduate and Postgraduate Courses.

The Finance Committee recommended to the Board that the Revised Budget Estimates for the year 2008-09 for Undergraduate and Postgraduate courses to the tune of Rs. 1892.84 lacs and Original Budget Estimates for the year 2009-10 for Undergraduate and Postgraduate Courses to the tune of Rs. 2414.48 lacs be approved as per details furnished in the agenda item.

While discussing the budget, Dr. U S Malik suggested that Proposed Budget Estimates may be used in place of Original Budget Estimates and expenditure on maintenance of vehicles should not be exceed of its original cost.

Item 15.5: To note the position of Research Schemes/Projects sanctioned to the Principal Investigators.

The Finance Committee noted the position of Research Scheme/Projects sanctioned to the Principal-Investigators as per agenda note.

Item 15.6: To consider introduction of M.Tech. Computer Engg.(full time) Programme from the Academic Session – July 2009.

This was not discussed by the Finance Committee as the Revised agenda for this is placed at Tabled Item 15.22.

Item 15.7: To consider increase in timings and salary of Dental Surgeon engaged on part-time basis.

The Finance Committee recommended to the Board that Dental Surgeon be engaged on part-time basis for 4 hours i.e. from 8.30 am to 12.30 p.m. in a day at the remuneration of Rs. 8000/- consolidated per month.

Item 15.8: To consider payment to Avaya Global Connect Ltd.(AGCL) for carrying out Campus Wide networking(CWN) project.

The matter was discussed by the Finance Committee in details and recommended to the Board that firm may be charged penalty of Rs. 30.00 lacs + LD charges i.e. Rs. 10,29,694/- = Rs. 40,29,694/-.

Item 15.9: To consider opening an account in the HDFC Bank for Foreign Exchange purposes.

The Finance Committee recommended to the Board that an Account be opened with HDFC Bank, Kurukshetra for Foreign Exchange purposes.

Item 15.10: To consider amendment in the Consultancy Rule at par with teaching staff.

The Finance Committee recommended to the Board that remuneration of Laboratory and other technical Staff be allowed @ 55% of salary in stead of existing 50% during a financial year on account of consultation/testing charges.

Item 15.11: To consider matter regarding Licence Fee in respect of Institute's residences occupied by the employees.

The Finance Committee recommended to the Board that the Licence Fee for the residences be enhanced as per agenda item.

Item 15.12: To consider the pay scale of Lab. Attendants, Jr. Storekeepers, Carpenters, Masons, Plumbers, Asstt. Pump Drivers, Painter etc.

The Finance Committee decided that the case may be referred to Finance Department, Haryana through the Director, Technical Education, Haryana for comments and advice.

Item 15.13: To consider pay scale of Rs. 5000-7850 to the Junior Storekeepers w.e.f. 1.1.1996.

The Finance Committee decided that the case may be referred to Finance Department, Haryana through the Director, Technical Education, Haryana for comments and advice.

Item 15.14: To consider the Hardship cases for grant of ACP Scales.

The Finance Committee decided that the eligible cases as per State Government ACP rules may be referred to the Finance Department, Haryana through the Director, Technical Education Haryana for comments and advice. The eligible cases as per Central Government rules may be considered by the Competent Authority of the Institute, keeping in view the establishment rules of the Institution.

Item 15.15: To consider re-appropriation of funds under Non-plan Grant for the year 2008-09.

The Finance Committee approved re-appropriation of funds under various heads of accounts under the Non-plan Budget for the year 2008-09 as per details furnished in the agenda item 15.15.

Item 15.16: To consider the enhancement of cost of books/technical journals to the faculty members from Rs. 3000/- to Rs. 5000/- and adjustment this reimbursement towards payment of technical societies membership.

The Finance Committee recommended to the Board that the cost of books/technical journals to the faculty members be enhanced from Rs. 3000/- to Rs. 5000/- as per agenda item.

Item 15.17: To consider correction in the pay scale of Store Mate from Rs. 2550-3200 to Rs. 2610-3540.

The Finance Committee recommended to the Board that the discrepancy in the pay scale of Storemate (Sh. S K Biswas) be removed and he may be granted the pay scale of Rs. 2610-3540 as per agenda item.

Item 15.18: To approve the revised pay scales to the Ex-Non-teaching and Teaching Supporting Employees of the Institute on Central Government Pattern w.e.f. 1.1.2006.

The Finance Committee recommended to the Board that the Revised Pay Scales to the ex-non-teaching employees on Central Govt. pattern w.e.f. 1.1.2006 be paid as per agenda item.

Tabled Items:

Item 15.19: To consider market rent in place of panel rent imposed on Dr. Krishna Gopal, Professor in Elect. Engg. Deptt. during the period of Extra Ordinary Leave(EOL).

The Finance Committee recommended to the Board that market rent as per previous decision be charged from Dr. Krishan Gopal, Professor in Elect. Engg. Department.

Item 15.20: To consider and approve staff for own Construction Cell in the Institute.

The Finance Committee recommended to the Board that the staff for own construction cell in the Institution be approved as per agenda item.

Item 15.21: To consider the reimbursement of two more stents (in addition to two as prescribed in Central Govt. Medical Attendance Rules in respect of Sh. R K Sharma, Director, Sports Deptt.

The Finance Committee recommended to the Board that the case may be dealt as per Central Govt. Medical Attendance Rules and as per previous decision taken in case of Dr. N P Mehta, Ex-Professor of Mech. Engg. Deptt.

Item 15.22: To consider introduction of M.Tech. Computer Engg.(Full time) Programme from the Academic Session – July 2009.

The Finance Committee recommended to the Board that M.Tech. Computer Engg.(Full time) Programme may be introduced from the Academic Session – July 2009 as per agenda item.

Item 15.23: To consider financial implications involved in visit of foreign universities faculty/students.

The Finance Committee recommended to the Board that the proposal be accepted as per agenda item.

Item 15.24: To consider and ratify the minutes of 10th meeting of the Building & Works Committee of National Institute of Technology, Kurukshetra held on 19.2.2009.

The Finance Committee ratified the minutes of the 10th meeting of the Building & Works Committee of National Institute of Technology, Kurukshetra held on 19.2.2009 as per details furnished in the Tabled agenda item 15.24.

Item 15.25: To consider the filling up the non-teaching promotional posts.

The Finance Committee recommended to the Board that the promotions may be made as per recruitment rules of the Institution.

Item 15.26: To consider engagement of Senior Medical Officer and Lady Medical Officer in the Health Centre of the Institute on contract basis.

The Finance Committee recommended to the Board that Dr. D S Saini, Sr. Medical Officer be engaged at consolidated salary of Rs. 41,000/- per month for three months w.e.f. 1.3.2009 to 31.5.2009. However, the Finance Committee advised that the matter regarding payment of consolidated salary to the SMO be examined by a Committee at the Institute level.

Item 15.27: To note the action taken by the Director for engaging Senior Advocates at Hon'ble Punjab and Haryana High Court at Chandigarh for defending the Civil Writ Petitions filed by some Faculty Members of the Institute against the Selections made byway of Direct Recruitment/Promotion under CAS.

The Finance Committee noted the action taken for engaging the Senior Advocates as mentioned in agenda note

The meeting ended with a vote of thanks to the Chair.

Sd/-
(G R Samantray)
Registrar & Member-Secretary (Actg.)

- Item 15.8 To consider and approve the minutes of the 12th meeting of the Senate, National Institute of Technology, Kurukshetra held on 19.01.2009.

The minutes of the 12th meeting of the Senate of National Institute of Technology, Kurukshetra held on 19.01.2009 under the Chairmanship of Director, NIT, Kurukshetra are enclosed as Appendix - VI pages 50 to 59. The Agenda of the 12th meeting of the Senate is enclosed as Annexure to Item 15.8.

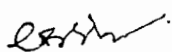
The Board of Governors may consider and approve these minutes.

NATIONAL INSTITUTE OF TECHNOLOGY
KURUKSHETRA-136 119

Minutes of the 12th meeting of the Senate of National Institute of Technology, Kurukshetra held on Monday, 19th January, 2009 at 11.00 am in the Senate Hall of the Institute

The following were present:

- | | | |
|----|--|----------|
| 1. | Dr. M.N.Bandyopadhyay
Director
NIT, Kurukshetra | Chairman |
| 2. | Dr. Krishna Gopal
Professor, Electrical Engg. Deptt.
NIT, Kurukshetra. | Member |
| 3. | Prof. R K Bansal
Professor, Civil Engineering Department
NIT, Kurukshetra | Member |
| 4. | Dr. T K Garg
Professor, Mech. Engg. Deptt.
NIT, Kurukshetra | Member |
| 5. | Dr. S P Jain
Professor
Electrical Engineering Department
NIT, Kurukshetra | Member |
| 6. | Dr. V K Arora
Professor, Civil Engineering Department
NIT, Kurukshetra | Member |
| 7. | Dr. V K Sehgal
Professor
Civil Engineering Department
NIT, Kurukshetra | Member |
| 8. | Dr. S K Sharma
Professor
Mechanical Engineering Department
NIT, Kurukshetra | Member |



- | | | |
|-----|---|--------|
| 9. | Dr. K S Kasana
Professor
Mechanical Engineering Department
NIT, Kurukshetra | Member |
| 10. | Dr. K B Singh
Professor
Department of Humanities & Social Sciences
NIT, Kurukshetra | Member |
| 11. | Dr. D V Singh
Professor
Mathematics Department
NIT, Kurukshetra | Member |
| 12. | Dr. Kuldeep Kumar
Professor
Mathematics Department
NIT, Kurukshetra | Member |
| 13. | Dr. S.S.Rattan
Professor
Mechanical Engineering Deptt.
NIT, Kurukshetra | Member |
| 14. | Dr. K.S. Sandhu
Professor
Electrical Engineering Deptt.
NIT, Kurukshetra | Member |
| 15. | Dr. Sudhir Kumar
Professor
Mechanical Engineering Department
NIT Kurukshetra | Member |
| 16. | Dr. Baldev Setia
Professor
Civil Engineering Department
NIT, Kurukshetra | Member |
| 17. | Dr. Rajender Kumar
Professor
Department of Humanities & Social Sciences
NIT, Kurukshetra | Member |

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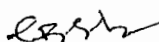
- | | | |
|-----|--|--------|
| 18. | Dr. Brahmjit Singh
Professor
Electronics & Comm. Engg. Department
NIT, Kurukshetra | Member |
| 19. | Dr. (Ms.) Minati Baral
Professor
Chemistry Department
NIT, Kurukshetra | Member |
| 20. | Dr. Diwan Singh
Professor
Civil Engineering Department
NIT, Kurukshetra | Member |
| 21. | Dr. S.K. Madan
Professor
Civil Engineering Department
NIT, Kurukshetra | Member |
| 22. | Dr. H.K. Sharma
Professor
Civil Engineering Department
NIT, Kurukshetra | Member |
| 23. | Dr. (Ms.) Lillie Dewan
Professor
Electrical Engineering Department
NIT, Kurukshetra | Member |
| 24. | Dr. S.N. Sachdeva
Professor
Civil Engineering Department
NIT, Kurukshetra | Member |
| 25. | Dr. Dixit Garg
Professor
Mechanical Engineering Department
NIT, Kurukshetra | Member |
| 26. | Dr. S.K. Mahna
Professor
Physics Department
NIT, Kurukshetra | Member |

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|-----|---|-------------------|
| 27. | Dr. B.K. Kaushik
Professor
Physics Department
NIT, Kurukshetra | Member |
| 28. | Dr. J.K. Quamara
Professor
Physics Department
NIT, Kurukshetra | Member |
| 29. | Dr. P.J. Philip
Professor
Hum. & Social Sciences Department
NIT, Kurukshetra | Member |
| 30. | Dr. R.S. Bhatia
AP, EED & Chairman
Deptt. of Computer Applications
NIT, Kurukshetra | Special Invitee |
| 31. | Dr. D.P. Singh
Assistant Professor & Chairman
Chemistry Department
NIT, Kurukshetra. | Special Invitee |
| 32. | Dr. A.K. Singh
Asstt. Professor & Chairman
Computer Engineering Department
NIT, Kurukshetra | Special Invitee |
| 33. | Dr. Ashwani Jain
Assistant Professor, Civil Engg. Deptt.
Professor Incharge (Academic Affairs & Senate)
NIT, Kurukshetra | Special Invitee |
| 34. | Sh. G.R Samantaray
Registrar (Incharge)
National Institute of Technology
Kurukshetra | Secretary, Senate |

The following members could not attend the meeting:

- | | | |
|----|---|--------|
| 1. | Dr. A Swarup
Professor
Electrical Engineering Department
NIT, Kurukshetra. | Member |
|----|---|--------|



2. Dr. S.K Chakarvarti
Professor
Physics Department
NIT, Kurukshetra.

Member

Item 12.1: To confirm the minutes of the 11th meeting of the Senate held on 08.02.2008 and to discuss the comments of Dr. S.K Madan, Professor in Civil Engineering Department on Item No. 11.8(ii)

The Senate discussed the comments of Dr. S.K Madan, Professor, Civil Engg. Department which were received in response to minutes recorded under item 11.8(ii). It was decided that the recording of the minutes was correct. The Senate confirmed the minutes of the 11th meeting of the Senate held on 08.02.2008 as circulated to the members of the Senate and as per details furnished in the agenda item.

Item 12.2: To note the Action Taken Report on the minutes of the 10th meeting of the Senate held on 29.11.2007

The Senate noted the actions taken on the minutes of the 10th meeting of the Senate held on 29.11.2007 as per details furnished in the agenda item.

Under item 10.15, a committee was constituted for considering award of medals and prizes to M.Tech., MBA and MCA students. The Senate requested Convener of the committee to submit its report by 21.1.2009, so that further action could be taken for award of medals and prizes in the 6th Convocation of the Institute to be held on 28.01.2009. It was also decided that in place of Dr. R C Bhattacharjee, who has proceeded on long leave, Dr. P J Philip, be appointed a Member of the Committee in his capacity as Chairman, Business Administration Department.

Under item 10.17, a committee was constituted for reviewing the Ordinance of Studies, Regulations and Scheme of Master of Technology in the Institute. The Senate requested Convener of the committee to submit its report at the earliest possible.

The Senate decided that at least three Senate meetings be held in a calendar year.

Item 12.3: To note the Action Taken Report on the minutes of the 11th meeting of the Senate held on 08.02.2008

The Senate noted the actions taken on the minutes of the 11th meeting of the Senate held on 08.02.2008. It was decided that, in future, an additional column mentioning the minutes recorded under the item be inserted in the Action Taken Report.

R.S.S.

- Item 12.4: To apprise the Senate of the agenda and decisions taken in 15th to 21st meetings of Standing Committee on Senate Affairs (SCSA) and to consider and approve the same**

The Senate considered and approved the decisions taken in the seven meetings (from 15th to 21st) of Standing Committee on Senate Affairs which took place after the 11th meeting of the Senate.

It was brought to the notice of the Senate by the Chairman, Computer Engg. Deptt. that as the Department is starting full time M.Tech. Computer Engg. Course from the Academic Session 2009-2010, therefore the minutes of Item No. 1 of the 18th SCSA meeting held on 3.9.2008 may be confirmed by the Senate keeping in view the time bound and urgent nature of the item. The item was to be placed before the BOG in its meeting to be held on 20.01.2009 for approval and further necessary action. The minutes of the concerned item were confirmed by the Senate.

- Item 12.5: To ratify the action taken by the Chairman, Senate in approving the Scheme and Syllabi of B. Tech 5th & 6th Semester Information Technology**

It was brought to the notice of the Senate that the number of contact hours for 5th and 6th Semesters were fixed as 32 per week and 31 per week respectively. As per the existing practice, the contact hours should have been 35 per week for each Semester. On the request of Chairman, Computer Engg., the Senate allowed the proposed Scheme to be operative for the current Semester. However, for the next session, i.e. 2009-10, it was decided that a Committee constituted by the Chairman Senate will look into the matter and recommendations of the same be implemented after due approval.

- Item 12.6: To note the admission status of various UG/PG Courses for the Academic Session 2008-2009 at National Institute of Technology, Kurukshetra.**

The Senate noted the admission status of students for the Academic Session 2008-09 as per details furnished in the agenda item.

It was decided that, in future, statistical analysis of the admission record be presented before the Senate.

Carin

- Item 12.7: To consider approval for students to be awarded degrees in the 6th Convocation scheduled to be held on 28th January, 2009**

The Senate considered and approved the award of degrees to the graduates of B.Tech., M.Tech., MBA and Ph.D. of NIT, Kurukshetra in the 6th Convocation scheduled to be held on 28th January, 2009, as detailed in the agenda item 12.7 and supplementary agenda item 12.7(a). The minutes of the item were confirmed by the Senate.

It was reaffirmed that the eligibility for award of degree be ascertained as the date of Senate meeting and the degrees should be awarded to the students of all the previous batches who complete their degrees with a gap.

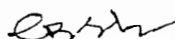
- Item 12.8: To consider award of one medal in the memory of Dr. R.P Singh to the Topper of Final Year of Mechanical Engg. Branch instead of two medals (For toppers of second and third year Mechanical Engineering)**

The Senate considered the request of the wife of Late Dr. R. P. Singh for reducing the number of medals from two to one which was proposed to be awarded to the topper of Final Year of Mechanical Engg. Branch.

The Senate was of the view that any existing award should not be discontinued because of lack of support from the trust/donator. Dr. Baldev Setia, in his capacity as President of the Alumni Association, offered to cover the shortfall of funds. In view of the above, it was decided that two Dr. R P Singh medals be awarded as per past practice and that as a one time measure, the Alumni Association be requested to provide additional funds for the award of medals. Further, it was decided that the committee already constituted for the purpose for considering award of medals and prizes to MBA/MCA/M.Tech., under item 10.15 of 10th meeting of the Senate, be requested to look into the issue and give its recommendations. The minutes of the item were confirmed by the Senate.

- Item 12.9: To consider approval for the students to be awarded Medals and Certificates in the 6th Convocation scheduled to be held on 28th January, 2009**

The Senate considered and approved the award of medals and prizes including award of Dr. R. P. Singh medals as per past practice.



It was brought to the notice of the Senate that the system of awarding the major project toppers on the basis of marks obtained is not in consonance with the grading system. It was decided that, in future, the DRC of the departments be empowered to decide the major project awards.

- Item 12.10: To consider the format of degree to be awarded to the MBA Students in the 6th Convocation of the Institute to be held on 28th January, 2009.**

The Senate considered the format of degree to be awarded to the MBA students. Several discrepancies in the format were brought to the notice and modifications were also suggested. It was decided to constitute a committee consisting of Dr. B. K. Kaushik and Dr. P. J. Philip for finalizing the format with relevant inputs from Senators. Chairman Senate was authorized to approve the format as the degrees were to be awarded in the 6th Convocation. It was decided that format for MCA degree should also be prepared.

- Item 12.11: To consider reconstitution of Standing Committee on Senate Affairs**

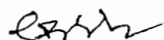
The Senate considered and approved the following constitution of Standing Committee on Senate Affairs in light of the new composition of the Senate under NIT Act 2007:

- i) All Deans
- ii) All Professor Chairpersons of Departments
- iii) Two Senior-most Professors of the Institute, not covered under (i) and (ii) above
- iv) Special invitees as approved by the Chairman, Senate
- v) Registrar as Secretary

The Standing Committee on Senate Affairs shall be chaired by the Director.

- Item 12.12: To consider and approve the revised scheme of MBA Degree Programme**

The Senate considered and approved the Revised Scheme and Syllabi of MBA Degree Programme effective from Academic Session 2008-2009 with some suggestions for modification. The Chairman, Business Administration Deptt., was requested to incorporate the suggested changes.



- Item 12.13: To consider and approve changes proposed in the scheme of B.Tech. Computer Engineering and Information Technology.**

The Senate considered and approved changes proposed in the Scheme of B.Tech. Computer Engineering and Information Technology.

- Item 12.14: To consider the reports of two Workshops on examination reforms & rationalization of B.Tech. Scheme held on 19.12.2008 & 10.01.2009 respectively**

The Senate considered the reports of two Workshops on "Examination Reforms on IIT pattern" & "Rationalization of B.Tech. Scheme" held on 19.12.2008 & 10.01.2009 respectively. Some members raised objections on some of the observations of experts of the second workshop as reported by the Coordinators. After lengthy discussion, it was decided that another workshop be held by inviting experts from other IITs to arrive at a broader consensus.

- Item 12.15: To consider and approve modified scheme and syllabi of B.Tech. IEM 7th & 8th Semesters**

The Senate considered and approved the Modified Scheme and Syllabi of B.Tech. IEM 7th and 8th Semesters with some suggestions for modification. The Chairman, Mechanical Engg. Deptt. was requested to incorporate the changes and get the approval of the Chairman Senate for its implementation next semester.

- Item 12.16: To consider the request of Chairman Electronics & Comm. Engg. Department to review Clause R-7.4.1 of Ph.D Ordinance & regulations**

The Senate considered the request of Chairman Electronics & Comm. Engg. Department to review Clause R-7.4.1 of Ph.D Ordinance & regulations. Views were expressed in favour of and against the item under consideration. Finally, the discussions veered towards the formation of a committee to look into the issue. At this point, Professor Incharge (Academic Affairs and Senate) intervened and brought to the notice of the members that provision for the same already existed under Clause R-21.4 of the Ordinance of Studies for the Degree of Doctor of Philosophy (Ph.D) of the Institute and all such issues can be dealt with under this Clause.

E. S. S. S.

Item 12.17: To consider the request of old B.Tech students for granting mercy chance for appearing in their remaining papers

The Senate considered the request of old B.Tech. students for granting mercy chance for appearing in their remaining paper(s). It was decided that a committee be constituted by the Director for taking decision in this regard. The committee would give its recommendations considering the future implications also.

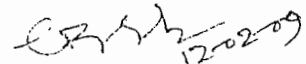
Item 12.18: To consider the proposal sent by Executive Director of INDO-US Science and Technology Forum requesting the NIT, Kurukshetra to act as host institute for Research Internship in Science & Engineering Program

At the outset, Prof. R. K. Bansal, Dean (Academic), apprised the members of the salient points of the proposal sent by Executive Director of INDO-US Science and Technology Forum requesting the NIT, Kurukshetra to act as host institute for Research Internship in Science & Engineering Program. The Senate considered and approved the proposal.

Tabled Item 12.19: To consider draft constitution of students representatives

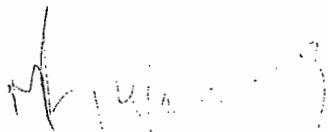
The draft constitution of student representatives as submitted by the students was considered. It was decided that the required students' body to look after the academic matters of the students be constituted as per the decision taken in the 21st SCSA meeting. A committee approved by the Director will go to IIT Madras, Chennai to study the draft constitution of Students Representatives there and give its recommendations.

The meeting ended with a vote of thanks to the Chair.



(G. R. Samantaray)
Registrar (Incharge) & Secretary, Senate
NIT, Kurukshetra

Approved



(Dr. M. N. Bandyopadhyay)
Director & Chairman, Senate

Item: 15.9 **To consider and approve recommendations of the Screening Committee relating to screening of the non-teaching staff at the age of 58 years**

The Government of India, Ministry of Human Resources Development vide their letter No. F.20-11/2003-TS.III dated 12.11.2003 decided that the non-teaching staff of all NITs shall be allowed to serve up to the age of 60 years subject to their fulfilling the provision of screening beyond 58 years of age.

The Board of Governors approved the enforcement of service rules regarding retirement age in their 6th meeting held on 30.09.2004. Accordingly Screening Committee Meeting was held on 13th April, 2009 for screening of 03 non-teaching employees of the Institute. The recommendations of the Screening Committee are contained in Appendix VII pages 61 to 63.

The Screening Committee has found all non-teaching employees fit and have recommended their continuation in service upto the age of 60 years.

The Board may consider and approve the said recommendations.

Ref. File No. GA-II/192

NATIONAL INSTITUTE OF TECHNOLOGY
(Institution of National Importance)
KURUKSHETRA - 136 119

Subject: Screening of the non-teaching Class-III employee of Electrical Engg. Deptt., NIT, Kurukshetra on attaining the age of 58 years. The Screening Committee Meeting held on 13.04.2009 at 11.30 am in the Board Room of the Institute.

Present: -

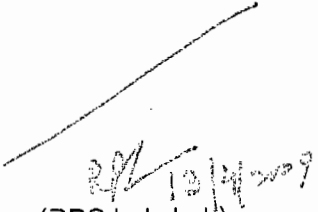
- | | | |
|----|--|----------|
| 1. | Dr. M.N. Bandyopadhyay,
Director, NIT Kurukshetra | Chairman |
| 2. | Dr. R.K. Bansal, Professor,
and Dean (Academic), NIT Kurukshetra | Member |
| 3. | Dr. S.K. Sharma, Professor,
and Dean (E, EM & C), N.I.T Kurukshetra | Member |
| 4. | Dr. A. Swarup, Chairman,
Elect. Engg. Deptt., NIT, Kurukshetra | Member |
| 5. | Sh. R.P.S. Lohchab, Registrar,
N.I.T, Kurukshetra | Member |

The following official appeared before the Screening Committee:-

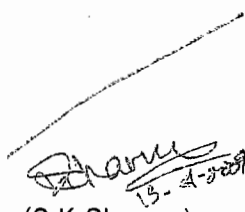
Sr. No.	Name & Designation	Date of Birth	Date on which employee will attain the age of 58 years (up to 31.3.08)	Date of retirement on attaining the age of 60 years
1.	Ms. Champa Rani, Tracer	11.11.1951	30.11.2009	30.11.2011

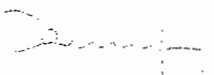
The Committee screened the records of the official & her ACRs for the last three years and made recommendations as under:-

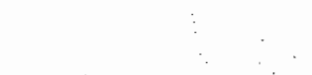
The above official has been found fit for extension beyond the age of 58 years for continuation in service up to the age of 60 years.


(RPS Lohchab)


(A Swarup)


(S K Sharma)


(R K Bansal)


(M N Bandyopadhyay)

NATIONAL INSTITUTE OF TECHNOLOGY
(Institution of National Importance)
KURUKSHETRA - 136 119

Subject: Screening of the non-teaching Class-III employees of Establishment Section, NIT, Kurukshetra on attaining the age of 58 years. The Screening Committee Meeting held on 13.04.2009 at 11.30 am in the Board Room of the Institute.

Present: -

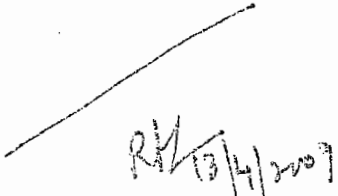
- | | | |
|----|--|----------|
| 1. | Dr. M.N. Bandyopadhyay,
Director, NIT Kurukshetra | Chairman |
| 2. | Dr. R.K. Bansal, Professor,
and Dean (Academic), NIT Kurukshetra | Member |
| 3. | Dr. S.K. Sharma, Professor,
and Dean (E, EM & C), N.I.T Kurukshetra | Member |
| 4. | Sh. R.P.S. Lohchab, Registrar,
N.I.T, Kurukshetra | Member |

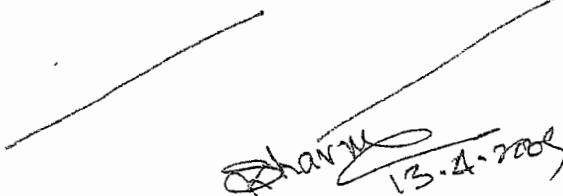
The following official appeared before the Screening Committee:-

Sr. No.	Name & Designation	Date of Birth	Date on which employee will attain the age of 58 years (up to 31.3.08)	Date of retirement on attaining the age of 60 years
1.	Shri Ranbir Singh, Assistant	04.03.1952	31.03.2010	31.03.2012


The Committee screened the records of the official & his ACRs for the last three years and made recommendations as under:-

The above official has been found fit for extension beyond the age of 58 years for continuation in service up to the age of 60 years.


(RPS Lohchab)


(S K Sharma)


(R K Bansal)


(M N Bandyopadhyay)

NATIONAL INSTITUTE OF TECHNOLOGY
(Institution of National Importance)
KURUKSHETRA - 136 119

Subject: Screening of the non-teaching Class-IV employees of Estate Section, NIT, Kurukshetra on attaining the age of 58 years. The Screening Committee Meeting held on 13.04.2009 at 11.30 am in the Board Room of the Institute.

Present: -

- | | | |
|----|--|----------|
| 1. | Dr. M.N. Bandyopadhyay,
Director, NIT Kurukshetra | Chairman |
| 2. | Dr. R.K. Bansal, Professor,
and Dean (Academic)., NIT Kurukshetra | Member |
| 3. | Dr. S.K. Sharma, Professor,
and Dean (E, EM & C), N.I.T Kurukshetra | Member |
| 4. | Sh. R.P.S. Lohchab, Registrar,
N.I.T, Kurukshetra | Member |

The following official appeared before the Screening Committee:-

Sr. No.	Name & Designation	Date of Birth	Date on which employee will attain the age of 58 years (up to 31.3.08)	Date of retirement on attaining the age of 60 years
1.	Shri/Ms Ram Newal, Mali	06.03.1952	31.03.2010	31.03.2012

The Committee screened the records of the official & his ACRs for the last three years and made recommendations as under:-

The above official has been found fit for extension beyond the age of 58 years for continuation in service up to the age of 60 years.

RPS 13/4/2009
(RPS Lohchab)

Sharma
(S K Sharma) 13.4.2009

Bansal
(R K Bansal) 13/4/09

Bandyopadhyay
(M N Bandyopadhyay)

Item: 15.10 To consider interest free Wheat Loan of Rs.10,000/- to Class-III and Class-IV employees of National Institute of Technology, Kurukshetra .

Before the upgradation from Regional Engg. College, Kurukshetra to National Institute of Technology Kurukshetra w.e.f. 26.6.2002, the Class-III and Class-IV employees in our Institute were being paid interest free Wheat Loan in addition to interest free festival advance on state Government pattern. The amount of wheat advance and Festival Advance were recoverable within the corresponding current financial year. The wheat advance and Festival Advance were granted to the employees of our Institute to cater the financial requirements which occur particularly in the month of April because expenditure on new admission of their children and requirement of purchasing wheat in the same month put the Class-III and Class-IV employees under financial burden as their salary is too small to cater these requirements.

On the request of Karamchari Sangh, National Institute of Technology, Kurukshetra the matter was placed before the FC in its 13th meeting held on 29.03.2009 for consideration and making suitable recommendations to the Board of Governors.

The Finance Committee desired that proposal of the Institute for introduction of the Wheat Loan to Class-III & IV employees be referred to the Ministry for approval.

As per recommendations of the FC, the proposal of interest free advance was considered by the Ministry in Consultation with the Integrated Finance Division (IFD) and conveyed that there is no provision for such scheme in the Financial Rules.

The Karamchari Sangh NIT Kurukshetra is again pressing hard to make a provision for wheat Loan (Interest free) for Class-III and Class-IV employees in this Institute.

The matter is placed before the Board for consideration and decision for the interest free wheat Loan of Rs.10,000/- to Class-III and Class-IV employees of our Institute.

Item 15.11 To consider enhancement in sitting allowance to the Hon'ble Chairperson and Members of the BOG, Senate, FC, B&WC and External Experts of various Selection Committees.

As per para 9 of the Memorandum of Association and Rules of the Institute existing before commencement of the NITs Act, 2007, members of the Board and other authorities of the Institute and members of the Committees constituted under the MOA or these Rules or appointed by the Board and other authorities other than Government employees and employees of the Institute were entitled to traveling allowance and daily allowance for attending the meetings of the authorities and their committees as laid down by the Board from time to time. In this regard the Board of Governors in its 4th meeting held on 08.12.2003 decided that in addition to TA/DA admissible under the rules, an honorarium of Rs. 1000/- (Rupees one thousand only) per day be paid to the external experts for attending meetings of the Staff Selection Committees for teaching and administrative posts, for delivering lectures by men of eminence and for attending meetings of Screening Committees.

Further, the Board of Governors in its 8th meeting held on 23.07.2005 decided that sitting allowance @ Rs. 1000/- (Rupees one thousands only) per sitting be allowed to external Government and non-Government members who attend meetings of Board of Governors, Senate, Finance Committee, Building & Works Committee and sub-committees constituted by the Board of the Institute. However, the internal members on the Board and other committees such as Director, Member Secretaries, Deans and faculty members on the aforesaid committees shall not be entitled to the sitting allowance.

The matter regarding enhancement in the sitting allowance was placed before the Finance Committee of the Institute in their 13th meeting held on 29.3.2008. The Finance Committee did not agree to increase the sitting allowance to the members of Board of Governors, Senate, Finance Committee,

Building & Works Committee and external experts of various Selection Committees.

The clause 12(f) contained in the NIT Act, 2007 reads that *"the members of the Board shall be entitled to such allowances, if any, from the Institute as may be provided for in the Statutes but no member other than the members referred to in clause (b) and (f) of section 11 shall be entitled to any salary by reason of this clause"*.

It is worth mentioning that the Hon'ble members of the above said committees etc. have to devote sufficient time for the said meetings and sometime they have to stay in the night on the day of meeting to complete the work of the committees.

It is, therefore, proposed that the sitting allowance may be enhanced to Rs. 2000/- per sitting in addition to TA/DA admissible under the rules. This will be applicable to the Hon'ble Chairperson and members of the BOG, FC, Senate, BWC and Selection Committees only who are not officers and employees of the Institute.

It may further be mentioned that the Hon'ble Chairperson, BOG who resides at Gaya (Bihar) visits Kurukshetra/New Delhi almost twice a month in connection with official matters of the Institute. He has to devote hours together in dealing with official business of the Institute. It has been felt that the Hon'ble Chairman should be paid sitting allowance when he happens to visit Kurukshetra/New Delhi in connection with official affairs of the Institute and devotes time in connection with official matters of the Institute.

The matter is placed before the Board of Governors for consideration and decision.

Item 15.12 To consider facilities for Hon'ble Chairman, BOG during visits to NIT, Kurukshetra/New Delhi.

The Hon'ble Chairman, Board of Governors resides at Gaya (Bihar) and he visits Kurukshetra/New Delhi almost twice a month in connection with official matters of the Institute. Sometimes he is required to stay at New Delhi for 4/5 days at a time to deal with official matters of the Institute, to visit MHRD and other Ministries and to meet senior officers and ministers of the Central Government. It has been felt that in addition to routine TA/DA and lodging/boarding charges etc. as per rules, he should also have a Camp Office at New Delhi so that he may utilize his links for proper growth and development of the Institution. The proposed Camp Office at New Delhi may comprise of a suitable office chamber for the Hon'ble Chairman, BOG, a meeting room, a well furnished suit for his comfortable stay and also an additional room. Services of an Attendant are also required there for 24 hours. This arrangement of the Camp Office at New Delhi may require sufficient funds recurring and non-recurring.

It may be brought to notice of the BOG that there is a transit house at A-1/267, Safdarjung Enclave, New Delhi for officials of all National Institutes of Technology. All NITs have contributed sufficient Plan funds for starting and running of this Transit House. NIT, Kurukshetra has also contributed a sum of Rs 7,50,343.96 (Rupees seven lacs, fifty thousand, three hundred forty three and paise ninety six only) for the said purpose. It has been felt that NIT Transit House is quite useful for officials of the NITs but it can not spare separate stay arrangements for the Hon'ble Chairman, Board of Governors, NIT, Kurukshetra.

The Board may consider and decide.

Item 15.13 To consider introduction of Pension cum GPF Scheme for the employees of NIT, Kurukshetra at par with other NITs.

The Regional Engineering Colleges in the country were established by the Government of India under the Scheme of establishment of Regional Engineering Colleges in 1960 onwards. As per scheme, these colleges were declared as joint ventures of the Government of India and the respective States where Regional Engineering Colleges were established. The expenditure was borne by the Central Government and the State Government concerned to the extent of 50:50 towards non-plan funds and 100% by the Central Government towards plan funds. The Govt. of India on the advice of the University Grants Commission converted 17 RECs including R.E.C.Kurukshetra to National Institute of Technology with Deemed University Status in the year 2002. The Govt. of India had also taken over full administrative and financial control of all the NITs of the Country from the financial year 2003-04.

Prior to converting the RECs to NITs, all the RECs were following the Service Rules and other administrative matters on the pattern of respective State Governments. **Out of the 20 NITs of the Country, the employees of the 17 NITs are enjoying the facility of Pension and GPF Scheme and the employees of remaining three NITs i.e. NIT, Kurukshetra, Jalandhar and Silchar are not enjoying the facility of Pension and GPF Scheme.** The employees of these Institutions have been pressing hard time and again that there should be uniformity in the service matters in all the NITs and the employees of these three NITs be also allowed the facility of Pension Scheme and GPF Scheme since the Pension Scheme provides social security to the employees after their retirement. In case the employees get Pension after their retirement they feel socially respected as well as do not become dependant on their children. Almost all the employees of the Central Government, State Governments and Autonomous Bodies are enjoying the facility of Pension. On the analogy of the above, the above three Institutions tried their best to get the Pension Scheme introduced in their Institutes but the position remains the same i.e. the employees in these Institutions retire with CPF contribution only which is not sufficient to help them throughout their remaining life, as a result they feel insecure socially, physically and mentally.

With the enforcement of National Institutes of Technology Act-2007 by the Government of India w.e.f.15.08.2007 the erstwhile Regional Engineering Colleges (RECs) have been declared as National Institutes of Technology (NITs) of National Importance. The philosophy behind making NITs as fully funded Institutes of Central Government was to upgrade them as National Centres of Excellence for instructions and research in branches of engineering, technology, management, education, sciences and arts and for the advancement of learning and dissemination of knowledge in such branches and for certain other matters connected with such Institutions.

It is imperative to mention in this regard that after the implementation of NITs Act-2007 by the Government of India, all NITs have the same mandate and enjoy the same status and perform the same functions. It, therefore, becomes necessary that the same uniformity should be extended to the service conditions of the employees also.

This matter was represented to Mrs. Sonia Gandhi, Hon'ble Chairperson, United Progressive Alliance and President of Indian National Congress, New Delhi (Appendix VIII pages 70 to 74) but no decision for extending Pension and GPF Scheme to the employees of three NITs i.e. Kurukshetra, Jalandhar and Silchar has so far been taken.

The Board of Governors may consider and decide to take further suitable steps.

Smti Sonia Gandhi
Hon'ble Chairperson
United Progressive Alliance and President of Indian National Congress
New Delhi

**Sub: Implementation of Pension Cum GPF Scheme for the employees of
NIT Kurukshetra, Silchar and NIT Jalandhar.**

Hon'ble Smti. Sonia Ji

With the enactment of National Institutes of Technology Act 2007 by the Government of India on June 06, 2007, the erstwhile Regional Engineering Colleges (RECs) have been converted into National Institutes of Technology (NITs) and have been declared Institutes of National importance. The philosophy behind making NITs as fully funded institutes of Central Government was to upgrade them as National Centres of Excellence for instructions and research in branches of engineering, technology, management, education, sciences and arts and the for the advancement of learning and dissemination of knowledge in such branches and for certain other matters connected with such institutions. It is informed in this regard that at present the employees of 17 NITs are covered under the Pension Cum GPF scheme of Government of India. Employees of the three remaining NITs i.e. *Kurukshetra, Jalandhar and Silchar* are not getting this facility.

It is imperative to mention in this regard that after the implementation of the NIT Act- 2007 by the Government of India, all the RECs after getting the status of NITs have the same mandate and enjoy the same status and perform the same functions. It, therefore, becomes necessary that the same uniformity should be extended to the service conditions of the employees also.

The same has also been highlighted by the *Joint Parliamentary Standing Committee on HRD* of Rajya Sabha in its 178th Report presented to Rajya Sabha & laid on the table of Lok Sabha on 23rd November, 2006. The Following observations were made by the JPC in this regard;

"Committee was informed that at present employees of 17 NITs are

enjoying the facility of Pension and GPF Scheme. Employees of the three remaining NITs i.e., Kurukshetra, Jalandhar and Silchar are not getting this facility. A representation was also received by the Committee from the Chairman, Board of Governors, NIT, Kurukshetra requesting for bringing parity in the NITs so far as Pension/GPF was concerned. On a specific query in this regard, the Committee was informed that as per the Fourth Pay Commission recommendations Pension Scheme on the pattern of Central Government Rules was extended to Central autonomous organizations by the Central Government, State Governments were responsible to take decision on introduction of Pension Scheme in the RECs. All the State Governments except Punjab, Haryana and Assam have introduced Pension Scheme in the RECs." (Refer Annexure-I).

Further the Joint Parliamentary Standing Committee on HRD has made the following recommendations in this regard;

*" The Committee strongly feels that the pension scheme should be made applicable to all NITs only exception being those employees who joined service on or after 01.01.2004 . All the REC's after getting the status of NITs have the same mandate and enjoy the same status and perform the same functions. This uniformity should be extended to the service conditions of employees also. **One time exception can be made and the Department should pursue this issue if need be, at the highest level so that rightful demands of employees of NITs of Kurukshetra, Jalandhar and Silchar are accepted.**"*

It is further informed in this regard that the respective Board of Governors of the three RECs/NITs concerned had approved the introduction of the Pension Cum GPF Scheme for their employees at various points of time as detailed below;

1. REC/NIT Kurukshetra:

1.1 The Board of Governors in its 83rd meeting held on 9.5.1994 approved introduction of Pension scheme and GPF scheme for employees of the institute on the State Government pattern w.e.f. 1.4.1994.

1.2 The Board of governors in its 86th meeting held on 23.1.1996 approved the pension and GPF rules considered by the Finance Committee of the institute. It was further decided by the Board that before implementing the

Pension and GPF scheme the approval of Central Government and state Government be obtained.

- 1.3 The Commissioner & Secretary to Government of Haryana, Technical Education Department vide Memo No. 40/62/95-4TE dated 16.1.2001 intimated that the State Government has agreed in principle to introduce the Pension Cum GPF scheme in the institute subject to certain terms & conditions. Draft rules of Pension and GPF scheme as approved by Government of Haryana were also enclosed with the letter.

**All the relevant papers in this regard are placed in Annexure-II in chronological order.*

2. REC/NIT Silchar:

- 2.1 The Board of Governors of REC Silchar in its 49th meeting held on 30.4.1987 approved the retirement benefits including Pension scheme for employees of the Institute.
- 2.2 Draft Rules for Pension & GPF Scheme were forwarded to the Government of Assam on 20.4.1988 for approval.
- 2.3 Reminders were sent to Government of Assam in this regard to accord approval to the Pension & GPF Rules in the years 1991, 1992 and 1993.
- 2.4 Honorable Chief Minister, Assam wrote a letter to the Honorable minister of HRD Government of India to implement the pension scheme for the employees of the Institute.

**All the relevant papers in this regard are placed in Annexure-III in chronological order.*

3. REC/NIT Jalandhar:

- 3.1 Pension Rules are contained in the approved Bye laws of REC Jalandhar in Chapter-VIII.
- 3.2 The Finance committee of REC Jalandhar in its 7th meeting agreed in principle for the creation of Pension Fund.
- 3.3 These recommendations were accepted by the Board of Governors in its 10th meeting held on 18.02.1994 vide item no. 10.3.
- 3.4 The matter was again placed before the Finance committee for creation on pension fund in its 8th meeting held on 10.1.95 vide agenda item no. 8.9 and the committee recommended that a self contained proposal, in

single file, may be sent to the DTE/IT Punjab for obtaining the orders of the STE/IT Punjab and Chairman of Finance Committee:

3.5 The Board accepted the recommendations of Finance committee in its 12th meeting held on 28.3.95 and the matter was referred to the Punjab Government. Thereafter the matter remained under correspondence with Government of Punjab. According to last communication received from the state Government, the matter regarding grant of pension in Government aided engineering colleges was still under consideration of the state Government.

**All the relevant papers in this regard are placed in Annexure-IV in chronological order.*

It is very clear from the facts mentioned above that the implementation of the Pension Cum GPF Scheme was at the advanced stages of implementation for all the NITs concerned at the time when RECs were converted into NITs and the administrative and Financial control was taken over by Government of India, Ministry of Human Resource Development on 100% basis w.e.f. 1.4.2003.

Later on matter has been taken up at various levels by the three NITs of kurukshetra, Silchar and Jalandhar. It is learnt that the Ministry of Finance has not accepted the introduction of Pension Cum GPF scheme for the 3 NITs i.e. Jalandhar, Kurukshetra and Silchar stating the reason that *"With the introduction of New pension scheme from 01.01.2004, permission to any autonomous body to introduce pension scheme on Government of India pattern would not be appropriate."* It is mentioned in this reference that Central Government, Ministry of Human Resource Development, Department of Secondary & Higher Education have accorded the similar approval to Panjab University, Chandigarh vide their letter no. F.No.2-7/2000-V-II Dated: 16.2.2006 to implement the Pension Cum GPF scheme for employees who joined service under University before 01.01.2004. (Annexure-V)

It is further informed that the grant of pension-cum-GPF Scheme to around 950 employees (350 from NIT Kurukshetra, 370 from NIT Silchar and 270 from NIT, Jalandhar) who joined their service before 1.1.2004 would not entail any financial burden on the Government of India till 2015. It means that the

pension scheme in all three Institutions will be self supporting till the year 2015. It has been worked out that interest income from CPF (Institute share) shall almost sufficient to meet the pensionary benefits for the employees of the above mentioned three NITs till that time. However, to make the pension scheme viable and run perpetually till the employees recruited in these Institutions before 1.1.2004 retire, one time grant as mentioned below will be required by these Institutions from the Government of India:-

(i) NIT Kurukshetra.	- Rs. 10.00 crores
(ii) NIT Silchar	- Rs. 10.00 crores
(iii) Dr. B.R. Ambedkar NIT, Jalandhar	- Rs. 8.00 crores
Total	- Rs. 28.00 crores

On the other hand grant of pensionary benefits along with uniform service conditions for all NITs will improve the regional harmony and would allow these three institutes to attract better faculty and staff from all over the country.

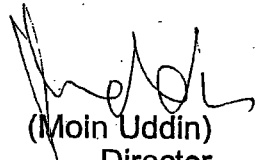
We therefore, would like to request you to kindly advise the Hon'ble Minister of Finance for the implementation of the Pension cum GPF Scheme for the faculty and staff of NIT Kurukshetra, NIT Silchar and NIT Jalandhar appointed before April 01, 2004, which is very essential for inclusiveness, removal of regional imbalances and overall growth of all.



(P.K. Banik)
Director
NIT Silchar



(M.N. Bandyopadhyay)
Director
NIT Kurukshetra



(Moin Uddin)
Director
Dr. B.R. Ambedkar NIT
Jalandhar

Item 15.14 To consider the Seniority of faculty members promoted under CAS at par with direct recruits.

The faculty members of the Institute has submitted a joint representation regarding Inter-se Seniority list of faculty members. They have stated in their representation that there should be no difference between faculty selected directly and through CAS. The National Institute of Technology Teacher's Association (NITTAK) through its resolution dated 16.3.2007 (copy enclosed as Appendix - ~~IX~~ page ~~77-78~~) reiterated that seniority of CAS promotees and direct recruits should be at par for ever.

The MHRD, New Delhi was requested to clarify certain issues regarding preparation of Seniority list in respect of faculty (cadre-wise) viz-a-viz promotions under Career Advancement Scheme (CAS) vide this office letter No. GA-I/CAS/13239 dated 21.11.2006 (copy enclosed as Appendix - ~~X~~ pages ~~79~~ to ~~80~~). The Government of India, Ministry of Human Resource Development, Department of Higher Education, Integrated Finance Division, New Delhi vide their letter F. No. 29-3/2006-IFD dated 13.12.2006 (copy enclosed as Appendix - ~~XI~~ pages ~~81~~ to ~~88~~) clarified as under:-

1. The Ministry based on the judgment of the Hon'ble Supreme court of India in case of Reshmi Shrivastava Vs. Union of India has already clarified vide its letter No. F.8-2/2002-TS.III (Vol.II) dated 7.11.2002 (copy enclosed) to the effect that there cannot be a common seniority list in respect of Professors and Assistant Professors appointed on the basis of direct recruitment and those appointed through CAS. The Hon'ble court has held that the direct recruits and promotees under CAS/merit promotion scheme are two distinct categories. On this basis the Ministry had directed the National Institute of Technology, Jamshedpur to prepare two separate lists of Professors appointed as direct recruits and those appointed through CAS for the purpose of holding the charge of Director. It may be clarified here that while direct recruitments

take place against physical approved vacancies, the promotion of a faculty under CAS is not linked to any physical vacancy. This is a personal promotion which is more or less akin to ACP. Hence all direct recruits appointees shall enbloc be senior to those promoted under CAS irrespective of the date of their actual joining.

2. The inter seniority of faculties promoted under CAS shall be their inter se seniority as direct recruits in the grade of Lecturer/Asst. Professor unless somebody has been disqualified in the first round.
3. There cannot be a common seniority list of faculties appointed as direct recruits and those appointed under CAS for the reasons explained in the preceding paragraphs. However, the Institute may prepare a common priority list for internal purposes including house allotment. Such a priority list should be based upon the date of actual appointment (not notional appointment) in the relevant grade i.e. as Professor and Assistant Professor and this should be approved by the BOG.
4. The faculty appointed under CAS as Assistant Professor and Professor should be shown against the cadre strength from which they were previously appointed as direct recruits.

Keeping in view the above clarifications, provisional Department-wise seniority list and Inter-se seniority list of faculty members were prepared and a notification was issued in the Institute vide No. Estt.-I/7739 dated 24.7.2008 to intimate the discrepancy, if any. In view of said notification, the faculty members requested that a common seniority list be made irrespective of whether one is a CAS promotee or direct recruitee.

The matter is placed before the Board for consideration and decision.

NATIONAL INSTITUTE OF TECHNOLOGY
KURUKSHETRA-136119

To

The Director,
National Institute of Technology,
Kurukshetra.

Subject. Provisional Inter-se Seniority list of faculty members.

R/Sir,

Kindly refer to notification No. Estt.-I/7739 dated 24.7.2008.

We wish to point out that the Provisional Inter-se Seniority list of faculty members is against the practice followed in the Institute so far i.e. making no difference between faculty selected directly and through CAS. The BOG in 1984-85 had resolved to treat both faculty as equivalent. Later, in 1997, the same was done. The National Institute of Technology Teachers' Association (NITTAK) has also through its resolution dated 16.3.2007, reiterated that seniority of CAS promotees and direct recruits should be at par for ever. (Copy attached).

Therefore, it is requested that a common seniority list be made irrespective of whether one is a CAS promotee or direct recruit.

Yours truly

5. Kulddeep Kumar Kumar

6. S.K. Mahna Mahna

7. B.K. Ranshik Ranshik

8. Dinesh Kumar Kumar

9. D.P. Singh DP Singh

10. K.S. Sandhu Sandhu

11. Ashwani Kumar Ashwani

1-

Phil

(P. J. PHILIP)

Rid

2-

(RAJENDER KUMAR)

3.

KB

(K.B. Singh)

4.

National Institute of Technology Teacher's Association (NITTAK)
Kurukshetra

Dated: 16/03/07
Ref. No. NITTAK/GBM/06-07/10

Minutes of the Emergent General Body Meeting held on 16/03/07.

An emergent General Body Meeting of the NITTAK was held on Friday the 16th March at 4:35 P.M. in Room No.E-102 to discuss the representation regarding
"To discuss the recording of minutes of general body meeting held on 24/01/07 and circulated on 29/01/07" received on 12/03/07

In the meeting it was resolved that

"Seniority of CAS promotes and Direct recruits should be at par for ever"

And the minutes stand confirmed
There being no other business, meeting ended with thanks to the chair.

16/3/07
Secretary
NITTAK

Copy to all members (through Circulation file)
PA to Hon'ble Director for the kind information of Hon'ble Director

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NATIONAL INSTITUTE OF TECHNOLOGY
(DEEMED UNIVERSITY)
KURUKSHETRA-136119

No. GA-I/CAS/ 13239

Dated: 21/11/2006

Sh B.K. Ray,
Assistant Financial Advisor,
Ministry of Human Resource Development,
Department of Secondary & Higher Education,
Integrated Finance Division
Govt. of India,
Shastri Bhawan,
New Delhi - 110001.

Subject: - Preparation of seniority list in respect of faculty (cadre-wise)
viz-a-viz promotions under Career Advancement Scheme(CAS).

Dear Sir,

As per instructions issued by the MHRD from time to time we have been implementing Career Advancement Scheme (CAS) for our faculty. As per clarification received from the MHRD the period between the crucial date and the date of meeting of the BOG in which promotions recommended under CAS are approved is being treated as qualifying service for future promotion under CAS without entailing any financial liability whatsoever---notional or actual and the financial benefit is allowed only from the date on which the Board of Governors approves recommendations of the Selection Committee for the purpose of promotion under CAS.

Now the Institute is in the process of preparing cadre-wise seniority list for the teachers viz-a-viz promotions made under CAS and appointments being made by way of direct recruitment. In our Institution a question has arisen as to whether a teacher promoted under CAS is senior to a teacher subsequently appointed with the same designation under direct recruitment. For example - "A" is eligible to become Professor under CAS on 1.3.2006 but he is actually made

Contd..2..

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- 2 -

as Professor under CAS w.e.f. 1.6.2006 after approval of the Board of Governors and the intervening period w.e.f. 1.3.2006 to 31.5.2006 is treated as his qualifying service for future promotion under CAS. "B" is appointed as Professor under direct recruitment on 1.4.2006. "C" is appointed as Professor under direct recruitment on 1.8.2006. Amongst these 3 cases who is senior as Professor while preparing seniority list in the cadre of Professors?

It is requested that following issues may kindly be clarified:-

- (i) When two persons are made as Professors, one under CAS and another under direct recruitment who will be senior?
- (ii) Is a Professor appointed so under CAS can be considered in the ratio of 1:2:4 when sanctioned strength of faculty (cadre-wise) is to be determined at Institute level?
- (iii) Whether a teacher appointed as Professor under CAS will take teaching load of his substantive post of Assistant Professor or of the post of Professor which he has got under CAS?
- (iv) Whether a Professor appointed as such under CAS is required to appear in the direct selection for Professors?

An early reply to the above queries will be highly appreciated.

Thanking you,

Yours faithfully,

M/N Bandyopadhyay
Director
20/11/06
20/11/06
20/11/06
20-11-06

N.I.T. KURUKSHETRA

Dy. No. 22		Date 21/1/97				
R	DPL	DAc	DAJ	CVO	CoE	C
E	M	Ec	Cc	Ph	Ch	Ma
Hu	CW	WS	SW	PC	PS	EDC
PE	CCN	PT	PCE	LMO	L	GA
A	SO	EO	DS	PIS	PIC	MBA

F. No. 29-3/2006-IFD
 Government of India
 Ministry of Human Resource Development
 Department of Higher Education
 Integrated Finance Division

New Delhi
 13th December, 2006

To

✓ The Director,
 National Institute of Technology,
 Kurukshetra - 136 19

Subject: Clarification on seniority regarding appointment of faculties in centrally funded institutes under direct recruitment basis and through Career Advancement Scheme (CAS).

Sir,

I am directed to refer to your letter no. GA-I/CAS/13239 dated 21.11.2006 on the subject mentioned above and to say that the Ministry, based on the judgment of the Hon'ble Supreme court of India in case of Reshmi Shrivastava Vs. Union of India, has already clarified vide its letter No.F.8-2/2002-TS.III (Vol.II) dated 7.11.2002 (copy enclosed) to the effect that there cannot be a common seniority list in respect of Professors and Asst. Professors appointed on the basis of direct recruitment and those appointed through CAS. The Hon'ble court has held that the direct recruits and promotees under CAS/merit promotion schemes are two distinct categories. On this basis the Ministry had directed the National Institute of Technology, Jamshedpur to prepare two separate list of Professors appointed as direct recruits and those appointed through CAS for the purpose of holding the charge of Director. It may be clarified here that while direct recruitments take place against physical approved vacancies, the promotion of a faculty under CAS is not linked to any physical vacancy. This is a personal promotion which is more or less akin to ACP. Hence all direct recruits appointees shall enbloc be senior to those promoted under CAS irrespective of the date of their actual joining.

2. As far as specific issues raised in your letter are concerned it is clarified that the *inter se seniority* of faculties promoted under CAS shall be their *inter se seniority* as direct recruits in the grade of Lecturer/Asst. Professor unless somebody has been disqualified in the first round. It is also clarified that the crucial date i.e. 1st July of every recruitment year is the effective date of eligibility for granting notional benefit but not the actual date of eligibility. For example, all the faculties who have completed requisite minimum prescribed period of service along with other prescribed criteria on any date from 2.7.2005 to 1.7.2006 (both days inclusive), if found successful after interview, be given notional benefits from 1.7.2006 to the actual date of the Board meeting in which the recommendation of the selection committee has been approved.

3. As far as question No. (i) is concerned, there cannot be a common seniority list of faculties appointed as direct recruits and those appointed under CAS for the reasons explained in the preceding paragraphs. **However, the institute may prepare a common priority list for internal purposes including house allotment.** Such a priority list should be based upon the date of actual appointment (not notional appointment) in the relevant grade i.e. as Professor and Assistant Professor and this should be approved by the BoG.

4. It is also clarified that faculties appointed under CAS as Assistant Professor and Professor should be shown against the cadre strength from which they were previously appointed as direct recruits. This is to say that in an institute if there are 10 direct recruit Professors and 20 CAS Professors against a cadre strength of 15 Professors then all the 20 Professors under CAS should be shown against the post of Lecturer or Assistant Professor in which they were previously (before promotion as Professor) appointed as direct recruits. Therefore, even though, there may be practically 30 Professors (10 DR + 20 CAS) in a cadre strength of 15, five more Professors can be appointed on direct recruitment basis.

5. As far as workload is concerned, there should not be any compartmentalization or distinction. The work should be under taken in the same manner as is being practiced in IITs and this should be decided at the institute level.

6. A person holding the post of Professor under CAS may be allowed to compete for the post of Professor on direct recruitment basis. However, there may not be any compulsion in this regard.

Yours faithfully,



(B.K. Ray)

Assistant Financial Adviser (HRD)

Tel No. 2338 8608

email: bkray@nic.in

by Speed Post

18/11/02

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No.F.8-2/2002-TS.III (Vol.II)
Government of India
Ministry of Human Resource Development
(Department of Secondary & Higher Education)

New Delhi,
November 7, 2002

OFFICE MEMORANDUM

Subject:- Speaking Order Regarding Seniormost Professor in Regional Institute of Technology (RIT), Jamshedpur-Directions of the High Court of Jharkhand reg.

In pursuance of the order of Hon'ble High Court of Jharkhand, Ranchi in LPA No.785/2001 dated 15th July, 2002 wherein the Hon'ble Court has directed the Government of India to have a re-look at the seniority position in RIT, Jamshedpur and determine as to who, in accordance with and based upon all established norms and principle governing the determination of seniority, is the senior most Professor available in the RIT. Hon'ble High Court also directed the Government of India to decide this issue within three weeks by passing a reasoned and speaking order. The Court also observed that the senior most person so determined by the Govt. of India should become the acting Principal of RIT, Jamshedpur.

The brief facts about the present case are as follows:-

2. In the 86th meeting of the Board of Governors (Board of Governors) of RIT, Jamshedpur held on 6.2.1999 at Taramandal, Patna, the issue of fixing inter-se seniority criteria of Professors and Assistant Professors of the Institute was put up for consideration. The Board meeting which was chaired by Shri Chandrika Rai, Minister, Science & Technology, Government of Bihar was also attended by the following members:

1. Shri Man Singh, Special Secretary, Finance Department, Govt. of Bihar, Patna.
2. Shri A.K. Rath, Commissioner-cum-Secretary, Director, Department of Science & Technology, Govt. of Bihar.
3. Dr. Bharat Bhushan Prasad, Director, Department of Science & Technology, Government of Bihar, Patna.

4. Prof. J.P. Srivastava, Ex-Director, G.S. Institute of Technology & Science, Indore, M.P.
5. Shri Hem Chand, Assistant Financial Adviser (T), Government of India, Ministry of Human Resource Development, New Delhi.
6. Dr. S.A. Akhtar, Vice-Chancellor, Ranchi University, Ranchi.
7. Dr. S.P. Singh, Professor & Head, Computer Science & Engineering, R.I.T., Jamshedpur.
8. Dr. A.B. Chattopadhyay, Lecturer, Electrical Engineering Department, R.I.T., Jamshedpur

3.1 The Board after due deliberation directed the authorities to obtain a legal opinion from the High Court Advocate before implementing the seniority criteria in the Institute for teachers. Accordingly, the then acting Principal, Dr. S.N. Sinha, on 8.2.99 referred the matter to Shri A.K. Mehta, Advocate, Patna High Court, Ranchi Bench, requesting him to give his detailed opinion regarding fixing the inter-se seniority in the grade of Assistant Professor and Professor amongst directly recruited faculty members, members promoted under Merit Promotion Scheme and members promoted under Time-bound Promotion Scheme. Shri A.K. Mehta, Advocate, Patna High Court delivered his written opinion on 9.2.1999. In his detailed opinion submitted to RIT, Jamshedpur he had stated that promotion under Time-bound Promotion Scheme/Statute for promotion was an anti-stagnation measure. Hence, the post held by a Lecturer or an Assistant Professor was deemed to be upgraded and the status remained as such till the particular promotee held that post on personal basis.

3.2 The upgraded post converts to the original post once the promotee ceases to hold the upgraded post, on account of superannuation/termination of service or for any other reason whatsoever. In the judgement of Hon'ble Supreme Court of India in the case of Reshmi Srivastava, the Court held that merit promotee professors and readers form a distinct class of ex-cadre or supernumerary appointees as compared to cadre employees, namely, directly recruited readers and professors. Hon'ble Supreme Court further held that the two classes are un-equals not because of the source of their appointment, but also because of the nature and character of their appointments and of the nature of posts which they held and hence they could not be treated equally for all purposes and particularly for seniority and promotion. The Hon'ble Supreme Court in this case further observed that the nature of work done by the two categories were irrelevant and hence comparison for seniority could only be among those who were in the cadre posts, otherwise it would be a case of discrimination and against the mandate of Article 14 and 16 (1) of the Constitution. Mr. Mehta also relied on the ruling given by the Hon'ble Patna High Court in CWJC No.150/95 in the case of Dr. Ram Narain Singh and others versus State of Bihar, in which Hon'ble Patna High Court also held that time-bound promotees to the post of Professor form a distinct class of ex-cadre or supernumerary appointees as compared to the direct recruits appointed in the cadre of Professors. Hon'ble Patna High Court further laid down that in the above mentioned case the time-bound promotees held ex-cadre posts and as such they could not be equated with direct recruits who were appointed in the cadre of Professors for the purpose of fixing of seniority. Mr. Mehta while concluding, mentioned that he had no hesitation to give a positive opinion to the

fact that the direct recruits to the post of Assistant Professors or Professors would always rank senior to the members promoted under the Merit Promotion Scheme or Time-bound Promotion Scheme as directly recruited faculty members as Assistant Professors and Professors held the cadre post, whereas the members promoted under the Merit Promotion scheme or Time-bound Promotion Scheme held ex-cadre post.

4. Based upon this legal opinion from the Advocate of High Court, the matter was placed before the Chairman, BOG for its approval and to pass the order for the implementation of the Seniority List of Assistant Professors and Professors so prepared. The final seniority list was again considered on 12.3.1999 by the Chairman, BOG and the senior list was approved on 14.3.1999.

5. In pursuance of the decision of the BOG, RIT, Jamshedpur the seniority list was circulated vide letter No.RIT(E)-764/99 dated 17.3.1999. This notification also mentioned the basis on which the seniority list was prepared clearly indicating that direct recruit to the post of Assistant Professor or Professor would always rank senior to the faculty members promoted under merit on time bound promotion scheme.

6. Several representations were received in the Institute after the issue of the seniority list in the month of March, 1999. BOG, in its meeting held on 23.11.1999, deliberated upon the issue at length on the representations of the faculty members for the inter-se seniority of Assistant Professors and Professors who were affected by the new seniority list circulated in the March, 1999. The Board in its 88th meeting decided to refer the matter to the Government of Bihar Government for legal opinion and suspended operation of the senior list so prepared.

7. The Principal, RIT, Jamshedpur vide his letter No.RIT (E)-977/2000 dated 31.01.2000 referred the matter to the Secretary, Law Department, Government of Bihar, Patna in view of the decision dated 23.11.1999. As per the records of the RIT, Jamshedpur they have not received any response from the Legal Department of Government of Bihar.

8. The above mentioned facts will bring out following important issues:-

- (i) Hon'ble Supreme Court and Hon'ble High Court of Patna have given clear rulings that direct recruits to the post of Assistant Professor or Professor will always rank senior to the faculty promoted under the Merit Promotion Scheme or Time-bound Promotion Scheme hold ex-cadre post.
- (ii) As per the Board of Governors decision taken in 88th meeting on 23.11.1999 both the seniority lists as promulgated on 17.3.1999 and the earlier one stands suspended till receipt of legal opinion from the Govt. of Bihar.
- (iii) As per the records furnished by RIT, Jamshedpur, the tentative seniority list in the Grade of Professors is as follows:-

I. Directly recruited Professors

S.No.	Name & Department	Date of Joining as Professor	Remarks
1.	Dr. Anant Prasad, Mech. Engg.	30.05.1981	Retired on 31.01.2002
2.	Dr. S.K. Mukherjee, Elect. Engg.	10.06.1981	On lien to foreign service
3.	Dr. P. Varanasi, Elect. Engg.	13.07.1981	Retired on 30.11.1999
4.	Dr. A. Mishra, Computer Appl.	01.01.1981	
5.	Dr. S.N. Sinha, Met. Engg. & Mat. Sc.	25.03.1996	
6.	Dr. U.C. Roy, Prod. Engg. & Mgt.	25.03.1996	
7.	Dr. A.K. Jaiswal, Applied Mechanics	25.03.1996	
8.	Dr. Anjani Kumar, Prod. Engg. & Mgt.	25.03.1996	
9.	Dr. B.N. Prasad, Mechanical Engg.	03.07.1996	
10.	Dr. M.K. Banerjee, Chemistry	26.03.1998	
11.	Dr. S.B.L. Seksena, Electrical Engg.	26.03.1998	
12.	Dr. Y.P. Yadav, Physics	21.04.1998	
13.	Dr. S.P. Ray, Civil Engg.	01.01.1999	Retired on 30.11.1999
14.	Dr. N.K. Narain, Training & Plac.	25.11.1999	
15.	Dr. R.J. Singh, Met. Engg. & Mat. Sc.	25.11.1999	
16.	Dr. J.N. Yadav, Mechanical Engg.	01.06.2000	
17.	Dr. M.M. Prasad, Civil Engg.	01.09.2000	

II. Professors promoted under Merit/Time Bound Promotion Schemes

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18.	Dr. N.K. Prasad, Applied Mechanics	17.02.1984	Retired on 30.04.2001
19.	Dr. B. Kumar, Mech. Engg.	17.02.1984	Retired on 31.03.2001
20.	Dr. M.P. Singh, Met. Engg. & Mat. Sc.	17.02.1984	Retired on 31.01.2002
21.	Dr. S.P. Singh, Computer Science	17.02.1984	Retired on 30.06.1999
22.	Shree T.R.D. Sinha, Elect. Engg.	01.02.1985	Retired on 31.03.2001
23.	Dr. P.L. Roy, Met. Engg. & Mat. Sc.	01.02.1985	Retired on 31.07.2002
24.	Dr. S.S. Mishra, Mech. Engg.	01.02.1985	Retired on 28.02.2002
25.	Dr. R.R. Sharma, Mathematics	01.02.1985	
26.	Dr. D.N. Pathak, Chemistry	01.02.1985	Retired on 31.7.1999
27.	Dr. B.P. Verma, Civil Engg.	01.02.1985	
28.	Dr. A. Ghosh, Mathematics	01.02.1985	
29.	Dr. S. Agrawal, Electrical Engg.	01.02.1985	
30.	Dr. P.K. Pain, Civil Engg.	01.02.1985	Retired on 30.11.1999
31.	Dr. M. Dubey, Mechanical Engg.	01.02.1985	
32.	Dr. J.P. Singh, Applied Mechanics	01.02.1985	
33.	Dr. R.K. Choudhury, Physics	01.02.1985	Retired on 31.11.2000
34.	Shree S.C. Singh, Civil Engg.	11.03.1985	Retired on 31.05.1999
35.	Dr. Md. Fahim, Mathematics	13.02.1987	Expired on 21.09.2001
36.	Shree S. Sharan, Mechanical Engg.	17.08.1988	

9. Based on the above facts and as per the legal opinion given by Shri A.K. Mehta, Advocate, Patna High Court, Ranchi Bench, it is clear that Dr. A. Mishra, Professor, Department of Computer Application the senior most Professor working in RIT, Jamshedpur as he was directly recruited to the post of Professor and other directly

recruited Professors above him have either retired or are not available. The Hon'ble Patna High Court in CWJC No.150/1995 (Dr. Ram Narain Singh & others Vs. State of Bihar) that the time-bound promotees held ex-cadre post and as such they could not be equated with direct recruits who were appointed in the cadre of Professors for the purpose of fixing of seniority.

10. Further, this Ministry also received a joint representation from Prof. P.L. Roy, ex-acting Principal (now retired) and others dated 22.07.2002, wherein they requested this Ministry to decide the seniority of Professors on the basis of the length of service in the Grade of Professors irrespective of the mode of the appointment. In support of this claim they annexed a copy of the Supreme Court judgement dated 11.01.1999 in Civil Appeal No.7769 of 1997 in the case of Prof. S.A. Siddiqui Vs. Prof. M. Wajid Khan and others. In this case, the related subject of determining the inter-se-seniority of the directly recruited professors vis-à-vis the merit promotee Professors has been addressed to. The Supreme Court in Prof. Siddiqui case has observed that seniority would be determined on the basis of statutory provision concerning the source and method of recruitment. If as per statutory provision, direct recruitment is the only source of recruitment, then direct recruits alone would form the regular cadre. But if there was a specific provision in the statute which regulated the inter-se-seniority between direct recruits and promotees then the seniority would be governed accordingly.

11. In case of RIT, Jamshedpur as there is no statutory provision for addition to the grade of Professor by merit/Time Bound Promotion Scheme, the direct recruit professors alone form the regular cadre. Hence, Dr. A Mishra, Professor, Department of Computer Application appears to be the senior most Professor working in Regional Institute of Technology, Jamshedpur and as such he shall work as the Acting Principal of Regional Institute of Technology, Jamshedpur till the appointment of a regular Principal.

(V S PANDEY)

Joint Secretary to the Govt. of India

Tel:338-2298

1. Registrar, Regional Institute of Technology, Jamshedpur.

2. The Chief Secretary, Government of Jharkhand, Ranchi.

3. The Directors of NITs for information with regard to similar matter of Seniority in their respective Institute.

(V S PANDEY)

Joint Secretary to the Government of India

Item 15.15 To consider writing off the Camera lost while performing official duty abroad.

A delegation led by the Director visited the Concordia University, Montreal, Canada from 5th November, 2007 to 9th November, 2007 in connection with academic collaboration. Before the delegation left the Institute, an Audio Video Camera Model No. DCR-R62E of Sony make was taken from the President, Clubs on loan basis to use it for the purpose of recording the discussions of the delegation with the officials of the Concordia University. The delegation stayed at the Hotel Meritime Plaza at Montreal during the visit. On 7th November, 2007 when the delegation returned from McGill University, Montreal to the hotel, the said camera was kept in the taxi hired by the delegation. As soon as the delegation got down from the taxi under porch of the hotel, the taxi driver rushed away with the camera. This is unfortunate happening. In addition the camera was having audio video recording of about one hour. Efforts were made with the help of the police as well as the local Indians residing in Canada to trace out the taxi but in vain. In this way the camera has been lost in Canada during the official visit while performing duty. Under these circumstances the camera is required to be written off. The cost of the said camera is about Rs. 44,000/- (app.) and It was purchased by the President, Clubs from the Students Fund and it did not involve Govt. grant.

The Board may consider writing off the Camera lost while performing official duty abroad.

- Item 15.16 To approve the panel of external experts to act as nominees of the Board on the Selection Committee for Non-teaching posts and scientific staff below the scale of the post of Lecturer.**

It has been laid down under Clause 12(3) b of the Memorandum of Association and Rules of the Institute existing before commencement of the NITs Act, 2007 on composition of the Selection Committee of non-teaching posts and scientific staff below the scale of post of Lecturer that two experts as nominees of the Board shall be members of the Selection Committee. In accordance with the above provision, the Institute is required to maintain a panel of experts for various posts of Technical Staff, Administrative and Other Staff. The life span of experts recommended for various posts is maintained for two years

The existing panel of external experts duly approved by the Board of Governors in its 12th meeting held on 25.4.2007 has expired on 24.4.2009.

As per MOA and Rules existing before the commencement of the NITs Act, 2007, constitution of the Selection Committee for non-teaching posts and scientific staff below the scale of the post of lecturer, the Selection Committee would consist of:-

- | | | |
|------|---|----------|
| i) | Director | Chairman |
| ii) | One nominee of the Central Govt. | Member |
| iii) | Two Expert as nominees of the Board | Members |
| iv) | Registrar | Member |
| | (if the post for which selection is being made is lower in status than the occupied by the Registrar. For the post of Registrar and equivalent, there shall one more nominee of the Board). | |
| iv) | Head of the Department concerned | Member |
| | (for posts within the Academic Departments) | |

The non-teaching and scientific staff below the scale of the post of Lecturer is required to face the above mentioned Selection Committee for the purpose of direct recruitment as well as promotion.

A notification was sent to all Chairpersons of Departments, Heads of Sections in the Institute to recommend the names of experts for various Administrative/Teaching Supporting Technical Staff, Ministerial Staff and other staff in the Institute. Their recommendations have been received, copies of which are placed before the Board on the table.

The Board may approve the panel of external experts as placed on the table.

Item 15.17 To consider confirmation of Professor and Assistant Professors.

As a consequence of their selections, the following faculty members were appointed as Professor and Assistant Professors under direct recruitment on the recommendations of the Senior Staff Selection Committees appointed by the Board:-

Sr. No.	Name Dr.	Designation	Department	Date of Joining	Due date of confirmation
1.	Brahmjit Singh	Professor	E&CE	28.1.2008	28.1.2009
2.	Rajoo Pandey	Assistant Professor	E&CE	28.1.2008	28.1.2009
3.	A.K. Singh	Assistant Professor	Computer Engg.	28.1.2008	28.1.2009
4.	Mayank Dave	Assistant Professor	Computer Engg.	28.1.2008	28.1.2009
5.	J.K. Chhabra	Assistant Professor	Information Technology	28.1.2008	28.1.2009
6.	Ashwani Kumar	Assistant Professor	Electrical Engg.	28.1.2008	28.1.2009
7.	Pankaj Chandna	Assistant Professor	Industrial Engg.&Mgt.	28.1.2008	28.1.2009
8.	P.C. Tewari	Assistant Professor	Industrial Engg.&Mgt.	28.1.2008	28.1.2009

As there were clear vacant posts of Professor and Assistant Professors in above Departments, they were placed on probation for a period of one year as per rules of the Institute. They have completed their probationary period successfully and are due for confirmation on the posts of Professor and Assistant Professors on the dates as mentioned above against each.

ACRs and Special Confidential Reports on work and conduct of above Professor and Assistant Professors are satisfactory.

It is recommended that the above mentioned Professor and Assistant Professors may be confirmed from the dates indicated against their names.

The matter is placed before the Board of Governors for approval.

Item 15/8 : To ratify action taken by the Hon'ble Chairman of Board of Governors for the grant of enhanced Dearness Allowance to the employees of the Institute on the Central Government pattern

The Government of India, Ministry of Finance, Department of Expenditure, New Delhi vide Office Memorandum No. 1(1)/2009-E-II(B) dated 13.03.2009 decided that the Dearness Allowance payable to Central Government employees shall be enhanced from the existing rates of 16% to 22% w.e.f. 01.01.2009 **on the revised pay scales**. As per directions, the DA is to be paid in cash. A copy of the OM is enclosed as Annexure -~~XII~~ from page 95 to 96.

As per past practice, the Office Memorandum issued by Finance Department, is forwarded by the Government of India, Ministry of Human Resource Development, New Delhi for implementation in the Institute. The said letter has not been received from the MHRD till now. However, It is worth mentioning here that the Under Secretary to Government of India, Ministry of Human Resource Development, New Delhi vide letter F.21-27/2008-TS.III dated 01.04.2009 forwarded a copy of Office Memorandum dated 19.03.2009 issued by Ministry of Finance, Department of Expenditure for the enhancement of DA from 54% to 64% w.e.f. 01.01.2009 **applicable to those employees whose pay scales has not been revised till now**. Those employees are being paid as per this approval of MHRD.

Further, it is pertinent to mention here that the Board of Governors of the Institute in their 5th meeting held on 15.03.2004 has decided as under:-

"The Board delegated powers to decide the following routine matter, in anticipation approval of the Board, strictly in accordance with the Central Government pattern:-

- i) Grant of DA,**
- ii) To grant Bonus, Festival Advance, LTC, medical reimbursement (upto Rs. 1.5 lacs in each case at a time), House Rent Allowance, CCA, Transport Allowance, Washing Allowance and TA/DA."**

Furthermore, the Board of Governors in their 13th meeting held on 24.01.2008 has decided as under:-

“The Board decided that the routine matters regarding grant of Dearness Allowance, NPL Bonus and Festival Advance etc. may be decided by the Director and there is no necessity to put the matter before the Board for being noted as these are granted as per rules of the Government of India.”

The Karamchari Sangh was pressing hard for the payment of enhanced Dearness Allowance to the employees as per the O.M. issued by Finance Department, being Government of India Department.

In view of the above, a proposal was submitted to the Hon'ble Chairman, Board of Governors for implementation of the Office Memorandum No. 1(1)/2009-E-II(B) dated 13.03.2009, issued by the Government of India, Ministry of Finance, Department of Expenditure, New Delhi for the enhancement of DA from the existing rate 16% to 22% **on the revised pay scales** in the Institute w.e.f 01.01.2009.

The Hon'ble Chairman Board of Governors has approved the proposal of the Institute on 29.04.2009 in anticipation of the approval of the Board.

The Board may kindly ratify.

95-

No. 1(3)/2009-E-II (B)
Government of India
Ministry of Finance
Department of Expenditure

APPENDIX-XII

New Delhi, the 13th March, 2009

OFFICE MEMORANDUM

Subject: Payment of Dearness Allowance to Central Government employees - Revised Rates effective from 1.1.2009.

The undersigned is directed to refer to this Ministry's Office Memorandum No. 1 (3)/2008-E-II (B) dated 29th August, 2008 on the subject mentioned above and to state that the President is pleased to decide that the Dearness Allowance payable to Central Government employees shall be enhanced from the existing rate of 16% to 22% with effect from 1st January, 2009.

2 The provisions contained in paras 3, 4 and 5 of this Ministry's O.M. No. 1 (3)/2008 -E-II (B) dated 29th August, 2008 shall continue to be applicable while regulating Dearness Allowance under these orders.

3 The additional installment of Dearness Allowance payable under these orders shall be paid in cash to all Central Government employees.

4 The payment of arrears of Dearness Allowance for the months of January and February, 2009 shall not be made before the date of disbursement of salary of March, 2009.

5 These orders shall also apply to the civilian employees paid from the Defence Services Estimates and the expenditure will be chargeable to the relevant head of the Defence Services Estimates. In regard to Armed Forces personnel and Railway employees separate orders will be issued by the Ministry of Defence and Ministry of Railways, respectively.

6 In so far as the persons serving in the Indian Audit and Accounts Department are concerned, these orders issue after consultation with the Comptroller and Auditor General of India.

R. Prem Anand
(R. Prem Anand)
Under Secretary to the Government of India

To

All Ministries/Departments of the Government of India as per standard distribution list etc.

Copy (with usual number of spare copies) to C&AG, UPSC etc. as per standard list.

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DIRECTOR, HIT

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NATIONAL INSTITUTE OF TECHNOLOGY
KURUKSHETRA - 136 119

No.- Gen. II/3710/

Dated:

Subject:- Grant of Dearness Allowance to Central Government Employees

Sir,

Annexure-A

The Under Secretary to the Government of India, Ministry of Finance, Department of Expenditure, New Delhi vide letter Office Memorandum No. 1(1)/2009-E-II(B) dated 13.03.2009 decided that the Dearness Allowance payable to Central Government employees shall be enhanced from the existing rates of 16% to 22% w.e.f. 01.01.2009 on the revised pay scales. As per directions, the DA is to be paid in cash. The Office Memorandum is enclosed for your kind perusal.

As per past practice, the Office Memorandum is forwarded by the Government of India, Ministry of Human Resource Development, New Delhi for implementation in the Institute. However, the said letter has not been received from the MHRD till today.

Annexure-B

It is worth mentioning here that the Under Secretary to Government of India, Ministry of Human Resource Development, New Delhi vide letter F.21-27/2008-TS.III dated 01.04.2009 forwarded a copy of Office Memorandum dated 19.03.2009 issued by Ministry of Finance, Department of Expenditure for the enhancement of DA from 54% to 64% w.e.f. 01.01.2009 applicable to those employees whose pay scales has not been revised till today. A copy of the said notification and letter is enclosed for your kind reference. Those employees are being paid as per this OM.

Further, it is pertinent to mention here that the Board of Governors of the Institute in their 5th meeting held on 15.03.2004 has decided as under:-

"The Board delegated powers to decide the following routine matter, in anticipation approval of the Board, strictly in accordance with the Central Government pattern:-

- i) Grant of DA,
- ii) To grant Bonus, Festival Advance, LTC, medical reimbursement (upto Rs. 1.5 lacs in each case at a time), House Rent Allowance, CCA, Transport Allowance, Washing Allowance and TA/DA."

Furthermore, the Board of Governors in their 13th meeting held on 24.01.2008 has decided as under:-

"The Board decided that the routine matters regarding grant of Dearness Allowance, NPL Bonus and Festival Advance etc. may be decided by the Director and there is no necessity to put the matter before the Board for being noted as these are granted as per rules of the Government of India."

In view of the above, it is proposed that the enhancement of DA from the existing rate 16% to 22% on the revised pay scales may kindly be implemented in the Institute w.e.f 01.01.2009 as per the Office Memorandum dated 13.03.2009 issued by the Ministry of Finance, Government of India. The matter will be reported to the Board in its next meeting.

Submitted for approval, please.

Yours faithfully,

DA : As above

(M.N. Bandyopadhyay)
Director

The Hon'ble Chairman,
National Institute of Technology,
Kurukshetra.

Approved as per A
21/4/09

DR (M) RL
CA-I 575

Item 15.19 : **To consider applicability of orders issued by the Government on revision of Pension and various allowances to the employees of Central Government in pursuance of the 6th CPC recommendations as accepted by the Government to the employees of Central Autonomous Bodies.**

The Director, Government of India, Ministry of Human Resource Development, Department of Higher Education, Technical Education Bureau vide letter No. F-21-68/2008 TS III dated 25.02.2009 has conveyed the decision of the Government of India for the implementation / adoption of revision of pension and various allowances to the employee of the Central Autonomous Bodies (CABs), where the revised Pay Scales have already been implemented with the approval of the Government of India and whose pattern of emoluments structure and allowances are identical to those of Central Government employees. It has also been directed that various allowances may be adopted with the approval of the Board of Governors of the respective NITs. A copy of the OM is enclosed as Appendix XIII at page 98. The Government of India have issued from time to time various Office Memorandums for the revision / modification of the existing allowances as well as adoption of additional allowances. A detailed list of these allowances as per their Office Memorandums is enclosed as appendix XIV from page 99 to 101.

It is worth mentioning here that the Institute has already adopted the revised Pay Scales on the Central Government pattern w.e.f 01.01.2006 for the Non-Teaching and Teaching Supporting employees of the Institute. The Board of Governors of the Institute in their 14th meeting held on 20.01.2009, has also approved the action taken by the Institute as under:-

“The Board approved the action taken by the Institute in allowing Revised Pay Scales to the Non-Teaching and Teaching Supporting employees of the Institute on Central Government pattern w.e.f 01.01.2006”.

In view of the above, the Institute may be allowed to adopt various allowances as mentioned in the detailed list with effect from the dates mentioned against each in the enclosed list.

The Board may kindly consider and decide.

No.F-21-68/2008 TS III
Government of India
Ministry of Human Resource Development
Department of Higher Education
Technical Education Bureau

New Delhi, dated 25th February, 2009

To

The Director,
(All National Institutes of Technology),

Sub: Applicability of Orders issued by the Government on revision of Pension and various allowances to the employees of Central Government in pursuance of the 6th CPC recommendations, as accepted by the Government, to the employees of Central Autonomous Bodies.

Sir,

The question of extension of Orders issued by the Government on revision of Pension and various allowances to the employees of Central Government in pursuance of the 6th CPC recommendations, as accepted by the Government, to the employees of Central Autonomous Bodies under the administrative control of the Ministry of HRD has been under consideration. It has now been decided in consultation with the Ministry of Finance that the various Orders issued by the Government on revision of Pension and various allowances to the employees of Central Government in pursuance of the 6th CPC recommendations, as accepted by the Government, would also be applicable to the employees of the Central Autonomous Bodies (CABs) where the revised pay scales have already been implemented with the approval of the Government and whose pattern of emoluments structure and allowances are identical to those of the Central Government employees. With regard to pension, the position will however, depend on the pension regime adopted by such Organisations with the approval of the Government.

2. It is requested to take further necessary action in respect of the adoption of such orders, with the approval of Board of Governors of the respective NITs.

Yours faithfully,

Madan Mohan
(Madan Mohan)
Director

Handwritten notes and signatures at the bottom left:

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- 17/03/09
- 13/3/2009

Stamp: N.I.T. KURUKSHETRA

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**NATIONAL INSTITUTE OF TECHNOLOGY
KURUKSHETRA – 136 119**

Details of various allowances to be adopted by the Institute

Sr. No.	Allowance	Approval conveyed vide OM No.	Date of implementation
1.	Grant of Transport Allowance	No. 21(2)/2008-E-II(B) dated 29.08.2008 & of Government of India, Ministry of Finance, Department of Expenditure	01.09.2008
2.	Revision in the rates of Cycle (maintenance) Allowance under SR-25	F.No. 19039/3/2008-E.IV dated 29.08.2008, of Government of India, Ministry of Finance, Department of Expenditure	01.09.2008
3.	Grant of House Rent Allowance (HRA) and Compensatory (City) Allowance (CCA)	No. 2(13)/2008-E.II (B) dated 29.08.2008 of Government of India, Ministry of Finance, Department of Expenditure	01.09.2008
4.	Decisions of Government relating to grant of Dearness Allowance to Central Government servants – revised rates effective from 01.01.2006, 01.07.2006, 01.01.2007, 01.07.2007, 01.01.2008, and 01.07.2008	No. 1(3)/2008-E-II (B) dated 29.08.2008 of Government of India, Ministry of Finance, Department of Expenditure	01.01.2006
5.	Revision of rates of Non-Practising, Allowance attached to medical posts other than posts included in the Central Health Services (CHS)	F.No. 7(19)/2008-E.III(A) dated 30.08.2008 of Government of India, Ministry of Finance, Department of Expenditure	
6.	Grant of Children Education Assistance and reimbursement of Tuition fee	1) No. 12011/03/2008-Estt. (Allowance) dated 02.09.2008 & 2) 12011/03/2008-Estt. (Allowance) dated 11.11.2008 of Government of India, Ministry of Personnel, Public Grievances and Pensions (Department of Personnel & Training)	01.09.2008
7.	Grant of deputation allowance	No.2/22(A) /2008-Estt. (Pay II) & No.2/22 (B)/2008-Estt. (Pay II) dated 03.09.2008 of Government of India, Ministry of Personnel, Public Grievances and Pensions (Department of Personnel & Training)	01.09.2008
8.	Revision of rate of training allowance and sumptuary Allowance	No. 13024/1/2008-Trg.I dated 05.09.2008 of Government of India, Ministry of Personnel, Public Grievances and Pension (Department of Personnel & Training)	01.09.2008

9.	Recommendations of the Sixth Central Pay Commission relating to enhancement of the Quantum of Maternity Leave and introduction of Child Care Leave in respect of Central Government employees	1) No. 13018/2/2008-Estt. (L) dated 11.09.2008, 2) No. 13018/2/2008-Estt. (L) dated 29.09.2008 & 3) 13018/2/2008-Estt. (L) dated 18.11.2008 of Government of India, Ministry of Personnel, Public Grievances and Pension (Department of Personnel & Training)	01.09.2008
10.	Grant of increased rate of Washing Allowance to common categories of Group 'C' and 'D' employees of various Ministries / Departments	F.No. 14/3/2008-JCA dated 11.09.2008 of Government of India, Ministry of Personnel, Public Grievances and Pension (Department of Personnel & Training)	01.09.2008
11.	Special Allowance for child care for women with disabilities and education allowance for disabled children of Govt. employees	No. 12011/04/2008-Estt. (Allowance) dated 11.09.2008 of Government of India, Ministry of Personnel, Public Grievances and Pension (Department of Personnel & Training)	01.09.2008
12.	Recommendations relating to LTC – acceptance of	1) F.No. 31011/4/2008-Estt. (A) dated 23.09.2008, 2) No. 11022/2/2008-AIS (II) dated 07.10.2008 & of Government of India, Ministry of Personnel, Public Grievances and Pension (Department of Personnel & Training) 3) F.No. 7(1)/ E.Coord./ 2008 dated 10.11.2008 of Government of India, Ministry of Finance, Department of Expenditure (E-Coord. Branch)	01.09.2008
13.	Revision of conveyance allowance to Central Government Employees under SR-25	F.No. 19039/2/2008-E.IV dated 23.09.2008 of Government of India, Ministry of Finance, Department of Expenditure	01.09.2008
14.	Travelling Allowance rules	1) F.No. 19030/3/2008-E.IV dated 23.09.2008, 2) No. 19030/3/2008-E.IV dated 14.10.2008, 3) No. 19030/3/2008-E.IV dated 19.11.2008 & 4) No. 19030/3/2008-E.IV dated 18.02.2009 of Government of India, Ministry of Finance, Department of Expenditure	01.09.2008
15.	Revision in the rates of Family Planning Allowance for adoption of small family norms following the recommendations of the Sixth Central Pay Commission	F.No. 7(20)2008-E.III (A) dated 24.09.2008 of Government of India, Ministry of Finance, Department of Expenditure	01.09.2008

16.	Recommendations of the Sixth Central on encashment of leave	1) No. 14028/3/2008-Estt. (L)dated 25.09.2008 & 2) No. 14028/3/2008-Estt. (L) dated 25.09.2008 of Government of India, Ministry of Personnel, Public Grievances and Pension (Department of Personnel & Training)	01.09.2008
17.	Revision of provisions regulating ex-gratia lump-sum compensation	No. 14021/7/2008-AIS (II) dated 26.09.2008 of Government of India, Ministry of Personnel, Public Grievances and Pension (Department of Personnel & Training)	01.01.2006

Item 15.20 To ratify action taken by the Chairperson, Board of Governors in granting approval to the faculty visiting from the foreign universities

The Board of Governors in its 13th meeting held on 24.01.2008 approved the proposal of the Institute regarding exchange of faculty with foreign universities. The Board also approved extending fellowship/honorarium/remuneration and other facilities as per details furnished in the Agenda Item 13.27 on reciprocal basis. In accordance with the above decision, the Chairperson Board of Governors has granted permission to the following foreign faculty to deliver some lectures on various topics of interest to students and faculty of NIT, Kurukshetra on the terms and conditions mentioned below:

1. Dr. Rama Bhat, Professor and Vice Provost Concordia University, Montreal (Canada)
2. Dr. Vijay Devabhaktuni, Associate Professor, University of Toledo, Ohio, (USA)
3. Dr. Krishna Shenai, Professor, University of Toledo, Ohio, (USA)

Terms and Conditions:

1. The faculty visiting from foreign Universities are allowed to stay for a period of not exceeding 1 to 3 months
2. A remuneration of Rs. 40,000.00 (Forty thousand) per month for duration of their stay at NIT Campus alongwith free lodging and fooding facility in NIT Guest House and to and fro Air Ticket shall be arranged by NIT, Kurukshetra.

The estimated expenditure of each of the three visiting Professors on account of Air ticket, remuneration, lodging and boarding etc. would be Rs.1.50 Lac (app.)

The Board may ratify the action taken by the Chairperson, Board of Governors as mentioned above.

Item 15.21 To consider upgradation of the posts of Junior Engineers (Electrical and Civil) and promotion of Sh. D.K. Kaushik and Sh. S.N. Kaushik as Assistant Engineers (Electrical and Civil) in the pay scale of Rs. 8000-13500.

Sh. D.K. Kaushik, a permanent Junior Engineer (Electrical) was appointed as Assistant Engineer (Electrical) on contract basis for a period of one year extendable for another year in terms of the BOG decision taken in their 9th meeting held on 25.2.2006. The Board decided that since the matter as regards manning the electrical HT/LT sub-station in the Institute is essential, an Assistant Engineer (Electrical) with required qualifications at consolidated salary of Rs. 15000/- per month be engaged by way of direct recruitment on contract basis till a regular post is available for the said purpose and his salary may be drawn against any suitable post lying vacant in the Institute. The required qualifications were also approved by the Board. Sh. D.K. Kaushik was accordingly offered appointment as Assistant Engineer (Electrical) on contract basis w.e.f. 30.5.2006 at consolidated salary of Rs. 15000/- per month after facing interview on All India basis. The matter regarding creation of one post of Assistant Engineer (Electrical) for manning the HT/LT sub-station was subsequently referred to the MHRD in July, 2006 with a reminder issued in July, 2007. The BOG in its 12th meeting held on 25.4.2007 increased the consolidated salary of Sh. D.K. Kaushik from Rs. 15000/- per month to Rs. 17000/- per month. The Board did not agree to grant pay scale of Rs. 8000-13500 to Sh. D.K. Kaushik, Assistant Engineer (Electrical) already recruited as such on contract basis.

2. However, the Finance Committee of the Institute in its 12th meeting held on 15.10.2007 recommended to the Board that in order to comply with the mandatory requirement of an Assistant Engineer (Electrical) for manning the HT/LT sub-station the Institute may be allowed to upgrade the existing post of Junior Engineer (Electrical) to Assistant Engineer (Electrical) in the pay scale of Rs. 8000-13500 temporarily by surrendering the post of Junior Engineer

(Electrical) till the approval of the post of Assistant Engineer (Electrical) is received from the MHRD. The temporary position of Assistant Engineer (Electrical) thus created should be filled up by promotion from the feeder cadre of Junior Engineer (Electrical). The said decision of the Finance Committee was ratified by the Board in its 13th meeting held on 24.1.2008. Subsequently the post of Junior Engineer (Electrical) held by Sh. D.K. Kaushik on permanent basis was upgraded to the post of Assistant Engineer (Electrical) in the pay scale of Rs. 8000-13500 from the date of decision of the Board i.e. 24.1.2008 temporarily by surrendering the post of Junior Engineer (Electrical) till the approval of the post of Assistant Engineer (Electrical) is received from the MHRD. The matter was subsequently referred to the MHRD.

3. Sh. S.N. Kaushik was appointed as Junior Engineer (Civil) in January, 1999 against a permanent post of Junior Engineer (Civil). Since the post of Estate Officer was lying vacant and maintenance of the Institute instructional buildings, residences and hostels were badly suffering, the Board of Governors of the Institute in their 7th meeting held on 19.2.2005 decided to fill up the post of Estate Officer alongwith some other posts on contract basis for a period of two years subject to extension for another year by way of direct recruitment. Sh. S.N. Kaushik joined as Estate Officer on contract basis in May, 2006 in the pay scale of Rs. 6500-10500. But Sh. S.N. Kaushik requested that he as Estate Officer on contract basis should be given the pay scale of Rs. 8000-13500 as was allowed to the Ex-Estate Officers of the Institute as per orders of the Hon'ble courts. It may also be mentioned here that the Board of Governors of the Institute had earlier equated the post of Estate Officer with the post of SDE of the PWD, B&R, State Government of Haryana.

4. The Finance Committee in its 12th meeting held on 15.10.2007 also recommended to the Board that the existing post of Junior Engineer (Civil) be upgraded to the post of Assistant Engineer (Civil) in the pay scale of Rs. 8000-13500 temporarily by surrendering the post of Junior Engineer (Civil). The

temporary post of Assistant Engineer (Civil) thus created should be filled up by promotion from the feeder cadre of Junior Engineer (Civil). The Board of Governors in its 13th meeting held on 24.1.2008 ratified above decision of the Finance Committee. Thus the permanent post of Junior Engineer (Civil) held by Sh. S.N. Kaushik was upgraded to the post of Assistant Engineer (Civil) in January, 2008 in the pay scale of Rs. 8000-13500 and Sh. S.N. Kaushik joined as Assistant Engineer (Civil) in the pay scale of Rs. 8000-13500 in January, 2008. The whole matter regarding the upgradation of the post of Junior Engineer (Electrical) and Junior Engineer (Civil) to those of Assistant Engineer (Electrical) and Assistant Engineer (Civil) was also discussed in the Finance Committee in its 13th meeting held on 29.3.2008. The whole matter seeking post-facto approval of the MHRD was referred to the MHRD vide our letter No. Estt.-I/PF/5646 dated 18.6.2008 (copy enclosed as Appendix - XV page 107-109). The matter was also discussed by the Finance Committee in its 15th meeting held on 21.2.2009.

5. While commenting upon the minutes of the 14th Finance Committee meeting held on 24.6.2008, the Assistant Financial Adviser, Govt. of India MHRD, Integrated Finance Division, New Delhi vide letter No. 3-12/2008-IFD dated 4.8.2008 (copy enclosed as Appendix - XVI page 110) stated that pending approval of the Ministry with regard to creation of posts or its up gradation, the present incumbents should draw salary in their substantive scale of pay. The Assistant Financial Adviser, MHRD, Integrated Finance Division, New Delhi was informed vide this office letter No. Estt.I/PF/8544 dated 25.8.2008 (copy enclosed as Appendix - XVII page 111) that the above comments have been noted and the same will be placed before the Finance Committee/Board of Governors of the Institute for further action. A copy of the above said letter was also sent to the Technical Section of the MHRD, Govt. of India, New Delhi.

6. In view of the Institute letter dated 18.6.2008, the MHRD vide their letter No. 10-26/2008 TS-III dated 19.11.2008 (copy enclosed as Appendix XVIII page 112) replied that as the two JEs of NIT Kurukshetra are already in the scale of pay of Rs. 6500-10500/- therefore, there is no justification for upgradation of their scales of pay. Therefore, the upgradation of posts of JE(Civil) and JE(Electrical) in the pay scale of Rs. 8000-13500 and promotions of Shri S.N. Kaushik and that of Shri D.K. Kaushik as Assistant Engineers have not been acceded to by Competent Authority. It may be mentioned here that in our Institute the pay scale of Junior Engineers is Rs. 5500-9000 and not Rs. 6500-10500.

7. On the points raised by the MHRD in the above said letter the Institute replied vide this office letter No. Estt.-I/408 dated 14.1.2009 to the Govt. of India, MHRD, New Delhi. But still no reply has been received from the MHRD.

The matter is placed before the Board of Governors for consideration and decision. It may be brought to notice of the Board that both the posts of Junior Engineers were upgraded in the interest of the Institute and also because of the introduction of the Construction Cell where it was essential requirement to have the posts of Assistant Engineers.

NATIONAL INSTITUTE OF TECHNOLOGY
KURUKSHETRA-136119

No. Estt.-I/PF/ 5646

Dated : 18/6/08

Sh. Madan Mohan,
Director(NITs),
Govt. of India,
Ministry of Human Resource Development,
Department of Higher Education
Shastri Bhawan,
New Delhi

Subject : Approval to upgrade the posts of Jr. Engineer(Civil) and
Jr. Engineer(Elect.)

Sir,

The minutes of the 12th meeting of the Finance Committee held on 15.10.2007 was placed before the Finance Committee in its 13th meeting held on 29.3.2008 vide item 13.1 for confirmation. While confirming the minutes of the 12th meeting, the Finance Committee noted as under relating to the recommendations made under the agenda items 12.7 and 12.8:-

- i) "Sh. S.N. Kaushik, a permanent Junior Engineer(Civil) in the Institute, had been working as Estate Officer on contract basis in the pay scale of Rs. 6500-10500 w.e.f. 29.5.2006 for a period of two years which could be further extended for another year. A permanent post of Estate Officer also exists in the Institute. The Board of Governors of the Institute long back had equated the post of Estate Officer of the Institute with that of the SDE, PWD(B&R), Haryana whose present pay scale is Rs. 8000-13500. Sh. Y.P. Kapoor and Sh. Maya Ram, Ex-Estate Officer of the Institute got the pay scale of the PWD's SDE with the intervention of the Hon'ble Courts. Hence, Sh. S.N. Kaushik requested that he should also be given the pay scale of Rs. 8000-13500 (FC agenda item 12.7).
- ii) Sh. D.K. Kaushik, a permanent Junior Engineer(Elect.) in the Institute had been working as Asstt.Engineer(Elect.) w.e.f. 30.5.2006 on contract basis on consolidated salary of Rs. 15,000/- per month for initial period of one year which could be further extended for another year. His consolidated salary was increased to Rs. 17,000/- per month by the Board in its 12th meeting held on

25.4.2007. Earlier the Board in its 9th meeting held on 25.2.2006 also created a post of Asstt. Engineer(Elect.) in the pay scale of Rs. 8000-13500 with required qualifications as it was essential for manning the electrical sub-station in the Institute. The Board also decided that matter regarding creation of the post of Asstt. Engineer(Elect.) in the pay scale of Rs. 8000-13500 may be referred to the MHRD for their concurrence and in the meantime salary of the incumbent may be drawn against any suitable post lying vacant in the Institute. Approval of the MHRD is still awaited.

- (iii) The Finance Committee of the Institute in its 12th meeting held on 15.10.2007 (agenda items 12.7 and 12.8) recommended to the Board that both the existing posts of Jr. Engineer(Civil) and Jr. Engineer(Electrical) be upgraded to the posts of Asstt. Engineer(Civil) and Asstt. Engineer(Electrical) in the pay scale of Rs. 8000-13500 temporarily by surrendering the said posts of Jr. Engineers and the temporary positions of Asstt. Engineers thus created should be filled up by promotion from the feeder cadre of Jr. Engineers. However, the representative of the Integrated Finance Division, MHRD, New Delhi who attended the said Finance Committee Meeting held on 15.10.2007 vide his letter No. 5988/2007-IFD dated 14.11.2007 communicated that decision taken by the Finance Committee in respect of the agenda item 12.7 may be kept on hold and may be reviewed in the light of the decision of the Hon'ble Supreme Court.
- (iv) The said letter dated 14.11.2007 received from the Integrated Finance Division was placed before the Board of Governors in their 13th meeting held on 24.1.2008 when the recommendations made by the Finance Committee in its 12th meeting held on 15.10.2007 came up for ratification. The Board of Governors ratified decision taken by the Finance Committee in respect of the Finance Committee agenda item 12.7 subject to decision of the Hon'ble Supreme Court in terms of the MHRD letter No. 5988/2007-1FD dated 14.11.2007. In the meantime the Hon'ble Supreme Court in their judgment of 7.2.2008 upheld the equation of the pay scale of the Estate officer with the pay scale of Sub-Divisional Engineer, PWD(B&R), Haryana.
- (v) Subsequently both Sh. S.N. Kaushik and Sh. D.K. Kaushik were appointed as Asstt. Engineers in the pay scale of Rs. 8000-13500 as per decisions of the Finance Committee and the Board of Governors taken in their meetings held on 15.10.2007 and 24.1.2008 respectively. The Hon'ble Supreme Court in their judgment of 5.3.2008 in some other case also delivered judgment in

favour of Sh. S.N. Kaushik in connection with his appointment as J.E.(Civil)".

After above discussion, the Finance Committee in its meeting held on 29.3.2008 confirmed the minutes of the 12th meeting of the Finance Committee held on 15.10.2007.

"The Finance Committee, however, recommended to the Board that matter regarding upgradation of the posts of Jr. Engineer(Civil) and Jr. Engineer(Electrical) in the pay scale of Rs. 8000-13500 and the promotion of Sh. S.N. Kaushik and that of Sh. D.K. Kaushik as Asstt. Engineers on the said upgraded posts of Jr. Engineers be referred to the MHRD with detailed background for ex-post facto approval."

In view of above recommendations of the Finance Committee, you are requested to accord ex-post facto approval regarding upgradation of posts of Jr. Engineer(Civil) and Jr. Engineer(Electrical) in the pay scale of Rs. 8000-13500 and promotions of Sh. S.N. Kaushik and that of Sh. D.K. Kaushik as Asstt. Engineers on the said upgraded posts of Jr. Engineers temporarily by surrendering the post of Junior Engineer(Civil) and Jr. Engineer(Elect.) till the regular posts of Assistant Engineer(Civil) and Assistant Engineer(Elect.) are created.

An early approval in the matter is requested.

Yours faithfully,

A2/1876

Registrar

for Director

17/05/08 12/6/08

5896

12/8/08

BY FAX

F. No. 3-12/2008-IFD
 Government of India
 Ministry of Human Resource Development
 Department of Higher Education
 Integrated Finance Division

Shastri Bhawan, New Delhi
 4th August, 2008

To

The Director,
 National Institute of Technology
 Kurukshetra -136119

Subject: Draft Minutes of the 14th Meeting of Finance Committee held
 on 24.6.2008. Amendments in the Minutes - reg

Sir,

I would like to refer to the Item No. 14.1 regarding appointment of Shri. S. N. Kaushik, (JE Civil) and Shri. D. K. Kaushik, (JE Electrical) as Estate Officer and AE (Electrical) in the scale of pay of Rs. 8000 - 13500/- and to say that it was observed by the undersigned that the scale of pay of Asst. Engineer under the Government of India i.e. CPWD is Rs. 6500-10500/- and further upgradation of any post tantamounts to creation of new posts which requires the approval of the Government of India. Without disputing the recording of minutes, it was observed that the institute should submit a proposal giving details of need and justification for granting higher scale of pay as well as creation of posts. Minutes may accordingly be corrected.

2. So far the proposal regarding creation of posts along with detailed justification has not been received in IFD. You are therefore requested to submit necessary proposal to the Ministry urgently. Pending approval of the Ministry with regard to creation of posts or its up-gradation, the present incumbents should draw salary in their substantive scale of pay.

Yours faithfully

(B. K. Ray)

Assistant Financial Adviser
 Ph. 23388608

Copy to: - US (TS - III) for information and necessary action

NATIONAL INSTITUTE OF TECHNOLOGY
KURUKSHETRA-136119

No. Estt.-I/PF/ 85 44

Dated 28/8/08

Sh. B.K. Ray
Assistant Financial Adviser,
Govt. of India,
Ministry of Human Resource Development,
Department of Higher Education,
Integrated Finance Division, Shastri Bhawan,
New Delhi

**Subject: Draft Minutes of the 14th Meeting of Finance Committee
held on 24.6.2008. Amendments in the Minutes—reg**

Sir,

This is with reference to your letter No. F.3-12/2008-IFD dated 4.8.2008 on the subject noted above.

It is for your kind information that your comments have been noted and the same will be placed before the Finance Committee/Board of Governors of the Institute for further action.

You are further informed that the matter regarding creation of posts of Assistant Engineer (Civil) and Assistant Engineer (Electrical) with detailed justification was sent to the Director (NITs), MHRD, New Delhi vide this office letter No. Estt.-I/PF/5646 dated 18.6.2008 (copy enclosed ^{as Appendix XV with the agenda item}) to accord ex-post facto approval regarding upgradation post of Jr. Engineer (Civil) and Jr. Engineer (Electrical) in the pay scale of Rs. 8000-13500 and promotions of Sh. S.N. Kaushik and that of Sh. D.K. Kaushik as Assistant Engineers on the said upgraded posts of Jr. Engineers temporarily by surrendering the post of Junior Engineer (Civil) and Jr. Engineer (Elect.) till the regular posts of Assistant Engineer (Civil) and Assistant Engineer (Elect.) are created. But no intimation has been received so far.

Yours faithfully,

ERH 21/08/08

Deputy Registrar (GA & L)

for Director
1/8/08 21/8/08

Encl.: As above

Copy to :-

Sh. Madan Mohan, Director(NITs) Govt. of India, Ministry of Human Resource Development, Department of Higher Education, Shastri Bhawan, New Delhi with reference to our letter No. Estt.-I/PF/5646 dated 18.6.2008.

F.No.10-26/2008TS-III
Government of India
Ministry of Human Resource Development
Department of Higher Education

New Delhi Dated 19th November 2008

To,

The Director
National Institute of Technology, Kurukshetra
Haryana

Subject: Upgradation of Pay Scales to the Post of Junior Engineer (Civil) and Junior Engineer (Electrical) in NIT Kurukshetra -reg.

Sir,

I am directed to refer to your Institute's letter No. Estt.-I/PF/5646 dated 18. 6. 2008 on the subject mentioned above.

2. In this regard, it is stated that the approved Scale of pay of Engineering Staff in CPWD is as follows:

- | | | |
|------|---------------------|--|
| i) | Junior Engineer | Rs. 5000-8000 - |
| ii) | Asstt. Engineer | Rs. 6500-10500
(Upgraded to 7450-11500 w.e.f. 1.1.2006) |
| iii) | Asst. Exc. Engineer | Rs. 8000-13500 |

3. As the two JEs of NIT Kurukshetra are already in the scale of pay of Rs. 6500-10500/- therefore, there is no justification for upgradation of their scales of pay. Therefore, the upgradation of posts of JE(Civil) and JE(Electrical)-in the pay scale of Rs. 8000-13500 and promotions of Shri S. N. Kaushik and that of Shri D. K. Kaushik as Assistant Engineers have not been acceded to by Competent Authority.

Yours faithfully

(R. K. Bandyopadhyay)
Under Secretary to the Government of India
Tel: 23387980

Item : 5.22 To consider providing Medical facilities to the employees of NIT, Kurukshetra at par with Central Govt. Employees.

Prior to converting the Regional Engineering College, Kurukshetra to National Institute of Technology, Kurukshetra in the year 2002, the employees of the Institute were getting medical facilities as per Govt. of Haryana Rules. The Institute adopted Medical Attendant Rules of the Central Government w.e.f. 1st April, 2004. The medical facilities being enjoyed by the employees of National Institute of Technology, Kurukshetra through Health Centre of the Institute are as under:

1. Facility of medical check-up in Health Centre, NIT, Kurukshetra to all employees including their families and all the students of NITK.
2. Payment of Medical Reimbursement (If Medicine is not available in the Health Centre)
3. Payment of consultation fee to Private Doctors who have been authorized by FC/BOG.
4. Reimbursement of medical bills under treatment in Govt. Hospitals/ Private Hospitals(approved by AIIMS/PGI)are admissible in the Institution, in case of emergency at approved rates of AIIMS/PGI.
5. An advance payment is available to the employees to the extent of 75% of the total estimated cost of treatment as per recommendation of the Govt./Pvt. Recognized Hospital/Doctor .
6. Payment of TA bills for outdoor treatment in AIIMS/PGI and recognized hospitals is admissible with attendant as per recommendation of SMO of the Institution and as per rules.
7. Allopathic treatment is available in the Health Centre of the Institute and Ayurvedic treatment is reimbursable.
8. X-ray and ECG facility is also available in the Institute.

In addition Rs. 100/- (Rupees one hundred only) per month is being paid as Fixed Medical Allowance to Ex-employees of the Institute as decided by the Finance Committee in its 10th meeting held on 21.3.2007 and approved by the BOG in its 12th meeting held on 25.4.2007. This facility is being allowed to the Ex-employees of the Institute w.e.f. 1.4.2007.

The employees of the Institute also want to avail the Medical facilities on the pattern of Central Government Health Scheme. There are numerous medical facilities available through CGHS to the Central Government employees and pensioners etc. etc. residing in CGHS covered cities. The CGHS facilities are available in the cities in which the CGHS hospitals are functioning. In the small cities like Kurukshetra the CGHS hospitals are not available. It may also be mentioned that as per CGHS, if a Central Govt. Servant or a member of his family covered under Central Government Health Scheme fall ill at a place not covered under CGHS, the treatment shall be admissible under the Central Services (M..A.) Rules and All India Services (M.A.) Rules, 1956. The reimbursement in such cases shall be restricted to the amount which would have been incurred had the treatment been taken in a Govt./State Govt. Hospital in that city.

The Board of Governors may consider and decide.

Item 15.23 To approve the recommendations of the Selection Committees for the grant of Senior Scale/Selection Grade and promotion as Assistant Professor and Professor of faculty under Career Advancement Scheme (CAS).

The meetings of the Selection Committees in various disciplines for the grant of Senior Scale/Selection Grade and promotion as Assistant Professor and Professor of faculty under Career Advancement Scheme (CAS) were held on 3.3.2009 as per guidelines of the MHRD/AICTE issued from time to time. The recommendations of the Selection Committees will be placed before the Board at the time of meeting.

The Board may approve the recommendations of the Selection Committees made for the grant of Senior Scale/Selection Grade and promotion as Assistant Professor and Professor of faculty under Career Advancement Scheme in N.I.T. Kurukshetra. The office order will be issued after the approval of the BOG and actual financial benefit will be allowed from the date of approval of the Board for the grant of Senior Scale/Selection Grade and promotion as Assistant Professor and Professor under CAS as per guidelines of the MHRD.

It may be mentioned for information of the Board that Dr. Vikas Choudhary, Lecturer, Humanities & Social Sciences Department obtained orders from the Hon'ble Punjab & Haryana High Court at Chandigarh in CWP No. 3242/2009 that he may be called for interview and may be allowed to compete. The result, however, shall be subject to the decision of this writ petition. Therefore, he was interviewed by the Selection Committee for promotion to the post of Assistant Professor under CAS on 3.3.2009. The recommendations of the Selection Committee are lying in the Institute in a sealed cover which will be opened after receipt of direction of the Hon'ble High Court. The next date of hearing in this case is 2.7.2009.

The Board may approve the recommendations of the Selection Committees.

**NATIONAL INSTITUTE OF TECHNOLOGY
KURUKSHETRA-136119**

**SUPPLEMENTARY AGENDA
OF
BOARD OF GOVERNORS MEETING**



**15TH MEETING
TO BE HELD ON 18.05.2009**

**NATIONAL INSTITUTE OF TECHNOLOGY
KURUKSHETRA-136119**

Supplementary Agenda : For the 15th meeting of
Board of Governors.

Place : Senate Hall,
National Institute of Technology,
Kurukshetra.

Day, date and time : Monday, the 18th May, 2009
At 11.30 AM

Item No.	Subject	Page No.
15.24	To consider grant of pay scale of Rs. 16400-450-20900-500-22400 to Sh. R.P.S. Lohchab, Registrar in terms of latest Recruitment Rules for the post of Registrars in National Institutes of Technology.	116-132
15.25	To consider Extraordinary Leave (without pay) and Deputation rules for employees of the Institute.	133-137
15.26	To consider the request of Mrs. Manjula Sharma, Assistant Professor, Humanities and Social Sciences Department for grant of Sabbatical Leave for three months (July, 2009 to September, 2009).	138-139
15.27	To consider the recommendations of the Committee constituted at the Institute level relating to qualifying service and eligibility for promotion as Professor under CAS	140-167

Item 15.24 **To consider grant of pay scale of Rs. 16400-450-20900-500-22400 to Sh. R.P.S. Lohchab, Registrar in terms of latest Recruitment Rules for the post of Registrars in National Institutes of Technology.**

The Director (NITs), Ministry of Human Resource Development, Department of Higher Education, Technical Education Bureau, and New Delhi vide his letter No. F.20-6/2008 TS III(Pt.) dated 8.8.2008 (copy enclosed as Appendix XIX pages 119 to 124) has intimated Recruitment Rules for the posts of Registrars in the National Institutes of Technology mentioning scale of pay and qualifications etc. As per new Recruitment Rules intimated by the MHRD, the pay scale for the post of Registrar has been laid down as Rs. 16400-450-20900-500-22400. Clause (iv) of the MHRD letter dated 8.8.2008 as referred to above reads that "in cases where the existing incumbent to the post of Registrar is already recruited as such, they may be given the revised scale of pay of Rs. 16400-22400 subject to their possessing the required qualification and experience".

The essential qualification required for the post of Registrar in NITs is as under:-

1. Master's degree with at least 55% marks or its equivalent.
2. At least 15 years of experience as Lecturer/Assistant Professor of which 8 years should be in Assistant Professor grade, with experience in Educational Administration.

OR

15 years of administrative experience out of which eight years as Deputy Registrar or an equivalent post. The minimum requirement of 55% marks shall not be insisted upon in the case of existing incumbents who are already in the NIT system.

OR

Comparable experience in research establishment, institutions of technical education, or in Government.

Sh. R.P.S. Lohchab was recruited as Deputy Registrar (Accounts) in 1982 through open selection/advertisement made on All India basis against a permanent post. The post of Deputy Registrar (Accounts) is a Senior Administrative post in the Institute as per instructions of the MHRD. Sh. Lohchab was recruited as Registrar of the Institute in 1993 through open selection/advertisement made on All India basis against a permanent post of Registrar as per existing qualification/experience required for the post of Registrar. He was selected as Registrar by a duly constituted Selection Committee. Sh. Lohchab is a confirmed Registrar of the Institute. Thus he is having more than 27 years of administrative experience in the capacity of Deputy Registrar (Accounts) and Registrar of the Institute. However he is having 3rd division against the requirement of 55% marks in postgraduation as per new recruitment rules intimated now by the MHRD. **But the minimum requirement of 55% marks in postgraduation shall not be insisted upon in case of existing incumbents who are already in the NIT system** as per MHRD instructions. Thus being an existing Registrar of the Institute, Sh. Lohchab is possessing the required qualification as per notification issued by the MHRD vide their letter No. F.20-6/2005-TS.III(Pt.) dated 27.6.2008. He has also sufficient experience of working as Deputy Registrar (Accounts) and Registrar in the Institute (11 years as Deputy Registrar and 16 years as Registrar) whereas the requirement is only of 15 years of administrative experience out of which 8 years as Deputy Registrar or an equivalent post. Thus Shri Lohchab is eligible for the post of Registrar of the Institute as per new recruitment rules of the Govt. of India. He is also eligible to the pay scale Rs. 16400-450-20900-500-22400 in terms of Clause (iv) of the MHRD letter No. F.20-6/2008 TS III(Pt.) dated 8.8.2008 and as contained in the new Recruitment Rules. As per Para-1 of MHRD notification bearing No. F.20-6/2005-TS.III(Pt.) dated 27.6.2008, the recruitment rules shall come into force on the date of their publication in the Official Gazette. The said notification of the MHRD has been published in the

Official Gazette on 01.07.2008 itself (copy enclosed as Appendix XX page 125-126).

As per instructions issued by the MHRD the matter as cited above is within the purview of the Board of Governors (Section 24 a of the NITs Act. 2007 may be referred to). But generally the Institute gets the approval of the BOG of the Institute and then the action taken by the Chairman, BOG is got ratified from the Board in its subsequent meeting. Therefore the case was submitted for approval to Er. C.B. Mathur, Ex-Chairman, Board of Governors vide this office letter No. Estt.-I/PF/8486 dated 20.8.2008. Unfortunately Er. C.B. Mathur expired on 29.9.2008. Copies of representations submitted by Sh. Lohchab on 9.1.2009 and 6.3.2009 are also enclosed as Appendix XXI pages 127 to 132 for perusal.

The matter is placed before the Board for adoption of Recruitment Rules for the post of Registrar, NITs in the Institute and grant of pay scale of Rs. Rs. 16400-450-20900-500-22400 w.e.f. 01.07.2008 to Sh. R.P.S. Lohchab, Registrar of the Institute.

Sl. No. 5879 Date 19/8/08

DPD	DAC	DAD	CVQ	CoE	C
M	Ec	Co	Ph	Ch	M
CW	WS	SW	PG	PS	EC
CCN	PT	PCE	LMO	L	GA
SO	EO	DS	PIS	PIC	MBA

No. F 20-6/2008 TS III (Pt)

APPENDIX-XIX

Government of India

Ministry of Human Resource Development

Department of Higher Education

Technical Education Bureau

New Delhi, dated 8th Aug. ,2008

To

Dr. M N Bandyopadhyay,
Director,
National Institute of Technology,
Kurukshetra - 136 119,
(Haryana)

Sub: Recruitment Rules for the post of Registrar in National Institutes of Technology (NITs).

Sir,

The undersigned is directed to inform that the Ministry of HRD have framed the Recruitment Rules for the post of Registrar in all the National Institutes of Technology. A copy of the notification in this regard sent to the Manager, Government of India Press for publication in the Gazette of India Extraordinary, is enclosed.

2. As the post of Registrar in NITs is now required to be operated as per these Recruitment Rules, following advice is communicated in this regard:

- (i) NITs where the post of Registrar is currently being operated by assigning the duties of Registrar to a faculty member, the same may be got filled up as per these Recruitment Rules;
- (ii) In cases where the post of Registrar is being operated by appointment on contract or deputation, the existing contract or deputation, if the same do not comply with

M. N. Bandyopadhyay

*Put up on file
19/8
DR (Sstt)*

the fresh Recruitment Rules, may be got terminated and fresh appointments made as per the Recruitment Rules as framed now;

- (iii) In cases where the post of Registrar is being operated by non faculty on temporary basis, the Institute may initiate the process of appointment of Registrar as per fresh Recruitment Rules;
- (iv) In cases where the existing incumbent to the post of Registrar is already recruited as such, they may be given the revised scale of pay of Rs. 16400-22400 subject to their possessing the required qualification and experience;

The contents of the Recruitment Rules framed by MHRD for the post of Registrar and the course of action suggested in para as above, may be brought to the notice of the Board of Governors for further action. As the appointment of Registrar as per Section 24 (a) of the National Institutes of Technology Act 2007 is within the purview of the Board of Governors, further action in this matter is required to be taken by the BoG of the concerned NITs.

Yours faithfully,


(Madan Mohan)
Director

Encl: As stated above

[TO BE PUBLISHED IN THE GAZETTE OF INDIA EXTRA - ORDINARY,
PART - II, SECTION 3, SUB - SECTION (ii)]

GOVERNMENT OF INDIA
MINISTRY OF HUMAN RESOURCE DEVELOPMENT
DEPARTMENT OF HIGHER EDUCATION

* - * - * - *

New Delhi, the 27th June, 2008

NOTIFICATION

No.F.20 - 6/2005 - TS.III (pt). In exercise of the powers conferred by Section 34 (1) of the National Institutes of Technology Act, 2007, the Recruitment Rules for the post of Registrar in National Institutes of Technology (NITs) are made as follows:-

1. **Short title and commencement:-** (1) These Rules may be called the National Institutes of Technology (NITs), (Registrar) Recruitment Rules, 2008.

(2) These shall come into force on the date of their publication in the Official Gazette.

2. **Definitions:-** In these Rules, unless the context otherwise requires;

(a) "Act" means National Institutes of Technology Act, 2007.

(b) "Registrar" means the Registrar of a National Institute of Technology (NIT).

3. **Method of Recruitment and other matters:-** The method of recruitment and other matters relating to the post of Registrar shall be as specified in columns 1 to 7 of the Schedule annexed to these Rules.

4. **Disqualification - No person,**

(i) who has entered into or contracted a marriage with a person having a spouse living; or

(ii) who, having a spouse living, has entered into or contracted a marriage with any person,

shall be eligible for appointment to the said post:

Provided that the Central Government may, if satisfied that such marriage is permissible under the personal law applicable to such person and the other party to the marriage and that there are other grounds for so doing, exempt any person from the operation of this Rules.

..contd./-

5. **Power to relax** – Where the Central Government is of the opinion that it is necessary or expedient so to do, it may, by order, for reasons to be recorded in writing, relax any of the provisions of these Rules with respect to any class or category or persons.

6. **Saving** – Nothing in these Rules shall affect reservations, relaxation of age limit and other concessions required to be provided for the Scheduled Castes, the Scheduled Tribes, Other Backward Classes, Ex-Servicemen and other special categories of persons in accordance with the orders issued by the Central Government from time to time in this regard.

7. **Other conditions of services** – The other conditions of services of the Registrar for which no specific provisions have been provided in these Rules, shall be regulated in accordance with such Rules, as are from time to time, applicable to Officers of the Central Government Group – “A”, drawing the pay and allowances in corresponding scale of pay.



[N.K. SINHA]

Joint Secretary to the Government of India

No.F.20 – 6 / 2005 – TS.III (Pt.)

To

The Manager,
Government of India Press,
Maya Puri, Ring Road,
New Delhi – 110 064.

PROPOSED RECRUITMENT RULES FOR THE POST OF REGISTRAR IN NITs

1	Designation	REGISTRAR
2	Scale of Pay	Rs.16,400-450-20,900-500-22,400
3	Qualification	<p>Essential:</p> <ol style="list-style-type: none">1. Master's degree with at least 55% marks or its equivalent.2. At least 15 years of experience as Lecturer / Assistant Professor of which eight years should be in Assistant Professor grade, with experience in Educational Administration. <p style="text-align: center;">OR</p> <p>15 Years of administrative experience out of which eight years as Deputy Registrar or an equivalent post. The minimum requirement of 55% marks shall not be insisted upon in the case of exiting incumbents who are already in the NIT system.</p> <p style="text-align: center;">OR</p> <p>Comparable experience in research establishments, institutions of technical education, or in Government.</p> <p>Desirable:</p> <ol style="list-style-type: none">1. A postgraduate degree in Engineering with at least 60% marks or its equivalent grade.2. A Degree in Law/Management.3. Considerable experience in educational administration, financial and accounts management and capacity to lead the administration in a residential institution and knowledge of computer and web-based administration.4. Proven experience in excellent human relations and successful personnel management, industrial relations, campus management and other aspects of administration, preferably in a large educational or R&D institution. All-round ability to co-ordinate and lead a team of officers with varied expertise.
4	Mode of recruitment	Through open advertisement.

...contd./-

5	Composition of Selection Committee.	<p>Selection by statutory Selection Committee constituted as follows:</p> <ol style="list-style-type: none">1. Director/ Dy. Director of the Institute.2. One expert from outside the Institute.3. Nominee of MHRD.4. Two Nominees of the Board.
6	Job Description	<p>The Registrar of the Institute is the custodian of records, the common seal and funds of the Institute and such other property of the Institute as the Board shall commit to his charge. He is the Secretary of the Board of Governors, Senate and such committees as may be prescribed by the Statutes. He is required to provide administrative support to the Director and may be called upon to take up any other duties assigned by the Director or the Board of Governors. The Registrar shall also exercise such other powers and perform such other duties as may be assigned to him by the NIT Act or the statutes or by the Director.</p>
7	General Conditions	<ol style="list-style-type: none">1. The applicant should not be more than 55 years of age.2. The appointment will be on Deputation/Contract Basis for five years or till the age of 60 years, which ever is earlier.3. The appointment can be renewed for another term.4. Besides, pay and allowances, leave, medical facilities, etc. are admissible as per Rules.5. The prescribed qualifications are minimum and the mere fact that a candidate possesses the same will not entitle him/her to be called for interview.6. The Institute reserves the right to restrict the number of candidates for interview to a reasonable limit, on the basis of qualifications and experience, higher than those prescribed in this advertisement.7. The Institute also reserves the right of rejecting any or all the applications without assigning any reasons therefore.8. Persons serving in Government Departments, Autonomous Organizations, Corporations, Boards etc, may also apply through proper channel, for appointment on deputation.



APPENDIX-XX

भारत का राजपत्र

The Gazette of India

असाधारण

EXTRAORDINARY

भाग II—खण्ड 3—उप-खण्ड (i)

PART II—Section 3—Sub-section (i)

प्राधिकार से प्रकाशित

PUBLISHED BY AUTHORITY

सं. 357]

नई दिल्ली, मंगलवार, जुलाई 1, 2008/आषाढ़ 10, 1930

No. 357]

NEW DELHI, TUESDAY, JULY 1, 2008/ASADHA 10, 1930

मानव संसाधन विकास मंत्रालय

(उच्चतर शिक्षा विभाग)

अधिसूचना

नई दिल्ली, 27 जून, 2008

सा.का.नि. 488(अ).—राष्ट्रीय प्रौद्योगिकी संस्थान अधिनियम, 2007 की धारा 34(1) द्वारा पदत शक्तियों का प्रयोग करते हुए, राष्ट्रीय प्रौद्योगिकी संस्थानों में रजिस्ट्रार के पद के लिए भर्ती नियम निम्नानुसार बनाए गए हैं :-

1. लघुशीर्ष और प्रारम्भ.—(1) इन नियमों को राष्ट्रीय प्रौद्योगिकी संस्थान, (रजिस्ट्रार) भर्ती नियमावली, 2008 कहा जाए।

(2) ये सरकारी राजपत्र में प्रकाशन की तारीख से लागू होंगे।

2. परिभाषाएं.—इन नियमों में, जब तक कि संदर्भ अन्यथा अपेक्षित न हो :-

(क) 'अधिनियम' का अर्थ राष्ट्रीय प्रौद्योगिकी संस्थान अधिनियम, 2007 है।

(ख) रजिस्ट्रार का अर्थ राष्ट्रीय प्रौद्योगिकी संस्थान का रजिस्ट्रार है।

3. भर्ती का तरीका और अन्य मामले.—रजिस्ट्रार के पद की भर्ती की प्रणाली और अन्य मामले इन नियमों में संलग्न अधिसूची के स्तंभ 1 से 7 में विनिर्दिष्ट नियमों के अनुसार होंगे।

4. ऐसा कोई भी व्यक्ति उक्त पद पर नियुक्ति का पात्र नहीं होगा.—

(i) जिसने ऐसे व्यक्ति से विवाह किया है जिसकी पत्नी/पति जीवित है, या

(ii) जिसने अपनी पत्नी/पति के होते हुए किसी अन्य व्यक्ति से विवाह किया है।

केन्द्र सरकार किसी व्यक्ति को इन नियमों के प्रचालन से छूट दे सकती है यदि वह इससे संतुष्ट है कि ऐसा विवाह ऐसे व्यक्ति या अन्य पक्ष के लिए लागू व्यक्तिगत कानून के अंतर्गत अनुपपत्त्य है और ऐसा करने के लिए अन्य आधार हैं।

5. छूट देने का अधिकार.—जहाँ केन्द्र सरकार को यह आवश्यक अथवा उचित लगे वह किसी वर्ग या श्रेणी या व्यक्तियों के संबंध में इन नियमों के प्रावधानों में आदेश द्वारा छूट प्रदान कर सकती है तथा इसके कारणों को लिखित रूप में रिकार्ड किया जाए।

6. बचत.—इन नियमों में, अनुसूचित जाति, अनुसूचित जनजाति, अन्य पिछड़ा वर्ग, भूतपूर्व सैनिक और अन्य विशिष्ट वर्ग के व्यक्तियों को इस संबंध में केन्द्र सरकार द्वारा समय-समय पर जारी आदेशानुसार इन्हें प्रदान किए जाने वाले आरक्षण अथवा आयु में छूट या पर इन नियमों का प्रभाव नहीं पड़ेगा।

7. सेवाओं की अन्य शर्तें.—रजिस्ट्रार की सेवाओं की अन्य शर्तें जिनके लिए इन नियमों में कोई प्रावधान नहीं किया गया है, उन्हें उन नियमों के आधार पर अधिनियमित किया जा सकता है जो समय-समय पर केन्द्र सरकार के समूह 'क' के अधिकारियों के समकक्ष वेतनमान में वेतन और भत्तों पर लागू होते हैं।

अनुसूची

राष्ट्रीय प्रौद्योगिकी संस्थानों में रजिस्ट्रार के पद हेतु प्रस्तावित भर्ती नियम

1. पद :	रजिस्ट्रार
2. वेतनमान :	16,400-450-20,900-500-22,400 रुपये
3. अर्हता :	अनिवार्य :

1. कम से कम 55 प्रतिशत अंकों के साथ स्नातकोत्तर डिग्री अथवा उसके समकक्ष

2. लेक्चरर/सहायक प्रोफेसर के रूप

में कम से कम 15 वर्ष का अनुभव जिसमें से आठ वर्ष सहायक प्रोफेसर वर्ग के रूप में हों, और शैक्षिक प्रशासन का अनुभव ।

अथवा

15 वर्ष का प्रशासनिक अनुभव जिसमें से 8 वर्ष उप रजिस्ट्रार अथवा उसके समकक्ष पद पर हों । 55 प्रतिशत अंकों की न्यूनतम अर्हता उन पदधारियों पर लागू नहीं होगी जो पहले से ही राष्ट्रीय प्रौद्योगिकी संस्थान प्रणाली में कार्य कर रहे हैं ।

अथवा

अनुसंधान संस्थाओं, तकनीकी शिक्षा संस्थाओं अथवा सरकार में समतुल्य अनुभव ।

वांछनीय :

1. 60 प्रतिशत अंकों अथवा समकक्ष ग्रेड सहित इंजीनियरी में स्नातकोत्तर डिग्री ।
2. विधि/प्रबंधन में डिग्री ।
3. शिक्षा प्रशासन, वित्तीय तथा लेखा प्रबंधन में समुचित अनुभव तथा आवासीय संस्था में प्रशासन चलाने की क्षमता और कम्प्यूटर तथा वेब आधारित प्रशासन का ज्ञान ।
4. उत्कृष्ट मानव संबंधों तथा सफल कार्मिक प्रबंधन, औद्योगिक संबंधों, परिसर प्रबंधन में अनुभव और किसी बड़ी शैक्षिक अथवा अनुसंधान एवं विकास संस्था में प्रशासन संबंधी अनुभव । भिन्न-भिन्न विशेषज्ञता वाले अधिकारियों के दल का समन्वय एवं नेतृत्व करने की समग्र योग्यता ।

4. भर्ती की प्रक्रिया : मुक्त विज्ञापन के जरिए ।

5. चयन समिति : निम्नानुसार गठित साविधिक चयन समिति का गठन

1. संस्थान के निदेशक/उप निदेशक
2. संस्थान से बाहर का एक विशेषज्ञ
3. मानव संसाधन विकास मंत्रालय के नामित
4. बोर्ड के दो नामित

6. कार्य का स्वरूप : संस्थान का रजिस्ट्रार संस्थान के रिकार्डों, साझा सील तथा निधियों और संस्थान की

किसी ऐसी संपत्ति जो कि बोर्ड उसके अधिकार में सौंपता है, का परिरक्षक होगा। वह शासी बोर्ड, सीनेट तथा ऐसी समितियों का सचिव होगा जैसा कि साविधि द्वारा निर्धारित किया जाए । उसे निदेशक को प्रशासनिक सहायता उपलब्ध करानी होगी तथा उसे निदेशक अथवा शासी बोर्ड द्वारा सौंपे गए किसी भी अन्य कर्तव्य को पूरा करना होगा । रजिस्ट्रार को ऐसी शक्तियों का प्रयोग करना चाहिए और ऐसे दायित्वों को पूरा करना चाहिए जो राष्ट्रीय प्रौद्योगिकी संस्थान अधिनियम अथवा साविधि अथवा निदेशक द्वारा सौंपे जाएं ।

7. सामान्य शर्तें : 1. अभ्यर्थी 55 वर्ष आयु से अधिक नहीं होना चाहिए ।
2. नियुक्ति प्रतिनियुक्ति/अनुबंध आधार पर 5 वर्ष या 60 वर्ष आयु तक, जो भी पहले हो, के लिए होगी ।
3. नियुक्ति का दूसरे समयावधि के लिए नवीनीकरण किया जा सकता है ।
4. वेतन एवं भत्तों के अतिरिक्त, छुट्टियाँ, मेडिकल सुविधाएं इत्यादि नियमों के अनुसार देय होगी ।
5. निर्धारित योग्यताएं न्यूनतम हैं और अभ्यर्थी के पास इन योग्यताओं के होने से वह साक्षात्कार के लिए बुलाने का हकदार नहीं होगा ।
6. संस्था के पास इस विज्ञापन में निर्धारित योग्यताओं एवं अनुभव से अधिक योग्यताओं एवं अनुभव के आधार पर साक्षात्कार के लिए अभ्यर्थियों की संख्या को एक उचित सीमा तक सीमित करने का अधिकार सुरक्षित है ।
7. संस्था के पास किसी भी या सभी आवेदन-पत्रों को उसके लिए बिना कोई कारण बताए निरस्त करने का अधिकार सुरक्षित है ।
8. सरकारी विभागों, स्वायत्तशासी संगठनों, निगमों, बोर्डों इत्यादि में कार्य कर रहे व्यक्ति प्रतिनियुक्ति पर नियुक्ति के लिए उचित माध्यम से आवेदन कर सकते हैं ।

[सं. एफ. 20-6/2005-टी एस III (खंड)]

एन. के. सिन्हा, संयुक्त सचिव

APPENDIX-XXI

To

Dated: 09.01.2009

The Director,
National Institute of Technology,
Kurukshetra

Subject: Grant of Pay scale of Rs. 16400-22400 w.e.f. 1st July, 2008 in terms of the Gazette of India.

Sir,

It is brought to your kind notice that the Ministry of Human Resource Development issued instructions in August, 2008 for grant of pay scale of Rs. 16400-22400 to the Registrars of National Institutes of Technology from the date of issue of the Gazette of India to that effect i.e. 1st July 2008. In this regard a copy of the MHRD letter No. F.20-6/2008 TS.III(Pt.) dated 8th August, 2008 alongwith a copy of the Gazette of India is enclosed. As per instructions of the MHRD the matter is required to be placed before the Board of Governors of the Institute.

As I fulfill all the conditions required for the pay scale of Rs. 16400-22400, the case was submitted by your goodself to the Hon'ble Sh. C.B. Mathur, Ex Chairman, Board of Governors, NIT, Kurukshetra vide letter No. Estt.I/PF/8486 dated 20.8.2008 with specific recommendations that the said scale may be granted to me in anticipation of the ratification of the scale by the Board of Governors because the BOG meeting was not going to be held at that time. In such matters approval of the Chairman, Board of Governors is obtained in anticipation and subsequently the matters are reported to the Board for ratification. Unfortunately Hon'ble Sh. C.B. Mathur expired in September, 2008 and the said matter remained pending.

The essential qualifications required for the post of Registrar in NITs as per the Gazette of India are as under:-

1. Master's degree with at least 55% marks or its equivalent.

- Contd -

2. At least 15 years of experience as Lecturer/Assistant Professor of which 8 years should be in Assistant Professor grade, with experience in Educational Administration.

OR

15 years of administrative experience out of which eight years as Deputy Registrar or an equivalent post. The minimum requirement of 55% marks shall not be insisted upon in the case of existing incumbents who are already in the NIT system.

OR

Comparable experience in research establishment, institutions of technical education, or in Government.

I was recruited as Registrar of the Institute in 1993 through open selection/advertisement made on all India basis as per existing qualification/experience required for the post of Registrar. I was selected as Registrar by a duly constituted selection committee and subsequently confirmed as Registrar of the Institute as per rules. Earlier I worked as Deputy Registrar(Accounts) of the Institute from 1982 to 1993 which is a Senior Administrative Post. Thus I am having more than 26 years of administrative experience in the capacity of Deputy Registrar(Accounts) and Registrar of the Institute. My educational Qualification is M.A., B.Ed. However, I am not having 55% marks in the Post Graduation but the minimum requirement of 55% marks in Post Graduation shall not be insisted upon in case of existing incumbents who are already in the NIT (REC) system. Thus being an existing Registrar of NIT, Kurukshetra, I am possessing the required qualification/experience as per instructions issued by the MHRD. I am eligible to the pay scale of Rs. 16400-22400 in terms of the MHRD letter No. F.20-6/2008 TS.III(Pt.) dated 8th August, 2008 and as contained in the new recruitment rules.

As per para 2(Clause-IV) of the MHRD letter dated 8th August, 2008 under reference, "In cases where the existing incumbent to the post of Registrar is already recruited as such, they may be given the revised scale of pay of Rs. 16400-22400 subject to their possessing the required qualification and experience".

- contd -

It is, therefore, requested that matter regarding pay scale of Rs. 16400-22400 to me may be placed before the BOG in its next meeting schedule to be held on 20.1.2008 so that the said pay scale is available to me without further delay. As already explained I am entitled to get the said pay scale from 1st July, 2008 as per the Government of India instructions. I am fulfilling required conditions/qualifications/experience as per Government of India instructions as referred to herein and undue delay is naturally causing financial hardship, mental tension and depression to me.

Thanking you,

Encl: As above

Dated: - 09.01.2009

Yours faithfully,

R P S Lohchab
(R P S Lohchab) 09.01.2009
Registrar

(39)

KURUKSHETRA

No. 1563 Date 6.3.09

UPD	DM	DM	COV	CoE	C
PC	SC	SC	PC	Ch	Ma
HV	CW	WS	CV	EC	PS
PE	CCN	PT	TC	PS	EDC
SO	ED	ES	PS	PIC	MAA

Dated: 6.3.2009

The Director,
National Institute of Technology,
Kurukshetra

Subject: Implementation of instructions of the Government of India regarding grant of Pay scale of Rs. 16400-22400 (pre-revised) w.e.f. 1st July, 2008 to Registrar of National Institute of Technology, Kurukshetra.

Sir,

This refers to my letter dated 9.1.2009 (copy enclosed for ready reference) on the subject cited above.

It is very unfortunate for me that the said pay scale of Rs. 16400-22400 has not so far been granted to me in terms of the Government of India instructions. The matter was submitted to the Hon'ble Sh. C.B. Mathur, Ex Chairman, BOG, NIT, Kurukshetra on 20th August, 2008 but the matter was not decided till 29.9.2008 when Sh. C.B. Mathur unfortunately expired. It is a general practice in the Institute that such matters are got approved from the Chairman of the Board in anticipation of approval of the Board and subsequently these are ratified by the Board. The matter was also not got approved from the Board of Governors in its 14th meeting held on 20th January, 2009. It may kindly be appreciated that I am naturally feeling harassed, depressed, demoralized and tensed, particularly in view of the fact that some of the NITs of the country have already implemented the instructions of the Government of India in this regard.

I may take this opportunity to bring to your kind notice that prior to the year 2002, the Regional Engineering College, Kurukshetra just like other RECs of the country was a joint and cooperative enterprise of the Government of India and State Government of Haryana being funded by both Haryana as well as the Government of India. The Govt. of India on the advice of the University Grants Commission made this Institution as a Deemed University w.e.f. 26.6.2002. The

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new Rules/ Memorandum of Association duly framed by the Government of India applicable to all the NITs with Deemed to be University status were also made applicable to this Institution. The intention of the Govt. of India after upgrading the RECs on national level was to adopt one set of rules by all National Institutes of Technology of the country. Earlier individual Regional Engineering College of the country was an individual society and had its own set of rules/service conditions for its employees duly approved by the individual Board of Governors/State Government in which a particular Regional Engineering College was situated. Since service conditions of employees of one Regional Engineering College were different from service conditions of employees of other Regional Engineering College situated in another State, their qualifications and scales etc. were also different. The Govt. of India in order to remove this disparity and in order to bring a uniform pattern issued certain instructions in the year 2003. Their service conditions as laid down by the Govt. of India on all India basis were also adopted by the Institute w.e.f. 1.1.2004 as per resolution of the Board of Governors of the Institute passed in their 4th meeting held on 8.12.2003. The Govt. of India had also taken over full administrative and financial control of all NITs of the country from the financial year 2003-2004.

Further the National Institutes of Technology of the country were made as Institutions of National Importance through NITs Act, 2007 which came in force from 15th August, 2007 after having been enacted by the Indian Parliament and after receipt of the assent of H.E. the President of India on 15th June, 2007. Several clauses of the NITs Act, 2007 reveal that all NITs of the country are required to act on similar lines to achieve their desired goals in similar way.

As explained in my letter dated 9.1.2009 under reference, the MHRD in August, 2008 issued the Gazette of India granting the pay scale of Rs. 16400-22400 to the Registrars of the NITs of the country. The said Gazette of India contains detailed recruitment rules for the posts of the Registrars who fulfill all the conditions required for the pay scale of Rs. 16400-22400. I am Post Graduate



with more than 15 years of service rendered in NIT, Kurukshetra itself as a confirmed Registrar holding permanent post of the Registrar. Earlier I worked as Deputy Registrar(Accounts) from May, 1982 to August, 1993. As per instructions of the Govt. of India as mentioned above, "in case where the existing incumbent to the post of Registrar is already recruited as such, he may be given the pay scale of Rs. 16400-22400 subject to his possessing the required qualification and experience".

It is, therefore, once again kindly requested that I may be granted the pay scale of Rs. 16400-22400 w.e.f. 1st July, 2008 by the Director/Chairman, Board of Governors of NIT, Kurukshetra in anticipation of approval of the Board or by placing the matter before the Board of Governors if it is meeting earlier. I am eligible to get the said pay scale as per instructions of the Govt. of India as contained in the Gazette of India under reference. It may kindly be appreciated that undue delay is not only causing financial hardship but also creating lot of mental tension, depression and harassment to me.

Thanking you,

Encl: As above

Yours faithfully,

R P S Lohchab
(R P S Lohchab)
Registrar

06/03/2009

Item 15.25

To consider Extraordinary Leave (without pay) and Deputation rules for employees of the Institute.

Prior to the year 2002 when the Institute was conferred the Deemed University status, it was following the Extraordinary Leave (without pay) Rules as per College Bye-Laws. Relevant Rule 5 of said old Bye-laws reads as under: -

"Resolved that the employees of the College be allowed one year's extraordinary leave for every completed five years' service subject to a maximum of three years extraordinary leave during the entire service."

Regarding Deputation and Extraordinary Leave, the Board of Governors in their 91st meeting held on 11.5.1999 decided as under :-

- (a) "An employee will be allowed one year's Extraordinary Leave for every completed five years service subject to a maximum of three years Extraordinary Leave during the entire service with the College. However, in case an employee is appointed to a prestigious position like Vice-Chancellor, his EOL may be extended to a maximum of five years.
- (b) An employee will be allowed deputation to a maximum period of three years during his entire service with the College. The deputation will only be allowed if it is in the interest of the College, the State Government or Govt. of India.
- (c) The total absence of an employee from the College due to EOL or EOL plus deputation will not be allowed to exceed five years under any circumstances during the entire service of the employees."

Further the Govt. of India, MHRD, New Delhi vide letter No. F.20-46/2003-TS III dated 9.11.2003 (copy enclosed as Appendix XXII pages 136 to 137) issued some of the Service Conditions for the employees of NITs. As per Instructions of the MHRD, the leave rules including Sabbatical Leave for faculty in NITs shall be same as is prevalent in IIT Delhi. The Board of Governors in its 4th meeting held on 8.12.2003 approved the above service conditions in the Institute w.e.f. 1.1.2004. The relevant Extraordinary Leave rules (Para 19 of Schedule 'D') of IIT Delhi reads as under :-

- (1) Extraordinary leave shall always be without leave salary and may be granted when no other kind of leave is admissible or when other leave being admissible, the member of the staff concerned specifically applied in writing for the grant of extraordinary leave.
- (2) The period of extraordinary leave shall not count for increment except when such leave is granted due to sickness on medical certificate or for pursuing higher studies, provided that in case of any doubt whether the extraordinary leave taken was for pursuing higher studies or not, the decision of the Competent Authority shall be final.
- (3) (a) Except in the case of a permanent employee, the duration of Extraordinary leave on any one occasion shall not exceed the following limit: -
 - (i) three months
 - (ii) Six months, in case of employee who has completed three years continuous service on the date of expiry of the leave admissible to him under the rules and his request for such leave is supported by a Medical Certificate.
 - (iii) Eighteen months where the employee is suffering from tuberculosis or leprosy and undergoing treatment in a recognized clinic or under a specialist.
- (b) Where an employee other than a permanent employee fails to resume duty on expiry of the maximum amount of extraordinary leave granted to him or where such an employee who was granted a lesser amount of extraordinary leave than the maximum amount admissible to him, remains absent from duty for any period which, together with the period of extraordinary leave granted to him exceeds the limit upto which he could have been granted extraordinary leave under sub-rule (a) he shall, unless the Board in view of the exceptional circumstances of the case otherwise determine, be deemed to have resigned his appointment and shall cease to be in the Institute employment.
- (4) The authority empowered to grant leave may commute retrospectively the period of absence without leave into extraordinary leave.

Note: The power of commuting retrospectively periods of absence without leave into extraordinary leave is absolute and not subject to the conditions mentioned in (i) above.

As per Administrative Manual of IIT Delhi, the Extra-ordinary Leave spent on acquisition of teaching/research experience be treated at par with extraordinary leave spent exclusively to pursue higher studies, for the purpose of sanction of increment and pension in terms of para 19(2) of Schedule D.

Some senior faculty members proceed on Extraordinary Leave (EOL/deputation) for joining new jobs outside and do not report back in time after the expiry of leave. The absence of such teaching staff members dislocates the efficiency of the teaching work, particularly when there is acute shortage of staff in the Institute. This tendency was increasing day by day in view of opening of numerous private Institutes which provide lucrative pay packages to the employees of the reputed Institutes like ours. It was felt that in the interest of the Institute, some limit should be put on the staff members for proceeding on EOL/deputation. The matter was placed before the Board in their 13th meeting held on 24.1.2008 and the Board decided as under :-

"The Board decided that maximum 15% of available faculty in each Department can proceed on EOL/Deputation for a maximum period of two years in future".

Further the Board of Governors of the Institute in their 14th meeting held on 20.1.2009 decided as under:-

"The frequently allowing Extra Ordinary Leaves to senior faculty is hampering the studies at the Institute. Hence the EOL may be granted maximum only for two years at a stretch for the purpose of heading any other Institution. The remaining EOL if permissible as per rules can be granted for other purposes."

The matter regarding Extraordinary Leave (without pay) and Deputation to the Institute employees is again placed before the Board for consideration and decision.

No.F.20-46/2003-TS-III
Government of India
Ministry of Human Resource Development
Department of Secondary & Higher Education

APPENDIX-XXII

पञ्जीकरण संख्या 136119. 29
दिनांक 17/11/03

New Delhi
November 9, 2003

OFFICE MEMORANDUM

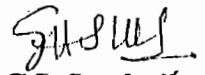
Subject:- Service Conditions of the Employees of Regional Engineering Colleges upon their conversion as National Institutes of Technology (NITs) with deemed university status.

The Government had taken over the full administrative and financial control of all the seventeen Regional Engineering Colleges (RECs) [now converted as National Institutes of Technology with deemed university status] located at Allahabad, Bhopal, Calicut, Durgapur, Hamirpur, Jaipur, Jalandhar, Jamshedpur, Kurukshetra, Nagpur, Rourkela, Silchar, Srinagar, Surat, Surathkal, Tiruchirappalli and Warangal vide notification No. F.35-1/2002-TS-III dated 14th May 2003 and it was stated therein that the terms and conditions governing the Institutions and their employees would be issued separately. After careful consideration of various aspects of the existing rules & regulations it has been decided to introduce the following administrative measures so as to ensure uniformity in rules & regulations governing service conditions of the employees in NITs.

- (1) **Period of Probation on Recruitment:-** The period of probation of on fresh recruitment in NITs for both teaching and non-teaching employees shall be same as per practice in vogue in Indian Institute of Technology (IIT), Delhi;
- (2) **Leave Rules:-** Leave Rules including sabbatical leave for faculty in NITs shall be same as is prevalent in IIT, Delhi.
- (3) **Conduct & Disciplinary Rules:-** Conduct & Disciplinary Rules for employees of NITs shall be same as is prevalent in IIT Delhi.
- (4) **Medical Rules:-** The employees of NITs shall be entitled to reimbursement for medical attendance and treatment in the similar manner as is available to other Central Government employees under Medical Attendance Rules of the Government.
- (5) **Travelling Allowance & Daily Allowance:-** Payment of TA/DA to the employees of NITs shall be governed in the similar manner as is being regulated under Fundamental Rules (FR) & Supplementary Rules (SR) for other Central Government employees.

- (6) **Leave Travel Concession:-** The system of LTC will be same as per practice being followed in the Central Government in this regard. The existing practice of leave encashment facility being followed in some of the Institutes shall be dispensed with immediately.
- (7) **Performance Assessment System:-** The performance assessment system for the faculties of NITs shall be similar to assessment system being followed in IIT Roorkee.
- (8) **Career Advancement Scheme [CAS]:-** Separate order has already been issued vide OM No. F.20-18/2003-TS-III dated 15-09-2003 regarding implement of Career Advancement Scheme for the faculty.
- (9) **Assured Career Progression (ACP):-** The provision of the scheme of ACP issued by the Department of Personnel & Training, Govt. of India vide OM No.35034/1/97-Estt.(D) dated 9-8-1999 for employees of Central Government having no promotional avenues shall also be applicable to similarly placed employees of NITs.
- (10) **Working Days:-** NITs may adopt the practice of 5-days or 6-days week depending upon decision of its own Board of Governors subject to the stipulation of the minimum working hours as prescribed by All India Council for Technical Education (AICTE) in this regard i.e. @ 40 hrs per week.
- (11) **Holidays:-** NITs will adopt the same practices of holidays as is being observed by the IIT of the region in which the NIT is located.

Date of effect:- The above provisions shall be effective after necessary adoption by the respective BOGs of NITs.



(Dr. G L Jambulkar)
Deputy Educational Adviser
Tel: 2338-4276

To

1. The Directors of all NITs

- Item 15.26 To consider the request of Mrs. Manjula.Sharma, Assistant Professor, Humanities and Social Sciences Department for grant of Sabbatical Leave for three months (July, 2009 to September, 2009)

Mrs. Manjula Sharma, Assistant Professor (CAS), Humanities and Social Science Department was allowed Extraordinary Leave (without pay) by the Board of Governors in their 14th meeting held on 20.1.2009 w.e.f. 1.1.2009 to 30.4.2009.

The case regarding grant of Sabbatical Leave for higher studies leading to Ph.D Degree was placed before the Board of Governors in their 14th meeting held on 20.1.2009. The Board decided as under: -

"The Board approved that the Sabbatical Leave maximum for one year may be granted for higher studies leading to Ph.D Degree as per details/ conditions furnished in the agenda item".

It may be mentioned that the Institute is following the IIT, Delhi rules of Sabbatical Leave.

As per the decision of the Board referred to above, Mrs. Manjula Sharma requested vide her application dated 1.4.2009 for conversion of Extraordinary Leave (without pay) into Sabbatical Leave. Her request was not covered under the IIT, Delhi Rules which stipulates that **a member of the Academic Staff availing Sabbatical Leave shall furnish a bond in the prescribed form to serve the Institute for a minimum period of three years on return to duty.**

Now she has requested through her application dated 4.5.2009 (copy enclosed as Appendix XXIII page 139) that she may be granted Sabbatical Leave for three months from July, 2009 to September, 2009 and the bond period to be signed to serve the Institute may be proportionately reduced for 9 months. She is retiring on 31.12.2010 on attaining the age of superannuation i.e. 65 years.

The matter is placed before the Board for consideration and decision.

(Through Proper Channel)

APPENDIX-XXIII

ETRA

No. 293/ Date 4/5/09

DPD	MAC	DA	CVO	CoE	C
M	22	22	PH	CH	MS
OW	HS	24	PO	PS	EDC
CH	ST	24	INC	L	DA
CO	105	24	DIS	24	7

To

The Director,
National Institute of Technology
Kurukshetra.

Subject: Request for grant of sabbatical leave for three months.

Sir,

Please refer to letter No. Estt-I/PF/2946 dated 21.4.2009 concerning my request for grant of sabbatical leave from three months (July 2009-September) I understand that the bond to be signed to serve the Institute for a minimum of three years is applicable if the period of leave is one year or more.

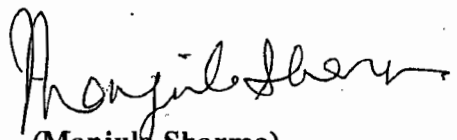
Since I have requested for leave for only three months (July 2009 to September 2009), the bond period may proportionately be reduced for 9 months.

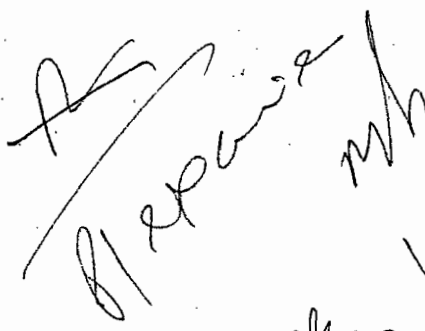
I request that my request be taken up for consideration.

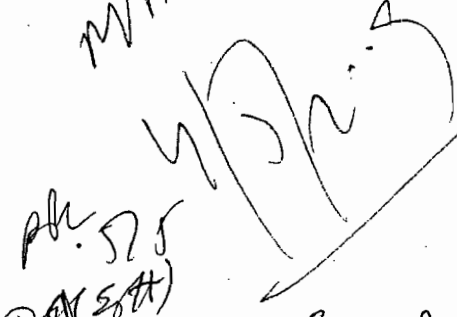
Thanking you,

Yours truly,

May 4, 2009


(Manjula Sharma)
Assistant Professor
Department of Humanities & SS





Item 15.27 To consider the recommendations of the Committee constituted at the Institute level relating to qualifying service and eligibility for promotion as Professor under CAS

Some faculty members were selected as Assistant Professor (CAS) in 2004. At that time the eligibility of Assistant Professor under CAS was "Master's Degree and completed five years of service at the level of Lecturer (Senior Scale). Those who do not have Ph.D. Degree, they are required to obtain Ph.D. Degree within a period of seven years from the date of his/her promotion to the post of Assistant Professor".

The MHRD vide letter dated 25.10.2006 informed that a Lecturer (Selection Grade) can be designated as Assistant Professor from the date he/she obtained a Ph.D Degree and his/her services as Assistant Professor would count from that date only. The MHRD vide their letter No. F.10-9/2007-TS.III dated 26.9.2007 also clarified that Ph. D. is must for the purpose of promotion as Assistant Professor under Career Advancement Scheme. The above matter was placed before the Board of Governors of the Institute in their 13th meeting held on 24.1.2008. The Board decided as under:-

"The Board approved the eligibility criteria for promotion as Professor under Career Advancement Scheme (CAS) as per details furnished in the Agenda Item 13.37. Accordingly clubbing of experience rendered as Lecturer (Selection Grade) and Assistant Professor as clarified by the AICTE in its letter No. FD/PSSC/Clarif./2003/1 dated 10.9.2003 will not be allowed in future for the purpose of promotion as Professor under CAS. A lecturer (Selection Grade) will be designated as Asstt. Professor after obtaining Ph.D. Degree and after following proper procedure as laid down under CAS with due permission of the Board."

The faculty members who were promoted as Assistant Professor under CAS with M.Tech qualifications represented that the above decision of the Board may not be implemented in their case. Their qualifying service as Assistant Professor under CAS should be as per existing rules prevalent at that time. So a Committee at the Institute level was constituted to examine the issues relating to (i) date of qualifying service and (ii) eligibility for promotion as Professor under CAS which is linked with date of qualifying service in respect of

faculty members who were granted designation of Assistant Professor (CAS) without Ph.D.

The recommendations of the Committee were placed before the Board of Governors of the Institute in its 14th meeting held on 20.1.2009 (copy enclosed as Appendix XXIV pages 143 to 160). The Board desired that the matter may be referred to the MHRD for their consideration and decision. Accordingly the matter was referred to the MHRD vide letter No. Estt.-I/926 dated 11.2.2009. The MHRD vide their letters dated 26.2.2009 and 2.3.2009 replied that since the Committee was constituted by the Institute, it is for the Institute to see whether the recommendations made by the Committee are as per the relevant guidelines for making promotion as Professors under CAS. The Institute may take appropriate action without any violation of rules on the recommendations of this Committee provided the Institute is satisfied that the recommendations are as per the relevant guidelines. In the meantime the interviews for promotion under CAS were fixed on 3.3.2009.

The above letters of the MHRD were referred to the Committee constituted at the Institute level to scrutinize the eligibility of the candidates for CAS. The Committee vide their letter dated 3.3.2009 (copy enclosed as Appendix XXV page 161) recommended that none of the candidates viz. Dr. Hari Singh, Dr. P.C. Tiwari, Dr. L.M. Saini and Dr. S.M. Gupta was eligible for promotion to the position of Professor under CAS as on 1.7.2008 and these recommendations were approved by the Director. Hence there was no question of interviewing the said faculty members on 3.3.2009 when the interviews were going on. However, the Committee members on their own just after sometime on 3.3.2009 itself (copy enclosed as Appendix XXVI page 162) gave recommendations differently in supersession of their earlier letter dated 3.3.2009 that the said candidates may be considered eligible for interview for promotion to the position of Professor under CAS. These subsequent recommendations of the Committee were not approved by the Director since he had already approved their earlier recommendations. By that time interviews for one Department were also already over. Then as requested by the said faculty members, the Committee at the Institute level was once more constituted to review the matter strictly as per AICTE/MHRD guidelines relating to above matter. The latest

recommendations of the Committee made on 2.5.2009 are enclosed as Appendix XXVII pages 163 to 167. These recommendations are also creating confusion.

The matter is placed before the Board for consideration and decision.

- Item 14.35 To consider the recommendations of the Committee constituted to examine the issues relating to (i) date of qualifying service and (ii) eligibility for promotion as Professor under CAS which is linked with date of qualifying service.

As per instructions issued by the AICTE vide their letter No. FD/PSSC/Clarif./2003/1 dated 17.12.2003 a Lecturer in the senior scale will be eligible for promotion to the post of Assistant Professor if he/she has Master's Degree and completed five years of service at the level of Lecturer (Senior Scale). Those who do not have Ph.D degree, they are required to obtain Ph.D degree within a period of seven years from the date of his/her promotion to the post of Assistant Professor.

Accordingly the Lecturers (Senior Scale) were promoted as Assistant Professor under CAS. The MHRD, IFD, New Delhi vide their letter dated 25.10.2006 informed that a Lecturer(Selection Grade) can be designated as Assistant Professor from the date he/she obtained a Ph.D Degree and his/her services as Assistant Professor would count from that date only. The MHRD vide their letter dated 4.4.2007 clarified that irrespective of the date on which a faculty completes prescribed length of service under CAS regulations there would be a uniform date i.e. 1st July. The MHRD further clarified that the notional service rendered in the grade of Lecturer (Selection Grade) and Assistant Professor cannot be clubbed together for the purpose of qualifying service for the post of Professor. The service rendered as Assistant Professor alone would only count as qualifying service for the post of Professor.

In view of above instructions the dates of qualifying service for Senior Scale, Selection Grade and designation of Assistant professor were shifted to 1st July of the year in which they were eligible (prior to 1st July of the year) vide letters dated 20.6.2007 except the faculty members

who were not Ph.D. at the time of grant of designation of Assistant Professor under CAS.

To decide the qualifying service of the faculty who were promoted as Assistant Professor (CAS) without Ph.D., the MHRD vide this office letters dated 16.7.2007 & 19.9.2007 was requested to clarify the following :-

1. Whether a non Ph.D Lecturer(Senior Scale) is eligible to become Assistant Professor under CAS as per guidelines issued by the AICTE

OR

Only Ph.D Lecturer (Senior Scale) can become Assistant Professor under CAS and that too from the date he/she acquired Ph.D Degree irrespective of his/her date of eligibility to become Assistant Professor as per guidelines issued by the MHRD.

2. Whether the experience rendered as Assistant Professor under CAS can be counted towards experience required for the post of Professor advertised under direct recruitment.

In response to letter referred to above, the MHRD vide letter dated 26.9.2007 clarified that Ph.D. is must for the purpose of promotion as Assistant Professor under CAS.

The letters dated 25.10.2006 and 4.4.2007 were also placed before the Board of Governors in their 13th meeting vide item 13.37 for ratification. The Board of Governors of the Institute in their 13th meeting held on 24.1.2008 decided as under:-

"The Board approved the eligibility criteria for promotion as Professor under Career Advancement Scheme (CAS) as per details furnished in the Agenda Item 13.37. Accordingly clubbing of experience rendered as Lecturer (Selection Grade) and Assistant Professor as clarified by the AICTE in its letter No. FD/PSSC/Clarif./2003/1 dated 10.9.2003 will not be allowed in future for the

purpose of promotion as Professor under CAS. A lecturer (Selection Grade) will be designated as Asstt. Professor after obtaining Ph.D. Degree and after following proper procedure as laid down under CAS with due permission of the Board."

Some faculty members are representing that the above decision of the Board may not be implemented in their case because when they were selected as Assistant Professor (CAS) in 2004 the eligibility of Assistant Professor was "Master's Degree and completed five years of service at the level of Lecturer (Senior Scale). Those who do not have Ph.D. Degree, they are required to obtain Ph.D. Degree within a period of seven years from the date of his/her promotion to the post of Assistant Professor". They have further stated that their qualifying service as Assistant Professor under CAS should be as per existing rules at that time. So a Committee at the Institute level was constituted to examine the issues relating to (i) date of qualifying service and (ii) eligibility for promotion as Professor under CAS which is linked with date of qualifying service in respect of faculty members who were granted designation of Assistant Professor (CAS) without Ph.D.

The Committee recommended that a faculty is required 8 years of service as Lecturer (Selection Grade) for promotion to the post of Professor under CAS. He must possess Ph.D. at the time of eligibility for promotion to the post of Professor under the CAS. The date of eligibility will be considered on coming 30th June. The earliest date of award of Lecturer Selection Grade has been considered as 5.11.1999. The recommendations of the Committee are enclosed as Appendix- XXXVII pages 181 to 195.

The matter is placed before the Board for consideration and decision.

NATIONAL INSTITUTE OF TECHNOLOGY
KURUKSHETRA- 136 119

No.

Dated: 16.6.2008

11 directors
23/6/2008

Subject: Recommendations of the committee to examine the issues relating to (i) Date of qualifying service (ii) Eligibility for promotion as Professor under CAS for various faculty member as per office order No. Estt.-I/PF/ dated 16.05.2008.

The committee met in the office of Dean (Academic) on various dates and the final recommendations of the Committee which met on 16th June, 2008 at 3:00 PM are as under:

The CAS interviews for the post of Assistant Professor were held in July/August, 2004 and beside other faculty members, the faculty members mentioned in Column A of Table 1 were promoted to the post of Assistant Professor vide notification No. GA-1/CAS/7762 dated 29.10.2004 (Annexure-1). The date of their eligibility was notified vide this office letter No. GA-I/CAS/1584 dated 21.2.2006 (Annexure-II) as per recommendations of 4th BOG meeting notification No. BOG-4/4.19/1209 dated 6.2.2004 (Annexure II a). The date of qualifying service as Assistant Professors for these faculty members was notified as given in Column B of Table-1. It may be mentioned here that the eligibility condition for the post of Assistant Professor under CAS at that time was M.Tech with five years of service at senior scale level and to acquire Ph.D within seven years from the date of his/her promotion (As per AICTE norms Annexure-III).

Table 1

Sr. No.	A Name Dr./Prof./Sh./Ms	Department	B Date of qualifying service already notified as Asstt. Prof.	C Re-fixed date of qualifying service as Assistant Professor	D Date of eligibility for Professor under CAS
1	Hari Singh	Mechanical	5.11.1999	1.7.2000	30.6.2008
2	P.C.Tiwari	Mechanical	5.11.1999	1.7.2000	30.6.2008
3	S.K Patidar	Civil	2.8.2000	1.7.2001	30.6.2009
4	Ashwani Jain	Civil	3.8.2000	1.7.2001	30.6.2009
5	A.K. Singh	Computer	9.10.2003	1.7.2004	30.6.2012
6	L.M. Saini	Electrical	6.11.1999	1.7.2000	30.6.2008
7	Jyoti Ohri	Electrical	9.10.2003	1.7.2004	30.6.2012(if she attains Ph. D. before


The MHRD letter no. F.20-18/2003-TS-III dated 4.6.2004 for re-fixing the date of qualifying service for all the candidates promoted under CAS was fixed as first July of every calendar year in which they were eligible was implemented by the Institute after approval in the 12th BOG meeting (Annexure-V). The re-fixing was done vide notification No. GA-I/CAS/4751 (Annexure VI) dated 20.6.2007 but the matter of re-fixing of qualifying date as Assistant Professor for these candidates was kept under examination as per the same notification. The Committee feels that the re-fixing of qualifying date as Assistant Professor for these faculty members may also be adopted as for other candidates as per Column C of Table-1.

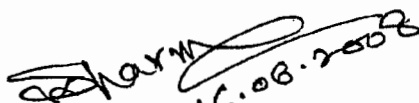
Further the recommendations of the 13th BOG meeting vide Item 13.37 as notified vide notification No. GA-I/2543 dated 5th March, 2008 (Annexure-VII) should be made applicable for future promotions under CAS. Thus the candidates listed in Table-1 who were promoted and their promotions were approved in the 6th BOG meeting should be eligible for the post of Professor after 8 years of qualifying service as Assistant Professor which is given as per Column-D of Table 1.


Table 2

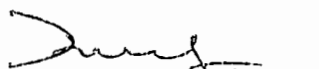
Sr. No.	Name Dr./Prof./Sh./Ms	Department	E Date of qualifying service already notified as Asstt. Prof.	F Re-fixed date of qualifying service as Assistant Professor	G Date of eligibility for Professor under CAS
1.	S. Deswal	Civil	5.11.2004	1.7.2005	30.6.2013

Further, as notified by notification No. GA-I/CAS/6069 dated 30.5.2006, the date of qualifying service as Assistant Professor of Sh. S Deswal was as per Column E of Table 2. Also as per notification No. GA-I/CAS/4747 dated 20.6.2007, the re-fixing of qualifying date of this candidate was under examination. Using the same criteria, as for other seven candidates, the Committee recommends that the date of eligibility of Sh. S Deswal may be made as per Column F and G of Table 2. The case of Mrs. Manjula Sharma would be taken up separately in the next meeting of the Committee.


(G.R. Samantaray) 16.08.2008


(S.K. Sharma) 16.08.2008


(S.P. Jain) 16/11/08


(R.K. Bansal) 16/11/08

NATIONAL INSTITUTE OF TECHNOLOGY
(DEEMED UNIVERSITY)
KURUKSHETRA-136 119

No GA-I/CAS/ 7762

Dated: 29/10/2004

OFFICE ORDER

On the basis of recommendations made by the Selection Committee meetings held on 31.7.2004 and 1.8.2004 relating to implementation of the Career Advancement Scheme, duly approved by the Board of Governors in their 6th meeting held on 30.9.2004, the following Lecturers (Senior Scale/Selection Grade) are hereby promoted as Assistant Professors in the pay scale of Rs. 12,000-420-18,300 under the Career Advancement Scheme as per instructions of AICTE/MHRD. They will get actual monetary benefits on account of the aforesaid promotion from the date of approval of above mentioned recommendations by the Board of Governors i.e. 30.9.2004:-

<u>Sr.No.</u>	<u>Name</u>	<u>Department</u>
1.	Dr. Dinesh Kumar (Selection Grade)	Chemistry Department
2.	Dr. D.P. Singh (Selection Grade)	Chemistry Department
3.	Dr. S.K. Malina (Selection Grade)	Physics Department
4.	Dr. J.K. Quamara (Selection Grade)	Physics Department
5.	Dr B.K. Kaushik (Selection Grade)	Physics Department
6.	Ms. Manjula Sharma (Sr.Scale)	Humanities Department
7.	Dr. P.J. Philip (Selection Grade)	Humanities Department
8.	Dr. Puneet Tandon (Senior Scale)	Mechanical Engg. Deptt.
9.	Dr. Hari Singh (Selection Grade)	Mechanical Engg. Deptt.
10.	Dr. P.C. Tiwari (Selection Grade)	Mechanical Engg. Deptt.
11.	Dr. Arun Goel (Sr.Scale/AP)	Civil Engg. Deptt.
12.	Dr. S.M. Gupta (Selection Grade/AP)	Civil Engg. Deptt.
13.	Dr. N.T. Rao (Selection Grade)	Civil Engg. Deptt.
14.	Dr. K.K. Singh (Senior Scale)	Civil Engg. Deptt.
15.	Dr. S.K. Patidar (Senior Scale)	Civil Engg. Deptt.
16.	Dr. Ashwani Jain (Senior Scale)	Civil Engg. Deptt.
17.	Dr. Mayank Dave (Senior Scale)	Computer Engg. Deptt.
18.	Dr. A.K. Singh (Senior Scale)	Computer Engg. Deptt.
19.	Dr. Rajoo Pandey (Senior Scale)	ECE Department
20.	Dr. L.M. Saini (Selection Grade)	Electrical Engg. Deptt.
21.	Dr. G.N. Pillai (Senior Scale)	Electrical Engg. Deptt.
22.	Ms. Jyoti Ohri (Senior Scale)	Electrical Engg. Deptt.

Further as per AICTE instructions a Lecturer (Senior Scale) without Ph.D. Degree will be required to obtain Ph.D. Degree within a 5

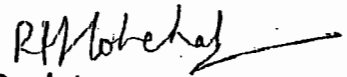
P.T.O.

period of 7 years from the date of his/her promotion to the post of Assistant Professor. Accordingly Mrs. Jyoti Ohri, Lecturer (Senior Scale), Electrical Engineering Department is required to obtain Ph.D. Degree within a period of 7 years from the date of her promotion as Assistant Professor, failing which she will be reverted back to her present position. However, Mrs. Manjula Sharma, Lecturer (Senior Scale), Humanities Department is required to obtain Ph.D. Degree before her retirement on superannuation, failing which she will abide by the decision which may be taken by the Board in this regard in future.

It may however be mentioned that Dr. Arun Goel and Dr. S.M. Gupta are already working as Assistant Professor w.e.f. 3.9.2001 through Direct selection.

Their pay fixation will be done separately as per rules.

PS: Dr. G.N. Pillai and Dr. N.T. Rao are presently on EOL. They will be eligible to get financial benefit on their return from EOL.


Registrar
for Director

Copy of the above is sent to the following for information and necessary action:-

1. Above concerned persons.
2. Chairmen of the concerned Departments.
3. Deputy Registrar (Ac.).
4. Estate Officer.
5. Personal files of the concerned persons.

NATIONAL INSTITUTE OF TECHNOLOGY
(DEEMED UNIVERSITY)
KURUKSHETRA-136119

No. GA-I/CAS/1584

Dated : 21-2-2006

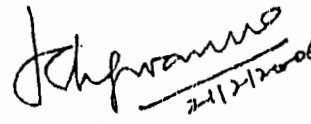
OFFICE ORDER

This refers to the office order bearing No. GA-I/CAS/7762 dated 29.10.2004 in connection with promotion of the Lecturers (Senior Scale/Selection Grade) as Assistant Professors in the pay scale of Rs. 12000-420-18300 under the Career Advancement Scheme as per instructions of AICTE/MHRD. The dates of qualifying service as Assistant Professor would be as under and the date of actual monetary benefit on account of the aforesaid promotion would remain as 30.9.2004 as already notified:-

Sr. No	Name Dr./Prof./Sh./Ms	Department	Date of qualifying service as Asstt.Prof.
1.	Dinesh Kumar (Selection Grade)	Chemistry	5.11.1999
2.	D.P. Singh (Selection Grade)	Chemistry	5.11.1999
3.	S.K.Mahna (Selection Grade)	Physics	5.11.1999
4.	J.K.Quamara (Selection Grade)	Physics	5.11.1999
5.	B.K. Kaushik (Selection Grade)	Physics	5.11.1999
6.	P.J. Philip (Selection Grade)	Humanities	5.11.1999
7.	Puneet Tandon (Sr.Scale)	Mech.Engg.	2.8.2000
8.	Hari Singh (Selection Grade)	Mech.Engg.	5.11.1999
9.	P.C.Tiwari (Selection Grade)	Mech.Engg.	5.11.1999
10.	Arun Goel (Sr.Scale./AP)	Civil Engg.	3.8.2000
11.	S.M. Gupta (Selection Grade)	Civil Engg.	5.11.1999
12.	N.T. Rao (Selection Grade), Resigned	Civil Engg.	10.6.2000
13.	K.K. Singh (Senior Scale)	Civil Engg.	5.11.1999
14.	S.K. Patidar (Senior Scale)	Civil Engg.	2.8.2000
15.	Ashwani Jain (Senior Scale)	Civil Engg.	3.8.2000
16.	Mayank Dave (Senior Scale)	Computer Engg.	9.10.2003
17.	A.K. Singh (Senior Scale)	Computer Engg.	9.10.2003
18.	Rajesh Kumar (Senior Scale)	ECF	9.10.2003
19.	L.M. Saini (Selection Grade)	Elect.Engg.	6.11.1999
20.	G.N. Pillai (Sr. Scale), Resigned	Elect.Engg.	31.12.2001
21.	Jyoti Ohri (Senior Scale)	Elect.Engg.	9.10.2003

As per AICTE/MHRD instructions the period between the date of qualifying service and the date of actual monetary benefit shall not be counted towards any financial liability - notional or actual - on part of the Institute.

It may be noted that the above office order is subject to terms and conditions of CAS as issued by the AICTE and the MHRD from time to time.


21/2/2006
Deputy Registrar (GA)
for Director

Copy of the above is sent to the following for information and necessary action :-

1. All concerned.
2. Chairmen of the concerned departments.
3. Deputy Registrar (Acs.)
4. Estate Officer.
5. Personal files of the concerned.

Give a copy to
all teachers. dr
6/2

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ANNEXURE-IIa

NATIONAL INSTITUTE OF TECHNOLOGY,
(DEEMED UNIVERSITY)
KURUKSHETRA-136119

No. BOG-4/4.19/1209

Dated: 6/2/2004

Item 4.19 To consider the implementation of Career Advancement Scheme (CAS) as per latest instructions of Govt. of India and AICTE.

The Board of Governors of the Institute in their 4th meeting held on 8.12.2003 has decided as under:-

"After detailed discussion the Board decided as under:-

- (iii) The matter regarding seniority of persons recruited through CAS vis-a-vis those recruited directly be deferred and put up in the next BOG meeting.
- (iv) As per revised Career Advancement Scheme issued by the AICTE vide its letter No. FD/PSSC/Clarif./2003/1 dated 10.9.2003, promotion as Professor has to be made from the post of Assistant Professor after 8 years of service as Assistant Professor.

However, as per clarification furnished by the AICTE in the same letter of 10.9.2003, the experience of Selection Grade Lecturer is to be considered equivalent to that of Assistant Professor after acquiring the Ph.D. A clarification should be sought whether period of service as Selection Grade Lecturer prior to acquiring Ph.D. is to be considered equivalent to that of Assistant Professor.

- (iii) As per clarifications issued by the Govt. of India, MHRD vide their letter F.No. 37-104/95-TS-II dated 14.6.1999, the benefits of the CAS be allowed w.e.f. 9.10.1998 or from the date of eligibility for promotion under the CAS whichever is later.
- (iv) The Board decided to adhere to the clarifications in all other matters as per clarifications furnished by the AICTE vide its letter No. FD/PSSC/Clarif./2003/1 dated 10.9.2003.
- (v) The clarifications issued by the AICTE vide its letter No. FD/PSSC/Clarif./2003/1 dated 19.9.2003 under sub paras (ii), (iii) and (iv) may also be adhered to.
- (vii) As per instructions contained in the Govt. of India, MHRD, New Delhi letter No. F.20-18/2003-TS.III dated 15.9.2003, the promotion under CAS shall be effective after approval of recommendations of the Selection Committee by the BOG of the Institute.

- (ix) The Board noted and ratified composition of the Selection Committee for promotion to the level of Professors, Assistant Professors and Lecturers under CAS as well as for direct recruitment as contained in the Govt. of India, letter dated 15.9.2003 under reference.

The Board referred to the constitution of the Selection Committee for teaching posts as per rule no. 12(3) of the Rules/MOA of the Institution and decided that in addition to above Committee, Head of the Department concerned in the Institute (in place of one of the nominees of the Board, if the post for which selection is being made is lower in status than the one occupied by the Head of the Department) will also act as member on the Selection Committee for CAS as well as for direct recruitment.

The Board authorized the Chairman of the Board to nominate two external experts out of the panel of experts on behalf of the Board on the above Selection Committees required from time to time.

The eligibility criteria and other terms & conditions for promotion under CAS shall be the same as circulated by the Govt. of India and AICTE from time to time".

This is for your information and necessary action.

Encl: BOG Agenda Item 4.19

R. H. Chel
REGISTRAR 26/02/2004

1. Dean Academic.
2. Chairmen, all Teaching Deptts**
3. Dy.Registrar (GA).
4. Dy.Registrar(Accounts).

*for circulation amongst faculty.

Appendix-1

Revised Career Advancement Schemes for Teachers of
Degree Level Technical Institutions.

1.1 General

- 1.1.0 Minimum length of service for eligibility to move into the grade of Lecturer (Senior Scale) would be four years for those with Ph.D., five years for those with M. Phil., M.Tech., and six years for others at the level of Lecturer, and for eligibility to move into the grade of Lecturer (Selection Grade)/Assistant Professor, the minimum length of service as Lecturer (Senior Scale) shall be uniformly five years.
- 1.1.1 For movement into grades of Professor, the minimum eligibility criterion would be Ph.D. Those without Ph.D. can go up to the level of Lecturer (Selection Grade)/Assistant Professor.
- 1.1.2 An Assistant Professor with a minimum of eight years of service in that grade will be eligible to be considered for appointment as a Professor.
- 1.1.3 The Selection Committees for Career Advancement shall be the same as those for Direct Recruitment for each category.

1.2 Lecturer (Senior Scale):

A Lecturer will be eligible for placement in a senior scale through a procedure of selection if she/ he has:

- (i) Completed 6 years of service after regular appointment with relaxation of one year and two years respectively, for those with M.Phil, M.E.,/ M. Tech. and Ph.D.
- (ii) Participated in summer / winter schools of total duration of 4 weeks, or engaged in other appropriate continuing education programme of comparable quality as may be specified or approved by the All India Council for Technical Education (AICTE).

- (iii) Consistently satisfactory performance appraisal reports.

1.3 Lecturer (Selection Grade):

Lecturers in the Senior Scale who do not have Master's degree or equivalent published work, and who do not meet the scholarship and research standards, but fulfils the other criteria given below for the post of Assistant Professor, and have a good record in teaching and, preferably, have contributed in various ways such as to the corporate life of the institution, examination work, or through Research & extension activities, will be placed in the Selection Grade, subject to the recommendations of the Selection Committee which is the same as for promotion to the post of Assistant Professor. They will be designated as Lecturers in the Selection Grade. They could offer themselves for fresh assessment after obtaining Master's degree and/or fulfilling other requirements for promotion as Assistant Professor and if found suitable, could be given the designation of Assistant Professor.

1.4 Assistant Professor:

1.4.1 A Lecturer in the senior scale will be eligible for promotion to the post of Assistant Professor if he/ she has:

- ✓ (i) Master's Degree and completed five years of service at the level of Lecturer(senior scale). Those who do not have Ph.D degree, they are required to obtain Ph.D degree within a period of seven years from the date of his/her promotion to the post of Assistant Professor.

AND

- (ii) Made some mark in the areas of Scholarship and Research; as evidenced e.g. self assessment, report of referees, quality of publication, contribution to education /innovation, development of new courses and curricula and extension activities.
- (iii) After placement in the senior scale participated in winter/ summer schools (short-term courses) of total duration of 4 weeks, or engaged in other appropriate continuing education programmes of comparable quality as may be specified / approved by the AICTE.

No.E.20-18/2003-TS-III

Government of India

Ministry of Human Resource Development
Department of Secondary & Higher EducationNew Delhi
June 4, 2004OFFICE MEMORANDUM

SUBJECT: - Introduction of Career Advancement Scheme (CAS) for members of faculty in National Institutes of Technology (NITs) - Clarification regarding crucial date, qualifying service & seniority etc.

The undersigned is directed to refer to this Ministry's Office Memorandum (OM) of even number dated 15th September 2003 and subsequent clarifications issued on 4th March and 6th April 2004 respectively on the subject mentioned above and to say that the initial date of introduction of CAS in a REC/NIT shall be the actual date of notification regarding implementation of the revised scale of pay in the Institute but not the retrospective date of implementation of the revised scales of pay i.e. 01-01-1996. Further, the crucial date for determining the fulfilment of eligibility criteria for promotion under CAS shall be 1st July of every calendar year. This is to say that all those persons who have fulfilled the prescribed criteria for promotion prior to 1st July shall be considered *en bloc* as a batch and the *inter-se* seniority of those actually promoted, as a batch shall be maintained with reference to their original seniority in the initial entry grade. However, where promotion of more than one batch has taken place together, all persons of the first batch shall rank senior *en bloc* to the next batch and like wise.

2. It is also clarified that the period between the crucial date and the date of the meeting of the BOG in which promotions recommended under CAS are approved shall count as qualifying service for future promotion without entailing any financial liability - notional or actual - on part of the Institute. However, this would not be applicable in respect of those who have not been found suitable for promotion in the first instance where the benefits would be given from the date of the meeting of the BOG only.

3. All cases of promotions made to be made under CAS in NITs may accordingly be regulated as per this clarifications excepting those where a member of the faculty has already retired.

(Dr. G. L. Jambulkar)
Deputy Educational Adviser
Tel: 2338 1276

9/10/98
signature
S/11/99

1st July ~~deleted~~

- Item No. 12.36 To consider the retention of House No. BA-3 by Smt. Usha Rani Arora, w/o Late Sh. Ramesh Kumar Arora, Ex-Finance Officer of this Institute.

The Board noted that several houses are lying vacant in the campus. The Board decided that Smt. Usha Rani Arora w/o Late Sh. Ramesh Kumar Arora, Ex-Finance officer of this Institute be allowed to retain the Institute accommodation House No. BA-3 for a period of one year w.e.f. 4.4.2007 on market rent. The Board did not agree to give the house to her beyond 3.4.2007 on normal license fee

- Item No. 12.37 To consider provision of CAS for Dr. Krishan Gopal, Librarian under the Career Advancement Scheme (CAS)

The Board decided that this matter be referred to the MHRD for advice.

- Item No. 12.38 To consider the superannuation age in respect of the Lecturer of Physical Education

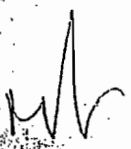
The Board decided that this matter be referred to the MHRD for advice.

- Item No. 12.39 To consider delegation of powers to the Director to appoint Lecturers on contract basis in Teaching Departments of the Institute.

The Board delegated the powers to the Director to appoint Lecturers on contract basis upto one academic year against vacant posts in Teaching Departments of the Institute to maintain efficiency of teaching.

- Item No. 12.40 To consider date of qualifying service for placement/promotion of faculty members under Career Advancement Scheme (CAS)

The Board noted as under:-



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- (i) In July 2000 the Institute implemented Career Advancement Scheme w.e.f. 9.10.1998 or from the date of eligibility whichever was later as per instructions of the MHRD.
- (ii) Thereafter the CAS was put to hold till 2003 as per instructions of the State Govt. of Haryana and the MHRD.
- (iii) The MHRD issued instructions on implementation of the CAS during 2003 and after 2003.

The Board decided that the Institute should re-fix the dates of qualifying service of the faculty members who have already got Senior Scale/Selection Grade and promotion under CAS as 1st July of the year in which they were eligible (prior to 1st July of the year) as per instructions contained in the MHRD letter No. F.20-18/2003-TS-III dated 4.6.2004 and letter No. F.29-3/2006-IFD dated 4.4.2007 received from the Integrated Finance Division of the MHRD.

Copy?

Item No. 12.41 To consider promotion under Career Advancement Scheme (CAS) after two years in case a faculty member is found unfit during 1st attempt.

The Board decided that a faculty member who is found unfit during 1st attempt may be re-considered for promotion under Career Advancement Scheme after two years from the 1st July of the year in which he was eligible for promotion.

Item No. 12.42 To consider prescribing higher threshold limit for qualifications of faculty in the interest of academic excellence.

The Board decided that while making recruitment of faculty as well as making promotions under CAS, the following qualifications and experience be adopted by the Institute:

i) **Qualifications for making recruitment of Lecturers in Engineering/Technology**

A first class Master's Degree in the appropriate branch of Engineering/ Technology together with a First Class Bachelor's Degree in the appropriate branch of Engineering Technology.

OR

First Class Bachelor's degree in the appropriate branch of Engineering/Technology or equivalent, valid GATE score, minimum

NATIONAL INSTITUTE OF TECHNOLOGY
(DEEMED UNIVERSITY)
KURUKSHETRA

ANNEXURE-VI

No. GA-I/CAS/ 4757

Dated: 20/6/07

OFFICE ORDER

This is in partial modification of this office letter No. GA-I/CAS/1584 dated 21.02.2006 in connection with the dates of qualifying service in respect of some faculty as Assistant Professor promoted under CAS. As per Govt. of India, MHRD, Integrated Finance Division, New Delhi letter No. F.29-3/2006-IFD dated 4th April 2007 and the BOG decision taken in their 12th meeting held on 25.04.2007, the dates of their qualifying service have been re-fixed as under. However, the date of actual monetary benefit on account of the aforesaid placement would remain the same as already notified: -

Sr. No.	Name Dr./Prof./Sh./Ms.	Department	Date of qualifying service already notified as Asstt. Professors	Re-fixed date of qualifying service as Asstt. Prof.
1.	Dinesh Kumar	Chemistry	05.11.1999	01.07.2000
2.	D.P. Singh	Chemistry	05.11.1999	01.07.2000
3.	S.K. Mahna	Physics	05.11.1999	01.07.2000
4.	J.K. Quamara	Physics	05.11.1999	01.07.2000
5.	B.K. Kaushik	Physics	05.11.1999	01.07.2000
6.	P.J. Philip	Humanities	05.11.1999	01.07.2000
7.	K.K. Singh	Civil Engg.	05.11.1999	01.07.2000
8.	Mayank Dave	Computer Engg.	09.10.2003	01.07.2004
9.	Rajoo Pandey	E & CE	09.10.2003	01.07.2004

The matter as regards re-fixing the dates in respect of Dr. Hari Singh, Dr. P.C. Tiwari, Dr. S.K. Patidar, Dr. Ashwani Jain, Dr. A.K. Singh, Dr. L.M. Saini and Ms. Jyoti Ohri are being examined and a separate notification in this respect will follow.

The case of Mrs. Manjula Sharma is also being examined and will be notified later on.

P. N. Singh
Assistant Registrar (GA)
for Director

Copy to the above is sent to the following for information and necessary action: -

1. All Concerned
2. Chairmen of the concerned Departments.
3. Assistant Registrar (Acs.)
4. Personal file of the concerned
5. DS to Registrar for kind information of the Registrar
6. PS to Director for kind information of the Director.

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NATIONAL INSTITUTE OF TECHNOLOGY
KURUKSHETRA-136119.

No. GA-I/ 2543

Dated : 5/3/08

NOTIFICATION

Eligibility criteria for promotion as Professor under Career Advancement Scheme (CAS).

The Board of Governors of the Institute in their 13th meeting held on 24.1.2008 decided as under :

"The Board approved the eligibility criteria for promotion as Professor under Career Advancement Scheme (CAS) as per details furnished in the Agenda Item 13.37. Accordingly clubbing of experience rendered as Lecturer (Selection Grade) and Assistant Professor as clarified by the AICTE in its letter No. FD/PSSC/Clarif./2003/1 dated 10.9.2003 will not be allowed in future for the purpose of promotion as Professor under CAS. A lecturer (Selection Grade) will be designated as Asstt. Professor after obtaining Ph.D. Degree and after following proper procedure as laid down under CAS with due permission of the Board."

The above decision of the Board may be brought to the notice of all the faculty members.

[Signature]
Deputy Registrar (Estt.)
for Director

To

Chairmen of all Departments for circulation.

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NATIONAL INSTITUTE OF TECHNOLOGY
KURUKSHETRA-136 119

APPENDIX-XXV

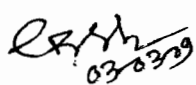
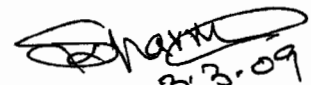
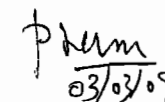
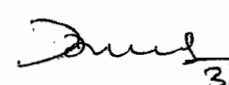
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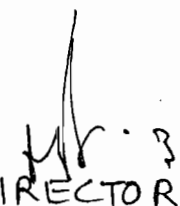
This is in reference to letter No. F-20-18/2003 TS III dated 26.2.2009 received from MHRD, Govt. of India, Technical Education Bureau, New Delhi and as ordered by the Director, NIT, Kurukshetra to re-consider the eligibility of the four candidates for promotion to the position of Professor under CAS. This is to inform you as under:

As per Institute notification no. GA-1/CAS/1584 dated 21.2.2006 and as per the qualifying service as Assistant Professor mentioned in that letter, all the candidates, viz., Dr. Hari Singh, Dr. P.C Tiwari, Dr. L.M Saini and Dr. S.M Gupta were considered eligible for promotion to the position of Professor under CAS.

But in view of letters of Shri B.K Ray, Assistant Financial Advisor, MHRD, number F.No. 1-12/2006/IFD dated 25.10.2006 and F.No. 29-3/2006-IFD dated 4.4.2007, none of the above candidates is eligible for promotion to the position of Professor under CAS as on 1.7.2008.

This is for your kind information and necessary action please.


(G.R SAMANTRAY) 
(S.K. SHARMA) 
(S.P JAIN) 
(R.K BANSAL)


DIRECTOR 3/3/2009

NATIONAL INSTITUTE OF TECHNOLOGY
KURUKSHETRA-136 119

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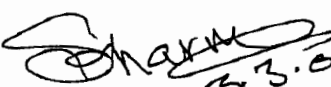
APPENDIX-XXVI

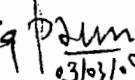
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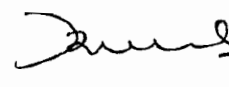
This is in supersession of our letter dated 3.3.2009 and in view of clarification given by the Registrar regarding the date of qualifying service as Assistant Professor, the Committee recommends that the following candidates may be considered eligible for interview for promotion to the position of Professor under CAS:

1. Dr. Hari Singh
2. Dr. P.C Tiwari
3. Dr. L.M Saini
4. Dr. S.M Gupta


(G.R. SAMANTRAY)


(S.K. SHARMA)


(S.P. JAIN)


(R.K. BANSAL)

DIRECTOR

APPENDIX-XXVII

**OFFICE OF THE DEAN (PLANNING&DEVELOPMENT)
NATIONAL INSTITUTE OF TECHNOLOGY KURUKSHETRA**

No. Dean (P&D)/29

Dated: 4.5.2009

With reference to office order No. Estt.-I/PF/2404 dated 26.3.2009 regarding CAS, the report of the committee is enclosed herewith.

Encl: As above

DIRECTOR

K. Gopal
(Krishna Gopal)
Dean (P&D)

N.I.T. KURUKSHETRA

My No. 3002 Date 6/5/09

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**NATIONAL INSTITUTE OF TECHNOLOGY
KURUKSHETRA-136119**

Dean(P&D)/29

Dated : 2.5.2009.

The Committee consisting of the following was constituted by the Director vide letter no. Estt.-I/PF/2404 dated 26.3.09 to review matters regarding date of qualifying service and eligibility for promotion as Professor under CAS as per AICTE/MHRD guidelines.

1. Dr. Krishna Gopal, Dean(P&D)
2. Dr. R K Bansal, Dean(Acad.)
3. Dr. S P Jain, Dean(Studentd Welfare)
4. Dr. S K Sharma, Dean(ECEM)
5. Sh. G R Samantaray, DR(GA&L)

The Committee met on 21.4.09, 27.4.09 and 28.4.09. However, the meetings of the committee were not attended by Mr. G R Samantaray, DR(GA&L).

The minutes of these meetings and the recommendations of the Committee are as under:

1. The Committee noted that the CAS was introduced through the pay revision notification issued in October, 1998 by Govt. of India. The CAS scheme was notified by AICTE in March, 2000. This scheme was to be implemented as per the guidelines to be issued by AICTE.
2. AICTE issued guidelines for CAS on 31.7.2001.
3. The first implementation of CAS took place in our Institute in July, 2000, but this implementation was limited to grant of Senior/Selection grade to Lecturers.
4. After this implementation the scheme was put on hold through the notification by Govt. of Haryana in May, 2001. In January, 2003 clarifications regarding CAS were issued and in Sept., 2003 clarifications regarding effective dates for CAS were issued. Accordingly the effective date for CAS in our Institute was fixed as 5.11.99, the date on which the State Govt. implemented revised pay scales in our Institute.

5. The CAS in our Institute since then have been implemented in 2004, 2005, 2006 and 2008 (results of 2008 are yet to be notified). No CAS was implemented in 2007.
6. Therefore, the first full implementation of CAS took place in our institute only in 2004 as per revised CAS scheme notified by AICTE vide No. FD/PSSC/Clarif./2003/1 dated 17.12.2003.
7. Keeping in view, the various notifications made available to the Committee and the clarifications issued by MHRD from time to time, the Committee recommends as under:

S.No.	Name & Department	Date of BOG approval / Selection Comm. Meeting	Date of qualifying service already notied as Asstt. Professor	Refixed date of qualifying service as Asstt. Professor	Date of eligibility for Professor under CAS
1.	Dr. L M Saini, E	30.09.2004	5.11.1999	1.7.2000	30.6.2008
2.	Dr. Hari Singh, M	30.09.2004	5.11.1999	1.7.2000	30.6.2008
3.	Dr. P C Tiwari, M	30.09.2004	5.11.1999	1.7.2000	30.6.2008
4.	Dr. Ashwani Jain, C	30.09.2004	3.8.2000	1.7.2001	30.6.2009
5.	Dr. S K Patidar, C	30.09.2004	2.8.2000	1.7.2001	30.6.2009
6.	Dr. A K Singh, C	30.09.2004	9.10.2003	1.7.2004	30.6.2012
7.	Mrs. Jyoti Ohri, E	30.09.2004	9.10.2003	1.7.2004	30.6.2012(if she attains Ph.D. before 9.10.2010)
8.	Dr. Arun Goel, C	30.09.2004	3.8.2000	1.7.2001	30.6.2009
9.	Dr. S M Gupta, C	30.09.2004	5.11.1999	1.7.2000	30.6.2008
10.	Dr. Surinder Deswal. C	25.02.2006	5.11.2004	1.07.2005	30.6.2013

The case of Dr,(Mrs.) Manjula Sharma needs to be dealt separately, as it involves different issues.

8. The above recommendations are based on

- No clubbing of experience as Selection Grade Lecturer and Asstt. Prof.
- Qualifications prevailing at the time of selection in each case.
- Qualifying service date for the batch becoming eligible on or after 1st July of a year to 30th June of the subsequent year as 1st July of the subsequent year i.e., qualifying service date for all candidates becoming eligible from July 1, 2001 to June 30, 2002 to be fixed uniformly as July 1, 2002.
- The date of eligibility for the post of Professor in CAS given above is subject to fulfillment of qualifications as prevailing at the time of selection in each case.

'] 'A'

The above are approved by the committee in its meeting held on 2.05.09.

Not Available

(GR Samantray)

(SK Sharma)

(SP Jain)

(RK Bansal)

(Krishna Gopal)

DR(GA&L)

Dean(ECEM)

Dean(SW)

Dean(Acad.)

Dean(P&D)

* Subject to their fulfilling the educational qualification requirements for AP as per AICTE norms on the dates given in column 5 of the Table on page 2.

'] 'B'

Urgent

5/2/09

Discussed with the DIR.

It is evident from 'A' & 'B' above that the date of eligibility indicated by the Committee under last column i.e. column 5 is confusing. The Committee is requested to pl. convey clear date of eligibility after examining guidelines of AICTE / MHRD.

Submitted for orders pl

4/5/2009

Chairman of the Committee

DIR

4/5/2009

1. Portions marked 'A' and 'B' on previous page are unrelated and refer to different aspects.
2. It has been observed that educational qualifications and other requirements under CAS have been frequently changing. 'A' has been introduced to guard against any changes which may take place in future for the Post of Professor.
3. 'B' is a difference of opinion from majority opinion.

CRSh ^{05/05/09} (GR Samantary) On leave. (SK Sharma) p term ^{5/1/09} (SP Jain) Jungs ^{5/5/09} (RK Bannal) KGM ^{5/5/09} (Krishna Gopal)

~~Dir.~~ KGM ^{5/5/09}

~~As~~ Preparation of (P.P.)

Discussed with the DIR
The whole matter keeping in
view above observations may
be placed before the BOG.

DR (Estt) ^{RR} ^{6/5} CRSh ^{06/05/09}

D. S. (Estt.)
Estt. I