

**NATIONAL INSTITUTE OF TECHNOLOGY
KURUKSHETRA-136119**

Minutes of the 17th meeting of the Board of Governors, National Institute of Technology, Kurukshetra held on 9th September, 2009 at 11.30 AM in the Senate Hall of the Institute.

Present:

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| 1. | Prof. J.K. Palit, Chairperson Board of Governors, NIT, Kurukshetra. | In Chair |
| 2. | Dr. M.N.Bandyopadhyay, Director, National Institute of Technology, Kurukshetra. | Member |
| 3. | Sh. Sunil Seth, Joint Director, Directorate of Technical Education, Haryana Representative of Sh. M.P. Gupta, Director, Technical Education, Haryana, Sector-4, Bays No. 7-12, Panchkula | Member |
| 4. | Dr. Hari Mohan Prasad, University Head, Department of English, Magadh University, Bodh Gaya (Bihar) | Member |
| 5. | Dr.(Mrs.) Sudesh Mukhopadhyay, Professor & Head, Deptt. of Inclusive Education, National University of Education Planning & Administration, 17-B, Aurobindo Marg, New Delhi – 110 016 | Member |
| 6. | Dr. V.K. Arora, Professor Civil Engineering Department, N.I.T. Kurukshetra. | Member |

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| 7. | Prof. C.P.Bansal, Lecturer(SG), Electrical Engineering Department, N.I.T. Kurukshetra | Member |
| 8. | Sh. R.P.S. Lohchab, Registrar, NIT, Kurukshetra | Secretary |

The Joint Secretary(T), Govt. of India, Deptt. of Higher Education, MHRD, New Delhi and the Additional Secretary & Financial Advisor, Govt. of India, Deptt. of Higher Education, MHRD, New Delhi could not attend the meeting.

Before taking up the agenda items, Sh. R.P.S. Lohchab, Registrar-cum-Secretary extended hearty welcome to the Hon'ble Chairperson, Board of Governors, the Director, NIT, Kurukshetra and other members present in the meeting. Before start of deliberations on the agenda items, the Director with the permission of the Hon'ble Chairperson, BOG circulated the comments received from the Director (NITs) and the Director(Finance), Ministry of Human Resource Development, Govt. of India, New Delhi to all the members present in the meeting for their perusal. The Hon'ble Chairperson, BOG allowed the Secretary of the Board to go ahead with the agenda items one by one.

The Board of Governors takes the following decisions unanimously on the basis of merit of each item with due consideration to the comments received from the Ministry on the respective items:-

- 17.1 To confirm the minutes of the 16th (Spl.) meeting of the Board of Governors held on 30.7.2009.**

The Board observed as under:-

- i) The comments received on the minutes of the 15th meeting of the Board held on 18.5.2009 were considered by the Board in its 16th meeting held on 30.7.2009 and due consideration was given to the

said comments. The Board, therefore, confirmed the minutes of the 15th meeting held on 18.5.2009 in the 16th meeting held on 30.7.2009.

- ii) As far as decision of the Board taken in its 15th meeting regarding writing off the camera lost is concerned, a precise decision was taken by the Board. The Hon'ble Chairperson gave his ruling in the matter in terms of clause 4(12) of the Statutes that the camera under reference which was purchased from the Students Fund (corrected as Plan Fund in the subsequent meeting) be written off as it was lost by the Institute Delegation in foreign country while performing official duty. In its 16th (Spl.) meeting held on 30.7.2009 the Board ratified its earlier decision taken in 15th meeting held on 18.5.2009 and the same stands valid.
- iii) The Board in its 16th (Spl.) meeting held on 30.7.2009 reiterated its earlier decision taken in its 15th meeting held on 18.5.2009 (refer to agenda item 15.24) after going through the recruitment rules for the post of Registrar minutely and also observed that the opinion of the Director (NITs) and the Director(Finance), MHRD, New Delhi was recorded in the minutes of the 15th meeting held on 18.5.2009 itself and it was further clarified in the 16th meeting held on 30.7.2009. The issue was fully discussed in the 15th BOG meeting in which decision in the matter was finally taken with the consent of all members present.
- iv) So far as the matter of annexing the comments of the MHRD sent vide their letter No F 10-19/2009-TS.III dated 16.6.2009 with the agenda is concerned, the same were placed before the members of BOG on table in the meeting held on 30.7.2009 (16th Spl. Meeting) and observations of the Board on each point are on record in the

minutes of the 16th BOG meeting held on 30.7.2009 and part of proceedings of the meeting.

Since the matter related to Sh. R.P.S. Lohchab, Registrar, he (Sh. Lohchab) was asked by the Board to present his case if he so desires so that the Board may consider his view point also before coming to a conclusion in the matter. Accordingly Sh. R.P.S. Lohchab submitted before the BOG as below:-

- a) As per Gazette of India published on 1.7.2008 received from the MHRD and as per their subsequent corrigendum, a minimum requirement of 55% marks shall not be insisted upon in the case of existing incumbents who are already in NITs system and the incumbent for the post of Registrar should have 15 years of administrative experience out of which 8 years as Deputy Registrar or an equivalent post. Although he is Post-Graduate but he does not have 55% marks which shall not be insisted upon in his case as mentioned in the Recruitment Rules and further he has been working as Deputy Registrar (Accounts) in REC, Kurukshetra from 1982 to 1993 i.e. about 11 years and as Registrar of the Institute i.e. RECK/NITK from 1993 to date i.e. about 16 years. Hence he fulfills required qualifications and experience as mentioned in the Recruitment Rules notified by the MHRD.
- b) There is no mention of any pay scale attached with the post of Deputy Registrar. Even in the latest qualifications circulated by the Government of India, MHRD, Deptt. of Higher Education, New Delhi vide their letter No. 1-32/2006-U.II/U.I(ii) Dated 31.12.2008 for the Central Universities, the experience required for the post of Registrar is "15 years of

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administrative experience out of which 8 years shall be as Deputy Registrar or an equivalent post".

- c) Even as per existing guidelines issued by the UGC, the minimum requirement of 55% should not be insisted upon for Professors, Readers, Registrars, Deputy Registrars, Librarians, Deputy Librarians, Director of Physical Education, Deputy Director of Physical Education for the existing incumbents who are in the University system.
- d) The Director(NITs), MHRD vide his letter No. F.20-6/2008-TS.III(Pt.) dated 8.8.2008 communicated guidelines for, operating the recruitment rules as under:-
 - 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 case 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 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;

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- 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.
- e) It is clearly mentioned in the said guidelines (para iv above) that where the existing incumbent to the post of Registrar is already recruited as such, he may be given the scale of pay of Rs. 16400-22400 subject to his possessing the required qualification and experience.
- f) He was selected as Registrar in the Institute in 1993 through open selection/advertisement made on All India basis as per existing qualifications/experience required for the post of Registrar. He was recruited as Registrar by a duly constituted Selection Committee and subsequently confirmed as such on the permanent post of the Registrar as per rules. Hence there is no requirement for the existing Registrar (who fulfills requisite qualifications and experience to get the pay scale of Rs. 16400-22400) to go through any further process of selection. He is already performing the duties of Registrar of the Institute. In none of the NITs the post of the Registrar has been advertised where a Registrar already recruited as such having required qualifications/experience as per the recruitment rules notified by the MHRD is available.

Then the Registrar-cum-Secretary was asked by the Board to leave the meeting as the matter related to him. Therefore, Sh. R.P.S.Lohchab left the meeting room and the Board discussed the matter in his absence in



view of comments received from the Director(Finance), MHRD vide his letter No. F.3-3/2008-IFD dated 8.9.2009.

After detailed discussion the Board feels that the matter of giving higher pay scale to Sh. R.P.S. Lohchab has somehow been misconceived as his appointment in the higher grade which is actually not so. Sh. Lohchab has already been working as Registrar of the Institute on permanent basis since 1993 after having faced duly recruitment process and therefore, as per eligibility criteria laid down in the Gazette of India published on 1st April, 2008 and as per instructions issued by the Director(NITs), MHRD vide his letter No. F.20-6/2008-TS-III(Pt.) dated 8.8.2008, he has been given the said higher pay scale. However, in view of the comments received from the Director(Finance), MHRD vide his letter No. F.3-3/2008-IFD dated 8.9.2009, the Board decides to act as per direction of the MHRD contained in the above letter dated 8.9.2009.

The Board authorizes the Hon'ble Chairperson to again discuss the whole matter with the Additional Secretary & Financial Advisor, Govt. of India, Department of Higher Education, MHRD, New Delhi to finally decide the issue.

The Board decides that till then the matter regarding grant of higher pay scale to Sh. R.P.S. Lohchab be kept in abeyance.

After detailed discussion as mentioned above, the Board confirms the minutes of its 16th meeting held on 30.7.2009 as circulated.

17.2 To note the action taken report on the minutes of the 15th meeting of the Board of Governors held on 18th May, 2009.

The Board notes the action taken on the minutes of the 15th meeting of the Board of Governors held on 18th May, 2009.



- 17.3 To ratify the minutes of the 16th meeting of the Finance Committee, National Institute of Technology, Kurukshetra held on 30.6.2009.**

The Board ratifies the minutes of the 16th meeting of the Finance Committee, National Institute of Technology, Kurukshetra held on 30.6.2009 as detailed in the agenda item.

- 17.4 To ratify action taken by the Hon'ble Chairman, BOG in granting Extraordinary Leave (without pay) to Mrs. Manjula Sharma, Assistant Professor (CAS), Humanities and Social Science Department.**

The Board ratifies the action taken by the Hon'ble Chairman, BOG in granting Extraordinary Leave (without pay) to Mrs. Manjula Sharma, Assistant Professor(CAS), Humanities and Social Science Department w.e.f. 21.7.2009 to 13.11.2009.

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

The Board ratifies the action taken by the Hon'ble Chairman, BOG in granting Extraordinary Leave (without pay) to various faculty members as per details furnished in the agenda item.

The Board also notes the request of Sh. J.S. Lather, Asstt. Professor(CAS), Electrical Engineering Department made by him on 31.8.2009 that his EOL under reference may be cancelled.

- 17.6 To ratify action taken by the Hon'ble Chairman, BOG in granting extension to Sh. B.S. Kadian, Deputy Registrar(Academic) on contract basis and consider filling the post on regular basis.**

The Board ratifies the action taken by the Hon'ble Chairman, BOG in granting extension to Sh. B.S. Kadian, Deputy Registrar(Academic) on contract basis as per details furnished in the agenda item.

The Board decides that efforts may be made to appoint the regular Deputy Registrar(Academic) as per UGC qualifications and experience after



following proper procedure and rules/regulations. In the meantime as per provision contained in Clause 28(2) of the Statutes Sh. B.S. Kadian will continue as Deputy Registrar(Acadernic) on contract basis as per existing terms and conditions of his contractual appointment upto 3.7.2010 or till regular appointment of Deputy Registrar(Academic) whichever is earlier.

The Board also discusses the matter regarding persons appointed/being appointed on short term/long term contract basis. A committee under Chairmanship of Dr. Hari Mohan Prasad, member of the BOG is constituted to examine the issue of short term/long term contractual appointments. Other members of the committee will be Dr. V.K. Arora, member of the BOG and Sh. G.R.Samantaray, Deputy Registrar(GA & Legal). The committee will meet between 20.9.2009 to 24.9.2009 at NIT Transit House, New Delhi to discuss the matter at length and then submit its report/recommendations to the Hon'ble Chairperson, BOG. Then the Hon'ble Chairperson, BOG will discuss the matter with the Ministry of Human Resource Development after the report/recommendations are considered by the BOG. In the meantime the Institute may continue with the existing practice for engaging Lecturers and non-teaching persons on contract basis. In case proper sanctioned posts are not available their salary may be charged to Students Fund.

17.7 To ratify action taken by the Hon'ble Chairman, BOG for adjustment of Lecturers on contract basis against various posts sanctioned by the MHRD.

The Board ratifies the action taken by the Hon'ble Chairperson, BOG for adjustment of Lecturers on contract basis against various posts sanctioned by the MHRD as per details furnished in the agenda item.



- 17.8 To ratify action taken by the Hon'ble Chairman, BOG in granting extension in Extraordinary Leave w.e.f. 1.8.2009 to 31.7.2010 to Dr. D.K. Soni.**

The Board ratifies the action taken by the Hon'ble Chairperson, BOG in granting extension in Extraordinary Leave to Dr. D.K. Soni w.e.f. 1.8.2009 to 31.7.2010.

- 17.9 To consider voluntary retirement of Dr. V.P. Wani from the post of Workshop Supdt. of the Institute.**

The Board allows voluntary retirement to Dr. V.P. Wani from the post of Workshop Supdt. on three months notice and he can be relieved from the services of the Institute on 25.10.2009 after considering his three months notice dated 26.7.2009. The Board allows him all retiral benefits as per Rules.

- 17.10 To consider amendments in the Central Civil Services (Leave) Rules, 1972.**

The Board allows the amendments in the Central Civil Services (Leave) Rules, 1972 as details furnished in the agenda item. The Board also allows the Institute to implement all subsequent amendments in the Leave Rules as issued by the Government of India, Ministry of Personnel, Public Grievances & Pensions, Department of Personnel & Training, New Delhi from time to time.

- 17.11 To consider and approve the Faculty and Non-Faculty positions of the Institute for the year 2009-10.**

The Board decides that the matter be referred to the MHRD with complete details and justification.

- 17.12 To ratify action taken by the Hon'ble Chairperson, BOG for engaging Drivers and Junior Engineer (Mech.) on contract basis.**

In view of comments received from the MHRD, the Board decides that the matter under reference may be taken to the committee constituted under



the agenda item 17.6 for examination and in the meantime the persons engaged as Drivers and Junior Engineer(Mech.) may continue as such.

17.13 To consider promotion of faculty members under CAS as per existing practice.

The Board observed that the matter relating to existing CAS becomes irrelevant at this stage in view of announcement of the revised pay scales by the Central Government for faculty and introduction of new promotion policy as per UGC guidelines.

The Board also observed that the CAS promotions require presence of the Visitor's nominee for which matter stands referred to the MHRD. The Institute shall wait till further communication from the MHRD.

17.14 To consider engagement of contractual staff for smooth running of the Institute and to ratify action taken by the Hon'ble Chairman, BOG in granting approval to engage staff on contractual basis for the smooth running of the Institute till the BOG meeting.

The Board ratifies the action taken by the Hon'ble Chairperson, BOG in granting approval to engage staff on contract basis for the smooth running of the Institute till this BOG meeting as per details furnished in the agenda item. The Board noted that the Institute requires additional manpower/contractual staff in view of the fact that there has been much increase in overall administrative, academic and financial activities such as recruitment of additional faculty in view of increase in intake of students at the level of UG and PG courses, maintenance of about 300 acres of land, more than 11 hostels, instructional buildings, residences and lawns etc. etc.

The Board decides that further action in the matter relating to engagement of the contractual staff be taken as per decision taken by the BOG under



agenda item 17.6 under which a committee has been constituted to examine the whole issue under reference.

17.15 To consider extension in Extraordinary Leave (without pay) for two years w.e.f. 6.9.2009 to 5.9.2011 to Dr. M.K. Soni.

The Board notes that Dr.M.K. Soni has already been granted three years Extraordinary Leave (without pay) w.e.f. 6.9.2006 to 5.9.2009. Earlier he was also on deputation with the CRSCE, Murthal for the period 16.6.2004 to 10.8.2005.

The Board does not allow extension in EOL of Dr. M.K. Soni beyond 5.9.2009.

17.16 To consider confirmation of Dr. S.M. Gupta and Dr. Arun Goel on the posts of Assistant Professors in Civil Engg. Department.

The Board notes the circumstances under which Dr. S.M. Gupta and Dr. Arun Goel who are drawing their pay as regular Asstt. Professors since 2001 could not be confirmed so far. The Board, however, decides that the whole matter may be referred to the MHRD with required supporting references.

17.17 To consider request of Dr. J.K. Chhabra, Asstt. Professor(under direct recruitment) for allowing him to join back as Asstt. Professor (under CAS).

The BOG observes that Dr. J.K. Chhabra has already completed the probation period and the Board has also confirmed him on the post of Asstt Professor in IT Deptt. in its 15th meeting held on 18.5.2009. Accordingly he is not allowed to go back to his parent Department i.e. Computer Engg. Deptt. Hence the Office Order for his confirmation as Asstt. Professor in IT Deptt. be issued immediately.



17.18 To consider the change of nomenclature of Chairmen of the Departments as Heads of Departments in consonance with Clause 20 of the Statutes.

The Board allows the change of nomenclature of Chairmen of the Departments/various Centres as Heads of Departments/Centres in terms of Clause 20 of the Statutes. The Heads of the Departments/Centres will be for two years on rotation basis. The present Chairmen of the Departments/Centres be re-designated as Heads of Department/Centres subject to the condition that they will continue as such for two years from the date of their appointments against their earlier positions to make the process proper and justified under Clause 20 of the Statutes. However, in view, the Heads of Departments will be appointed strictly as per Clause 20 of the Statutes.

17.19 To consider appointment of Deans in consonance with Clause 19 and Schedule C of the Statutes issued by the MHRD.

The Board allows the Institute to appoint six Deans in terms of Clause 19 of the Statutes for a term of two years as per details furnished in the agenda item.

However, the consultancy share which is at present being paid to the Dean(P&D) only will now be shared by both Dean(P&D) and Dean(Research & Consultancy) on 50:50 basis. Further the work relating to supervision of construction and the maintenance works of building, roads, water supply, sanitation, lawns & gardens, communication network, water coolers and telephone etc. will also be attended to by the Dean (Estate, Construction and Elect. Maintenance). As per Statutes these works are otherwise required to be attended to by the Dean(faculty Affairs).



All terms and conditions for appointment of the Deans will be regulated strictly as per the Statutes.

17.20 To consider and approve non-faculty positions for the Master of Business Administration (MBA) and Master of Computer Application (MCA) Departments.

The Board notes that while submitting proposal to the MHRD to start these courses, it was mutually understood that there will be no financial implications on the part of the MHRD being self financing Programmes and the Institute will run the MBA and MCA Programmes from the revenue generated from these Programmes. However this matter may also be first examined by the committee constituted under the agenda item 17.6 and then the whole matter may be referred to the MHRD after it is considered by the BOG.

17.21 To consider revision of Pay scales of Teachers and other staff on the recommendation of 6th Central Pay Commission.

After detailed discussion the Board approves the scheme of revised pay scales of teachers and other staff as per recommendations by the 6th Central Pay Commission strictly in terms of Govt. of India letter No F.23-1/2008-TS-II dated 18.8.2009 as per details furnished in the agenda item.

The Board has also detailed discussion on request of the National Institute of Technology Teachers Association that the benefits in the revised pay scales should be given to them in totality from the actual date of eligibility of an individual. The views of Dr. Krishna Gopal, Dean(P&D) and Chairman of the Pay Fixation Committee have also been listened by the Board during the course of discussion. The recommendations of the Committee in the matter are annexed herewith. Accordingly the Board decides as under:-



Board during the course of discussion. The recommendations of the Committee in the matter are annexed herewith. Accordingly the Board decides as under:-

- i) That the qualifying service period for the candidates promoted under CAS shall count for future promotions as clarified vide MHRD letter No. F.20-18/2003-TS.III dated June 4, 2004.
- ii) The financial benefits shall be given only from the date of the meeting of the BOG in which each individual case has been approved.
- iii) In revision unless or otherwise entailing any adjustment in the pay fixation, the same shall be carried out and all concerned will have to submit an undertaking that any excess payment made will be refunded/recovered from them.

17.22 To consider Cumulative Professional Development Allowance to the faculty for participating in National and International Conferences.

The Board allows the Cumulative Professional Development Allowance to the faculty for participating in National and International Conferences as per details furnished in the agenda item.

17.23 To consider confirmation of Sh. Rajender Kumar on the post of Lecturer.

The Board does not agree to confirm Sh. Rajender Kumar on the post of Lecturer till the matter pending against him is resolved upto the satisfaction of the administration. The matter may be again placed before the Board. Further necessary action may be accordingly taken in the matter by the Institute.

17.24 To note the advertisement for the post of Registrar in the Institute.

The Board desires that the advertisement for the post of Registrar of the Institute may be floated in time so that the process of appointment of the



new Registrar is completed by 15th December, 2009 as the present incumbent Sh. R.P.S. Lohchab is retiring on 31st December, 2009 on attaining the age of superannuation i.e. 60 years as mentioned in the agenda item.

The Board advises that due attention be given to essential qualifications required to be advertised as per UGC guidelines, desirable qualifications and pay scale etc. while advertising the post of the Registrar.

17.25 To ratify the action taken by the Hon'ble Chairman, Board of Governors in accepting the resignation of Dr. V.K. Bansal from the post of Lecturer, Civil Engineering Department.

The Board ratifies the action taken by the Hon'ble Chairperson, Board of Governors in accepting the resignation of Dr. V.K. Bansal from the post of Lecturer, Civil Engineering Department as per details furnished in the agenda item.

17.26 To consider Review Committee for Board of Governors proceedings.

The Hon'ble Chairman, Board of Governors observed that the subject mentioned in the agenda item 17.26 is not properly worded and it is also having some inconsistencies. In fact, heading of the agenda item should be as under:-

To consider appointment of a Standing Committee of Board of Governors on implementation and development.

It is proposed that the Standing Committee may be constituted to ensure the implementation of the BOG decisions in time because it has been observed sometimes that implementation of the BOG decisions is delayed. The said Standing Committee of the Board shall meet from time to time as desired by the Hon'ble Chairperson, BOG to discuss all important issues and developmental matters of the Institute and advise the



Hon'ble Chairperson accordingly. The constitution of the Standing Committee would be as under:-

| | | |
|------|--------------------------|------------------|
| i) | Hon'ble Chairperson, BOG | Chairman |
| ii) | Director | Member |
| iii) | Registrar | Member-Secretary |

The decisions taken by the Standing Committee shall be placed before the BOG for ratification. The proposed Standing Committee can be appointed by the Board in provision of Section 13(3) of NITs Act, 2007 which is reproduced below:-

"The Board shall have the power to appoint such Committees, as it considers necessary for the exercise of its powers and the performance of its duties under this Act."

The Board approves the constitution of the Standing Committee as discussed/proposed above and also its functions.

17.27 To consider payment of TA for journey performed by taxi/own car.

The Board desires that matter regarding payment of TA for journey performed by taxi/own car may be dealt with as per Central Govt. rules.

17.28 To re-consider promotion of Sh. D.K. Kaushik and Sh. S.N. Kaushik as Assistant Engineers (Electrical and Civil).

The Board decides that the Institute may furnish additional information regarding promotion of Shri D K Kaushik and Shri S N Kaushik keeping in view several developmental activities and various construction & maintenance works of the Institute. The Board requested the Hon'ble Chairperson, BOG to take up this matter with the MHRD on personal level. In the meantime status-quo in the matter may be maintained.



- 17.29 To consider and approve new classification of faculty and revised qualifications and experience for the recruitment of the faculty, keeping in view the recommendations of the Committee constituted for the purpose.

The Board desires that the institute authorities may take up the said issue with the MHRD so as to resolve it at the earliest.

- 17.30 To approve the recommendations of the Selection Committees for filling up the non-teaching promotional posts.

The Board noted recommendations of the Selection Committees for filling up the non-teaching promotional posts as per details given below:-

| Sr. No. | Name of the post | No. of the post required to be filled up on promotion basis | Persons recommended by the Selection Committees |
|---------|---------------------------|---|---|
| 1. | Assistant Pump Driver | 03 | 1. Shri Raj Kumar, Chowkidar 2. Shri Kapoor Singh, Chowkidar 3. Shri Vijay Kumar, Chowkidar |
| 2. | Lab. Attendant (Civil) | 01 | Shri Mohinder Singh, Lib. Attendant |
| 3. | Lab. Attendant (Chem.) | 01 | Shri Phool Kumar, Peon |
| 4. | Lab. Attendant (Ph.) | 01 | Shri Virender Singh, Lib. Attendant |
| 5. | Tech. Grade "B" (Physics) | 01 | Shri Surjit Singh, Lab. Attendant |
| 6. | Restorer | 01 | Shri Padam Kumar, Lib. Attendant |
| 7. | Library Attendant | 01 | Shri Swapan Kumar Biswas, Store Mate |
| 8. | System Attendant (EcE) | 01 | Shri Arjun Singh, Lab. Attendant |



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|-----|---------------------|------------------|--|
| 9. | Senior Stenographer | 02 | 1. Smt. Kanta Gajwani Jr. Stenographer 2. Shri Subhash Garg, Jr. Stenographer |
| 10. | Assistant | 03 (1 for SC) | 1. Shri Mahabir Singh, Clerk 2. Shri Mohinder Pal, Clerk 3. Shri Dharamvir Singh, Clerk |
| 11. | Accounts Clerk | 01 | Smt. Seema Arora, Jr. Stenographer |
| 12. | Senior Storekeeper | 01 | Shri Hardip Singh, Jr. Storekeeper |
| 13. | Clerk | 01 | Mrs. Poonam Kapoor, Lib. Attendant |

The Board approves above recommendations of the Selection Committees and desires that the said non-teaching promotional posts be filled up immediately within a day or two.

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

M N Bandyopadhyay
(M N Bandyopadhyay)
Director
NIT, Kurukshetra

J K Palit
(J K Palit)
Chairperson, BOG
NIT, Kurukshetra

R P S Lohchab
(R P S Lohchab)
Registrar-cum-Secretary
NIT, Kurukshetra

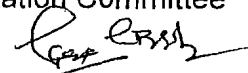
ANNEXURE TO THE MINUTES OF AGENDA ITEM 17.21

NATIONAL INSTITUTE OF TECHNOLOGY
KURUKSHETRA-136119

The advice of Dr. Krishna Gopal, Dean(P&D) and Chairman of the Pay Fixation Committee given to the Board during discussion at the time of the meeting held on 9.9.2009:-

- i) That the qualifying service period for the candidates promoted under CAS shall count for future promotions as clarified vide MHRD letter No. F.20-18/2003-TS.III dated June 4, 2004.
- ii) The financial benefits shall be given only from the date of the meeting of the BOG in which each individual case has been approved.
- iii) In revision unless or otherwise entailing any adjustment in the pay fixation, the same shall be carried out taking above points into account and all concerned will have to submit an undertaking that any excess payment made will be refunded/recovered from them.


(KRISHNA GOPAL)
Chairman Pay Fixation Committee



No.F-10-31/2009 TS III
Government of India
Ministry of Human Resource Development
Department of Higher Education
Technical Education Bureau

New Delhi, dated 8th September, 2009

To

The Director,
National Institute of Technology,
Kurukshetra.

Sub: Comments on agenda for the meeting of BoG, NIT, Kurukshetra to be held on 9th September, 2009.

Sir,

This is with reference to your Institute letter No. BOG 17TH 7339-48 Dated 21.8.2009 and the Agenda received for the meeting. The undersigned is directed to forward herewith comments of the MHRD on various agenda points as under:

Comments

17.1

i) The comments of MHRD should have been enclosed as Annexure to the agenda item for future reference and records.

ii) The comments have not been given due care and it appears that Board member tried to skirt the issues raised in the comments.

iii) Since the camera was purchased from the Plan fund, therefore, earlier justification given that it was purchased from the student funds before writing off the loss, does not hold any ground. Therefore, public money cannot be written off just like that by the Board. Since the officials of the Institute on foreign visit were quite senior, it was duty bound on them to see that the camera is kept in safe custody while on tour. There are other issues involved like, why the loss was not reported in earlier Board meetings. This point to deliberately skirting the issue by the Institute. As such, the Ministry does

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before the BoG on table
for consideration.
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not agree with writing off the camera and money lost shall be recovered from the officials who were on foreign visit.

iv) The disrespect shown to the comments of the Ministry is seen seriously by MHRD.

17.2 No comments.

17.3 No comments.

17.4 No comments.

17.5 No comments.

17.6 Statutes do not provide contract employment beyond 3 years. It is also known that Board in one of its earlier meetings, has granted extension only till such time the statutes come in to force. Therefore, Institute should immediately terminate all contract employees, especially those in higher pay scales of Rs. 8,000-13,500/- and above, re-advertise these posts and get the permanent persons against these posts. No deviation on this account will be allowed by the Ministry. Since the appointing authority for higher posts is BoG, it is for the BoG to take the decision. Independent decision taken by the Chairman will not hold any ground in such matters.

17.7 No comments.

17.8 No comments.

17.9 No comments.

17.10 Agreed.

17.11 The proposal for creation of additional faculty and non-faculty positions will need the prior approval of MHRD. The matter shall be referred to MHRD.

17.12 The posts of Drivers, and JE are not the teaching support staff. Teaching support staff is as clarified under heading "Technical Staff" in Statute 22(ii).

Also, it is not clear for how long these posts were lying vacant as posts lying vacant for more than one year are lapsed posts and require to be revived with the prior approval of MHRD. As such, action taken by the Institute is not legal.

- 17.13 Classification of posts needs to be done now in accordance with the 6th Central Pay Commission applicable to faculty in centrally funded technical institutes. CAS promotions also require the presence of Visitor's nominee in the Selection Committee. Therefore, the Institute shall wait for any further communication from MHRD.
- 17.14 The Institute is not right in saying that it has the sanctioned strength of 469 and vacancies of 199. The sanctioned strength shall be as per latest norms already known to Institute. The Institute is not justified in engaging contract staff against vacancies which do not exist at all.
- 17.15 May be decided as per merit of the case.
- 17.16 The proposal needs to be examined in detail. As such, the matter may be referred to MHRD, with all details.
- 17.17 There does not appear to be any justification for allowing Dr. Chhabra to revert back to AP (under CAS), once he has already completed the probation period, which was also approved by BoG in its meeting held on 18.5.2009. Action needs to be taken against the administrative people who deliberately delayed the issue of confirmation, giving ample time to Dr. Chhabra to think over the issue, which might have been influenced by latest pay up-gradation to faculty in technical institutions.
- 17.18 No comments.
- 17.19 May agree.
- 17.20 Creation of non-faculty posts require the approval of MHRD. Moreover, non-teaching posts cannot be created in isolation for individual Department. The MHRD has time and again informed the Institute to

submit the proposal for creation of non-faculty position in line with the norms approved by IFD. Therefore, Institute should get in touch with MHRD immediately along with necessary details.

- 17.21 The payment of arrears already made to Director, Professors, Asstt. Professors, and lecturers shall be adjusted while paying the 40% arrears.
- 17.22 No comments.
- 17.23 Board may decide based on the facts made available to the Board.
- 17.24 The qualifications mentioned are only essential qualifications. The Institute should take due care that desirable qualifications are also mentioned. IN addition, due care be taken so that the pay scales of the qualifications are adequately known to the applicants. The pay scale shall be as per UGC scales for the respective posts.
- 17.25 No comments.
- 17.26 The proposal is not acceptable. How a sub-Committee under the Chairman, BoG will review its own decision. It is for the Director being the CEO of the Institute to ensure that decisions of the Board are implemented in their true spirit. There is provision for quarterly meeting of the BoG, and in any case Board review the implementation of its decisions taken in a meeting, in its subsequent meeting. This appears to be a deliberate attempt to downgrade the sanctity of Board. Even if a monitoring committee is needed, it should be at the Institute level to be headed by Director, and not the Chairman.
- 17.27 No comments.
- 17.28 The views of MHRD have already been made known to the Institute. The Institute on its own cannot upgrade or create posts, the same has to be done by MHRD provided proper justification is given by the Institute. As there is no additional information, the item cannot be agreed to by

MHRD.

17.29 The proposal may be discussed with MHRD, before same is approved by the Board.

17.30 The proposal may be considered subject to the condition laid down in the report of the sub-Committee on this issue. It must also be ensured that only regular staff in the feeder posts fulfilling all eligibility conditions are considered. In no way any contract employee or fresh candidate is considered for the promotions.

2. It is also conveyed that there should be no table agenda.
3. This issues with the approval of competent authority.

Yours faithfully,


(Madan Mohan)
Director

