

**NATIONAL INSTITUTE OF TECHNOLOGY
KURUKSHETRA-136119**

**AGENDA
OF
BOARD OF GOVERNORS MEETING**



**17TH MEETING
TO BE HELD ON 09.09.2009**

**NATIONAL INSTITUTE OF TECHNOLOGY
KURUKSHETRA-136119**

Agenda : For the 17th meeting of Board of Governors.

Place : Senate Hall,
National Institute of Technology,
Kurukshetra

Day, date and time : Wednesday, the 9th September, 2009
at 11.30 AM

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(ii)

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Item 17.1

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

The minutes of the 16th meeting of the Board of Governors held on 30.7.2009 were circulated to all the members of the Board vide letter No. NITK/BOG 16th/7062-65 dated 11.08.2009 and Endst. No. NITK/ BOG 16th/7066-70 dated 11.08.2009. A copy of the minutes is enclosed as Appendix-I pages 2 to 13.

No comments have been received from any member.

The Board of Governors may confirm the minutes of the 16th meeting of the BOG held on 30.7.2009 as circulated to the members.

The action taken on the minutes of the 16th meeting of the Board will be reported to the Board in its next meeting.

**NATIONAL INSTITUTE OF TECHNOLOGY
KURUKSHETRA-136119**

APPENDIX-I

Minutes of the 16th (Spl.) meeting of the Board of Governors, National Institute of Technology, Kurukshetra held on 30th July, 2009 at 11.00 AM in the Meeting Hall of NIT Transit House, A-1/267, Safdarjung Enclave, New Delhi.

Present:

- | | | |
|-----|---|-----------|
| 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. | Dr. Hari Mohan Prasad,
University Head,
Department of English,
Magadh University,
Bodh Gaya (Bihar) | Member |
| 4.. | Dr.(Mrs.) Sudesh Mukhopadhyay,
Professor & Head,
Dep'tt. of Inclusive Education,
National University of Education Planning & Administration,
17-B, Aurobindo Marg,
New Delhi – 110 016 | Member |
| 5. | Dr. V.K. Arora,
Professor
Civil Engineering Department,
N.I.T. Kurukshetra. | Member |
| 6. | Prof. C.P.Bansal,
Lecturer(SG),
Electrical Engineering Department,
N.I.T. Kurukshetra | Member |
| 7. | Sh. R.P.S. Lohchab,
Registrar,
NIT, Kurukshetra | Secretary |

Sh. N.K. Sinha, IAS, Joint Secretary(T), Govt. of India, Dep'tt. of Higher Education, MHRD, New Delhi, Sh. S.K. Ray, Financial Advisor, Govt. of India,

Deptt. of Higher Education, MHRD, New Delhi and Sh. M.P. Gupta, Director, Technical Education Department, Govt. of Haryana, Chandigarh 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. The following decisions were taken:-

16.1 To confirm the minutes of the 15th meeting of the Board of Governors held on 18.5.2009.

The Director informed the Board that in response to NIT, Kurukshetra letter no NITK/BOG/15th/3823-28 dated 26th May, 2009 comments have been received from Sh. Madan Mohan, Director(NITs), Govt. of India and representative of the MHRD and other members of the BOG namely Dr. (Mrs.)Sudesh Mukhopadhyay, Dr.. Hari Mohan Prasad, Dr. V.K. Arora and Prof. C.P. Bansal which have been circulated among the members present at today's meeting.

As reported by the Institute in the agenda item 16.1, the Board noted that the camera as referred to in the BOG agenda item 15.15 was purchased from the Plan Grant of the Institute and not from the Students Fund and the cost of the camera was Rs. 35976.50 instead of Rs. 44,000(app.). The mistake took place inadvertently which has been regretted by the office.

With the permission of the Hon'ble Chairperson the Registrar-cum-Secretary read out the comments of each member and the Board after due consideration and detailed discussion unanimously made observations as under:

1. According to the comments received from Dr. (Mrs.) Sudesh Mokhopadhyay, Dr. Hari Mohan Prasad, Dr. V.K. Arora and Prof. C.P. Bansal, Members, BOG regarding minutes of the 15th meeting of the BOG, NIT, Kurukshetra held on 18th May, 2009, the minutes have been correctly recorded and are in the true spirit of the discussions held and decisions taken therein.

Further, on the comments received from Dr. (Mrs.) Sudesh Mokhopadhyay the minor correction pointed out for Agenda item no. 15.3 that ref. point is 14.13 and not 14.12 regarding " **No action was taken for appointing the Dean (Administration) as the Institute was waiting for the Statues from the Ministry of Human Resource Development**" stands corrected and shall be incorporated in the minutes.

2. The comments on the minutes of the meeting of the BOG held on 18.5.2009 as received from Sh. Madan Mohan, Director(NITs), MHRD alongwith the comments on behalf of Sh. S. Mohan, Director(Finance), MHRD vide letter No. F-10-19/2009-TS.III dated 16th June, 2009 were placed before the Board. After due consideration and detailed discussion on every point the Board made its observations as under:-

- i) Due procedure regarding recording of the minutes has been/is being followed by the Institute. As per Clause 4 (13) of the Statues the minutes were drawn by the Registrar (except minutes on the agenda item 15.24 which were drawn by the Director). The draft minutes were authenticated by the Director and the Hon'ble Chairperson, Board of Governors as internal arrangement only. Subsequently the minutes were circulated to the members of the Board and after the minutes are confirmed in the present BOG meeting, the same will be recorded in the Minute Book duly signed by the Hon'ble Chairperson, BOG. The minutes have since been confirmed by other six members of the Board who attended the BOG meeting held on 18.5.2009 (including the Hon'ble Chairperson, BOG and the Director of the Institute who authenticated the minutes as mentioned above).
- ii) Regarding BOG agenda item 15.5 the matter stands referred to the MHRD for clarification and the over payment made, if required, will be recovered. The minutes have been correctly recorded in the spirit of the detailed discussion.

- iii) The BOG agenda item 15.7 relates to the minutes of the FC meeting held on 21.2.2009 (and not agenda item 15.4) (ii) as mentioned in the comments sent by the MHRD). It was decided by the Board in concluding part of the discussion that the issues contained in the FC agenda item 15.12, 15.13 and 15.14 should be referred to the MHRD for their proper instructions in the matter. Accordingly the matter stands referred to the MHRD. No further action will be taken by the Institute till instructions are received from the MHRD.
- iv) Regarding promotion of the non-teaching staff as mentioned in the FC agenda item 15.25 (the BOG agenda item 15.7(iv) may be referred to), a specific request was made by the BOG in the meeting held on 18.05.2009 to a committee comprising Sh. Madan Mohan, Director(NITs), MHRD, Sh. S.Mohan, Director(Finance), MHRD and Prof.(Mrs.) Sudesh Mukhopadhyay, Member of the Board to submit their report to the Hon'ble Chairman, BOG for final decision within a period of fortnight. The recommendations of the said committee have since been received and the same are being considered by the BOG today on 30.07.2009 under the agenda item 16.3. However, the Board agrees to delete the time period as recorded in the minutes as suggested

Regarding the FC agenda item 15.10 (pertaining to wheat loan of Rs. 10,000/- to Class-III and Class-IV employees), the proposal given by the Institute in the agenda item was not approved by the BOG. The minutes have been correctly recorded.

The BOG agenda item 15.11 relates to enhancement in sitting fee for the Hon'ble Chairperson, members of the BOG, Senate, FC, Building & Works Committee and external experts of various Selection Committees as well as payment of sitting fee to the Hon'ble Chairperson, BOG when he happens to visit Kurukshetra/New Delhi in connection with the official affairs of the Institute and devotes sufficient time. However the Board only agreed to enhancement in the sitting fee for Hon'ble Chairperson, BOG, members of the Statutory bodies like BOG, FC, Senate and BWC from existing Rs. 1000/- to Rs. 2000/- per sitting an Rs. 1000.00 to Rs.

1500.00 for various selection Committee and other Committees constituted by the BOG from time to time except to those who are internal members of the Institute. No decision has been recorded regarding payment of any sitting fee for the Hon'ble Chairperson, BOG except for the meetings of the BOG and FC chaired by the Chairperson as suggested by the Hon'ble Member Shri M.Mohan, Director (NITs). Accordingly no extra sitting fee is being paid to the Hon'ble Chairman, BOG in connection with other official matters of the Institute.

Regarding the BOG agenda item 15.12 which pertains to provision of a Camp Office of the Institute at New Delhi, it was decided by the Board that the matter may be referred to the FC with detailed financial implications. Accordingly the matter was referred to the Finance Committee of the Institute in its 16th meeting held on 30.6.2009. The FC recommended as under:-

"The Finance Committee recommended to the Board that the matter be referred to the MHRD with a request to re-examine the subject matter in the light of facts stated above and agree to set up a camp office-cum-transit house of NITK at New Delhi. This will require a maintenance amount of Rs. 1.00 lac (app.) per month to be met from the Institute Development Fund (earned out of Consultancy) without involving Govt. grant".

The minutes of the FC meeting dated 30.6.2009 has already been forwarded to all members of FC.

- v) Regarding the BOG agenda item 15.13, no doubt it was pointed out by representative of the MHRD during the course of discussion that the Ministry of Finance has already turned down the Institute proposal relating to pension but the Board reached a conclusion that the matter may be further pursued by the Hon'ble Chairperson, BOG with the Hon'ble Finance Minister, Hon'ble Minister of Human Resource Development, Govt. of India alongwith Directors of NIT, Kurukshetra, BRA-NIT, Jalandhar and NIT, Silchar.

- vi) The BOG agenda item 15.20 relates to action taken by the Chairperson, BOG in anticipation of the approval of the Board regarding faculty visiting from the foreign universities. The action taken by the Hon'ble Chairperson was ratified by the Board alongwith certain observations as mentioned in the minutes. It may be indicated that there is already a reference in the BOG agenda item 15.20 that extending fellowship, honorarium/remuneration and other facilities have to be on reciprocal basis as per decision taken by the Board in its 13th meeting held on 24.1.2008. Minutes have been correctly recorded.

With reference to the BOG agenda item 15.22 for providing better medical facilities to the employees of NIT, Kurukshetra, being a remote place, the Board agreed in principle that the employees of NIT, Kurukshetra regarding reimbursement of medical expenses incurred on there treatment in Govt./Private Hospitals/Diagnostic Centers recognized by the CGHS in Delhi/Chandigarh and other places in India payment may be made at par with CGHS rated at full rates charged by the concerned hospital on production of payment vouchers duly signed by the concerned HOD/Officer of the hospital. The Board also decided that detailed rules on the medical re-imbursement on CGHS pattern be framed by the Institute and placed before the Finance Committee with financial implications involved.

Accordingly the matter was placed before the Finance Committee in its 16th meeting held on 30.6.2009 which has decided as under :

"The Finance Committee recommended to the Board that the new Medical Attendance and Treatment Rules-2009 drafted by the Institute as per details furnished in Annexure-J enclosed with the agenda item 16.12 be referred to the Ministry of Human Resource Development, New Delhi for obtaining approval of the Visitor. The proposed Medical Attendance and Treatment Rules-2009 are made under the provision of clause-5(ii) of the Statutes for NIT, Kurukshetra which shall be applicable only after the assent of the Visitor

and shall replace the rules as mentioned under Clause-24(4) of the Statutes."

vii) The minutes on the BOG agenda item 15.23 have also been correctly recorded in the spirit of the discussion. However the BOG has no objection if the words "in view of the explanation given by the Director" are inserted after the word "further" on page 11 of the minutes.

viii) The minutes on the BOG agenda item 15.24 which relates to grant of pay scale of Rs. 16400-450-20900-500-22400 to Sh. R.P.S. Lohchab, Registrar have also been correctly recorded in spirit of the detailed discussion which took place at the time of the meeting. However, the Board in its meeting held on 30.07.2009 once more discussed the matter at length keeping in view the recruitment rules received from the MHRD. All the members present in the meeting agree with the justification of eligibility of the pay scale of Rs. 16400-450-20900-500-22400 to Sh. R.P.S. Lohchab, Registrar as under on the basis of the recruitment rules notified by the MHRD and official records of the Institute:-

a. As per Gazette of India published on 1st July, 2008 as received from the MHRD "the minimum requirement of 55% marks shall not be insisted upon in the case of existing incumbents who are already in the NIT system" and the incumbent for the post of Registrar should have "15 years of administrative experience out of which eight years as Deputy Registrar or an equivalent post". Although Sh. Lohchab is a Post Graduate but he does not have 55% marks which "shall not be insisted upon" in case of Sh. R.P.S. Lohchab as mentioned in the recruitment rules. Sh. Lohchab has worked as Deputy Registrar(Accounts) in REC, Kurukshetra (now NIT, 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. As such he fulfills qualifications and experience as mentioned in the recruitment rules notified by the MHRD.

- b. Although there is a maximum age limit of 55 years for the incumbent and Sh. Lohchab is about 59 ½ years old (retiring on 31st December, 2009 after attaining superannuation age of 60 years), the clause (iv) of the MHRD letter No. F.20-6/2008.TS.III(Pt.) dated 8th August, 2008 issued by the Director(NITs), MHRD reads that "in case 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 Board agrees with the above justification and reiterates their earlier decision taken in 15th BOG meeting held on 18.5.2009 that Sh. R.P.S. Lohchab be allowed the pay scale of Rs. 16400-450-20900-500-22400 w.e.f. 18.5.2009.

Regarding comments of the Director(Finance), MHRD communicated by the Director(NITs):-

- i) The minutes on the agenda item 15.15 have been correctly recorded. The Hon'ble Chairperson, BOG after detailed discussions gave his ruling in terms of clause 4(12) of the Statutes that the camera under reference be written off as it was lost by the Institute delegation in foreign country while performing official duty.
- ii) Regarding comments that the incumbent Registrar should possess experience of Deputy Registrar in the scale of Rs. 12000-18500, the BOG observed that there is no condition of the scale in the recruitment rules notified by the MHRD. The relevant clause in the recruitment rules reads that "the incumbent should have 15 years of administrative experience out of which eight years as Deputy Registrar or an equivalent post".

The Board also observed in their meeting of 30.7.2009 that the essential qualification required for the post of Registrar as well as experience as contained in the Gazette of India published on 1st July,

2008 and those notified by the MHRD through corrigendum bearing No. F.20-6/2008-TS.III(pt.) dated 9th March, 2009 are not at all different which is evident from the following table:-

Essential qualification as contained in the Gazette of India published on 1 st July, 2008	Essential Qualification as contained in the MHRD corrigendum bearing No. F. 20-6/2008-TS.III(pt.) dated 9 th March, 2009
<p>1. Master's degree with at least 55% marks or its equivalent.</p> <p>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> <p>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 existing incumbents who are already in the NIT system.</p> <p>OR</p> <p>Comparable experience in research establishments, institutions of technical education, or in Government.</p>	<p>1. Master's degree with at least 55% marks or its equivalent.</p> <p>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> <p>OR</p> <p>Comparable experience in research establishments, institutions of technical education, or in Government.</p> <p>OR</p> <p>15 years of administrative experience out of which eight years as Deputy Registrar or an equivalent post.</p> <p>The minimum requirement of 55% marks shall not be insisted upon in the case of existing incumbents who are already in NIT system.</p>

Further the Board decided to rectify the mistake done by the office in respect of minutes recorded for the agenda item 15.3 on page No. 3 of the minutes as commented by Dr.(Mrs.) Sudesh Mukhopadhyay. The reference of BOG agenda item 14.12 be replaced by 14.13. Accordingly proper incorporation be made.

While concluding discussion on the BOG agenda item 16.1 after having considered comments received from representatives of the MHRD and other members of BOG after having made observations and above the BOG unanimously confirmed the minutes of the 15th meeting of the BOG held on 18.05.2009 as circulated by the Institute vide its letter No. NITK/BOG 15th /3823-28 dated 26.5.2009 and Endst. No. NITK/ BOG 15^h/3829-33 dated 26.5.2009.

16.2 To consider the matter regarding qualifying service and eligibility for promotion as Professor under CAS in respect of some faculty members.

The Board considered the report of the Committee constituted by the Hon'ble Chairperson in this regard. Keeping in view the instructions issued by the MHRD vide their letters No. F.1-12/2006-IFD dated 25.10.2006, No. F.29-3/2006-IFD dated 4.2.2007 and No. F.10-9/2007-TS.III dated 26.9.2007, the Board decided to approve the date of eligibility criteria for promotion as Professor under Career Advancement Scheme as indicated by the Committee members in column 4 of main Table No. 4 (last page) of their report submitted on 2.7.2009. Accordingly the date of eligibility for promotion as Professor under CAS in respect of the said faculty members would be as under:-

Sr. No.	Name of Faculty Member	Date of eligibility for promotion as Professor under CAS
1.	Dr. Hari Singh	30.06.2010
2.	Dr. P.C.Tiwari	30.06.2012
3.	Dr. L.M.Saini	30.06.2010
4.	Dr. S.K. Patidar	30.06.2010
5.	Dr. Ashwani Jain	30.06.2012
6.	Dr. S.M. Gupta	30.06.2009

The above date of eligibility for promotion as Professor under CAS has been decided from the date of acquiring the Ph.D. by the concerned faculty member.

16.3 To consider filling up the non-teaching promotional posts.

The Board observed as under:-

- i) The promotion of non-teaching staff in terms of condition No. 3 contained in the recommendations of the Committee constituted by the Board in their 15th meeting held on 18.5.2009 are held up because the promotional posts arise only after the retirement of the employees in the promotion cadres as well as due to the resultant vacancies arising on account of promotions made in the respective cadres.
- ii) It is essential to give minimum promotions to the non-teaching staff on the grounds furnished by the Institute in the agenda item.
- iii) The NIT Act, 2007 has been enforced from 15th August, 2007 i.e. after the receipt of MHRD letter No. F.9-7/2006-TS.III dated 29.5.2006. As per Clause 13(2)(a) & (d) of the NITs Act, 2007, the Board can take decision on questions of policy relating to the administration and working of the Institute and the Board can institute and appoint persons to academic as well as other posts in the Institute.

The Board, therefore, decided to allow the Institute to fill up 18 non-teaching posts as per details furnished in the agenda item by way of promotions to maintain the administrative and academic efficiency of the Institute which is very vital for running the current programmes by using the powers under clause 13(2)(a) & (d) of the NITs Act, 2007. However extra precautions may be taken so that no eligible person is left out.

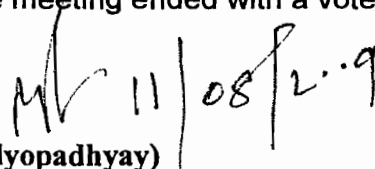



16.4 To consider appointment of Medical Officer on contract basis in the Health Centre, NIT, Kurukshetra.

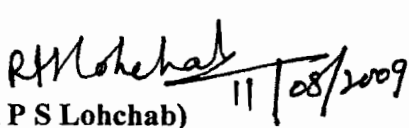
The Board approved to engagement of Dr. D.N. Gupta as Medical Officer in the Institute Health Centre on contract basis on consolidated salary of Rs. 30,000/- per month for a period of six months.

Further the Board decided that Dr. D.S. Saini may be given extension in his present contractual appointment for a further period of three months w.e.f. 01.09.2009 to 30.11.2009 on the existing terms and conditions. However it will be his last extension as he is attaining the age of 60 years on 30.11.2009.

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


(M N Bandyopadhyay)
Director
NIT, Kurukshetra


(J K Palit)
Chairperson, BOG
NIT, Kurukshetra


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

Item 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 may please note the action taken report on the minutes of the 15th meeting of the Board of Governors held on 18th May, 2009 as given below:-

Item No.	Subject	Action taken
15.1	To note the re-constitution of Board of NIT, Kurukshetra as per NIT Act, 2007.	No further action is required.
15.2	To confirm the minutes of the 14 th meeting of the Board of Governors held on 20.1.2009.	No further action is required.
15.3	To note the action taken report on the minutes of the 14 th meeting of the Board of Governors held on 20 th January, 2009.	No further action is required.
15.4	To consider nomination of the Board of Governors on the Finance Committee and Building & Works Committee of National Institute of Technology, Kurukshetra.	The action regarding nomination of BOG members on the Finance Committee has been taken. Further the Hon'ble Chairperson, BOG has nominated Sh. Vijay Prakash Saha, Chief Technical Advisor, SEEMCON, Chandigarh, (Safety, Environment, Energy and Management Consultant), W-16, Green Park, New Delhi-110016 as member on Building & Works Committee of the Institute.
15.5	To ratify action taken by Hon'ble Chairperson, BOG for making reimbursement/payment of Children Education Allowance to the employees of NIT, Kurukshetra.	The matter stands referred to the MHRD for clarification.
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 BOG decision noted for compliance in future.

15.7	To consider and ratify minutes of 15 th meeting of the Finance Committee, National Institute of Technology, Kurukshetra held on 21.2.2009.	The action has been taken as under:- FC 15.9 Action has been taken. FC 15.12, 15.13, 15.14 Case referred to MHRD, New Delhi. FC 15.18 Action has been taken. FC 15.25 Action has been taken. FC 15.26 Action has been taken. The FC in its 16 th meeting held on 30.6.2009 has noted that as per recommendations of the Committee constituted by the Director at the Institute level, no further enhancement in seat rent is possible at present. The Ministry of Social Justice/Tribal Development is being approached for availing the facility of scholarship schemes for SC/ST students .
15.8	To consider and approve the minutes of the 12 th meeting of the Senate, National Institute of Technology, Kurukshetra held on 19.01.2009.	Action has been taken as per minutes of the Senate.
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.	Action has been taken.
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.	Noted for compliance. No further action is required.
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.	Action has been taken.
15.12	To consider facilities for Hon'ble Chairman, BOG during visits to NIT, Kurukshetra/New Delhi.	The matter was placed before the FC in its 16 th meeting held on 30.06.2009. The minutes of the FC are being placed before the Board for ratification in this meeting vide agenda item 17.3.

15.13	To consider introduction of Pension-cum-GPF Scheme for the employees of NIT, Kurukshetra at par with other NITs.	The matter is being taken up with the Govt. of India by the Hon'ble Chairperson, BOG.
15.14	To consider the seniority of faculty members promoted under CAS at par with direct recruits.	No further action is required.
15.15	To consider writing off the Camera lost while performing official duty abroad.	The action has been taken.
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.	The panel of external experts has been reviewed as per the Statutes and found in order and the same will be applicable for two years from 18 th May, 2009, the date of 15 th BOG meeting.
15.17	To consider confirmation of Professor and Assistant Professors.	The faculty members have been confirmed from the due date as per details furnished in the agenda item except Dr. J.K Chhabra.
15.18	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.	No further action is required.
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 6 th CPC recommendations as accepted by the Government to the employees of Central Autonomous Bodies.	Action has been taken.
15.20	To ratify action taken by the Chairperson, Board of Governors in granting approval to the faculty visiting from the foreign universities.	No further action is required. .
15.21	To consider upgradation of the posts of Junior Engineers (Electrical and Civil) and promotion of Shri D K Kaushik and Shri S N Kaushik as Assistant Engineers (Electrical and Civil) in the pay scale of Rs. 8000-13500.	The matter is again being placed before the Board in this meeting vide agenda item_____.

15.22	To consider providing Medical facilities to the employees of NIT, Kurukshetra at par with Central Govt. employees.	The matter was placed before the FC in its 16th meeting held on 30.06.2009. The minutes of the FC are being placed before the Board for ratification in this meeting vide agenda item 17.3.
15.23	To approve the recommendations of the Selection Committee for the grant of Senior Scale/Selection Grade and promotion as Assistant Professor and Professor of faculty under Career Advancement Scheme (CAS).	Action has been taken.
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.	Action has been taken.
15.25	To consider Extraordinary Leave (without pay) and Deputation rules for employees of the Institute.	The decision of the Board has been noted for compliance. However, the action on framing its own rules on EOL and deputation is being taken.
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).	The decision of the Board has been informed to Mrs. Manjula Sharma.
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	The Board has again considered the matter in its 16 th meeting held on 30.7.2009.
15.28	To consider the seniority of Lab. Attendants/Lib. Attendants and APDs for the allotment of F-Type houses.	The action is being taken on the decision of the Board.
15.29	To consider proposal to setup a Centre for Continuing Education and External Collaboration (CCEC) at NIT, Kurukshetra.	Action is being taken as per decision of the Board. The detailed proposal for setting up a CCED at NITK is under preparation. The same will be reported to the Board in its next meeting.

15.30	To consider providing facilities in the Health Centre for medical care of employees of the Institute.	The matter was placed before the FC in its 16th meeting held on 30.06.2009. The minutes of the FC are being placed before the Board for ratification in this meeting vide agenda item 17.3.
15.31	To consider organizing the International Conference on Energy and Environment by the Institute.	The appreciation letters have been issued to the Conference Chair and Convener of the Conference.
15.32	To consider faculty position of the Institute in pursuance of the approval by the Ministry of Human Resource Development.	The decision of the Board noted for compliance.
15.33	To note First Statutes for National Institute of Technology, Kurukshetra	No further action is required.

The Board may please note.

Item 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 minutes of the 16th meeting of the Finance Committee National Institute of Technology, Kurukshetra held on 30.6.2009 were circulated to all the members of the Finance Committee vide letter No. Acs/16th FC/4863-64 dated 08-07-2009 Endst. No. Acs/16th FC/4865-68 dated 08-07-2009. A copy of the minutes is enclosed as Appendix- II pages 20-28. The agenda of the Finance Committee is enclosed as Annexure to Item 17.3 with the main agenda of the Board meeting.

No comments have been received from any member.

The Board of Governors may ratify the minutes of the 16th meeting of Finance Committee held on 30.6.2009 as circulated to the members.

**NATIONAL INSTITUTE OF TECHNOLOGY
KURUKSHETRA-136119**

Minutes of 16th meeting of the Finance Committee, NIT, Kurukshetra held on 30.6.2009 at 11.00 a.m. in the Office Chamber of Hon'ble Chairperson, Board of Governors and Finance Committee, National Institute of Technology, Kurukshetra.

PRESENT:

1. Prof. J K Palit, In Chair
Hon'ble Chairperson, Board of Governors &
Chairman, Finance Committee,
National Institute of Technology,
Kurukshetra
2. Dr. M N Bandyopadhyay Member
Director,
National Institute of Technology.
Kurukshetra.
3. Dr. Hari Mohan Prasad, Member
University Head,
Department of English,
Magadh University,
Bodh Gaya (Bihar).
4. Dr. V K Arora, Member
Professor,
Civil Engineering Department,
N.I.T., Kurukshetra
- 5.. Sh. R P S Lohchab Ex-Officio
Registrar, Member-Secretary
National Institute of Technology,
Kurukshetra.

Contd...

Shri N K Sinha or his nominee and Shri S K Ray or his nominee, members from Ministry of Human Resource Development, Govt. of India, New Delhi could not attend the meeting.

Before the Agenda was taken up, Sh.R P S Lohchab, Registrar & Member-Secretary 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:

16.1 To confirm the minutes of 15th meeting of the Finance Committee, National Institute of Technology, Kurukshetra held on 21.2.2009.

The Finance Committee confirmed the minutes of its 15th meeting held on 21.2.2009 along with observations made by the Board of Governors in their 15th meeting held on 18.5.2009 as mentioned in the FC agenda item 16.1. The Finance Committee decided that the said observations of the Board may be taken as modified decisions of the Finance Committee and would be in operation as such.

The Finance Committee resolved that a formal request be made by the Director, NIT, Kurukshetra to Sh. Madan Mohan, Director (NITs), Ministry of Human Resource Development, Govt. of India, New Delhi for expediting recommendations of the Committee constituted with reference to the BOG decision taken in the agenda item 15.7 relating to promotion of the non-teaching staff as the matter is very urgent and of great concern for the Institution.

The FC also desired that the Ministry of Social Justice and Tribal Development be approached urgently for availing the facility of scholarship schemes for SC/ST students etc.

Contd...



16.2 To note follow up action taken on the minutes of 15th meeting of the Finance Committee held on 21.02.2009.

The Finance Committee noted follow-up action taken on minutes of 15th meeting of the Finance Committee held on 21.2.2009 as per details furnished in the agenda item 16.2 with the following observations:-

- i) Action has been taken in introducing M.Tech. Computer Engineering (full time programme) from the Academic Session 2009-10 with reference to the FC agenda items 15.6 and 15.22.
- ii) Although the issues under the agenda items 15.12, 15.13 and 15.14 stand referred to Finance Department, Govt. of Haryana through the Director, Technical Education Department, Haryana, those are now required to be submitted to the MHRD as per decision of the BOG taken in their 15th meeting held on 18.5.2009 (BOG agenda item 15.7 may be referred to).
- iii) With reference to the FC agenda item 15.21 the Deputy Registrar (Accounts) intimated that Sh. R.K. Sharma, Director of Sports submitted a reimbursement claim of Rs. 8,35,220/- against which an amount of Rs. 4,14,392/- has been reimbursed to him as per rules and no further amount is reimbursable to him. The Finance Committee desired that Sh. R.K. Sharma be accordingly intimated.

16.3 To consider and approve the Annual Accounts of the National Institute of Technology, Kurukshetra for the year 2008-09.

The Finance Committee considered and approved the Annual Accounts of the Institute for the year 2008-09 for verification/certification by the Accountant General(Audit), Haryana.



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16.4 To note the position of Research Schemes/Projects sanctioned to Principal Investigators of the Institute.

An updated statement showing the position of Research Schemes/Projects as on 31.3.2009 was placed before the Finance Committee on table (copy also enclosed with the minutes as Annexure-A). The Finance Committee noted the position of Research Scheme/Projects sanctioned to the Principal-Investigators.

The Finance Committee desired that Purchase Rules of IIT, New Delhi relating to Research Schemes/Projects may be followed with the approval of the Board of Governors so as to boost up the progress in research work. The Finance Committee also desired that a "Schemes/Projects Monitoring Committee" be constituted at the Institute level comprising of Chairman of the Concerned Department, Dean(Research) and one member from outside the Institution who may be expert in the field so as to review the progress of each Scheme/Project periodically.

16.5 To approve the Modified Assured Career Progression Scheme (MACPS) for the Non-teaching and Teaching supporting employees of the Institute on Central Government Pattern w.e.f. 1.9.2008.

The Finance Committee recommended to the Board that the Modified Assured Career Progression Scheme (MACPS) for Non-teaching and Teaching supporting employees of the Institute on Central Government Pattern be implemented w.e.f.1.9.2008. with prior concurrence of the Ministry of Finance and the matter may be accordingly referred to the MHRD.



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Item 16.6 To consider facilities for the Hon'ble Chairman, BOG during visits to NIT Kurukshetra/New Delhi.

The Finance Committee considered comments sent by the Director (NITs), MHRD, New Delhi vide letter No. F.10-21/2009-TS.III dated 29.6.2009 on the FC agenda item 16.6.

The Finance Committee felt that there has been confusion because of heading of the agenda item 16.6. In fact setting up a camp office at New Delhi is not at all a personal facility for the Hon'ble Chairman, Board of Governors. It is all meant for interest of the Institution. The proposed camp office is required for facilitating the official functioning of the NIT, Kurukshetra and its proper growth and development. It would be utilized by the Director, the Deans, the Registrar and other faculty members/officers of the Institute in addition to the Hon'ble Chairman, BOG. While staying at New Delhi, the Hon'ble Chairman, BOG can coordinate the activities of the Institution with the MHRD and other Ministries/Departments situated at New Delhi in a better way and more actively & efficiently.

The Finance Committee recommended to the Board that the matter be referred to the MHRD with a request to re-examine the subject matter in the light of facts stated above and agree to set up a camp office-cum-transit house of NITK at New Delhi. This will require a maintenance amount of Rs. 1.00 lac (app.) per month to be met from the Institute Development Fund (earned out of Consultancy) without involving Govt. grant.

Item 16.7 To introduce Intensive Care Unit (ICU) in the Health Centre of the Institute.

The Finance Committee recommended to the Board that an Intensive Care Unit (ICU) be introduced in Health Centre of the institute as per details furnished in the agenda item 16.7. While funds required for equipments, manpower and building will be met from plan/non-plan budget of the Institute, the amount required for Ambulance may be spent from the Students Funds as mentioned in the agenda item.



Contd...

- Item 16.8 To consider anomaly in the pay of senior faculty at par with junior due to advance increments on acquiring Ph.D increments.**

The Finance Committee noted that as per Central Govt. rules when junior gets more pay due to additional increments earned on acquiring higher qualifications the instance does not constitute anomaly for stepping up of pay of the senior. Accordingly the salary of Dr. Mahesh Pal cannot be stepped up.

- Item 16.9 To consider protection of pay in respect of Dr. S K Jain, Assistant Professor in Computer Engineering Department of the Institute.**

The Finance Committee recommended to the Board that the pay of Dr. S K Jain may be protected at the time of his joining at NIT, Kurukshetra in terms of CCS (RP) Rules, 2008 as cited in the agenda item 16.9

- Item 16.10 To consider enhancement of Hostel Charges (Seat Rent) from the students residing in New Hostels.**

The Finance Committee noted that as per recommendations of the Committee constituted by the Director at the Institute level, no further enhancement in seat rent is possible at present.

- Item 16.11 To consider enhancement in the number of merit scholarship as well as amount of scholarships,**

This item was withdrawn by the Member Secretary. He intimated the Finance Committee that the matter will be placed before the Finance Committee in its next meeting.



Contd...

Item 16.12 To consider medical facilities for the employees of National Institute of Technology, Kurukshetra.

The Finance Committee recommended to the Board that the new Medical Attendance and Treatment Rules-2009 drafted by the Institute as per details furnished in Annexure-J enclosed with the agenda item 16.12 be referred to the Ministry of Human Resource Development, New Delhi for obtaining approval of the Visitor. The proposed Medical Attendance and Treatment Rules-2009 are made under the provision of clause-5 (ii) of the Statutes for NIT, Kurukshetra which shall be applicable only after the assent of the Visitor and shall replace the rules as mentioned under Clause 24(4) of the Statutes which reads as under:-

"The employees of the Institute shall be entitled to reimbursement of medical expenses incurred on themselves and their families as per Central Civil Services (Medical Attendance) Rules, 1944".

Any other item with permission of the Chair

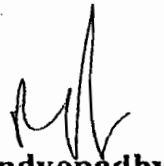
The Finance Committee observed with concern that security arrangements at the Campus are inadequate and very poor. The Institute is having just traditional unskilled persons to look after its security. The Institute needs sound, tight and trained security to maintain peace and harmony at the Campus. There have been frequent incidents of thefts, entry of unauthorized vehicles and individuals in the past which have made the residents feel un-safe. The Finance Committee, therefore, felt that there is need to hire some private registered service provider(s) for deploying proper and skilled security persons in all sectors of the Institute in general including hostels and some important strategic points in particular.

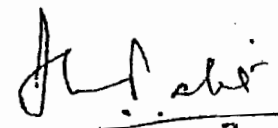
The Finance Committee recommended to the Board that registered service provider(s) be hired by the Institute after inviting quotations etc. as per rules. The adjoining Kurukshetra University,

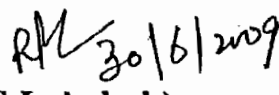
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Kurukshetra which is engaging the private registered service providers may also be consulted in the matter. The expenditure involved may be met from the Students Fund. A detailed statement in this regard may be prepared by the Registrar and put up before the Hon'ble Chairman for his persual and then placed before the next BOG meeting for its approval.


(M.N. Bandyopadhyay)
Director
NIT, Kurukshetra


(J.K. Palit) 30/6/09
Hon'ble Chairperson, BOG
and Chairman, Finance Committee
NIT, Kurukshetra


(R P S Lohchab)
Registrar & Member-Secretary

Statement showing the position of Research Projects/Schemes as on 31.03.2009

S.No.	Name of the Scheme/Project	Name of the Principal Investigator (Dr./Sh./Ms.)	Sponsoring Agency	Year of Grant of Scheme	Year of Completion of Scheme	Amount Sanctioned / Received (Rs. In Lakhs)	Interest credited in the Scheme	Amount available as on 31.03.09	Status of the Scheme/Project
1	FIST Scheme	Dr. V.K. Arora Professor Civil Engg. Deptt.	DST, GOI, New Delhi	Aug'04	Aug'09	16.35	0.57	1.06	Scheme in Progress
2	Information Security Education Awareness	Dr. A. Swarup Professor Elect. Engg. Deptt.	MC& IT, GOI, New Delhi	Apr'05	Mar'2010	4.44	0.65	3.09	Scheme in Progress
3	Special man power Development Programme	Dr. A.K. Gupta Professor Electronics Deptt.	MC& IT, GOI, New Delhi	Apr'05	Mar'2010	15.54	1.34	3.96	Scheme in Progress
4	Eqrthquake Risk Management	Dr. H.K. Sharma Professor Civil Engg. Deptt.	DTE, (Hr.), Chandigarh	2006	* Mar'09	8.42	1.03	4.38	* Scheme in Progress. Extended upto Mar'2010 as intimated by P/I
5	Rural Roads Pavement Performance Study	Dr. S.N. Sachdeva Professor Civil Engg. Deptt.	NRRDA, GOI, New Delhi	2006	* Mar'09	4.00	0.53	4.53	* Amount has been refunded to the funding agency in Apr'09
6	Template Synthesis and Characterization of Microcyclic Complexes	Dr. D.P. Singh Asstt. Professor Chemistry Deptt.	UGC, New Delhi	2007	Mar'2010	3.71	0.06	1.52	Scheme in Progress
7	Detailed Estability Study	Dr. N.K. Gupta Professor Civil Engg. Deptt.	DST, GOI, New Delhi	2007	Mar'2010	6.00	0.37	4.91	Scheme in Progress
8	Studies on water quality assessment of Braham / Sanihit Sarover	Dr. S.K. Patidar Asstt. Professor Civil Engg. Deptt.	DST, GOI, New Delhi	2007	Oct'09	20.00	1.28	3.90	Scheme in Progress
9	Water Harvesting to curb Ground Water	Dr. K.K. Singh Asstt. Professor Civil Engg. Deptt.	Ministry of Science & Technology, GOI New Delhi.	2007	Feb'2010	9.00	0.31	7.29	Scheme in Progress
10	Development of a Model for intelligent integration of process planning and scheduling for flexible systems in manufacturing for performance improvement in evolving CIM environment	Dr. Ajai Jain Asstt. Professor Mech. Engg. Deptt.	Ministry of Science & Technology, GOI New Delhi.	2008	June'2011	9.00	0.00	3.28	Scheme in Progress

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.

Mrs. Manjula Sharma, Assistant Professor (CAS), Humanities & Social Sciences Department vide her letter dated 7.7.2009(copy enclosed as Appendix III page 31) stated that her request for Sabbatical Leave to pursue doctoral work was turned down by the BOG. Since her doctoral work is at crucial stage so she has no option but to ask for grant of Extraordinary Leave (without pay) from 15.7.2009 to 13.11.2009.

The matter with regard to grant of Extraordinary Leave (EOL)/Deputation for the teaching Staff was placed before the Board of Governors of the Institute 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".

As present no other faculty member in Humanities & Social Sciences Department on EOL/Deputation

In view of position explained above Mrs. Manjula Sharma is eligible for the grant of Extraordinary Leave (without pay).

Mrs. Manjula Sharma has been in the employment of the Institute since 19.3.1985 (AN). She has about 24 years service. She has earlier availed about 8 months EOL during her total service of 24 years.

As per rules, the grant of Extraordinary Leave to the faculty members is within the purview of the Board of Governors of the Institute. Generally the Institute gets the EOL sanctioned in such cases from the Chairman, BOG of the Institute and then action taken by the Chairman, BOG is got ratified from the BOG in subsequent meeting. So her case for getting approval in anticipation of the approval of the Board was sent to the Hon'ble Chairman, Board of Governors. The Chairman, Board of Governors approved her Extraordinary

Leave (without pay) w.e.f. 15.7.2009 to 13.11.2009 in anticipation of the approval of the Board (copy enclosed as Appendix- **IV** pages **32** to **33**). However, the Chairman of the Hum. & Social Sciences Department relieved her w.e.f. 20.7.2009 (AN) instead of 14.7.2009 (AN) to enable Mrs. Manjula Sharma to complete the evaluation work and showing of answer sheets to the students.

The Board may ratify the action taken by the Chairman, Board of Governors in granting EOL (without pay) to Mrs. Manjula Sharma w.e.f. 21.7.2009 to 13.11.2009.

(Through Proper Channel)

forwarded and recommended with the request that sanction be accorded for the appointment of a substitute teacher.

To

The Director,
National Institute of Technology
Kurukshetra.

Chairman
Dept. of Humanities & Social Sciences
National Institute of Technology,
KURUKSHETRA-136119.

Subject: **Grant of Leave**

Sir,

I understand that my request for sabbatical leave to pursue my doctoral work has been turned down by the Board of Governors. Since my doctoral work is at a crucial stage I have no option but to ask for grant of extraordinary leave without pay w.e.f. July 15, 2009 to November 13, 2009.

Thanking you,

Yours truly,

July 7, 2009

Manjula Sharma
(Manjula Sharma)
Assistant Professor
Department of Humanities & SS

87 exam
7/7/09
877
DA(SA) lssh
D. S. S. S. S.

NATIONAL INSTITUTE OF TECHNOLOGY
KURUKSHETRA-136119.

No. Estt.-/PF/ 5065

Dated : 14-7-09

Subject : Grant of Extraordinary Leave (without pay).

Mrs. Manjula Sharma, Assistant Professor (CAS), Humanities & Social Sciences Department vide her letter dated 7.7.2009 (copy enclosed) has stated that her request for Sabbatical Leave to pursue doctoral work has been turned down by the BOG. Since her doctoral work is at crucial stage so she has no option but to ask for grant of Extraordinary Leave (without pay) from 15.7.2009 to 13.11.2009.

The matter with regard to grant of Extraordinary Leave (EOL)/Deputation for the teaching Staff was placed before the Board of Governors of the Institute 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".

At present no other faculty member in Humanities & Social Sciences Department on EOL/Deputation

In view of position explained above Mrs. Manjula Sharma is eligible for the grant of Extraordinary Leave (without pay).

Mrs. Manjula Sharma has been in the employment of the Institute since 19.3.1985 (AN). She has about 24 years service. She has earlier availed about 8 months EOL during her total service of 24 years.

The Board of Governors of the Institute is competent for grant of EOL to faculty members. But the meeting of the BOG is not being held shortly. So your goodself is requested to grant Extraordinary Leave (without pay) to Mrs. Manjula Sharma w.e.f. 15.7.2009 to 13.11.2009 in anticipation of the approval of the Board, on the following terms and conditions:-

1. Substitute will be provided on the recommendation of the Chairman, Hum. & Social Sciences Department.

2. No further extension in EOL will be granted under any circumstances.
3. In case she wishes to resign from the services of the Institute during her Extraordinary Leave, she has to give three months' notice.
4. She will hand over the complete charge to the Chairman of the Department before she is relieved for proceeding on EOL.
5. She will submit "No Dues Certificates" from all concerned before proceeding on EOL.
6. She will be relieved of her duties on 14.7.2009 (AN) by the Chairman of the Department.

The matter will be reported to the Board in its next meeting.

Submitted for approval, please.

Encl. : As above

DIRECTOR

The Hon'ble Chairperson
Board of Governors,
NIT, Kurukshetra.

Approved as proposed
[Signature]
14/7/09

mt 14/7/2009

May pl. see
AM 23/7

mt DR

R - mt 24/7/09

mt 25/7

DR (EOL)

27/07/09

D. S. (EOL)
ESOL I

28/7/09

Action has already been taken. File, H.

SK
28/7

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

The following faculty members of the Institute vide their letters (copies enclosed as Appendix **V** pages **35** to **45**) requested for the grant of Extraordinary Leave (without pay) for new assignments as per details mentioned against each :-

Sr. No.	Name, Designation & Department	Period of EOL	Name of Institute	Status of offer as	Sanction granted vide letter No.
1.	Dr. K.K. Singh, Professor(CAS), Civil Engg.Deptt.	20.6.2009 to 4.12.2009	The PNG University of Technology, Papua New Guinea	Visiting Professor	Estt.-I/PF/4383 dated 19.6.2009
2.	Dr. A.Swarup, Professor, Elect.Engg.Deptt	30.7.2009 to 29.7.2010	GCET, Greater Noida	Dean	Estt.-I/PF/6622 dated 28.7.2009
3.	Dr.(Mrs.) Ratna Dahiya, Asstt. Professor, Elect.Engg.Deptt	28.7.2009 to 27.7.2010	Kalpi of Technology, Ambala	Director	Estt.-1/PF/6618 dated 28.7.2009
4.	Dr. J.S. Lather, Asstt. Professor, Elect.Engg.Deptt	1.9.2009 to 31.8.2011	South Point Women's Institute of Engg. & Technology, Sonapat.	Associate Professor	Estt.-I/PF/6620 dated 28.7.2009

As per rules, the grant of Extraordinary Leave to the faculty members is within the purview of the Board of Governors of the Institute. Generally the Institute gets the EOL sanctioned in such cases from the Chairman, BOG of the Institute and then action taken by the Chairman, BOG is got ratified from the BOG in subsequent meeting. So their cases for getting approval were sent to the Hon'ble Chairman, Board of Governors. The Chairman, Board of Governors approved their Extraordinary Leave (without pay) in anticipation of the approval of the Board (copies enclosed as Appendix **VI** pages **46** to **53**).

The Board may ratify the action taken by the Chairman, Board of Governors in granting EOL (without pay) to the above faculty members.

NATIONAL INSTITUTE OF TECHNOLOGY KURUKSHETRA
KURUKSHETRA - 136 119, HARYANA

N.I.T. KURUKSHETRA

Letter No.: CED/767

Date: May 20, 2009

To

Director
National Institute of Technology Kurukshetra
Kurukshetra - 136 119
Haryana

Dy. No. 23/6		Date 24/5/09	
B	BPO	CV	COE
E	M	ED	CH
CA	CO	BO	PS
CA	ST	ED	L
SO	ED	PS	PS

Forwarded with the remark that a Substitute
may be provided.
Through Chairman Civil Engineering Department:

Sub: Offer of Visiting Professor

Respected Sir,

I am pleased to inform you that Papua New Guinea University of Technology, Papua New Guinea has offered me the position of Visiting Professor in the Department of Civil Engineering from date of offer to November 30, 2009, based on my CV available on our web-site www.nitkkr.ac.in. My CV was picked from our Institute's web-site. The copy of offer is enclosed for your kind perusal. Such kind of Foreign Assignment, in general, is a great honour to our Institute and in particular to our Department of Civil Engineering. Recognition of our Institute's Technical excellence by a foreign University is a matter of pride for all of us.

Keeping in view of the existing bi-lateral relationships between the two nations and in the interest of sharing of Technical Knowledge among fellow professionals and the students, I may be permitted to honour the offer. In view of this, I request your good office to kindly grant me Extra Ordinary Leave (EOL) from June 2 to December 4, 2009 so that the confidence posed in me by the said University may be fulfilled.

Looking forward to your benevolent considerations.

Yours sincerely,

(Signature)
20/5/09

(Dr. K.K. Singh)

Professor, Department of Civil Engineering

Copy to: Chairman, Board of Governors, NIT Kurukshetra

(Signature)
Phase expansion
(Signature)

21/5

20/5/09

20/5/09



Private Mail Bag Service
Lae 411, Morobe Province
Papua New Guinea
Telephone: (675) 473 4999
Facsimile: (675) 475 7667

YOUR REF:

OUR REF:

P/F: SINGH, K K (DR)

27 February 2009

Dr K K Singh
Department of Civil Engineering
National Institute of Technology Kurukshetra,
HARYANA
India

Dear Dr Singh

LETTER OF APPOINTMENT

I have pleasure in conveying to you an offer of employment as **Visiting Professor** in the **Department of Civil Engineering** at this University.

The conditions of this employment are as follows:

- 1) Period of employment will be from a date as soon as possible to 30 November 2009.
- 2) Salary per annum for duration of the appointment comprise of the following:

2.1	Base Salary	K 42,485.00
2.2	International Market Allowance	K 65,340.00
*2.3	Gratuity	<u>K 32,348.00</u>
		K140,173.00
		=====

- 3) Gratuity of 30% of the Gross Salary for the period of appointment.
* Gratuity = % of Base Salary plus International Market Allowance.
- 4) Appointment and Repatriation fares for yourself.
- 5) An allowance of 45kgs of excess baggage at the unaccompanied rate.

- 6) Provision of university housing for the period of appointment.
- 7) You will accrue recreational and sick leave on a pro-rata basis at the rate applicable to non-citizen employees of the university.
- 8) In this position you will be subject to the Rules and Regulations of the university as applicable to members of the permanent staff. You will be responsible to and work under the direction of the **Head of Department** from whom you will receive your instructions.

There will be no other entitlements or allowance included with this appointment.

In accepting this offer you will become subject to the rules and regulations of the University as applicable to members of the Non-citizen staff.

When indicating your acceptance of this offer, you should also enclose the Personal Particulars Proforma and the required Medical Certificate. The offer is subject to a satisfactory medical report. Upon receipt of the formal acceptance, I will inform the Department of Foreign Affairs of your appointment and advise them that you will be making an application for entry permit through the **Papua New Guinea High Commission, B - 2/19 Vasant Vihar, New Delhi 110057, India.** The required medical examination may be arranged with your own doctor and you may claim on production of receipts, reimbursement for costs incurred. You may also be required to have a further medical and x-rays in respect of your application to enter Papua New Guinea and the **Papua New Guinea High Commission in New Delhi** will advise on this matter. Our medical report form is similar to the one used by the Department of Foreign Affairs, so one medical examination should suffice for both purposes.

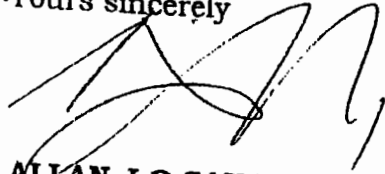
With respect of the date on which duty commences, it is suggested that if possible your current employment should not cease until visa formalities are envisaged.

As your ticketing to travel to Lae will be arranged by a Prepaid Ticket Advice, you are advised to deal directly with a national or international airline as we are not able to provide tickets through a travel agent. Please inform me of your travel details and a PTA will be made available to you.

3

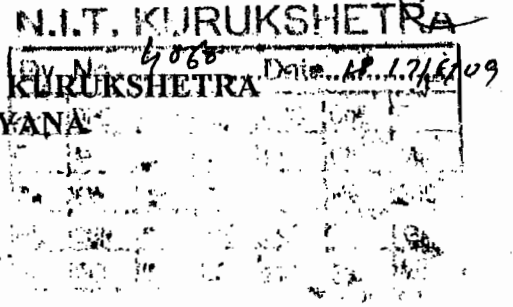
I would be pleased if you could indicate your acceptance by returning to my office one copy of this letter duly signed, dated and witnessed on or before 31 March 2009 on which date this offer shall lapse.

Yours sincerely

A handwritten signature in black ink, appearing to be 'A. J. Q. Sako', written over the typed name.

ALLAN J. Q. SAKO
REGISTRAR

NATIONAL INSTITUTE OF TECHNOLOGY
KURUKSHETRA - 136 119, HARYANA



Letter No.: CED/927
Date: June 17, 2009

Sub: Request for Change of dates of EOL

Kindly refer to my earlier request regarding grant of EOL from June 2 to December 4, 2009 vide letter No.: CED /767; Dated 20/05/2009 (copy enclosed). I wish to inform you that my travel schedule to Papua New Guinea is, now, finalized. The air travel from New Delhi begins on June 21, 2009 at 8:00 a.m.. I shall, hence, have to leave Kurukshetra on June 20, 2009.

In the light of above, it is, therefore, requested that I may be granted Extra Ordinary Leave (EOL) with effect from June 20, 2009 (FN) to December 4, 2009(AN).

(Dr. K.K. Singh)

Professor, Department of Civil Engineering

Chairman, CED

Director

AS/11
17/6/09

R. H. put up with ref.
2 rules: 18/6/09

HP
18/6

DR (Estt) CBSh
18/06/09

D. S. (R. S. H.)
Estt. I

(Through Deptt. of Electrical Engg.)

No. EED/09/309

10-07-2009

N.I.T. KURUKSHETRA

By No. 6528	Date 10/07/09
Dr. M.K. Soni	Dr. K.K. Sharma
Dr. Saurabh Chandra	Dr. P.K. Singh
Dr. R.K. Singh	Dr. A.K. Singh
Dr. P.K. Singh	Dr. A.K. Singh
Dr. P.K. Singh	Dr. A.K. Singh
Dr. P.K. Singh	Dr. A.K. Singh
Dr. P.K. Singh	Dr. A.K. Singh
Dr. P.K. Singh	Dr. A.K. Singh
Dr. P.K. Singh	Dr. A.K. Singh

To

The Director

National Institute of Technology

Kurukshetra

Subject : Request for grant of EOL for one year

Respected Sir,

I am pleased to inform you that I have been offered the position of Dean in School of Electrical Engineering at Galgotias College of Engineering and Technology (GCET), Greater Noida. For strengthening the disciplines of Electrical Engineering at GCET, the offer is acceptable to me. The copy of Offer letter is attached.

I request to you to kindly allow me to join GCET and grant me one year Extra Ordinary Leave (EOL) with effect from 30 July 2009, and therefore relieve me on 29 July 2009.

Further, I also request to please allow me to retain the house (BB 1) and the office room (E 209) for one year during the period of EOL.

With regards,

Sincerely yours

A. Swarup
(A. Swarup) 10/07/09

Professor, EED

Dr. M.K. Soni
Dr. K.K. Sharma
Dr. Saurabh Chandra
Dr. P.K. Singh
Dr. A.K. Singh

As per norms, Four faculty members are allowable for EOL / Long leave from EED. Presently following three faculty members are on leave

1. Dr. M.K. Soni on EOL upto 05-09-2009
2. Prof. K.K. Sharma on Sabbatical for one year upto 05-07-2010
3. Prof. Saurabh Chandra on Sabbatical for one year upto 31-05-2010

A substitute may please be allowed in the Department.

A. Swarup
10/07/09

DR (EED)

EA-I 13/7/09

13/7



GALGOTIAS - 41 -
COLLEGE OF ENGINEERING AND TECHNOLOGY

Ref. : App/C-32/2009

July 07, 2009

To

Dr. Akhilesh Swarup
Professor & Chairman
BB 1, Staff Colony
National Institute of Technology
Kurukshetra - 136 119

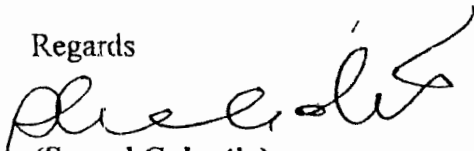
Subject: Letter of Offer

Dear Dr. Swarup,

We are pleased to offer you the position of Dean in School of Electrical Engineering at Galgotias College of Engineering and Technology. As our academic session starts on 1st August, 2009, you are requested to join on or before 01.08.2009.

We look forward to a long and fruitful association with you.

Regards


(Suneel Galgotia)
Chairman



(THROUGH PROPER CHANNEL)

Recommendation per rules. Two 11 for EDL from the Dept has been recommended. A submission may please be allowed.

No. EED/09/318
Dated: 14/07/09 (FN)
15/07/09

To

The Director
NIT Kurukshetra

Subject: Extra-Ordinary Leave for one year.

Hon'ble Sir,

With due respect, I wish to state that I have been offered the post of Director of Kalpi of Technology, Ambala (Photocopy attached). Kindly grant me extra-ordinary leave for one year w.e.f. 21st July 2009. It is requested that I may be relieved from 20th July (AN) 2009 so that I may join the above post.

Thanking you,

Yours faithfully,

(Signature)
(Ratna Dahiya) (FN)
Asstt.Prof.

(Signature)
B1 expansion
17/7/09

AM 17/7

(Signature)
18.07.09

D. S. S. S.
EED-1

In continuation to the above letter
I may be relieved from 20th July 09 instead
of 21st July 09.
(Signature)
21/7/09
Director

Shree Inakurji Educational Society

Regd. Office : 1/13 Daksh Road, Vishwas Nagar, Delhi - 32

21.10.2019/04/2009/001

Dated. 04-07-09

To,

Prof. Mrs Ratna Dahiya
NIT, Kurukshetra,
Haryana

Dear Madam,

With reference to your meeting with the undersigned we are pleased to offer the post of Director of Kalpi of Technology, Ambala. Salary and other increments will be as per norms.

We look forward to your joining the institute and "Wish you a successful association with the Institute".

Thanking you.

Yours truly,


(Vivek kansal)
Vice chairman

Already one application has been recommended from the department for EOL. A substitute may please be

(Through Proper Channel) allowed.

No. EED/09/317

Dated: 14/07/09

JK
15/07/09

To

The Director,
National Institute of Technology,
Kurukshetra.

Sub: Request for grant of Extraordinary Leave for two years.

Hon'ble Sir,

With due respect, I wish to state that I have been offered the post of Associate Professor, Dept. of EC&CE at South Point Women's Institute of Engineering and Technology, Sonepat. If given a chance, I would like to join the post. The print of the scanned appointment letter received with details of offers is attached along-with. In addition to my duty as Asst. Prof. in Dept. of Electrical Engineering, I am presently assigned the duty of Prof. I/C CCN, Coordinator IASMD Cell, Nodal Officer Institute website as well as faculty in MCA dept. Sir, I would like to bring to your kind notice the status of the ongoing projects

- The phase-II of CWN is in progress and shall be complete approximately within a month.
- The institute website will also be renovated during the same period.
- The B.Tech. students of sixth semester are being trained for Institute automation. Upon completion of the training on 17/07/09, they will be assigned the duty to develop the code for institute automation software as student members.

In light of above facts, it is requested you to kindly grant me Extraordinary leave for two years with effect from 1st September, 2009, please.

Thanking you with regards,

Yours faithfully

Mather 14/7/09

(J. S. Lather)

Asst. Prof.

Dept of Electrical Engineering

Encl: Printout of the Appointment letter from SWIET, dated 07/07/09

The original copy of the letter will be submitted as soon as it is received via courier

Handwritten signature and date 17/7/09

Handwritten notes and dates: 16/7, DR (Estt) ERSH, 16/07/09, D. S. Lather



SOUTH POINT WOMEN'S INSTITUTE OF Engineering & Technology

(Run by Mahatma Ram Educational & Charitable Trust)

Approved by AICTE, New Delhi / Ministry of HRD, Govt. of India & DTE, Govt. of Haryana
Affiliated to Mahatma Dayanand University, Rohtak (Haryana)

SWIET/2009/077

July 07, 2009

Dr. J. S. Lather

Assistant Professor, Department of Electrical Engineering
National Institute of Technology, Kurukshetra

Sub: Appointment Letter for the Post of Associate Professor in Dept. of EC & CE

Dear Prof. Lather,

We are pleased to offer you the post of Associate Professor in Dept. of Electronics and Communication Engg. at South Point Women Institute of Engineering and Technology, Sonapat. The details of offer are as follows:

Pay Scale	Basic 16,400/- in the pay scale of 16400-450-20900
House Rent	20% of the basic
Medical Allowance	Medical Policy upto Rs. 5.0 lacs
Conveyance Allowance	Rs. 3000/- per month
Offer Valid till	03/09/09
Term of Appointment	Maximum up to 3 years

You are requested to submit originals of all of your credentials at the time of joining the post failing which the offer will stand cancelled. In addition to this, you will be required to follow rules and regulations of the Institute strictly.

This has the consent of Board of Governors, South Point Institute of Engineering and Technology. We are sending this letter in duplicate. Kindly send the duplicate copy of the letter duly signed as token of your acceptance.

Best wishes.


(Dilbag Singh)
Chairman & Managing Trustee

Purkhas Road, Near Sugar Mill, Sector 20, Sonapat-131001 (HR) Tel : 0130-2216800-02, 2216823 Fax 2216809
Cell 098123 38460 098120 20033 E-mail : southpoint9@gmail.com, Website : www.swiet.org

DELHI OFFICES : ROHINI : B-265, 2nd Floor, North-Ex Mall, Sector 9, Rohini, Delhi-110 085 Tel : 9873380079, 9873820079
YAMUNA VIHAR : C-1/14, Main Road Yamuna Vihar, Delhi-110 053 Tel : 9873380079, 9873820079

NATIONAL INSTITUTE OF TECHNOLOGY
KURUKSHETRA-136119.

No. Estt.-I/PF/ 4146

Dated: 9/6/08

Subject : Extraordinary Leave from 2.6.2009 to 4.12.2009.

Dr. K.K. Singh, Professor, Civil Engineering Department has requested enclosing therewith a letter of appointment dated 27.2.2009 for the post of as **Visiting Professor** in the Papua New Guinea University of Technology. So he may be granted Extraordinary Leave from 2.6.2009 to 4.12.2009.

The matter with regard to grant of Extraordinary Leave (EOL)/Deputation for the teaching Staff was placed before the Board of Governors of the Institute 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".

The faculty position of Civil Engineering Department is as under :-

In Position	= 28
15% of available faculty	= 4.2
Already on EOL/Deputation	= 03

Dr. K.K. Singh has been in the employment of the Institute since 16.8.1988. His total service of this Institute is 20 years 9 months & 16 days. He has availed EOL from 22.8.1988 to 6.9.1988 and from 12.1.1999 to 30.12.2002 = 4 years & 04 days during his total service of about 20 $\frac{3}{4}$ years. In view of position explained above Dr. K. K. Singh is eligible for the grant of Extraordinary Leave (without pay). Such kind of foreign assignment is a great honor for our Institute and is a matter of great pride for all of us. Further the matter with regard to consider Extraordinary Leave (without pay) and Deputation rules for employees of the Institute was placed before the Board in their 15th meeting held on 18.5.2009 and the Board decided that the decision on the Extraordinary Leave to the faculty members

Dr. K.K. Singh 4146

as already taken by the BOG in their 14th meeting held on 20.1.2009 stands for the time being. The said decision is reproduced below:-

"The frequently allowing Extraordinary 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 Board of Governors of the Institute is competent for grant of EOL to Professors. But the meeting of the BOG is not being held shortly. So the Hon'ble Chairman, BOG may be requested to grant Extraordinary Leave (without pay) to Dr. K.K. Singh for a period from after the date of approval of the Hon'ble Chairman, BOG to 4.12.2009 in anticipation of the approval of the Board, on the following terms and conditions:-

1. Substitute will be provided on the recommendation of the Chairman, Civil Engineering Department.
2. No further extension in EOL will be granted under any Circumstances.
3. In case he wishes to resign from the services of the Institute during his Extraordinary Leave, he has to give three months' notice.
4. He will hand over the complete charge to the Chairman of the Department before he is relived for proceeding on EOL.
5. He will submit "No Dues Certificates" from all concerned before proceeding on EOL.
6. He will have to vacate the Institute accommodation as well as office as per rules of the Institute.
7. He will be relieved of his duties after approval of the Hon'ble Chairman, BOG.

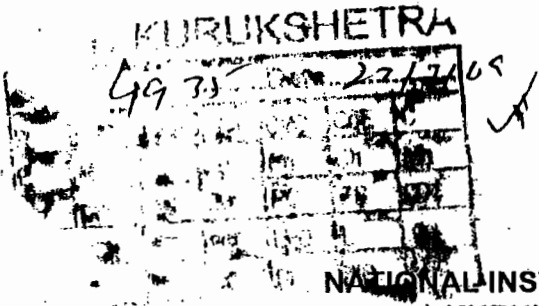
Submitted for approval, please.

Encl. : As above

Hon'ble Chairman,
Board of Governors,
NIT Kurukshetra

[Signature]
10/6/09

[Signature] 9/6/2009
DIRECTOR



NATIONAL INSTITUTE OF TECHNOLOGY
KURUKSHETRA-136119.

No. Estt.-I/PI/ 6066

Dated : 17/7/09

Subject : Grant of Extraordinary Leave for one year.

Dr. A. Swarup, Professor & Chairman, Electrical Engineering Department vide his request dated 10.7.2009(copy enclosed) has stated that he has received an offer for the position of Dean in School of Electrical Engineering at Galgotias College of Engineering & Technology (GCET) at Greater Noida. So he has requested to allow Extraordinary Leave for a period of one year w.e.f. 30.7.2009 to 29.7.2010.

The matter with regard to grant of Extraordinary Leave (EOL)/Deputation for the teaching Staff was placed before the Board of Governors of the Institute 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".

The faculty position of Electrical Engineering Department is as under :-

In Position	= 24
15% of available faculty	= 3.6
Already on EOL/Deputation	= 01

Dr. A. Swarup has been in the employment of the Institute since 29.7.1981. His total service in this Institute is 28 years. He has not availed any EOL earlier. In view of position explained above Dr. A. Swarup is eligible for grant of Extraordinary Leave (without pay) for the above said period. Further the matter with regard to consider Extraordinary Leave (without pay) and Deputation rules for employees of the Institute was placed before the Board in their 15th meeting held on 18.5.2009 and the Board decided that the

Er. A. Swarup

File, H.

decision on the Extraordinary Leave to the faculty members as already taken by the BOG in their 14th meeting held on 20.1.2009 stands for the time being.

The said decision is reproduced below:-

"The frequently allowing Extraordinary 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 Board of Governors of the Institute is competent for grant of EOL to faculty members. But the meeting of the BOG is not being held shortly. Your goodself is requested to grant Extraordinary Leave (without pay) to Dr. A. Swarup for a period of one year w.e.f. 30.7.2009 to 29.7.2010 in anticipation of the approval of the Board, on the following terms and conditions:-

1. Substitute will be provided on the recommendation of the Chairman, Electrical Engineering Department.
2. No further extension in EOL will be granted under any circumstances.
3. In case he wishes to resign from the services of the Institute during his Extraordinary Leave, he has to give three months' notice.
4. He will hand over the complete charge to the Chairman of the Department before he is relieved for proceeding on EOL.
5. He will submit "No Dues Certificates" from all concerned before proceeding on EOL.
6. He will have to vacate the Institute accommodation as well as office as per rules of the Institute.
7. He will be relieved of his duties on 29.7.2009 (AN) by the Chairman of the Department.

The matter will be reported to the Board in its next meeting.

Submitted for approval please.

Encl : As above.

The Hon'ble Chairperson
Board of Governors,
NIT, Kurukshetra.

Mr 17/7/09
DIRECTOR

May pl. see
17/7/09
27/7

NATIONAL INSTITUTE OF TECHNOLOGY
KURUKSHETRA-136119.

No. Estt.-I/PP/ 6596

Dated : 24.7.09

Subject : Grant of Extraordinary Leave(without pay) for one year.

Dr. (Mrs.), Ratna Dahiya, Assistant Professor, Electrical Engineering Department vide his request dated 14.7.2009(copy enclosed) has stated that she has received an offer for the post of Director of Kalpi of Technology at Ambala. So she has requested to allow Extraordinary Leave for a period of one year and relieve her w.e.f. 27.7.2009(AN).

The matter with regard to grant of Extraordinary Leave (EOL)/Deputation for the teaching Staff was placed before the Board of Governors of the Institute 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".

The faculty position of Electrical Engineering Department is as under :-

In Position = 24
15% of available faculty = 3.6 (approx. 4)
Already on EOL/Deputation = 03 (including Dr. A. Swarup & Dr. J.S. Lather who will proceed on EOL w.e.f. 30.7.2009 & 1.9.2009 respectively)

Dr. (Mrs.) Ratna Dahiya has been in the employment of the Institute since 24.1.1983. Her total service in this Institute is 26 1/2 years. She has earlier availed 10 months & 23 days EOL during her total service. In view of position explained above Dr. (Mrs.) Ratna Dahiya is eligible for grant of Extraordinary Leave (without pay) for the above said period. Further the matter with regard to consider Extraordinary Leave (without pay) and Deputation rules for employees of the Institute was placed before the Board in their 15th meeting held on 18.5.2009 and the Board decided that the decision on the

N.I.T. KURUKSHETRA
By No. 5302-UMB/6/09
6/8/09

DR	DR	DR	DR
DR	DR	DR	DR
DR	DR	DR	DR
DR	DR	DR	DR

6508-09
D. (Mrs.) Ratna Dahiya
2/8/09

Extraordinary Leave to the faculty members as already taken by the BOG in their 14th meeting held on 20.1.2009 stands for the time being.

The said decision is reproduced below:-

"The frequently allowing Extraordinary 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 Board of Governors of the Institute is competent for grant of EOL to faculty members. But the meeting of the BOG is not being held shortly. Your goodself is requested to grant Extraordinary Leave (without pay) to Dr. (Mrs.) Ratna Dahiya for a period of one year w.e.f. 28.7.2009 to 27.7.2010 in anticipation of the approval of the Board, on the following terms and conditions:-

1. Substitute will be provided on the recommendation of the Chairman, Electrical Engineering Department.
2. No further extension in EOL will be granted under any circumstances.
3. In case she wishes to resign from the services of the Institute during his Extraordinary Leave, she has to give three months' notice.
4. She will hand over the complete charge to the Chairman of the Department before she is relived for proceeding on EOL.
5. She will submit "No Dues Certificates" from all concerned before proceeding on EOL.
6. She will have to vacate the Institute accommodation as well as office as per rules of the Institute.
7. She will be relieved of her duties on 27.7.2009 (AN) by the Chairman of the Department.

The matter will be reported to the Board in its next meeting.

Submitted for approval please.

Encl : As above.

The Hon'ble Chairperson
Board of Governors,
NIT, Kurukshetra.

Approved as above
Subst
24/7/09
Mr 24/7/2.9
DIRECTOR

No. Estt.-I/PF/ 6595

Dated : 24.7.09

Dated : 24.7.09

Subject : Grant of Extraordinary Leave(without pay) for two years.

Dr. J.S. Lather, Assistant Professor(CAS), Electrical Engineering
Départment vide his request dated 14.7.2009(copy enclosed) has stated that he has
been offered the post of Associate Professor, Department of EC&CE at South Point
Women's Institute of Engineering and Technology, Sonapat. So he has requested
to grant Extraordinary Leave for a period of two years w.e.f. 1.9.2009.

The matter with regard to grant of Extraordinary Leave (EOL)/Deputation for the teaching Staff was placed before the Board of Governors of the Institute 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".

The faculty position of Electrical Engineering Department is as under :-

In Position = 24

15% of available faculty = 3.6

Already on EOL/Deputation = 02 (including Dr. A. Swarup who will proceed on EOL w.e.f. 30.7.2009)

Dr. J.S. Lather has been in the employment of the Institute since 30.8.1994. His total service in this Institute is 15 years. He has not earlier availed EOL during his total service. In view of position explained above Dr. J.S. Lather is eligible for grant of Extraordinary Leave (without pay) for the above said period. Further the matter with regard to consider Extraordinary Leave (without pay) and Deputation rules for employees of the Institute was placed before the Board in their 15th meeting held on 18.5.2009 and the Board decided that the decision on the Extraordinary Leave to the faculty members as already taken by the BOG in their 14th meeting held on 20.1.2009 stands for the time being.

CRH
15.08.99

D. S. Cell
Fall 9

$\frac{2}{6181.9}$

N.I.T. KURUKSHETRA

Reg. No. S.300 Date 6.8.69

R	DEO	MAN	MAN	MAN	MAN
TE	MAN	MAN	MAN	MAN	MAN
TE	MAN	MAN	MAN	MAN	MAN
PE	GEN	MAN	MAN	MAN	MAN

The said decision is reproduced below:-

"The frequently allowing Extraordinary 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 Board of Governors of the Institute is competent for grant of EOL to faculty members. But the meeting of the BOG is not being held shortly. Your goodself is requested to grant Extraordinary Leave (without pay) to Dr. J.S. Lather for a period of two years w.e.f. 1.9.2009 to 31.8.2011 in anticipation of the approval of the Board, on the following terms and conditions:-

1. Substitute will be provided on the recommendation of the Chairman, Electrical Engineering Department.
2. No further extension in EOL will be granted under any circumstances.
3. In case he wishes to resign from the services of the Institute during his Extraordinary Leave, he has to give three months' notice.
4. He will hand over the complete charge to the Chairman of the Department before he is relieved for proceeding on EOL.
5. He will submit "No Dues Certificates" from all concerned before proceeding on EOL.
6. He will have to vacate the Institute accommodation as well as office as per rules of the Institute.
7. He will be relieved of his duties on 31.8.2009 (AN) by the Chairman of the Department.

The matter will be reported to the Board in its next meeting.

Submitted for approval please.

Encl : As above.

The Hon'ble Chairperson
Board of Governors,
NIT, Kurukshetra.

Approved as above
[Signature]
24/7/09
24/7/09
DIRECTOR

- Item 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 Finance Committee in its 9th meeting held on 28.10.2006 decided that the post of Deputy Registrar (Accounts) which is already duly sanctioned be filled up on regular basis immediately as the same is essentially required. The Finance Committee also decided that other two vacant posts of Deputy Registrar (GA&L) and Deputy Registrar (Acad.) which are also duly sanctioned may also be filled up immediately. It was desired that the said three posts of Deputy Registrars be advertised immediately as per existing qualifications and pay scale and simultaneously the matter be referred to the MHRD for their approval. The above decision of the Finance Committee was referred to MHRD vide letter No. GA-V/12323 dated 31.10.2006 and DO letter No. GA-V/1540 dated 15.2.2007 but no reply was received from the MHRD.

Accordingly above three posts of Deputy Registrars to be filled on regular basis were advertised vide advertisement No. 21/2006. Eight applications were received against this advertisement for the post of Deputy Registrar (Acad.). Further the Finance Committee in its 10th meeting held on 21.3.2007 decided as under :-

"The Finance Committee considered that matter keeping in view the repercussions of the NIT Act and it was desired that the posts of Senior Administrative Officers viz. Deputy Registrar (GA&L), Deputy Registrar (Accounts) and Deputy Registrar (Academic) be filled up after re-advertised with the clear-cut condition that the incumbents so recruited will be re-designated in the pay scale of Rs. 8000-13500/- keeping in view, the service conditions of the NITK employees as contained in the NIT Act".

The above minutes of the Finance Committee were ratified by the Board of Governors in its 12th meeting held on 25.4.2007.

In view of the above decision, the above posts of Deputy Registrars were again advertised vide Advertisement No. 11/2007. In response to this advertisement, again eight applications were received for the post of Deputy

Registrar (Acad.), but only one candidate was found eligible by the Committee constituted for the purpose (copy of the orders enclosed as Appendix VIII on pages 57 to 58). Under these situations the post of Deputy Registrar (Acad.) could not be filled up. Only the post of Deputy Registrar (GA&L) was filled up.

For the smooth functioning of Academic Section, the Institute advertised the post of Deputy Registrar (Acad.) to be filled on contract basis through walk-in-interview vide advertisement No. 12/2007. The period of contract was for an initial period of one year which could be extended for another year.

The walk-in-interview was conducted on 23.6.2007 by a Selection Committee constituted at the Institute level. Sh. B.S. Kadian an internal candidate was appointed as Deputy Registrar (Acad.) on contract basis for a period of one year w.e.f. 4.7.2007 which was further extended upto 3.7.2009 in the pre-revised pay scale of Rs. 8000-275-13500. His pay was re-fixed in the revised pay scale of Rs. 15600-39100+ 5400/- (Grade Pay) w.e.f. 4.7.2007 being his regular pay scale.

The post of Deputy Registrar (Accounts) and Deputy Registrar (Academic) lying vacant and required to be filled on regular basis were again advertised through advertisement No. 1/2008. The post of Deputy Registrar (Accounts) only was filled up by the Selection Committee in its meeting held on 10.12.2008. For the post of Deputy Registrar (Acad.), only 12 applications were received. But the interview for the same was kept pending as Statutes NITs are likely to be received very shortly. In the meantime the Statutes of the NITs came into force.

The relevant Clause 28 (2) of First Statutes of NIT Act, 2007 regarding appointment on contract reads as under :-

- (2) Subject to the provisions of the Act, the board may appoint any person on contract in the prescribed scales of pay and on terms and conditions applicable to the relevant post for a period not exceeding 3 years.

The meeting of the Board of Governors was not to be held shortly. There was no Administrative officer in the Academic Section and in this situation the work may suffer a lot. The Hon'ble Chairperson, BOG accorded approval for the grant of extension in contract appointment in respect of Sh. B.S. Kadian as Deputy Registrar (Acad.) in the pay scale of Rs. 15600-39100+ 5400/- (Grade Pay) w.e.f. 4.7.2009 to 3.10.2009 or till the BOG meeting whichever is earlier in anticipation of the approval of the Board.

The matter is placed before the Board of Governors for ratifying action taken by the Hon'ble Chairman, BOG in anticipation of Board's approval. The Board may also decide the matter as regards filling up the post of Deputy Registrar (Academic) on regular basis.

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

No. GA IV/Committee/

Dated:

MINUTES OF THE MEETING

The Hon'ble Director constituted the following committee to shortlist the eligible candidates for the post of Deputy Registrar (GA & Legal), Deputy Registrar (Academic) & Deputy Registrar (Accounts) vide letter No. D/2007/7061 dated 20.8.2007: -

- | | | |
|----|---|-----------------|
| 1. | Dr. Dixit Garg
PRO & Asstt. Prof.,
Mech. Engg. Deptt. | Chairman |
| 2. | Shri J.L Moudil
Stores Officer | Member |
| 3. | Shri. Y.N Saini
Assistant Registrar (GA) | Member Convener |

The Committee was assisted by Shri Raj Kumar, Assistant GA Section.

The above said posts of Deputy Registrar (GA & Legal), Deputy Registrar (Academic) & Deputy Registrar (Accounts) were advertised two times vide advertisement No. 21/2006 and 11/2007. Total 68 applications were received by the due date. The post-wise details of applications received, are as under: -

1.	Deputy Registrar (GA & Legal)	=	31
2.	Deputy Registrar (Academic)	=	16
3.	Deputy Registrar (Accounts)	=	21
			<hr/>
			68

The Committee met on 20.8.2007, 24.8.2007, 31.8.2007, 7.9.2007 and 11.9.2007 to consider and shortlist the eligible candidates for the above said posts.

The Committee recommends the following eligible candidates to be called for interview strictly in accordance with the prescribed qualifications and experience laid down for the above said posts: -

(A) For the post of Deputy Registrar (GA & Legal)

1. Sh. Amit Kumar Sinha S/o Sh. Nalin Bhushan Sinha
2. Sh. Rahul Aggarwal S/o Sh. R.K. Gupta
3. Sh. Vinod Kumar Kaushik S/o Sh. Som Dutt
4. Sh. Ajay Singal S/o Sh. Sham Lal Singal
5. Sh. Rakesh Kumar Verma S/o Sh. Surinder Mohan Verma
6. Ms. Suprabha P.C. W/o Sh. R. Rajeev.
7. Sh. Gyana Ranjan Smantaray S/o Sh. Jaya Krushna Smantaray
(Subject to submission of relevant experience certificates)
8. Sh. Rattan Singh Sharma S/o Sh. Charanji Lal
9. Bijya Kumar Nanda
10. Sh. Gurdev Singh S/o Sh. Surja Ram
11. Sh. Sukhbir Singh Chauhan S/o Lt. Sh. Ram Kala
12. Sh. Ajay Mishra S/o Sh. J.N. Mishra
13. Sh. Ajay Kumar S/o Sh. Om Prakash Chaudhry
14. Sh. Anupam Rai Sharma S/o Lt. Sh. Amrit Rai Sharma
(Subject to submission of relevant experience certificates)
15. Mrs. Alka Chhabra W/o Sh. R.C. Chhabra
(Subject to submission of relevant experience certificates)

(B) For the post of Deputy Registrar (Academic)

1. Sh. Harmesh Singh S/o Sh. Kaka Singh

(C) For the post of Deputy Registrar (Accounts)

1. CA. K.D. Sharma S/o Sh. Mansha Ram Sharma
2. Sh. Pradeep Kumar Panda S/o Sh. Hrusikesh Panda
(Subject to submission of relevant experience certificates)
3. Sh. Rajvir Singh Khatri S/o Lt. Sh. Attar Singh
(Subject to submission of relevant experience certificates)
4. Sh. Subhash Chand S/o Sh. Krishan Chand
5. Ms. Bindu Bhardwaj W/o Sh. Amit Kumar Bhardwaj
6. Sh. Harjeet Singh S/o Sh. Mahendra Singh
7. Sh. Vimilesh Kumar S/o Sh. Jai Narayan
8. Sh. Suresh Kumar S/o R.D. Sharma
9. Mrs. Richa Garg W/o Dr. V.K. Garg
10. Sh. Sanjay Aneja S/o Dr. P.R. Aneja
11. Sh. Amrit Lal S/o Sh. Kiran Kumar
(Subject to submission of relevant experience certificates)
12. Sh. Gyan Prakash Bajpai S/o Sh. J. N. Bajpai

(Y.N. Saini)
11/9/07

(J.L. Moudgil)
11/9

(Dixit Garg)
11/9/07

Item 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 Govt. of India, MHRD, New Delhi vide their letter dated 10.2.2009 conveyed approval for creation of 83 additional faculty posts which include 11 Professors, 24 Assistant Professors and 48 Lecturers on account of increase of OBC reservation in 2008-2009. In view of the above, the latest faculty position of the Institute for the year 2008-2009 is as under :-

Sr. No.	Name of the Post	Total strength
1.	Professors	33
2.	Assistant Professors	67
3.	Lecturers	133
Total		233

The Board. of Governors of the Institute in their 15th meeting held on 18.5.2009 approved the Department wise allocation of faculty posts as under:-

Sr. No.	Department	Sanctioned faculty position			
		Professors	Asstt. Profs	Lecturers	Total
1.	Civil Engg.	06	12	18	36
2.	Elect. Engg	05	10	17	32
3.	Mech.Engg	05	10	18	33
4.	ECE	04	08	166	28
5.	Comp. Engg	02	04	08	14
6.	Physics	02	04	08	14
7.	Chemistry	01	02	07	10
8.	Mathematics	01	02	07	10
9.	Humanities	01	02	07	10
10.	Information Technology	02	04	06	12
11.	Industrial Engg. & Mgt.	02	04	06	12
12.	MBA(Self Financing)	01	02	08	11
13.	MCA(Self Financing)	01	02	08	11
	Total	33	66	134	233

At present about 104 faculty posts are lying vacant. The Chairperson, BOG allowed to continue with the existing practice for engaging Lecturers on

contract basis for smooth running of the classes against the funds available for the vacant teaching posts till the regular staff is appointed against the vacant posts.

In view of above, the Institute held walk-in-interview on 15.7.2009 for engaging Lecturers on contract basis upto the end of current semester-2009 at consolidated salary of Rs. 19680/- per month. The present faculty position and requirement of faculty in various Departments is as under:-

Sr. No	Departments	Sanctioned strength approved by the BOG	Regular faculty available excluding those on EOL	Requirement of the Deptts.	Engaged During odd semester July,2009	Adjustment of faculty
1	2	3	4	5	6	7
1	Civil	36	24	11	03	10
2	Electrical	32	23	06	06	06
3	Mech./Inds. & Mgt.	45	28	22	17	20
4	E&CE	28	14	13	13	13
5	Computer/IT	26	10	21	16	19
6	Physics	14	09	10	05	09
7	Chemistry	10	04	09	06	08
8	Mathematics	10	04	07	06	06
9	Hum. & Social Sc.	10	04	03	03	03
	Total	211	120	102	75	94

The above sanctioned strength of faculty is for the year 2008-09. But the students' intake has also increased in the year 2009-10. The Chairperson, BOG accorded approval in anticipation of the approval of the Board for the inter-change of Lecturers to be appointed on contract basis in various Departments as mentioned in Column 7. After above adjustment mentioned in Column 7, the requirement would be of 214 posts against the sanctioned strength of 211 posts. The salary of 3 Lecturers would be met from the Students Funds. In the meantime the Institute is taking up the matter with the MHRD for

increasing strength of the faculty on the basis of student's strength during the year 2009-10.

The matter is placed before the Board of Governors for ratifying the action taken by the Hon'ble Chairman, BOG in anticipation of approval of the Board of Governors.

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.

Dr. D.K. Soni, Professor (CAS) in Civil Engineering Department at present on EOL at GIMT, Kanipla vide letter dated 4.6.2009 (copy enclosed as Appendix VIII page 64) requested for extension in Extraordinary Leave from 1.8.2009 to 31.7.2010.

Dr. D.K. Soni, Professor in Civil Engineering Department of this Institute was allowed Extraordinary Leave (without pay) for a period of one year initially from 1.8.2008 to 31.7.2009 to enable him to join as Director-Principal at Geeta Institute of Management & Technology, Kanipla (Kurukshetra) in anticipation of approval of the Board of Governors vide this office letter No Estt-I/PF/7352-56 dated 16.7.2008. The BOG in its 14th meeting held on 20.1.2009 vide item 14.19 ratified the above action taken by the Chairman, BOG. The EOL period of Dr. D.K. Soni expired on 31.7.2009.

The matter with regard to grant of Extraordinary Leave (EOL)/Deputation for the teaching Staff 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 decided that maximum 15% of available faculty in each Department can proceed on EOL/Deputation for a maximum period of two years in future."

The faculty position of Civil Engineering Department at that time was as under :-

In position	= 28
15% of available faculty	= 4.2
Already on EOL	= 02

Dr. D.K. Soni has been in the employment of the Institute since 5.1.1976. He has about 32 ½ years service at his credit.

As per rules, the grant of Extraordinary Leave to the faculty members is within the purview of the Board of Governors of the Institute. Generally the

Institute gets the EOL sanctioned in such cases from the Chairman, BOG of the Institute and then action taken by the Chairman, BOG is got ratified from the BOG in subsequent meeting. So his case for getting approval was sent to the Hon'ble Chairman, Board of Governors. The Chairman, Board of Governors approved extension in Extraordinary Leave (without pay) of Dr. D.K. Soni for the next one year w.e.f. 1.8.2009 to 31.7.2010 in anticipation of the approval of the Board.

The Board may ratify the action taken by the Chairman, Board of Governors in granting extension in EOL (without pay) to Dr. D.K. Soni.

APPENDIX-VIII

To

The Director,
National Institute of Technology,
Kurukshetra.

Subject Extension in EOL from 1.8.2009 to 31.7.2010.

Sir,

With due respect and regards I am to state that at present I am on one year's Extra-ordinary Leave (From 1.8.2008 to 31.7.2009) and holding the assignment as Director-Principal at Geeta Institute of Management and Technology, Kanipla (Kurukshetra). This leave is going to expire on 31.7.2009. I applied for two years' Extra-ordinary Leave for joining this post. With your kind recommendation, the then Chairman Board of Governors sanctioned me one year's EOL whereas generally the other faculty members are granted for two years. At that time I discussed with the Chairman about the sanction of less period of leave. He was of the opinion that faculty members go on leave for two years but they come back after availing 2-3 days leave only and they put the authorities in a very embarrassing situation. He informed me that he has sanctioned the leave adding words "initially for one year" only keeping in view the case of Prof. VP Singh who came back without availing the leave sanctioned to him. He informed me if I would avail one year's leave successfully, he (the then Chairman) would grant leave for further one year as is being sanctioned to other faculty members in normal routine. Sir, I am to add that I have availed about 10 months of leave. I am to request you to kindly **grant me one year's more EOL (from 1.8.2009 to 31.7.2010)** as is being granted to other faculty members e.g. to Dr. MK Soni, Dr. RC Bhattacharjee, Dr. NK Gupta, Dr. AK Gupta etc. I shall be highly thankful to you for this act of kindness.

Thanking you in anticipation,

Dated: 04-06-2009

Yours faithfully,

(D.K. Soni)

Professor, Civil Engg. Deptt.
House No. BB-11,
NIT Kurukshetra.

Item 17.9

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

Dr. V.P. Wani, Workshop Supdt. of this Institute vide his request dated 26.7.2009 submitted resignation from the post of Workshop Supdt. with a notice period of three month's. Now vide his another request dated 19.8.2009(copy enclosed as Appendix-IX page 66) he has requested for voluntary retirement instead of resignation. Further he has requested that on expiry of notice period, his prorata retiral benefits such as CPF, Gratuity, Leave Encashment etc. may be settled.

Dr. V.P. Wani joined as Workshop Supdt. w.e.f. 19.7.1996. His past service rendered with Diary Development Commissioner, Govt. of Maharashtra and Integrated Training Centre (Industries), Govt. of India, Nilokheri from 1.6.1982 to 19.7.1996 (FN) has also been counted as qualifying service for all retiral benefits in this Institute.

Dr. Wani was allowed Extraordinary Leave (without pay) for a period of two years w.e.f. 1.7.2008 to 30.6.2010 to enable him to join as Professor in Mechanical Engineering at GHRCE, Nagpur vide this office letter No. Estt.-I/5726-30 dated 23.6.2008. But on 19.8.2009 he has requested for voluntary retirement .

As per terms & conditions of letter No. Estt.-I/5726-30 dated 23.6.2008 at Sr. No. 2 it has been mentioned that in case he wishes to resign from the services of the Institute during his EOL , he has to give three months notice.

As per Central Govt. Rules he is eligible for seeking voluntary retirement on completion of 20 years qualifying service.

The relevant Clause 24 of NIT Act, 2007 First Statutes regarding appointment reads as under :-

"All appointments of the staff of every Institute, except that of the Director and Appointment Deputy Director, shall be made in accordance with the procedure laid down in the Statues, by-

- (a) the Board, if the appointment is made on the academic staff in the post of lecturer or above or if the appointment is made on the non-academic staff in any cadre the maximum of the pay scale for which exceeds rupees ten thousand five hundred;"

The matter is placed before the Board of Governors of the Institute for accepting the voluntary retirement of Dr. V.P. Wani from the post of Workshop Supdt. on three months notice. He will be treated to have been relieved for the services of the Institute on 25.10.2009 i.e. after three months of his notice dated 26.7.2009 and he will be allowed retiral benefits as per Central Govt. rules.

APPENDIX-IX

(1/2)

Attention Mr. Samantrai
DR (GA), NIT Kur.(An Advance copy)From: Dr. Vijay Kumar Pandharinath Wani
Workshop Superintendent (on EOI.)
National Institute of Technology
Kurukshetra-136119
Date: 19/08/09

(Through Chairman, MED)

To
The Director
National Institute of Technology
Kurukshetra-136119Subject: Resignation from the post of Workshop Superintendent: Voluntary RetirementRef.: Office Order No. Estt.-I/PF/5726 Dated 23/06/2008
Estt.-I/PF/1892 Dated 12/03/2009

Sir

In continuation to my application dated 26/07/2009, it is submitted that instead of resigning from the post, I will like to have voluntary retirement from the post. Since I have more than 20 years of qualifying service (counting the service rendered with Dairy Development Department, Maharashtra Govt. plus M/o Small-Scale & Agro Industries, Govt. of India) already approved by NIT Kurukshetra vide letter No. GA-I/PF/5253 dated 16/08 (copy enclosed)

I further request you that on expiry of notice period, kindly accept my request of resignation for voluntary retirement and give me the pro-rata retirement benefits with added five years of benefit. Concerns may kindly be instructed to settle my dues (i.e. CPF, Gratuity, Leave Encashment, Pro-rata Pensionary Benefits etc.) at earliest possible. Dues may please be deposited in the account (account no. 10116913835) of State Bank of India, REC Kurukshetra branch.

Thanking You

Sincerely Yours

Encl: Copy of Letter for service counting

(V. P. Wani)

KURUKSHETRA
25/8/09
25/8/09

24/08/09

DISCLOSED 2/2/09
5000-1

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

The Director, Government of India, Ministry of Human Resource Development, Department of Higher Education, New Delhi vide letter No. F.22-5/2006-TS.III(Pt.), dated 11th May, 2009 forwarded a copy of the Notification published in Gazette of India Extraordinary Part-II, Section-3, Sub-Section- (i), dated 23rd April, 2009 regarding the First Statutes under the NIT Act, 2007 for information. For the implementation of the said First Statutes, the matter was placed before the Board of Governors in its 15th Meeting held on 18.05.2009. The Board decided as under: -

"The Board noted the First Statutes for NITs received from the MHRD."

Under Clause 35 of the First Statutes, it has been directed that the Leave for all the employees of the Institute shall be governed by the Central Civil Services (Leave) Rules, 1972. Under Chapter-IV of the Central Civil Services Leave Rules, the following leave is applicable: -

- | | |
|-------------------------|------------------------------|
| 1. Earned Leave. | 7. Special Disability Leave. |
| 2. Half Pay Leave. | 8. Hospital Leave. |
| 3. Commuted Leave. | 9. Study Leave. |
| 4. Extraordinary Leave. | 10. Leave not due. |
| 5. Maternity Leave. | 11. Special Casual Leave. |
| 6. Paternity Leave. | 12. Child Care Leave. |

The Government of India, Ministry of Personnel, Public Grievances & Pensions, Department of Personnel & Training issues various Office Memorandum for the amendments in the above said leave rules and some times it issues the introduction of new leave for the welfare and benefits of the Government Servants. The said Department has issued the following Office Memorandums for the amendments in the above said rules: -

Sr. No.	Subject/ Leave Applicable	Office Memorandum	Amendment Made	Remarks
1.	Special Casual Leave	28016/02/2007-Estt.(A), dated 20.03.2008	Special Casual Leave allowed for not more than 10 days in a Calendar Year to Central Government Servants with disabilities	For participating in the conferences/ seminars/training/ Workshop related to disability.
2.	Special Casual Leave	28016/02/2007-Estt.(A), dated 04.01.2008	Different Special Casual Leave granted to the Central Government Servants for the various family welfare schemes.	Applicable w.e.f. 04 th January, 2008
3.	Maternity Leave	13018/2/2008-Estt(L), dated 11.09.2008	The existing ceiling of Maternity Leave enhanced from 135 days to 180 days.	Applicable w.e.f. 01 st September, 2008.

4.	Child Care Leave	13018/2/2008-Estt(L), dated 11.09.2008	The Child Care Leave has been introduced for the Women Employees having minor children for a maximum period of 2 years (i.e. 730 din) during the entire service for 2 children	Applicable w.e.f. 01 st September, 2008
5.	Child Care Leave	13018/2/2008-Estt(L), dated 29.09.2008 (Clarification)	Child Care Leave shall be admissible for two eldest surviving children only	Applicable w.e.f. 01 st September, 2008
6.	Child Care Leave	13018/2/2008-Estt(L), dated 18.11.2008 (Clarification)	The nature of this leave was envisaged to be the same as that of Earned Leave. CCL can be availed only if the employee concerned has no Earned Leave at her credit.	Applicable w.e.f. 01 st September, 2008
7.	Special Casual Leave	25011/1/2008-Estt.(A), dated 19.11.2008	The Central Government employees with disabilities may be granted special casual for four days in a calendar year for specific requirement relating to disabilities	Applicable w.e.f. 01 st September, 2008
8.	Child Care Leave	13018/2/2008-Estt(L), dated 02.12.2008 (Clarification)	The Child Care Leave sanctioned prior to issuance of OM, dated 18.11.2008 shall be treated as Child Care Leave and shall be deducted from the CCL account. No adjustment against any other kind of leave shall be made in this regard.	Applicable w.e.f. 01 st September, 2008

The above amendments may be made applicable to the employees of the Institute w.e.f. the dates as mentioned against each. Further the Institute may be allowed 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.

The Board may consider and decide.

Item: 17.11 To consider and approve the faculty and non-faculty positions of the Institute for the year 2009-10.

The Director (Finance), Government of India, Ministry of Human Resource Development, Department of Higher Education, New Delhi vide letter No. 23-03/08-IFD, dated 08th May, 2008 issued the following new norms with regard to creation of faculty posts: -

- (a)
- (b)
- (c) Faculty/Student ratio of 1:12 for NITs, ISM, IITs and other centrally funded technical institutions with inter-se faculty ration of 1:2:4.

However, in respect of Non-Faculty Posts, the norms specify a Faculty/Non-Faculty ratio of 1:1.1 for all Institutions.

In view of above directions of the MHRD, a Committee was constituted at the Institute Level to work out the faculty position. The recommendations of the Committee were placed before the Board of Governors in its 14th Meeting held on 20.01.2009. The Board decided as under:

“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, Government of India, New Delhi.”

In view of the above decision, a proposal was submitted to the MHRD for the creation of additional faculty posts and some non-faculty posts. However, the Director (NIT), Government of India, Ministry of Human Resource Development, Department of Higher Education, New Delhi vide letter No. F.10-38/2008-TS-III, dated 10th February, 2009 conveyed the approval of the Government of India for the creation 83 additional faculty posts which includes 11 Professors, 24 Assistant Professors and 48 Lecturers for the year 2008-09.

Keeping in view above approval of the MHRD, the matter was placed before BOG in its 15th meeting held on 18.05.2009. The Board decided as under:

“The Board noted that the MHRD vide their letter No. F.10-38/2008-TS-III dated 10th February, 2009 sanctioned 83 additional faculty posts as per details furnished in the agenda item 15.32. Now the total strength of faculty posts will be 233.

The Board approved 44 faculty posts for the Departments of Physics, Chemistry, Mathematics and Humanities & Social Sciences out of the said 233 posts as proposed by the Institute in the agenda item.”

In view of the above decision of the Board, the present position of the faculty is as under: -

Sr. No.	Name of Post	Already sanctioned	Now approved	Total Strength	In position	Vacant
1.	Professors	22	11	33	14	19
2.	Asstt. Prof.	43	24	67	41	26
3.	Lecturers	85	48	133	74	59
Total		150	83	233	129	104

The process to fill up the above vacancies could not be initiated as the Government of India, Ministry of Human Resource Development, Department of Higher Education, New Delhi, vide letter No. F.22-5/2006-TS.III (Pt.), dated 11th May, 2009 have issued First Statutes for NITs under the National Institute of Technology Act, 2007, which has come into existence from 23rd April, 2009. Under Clause 22 of the First Statutes, the Academic staff has been classified into 4 tier cadre as **Professor, Associate Professor, Assistant Professor, Lecturer**. Further under Clause 23 of the First Statutes, the Selection Committees of Recruitment have also been changed from the earlier one. The matter with regard to these two Clauses 22 & 23 has been referred to the Government of India, MHRD for conveying the decision on the ratio of these 4 tier cadres and for visitors as well as MHRD Nominee on the Revised Selection Committee.

Further, it is worth mentioning here that the Institute has already invited applications for filling up 21 faculty positions against the already sanctioned 150 faculty positions vide Advertisement No. 32/2008 and for MBA Department vide Advt. No. 22/2008 & 47/2008. The process for selection for these posts has been kept pending subject to the decision of the MHRD on the Clause 22 & 23 of the First Statutes.

The classes for the Academic Session 2009-10 have started w.e.f. 16.07.2009 and the admissions have also been completed for the year 2009-10. In view of the increase intake due to the OBC Reservation, the students strength has increased in all the disciplines of the Undergraduate and Post-Graduate courses. Keeping in view the increase intake, the position of the students for the year 2009-10 is as under: -

Sr. No.	Courses	Intake of the Students including 33% increase for OBC
1.	Under Graduate	2403
2.	Post Graduate	583
3.	MBA & MCA	354
Total		3340

In view of the above students strength, the following faculty positions are required for the year 2009-10: -

Sr. No.	Name of the Deptt.	Total Students for (2009-10)			Total Teachers required as per Teacher Student ratio (1:12)
		UG	PG	Total	
1.	Civil Engineering Department	400	178	578	48
2.	Computer Engineering Department	267	25	292	24
3.	Electrical Engineering Department	400	102	502	42
4.	Electronics & Communication Engineering Department	401	84	485	41
5.	Information Technology	267	--	267	22
6.	Industrial Engineering	267	--	267	22
7.	Mechanical Engineering Department	401	110	511	43
8.	Physics (Instrumentation)	--	84	84	07
9.	MBA	--	147	147	12
10.	MCA	--	207	207	17
	Total	2403	937	3340	278

It is evident from above table that as per the approved ratio of teacher and students, the Institute requires 278 faculty positions for the year 2009-10 against the total students strength of 3340 of the undergraduate and post-graduate courses. At present the sanctioned faculty positions is 233 and 45 additional faculty is required to cope-up with the study of the students for the year 2009-10. However, for the time-being, Lecturers have been engaged on contract basis for a semester to cope-up with the current study of the Students.

Further, as per the approved ratio of faculty and non-faculty staff (1:1.1), 306 Non-teaching Staff will be required against 278 faculty positions. As on 01.08.2009, 270 Non-Faculty staff are in position which includes 23 persons working against the posts of Workcharged-Made-Regular Staff which will stand abolished as and when they retire. In this way, these employees may not be considered against the regular sanctioned strength of the Non-faculty Staff. Hence, the current position of the non-faculty staff may be considered as 247 (270-23).

In view of the above, it is evident that the Institute has already achieved the approved ratio of faculty and non-faculty staff as suggested by the MHRD vide letter, dated 08.05.2008, referred above.

Keeping in view the above facts, 45 (278-233) additional faculty may be sanctioned alongwith 59 (306-247) Non-Faculty Posts for the year 2009-10 as per the norms suggested by the Government of India, MHRD and the First Statutes issued by the MHRD under the NIT Act, 2007 so that the matter may be taken up with the MHRD for their concurrence.

The Board may consider and decide.

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

There are four posts of Drivers in the Institute. Due to their retirement, three posts of Drivers and one post of Junior Engineer (Mech.) were lying vacant in the Institute. The services of Drivers and Junior Engineer (Mech.) are required for the smooth work of the Institute Vehicles and maintenance of Public Health, works of the Institute, Hostels and Residential Quarters.

As per Clause -17 (8) of the Statutes of NIT, the Director shall have the power to employ Teaching Supporting Staff in the Laboratories, Technicians or Technical Instructors and Skilled Workmen paid from contingencies from time to time for not more than one year on such remuneration as may be decided by the Board.

Due to urgency, the Hon'ble Chairperson, BOG was requested to accord his kind approval in anticipation of the approval of the Board to fill up the above posts on contract basis on consolidated salary in the revised pay scale of the posts through Walk-in-Interview for a period of one year (copy enclosed as Appendix X from pages 73 to).

After approval of the Hon'ble Chairperson, BOG, the posts were advertised in "The Tribune" and "Dainik Bhaskar" dated 30.6.2009.

The Adhoc Selection Committee held on 8.7.2009 recommended the name of Sh. Mlawa Ram as Junior Engineer (Mech.) on consolidated salary of Rs. 16470/- per month and S/Sh. Krishan Kumar, Surender Singh, Dharmender Singh and Baljit Singh as Drivers on consolidated salary of Rs. 9430/- per month. The recommendations of the Selection Committee are enclosed as Appendix XI from pages 76 to 77.

The Board may ratify action taken by the Hon'ble Chairperson, BOG in engaging Drivers and Junior Engineer (Mech.) on contract basis.

3

No. 1253

Dated: 15/6/09

NATIONAL INSTITUTE OF TECHNOLOGY
(Institution of National Importance)
KURUKSHETRA - 136119

**Subject: Walk-in-interview for the post of Driver & Junior Engineer (Mechanical)
on contract basis.**

Three posts of Drivers and one post of Junior Engineer (Mechanical) are lying vacant in the Institute due to their retirement. To keep all the Institute vehicles road worthy, the services of driver are essential and the availability of driver is almost necessary to run the vehicle as & when required in case of emergency. Ours being a residential campus & moreover vehicles are often required by the District Authorities. At that time the shortages of drivers puts the Institute in embarrassing situation. Considering the facts stated above the drivers are required on priority basis for the smooth functioning of vehicles.

The services of Junior Engineer (Mechanical) are required for the day to day maintenance of public health works of the Institute, hostels and residential quarters. The recruitment is very essential for the maintenance of tubewells, pump house, water supply, and disposal pumps.

As per Clause-17(8) of the Statutes of NIT, the Director shall have the power to employ Teaching Supporting Staff in the Laboratories, Technicians or Technical Instructors and Skilled Workmen, paid from contingencies from time to time, for not more than one year on such remuneration as may be decided by the Board.

As per Clause 28 (3) of Statutes of NITs, Appointments on contract - for making such appointments, the Chairperson, Board of Governors shall constitute such ad-hoc Selection Committee, as the circumstances of each case may require,

Provided that such constitution of committee shall be reported to the Board for confirmation.

Keeping in view the urgency for the post of Driver and Junior Engineer (Mech.), the Hon'ble Chairman, BOG is requested to accord his kind approval in anticipation of the approval of the Board, to fill up the above posts on contract basis on consolidated salary in the revised pay scale of the post i.e. Pay Band + Grade Pay + DA through Walk-in-Interview for a period of one year. The advertisement for the above recruitment process may be published in one English newspaper (The Tribune) and one Hindi newspaper (Dainik Bhaskar or Dainik Jagran). Further, the selection committee may be constituted for the above said purpose. The matter will be placed before the next BOG meeting for confirmation.

Contd. -2-

u

Constitution of selection committee for the post of Junior Engineer (Mechanical):

- | | | | |
|----|---|---|----------|
| 1. | Director | - | Chairman |
| 2. | Dean (Estate & Con. & Elect. Maint.) | - | Member |
| 3. | Registrar | - | Member |
| 4. | One Professor to be nominated by the Director | - | Member |
| 5. | One expert from outside the Institute | - | Member |

Constitution of selection committee for the post of Driver :

- | | | | |
|----|---|---|----------|
| 1. | Director | - | Chairman |
| 2. | Registrar | - | Member |
| 3. | Chairman, Mechanical Engg. Deptt. | - | Member |
| 4. | One Professor to be nominated by the Director | - | Member |
| 5. | One expert from outside the Institute | - | Member |

Submitted for approval please.

Approved
[Signature]
Hon'ble Chairman
Board of Governors
NIT, Kurukshetra

13/6/2009
DIRECTOR

The Director and the Hon'ble Chairperson BOG have reviewed above mentioned constitution of Adhoc Selection Committees for the posts of Junior Engineer(Mech.) and Drivers. It was felt that constitution of Adhoc Selection Committees will be as under:-

For the Post of Junior Engineer(Mech.):


- | | | |
|----|--|----------|
| 1. | Director | Chairman |
| 2. | Dean(Estate, Constr. & Elect. Mtc.) | Member |
| 3. | Registrar | Member |
| 4. | One person to be nominated by the Hon'ble Chairperson, BOG | Member |
| 5. | One expert from outside the Institute to be nominated by the Director. | Member |

Contd...P/3

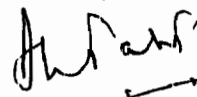
For the Posts of Drivers:

- | | | |
|----|--|----------|
| 1. | Director | Chairman |
| 2. | Registrar | Member |
| 3. | Chairman, Mech. Engg. Deptt. | Member |
| 4. | One person to be nominated by the Hon'ble Chairperson, BOG | Member |
| 5. | One expert from outside the Institute to be nominated by the Director. | Member |

Submitted for orders and approval please.

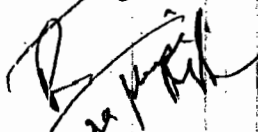

Director 30/6/2019

RM 30/6/2019
Registrar


Hon'ble Chairperson, BOG 30/6/2019

Dr. Anu Kesharwani, Professor of Archeology & Dean (Indian Studies), Dept. of Indian History, Culture & Archeology, Kumaon University is nominated as a member of both the above Ad-hoc Selection Committees.

Director NITK


30/6/2019



30/6/2019

NATIONAL INSTITUTE OF TECHNOLOGY, KURUKSHETRA

APPENDIX-XI

Minutes of the Meeting of the Adhoc Selection Committee held on 08.07.2009 at 11.00 AM in the Office chamber of the Director of the Institute.

Present:

- | | | |
|----|--|----------|
| 1. | Dr. M.N. Bandyopadhyay,
Director, NIT, Kurukshetra | Chairman |
| 2. | Dr. Arun Kesarwani, Prof. of Archaeology,
Deptt. of Indian History, Culture & Archaeology,
Kurukshetra University, Kurukshetra | Member |
| 3. | Dr. S.K. Sharma,
Dean (E, EM & C), NIT, Kurukshetra | Member |
| 4. | Dr. P.K. Sood,
Workshop Supdt., NIT, Hamirpur | Member |
| 5. | Sh. R.P.S. Lohchab,
Registrar, NIT, Kurukshetra | Member |

Recruitment to the post of Junior Engineer (Mechanical)
on contract basis

In response to advertisement No. 17/2009 published in "The Tribune" and "Dainik Bhaskar" dated 30.6.2009, the following candidates appeared for Interview for the post of Junior Engineer (Mech.): -

1. Sh. Nirmal Singh
2. Sh. Mlawa Ram
3. Sh. Anil Kumar
4. Sh. Bharat Atray
5. Sh. Mukesh Kumar
6. Sh. Rameshvar Singh Dankher

The Committee recommends the following in order of merit at the consolidated salary of Rs. 16470/- per month:

1. Sh. Mlawa Ram.

RPS 8/7/2009
(RPS Lohchab)

P.K. Sood 8/7/2009
(P.K. Sood)

S.K. Sharma 8.7.09
(S.K. Sharma)

Arun Kesarwani 8/7/2009
(Arun Kesarwani)

M.N. Bandyopadhyay 8/7/2009
(M.N. Bandyopadhyay)

NATIONAL INSTITUTE OF TECHNOLOGY, KURUKSHETRA

Minutes of the Meeting of the Adhoc Selection Committee held on 08.07.2009 at 11.00 AM in the Office chamber of the Director of the Institute.

Present:

- | | | |
|----|--|----------|
| 1. | Dr. M.N. Bandyopadhyay,
Director, NIT, Kurukshetra | Chairman |
| 2. | Dr. Arun Kesarwani, Prof. of Archaeology,
Deptt. of Indian History, Culture & Archaeology,
Kurukshetra University, Kurukshetra | Member |
| 3. | Dr. K.S. Kasana, Chairman,
Mech. Engg. Deptt., NIT, Kurukshetra | Member |
| 4. | Dr. P.K. Sood,
Workshop Supdt., NIT, Hamirpur | Member |
| 5. | Sh. R.P.S. Lohchab,
Registrar, NIT, Kurukshetra | Member |

Recruitment to the post of Driver on contract basis

In response to advertisement No. 17/2009 published in "The Tribune" and "Dainik Bhaskar" dated 30.6.2009, the following candidates appeared for Interview for the post of Driver:-

1. Sh. Krishan Kumar
2. Sh. Surender Singh
3. Sh. Dharmender Kumar
4. Sh. Sanjiv Kumar
5. Sh. Ram Dass
6. Sh. Parbhat Bhushan
7. Sh. Jasbir Singh
8. Sh. Baljit Singh
9. Sh. Naresh Kumar
10. Sh. Satpal
11. Sh. Ramehar Singh
12. Sh. Pushpender
13. Sh. Des Raj
14. Sh. Rakesh Mohan
15. Sh. Hoshier Singh

The Committee recommends the following in order of merit at the consolidated salary of Rs. 9430/- per month:-

1. Sh. Krishan Kumar
2. Sh. Surender Singh
3. Sh. Dharmender Singh
4. Sh. Baljit Singh

RPS
(RPS Lohchab)

P.K. Sood
(P.K. Sood)

K.S. Kasana
(K.S. Kasana)

Arun Kesarwani
(Arun Kesarwani)

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

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

The Career Advancement Scheme has been implemented in this Institute w.e.f. 2003. Accordingly the promotions in respect of the faculty members are being made for Lecturer (Sr. Scale)/Lecturer (Selection Grade), promotion to the post of Assistant Professors and Professors as per instructions of the MHRD/AICTE issued from time to time.

First statute of the NIT, Act, 2007 has been implemented in the Institute w.e.f. 18.5.2009. Under Clause 22 of the First statutes there are four cadres of the faculty members viz. Professor, Associate professor, Assistant Professor and Lecturer. So the Institute can not go ahead with the promotion under CAS under four cadres amongst the faculty members. Several faculty members are pressing hard for their promotion under CAS as per existing instructions of the MHRD/AICTE.

Under Clause 14 (iv) of the First Statutes, the Hon'ble Chairperson of the Board has been empowered that in emergent cases, the Chairperson may exercise the power of the Board and inform the Board of the action taken by him for confirmation and ratification.

In view of above the Hon'ble Chairperson of the Board was requested to allow the Institute to go ahead with the promotion of the faculty under CAS who are eligible as on 30.6.2009 as per past practice till revised pay scales, qualifications etc. relating to four cadres amongst the faculty members are received in anticipation of the approval of the Board. The Hon'ble Chairman, BOG accorded approval in anticipation of the approval of the Board. Accordingly the applications have been invited from the Lecturers/Assistant Professors who have now become eligible for the grant of Senior Scale/Selection Grade and promotion to the post of Assistant Professor/Professor respectively as on 30.6.2009.

The matter is placed before the Board for ratifying action taken by the Chairman, Board of Governors. The Board may also consider matter regarding classification of faculty under Clause 22 of the Statutes.

Item : 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 Director, Government of India, Ministry of Human Resource Development, Department of Higher Education vide letter no. F.22-5/2006-TS.III (Pt.) dated 11.05.2009 forwarded a copy of Notification published in Gazette of India Extraordinary Part -II, Section-3, Sub-Section - (i) dated 23rd April, 2009 regarding the 1st Statutes under NIT Act, 2007 for information and necessary action.. For the implementation of the 1st Statutes, the matter was placed before the Board of Governors in its 15th meeting held on 18.5.2009. The Board decided as under:

"The Board noted the First Statutes for NITs received from the MHRD".

Due to ban imposed by the Government of India since 2003 and frequent retirement in the cadre of non-teaching staff, it became very difficult to run the classes/labs of the students as well as office work smoothly and for the smooth running of the work of the Institute, it became essential to engage the persons on contract basis. Hence, prior to implementation of the First Statutes the Institute has been engaging Programmers, Computer Operators, Technicians, Clerks, JEs, Stenographers, Drivers, Lab. Attendants and Lib. staff etc. on short term/long term contract basis as per requirement of Chairmen of the Departments/Heads of the Sections out of the chargeable head Pay and Allowances, Self Financing Schemes and Student Funds as the case may be. During the year 2008-09 the Institute engaged 84 persons against Class-III posts. It may please be appreciated that in addition to urgent administrative jobs, the Institute requires sufficient manpower to maintain 292 acres of land, more than 10 hostels, instructional buildings, residences and lawns. In addition sufficient persons are required for security of the Institute/its vast area. Hence Class-IV persons such as Beldars, Artisans, Chowkidars, Malies and Sweepers etc. are being engaged by the Institute on contract basis, sometimes by engaging Labour Contractors and sometimes by the Institute itself as per DC, Kurukshetra rates. The Institute engaged 147 such Class-IV persons during the year 2008-09. However, the teaching load is being managed by engaging Lecturers on contract basis for short contract (for semester only) from time to time against the vacant teaching posts as per the requirement charging their pay and allowances to the vacant teaching posts and Students' Fund, if need be.

The following proposal was submitted to the Hon'ble Chairman, BOG on the basis of clause 14(iv), 17(8), 28(2) and 28(3) of the 1st Statutes and Clauses 13(1) and 13(2)(a)&(d) of NIT Act, 2007 for allowing: -

- (i) to continue with the existing practice for engaging Lecturers on contract basis for one semester to run the classes of the students smoothly against the funds available for the vacant teaching posts.

- (ii) to engage casual workers as per the existing practice on the minimum of the pay scale or minimum rates as prescribed by the Deputy Commissioner, Kurukshetra out of the funds available under the head Student Funds, Self Financing Schemes and vacant posts.
- (iii) to outsource the services of Security and Housekeeping. The services may be hired from the Registered Security / Housekeeping Agencies. After Security Guards and Sweepers are engaged through Registered Agencies, the existing practice of engaging the Chowkidars and sweepers as per DC, Kurukshetra rates will be dispensed with.

The said proposal was approved by the Hon'ble Chairman, BOG on 01.07.2009 and 08.07.2009 in anticipation of approval of the BOG. The above proposals were approved for three months or till the BOG meeting is held whichever is earlier. The copies are enclosed as Appendix XII from pages 82 to 85.

Further, it is pertinent to mention here that due to ban imposed by the State Government of Haryana before 2003 and by the MHRD in 2003 and due to frequent retirement in the cadres of non-teaching staff, the vacancy position is increasing day by day (the Institute being very old). As on 01.08.2009, there are 199 vacancies against the sanctioned strength of 469 in the non-teaching staff. It means about 42% vacancies exist in the non-teaching cadres. Further, the work of the Institute has increased due to increase in students intake, other development activities, independent academic work such as conducting examinations, declaring results etc. whereas the staff is decreasing due to the ban imposed by the MHRD. It will be appreciated that the work is being managed by engaging persons on contract basis against the Class-III & Class-IV Posts. Further, for the beautification of the campus, casual workers are being engaged. It is a necessity for sound health of the students and the residents.

Keeping in view above facts, it has become necessary for smooth functioning of the Institute to engage Lecturers as well as casual workers on contract basis in addition to regular staff. Hence, it will be in the fitness of things that the Institute may be allowed to continue with the practice for engaging:-

- (i) Lecturers on yearly contract basis keeping in view sanctioned strength of faculty.

It has been observed that existing practice of engaging Lecturers on semester basis does not fetch qualified Lecturers.

- (ii) Casual workers / persons such as Programmers, Computer Operators, Technicians, Clerks / Data Entry Operators, Junior Engineers, Stenographers, Drivers, Lab Attendants and Library Staff etc. as per the existing practice on the minimum of the pay scales or minimum rates as prescribed by the Deputy Commissioner, Kurukshetra from time to time.

- (iii) Casual workers / Class IV persons such as Peons, Security Guards / Chowkidars, Malis, Sweepers and Beldars etc. as per existing practice through registered service providers and on the minimum rates as prescribed by the Deputy Commissioner, Kurukshetra.

Further, it is worth mentioning here that the Institute is planning to outsource the services of security and housekeeping of the Institute for which the matter was discussed in the Finance Committee in its 16th meeting held on 30.06.2009 under the heading "Any Other Item" with the permission of the Chair. The Finance Committee decided as under: -

"The Finance Committee observed with concern that security arrangements at the campus are inadequate and very poor. The Institute is having just traditional unskilled persons to look after its security. The Institute needs sound, tight and trained security to maintain peace and harmony at the Campus. There have been frequent incidents of thefts, entry of unauthorized vehicles and individuals in the past which have made the residents feel unsafe. The Finance Committee, therefore, felt that there is need to hire some private registered service provider(s) for deploying proper and skilled security persons in all sectors of the Institute in general including hostels and some important strategic points in particular.

The Finance Committee recommended to the Board that registered service provider(s) be hired by the Institute after inviting quotations etc. as per rules. The adjoining Kurukshetra University, Kurukshetra which is engaging the private registered service providers may also be consulted in the matter. The expenditure involved may be met from the Students Fund. A detailed statement in this regard may be prepared by the Registrar and put up before the Hon'ble Chairman for his perusal and then placed before the next BOG meeting for its approval."

The Board may ratify action taken by Hon'ble Chairman, BOG as mentioned in the Agenda Item and also consider and decide the issue relating to engagement of Lecturers, Class III and Class IV persons on contract basis.

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NATIONAL INSTITUTE OF TECHNOLOGY
(Institution of National Importance)
KURUKSHETRA-136119

APPENDIX-XII

No. Gen.-I/ 4702

Dated: 29/6/09

Subject: Approval for engaging staff on contractual basis for the smooth running of the Institute.

Sir,

The Government of India, Ministry of Human Resource Development, Department of Higher Education, New Delhi vide letter No. F.22-5/2006-TS.III(Pt.) dated 11th May, 2009 has issued First Statutes for NITs under the National Institutes of Technology, Act, 2007. An agenda item was placed before the Board of Governors of the Institute in its 15th meeting held on 18.5.2009 wherein the Board noted the First Statutes for NITs received from the MHRD. The Institute is required to implement all provisions of the Statutes in letter and spirit.

One of the most important and urgent matter relates to engagement of staff in the Institute on contract basis. The background of the issue is as under:-

1. Due to ban imposed by the State Government of Haryana before 2003, by the MHRD in 2003 and due to frequent retirement in the cadres of non-teaching staff, the Institute being very old one, the vacancy position is increasing day by day and due to shortage of non-teaching staff it has become very difficult to run the classes/labs of the students as well as office work smoothly. The following table indicates the non-teaching staff position as on 1.6.2009:-

Group	Sanctioned	In Position	Vacant
Technical Staff			
Group-A	05	05	-
Group-B	26	15	11
Group-C	91	51	40
Group-D	01	-	01
Administrative & Other Staff			
Group-A	11	07	04
Group-B	09	03	06
Group-C	159	100	59
Group-D	167	91	76
Grand Total	470	273	197

2. The students intake of the Institute has become almost double during the last three years because of the increase in intake of existing courses, introduction of new courses at UG and PG level and increase in intake of the OBC students. As a result the work of the Labs, Classes and administration has increased manifold whereas the staff strength of the non-teaching staff is decreasing day by day due to ban on recruitment earlier imposed by the State Government of Haryana and by the MHRD since 2003.

3. A proposal was submitted to the MHRD sometime back for according their concurrence to appoint teaching, technical and administrative staff on regular basis in view of the increase intake of the students. The Government of India only allowed the Institute to appoint teaching staff on the basis of sanctioned intake of the students but no permission was accorded to recruit the non-teaching staff.

4. The teaching load is being managed by engaging Lecturers on contract basis for short/long contract (for semester only) from time to time against the vacant teaching posts as per the requirement charging their pay and

5. Prior to implementation of the First Statutes the Institute has been engaging Programmers, Computer Operators, Technicians, Clerks, JEs, Stenographers, Drivers, Lab. Attendants and Lib. staff etc. on short term/long term contract basis on consolidated salary from time to time as per requirement of Chairmen of the Departments/Heads of the Sections out of the chargeable head Pay and Allowances, Self Financing Schemes and Student Funds as the case may be. During the year 2008-09 the Institute engaged 84 persons against Class-III posts. It may please be appreciated that in addition to urgent administrative jobs, the Institute requires sufficient manpower to maintain 292 acres of land, more than 10 hostels, instructional buildings, residences and lawns. In addition sufficient persons are required for security of the Institute/its vast area. Hence, the Class-IV persons such as Beldars, Artisans, Chowkidars, Malies and Sweepers etc. are being engaged by the Institute on contract basis, sometimes by engaging Labour Contractors and sometimes by the Institute itself as per DC, Kurukshetra rates. The Institute engaged 147 such Class-IV persons during the year 2008-09.

In view of the above background on the issue, it is evident that in the absence of regular non-teaching posts available with the Institution, it was become essential to engage the persons on contract basis for the smooth running of the Institute. However, for the proper monitoring and supervising the functioning of the maintenance and allied works, for which the labours are engaged, has been decided to divide into following two parts: -

- a) Security arrangements, Sweeping arrangements and engaging Beldar/ Peon/ Farash/ Lineman/ Book Binder etc. for the office works of various Departments/Sections in the Institute.
- b) For maintenance of Civil, Electrical, Public Health, Horticulture, tube-wells, disposal pumps and sewerage systems etc.

Now, for the smooth functioning of the classes/labs and administrative works, we will have to engage Lecturers/Class-III & Class IV Persons on contract basis for the ensuing Academic Year i.e. 2009-10 also.

For the purpose, the proposal is being submitted as per the following Sections/Clauses of First Statutes and NIT Act, 2007: -

Relevant Clauses of First Statutes

- a) As per Clause 17(8) of the First Statutes the Director shall have the power to employ Teaching Supporting Staff in the Laboratories, Technicians or Technical Instructors and Skilled Workmen, paid from contingencies from time to time for not more than one year on such remuneration as may be decided by the Board.
- b) As per Clause 28(2) of the Statutes the Board may appoint any person on contract in the prescribed scales of pay and on terms and conditions applicable to the relevant post for a period not exceeding three years.
- c) As per Clause 28(3) of the Statutes for making such appointments, the Chairperson, Board of Governors shall constitute such adhoc Selection Committee, as the circumstances of each case may require provided that such constitution of committee shall be reported to the Board for confirmation.

Relevant Clauses of NIT Act, 2007

- 13.(1) Subject to the provisions of this Act, the Board of every Institute shall be responsible for the general superintendence, direction and control of the affairs of the Institute and shall exercise all the powers of the Institute not otherwise provided for by this Act, the Statutes and the Ordinances, and shall have the power to review the acts of the Senate.
- (2) Without prejudice to the provisions of sub-section(1), the Board of every Institute shall,----
- (a) take decisions on questions of policy relating to the administration and working of the Institute;
 - (d) Institute and appoint persons to academic as well as other posts in the Institute;

Further more, Clause 14(iv) of the Statutes has empowered the Hon'ble Chairperson, Board of Governors to exercise powers of the Board in emergent cases. The Clause reads as under:-

"In emergent cases, the Chairperson may exercise the powers of the Board and inform the Board of the action taken by him for confirmation and ratification".

Proposal

Under the circumstances explained above and urgency of matter, the following is proposed for your kind consideration and approval: -

1. The Institute may be allowed to continue with the existing practice for engaging Lecturers on contract basis for smooth running of the classes against the funds available for the vacant teaching posts, till the regular staff is appointed against the vacant posts.
2. *AK* The Institute may be allowed to engage *Casual workers* *AK* ~~non-teaching staff~~ under ~~Class-III and Class-IV~~ as per the existing practice on the minimum of the pay scale or minimum rates as prescribed by the Deputy Commissioner, Kurukshetra out of the funds available under the head Student Funds, Self Financing Schemes and vacant posts.
3. The Institute may also be allowed to outsource the services of Security and Housekeeping. The services may be hired from the Registered Security/Housekeeping Agencies. After Security Guards and Sweepers are engaged through Registered Agencies, the existing practice of engaging the Chowkidars and Sweepers as per DC, Kurukshetra rates will be dispensed with.

The above proposals may be approved for three months or till the BOG meeting is held whichever is earlier. The whole matter will be placed before the Board of Governors in their next meeting for confirmation and ratification.

AK
11/7/09
The Hon'ble Chairperson
Board of Governors,
NIT, Kurukshetra

Yours faithfully,
Mh 11/7/09
(M N Bandyopadhyay)
DIRECTOR

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NATIONAL INSTITUTE OF TECHNOLOGY
(Institution of National Importance)
KURUKSHETRA-136119

No. Gen.-I/ 4925

Dated: 9/7/09

Subject: Approval for engaging staff on contractual basis for the smooth running of the Institute.

Sir,

The Institute submitted the following proposal with regard to engaging staff/casual workers on contract basis for the smooth running of the Institute for your kind consideration and approval: -

1. The Institute may be allowed to continue with the existing practice for engaging Lecturers on contract basis for smooth running of the classes against the funds available for the vacant teaching posts, till the regular staff is appointed against the vacant posts.
2. The Institute may be allowed to engage casual workers as per the existing practice on the minimum of the pay scale or minimum rates as prescribed by the Deputy Commissioner, Kurukshetra out of the funds available under the head Student Funds, Self Financing Schemes and vacant posts.
3. The Institute may also be allowed to outsource the services of Security and Housekeeping. The services may be hired from the Registered Security/Housekeeping Agencies. After Security Guards and Sweepers are engaged through Registered Agencies, the existing practice of engaging the Chowkidars and Sweepers as per DC, Kurukshetra rates will be dispensed with.

The above proposals were submitted for three months or till the BOG meeting is held whichever is earlier with a request that the whole matter would be placed before the Board of Governors in their next meeting for confirmation and ratification.

The above proposals were got approved from your goodself on 01.07.2009 during your visit at Kurukshetra. A copy of the approval is enclosed for your kind perusal.

Now, the problem has arisen with regard to proposal at Sr. No. 1 above as the Lecturers are being engaged by the Institute for a semester as per the existing practice to run the classes of the Students smoothly, whereas, the proposal at Sr. No. 1 above has been approved for three months or till the BOG Meeting is held whichever is earlier. However, it is worth mentioning here that the Lecturers who are engaged for three months will not be able to complete the course of the semester study and the study of the students will suffer if the Lecturers are not appointed for a semester.

In view of the above, the following revised proposal is submitted for your kind consideration and approval: -

"The Institute may be allowed to continue with the existing practice for engaging Lecturers on contract basis for one semester to run the classes of the students smoothly against the funds available for the vacant teaching posts. The matter will be placed before the BOG in its next meeting."

Yours faithfully,

(M N Bandyopadhyay)
DIRECTOR

DA/as above.

The Hon'ble Chairperson
Board of Governors,
NIT, Kurukshetra

GEN.-I

Item 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.

Dr. M.K. Soni, Professor in Electrical Engineering Department of this Institute vide his letter dated 6.8.2009(copy enclosed as Appendix XIII page 89) requested to extend his Extraordinary Leave for further two years w.e.f. 6.9.2009 to 5.9.2011.

Dr. M.K. Soni was allowed one year Extraordinary Leave (without pay) for a period of one year from 06.09.2006 to 05.09.2007 to join his new assignment as Director in Career Institute of Technology & Management, Faridabad vide this office letter No.GA-I/PF/9000 dated 05.09.2006. The action taken by the Hon'ble Chairman, BOG in granting EOL (without pay) to Dr. M.K. Soni for one year from 06.09.2006 to 05.09.2007 was ratified by the Board in its 12th meeting held on 25.04.2007.

After expiry of the above said period Dr. Soni was to join the duty in the Institute on 06.09.2007. Dr. Soni vide his letter-dated 10.08.2007 requested for extension in EOL (without pay) for two more years upto 05.09.2009. The Vice President, Career Institute of Technology & Management, Faridabad vide letter dated 04.08.2007 informed that the Management had extended the tenure of Dr. M.K. Soni for the post of Director by two years w.e.f. 6.9.2007 to 5.9.2009 and requested the Institute to extend the leave of Dr. M.K. Soni. So he requested that he may be granted extension in EOL (without pay) for two more years w.e.f. 6.9.2007 to 5.9.2009.

Dr. Soni joined this institute on 19.07.1974 and completed about 32 years service in this Institute. Dr. Soni was granted EOL (without pay) for one more year from 06.09.2007 to 05.09.2008 by the Chairman, BOG in anticipation of the approval of the Board and the same was ratified by the Board of Governors in its 13th meeting(item 13.21) held on 24.1.2008.

The Board of Governors in its 91st meeting held on 11.5.1999 had 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."

The matter with regard to grant of Extraordinary Leave (EOL)/Deputation for the teaching Staff 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 decided that maximum 15% of available faculty in each Department can proceed on EOL/Deputation for a maximum period of two years in future"

Dr. Soni vide his letter dated 10.7.2008 requested for extension in EOL for one more year. Dr. Soni had already been granted Extraordinary Leave (without pay) for a period of 2 years w.e.f. 6.9.2006 to 5.9.2007 and 6.9.2007 to 5.9.2008. In view of above decision of the Board, Dr. M.K. Soni was informed vide this office letter No. Estt.-I/8394 dated 18.8.2008 that his above request for extension of Extraordinary Leave for one year more w.e.f. 6.9.2008 to 5.9.2009 could not be acceded to as the Board of Governors allowed Extraordinary Leave upto 5.9.2008 only.

The Director(NITs), MHRD, New Delhi vide fax No. F.11-13/2008 TS III dated 26.8.2008 enclosed a copy of the letter received from Dr. M.K. Soni,

Professor, Electrical Engineering Department, NIT, Kurukshetra requesting for extension of his Extraordinary Leave by one more year, for consideration as per merit of the case.

After taking approval from the Chairman, BOG, Dr. M.K. Soni was allowed Extraordinary Leave (without pay) vide this office letter No. Estt.-I/PF/8609-14 dated 27.8.2008 for the 3rd year w.e.f. 6.9.2008 to 5.9.2009 in anticipation approval of the Board of Governors. The Board of Governors in its 14th meeting (item 14.36) held on 20.1.2009 ratified the action taken by the Chairman, BOG in granting Extraordinary Leave (without pay) to Dr. M.K. Soni w.e.f. 6.9.2008 to 5.9.2009.

The matter regarding Extraordinary Leave (without pay) and Deputation for employees of the Institute was once more placed before the Board in their 15th meeting held on 18.5.2009 and the Board decided that the decision on the Extraordinary Leave to the faculty members as already taken by the BOG in their 14th meeting held on 20.1.2009 stands for the time being. The said decision is reproduced below:-

"The frequently allowing Extraordinary 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 Institute was advised by the Board to frame its own rules on Extra Ordinary Leave and deputation".

Dr. M.K. Soni has already been granted 3 years Extraordinary Leave (without pay) w.e.f. 6.9.2006 to 5.9.2009 on year to year basis. In view of above decision of the Board the request of Dr. M.K. Soni for the grant of extension for another two years w.e.f. 6.9.2009 to 5.9.2011 can not be considered. The case was referred to the Hon'ble Chairman, Board of Governors. The Hon'ble Chairman has desired that the case of Dr. M.K. Soni may be put up to the Board of Governors in the next meeting for consideration.

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



MANAV RACHNA INTERNATIONAL UNIVERSITY

*Deemed-to-be-university, vide notification no. F.9-3/2007-U.3(A) dated 21st October 2008

Dr. M .K. Soni
Executive Director

To

The Director
National Institute of Technology
Kurukshetra - 132119

**Subject: Extension in Extraordinary Leave (without pay)
for two years i.e. upto 5/9/2011**

Sir

With due respect I have to state that vide letter No. Estt - I/PF/8609 Dated : 27/08/2008, my extraordinary leave has been sanctioned up to 5/9/2009. I request you to extend my extraordinary leave for further two years i.e. up to 5/9/2011.

I will be highly thankful to you, Sir.

mksoni
6.8.09
Dr. M . K. Soni
Professor
Electrical Engg. Department

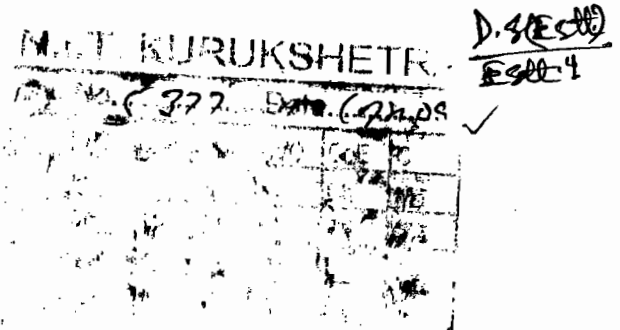
C.c:

1. Prof J.K . Palit
Chairman
Board of Governors
NIT, Kurukshetra

- For information and necessary action please

2. Sh. Madan Mohan,
Director (NITs)
Ministry of HRD
Shastri Bhavan
New Delhi - 110001

- For information and necessary action please



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

On the recommendations of the selection committee, Dr. S.M. Gupta and Dr. Arun Goel were appointed as Assistant Professors in Civil Engineering Department on probation period of one year from the date of joining in the pay scale of Rs. 12000-420-18300 vide this office letter Nos. GA-I/6842 dated 3.9.2001 and GA-I/6848 dated 3.9.2001. They joined on 3.9.2001(AN). They completed one year's probationary period successfully on 3.9.2002. Hence their confirmation became due on 4.9.2002.

The Institute was running Special B.E. Degree Courses in the disciplines of Civil, Electrical and Mechanical for Diploma holders with an intake of 20 students in each discipline. The said courses were fully funded by the State Govt. on 100% basis. Therefore 19 teaching posts of Professors, Assistant Professors and Lecturers were created to run the said courses and faculty were appointed against these posts on regular basis. But the State Govt. of Haryana discontinued the above courses from the year 2001-02. So the Institute surrendered/reduced the said 19 teaching posts and the faculty appointed against these posts were adjusted on the posts lying vacant in the Institute at that time. However two posts of Assistant Professors in Civil Engineering Department against which Dr. S.M. Gupta and Dr. Arun Goel were appointed could not be adjusted and they continued getting salary against other posts lying vacant in the Department. So they could not be considered for confirmation earlier.

Due to increase in intake of students on account of OBC reservation from 2008-09, the MHRD vide letter dated 10.2.2009 conveyed the approval of the Govt. of India for the creation of 83 additional faculty posts. The Board of Governors in their 15th meeting vide item 15.32 held on 18.5.2009 approved the creation of above 83 additional posts of faculty.

In view of above, the sanctioned strength in Civil Engineering Department has been increased w.e.f. 18.5.2009. At present the position of Assistant Professors in Civil Engineering Department is as under :-

- | | |
|---|------|
| 1. Permanent sanctioned posts | = 12 |
| 2. Already confirmed | = 09 |
| 3. Permanent posts available for confirmation | = 03 |

Special Reports on the work and conduct of Dr. S.M. Gupta & Dr. Arun Goel have been received and are satisfactory. Their ACRs are also O.K.

The relevant Clause 24 of NIT Act, 2007 First Statutes regarding appointment reads as under :-

"All appointments of the staff of every Institute, except that of the Director and Appointment Deputy Director, shall be made in accordance with the procedure laid down in the Statutes, by-

(a)

(b) the Board, if the appointment is made on the academic staff in the post of lecturer or above or if the appointment is made on the non-academic staff in any cadre the maximum of the pay scale for which exceeds rupees ten thousand five hundred;"

It is recommended that Dr. S.M. Gupta and Dr. Arun Goel may be considered for confirmation on the posts of Assistant Professors in Civil Engineering Department w.e.f. 18.5.2009 against permanent vacant posts of Assistant Professors.

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

Item 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).

Dr. J.K. Chhabra joined as Lecturer in Computer Engineering Department of this Institute on 26.8.1994. He was promoted as Assistant Professor under CAS in Computer Engineering Department w.e.f. 25.2.2006. Further he was appointed as Assistant Professor in Information Technology Department by direct recruitment on a probation period of one year in the pay scale of Rs. 12000-420-18300 vide this office letter No GA-IV/846-51 dated 28.1.2008 (copy enclosed as Appendix **XIV** pages **94-95**). He joined as such on 28.1.2008.

Dr. J.K. Chhabra vide his request dated 27.7.2009 (copy enclosed as Appendix **XV** page **96**) has requested to allow him to join back as Assistant Professor(Computer Engineering) under CAS in his parent Department of Computer Engineering.

The relevant terms & conditions of his appointment letter under Clause 9(a) & (b) regarding termination/leaving of service reads as under :-

- (a) During the period of probation or extended period of probation, your services are liable to be terminated by either side without assigning any reason on one month's notice in writing or on payment of one month's pay & allowances in lieu thereof.
- (b) In case you want to leave your services after the confirmation, you shall be required to give three month's notice or make payment of pay & allowances in lieu thereof for the period of three month's provided that the Institute may call upon you to continue until the end of the academic session in which your notice is received.

Further the confirmation case in respect of the faculty members who completed their probation period was placed before the Board of Governors in its 15th meeting held on 18.5.2009 vide agenda item 15.17 (copy enclosed as Appendix **XVI** pages **97** to **98**). Dr. J.K. Chhabra was also confirmed by the Board alongwith others faculty members on the post of

Assistant Professor in Information Technology Department w.e.f. 28.1.2009. But due to his request the orders for the confirmation in respect of Dr. Chhabra was kept pending at office level because he submitted request to join back on the post of Lecturer (Assistant Professor under CAS) in Computer Engineering Department.

Further the relevant Clause 24 of First Statutes of NIT Act, 2007 reads as under : -

"All appointments of the staff of every Institute, except that of the Director and Appointment Deputy Director, shall be made in accordance with the procedure laid down in the Statutes, by-

- (a) the Board, if the appointment is made on the academic staff in the post of lecturer or above or if the appointment is made on the non-academic staff in any cadre the maximum of the pay scale for which exceeds rupees ten thousand five hundred;"

In view of the above Dr. J.K. Chhabra may be allowed to join back as Assistant Professor under CAS in Computer Engineering Department because he is holding lien on the post of Lecturer in Computer Engineering Department and permanent post of Lecturer is also available in the Computer Engineering Department. The condition of one month's notice may not be insisted in this case as it is an internal matter and it is not related to termination of service as such.

The matter is placed before the Board for consideration and decision

**NATIONAL INSTITUTE OF TECHNOLOGY
KURUKSHETRA - 136119**

No. GA-IV/846

Dated:

Dr. Jitender Kumar Chhabra,
S/o Sh. Megh Raj Chhabra,
CA-5, NIT Campus,
NIT Kurukshetra.

Subject: Recruitment for the post of Assistant Professor, Information Technology Department.

Dear Sir,

We are pleased to offer you appointment in the post of Assistant Professor, Information Technology Department in the Institute on the following terms and conditions: -

1. **Appointment** : The post is permanent and non-pensionable.
2. **Scale of Pay** : Rs. 12,000-420-18,300
3. **Initial Pay** : Rs. 12,000/- per month.
4. **Allowances** : You will receive all allowances admissible under the rules of the Institute from time to time.
5. **Date of next Increment** : As per Rules.
6. **Probation** : You will be on probation for a period of one year from the date of your joining the post, which period may be extended under the rules of the Institute from time to time.
7. **Confirmation** : You will be considered for confirmation after successful completion of the period of probation or the extended period of probation as the case may be.
8. **Duties** : As prescribed for the post and as assigned to you.
9. **Termination of Service:**
 - (a) During the period of probation or extended period of probation, your services are liable to be terminated by either side without assigning any reason on one month's notice in writing or on payment of one month's pay and allowances in lieu thereof.
 - (b) In case you want to leave your services after the confirmation, you shall be required to give three months' notice or make payment of pay and allowances in lieu thereof for the period of three months provided that the Institute may call upon you to continue until the end of the academic session in which your notice is received.
 - (c) If retention of your services is considered undesirable by the Institute on medical grounds certified by a Medical Authority nominated by our Board of Governors, your services shall be liable to be terminated by the Institute on three month's notice or on payment of three months' pay and allowances in lieu thereof.
 - (d) Your services shall be liable to be terminated by the Institute on grounds of retrenchment or economy on giving you three months' notice in writing or on payment of three month's pay and allowances in lieu thereof.
 - (e) You can be transferred to any place in India.

10. **General**

: In all matters you will be governed by the relevant rules of the Institute from time to time.

If this offer of appointment is acceptable to you on the above terms and conditions, you are requested to communicate your acceptance to us in writing immediately and report for duty by 29.2.2008. In case you fail to report for duty by this date the offer shall stand automatically cancelled.

Yours faithfully,


Registrar
for Director

Endst: No. GA-IV/847-51

Dated: 28/1/08

Copy to: -

1. The Chairman Computer Engineering Department.
2. Assistant Registrar (Accounts).
3. Estate Officer
4. Personal File.
5. GA-I.


Assistant Registrar (GA)

Through Proper Channel

APPENDIX-XV

Dated: 27 July 2009

No CO/586 dt
27/7/09

To

The Director
N.I.T. Kurukshetra

Sub: Request to allow me to join back in my parent department as AP under CAS.

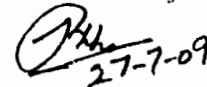
Respected Sir,

I joined as Lecturer (Computer Engineering) in R.E.C. (now N.I.T.) Kurukshetra on 26-8-1994 and was placed in senior scale w.e.f. 26-8-1999. Then I was promoted as Assistant professor (under CAS) in Department of Computer Engineering w.e.f. 5-11-2004. Subsequently I got selected as Assistant Professor (AP) in Information Technology (IT) under direct recruitment and I joined as AP (IT) in Department of Computer Engineering on 28-1-2008.

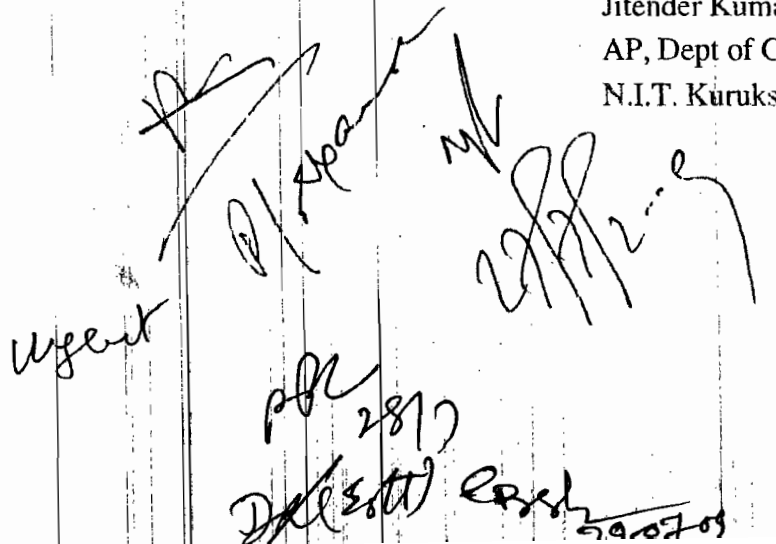
Now I want to join back in my parent department on my original position i.e. Assistant Professor (Computer Engineering) (under CAS) in the Department of Computer Engineering. You are requested to kindly arrange to allow me to join back as Assistant Professor (Computer Engineering) (under CAS) in my parent Department of Computer Engineering and please arrange to issue necessary approval in this regard.

Thanking You

Yours sincerely


27-7-09

Jitender Kumar Chhabra
AP, Dept of Computer Engg.
N.I.T. Kurukshetra


28/7
28/7/09
28/7/09

**NATIONAL INSTITUTE OF TECHNOLOGY,
KURUKSHETRA-136119**

No. NITK/BOG 15th/ 4190

Dated 11/6/09

15.17 To consider confirmation of Professor and Assistant Professors.

The Board of Governors of the Institute in their 15th meeting held on 18.05.2009 has decided as under:-

"The Board decided that the faculty members be confirmed from the due date of confirmation as per details furnished in the agenda item".

This is for your reference, record and further necessary action in the matter.

Encl: Agenda Item

RK 11/6
(R P S Lohchab)
Registrar

✓ 1. DR(GA)

ER 11/6/09

DS (B&H)

EA I 11/6/09

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 :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 Director, Government of India, Ministry of Human Resource Development, Department of Higher Education vide letter no. F.22-5/2006-TS.III (Pt.) dated 11.05.2009 forwarded a copy of Notification published in Gazette of India Extraordinary Part -II, Section-3, Sub-Section - (i) dated 23rd April, 2009 regarding the 1st Statutes under NIT Act, 2007 for information and necessary action.. For the implementation of the 1st Statutes, the matter was placed before the Board of Governors in its 15th meeting held on 18.5.2009. The Board decided as under:

"The Board noted the First Statutes for NITs received from the MHRD.

Under the Clause 20 of First Statutes, the Director of the Institute has been authorized to select Head of Department from amongst the Professors and Associate Professors of that Department or Centre. The Clause 20 of the First Statutes is reproduced as under: -

"20 HEAD OF THE DEPARTMENT OR CENTRE

- (1) Each Department and Centre of the Institute shall be placed in charge of a Head who shall be selected by the Director from amongst the Professors and Associate Professors of that Department or Centre:

Provided that if a Department or Centre has no Professor or Associate Professor, the Director may appoint an Assistant Professor of that Department or Centre to Head the Department or Centre.

- (2) The Head of a Department or Centre shall hold his post for a term of two years:

Provided that after the expiry of his term of office, he shall continue to hold office till the appointment of his successor;

Provided further that no person shall head a Department or Centre continuously for a period exceeding three years unless he is specially appointed at least for a second term.

- (3) The Director may himself take temporary charge of a Department or place it under the charge of the Deputy Director or a Professor from another Department for a period not exceeding six months.

- (4) The Head of Department shall be responsible for the entire working of the Department subject to the general control and supervision of the Director.
- (5) The Head of Department shall be duty bound to see that the decisions of the authorities of the Institute and of Director are faithfully carried out. He shall perform such other duties as may be assigned to him by the Director or Senate.
- (6) When appointment to the post of Head of Department or Centre becomes due, the Director shall ascertain the willingness, of the persons eligible to be appointed as Head; for being so appointed, and shall generally select a person by rotation from among eligible and willing persons.
- (7) Whenever it is proposed to deviate from the principle of rotation, such appointment shall be made only with the prior approval of the Chairperson, Board of Governors and for reasons to be recorded in writing and shall also be reported to the Senate and the Board, along with reasons for deviation, in their next meetings."

The Institute is adopting the practice to appoint the Chairman of Department for a period of 03 years on rotation basis amongst the Professors / Assistant Professors from that Department. Now the nomenclature of Chairman is to be changed from Chairman to Head of Department. Hence the present Chairmen of the Departments/ Professors-in-Charge of various Centres may be re-designated as Heads of Department/Centres subject to the condition that they will continue as such for 02 years from the date of their appointments against the earlier positions to make the process proper and justified under Section 20 of the First Statutes. However, in future, the Heads of Departments will be appointed as per the Clause 20 of the 1st Statutes.

The Board may consider and decide.

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

The Director, Government of India, Ministry of Human Resource Development, Department of Higher Education vide letter no. F.22-5/2006-TS.III (Pt.) dated 11.05.2009 forwarded a copy of Notification published in Gazette of India Extraordinary Part -II, Section-3, Sub-Section - (i) dated 23rd April, 2009 regarding the 1st Statutes under NIT Act, 2007 for information and necessary action.. For the implementation of the 1st Statutes, the matter was placed before the Board of Governors in its 15th meeting held on 18.5.2009. The Board decided as under: -

"The Board noted the First Statutes for NITs received from the MHRD.

Under Clause 19 and Schedule C of the First Statutes, the Director is empowered to appoint not more than 06 Deans with approval of the BOG. The broad functions / duties and responsibilities of Dean have been enumerated in Schedule C of the First Statutes. It has also been mentioned under the Statutes that Dean-ship is functional position and not administrative one and such be discharged in its right spirit. **Deans must be nominated by the Director from amongst Professors/Associate Professors but should not be Head of Department.** The Tenure of Deanship shall ordinarily be two years extendable by one more year, but Director with the approval of the Chairperson, Board of Governors may relieve any or all Dean before such period.

The Institute is already adopting the practice to appoint Deans for assistance of the Director in his administrative work. At present 4 Deans- Dean (Planning & Development), Dean (Academic), Dean (Student Welfare & Training Placement) and Dean (Estate, Construction & Electrical Maintenance) are in position. However, as per First Statutes the following Dean-ships have been allowed: -

- 1) Dean (Academic),
- 2) Dean (Planning & Development)
- 3) Dean (Students Welfare)
- 4) Dean (Faculty Welfare)
- 5) Dean (Research and Consultancy)

Accordingly the Institute may be allowed to appoint the following 6 Deans as per clause 19 and Schedule C of the 1st Statutes for a period of 2 years: -

Sr. No.	Name	Deanship	Remarks
1.	Dr. Krishna Gopal	Dean (Planning & Development)	Duties and responsibilities as per schedule "C" of the First Statutes. The Dean (Estate, Construction & E/M) will attend to all activities relating to Estate Maintenance, Construction & Electrical Maintenance and any other activity to be decided by the Director from time to time.
2.	Prof. R.K. Bansal	Dean (Academic)	
3.	Dr. T.K. Garg	Dean (Faculty Welfare)	
4.	Dr. S.P. Jain	Dean (Research and Consultancy)	
5.	Dr. V.K. Arora	Dean (Students Welfare)	
6.	Dr. S.K. Sharma	Dean (Estate, Construction & E/M)	

There will be no position of the Proctor now as the Dean (Student Welfare) will also perform functions of the Proctor.

The Board may consider and decide.

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

The Institute is running the 02-Years Master of Business Administration (MBA) and 03-Years Master of Computer Application (MCA) Courses with an intake of 60 Students each since 2006 and 2007 respectively on Self-Financing Basis. At present, 147 Students in MBA and 207 Students in MCA Course are studying.

For the study of the Students, the Institute is engaging Lecturers on Contract Basis for each and every semester since 2006. However, for the recruitment of regular Faculty and Non-teaching Staff for the Self-Financing MBA Course, the matter was placed before the Board of Governors in its 13th Meeting held on 24.01.2008. The Board decided as under: -

"The Board decided to create 10 teaching posts comprising Professors, Asstt. Professors and Lecturers with the cadre ratio as per AICTE norms and two non-teaching positions (one Steno-typist and one Storekeeper) for the Department of Business Administration which is being run on self financing basis as per details furnished in the Agenda Item 13.33.

The teaching and non-teaching staff for the Business Administration Department will be appointed on long contract basis till the MBA course runs with all the benefit at par with the regular employees except pension. In this connection the model available in the Kurukshetra University, Kurukshetra for running the self financing courses may be followed. The qualifications of the faculty will be as per qualifications laid down by the AICTE/Institute from time to time and they will be recruited as per due procedure through duly constituted Selection Committees."

In view of the above decision of the Board, an Advt. No. 22/2008 and 47/2008 was issued for the recruitment of Faculty for MBA Department. However, the process for selection for these posts has been kept pending subject to the decision of the MHRD on the Clause 22 & 23 of the First Statutes.

Further for the sanction of the regular faculty in these Departments, a Committee was constituted at the Institute Level to work out the faculty positions in view of the new students faculty ratio. The recommendations of the Committee were placed before the Board of Governors in its 14th Meeting held on 20.01.2009. The Board decided as under: -

"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, Government of India, New Delhi."

In view of the above decision, a proposal was submitted to the MHRD for the creation of faculty posts. However, the Director (NIT), Government of India, Ministry of Human Resource Development, Department of Higher Education, New Delhi vide letter No. F.10-38/2008-TS-III, dated 10th February, 2009 conveyed the approval of the

Government of India for the creation of 83 additional faculty posts which includes 11 Professors, 24 Assistant Professors and 48 Lecturers for the year 2008-09. This includes 1 Professor, 3 Assistant Professors and 7 Lecturers for MBA Department and 1 Professor, 3 Assistant Professors and 7 Lecturers for MCA Department.

Keeping in view the above approval of the MHRD, the matter was placed before BOG in its 15th meeting held on 18.05.2009. The Board decided as under:

“The Board noted that the MHRD vide their letter No. F.10-38/2008-TS-III dated 10th February, 2009 sanctioned 83 additional faculty posts as per details furnished in the agenda item 15.32. Now the total strength of faculty posts will be 233.

The Board approved 44 faculty posts for the Departments of Physics, Chemistry, Mathematics and Humanities & Social Sciences out of the said 233 posts as proposed by the Institute in the agenda item.”

It is worth mentioning here that the process to fill up these vacancies has not been initiated as decision of the MHRD regarding classification of academic staff (under Clause 22 of the Statutes) and Visitor Nominee & MHRD Nominee for the Selection Committee constituted under Clause 23 of the Statutes, is required.

Now, for the smooth running of the laboratories and administrative work of these two Departments, 12 non-faculty staff is required, as per the faculty/non-faculty ratio suggested by the Government of India, Ministry of Human Resource Development, Department of Higher Education, New Delhi vide letter No. 23-03/08-IFD, dated 08th May, 2008.

In view of the position explained above, the Institute may be allowed to recruit the following non-faculty posts for the MBA and MCA Department: -

Sr. No.	Name of the Post	Pay Scale + GP	No. of Post required for MBA	No. of Post required for MCA
1.	System Analyst	15600-39100+5400	01	01
2.	Programmer	15600-39100+5400	01	03
3.	Technician	9300-34800+4200	01	01
4.	Technical Assistant	9300-34800+4200	01	01
5.	Laboratory Assistant	5200-20200+1900	01	01
6.	Office Superintendent	9300-34800+4200	01	-
7.	Office Assistant	9300-34800+4200	01	01
8.	Storekeeper	5200-20200+1900	01	01
9.	Data Entry Operator	5200-20200+1900	02	02
10.	Stenographer	5200-20200+2400	01	01
11.	Sr. Library Assistant	9300-34800+4200	01	-
	Total		12	12

There will be no liability on the Government of India, being Self-Financing Courses.

The Board may consider and decide.

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

On the recommendations of the Govt. of India, the Ministry of Human Resources Development, New Delhi vide letter No. No. 23-I/2008-TS. II dated 18.8.2009 (copy enclosed as Appendix- XVII pages 106 to 110) have decided to revise the pay of teaching and other staff of Centrally Funded Technical Institutions following the pay revision of the Central Government employees on the recommendation of 6th CPC w.e.f.1.1.2006.

At Sr. 2 of the above said letter it has been mentioned that the pay structure and designations for all other Centrally funded Technical Institutions will generally be the same as per the scheme of revision of pay of teachers' etc in Universities, etc. as notified by the Ministry of HRD vide letter No. 1-32/2006-U.I/U.I (i) dated 31st December, 2008 and clarification issued thereon from time to time. However, in the case of National Institutes of Technology (NITs), Indian School of Mines University (ISMU), Indian Institutes of Information Technology (IIITs.) and Schools of Planning & Architecture (SPAS), the accelerated promotional benefits as mentioned from 2 (a) to (e) will be given while maintaining the UGC Pay Structure and designations.

In view of above accelerated promotional benefits, all promotions will be based on performance evaluation and subject to fulfillment of other conditions laid down by MHRD letter No. 1-32/2006-U.II/U.I (i) dated 31st December, 2008(copy enclosed as Appendix – XVIII pages 111 to 126). The revision of pay scale of teachers shall be subject to various provisions of the Scheme of revision of pay scales as contained in the above said letter dated 31.12.2008 and Regulations to be framed by the UGC in this behalf in accordance with the Scheme.

The Directors of NITs have been granted pay of Rs. 75000/- plus Special Allowance of Rs. 5000/- p.m. as applicable to Vice Chancellors of Universities. The Librarian and Director of Physical Education will be given the revised pay and other benefits as notified vide MHRD letter No. 1-32/2006-U.II/U.I (i) dated 31st December, 2008. The qualifications and the age of superannuation (60 years) will remain unchanged.

UGC pay scales will apply to Registrar, Dy. Registrar, Assistant Registrars of NITs, subject to they possessing the qualifications and experience as prescribed by UGC from time to time. For others, normal replacement scale as per CCS (RP) rules. 2008 will apply. Age of superannuation will, however, continue to be 60 years.

Date of implementation of revised pay and allowance and payment of arrears shall be as under :-

- (i) The revised pay and revised rates of Dearness Allowance under this Scheme shall be effective from 1.1.2006. The revised rates of all other applicable allowances such as House Rent Allowance, Transport Allowance, Children education Allowance etc. and the non-compounded advance increments shall take effect from 1.9.2008.
- (ii) Payment of arrears up to 40% of the total arrears shall be made during the current financial year i.e. 2008-09 after deduction of admissible income tax.
- (iii) An undertaking shall be taken from every beneficiary under this Scheme to the effect that any excess payment made on account of incorrect fixation of pay in the revised pay bands or grant of inappropriate pay Band/Academic Grade Pay or any others excess payment made shall be adjusted against the future payments due or otherwise to the beneficiary in the same manner as provided in this Ministry's O.M. No. F.23-7/2008-IFD dated 23.10.2008, read with Ministry of Finance (Department of Expenditure) O.M. No. F.1-1/2008-IC dated 30.8.2008.

The Board may consider and approve.

F. No. 23-1/2008-TS.II

Government of India

APPENDIX-XVII

Ministry of Human Resources Development

Department of Higher Education

Technical Section-II

Shastri Bhawan, New Delhi

Dated: 18th August, 2009

To

The Director,
All Centrally Funded Technical Institutions

Subject: -Revision of pay of teaching and other Staff in Centrally Funded Technical Institutions (CFTIs) following the pay revision of the Central Government employees on the recommendation of 6th Central Pay Commission (6th CPC).

Sir,

I am directed to say that the Government of India have decided, after taking into consideration the recommendations made by the Govardhan Mehta Committee, to revise the Pay of teaching and other staff of Centrally Funded Technical Institutions following the pay revision of the Central Government employees on the recommendation of 6th CPC. The revised pay and other service conditions as approved by the Government of India for the teaching and other staff in CFTIs are as under: -

1. For Indian Institutes of Technology (IITs), Indian Institute of Science (IISc.) Bangalore, Indian Institutes of Management (IIMs), National Institute of Industrial Engineering (NITIE), Mumbai and Indian Institutes of Science Education & Research (IISERs).

(i) Lecturers

- (1) Lecturers are not part of the regular faculty cadre in these Institutes. Appointment at this level may be made as Lecturer-cum-Post Doctoral Fellow on contract basis to enable bright young Ph.Ds to teach and earn experience in premier institutions.
- (2) At the entry level they may be placed in Pay Band PB-3 of Rs.15600-39100 with Academic Grade Pay (AGP) of Rs.6000/-p.m. with seven non-compounded advance increments.
- (3) To encourage fresh PhDs to join the teaching system, at least 10% of the total faculty strength should be recruited at this level of Lecturer-cum-Post Doctoral Fellow. However, relaxation in respect of educational qualifications could be given up to 25% of total Lecturers recruited. The reasons for such relaxations should be duly recorded and reported to the Board of Governors of the respective institutions.
- (4) After one year of post Ph.D experience, these **Lecturers-cum-Post Doctoral Fellows** shall be placed in the AGP of Rs.7000/-p.m.

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(ii) Assistant Professors

- (1) To be appointed in PB-3 with AGP of Rs. 8000/-p.m. For direct recruits, minimum pay in the Pay Band to be fixed at Rs.30000/-.
- (2) For appointment as Assistant Professor, one should have a Ph.D with first class or equivalent in the appropriate branch with a very good academic record throughout and at least three years' industrial/research/teaching experience, **excluding however, the experience gained while pursuing Ph.D.**

(iii) Associate Professors

- (1) To be appointed in PB-4 (Rs.37400-67000) with AGP of Rs.9500/-p.m. For direct recruits, minimum pay in the PB-4 to be fixed at **Rs. 42800/-**.
- (2) For appointment as Associate Professor, one should have a Ph.D with first class or equivalent in the appropriate branch with a very good academic record throughout and a minimum of six years Teaching/ Industry/ Research experience, of which at least three years' should be at the level of Assistant Professors, Senior Scientific Officer/ Senior Design Engineer.

(iv) Professors

- (1) To be appointed in PB-4 (Rs.37400-67000) with AGP of Rs.10500/- p.m. For direct recruits, minimum pay in the Pay Band to be fixed at **Rs. 48000/-**.
- (2) For appointment as Professor, one should have a Ph.D with first class or equivalent with a very good academic record and a minimum of 10 years' experience.
- (3) Up to a maximum of 40% of the posts of Professors **at any given point of time** will be eligible for AGP of Rs. 12000/- p.m. after 6 years' of regular service in AGP of Rs. 10500/- p.m. subject to performance evaluation based on research publications, Ph.D supervision, teaching and consultancy services etc.

2. For other Centrally Funded Technical Institutions.

The pay structure and designations for all other Centrally Funded Technical Institutions will generally be the same as per the scheme of revision of pay of teachers, etc in Universities, etc. as notified by the Ministry of HRD vide letter No.1-32/2006-U.II/U.I (i) dated 31st December, 2008 and clarification issued thereon from time to time. However, **in the case of National Institutes of Technology (NITs), Indian School of Mines University (ISMU), Indian Institutes of Information Technology (IIITs) and Schools of Planning & Architecture (SPAs)**, the following accelerated promotional benefits will be given while maintaining the UGC Pay Structure and designations;

- (a) Seven non-compounded advance increments shall be admissible at the entry level of recruitment as Assistant Professor to persons possessing the degree of Ph.D awarded in the relevant discipline.

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- (b) (i) An Assistant Professor possessing the degree of Ph.D in the relevant discipline and with regular service of 3 years' at AGP of Rs.6000/- p.m. shall be eligible for moving to AGP of Rs.7000/- p.m.
- (ii) An Assistant Professor possessing the degree of Ph.D in the relevant discipline and with regular service of 3 years' at AGP of Rs.7000/- p.m. shall be eligible for moving to AGP of Rs.8000/- p.m.
- (iii) An Assistant Professor possessing the degree of Ph.D in the relevant discipline and with regular service of 3 years' at AGP of Rs.8000/- p.m. shall be eligible for moving to AGP of Rs.9000/- p.m., and re-designated as Associate Professor.
- (c). Associate Professor completing 4 years' of regular service in the AGP of Rs.9000/- and possessing a Ph.D degree in the relevant discipline shall be eligible to be appointed and designated as Professor, subject to other conditions of academic performance as laid down by the UGC and by the university, if any. No teacher other than those with a Ph.D shall be promoted, appointed or designated as Professor. The Pay Band for the post of Professors shall be Rs.37400-67000 with AGP of Rs.10000/- p.m.
- (d) Up to a maximum of 20% of the sanctioned post of Professors shall be placed in PB-4 in the AGP of Rs.12000/- p.m. after regular service of 6 years' as Professor in the AGP of Rs.10000 and the minimum pay in the Pay Band will be fixed at Rs.48000/- p.m.. Other eligibility conditions will be as laid down by the UGC.
- (e) All promotions will be based on performance evaluation and subject to fulfillment of other conditions laid down by MHRD letter No.1-32/2006-U.II/U.I (i) dated 31st December, 2008.
3. Existing faculty of IITs and ISMU, Dhanbad shall be given the replacement pay being proposed for IITs, as personal to them. Revised pay, as given in Para 2 above will be applicable for those recruited on or after the date of issue of these orders.
4. **Directors:** As regards the Directors of the Centrally Funded Technical Institutions (CFTIs), it was decided to follow a two-tier structure as in the case of faculty positions, as under:-
- (a) For Directors of IITs, IIMs, IISc Bangalore, IISERs, NITIE, Mumbai, a fixed pay of Rs.80,000/- p.m.
- (b) For Directors of NITs, IITs, ISMU, Dhanbad, NIFFT, Ranchi, SPAs, SLIET, NERIST, CIT, NITTTRs, pay of Rs.75,000 plus Special Allowance of Rs.5000/- p.m. as applicable to Vice Chancellors of Universities.
5. **Cadre of Librarians and Directors of Physical Education** will be given the revised pay and other benefits as notified vide MHRD letter No. 1-32/2006-U.II/U.I (i) dated 31st December, 2008. The qualifications and the age of superannuation (60 years) will remain unchanged.

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6. The revised pay of **Scientific Officers/Design Staff** shall be mapped into the normal replacement pay of 6th CPC. However, if the Scientific Officers / Design Staff are doing teaching work, their revised pay as approved for the teaching staff shall be applicable.

7. **Faculty Structure:** The flexible faculty structure will continue in those institutions where it is already in operation. However, institutions like ISMU/IITs which were earlier under the IIT pay structure will have the same faculty structure as in UGC scheme except for the accelerated promotions as provided under Para 2 above. The Ministry of Human Resource Development (MHRD) will devise suitable academic criteria for those institutions which may like to change over to a four-tier flexible faculty structure.

8. **Other service conditions:**

- (i) Annual increment will be at the rate of 3% of the pay as per the CCS (RP) Rules, 2008 (pay in the pay band plus applicable AGP).
- (ii) Pay in the pay band and Academic Grade Pay shall not exceed the limits set in the CCS (RP) Rules, 2008 i.e. Rs.80000/-.
- (iii) A cumulative Professional Development Allowance for Rs.3 lakhs for every block period of 3 years (Rs. One lakh per year) may be made available to every member of the faculty on reimbursable basis to meet the expenses for participating in both national and international conferences, paying the membership fee of various professional bodies and contingent expenses.
- (iv) Revised pay scales will be effective from 1.1.2006 and other allowances from 1.9.2008 and pay of existing incumbents will be fixed as per the formula given in the CCS (RP) Rules, 2008 and the Fixation Table given in Annex-I of Ministry of Finance OM No.1/1/2008-IC dated 30th August, 2008. This is further subject to the proviso that the revised pay of existing incumbents as on 1.1.2006 will not be less than the minimum pay at the entry level for direct recruits in each category in the case of **IITs, IIMs, IISc, IISERs and NITIE**. This would effectively mean that:
 - a) Assistant Professors in the pre-revised scale of Rs.12,000 - Rs.18,300 with basic pay ranging from Rs.12,000/- to Rs.15,780/- p.m. will be placed at the minimum of Rs.30,000/- p.m. For those incumbents with pre-revised basic pay of more than Rs.15780/-, their revised pay will be determined by multiplying the existing pay as on 1.1.2006 by a factor of 1.86 and rounding off the multiple figure to the next multiple of 10 as given in Rule 7 (1)(a)(i) of the CCS (RP) Rules, 2008.
 - b) In the case of Associate Professors in the pre-revised scale of Rs.16,400 - Rs.20,000 with basic pay ranging from Rs.16,400/- to Rs.18,200/- p.m., the minimum will be fixed at Rs.42,800. For those incumbents with pre-revised pay of more than Rs.18200/-, the revised pay will be as per Fixation Table corresponding to pre-revised pay scale of S-26 as given in Annexure-I of Ministry of Finance's O.M.No.1/1/2008-IC dated 30th August, 2008.

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c) In the case of Professors in the pre-revised scale of Rs.18400-22400 with basic pay ranging from Rs.18400 to Rs.20400 p.m. will be placed at the minimum of Rs 48000/-. For those incumbents with pre-revised pay of more than Rs.20400/-, the revised pay will be as per Fixation Table corresponding to pre-revised pay scale of S-29 as given in Annexure-I of Ministry of Finance's O.M.No.1/1/2008-IC dated 30th August, 2008.

(v) In respect of other categories of institutions, pay fixation will be made as per CCS (RP) Rules, 2008 and the Fitment table issued by MHRD for UGC funded institutions vide letter No.3-1/2009-U.I dated 4th June, 2009, which is available on the web-site of MHRD.

9. **For Registrars, Dy. Registrar, Asstt. Registrar.** UGC pay scales will apply to Registrar, Dy Registrars, Assistant Registrars of IITs, IISERs, NITs, IISc and Deemed to be Universities subject to they possessing the qualifications and experience as prescribed by UGC from time to time. For others, normal replacement scale as per CCS (RP) Rules, 2008 will apply. Age of superannuation will, however, continue to be 60 years.

10. Anomalies, if any, in the implementation of this order may be brought to the notice of the Department of Higher Education, Ministry of Human Resource Development.

Yours faithfully,

P. Dikshit
(Pratima Dikshit)
Director (TC)

Copy to: -

1. Principal Secretary to Prime Minister, South Block, New Delhi.
2. Secretary (Coordination), Cabinet Secretariat, Rashtrapati Bhawan, New Delhi.
3. Secretary, Department of Expenditure, North Block, New Delhi,
4. Secretary, Department of Personnel & Training, North Block, New Delhi.
5. Secretary, Department of Agriculture Research and Education, Krishi Bhawan, New Delhi.
6. Secretary, Ministry of Health and Family Welfare (Medical Education), Nirman Bhawan, New Delhi.
7. Acting Chairman, All India Council for Technical Education, New Delhi.
8. Secretary, University Grants Commission, New Delhi.
9. Web Master, Ministry of Human Resource Development for publication on the website of the Ministry, hosted by the National Informatics Centre.

P. Dikshit
(Pratima Dikshit)
Director (TC)

No. 1-32/2006-U.II/U.I(I)
Government of India
Ministry of Human Resource Development
Department of Higher Education

New Delhi, dated the 31st December, 2008

To

The Secretary,
University Grants Commission,
Bahadur Shah Zafar Marg,
New Delhi - 110 002.

Subject:- Scheme of revision of pay of teachers and equivalent cadres in universities and colleges following the revision of pay scales of Central Government employees on the recommendations of the Sixth Central Pay Commission.

I am directed to say that the Government of India have decided, after taking into consideration the recommendations made by the University Grants Commission (UGC) based on the decisions taken at the meeting of the Commission held on 7-8 October 2008, to revise the pay scales of teachers in the Central Universities. The revision of pay scales of teachers shall be subject to various provisions of the Scheme of revision of pay scales as contained in this letter, and Regulations to be framed by the UGC in this behalf in accordance with the Scheme given below. The revised pay scales and other provisions of the Scheme are as under:-

1. General

(i) There shall be only three designations in respect of teachers in universities and colleges, namely, Assistant Professors, Associate Professors and Professors. However, there shall be no change in the present designation in respect of Library and Physical Education Personnel at various levels.

(ii) No one shall be eligible to be appointed, promoted or designated as Professor, unless he or she possesses a Ph.D. and satisfies other academic conditions, as laid down by the University Grants Commission (UGC) from time to time. This shall, however, not affect those who are already designated as 'Professor'.

(iii) The pay of teachers and equivalent positions in Universities and Colleges shall be fixed according to their designations in two pay bands of Rs. 15600-39100 and Rs. 37400-67000 with appropriate "Academic Grade Pay" (AGP in short). Each Pay Band shall have different stages of Academic Grade Pay which shall ensure that teachers and other equivalent cadres covered under this Scheme, subject to other conditions of eligibility being satisfied, have multiple opportunities for upward movement during their career.

(iv) Posts of Professors shall be created in under-graduate (UG) colleges as well as in post-graduate (PG) colleges. The number of posts of Professors in a UG College shall be equivalent to 10 percent of the number of posts of Associate Professors in that College. There shall be as many posts of Professors in each PG College as the number of Departments in that College. No new Departments shall be created in UG or PG Colleges without prior approval of the UGC.

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By No. 8826 Date 22/12/08

(v) Up to 10% of the posts of Professors in universities shall be in the higher Academic Grade Pay of Rs. 12000 with eligibility conditions to be prescribed by the UGC.

(vi) National Eligibility Test (NET) shall be compulsory for appointment at the entry level of Assistant Professor, subject to the exemptions to the degree of Ph.D. in respect of those persons obtaining the award through a process of registration, course-work and external evaluation, as have been/ or may be laid down by the UGC through its regulations, and so adopted by the University. NET shall not be required for such Masters' programmes in disciplines for which there is no NET.

2. Revised Pay Scales, Service conditions and Career Advancement Scheme for teachers and equivalent positions:

The pay structure for different categories of teachers and equivalent positions shall be as indicated below:-

(a) Assistant Professor/Associate Professors/Professors in Colleges & Universities

(i) Persons entering the teaching profession in Universities and Colleges shall be designated as Assistant Professors and shall be placed in the Pay Band of Rs.15600-39100 with AGP of Rs.6000. Lecturers already in service in the pre-revised scale of Rs. 8000-13500, shall be re-designated as Assistant Professors with the said AGP of Rs. 6000.

(ii) An Assistant Professor with completed service of ³4 years, possessing Ph.D Degree in the relevant discipline shall be eligible, for moving up to AGP of Rs. 7000.

(iii) Assistant Professors possessing M.Phil degree or post-graduate degree in professional courses approved by the relevant Statutory Body, such as LL.M/M.Tech etc. shall be eligible for the AGP of Rs. 7,000 after completion of 5 years service as Assistant Professor.

(iv) Assistant Professors who do not have Ph.D or M.Phil or a Master's degree in the relevant Professional course shall be eligible for the AGP of Rs. 7,000 only after completion of 6 years' service as Assistant Professor.

(v) The upward movement from AGP of Rs. 6000 to AGP of Rs. 7000 for all Assistant Professors shall be subject to their satisfying other conditions as laid down by the UGC.

(vi) The pay of the incumbents to the posts of Lecturer (senior scale) (i.e. the un-revised scale of Rs. 10,000-15200) shall be re-designated as Assistant Professor, and shall be fixed at the appropriate stage in Pay Band of Rs.15600-39100 based on their present pay, with AGP of Rs. 7000.

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(vii) Assistant Professors with completed service of 5 years at the AGP of Rs. 7000 shall be eligible, subject to other requirements laid down by the UGC, to move up to the AGP of Rs. 8000.

(viii) Posts of Associate Professor shall be in the Pay Band of Rs.37400-67000, with AGP of Rs.9000. Directly recruited Associate Professors shall be placed in the Pay Band of Rs. 37400-67000 with an AGP of Rs. 9000, at the appropriate stage in the Pay Band in terms of the conditions of appointment.

(ix) Incumbent Readers and Lecturers (Selection Grade) who have completed 3 years in the current pay scale of Rs. 12000-18300 on 1.1.2006 shall be placed in Pay Band of

Rs. 37400-67000 with AGP Pay of Rs. 9000 and shall be re-designated as Associate Professor.

(x) Incumbent Readers and Lecturers (Selection Grade) who had not completed three years in the pay scale of Rs. 12000-18300 on 1.1.2006 shall be placed at the appropriate stage in the Pay Band of Rs. 15600-39100 with AGP of Rs. 8000 till they complete 3 years of service in the grade of Lecturer (Selection Grade)/Reader, and thereafter shall be placed in the higher Pay Band of Rs. 37400-67000 and accordingly re-designated as Associate Professor.

(xi) Readers/ Lecturers (Selection Grade) in service at present shall continue to be designated as Lecturer (Selection Grade) or Readers, as the case may be, until they are placed in the Pay Band of Rs. 37,400-67000 and re-designated as Associate Professor in the manner described in (x) above.

(xii) Assistant Professors completing 3 years of teaching in the AGP of Rs. 8000 shall be eligible, subject to other conditions, that may be prescribed by the UGC and the university, to move to the Pay Band of Rs. 37400-67000 with AGP of Rs. 9000 and to be designated as Associate Professor.

(xiii) Associate Professor completing 3 years of service in the AGP of Rs. 9000 and possessing a Ph.D. degree in the relevant discipline shall be eligible to be appointed and designated as Professor, subject to other conditions of academic performance as laid down by the UGC and if any by the university. No teacher other than those with a Ph.D. shall be promoted, appointed or designated as Professor. The Pay Band for the post of Professors shall be Rs. 37400-67000 with AGP of Rs. 10000.

(xiv) The pay of a directly recruited Professor shall be fixed at a stage not below Rs. 43000 in the Pay Band of Rs. 37400-67000, with the applicable AGP of Rs. 10000.

(xv) Ten percent of the posts of Professors in a university shall be in the higher AGP of Rs. 12000, however, teachers appointed to the posts shall continue to be designated as Professor. Eligibility for appointment as a Professor in the higher Academic Grade Pay shall be as may be laid down by the UGC, and such eligibility conditions shall, inter alia, include publications in peer reviewed/ refereed Research Journals, and the requirement of at least 10 years of teaching as Professor and post-doctoral work of a high standard. No person appointed directly as Professor in the AGP of Rs. 12000 shall be fixed at a stage less than Rs. 48000 along with the AGP.

(xvi) For initial direct recruitment at the level of Associate Professors and Professors, the eligibility conditions in respect of academic and research requirements shall be as may be or have been prescribed by the UGC through Regulations and as may be laid down by the university.

(xvii) Discretionary award of advance increments for those who enter the profession as Associate Professors or Professors with higher merit, high number of research publications and experience at the appropriate level, shall be within the competence of the appropriate authority of the concerned University or recruiting institution while negotiating with individual candidates in the context of the merits of each case, taking into account the pay structure of other teachers in the faculty and other specific factors.

(b) Professors in Under Graduate and Post Graduate Colleges:

(xviii) Ten percent of the number of sanctioned posts of Associate Professor in an Under Graduate College shall be that of Professors and shall be subject to the same criterion for selection/ appointment as that of Professors in Universities, provided that there shall not be more than one post of Professor in each Department; and provided further that

One-fourth (25%) of the posts of Professor in UG Colleges shall be directly recruited or filled on deputation by eligible teachers and the remaining three-fourths (75%) of posts of Professors shall be filled by merit promotion from among eligible Associate Professors of the relevant department of the Under Graduate College. Identification of posts of Professor in an Under Graduate College for being filled through direct recruitment/deputation shall be within the competence of the University acting in consultation with the College. Where the number of posts of Professor worked out as a percentage of the number of posts of Associate Professor for merit promotion or direct recruitment/ deputation is not an integer, the same shall be rounded off to the next higher integer.

(xix) There shall be one post of Professor in each Department of a Post Graduate College and shall be subject to the same criterion for selection/ appointment as that of Professors in Universities, provided that One-fourth (25%) of the posts of Professor shall be filled on deputation/direct recruitment from among eligible teachers and the remaining three-fourths (75%) of posts shall be filled through merit promotion from among the eligible Associate Professors in the relevant department of the Post Graduate College. Identification of posts of Professor in a Post Graduate College for being filled through direct recruitment/deputation shall be within the competence of the University acting in consultation with the College. Where the number of posts of professor for merit promotion or direct recruitment/ deputation worked out as a percentage of the total number of posts in a Post Graduate College is not an integer, the same shall be rounded off to the next higher integer. The UGC shall issue separate guidelines to ensure availability of minimum standards of academic infrastructure (library, research facilities etc.) for starting Post Graduate Courses in Colleges.

3. Pay Scales of Pro-Vice Chancellor/Vice Chancellor of Universities:

(i) Pro-Vice-Chancellor

The posts of Pro-Vice Chancellor shall be in the Pay Band of Rs.37400-67000 with AGP of Rs. 10000 or Rs. 12000, as the case may be, along with a Special Allowance of Rs.4000 per month, subject to the condition that the sum total of pay in the Pay Band, the Academic Grade Pay and the Special Allowance shall not exceed Rs. 80,000.

(ii) Vice Chancellor

The posts of Vice Chancellor shall carry a fixed pay of Rs. 75000 along with a Special Allowance of Rs. 5000 per month.

4. Pay Scales of Principals in Colleges:

(i) Principal of Under Graduate Colleges

Appointments to the posts of Principal in Under Graduate Colleges shall be based on the conditions of eligibility in respect of educational qualifications and teaching/research experience laid down by the University Grants Commission and if any by the university from time to time. The posts of Principal in Under Graduate Colleges shall be in the Pay Band of Rs.37400-67000 with AGP of Rs.10000, plus a Special Allowance of Rs. 2000 per month. All Principals in service shall be appropriately fixed in the Pay Band with the AGP of Rs. 10000.

(ii) Principal of Post Graduate Colleges

Appointments to the posts of Principal in Post Graduate Colleges shall be based on the conditions of eligibility in respect of educational qualifications and teaching/research experience laid down by the University Grants Commission and if any by the university

from time to time. Posts of Principal in Post Graduate Colleges shall also be in the Pay Band of Rs.37400-67000 with AGP of Rs.10,000, plus a Special Allowance of Rs. 3000 per month. All Principals in service shall be appropriately fixed in the Pay Band with the AGP of Rs. 10000.

5. Pay Scales and Career Advancement Scheme for Librarians etc:

(a) Assistant Librarian/ College Librarian:

(I) Assistant Librarian/ College Librarian in the pre-revised scale of pay of Rs. 8000-13500 shall be placed in the Pay Band of Rs.15600-39100 with AGP of Rs. 6000.

(II) All existing conditions of eligibility and academic qualifications laid down by the UGC shall continue to be applicable for direct recruitment of Assistant Librarian/ College Librarian.

(b) Assistant Librarian (Sr. Scale)/ College Librarian (Sr.Scale)

(I) The posts of Assistant Librarian (Sr. Scale)/ College Librarian (Sr.Scale) in the pre-revised scale of pay of Rs. 10000-15200 shall be placed in the Pay Band of Rs. 15600-39100 with AGP of Rs.7000.

(II) Assistant Librarian/ College Librarian possessing Ph.D. in Library Science at the entry level, after completing service of 4 years in the AGP of Rs.6000, and if otherwise eligible as per guidelines laid down by the UGC shall be eligible for the higher AGP of Rs. 7000 with in the Pay Band of Rs. 15600-39100.

(III) Assistant Librarian/ College Librarian not possessing Ph.D. but only M.Phil in Library Science at the entry level after completing service of 5 years in the AGP of Rs. 6000, if otherwise eligible as per guidelines laid down by the UGC, shall become eligible for the higher AGP of Rs. 7000.

(IV) After completing service of 6 years in the AGP of Rs. 6000 Assistant Librarian/ College Librarian without the relevant Ph.D. and M.Phil shall, if otherwise eligible as per guidelines laid down by the UGC and if any by the university, move to the higher AGP of Rs. 7000.

(v) The pay of the existing Assistant Librarian (Sr. Scale)/ College Librarian (Sr.Scale) in the pre-revised scale of pay of Rs. 10000-15200 shall be fixed in the Pay Band of Rs. 15600-39100 with AGP of Rs. 7000. at an appropriate stage based on their present pay,

(c) Deputy Librarian/ Assistant Librarian (Selection Grade)/College Librarian (Selection Grade)

(I) Deputy Librarians who are directly recruited at present shall be placed in the Pay Band of Rs. 15600-39100 with AGP of Rs. 8000 initially at the time of recruitment.

(II) On completion of service of 5 years, Assistant Librarian (Sr.Scale)/ College Librarian (Senior Scale) shall be eligible for the post of Deputy Librarian/ equivalent posts in Pay Band of Rs. 15600-39100, with Academic Grade Pay of Rs.8,000, subject to their fulfilling other conditions of eligibility (such as Ph.D. degree or equivalent published work etc. for Deputy Librarian) as laid down by the UGC. They shall be designated as Deputy Librarian/ Assistant Librarian (Selection Grade)/ College Librarian (Selection Grade), as the case may be.

(iii) The existing process of selection by a Selection Committee shall continue in respect of promotion to the post of Deputy Librarian and their equivalent positions.

(iv) After completing 3 years in the Pay Band of Rs. 15600-39100 with an AGP of Rs. 8000, Deputy Librarians/ equivalent positions shall move to the Pay Band of Rs. 37400-67000 and AGP of Rs. 9000, subject to fulfilling other conditions of eligibility laid down by the UGC and if any by the university.

(v) Assistant Librarians (Senior Scale) in universities/ College Librarians (Senior Scale) in the AGP of Rs.7000 not possessing Ph.D. in Library Science or equivalent published work but who fulfill other criteria prescribed by the UGC and if any by the university, shall also be eligible for being placed in the AGP of Rs. 8000.

(vi) Incumbents to the posts of Deputy Librarian/ Assistant Librarian (Selection Grade)/College Librarian (Selection Grade) who have completed three years in the pre-revised pay scale of Rs. 12000-18300 on 1.1.2006 shall be fixed at an appropriate stage in the Pay Band of Rs. 37400-67000 with an AGP of Rs. 9000. They shall continue to be designated as Deputy Librarian/ Assistant Librarian (Selection Grade)/College Librarian (Selection Grade)

(vii) Incumbents to the posts of Deputy Librarian/ Assistant Librarian (Selection Grade)/College Librarian (Selection Grade) who have not completed the requirement of three years in the pre-revised pay scale of Rs. 12000-18300, for being eligible to be placed in the higher Pay Band of Rs. 37400-67000, shall be placed at an appropriate stage with Academic Grade Pay of Rs.8000 till they complete three years of service as Deputy Librarian/ Assistant Librarian (Selection Grade)/ College Librarian (Selection Grade).

(viii) Pay in regard to the directly recruited Deputy Librarians shall be initially fixed in Pay Band Rs. 15600-39100 with AGP of Rs. 8000. They shall move to the Pay Band of Rs. 37400-67000 with AGP of Rs. 9000 after completing three years of service in the AGP of Rs. 8000.

(ix) The existing conditions of eligibility and academic qualifications prescribed by the UGC shall continue to be applicable for direct recruitment to the post of Deputy Librarian.

(d) Librarian (University)

(i) The post of Librarian shall be in the Pay Band of Rs. 37400-67000 with the Academic Grade Pay of Rs. 10000.

(ii) The existing conditions of eligibility and academic qualifications prescribed by the UGC shall continue to be applicable for appointment to the post of Librarian (University).

(iii) Deputy Librarian completing service of three years in the AGP of Rs. 9000 and otherwise eligible as per conditions prescribed by the UGC and if any by the university, shall also be eligible to be considered for appointment to the post of Librarian through open recruitment.

(iv) Incumbent Librarian (University) shall be placed at the appropriate stage as per the 'fixation formula' of the 6th CPC in the Pay Band of Rs. 3740-67000 with AGP of Rs. 10000.

6. Pay Scales and Career Advancement Scheme for Physical Education Personnel:

(a) Assistant Director of Physical Education (Assistant DPE)/ College Director of Physical Education (College DPE)

(i) The Assistant Director of Physical Education/ College DPE in the pre-revised pay scale of Rs. 8000-13500 shall be placed in the Pay Band of Rs. 15600-39100 with AGP of Rs. 6000.

(ii) Pay of Incumbent Assistant Directors of Physical Education/ College DPE shall be fixed at an appropriate stage in the Pay Band of Rs. 15600-39100 with an AGP of Rs. 6000, in accordance with the 'fixation formula' of the 6th CPC.

(iii) All existing conditions of eligibility and academic qualifications laid down by the UGC shall continue to be applicable for direct recruitment of Assistant Director of Physical Education/College DPE.

(b) Assistant Director of Physical Education (Senior Scale)/ College DPE (Senior Scale)

(i) Assistant Directors of Physical Education (Senior Scale)/ College DPE (Senior Scale) in the pre-revised pay scale of Rs. 10000-15200 shall be placed in the Pay Band of Rs. 15600-39100 with AGP of Rs. 7000.

(ii) Assistant Directors of Physical Education (Senior Scale)/ College DPE (Senior Scale) possessing Ph.D. in Physical Education at the entry level of Assistant DPE/ College DPE in the AGP of Rs. 6000 shall, after completing service of four years in the AGP of Rs. 6000, and if otherwise eligible as per guidelines prescribed by the UGC and if any by the university, move to higher AGP of Rs. 7000 in the Pay Band of Rs. 15600-39100.

(iii) Assistant Directors of Physical Education (Senior Scale)/ College DPE (Senior Scale) possessing M.Phil in Physical Education at the entry level of Assistant DPE/ College DPE in the AGP of Rs. 6000 shall, after completing service of five years in the AGP of Rs. 6000, be eligible for the higher AGP of Rs. 7000.

(iv) Assistant Directors of Physical Education/ College DPEs without the relevant Ph.D. and M.Phil shall, after completing service of six years as Assistant Director of Physical Education/College DPE in the AGP of Rs. 6000, and if otherwise eligible as per guidelines prescribed by the UGC and if any by the university, be eligible for being placed in the AGP of Rs. 7000.

(v) Pay of Incumbent Assistant Directors of Physical Education (Senior Scale)/ College DPE (Senior Scale) shall be fixed in Pay Band of Rs. 15600-39100 at an appropriate stage in the AGP of Rs. 7000, as per the 'fixation formula' of the 6th CPC.

(c) Deputy Director of Physical Education/ Assistant Director of Physical Education (Selection Grade)/ College Director of Physical Education (Selection Grade)

(i) After completing service of five years in the Pay Band of Rs. 15600-39100 with the AGP of Rs. 7000 and subject to satisfying other eligibility conditions laid down by the UGC and if any by the university, Assistant Director of Physical Education (Senior Scale)/ College DPE (Senior Scale) shall move to AGP of Rs. 8000 in the Pay Band of Rs. 15600-39100. They shall be designated as Deputy Director of Physical Education/ Assistant DPE (Selection Grade)/ College DPE (Selection Grade), as the case may be.

(ii) After completing service of three years in the Pay Band of Rs. 15600-39100 and the AGP of Rs. 8000 and subject to eligibility laid down by the UGC and if any by the university, Deputy DPE/ Assistant DPE (Selection Grade)/ College DPE (Selection Grade) shall move to the Pay Band of Rs. 37400-67000 with the AGP of Rs. 9000. They shall continue to be designated as Deputy DPE/ Assistant DPE (Selection Grade)/ College DPE (Selection Grade)

(iii) All Incumbents to the post of Deputy DPE/ Assistant DPE (Selection Grade)/ College DPE (Selection Grade) who have completed service of at least three years in the un-revised Pay Scale of Rs. 12000-18300 as on 1.1.2006 shall be eligible to be fixed in the Pay Band of Rs. 37400-67000 with AGP of Rs. 9000.

(iv) All Incumbents to the post of Deputy DPE/ Assistant DPE (Selection Grade)/ College DPE (Selection Grade) whose services in the un-revised Pay Scale of Rs. 12000-18300 fall short of three years which would have made them eligible to move to the higher Pay Band, shall be placed at an appropriate stage at the AGP of Rs. 8000 in the Pay Band of Rs. 15600-39100 till they complete the required service of three years as Deputy DPE/ ADPE (Selection Grade)/ College DPE (Selection Grade) in the un-revised Pay Scale.

(v) Pay of the directly recruited Deputy DPE shall be initially fixed with the AGP of Rs. 8000 in the Pay Band of Rs. 15600-39100, and after completing 3 years of service directly recruited Deputy DPE and equivalents shall move to Pay Band Rs. 37400-67000 with AGP of Rs. 9000.

(d) Director of Physical Education (University):

(i) Post of Director Physical Education in universities shall be in the Pay Band of Rs. 37400-67000 with AGP of Rs. 10000.

(ii) Post of Director Physical Education (University) shall continue to be filled through direct recruitment and the existing conditions of eligibility i.e. the minimum qualification, number of years of relevant experience and other conditions prescribed by the UGC shall continue to be the eligibility for recruitment.

(iii) Pay of the Incumbents shall be fixed at the appropriate stage in the Pay Band of Rs. 37400-67000 as per 'fixation formula' of the Government of India for 6th CPC.

7. Incentives for Ph.D./M.Phil and other higher qualification:

(i) Five non-compounded advance increments shall be admissible at the entry level of recruitment as Assistant Professor to persons possessing the degree of Ph.D. awarded in the relevant discipline by a university following the process of registration, course-work and external evaluation as prescribed by the UGC.

(ii) M.Phil degree holders at the time of recruitment to the post of Assistant Professor shall be entitled to two non-compounded advance increments.

(iii) Those possessing Post Graduate degree in a professional course such as LL.M/M.Tech etc., recognised by the relevant Statutory Body/Council, shall also be entitled to 2 non-compounded advance increments at the entry level.

(iv) Teachers who complete their Ph.D. degree while in service shall be entitled to three non-compounded increments if such Ph.D. is in the relevant discipline and has been awarded by a university complying with the process prescribed by the UGC for enrolment, course-work and evaluation etc.

(v) However, teachers in service who have been awarded Ph.D. at the time of coming into force of this Scheme or having been enrolled for Ph.D. have already undergone course-work, if any, as well as evaluation, and only notification in regard to the award of Ph.D. is awaited, shall also be entitled to the award of three non-compounded increments even if the university awarding such Ph.D. has not yet been notified by the UGC as having complied with the process prescribed by the Commission.

(vi) In respect of every other case, a teacher who is already enrolled for Ph.D. shall avail the benefit of three non-compounded increments only if the university awarding the Ph.D. has been notified by the UGC to have complied with the process prescribed by the Commission for the award of Ph.D. in respect of either course-work or evaluation or both, as the case may be.

(vii) Teachers in service who have not yet enrolled for Ph.D. shall therefore derive the benefit of three non-compounded increments on award of Ph.D. while in service only if such enrolment is with a university which complies with the entire process, including that of enrolment as prescribed by the UGC.

(viii) Teachers who acquire M.Phil. degree or a post graduate degree in a professional course recognised by the relevant Statutory Body/Council, while in service, shall be entitled to one advance increment. If post graduate qualification in a particular subject is not a mandatory requirement at the entry level of recruitment, acquisition of such a qualification for in service candidates shall also entitle them to one advance increment.

(ix) Five non-compounded advance increments shall be admissible to Assistant Librarian/ College Librarian who are recruited at entry level with Ph.D. degree in the discipline of library science from a university complying with the process prescribed by the UGC in respect of enrolment, course-work and evaluation process for the award of Ph.D. in library science.

(x) Assistant Librarian/ College Librarian and other Library personnel acquiring the degree of Ph.D. at any time while in service, in the discipline of library science from a university complying with the process prescribed by the UGC in respect of enrolment, course-work and evaluation shall be entitled to three non-compounded advance increments.

(xi) However, persons in posts of Assistant Librarian/College Librarian or higher positions who have been awarded Ph.D. in library science at the time of coming into force of this Scheme or having been enrolled for Ph.D. in library science have already undergone course-work, if any, as well as evaluation, and only notification in regard to the award of Ph.D. is awaited, shall also be entitled to the award of three non-compounded increments even if the university awarding such Ph.D. has not yet been notified by the UGC as having complied with the process prescribed by the Commission.

(xii) In respect of every other case of persons in the posts of Assistant Librarian/ College Librarian or higher positions who are already enrolled for Ph.D. shall avail the benefit of three non-compounded increments only if the university awarding the Ph.D. has been notified by the UGC to have complied with the process prescribed by the Commission for the award of Ph.D. in respect of either course-work or evaluation or both, as the case may be.

(xiii) Assistant Librarian/ College Librarian and others in higher Library positions in service who have not yet enrolled for Ph.D. shall therefore derive the benefit of three non-compounded increments on award of Ph.D. while in service only if such enrolment is with a university which complies with the entire process, including that of enrolment as prescribed by the UGC.

(xiv) Two non-compounded advance increments shall be admissible for Assistant Librarian/ College Librarian with M.Phil degree in Library Science at the entry level. Assistant Librarian/ College Librarian and those in higher positions acquiring M.Phil degree in Library Science at any time during the course of their service, shall be entitled to one advance increment.

(xv) Five non-compounded advance increments shall be admissible to Assistant Director of Physical Education/ College Director of Physical Education who are recruited at entry level with Ph.D. degree in the discipline of Physical Education from a university complying with the process prescribed by the UGC in respect of enrolment, course-work and evaluation process for the award of Ph.D. in Physical Education.

(xvi) Persons in posts of Assistant Director of Physical Education/ College DPE or higher positions acquiring the degree of Ph.D in the discipline of Physical Education, at any time while in service from a university complying with the process prescribed by the UGC in respect of enrolment, course-work and evaluation shall be entitled to three non-compounded advance increments.

(xvii) However, persons in posts of Assistant Director of Physical Education/ College DPE or higher positions who have been awarded Ph.D. in Physical Education at the time of coming into force of this Scheme or having been enrolled for Ph.D. in Physical Education have already undergone course-work, if any, as well as evaluation, and only notification in regard to the award of Ph.D. is awaited, shall also be entitled to the award of three non-compounded increments even if the university awarding such Ph.D. has not yet been notified by the UGC as having complied with the process prescribed by the Commission.

(xviii) In respect of every other case of persons in the posts of Assistant Director of Physical Education/ College DPE or higher positions who are already enrolled for Ph.D. in Physical Education shall avail the benefit of three non-compounded increments only if the university awarding the Ph.D. has been notified by the UGC to have complied with the process prescribed by the Commission for the award of Ph.D. in respect of either course-work or evaluation or both, as the case may be.

(xix) Assistant Director of Physical Education/ College DPE and others in higher Physical Education positions in service who have not yet enrolled for Ph.D. shall therefore derive the benefit of three non-compounded increments on award of Ph.D, while in service only if such enrolment is with a university which complies with the entire process, including that of enrolment as prescribed by the UGC.

(xx) Two non-compounded advance increments shall be admissible for Assistant Director of Physical Education/ College DPE with M.Phil degree in Physical Education at the entry level. Assistant Director of Physical Education/ College DPE and those in higher positions acquiring M.Phil degree in Physical Education at any time during the course of their service, shall be entitled to one advance increment.

(xxi) Notwithstanding anything in the foregoing clauses, those who have already availed the benefits of advance increments for possessing Ph.D./ M.Phil. at the entry level under the earlier scheme shall not be entitled to the benefit of advance increments under this Scheme.

(xxii) For posts at the entry level where no such advance increments were admissible for possessing Ph.D/ M.Phil. under the earlier scheme, the benefit of five advance increments for possessing Ph.D./ M.Phil. shall be available to only those appointments which have been made on or after the coming into force of this Scheme.

(xxiii) Teachers, Library and Physical Education cadres who have already availed the benefits of increments as per existing policy for acquiring Ph.D./M.Phil while in service, would not be entitled to benefits under this Scheme.

8. Other terms and conditions:

(a) Increments:

(i) Each annual increment shall be equivalent to 3% of the sum total of pay in the relevant Pay Band and the AGP as applicable for the stage in the Pay Band.

(ii) Each advance increment shall also be at the rate of 3% of the sum total of pay in the relevant Pay Band and the AGP as applicable and shall be non-compoundable.

(iii) The number of additional increment(s) on placement at each higher stage of AGP shall be as per the existing scheme of increment on promotion from lower Pay Scale to higher Pay Scale; however, in view of the considerable raise in effective pay between the two Pay Bands, there shall be no additional increment on movement from the Pay Band of Rs. 15600-39100 to the Pay Band of Rs. 37400-67000.

(iv) All issues relating to grant of advance increments to teachers engaged in engineering/ technical courses in the university system shall be subject to recommendations of the Committee separately constituted by the Central Government for pay review of teachers in technical education.

(b) Pay 'fixation formula':

The pay 'fixation formula' recommended by 6th Central Pay Commission as accepted by the Central Government shall be adopted for teachers and equivalent positions in the Library and Physical Education Cadres.

(c) Allowances:

(i) Allowances such as Leave Travel Concession, Special Compensatory Allowances, Children's Education Allowance, Transport Allowance, House Rent Allowance, Deputation Allowance, Travelling Allowance, Dearness Allowance, area based Special Compensatory Allowance etc. as applicable to teachers and Library and Physical Education Cadres, shall be at par with those accepted by the Central Government for Central Government employees on the recommendations of 6th Central Pay Commission and shall be applicable from 1.09.2008.

(ii) For teachers and equivalent positions in Library and Physical Education cadres in UGC maintained universities/colleges and institutions deemed to be universities, the rates of allowances as applicable to Central Government Group 'A' employees shall be adopted.

(iii) Teachers and equivalent positions in Library and Physical Education cadres, in UGC maintained universities/colleges and institutions deemed to be universities, with visual, orthopedic hearing or other disabilities under the provisions of 'Persons with Disabilities (Protection of Rights, Equal Opportunities and Full Participation) Act, 1995' shall be entitled to twice the normal rate of transport allowance as accepted by the Central Government on the recommendations of 6th CPC for Central Government Employees with disabilities.

(d) Study Leave:

(i) University Grants Commission shall revise its guidelines in respect of granting study leave with pay for acquiring M. Phil etc. and Ph.D. in the relevant discipline while in service by relaxing the number of years to be put in after entry while keeping in mind the availability of vacant positions for teachers and other cadres in colleges and universities, so that a teacher and other cadres entering service without Ph.D. or M.Phil. or higher qualification could be encouraged to acquire these qualifications in the relevant disciplines at the earliest rather than at a later stage of the career.

(e) Research Promotion Grant:

(i) University Grants Commission shall prescribe a scheme with appropriate guidelines for providing by way of appropriate 'start up grants' to teachers and other cadres taking up research in all disciplines including basic science research as recommended by 'Prof. M.M. Sharma Committee on Strengthening of Basic Science Research' and suitably adopted for research in social sciences/humanities and other disciplines by the UGC.

(f) Age of Superannuation:

(i) In order to meet the situation arising out of shortage of teachers in universities and other teaching institutions and the consequent vacant positions therein, the age of superannuation for teachers in Central Educational Institutions has already been enhanced to sixty five years, vide the Department of Higher Education letter No.F.No.1-19/2006-U.II dated 23.3.2007, for those involved in class room teaching in order to attract eligible persons to the teaching career and to retain teachers in service for a longer period. Consequent on upward revision of the age of superannuation of teachers, the Central Government has already authorized the Central Universities, vide Department of Higher Education D.O. letter No.F.1-24/2006-Desk(U) dated 30.3.2007 to enhance the age of superannuation of Vice- Chancellors of Central Universities from 65 years to 70 years, subject to amendments in the respective statutes, with the approval of the competent authority (Visitor in the case of Central Universities).

(ii) Subject to availability of vacant positions and fitness, teachers shall also be re-employed on contract appointment beyond the age of sixty five years up to the age of seventy years. Re-employment beyond the age of superannuation shall, however, be done selectively, for a limited period of 3 years in the first instance and then for another further period of 2 years purely on the basis of merit, experience, area of specialization and peer group review and only against available vacant positions without affecting selection or promotion prospects of eligible teachers.

(ii) Whereas the enhancement of the age of superannuation for teachers engaged in class room teaching is intended to attract eligible persons to a career in teaching and to meet the shortage of teachers by retaining teachers in service for a longer period, and whereas there is no shortage in the categories of Librarians and Directors of Physical Education, the increase in the age of superannuation from the present sixty two years shall not be available to the categories of Librarians and Directors of Physical Education.

(g) Pension:

(i) For teachers and other cadres in UGC maintained institutions in receipt of pension, the Central Government rules for pension and gratuity as applicable to Central Government employees shall be applicable. Recommendations of Sixth Central Pay Commission in respect of pension for Central Government employees, including eligibility for full pension i.e. 50% of average pay or last pay drawn whichever is higher after 20 years of qualifying service, shall be adopted for only those teachers and other cadres

who are already on pension in Central Universities/ colleges and other institutions deemed to be universities coming under the purview of the UGC .

(ii) In view of the new pension scheme effective from 1.1.2004, no new cases of conversion to pension scheme shall be allowed.

(h) Family Pension:

(i) Family Pension facilities as approved by the Central Government in respect of Central Government Employees on the recommendations of Sixth CPC shall be available to teachers and other cadres in Central Universities and other UGC maintained institutions who are eligible for such Pension at present.

(i) Additional Quantum of Pension to senior pensioners:

(i) The facility of additional quantum of pension accepted by the Central Government on the recommendation of 6th CPC for senior pensioners of the Central Government shall be extended to persons who are or were in teaching and other cadres on attaining the age of eighty years if they are already in pension scheme in Central Universities and other UGC maintained institutions.

(j) **Gratuity and Encashment of Leave:** Facilities of gratuity and encashment of leave accepted by the Central Government on the recommendation of 6th CPC for Central Government employees shall be extended to teachers and other cadres in Central Universities and other UGC maintained institutions.

(k) **Ex-Gratia Compensation:** Families of teachers and other cadres who die in performance of their bona fide duties shall be compensated in the same manner as similarly placed families of Central Government Employees.

(l) Provident Fund:

(i) In view of the present policy in regard to Contributory Provident Fund, the status quo shall continue.

(m) Consultancy Assignments:

(i) University Grants Commission shall work out a suitable model, for which the models of revenue sharing between institutions and consultant-teachers prevailing in the Indian Institutes of Technology, Indian Institutes of Management and other institutions may be taken into consideration.

(n) Anomalies of the last PRC:

(i) Anomalies and unimplemented recommendations of the last Pay Review Committee, if any, shall be examined by the University Grants Commission in consultation with the Ministry of Human Resource Development.

(o) Other recommendations of PRC and UGC:

(i) Recommendations made by the Pay Review Committee and the UGC in regard to the various selection processes, service and working conditions, training/ refresher courses etc. shall be considered appropriately by University Grants Commission with the approval of the Central Government, wherever required, or under the Commission's Regulations in accordance with the provisions of the University Grants Commission Act.

(p) Applicability of the Scheme

(i) This Scheme shall be applicable to teachers and other equivalent cadres of Library and Physical Education in all the Central Universities and Colleges there-under and the Institutions Deemed to be Universities whose maintenance expenditure is met by the UGC. The Implementation of the revised scales shall be subject to the acceptance of all the conditions mentioned in this letter as well as Regulations to be framed by the UGC in this behalf. Universities implementing this Scheme shall be advised by the UGC to amend their relevant statutes and ordinances in line with the UGC Regulations within three months from the date of issue of this letter.

(ii) This Scheme does not extend to the cadres of Registrar, Finance Officer and Controller of Examinations for which a separate Scheme is being issued separately.

(iii) This Scheme does not extend to the Accompanists, Coaches, Tutors and Demonstrators. Pay and Grade Pay of the said categories of employees shall be fixed in the appropriate Pay Bands relative to their existing Pay in each university/ institution corresponding to such fixation in respect of Central Government employees as approved by the Central Government on the basis of the recommendations of 6th Central Pay Commission.

(iv) This Scheme does not extend to the posts of professionals like System Analysts, Senior Analysts, Research Officers etc. who shall be treated at par with similarly qualified personnel in research/ scientific organizations of the Central Government.

(v) This Scheme may be extended to universities, Colleges and other higher educational institutions coming under the purview of State legislatures, provided State Governments wish to adopt and implement the Scheme subject to the following terms and conditions:

(a) Financial assistance from the Central Government to State Governments opting to revise pay scales of teachers and other equivalent cadre covered under the Scheme shall be limited to the extent of 80% (eighty percent) of the additional expenditure involved in the Implementation of the revision.

(b) The State Government opting for revision of pay shall meet the remaining 20% (twenty percent) of the additional expenditure from its own sources.

(c) Financial assistance referred to in sub-clause (a) above shall be provided for the period from 1.01.2006 to 31.03.2010.

(d) The entire liability on account of revision of pay scales etc. of university and college teachers shall be taken over by the State Government opting for revision of pay scales with effect from 1.04.2010.

(e) Financial assistance from the Central Government shall be restricted to revision of pay scales in respect of only those posts which were in existence and had been filled up as on 1.01.2006.

(f) State Governments, taking into consideration other local conditions, may also decide in their discretion, to introduce scales of pay higher than those mentioned in this Scheme, and may give effect to the revised bands/ scales of pay from a date on or after 1.01.2006; however, in such cases, the details of modifications proposed shall be furnished to the Central Government and Central assistance shall be restricted to the Pay Bands as approved by the Central Government and not to any higher scale of pay fixed by the State Government(s).

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(g) Payment of Central assistance for implementing this Scheme is also subject to the condition that the entire Scheme of revision of pay scales, together with all the conditions to be laid down by the UGC by way of Regulations and other guidelines shall be implemented by State Governments and Universities and Colleges coming under their jurisdiction as a composite scheme without any modification except in regard to the date of implementation and scales of pay mentioned herein above.

9. Date of implementation of revised pay and allowance and payment of arrears:

(i) The revised Pay and revised rates of Dearness Allowance under this Scheme shall be effective from 1.01.2006. The revised rates of all other applicable allowances such as House Rent Allowance, Transport Allowance, Children Education Allowance etc. and the non-compounded advance increments shall take effect from 1.09.2008.

(ii) Payment of arrears up to 40% of the total arrears shall be made during the current financial year i.e. 2008-09, after deduction of admissible income tax.

(iii) An undertaking shall be taken from every beneficiary under this Scheme to the effect that any excess payment made on account of incorrect fixation of pay in the revised Pay Bands or grant of inappropriate Pay Band/ Academic Grade Pay or any other excess payment made shall be adjusted against the future payments due or otherwise to the beneficiary in the same manner as provided in this Ministry's O.M. No. F.23-7/2008-IFD dated 23.10.2008., read with Ministry of Finance (Department of Expenditure) O.M.No.F.1-1/2008-IC dated 30.8.2008.

10. The revised Pay in the relevant Pay Band and the Academic Grade Pay together with the applicable allowances including arrears of salary as mentioned above shall be paid to all eligible beneficiaries under this Scheme pending issue of Regulations by the UGC.

11. This Scheme is subject to the guidelines issued by the Ministry of Finance (Department of Expenditure) vide OM No. 7-23/2008-E.III dated 30.09.2008.

12. Anomalies, if any, in the implementation of this Scheme may be brought to the notice of the Department of Higher Education, Ministry of Human Resource Development, for clarification/decision of the Central Government.

Yours faithfully,



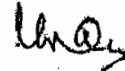
(R.Chakravarty)

Deputy Secretary to the Government of India

Copy to:

1. Vice Chancellors of all Central Universities/ Institutions Deemed to be Universities fully funded by the Central Government.
2. Principal Secretary to Prime Minister, South Block, Central Secretariat, New Delhi
3. Secretary (Coordination), Cabinet Secretariat, Rashtrapati Bhavan, New Delhi
4. Secretary, Department of Expenditure, North Block, New Delhi
5. Secretary, Department of Personnel & Training, North Block, New Delhi
6. Secretary, Department of Agriculture Research and Education, Krishi Bhavan, New Delhi.

7. Secretary, Ministry of Health and Family Welfare (Medical Education), Nirman Bhavan, New Delhi.
8. Member Secretary, All India Council for Technical Education, New Delhi
9. Chief Secretaries of all State Governments.
10. Web Master, Ministry of Human Resource Development for publication on the website of the Ministry, hosted by the National Informatics Centre.



(R. Chakravarty)

Deputy Secretary to the Government of India

Item 17.22

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

The Ministry of Human Resources Development, New Delhi vide letter No. No. 23-I/2008-TS. II dated 18.8.2009 have revised the pay of teaching and other staff of Centrally Funded Technical Institutions following the pay revision of the Central Government employees on the recommendation of 6th CPC w.e.f.1.1.2006.

As per service conditions mentioned in the scheme, a cumulative Professional Development Allowance for Rs. 3 lakhs for every block period of 3 years (Rs. One lakh per year) may be made available to every member of the faculty on reimbursable basis to meet the expenses for participating in both national and international conferences, paying the membership fee of various professional bodies and contingent expenses. The contingent expenses also include the cost of books / technical journals. Hence no separate payment for purchase of books / technical journals will be paid. The unutilized balance amount if any for a particular year will not be carried forward to the next financial year.

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

Item 17.23

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

Sh. Rajender Kumar was appointed as Lecturer (Reserved for SC category) in Electronics & Comm. Engineering Department on a probation period of two years from the date of joining at a basic pay of Rs. 8000/- per month in the pay scale of Rs. 8000-275-13500 vide this office letter No. GA-I/5090 dated 2.7.2007. He joined on 9.7.2007. His confirmation is due w.e.f. 9.7.2009.

Special Report on the work & conduct of Sh. Rajender Kumar has been received from the Chairman, Electronics & Comm. Engineering Department. The Chairman of the Department has mentioned in the Special Report that the inquiry regarding overspending in the Winter Schools RTCS-09, WSCNT-08 and concealing the facts about the Schools has been initiated by the Institute.

A Committee at the Institute level was constituted to resolve the matter of expenditure in organizing and conducting the winter schools by Sh. Rajender Kumar and Ms. Poonam Jindal (the coordinators) both Lecturers of ECE Department. The Committee submitted the report vide letter dated 4.5.2009 (copy enclosed as Appendix – XIX pages 130 to 139) which may be perused by the BOG. The Committee observed that Sh. Rajender Kumar used the discourteous, impolite and derogatory language against the officers of the Institute so a disciplinary action should be taken against Sh. Rajender Kumar. In the meantime Sh. Rajender Kumar completed his two years probationary period on 8.7.2009 and his confirmation on the post of Lecturer in Electronics & Comm. Engineering Department became due w.e.f. 9.7.2009. His ACRs for the years 2007-08 & 2008-09 are O.K.

The relevant Clause 24 of NIT Act, 2007 First Statutes regarding appointment reads as under :-

"All appointments of the staff of every Institute, except that of the Director and Appointment Deputy Director, shall be made in accordance with the procedure laid down in the Statues, by-

- (a)
- (b) the Board, if the appointment is made on the academic staff in the post of lecturer or above or if the appointment is made on the non-academic staff in any cadre the maximum of the pay scale for which exceeds rupees ten thousand five hundred;"

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

**NATIONAL INSTITUTE OF TECHNOLOGY
KURUKSHETRA 136119**

APPENDIX-XIX

No Dean (SW&TP)/ 2009/

Dated: 04.05.09

A committee of the following, to resolve the matter of expenditure incurred in organizing and conducting the Winter Schools on (i) Convergence of Networking Technologies- WSCNT08, from 21.12.08 to 02.01.09, (ii) Recent Trends on Communication Systems- RTCS09, from 09.03.09 to 22.03.09; by Sh Rajender Kumar, and Ms Poonam Jindal (the Coordinators); both lecturers, Deptt of Electronics and Communication Engineering, NITK, was constituted by the Director vide letter No. NITK/ Acs / 545, dated 06.04.09.

1. Dr S P Jain, PEE, and Dean of Students' Welfare and Training & Placement
Chairman
2. Dr A Swarup, PEE, and Chairman, Deptt of Electrical Engineering
Member
3. Dr B J Singh, PEcE, and Chairman, Deptt of Electronics and Communication
Engineering
Member
4. Sh S K Sharma, DR (Accounts)
Member
5. Sh G R Samantaray, DR (GA and Legal Affairs)

Observations of the Accounts Section and the clarifications furnished by the Coordinators on WSCNT08 and RTCS09 regarding.

The committee met on 13.04.09, 15.04.09, ~~24~~ 04.09 and 04.05.09 to consider the expenditure incurred on **WSCNT08** and **RTCS09**. In the first three meetings, except Sh G R Samantray, all the (four) members were present; on 04.05.09, except Dr B J Singh, the other (four) members were present.

(i) WSCNT08 -

The committee went through the observations of the Accounts Section, letter No Acs. /329, dated 17.03.09 and the clarifications (replies) furnished by the Coordinators, letter No ECE/09/1588-90 dated 23.03.09.

The committee's observations and views, in the order of item numbers as in letter No Acs. /329, dated 17.03.09, are as under:

1. The coordinators should obtain Post-facto approval of the Director for paying the taxi bill at the rate of Rs 7/- per km instead of the approved Rs 6/- per km.
2. The details given in the bills and the clarifications furnished do not match. The coordinators should explain please.
3. The coordinators should certify that the prices at which the Pen Drives were purchased were competitive.
4. The coordinators should provide the authenticity of the bills raised and the mode of payment of the same.
5. Generally, for outstation journeys, vehicles are hired on per km charges basis and not on fixed charges basis. In this case, taxis to Chandigarh were hired on fixed charges basis. The kms covered should also be recorded by the claimant on the bills.
6. OK.
7. The coordinators should clarify the discrepancy in number of persons who stayed in the Harsh Hotel as per Annexure 2 and the corresponding hotel bills. The room rent for 03.01.09 is not justified, and should be deducted from the bills.
8. Linked with 7.
9. Linked with 7.
10. Providing bags to laborers and the supporting staff is not justified. Under which of the heads/ subheads of the AICTE guidelines does it fall? Deducting the bags' costs from the payments to labors is again not in order. The coordinators should obtain the Post-facto approval of the Director for this expenditure.

1. The coordinators should provide the list of the participants to whom the mementos were presented. Under which of the heads/ subheads of the AICTE guidelines does it fall? The coordinators should obtain the Post-facto approval of the Director for this expenditure.
12. There is no authenticity of the attendance record of the participants as it is neither in the form of signatures of the participants, nor verified by the coordinators.
13. Information on all the resource persons be provided giving details - the name of the resource person, date, time slot and subject delivery type, i.e., Lecture (L) or the Laboratory work (P) in the following proposed tabular form:

Date →														
Time slot ↓														
	In various cells, enter the names(or codes) of the respective resource persons, and the type L or P													

The rates at which the payment has been made for L and for P also should be stated so that the payments made to them may be checked. Sixteen resource persons delivered the subjects. The coordinators should obtain the Post-facto approval of the Director for 2 extra number of resource persons, as a maximum of only 14 is permitted.

14. OK.
15. Information on stay of all the participants and the resource persons be provided in detail in the following proposed tabular form

Date →														
Name of the Participant/ Resource person														
↓	<p>In various cells, enter the names of the places of stay along with the room numbers of the respective participants/ Resource person</p>													

The rates at which the payment has been made for the stay at various places should be stated so that the payments made may be checked.

The coordinators should obtain Post-facto approval of the Director for making stay arrangements (if any) of local participants.

16. The coordinators should get the bill corrected.

17. The coordinators should get the bills corrected within three days of the date of communication on this, failing which an amount of Rs 1608 should be deducted

18. OK.

19. The food charges should have been on number of meals basis.

20. OK.

21. TA bills should be as per approved rates, else the coordinators should obtain the Post-facto approval of the Director.

22. TA bill may be cleared as per minimum mileage rate for road journey.

The general views of the committee are as under:

1. The coordinators should provide a copy of the brochure of inviting applications for this course.
2. The coordinators should certify that the applications of all the participants were through the Heads of their respective Institutes.
3. The coordinators should provide course evaluation report on the basis of feedback on the course from all the participants as per the orders of the Director (letter No. D/Acs/ 1045/ 2008/ 1142, dated 03.12.08).
4. Teachers appointed on contract basis in NITK should not have been accepted as participants.
5. The bills were submitted after about 50 days from the date the course was over. All the papers required to process the case smoothly are not in the case file. Bill mistakes are there. It has resulted in avoidable wastage of time and energy of all the officials/ officers in the processing channel; and of this committee too.
6. DR (Accts) has informed the committee that two accounts officials were engaged by the coordinators without any permission from the competent authority and paid a remuneration of Rs 1000/- and 600/- to them.. The coordinators should please clarify this point.
7. The expenditure is not judiciously incurred by the coordinators.
8. The language is discourteous and impolite at many places in the replies furnished by the coordinators.

(ii) RTCS09 –

The committee went through the observations of the Accounts Section, letter No Acs. / ws/ 2009/ 557, dated 17.04.09 and the clarifications (replies) furnished by the Coordinator, letter No ECE/1653 dated 22.04.09.

The committee's observations and views, in the order of item numbers as in letter No Acs. / ws/ 2009/ 557, dated 17.04.09, are as under:

1. The participants' list is not found in the case file as has been asserted "already supplied"; however, now it has been provided.
2. The resource persons' list is there now; however, we note that the address of prof Vikas Mittal is given as Chairman ECED. . .; we do understand that it's only a typographic mistake. It may please be corrected.
3. The coordinators should certify that the applications of all the participants were through the Heads of their respective Institutes.
4. Information on stay of all the participants and the resource persons be provided in detail in the following proposed tabular form

Date →																	
Name of the Participant/																	
Resource Person ↓																	
	In various cells, enter the names of the places of stay along with the room numbers of the respective participants/ Resource persons																

The rates at which the payment has been made for the stay at various places should be stated so that the payments made may be checked.

The coordinators should obtain Post-facto approval of the Director for making stay arrangements (if any) of local participants.

5. Covered in 4.
6. Covered in 4.

7. Information on all the resource persons be provided giving details - the name of the resource person, date, time slot and subject delivery type, i.e., Lecture (L) or the Laboratory work (P) in the following proposed tabular form:

Date →															
Time slot ↓															
	In various cells, enter the names(or codes) of the respective resource persons, and the type L or P														

The rates at which the payment has been made for L and for P also should be stated so that the payments made to them may be checked. Fifteen resource persons delivered the subjects. The coordinator should obtain the Post-facto approval of the Director for 1 extra number of resource persons, as a maximum of only 14 is permitted.

8. OK.

9. The Accounts section furnished expenditure information on various schools held recently for the purpose of comparison only; though they should not have given any adjectives.

10. The Institute/ STA rules are applicable for usage of transportation. When it is already known that taxis are to be used almost daily, quotations should have been obtained.

The signatures of the bill raiser, the payer, and the coordinator appear to be the same. It needs the opinion of some expert hand-writing specialist.

Total knowledge may be justified.

11. Ignorance is no excuse; guidelines of the institute also should have been taken care of.

The coordinator should obtain the Post-facto approval of the Director for the deviations from the Institute guidelines.

12. The coordinators should certify that the prices at which the Pen Drives were purchased were competitive. They should transfer the data required to be retained, from the pen drives, on their desktops, and deposit all the winter courses pen drives with the ECE Deptt.

The coordinator should immediately send a note, through the Chairman, to the Prof in charge CCN that due to the typical insecure network of NITK all his pen drives were affected by Virus and were rendered unusable/ unserviceable, with a copy to the Director.

13a. It is very much required and the coordinators should provide it.

13b. The coordinator should obtain the Post-facto approval of the Director for paying air fare to Sh G R Khan.

14. OK.

15. The coordinator should obtain the Post-facto approval of the Director for the payment made to the taxis for visit to Chandigarh.

16. OK.

17. OK.

18. The coordinator should provide the list and certify that for these participants it was necessary for them to come and stay one day early from the date of start of the course.

The general views of the committee are as under:

1. The coordinators should provide a copy of the brochure of inviting applications for this course.

2. The coordinators should provide course evaluation report on the basis of feedback on the course from all the participants as per the orders of the Director (letter No. D/Acs/ 1045/ 2008/ 1142, dated 03.12.08).
3. Teachers appointed on contract basis in NITK should not have been accepted as participants (if any).
4. All the papers required to process the case smoothly are not in the case file. Information is not presented in a manner that one can quickly conclude. It has resulted in avoidable wastage of time and energy of all the officials/ officers in the processing channel; and of this committee too.
5. The expenditure is not judiciously incurred by the coordinators.
6. The papers are not signed by the other coordinator, Ms Poonam Jindal.
7. The sanction was obtained for this course to be held from 09.03.09 to 20.03.09, and not from 09.03.09 to 22.03.09.
8. The language is discourteous, impolite, and derogatory at several places in the replies furnished by the coordinator. A copy of the reply was sent to the director also. The Director may kindly see.

Reply

Objectionable part

No.

9. Mr S K Sharma is put to notice ---.
Warning: Mr S K Sharma is warned to mind his language and writing skills, -- --
10. As far as Dr R K Sharma (AP, ECE) is concerned, Taxi driver(s) might be his friend or relative.
(As per **OUR WORTHY DIRECTOR** information) quoted 'worthy' in your letter.
11. Even if he (Dr S P Jain) has recommended something complex, then he should avoid these complexities in future.
12. All were 8 GB pen drives which can only be purchased (@ Rs 725-950) if the shopkeeper is coordinators' relative!!
14. to do arrangement for your '**mentioned healthy Food**'.

16. They might be afraid of your post-course queries!

(This is directed to DR (Acctts)).

17. And then probably Mr S K Sharma would have taught my B Tech/ M Tech students.

Closing Mr S K Sharma is advised to prepare well for my complain/ queries (BOL).

We (the committee) do not know what BOL means.

A disciplinary action should be taken against sh Rajender Kumar, Lecturer ECED and the coordinator of this course as per institute conduct rules for using impertinent language on the Institute employees in official communications, as pointed out above.

Submitted for your kind consideration.

SP Jain
04/05/09
(S P Jain)

A Swarup
04/05/09
(A Swarup)

(B J Singh)

S K Sharma
04/05/09
(S K Sharma)

G R Samantaray
04/05/09
(G R Samantaray)

(on leave on 04.05.09)

DIRECTOR

Handwritten signature/initials

M. T. PURUKA, EXTRA							
Y. NO. 206V				D. 13/5/09			
P	DPD	UAC	FD	CVO	CoE	C	
E	MA	LL	O	CH	PS	EDC	
HU	CW	WS	W	PC	PS	EDC	
PE	CON		PCF	L	GA		
A	SO	EO	DS	PC	RA		

Handwritten note: A. I. wh or his

A copy of this report may be sent to Estt section for dealing with "the objectionable Part" as mentioned on page 9 & 10 of 1. report.

② The Committee members may be requested to make specific req on the expenditure incurred by Rajender Kumar & Ms. Poonam J. Coordinators so that 10% may be regularised. submitted for orders

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

Sh. Raj Pal Singh Lohchab, Registrar of the Institute is retiring on 31.12.2009 on attaining the age of superannuation i.e. 60 years after serving the Institute for about 27 years- 11 years as Deputy Registrar (Accounts) and 16 years as Registrar of the Institute. The notification of his retirement will be issued in October, 2009 as per the practice being adopted by the Institute.

As per the Clause 21 of the First Statutes issued by the Government of India, Ministry of Human Resource Development, Department of Higher Education, New Delhi, the Registrar shall be appointed for a fixed term of not exceeding 05 years on deputation or contract basis. The advertisement for the post of Registrar will be issued in the month of October, 2009 in the revised pay scale of Rs. 37,400-67000 with Grade Pay of Rs. 10,000/- with the following qualifications and experience: -

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.

OR

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

OR

15 years of administrative experience out of which 08 years as Deputy Registrar or an equivalent post.

The Board may note.

**NATIONAL INSTITUTE OF TECHNOLOGY
KURUKSHETRA-136119**

Supplementary Agenda : For the 17th meeting of
Board of Governors.

Place : Senate Hall,
National Institute of Technology,
Kurukshetra

Day, date and time : Wednesday, the 9th September, 2009
at 11.30 AM

Item No.	Subject	Page No.
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.	141-47
17.26	To consider Review Committee for Board of Governors proceedings.	148
17.27	To consider payment of TA for journey performed by taxi/own car.	149-152
17.28	To re-consider promotion of Sh. D.K. Kaushik and Sh. S.N. Kaushik as Assistant Engineers (Electrical and Civil).	153-165
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	166-170
17.30	To approve the recommendations of the Selection Committees for filling up the non-teaching promotional posts.	171-172

Item 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.

Dr. V.K. Bansal, Lecturer, Civil Engineering Department vide his request dated 19.8.2009 (copy enclosed as Appendix- XX page 142 to 146) stated that he has been selected for the post of Assistant Professor in NIT, Hamirpur. He has to join the said post by 5.9.2009. Therefore he submitted resignation with a request to relieve him w.e.f. 1.9.2009(AN). He further requested that three months notice period may be condoned so that he may be in a position to join NIT, Hamirpur in time.

Dr. V.K. Bansal joined as Lecturer in Civil Engineering Department on 19.9.2001. He was confirmed on the post of Lecturer w.e.f. 5.2.2005. As per terms & conditions of appointment, three months notice period is required for resignation or he is required to pay three month's salary in lieu thereof.

Since Dr. V.K. Bansal has been recruited in our sister Institute i.e. NIT, Hamirpur and both the Institutes viz. NIT, Kurukshetra and NIT, Hamirpur are being funded by the Govt. of India, the Institute may not insist on three months notice or payment of three months salary in lieu thereof.

The Hon'ble Chairperson, Board of Governors was requested vide this office letter No. Estt.-I/7595 dated 30.8.2009(copy enclosed as Appendix- XXI page 147) to kindly accept the resignation of Dr. V.K. Bansal from the post of Lecturer w.e.f. 1.9.2009 (AN) and his three months short notice period required for resignation may kindly be condoned. The Hon'ble Chairperson accorded approval in anticipation of the approval of the Board.

The Board may ratify the action taken by the Hon'ble Chairperson, BOG.

19.08.2009 APPENDIX-XX

(Through proper channel)

CED/1318
19/8/09

To

The Director,
National Institute of Technology,
Kurukshetra, Haryana.

Sub: Request to waive off three-month period prior notice required for the purpose of resignation.

Respected Sir,

With due respect I wish to submit that I have been selected for the Post of Assistant Professor in the Department of Civil Engineering, National Institute of Technology, Hamirpur vide letter No. NIT-HMR-Admn-Apptt-282-2009-3688-92 dated 07-08-2009 (copy attached). As per the terms and conditions I have been asked to join the above said post by 5th September 2009, failing of which offer of appointment is likely to stand cancel.

I wish to inform you that I have already requested to relieve me on Lien as per the institute rules by 31 August 2009 (copy attached). As per the discussion held with registrar in your kind presence (in your office on 19th August 2009), I have been verbally conveyed that it is not possible for the institute to relieve me on Lien before the last date of joining as per the existing rules.

This offer of appointment is very important for my carrier and I am highly interested to join there before last date. Sir, I would like to intimate you that I have been serving this institute since 19 September 2001. A good number of earned and medical leaves are still lying unutilised against my name. I have served various duties assigned by the institute time to time apart from teaching and research.

Therefore, in view of these circumstances I earnestly request you to kindly condone my three-month notice period so that I may be in the position to resign if desired to join NIT Hamirpur in time.

Hoping for a favourable consideration.

Thanking you in anticipation.

With regards,

(Vijay Kumar Bansal)
Lecturer
National Institute of Technology
Kurukshetra 136119 Haryana

This application may be treated as prior information for my resignation & relieve me on 01.09.09 after

B

5656 19/8/09

21/08/09

D.S. (S. 11)

CED/1302
13/8/09

13.08.09

(Through proper channel)

To

The Director,
National Institute of Technology Kurukshetra,
Harayana.

Sub: Application for leave on lien for one year.

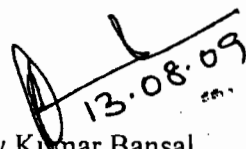
Respected Sir,

I have been offered the post of Assistant Professor in the Department of Civil Engineering wide letter no. NIT-HMR-Admn-Apptt-282-2009-3688-92 dated 07/08/09 (copy attached). I have applied for this post through proper channel.

I have to join NIT Hamirpur before 5th September, 2009, so you are requested to allow me to proceed on leave for one year on lien from 31st of August 2009.

Thanking you,

With regards


Vijay Kumar Bansal
Lecturer, Department of Civil Engineering
National Institute of Technology Kurukshetra

This application may be
treated as prior information
for my resignation





राष्ट्रीय प्रौद्योगिकी संस्थान, हमीरपुर (हि०प्र०)-177 005
**NATIONAL INSTITUTE OF TECHNOLOGY,
HAMIRPUR [H.P]-177005.**

email address registrar@nitham.ac.in

Ph. 01972-222530, 222417, 222418

Fax: 01972 223834 & 222584

No. NIT-HMR-Admn-Appntt-282-2009- 3688-92

Dated:- 07/8/09

To

✓ Dr. Vijay Kumar Bansal,
S/o Shri Chand Singh Bansal,
Sr. Lecturer, Department of Civil Engineering,
National Institute of Technology,
Kurukshetra.

Subject: Offer for the appointment to the post of Assistant Professor in Civil Engineering Department in the pay scale of Rs.12000-420-18300 (pre-revised)

The Board of Governors, NIT Hamirpur, is pleased to offer you an appointment to the post of **Assistant Professor in Civil Engineering Department**, NIT Hamirpur in the pay scale of **Rs.12000-420-18300 (pre-revised)** at basic pay of **Rs.12000**, on the terms and conditions mentioned below:-

1. You shall have to produce a latest passport size photograph and a set of the attested copies of your certificates/degrees relating to your educational and professional qualifications, together with the certificate in support of your date of birth, at the time of joining the post, for keeping the same as a record in your Personal File/Service Book.
2. You shall have to produce a certificate of medical fitness signed by a Medical Board on the prescribed proforma as required under Rule-SR-3 and SR-4(1)(2). In case of female candidates, the medical certificate shall be signed by a Medical Board consisting of Women Doctor possessing medical qualifications included in one of the schedules to the Indian Medical Council Act, 1956, as one of its member.
3. You shall have to submit a declaration of your marital status and give information about the dependants, if any. Further you will have also to submit information regarding assets & liability owned by you on your joining the post.
4. You shall have to undertake an oath of allegiance/faithfulness to the Constitution of India at the time of joining the post.

You shall have to submit **character certificate from** a Gazetted Officer (not related to you), to whom you are known for the last two years.

6. You shall have to **produce a certificate of your permanent residence** from the Magistrate 1st class of the Ill-aqua issued under his signatures and seal of the court.
7. You shall be governed by the Medical Attendance Rules applicable to Central Govt. employees and as adopted by the BOG of this institution from time to time.
8. Your appointment shall be on probation for a period of 02 (two) years from the date of your joining duty in the first instance, which can be extended further without assigning reason, based on your work & conduct.
9. For Pension, you shall be governed under the New Pension Scheme approved by the Ministry of Finance vide OM No. 1(7)(2)/2003 TA/11 dated 7/1/2004 & 1(7)(2)/2003/TA/67-74 dated 4/2/04, notified by the Ministry of HRD, Govt. of India office memorandum No.F-20-46/2003-TS-III dated Aug.30,2004.
10. The appointment may be terminated any time by a month's notice given by either side or by paying one month's salary in lieu thereof during probation period and three months notice after your confirmation on the said post. However, in such a case, you shall have also to produce No Dues Certificate from all concerned before your relieving.
11. The offer is subject to verification of Character & antecedents from the District Magistrate, for which you have to fill up prescribed form immediately at the time of joining the post.
12. You may be provided residential accommodation in campus, if available, as per House Allotment Rules of this institution. At present, the construction of residential accommodation is going on and shall be completed within a few months. During this period you will have to make your own arrangements.
13. Besides the teaching and research responsibilities as assigned to you, you shall be required to take up certain additional administrative and other responsibilities as may be assigned to you from time to time.
14. You shall be governed under the NIT Act-2007/ Statutes/Rules/ Instructions of NIT Hamirpur, framed from time to time relating to Service conditions, Rules of Discipline and any other matters / conditions not specified in the appointment letter.
15. If any declaration given / information furnished by you is proved to be false or if you are found to have willfully suppressed any material information/facts, you will be liable to be removed from service and any such other action as the competent authority may deem necessary.

If this offer is acceptable to you on the above terms and conditions, you are required to confirm your acceptance in writing by **22nd August, 2009** positively, failing which it will be presumed that the offer is not acceptable to you and the same shall stand cancelled automatically. In the event of your having conveyed the written acceptance, you should report for duties on or before **5th September, 2009**, failing which also the offer will stand automatically withdrawn.

Sub 7/8/09
**REGISTRAR,
NIT HAMIRPUR.**

CC:

1. Director NIT Hamirpur
2. HOD of the concerned Department, NIT Hamirpur.
3. Deputy Registrar (Accounts) NIT Hamirpur.
4. Personal File.

- Sd -
**REGISTRAR,
NIT HAMIRPUR**

NATIONAL INSTITUTE OF TECHNOLOGY
KURUKSHETRA-136119.

No. Estt.-I/ 7545

Dated : 30/08/2009

Subject : Acceptance of resignation from the post of Lecturer, Civil Engineering Department.

Dr. V.K. Bansal, Lecturer, Civil Engineering Department vide his request dated 19.8.2009 (copy enclosed) has stated that he has been selected for the post of Assistant Professor in NIT, Hamirpur. He has to join the said post by 5.9.2009. So he has submitted resignation and requested to relieve w.e.f. 1.9.2009(AN). He has further requested that three months notice period may kindly be condoned so that he may be in a position to join NIT, Hamirpur in time.

Dr. V.K. Bansal joined as Lecturer in Civil Engineering Department on 19.9.2001. He was confirmed on the post of Lecturer w.e.f. 5.2.2005. As per terms & conditions of appointment, three months notice period is required for resignation or he is required to pay three month's salary in lieu thereof.

Since Dr. V.K. Bansal has been recruited in our sister Institute i.e. NIT, Hamirpur and both the Institutes viz. NIT, Kurukshetra and NIT, Hamirpur are being funded by the Govt. of India. Hence the Institute may not insist on three months notice or payment of three months salary in lieu thereof.

The Hon'ble Chairperson, Board of Governors is requested to kindly accept the resignation of Dr. V.K. Bansal from the post of Lecturer w.e.f. 1.9.2009 (AN) and his three months short notice period required for resignation may kindly be condoned. The Institute may also not insist on payment of three months salary. The matter will be reported to the Board in its ensuing meeting for ratification.

Submitted for approval.

The Hon'ble Chairperson,
Board of Governors,
NIT, Kurukshetra.

Approved as proposed
Dr. Bansal
30/8/09

30/8/2009
DIRECTOR

Item 17.26 To consider Review Committee for Board of Governors proceedings

For the implementation of Board of Governors decision in time, a Review Committee is proposed under the Chairmanship of Hon'ble Chairperson, BOG. Sometimes it is observed that action is not taken in time against the approved minutes of BOG meeting. That is why Review Committee meeting may be convened time to time to review proper implementation of all the minutes of BOG meeting. Hon'ble Chairperson is to be empowered to convene the review meeting under his Chairmanship whenever he feels necessity of such Review Committee meeting. Even if the Hon'ble Chairperson, BOG desires, some of the very important and urgent agenda can be discussed in the Review Committee meeting for decision and the same may be ratified in the BOG meeting. Just like Standing Committee of Senate, the Chairperson will be empowered to take final decision in the Review Committee meeting and there will be no seating fee for this meeting. Since no financial burden is imposed in this type of meeting and the Institute is benefited for the proper implementation of the BOG agenda, the matter is placed for approval of BOG. The following members are suggested for Review Committee meeting: -

- | | |
|---|------------------|
| 1. Prof. J.K. Palit, Hon'ble Chairperson, BOG | Chairman |
| 2. Dr. M.N. Bandyopadhyay, Director | Member |
| 3. Dr. V.K. Arora, Prof. Civil Engg. Deptt. | Member |
| 4. Prof. C.P. Bansal, Electrical Engg. Deptt. | Member |
| 5. Sh. R.P.S. Lohchab, Registrar | Member Secretary |

The Board may consider and approve.

Item 17.27 To consider payment of TA for journey performed by Taxi/own Car

The institute has been following the Central Government guidelines relating to TA rules for journeys. The entitlement has been mentioned in TA rules for various categories of employees to execute journey by taxi/own car.

The employees of the Institute and officers visiting the Institute from outside for official work are facing difficulties in undertaking journeys by taxi/own car after implementation of 6th pay commission. Most of the faculty members are within the entitlement limit of journeys by taxi/own car. They have to visit Delhi, Chandigarh and surrounding cities / towns to attend urgent official meetings and they undertake journey to and fro on the same day in the interest of the Institute. They are also assigned various consultancy field jobs in Haryana and nearby areas by the Institute. It is quite difficult to execute the assignment without taxi/own car.

After implementation of 6th pay commission report of the Central Govt., high dignitaries, members of various committees and experts visiting the Institute from outside claim mileage rate by own car/taxi as per latest Central Govt. rules. It may, however, be mentioned that as per circular of the Ministry of Finance, Department of Expenditure the approved rate of Director of Transport of the concerned State, rules of road mileage will be applicable.

The rates of mileage allowance as per 6th Pay Commission are as under.-

"Mileage allowance for road journeys shall be regulated at the following rates in places where no specific rates have been prescribed either by the Director of Transport of the Concerned State or of the neighbouring States:-

- | | | |
|-----|--|----------------|
| (1) | For journeys performed in own Car/Taxi | Rs. 16 per kms |
| (2) | For journeys performed by Autorickshaw(Outstation)/Scooter | Rs.8 per kms" |

The Directorate of Transport, Haryana has been personally consulted to provide new Mileage Allowance/Rates of the State. They have intimated that Transport Authority, Haryana has not notified any such rates so far after implementation of 6th Pay Commission.

To resolve the issue it is proposed that the officers / faculty entitled by own car/taxi may travel upto the distance 500 kms both ways with prior sanction of the competent authority at the following rates:-

- | | | |
|-----|--|---------------|
| (1) | For journeys performed in own car/taxi | Rs. 8 per kms |
| (2) | For journeys performed by autorickshaw(Outstation)/scooter | Rs.4 per kms |

The revised format for TA bills to be used by the Institute is also attached as Appendix-XXII from page 151 to 152.

The Board may consider and decide.

Journey Verified

Sanction to perform journey beyond Jurisdiction

1. Name of the Official/Officer.....
2. Designation and Deptt.....
3. Place to be visited
4. Date of Departure
5. Period of Stay
6. Date of return to Headquarters.....
7. Mode of Conveyance.....
8. Purpose of Journey.....

Sanctioned

Head of Department

Registrar / Director

Certificate of Journey

Certified that:-

1. I was not provided with means of vehicles the expenses Local Self Govt / Institute by Road for which T.A. is claimed.
2. I traveled by rail/bus on all days in the class of accommodation to which I am entitled and have charged accordingly.
3. Between stations connected by rail performed journey by rail and incurred a sum of Rs..... as road fare.
4. The Journey by road was performed by Motor Car/Motor Cycle which was:-
 - (i) Exclusively hired and reserved for me.
 - (ii) Private property as per details given below.
 - (iii) My own property.
 - (iv) Govt. Vehicle.
5. I did not perform the road journey for which mileage allowance has been claimed at higher rates by taking a single seat public conveyance which plies regularly for hire between specified points and charges fixed rates.
6. The kilometers shown in the bill are correct.
7. I was actually in camp on Sundays and holidays and was absent/on casual leave, for which D.A. has been claimed.
8. Local journeys at both stations have been performed in Local Taxi/Taxi/Car/Scooter/Rickshaw Cycle.
9. For Local Journey out side Haryana State I visitedplace(s) and the actual expenditure incurred is Rs.....

Signature.....

PLEASE STRIKE OUT
WHICHEVER IS NOT APPLICABLE

Head of Charge..... Budget Provision Rs.....Less Advance drawn Rs.....

Expenditure already incurred Rs.....

Signature of the Claimant

Amount of this Bill Rs.....

Received Payment

Balance left **Rs.**

Bank Account No.

Bill passed for Rs.....
(Rupees).....

Dealing Assistant	Dy. Supdt.(A/cs)	Dy Registrar (A/cs)	Registrar	Director
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Note:- Certificate of Journey may be signed before the bill is submitted to Accounts Section

NATIONAL INSTITUTE OF TECHNOLOGY, KURUKSHETRA – 136119
GIST OF T.A. & D.A. RULES APPLICABLE TO THE EMPLOYEES OF NIT, KURUKSHETRA

Entitlements for Journeys on Tour

Travel Entitlement within the Country

Grade Pay	Travel Entitlement
Officer drawing Grade pay of Rs.10000/- and above and those in pay scale of HAG+ and above	Business/Club class by air/AC First Class by Train
Officer drawing grade pay of Rs.7600/-, 8700/- and 8900/-	Economic class by air/AC First Class by Train
Officer drawing grade pay of Rs.5400/- and 6600/-	Economic class by air/AC II Tier Class by Train
Officer drawing grade pay of Rs.4200/-, 4600/- and 4800/-	AC II Tier Class by Train
Officer drawing grade pay below Rs.4200/-	First Class/AC III Tier/AC Chair car by Train

MILEAGE ALLOWANCE FOR JOURNEY BY ROAD

In suppression of S.R. 46 and Govt. of India's order thereafter, the Grade pay ranges for travel by public /bus/auto/riksha/scooter/motorcycle, full taxi/taxi/own car is revised and indicated below:

Grade Pay	Entitlement
Officer drawing grade pay of Rs.10000/- and above and those in pay scale of HAG+ and above	Actual fare by any type of public bus including air condition bus OR At prescribed rates of AC Taxi when the journey is actually performed by AC Taxi OR At prescribed rates for auto rickshaw for journeys by autorickshaw, own scooter motorcycle, moped etc.,
Officer drawing grade pay of Rs.5400/-, 6600/-, 7600/-, 8700/- and 8900/-	Same as at (i) above with the exception that journey By AC Taxi will not be permissible.
Officer drawing grade pay of Rs.4200/-, 4600/-, and 4800/-	Same as at (i) above
Officer drawing grade pay of Rs.2400/- and above but less than Rs.4200/-	Actual fair by any type of public bus other than air condition bus OR At prescribed rates for auto rickshaw for journey by autorickshaw/own scooter/motorcycle/moped etc.
Officer drawing grade pay below Rs.2400/-	Actual fare by ordinary public bus only OR At prescribed rates for autorickshaw/ own scooter/ motorcycle/ moped etc

RATES OF DAILY ALLOWANCE IN RUPEES

Category Pay Band	Locality	B-1 Class City	A Class City	A-1 Class City
Rs. 30500/- and above	135	170	210	260
Rs.15000/- and above but less than 30500/-	120	150	185	230
Rs.12000/- and above but less than 15000/-	105	130	160	200
Rs.8000/- and above but less than 12500/-	90	110	135	170
Below Rs.8000/-	55	70	85	105

When the Govt. Servant stays in a Hotel or other establishment providing boarding and lodging at Schedule Tariffs.

Grade Pay	Daily Allowance
Officer drawing grade pay of Rs.10000/- and above and those in pay scale of HAG+ and above	Reimbursement of Hotel Accommodation/Guest House of upto Rs.5000/- per day, Reimbursement of AC Taxi charges upto 50 Kms for travel within the city and Reimbursement of the food bills not exceeding Rs.500/- per day.
Officer drawing grade pay of Rs.7600/- to 8900/-	Reimbursement for Hotel Accommodation upto Rs.3000/- per day, Reimbursement of Non-AC Taxi charges upto 50 Kms per Diem for travel within the city and Reimbursement of the food bills not exceeding Rs.300/- per day.
Officer drawing grade pay of Rs.5400/- to 6600/-	Reimbursement for Hotel Accommodation upto Rs.1500/- per day, Reimbursement of Taxi charges upto Rs.150 per Diem for travel within the city and Reimbursement of the food bills not exceeding Rs.200/- per day.
Officer drawing grade pay of Rs.4200/- to 4800/-	Reimbursement for Hotel Accommodation upto Rs.500/- per day. Reimbursement of travel within the city upto Rs.100/- per Diem and Reimbursement of Food bills not exceeding Rs.150/- per day.
Officer drawing grade pay below Rs.4200/-	Reimbursement for Hotel Accommodation of upto Rs.300/- per day. Reimbursement of travel charges of upto Rs.50/- per Diem within the city and Reimbursement of Food bills not exceeding Rs.100/- per day.

CALCULATION OF DA SR-71

- Fully daily allowance for each day and part thereof spent at Headquarter for absence of 24 hours and more.
- In case of total absences less than 24 hours.
 - Less than 6 hours No daily allowance
 - 6 hours or more but less than 12 hours 70% of the DA
 - More than 12 hours but less than 24 hours Full Daily Allowance
 - For Journey days Ordinary DA
- Bill for TA must be submitted to the A/c Branch within a month.
- No DA is admissible to the employees who take casual leave on tour.

NOTES FOR FEE BOARD AND /OR LODGING-SR-5

When an employee who, while on tour is allowed free boarding and lodging at the expenses of Centre/State Government or an autonomous industrial or commercial undertaking or corporation or a public institution, the employees may draw 1/4 of the DA admissible to the station concerned. If only board or lodging is allowed free to the employee, he may draw DA at 1/2 of the admissible rates. This point is kept in mind by the employee while they are treated as guests at an outstation where they go for seminars/conferences/workshop etc.

RATE OF ROAD MILEAGE

Mileage allowance @ Rs.1.20 per km. will be admissible for journey by bicycle/foot. For Journey by Autorickshaw the rates as per entitlement will be as follows:-

- Rs. 8/km for own Car/Taxi.
 - Rs.4/-Kms for Autorickshaw (Outstation)/Motorcycle.
- OR
- Actual fare for Autorickshaw in local (KKR) as per rate.

Note:- The Claimant should be compulsorily specify Car/Taxi./Autorikshaw/Motorcycle No. in TA Bill.

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

The matter regarding promotion of Sh. D.K. Kaushik Junior Engineer (Elect.) and Sh. S.N. Kaushik, Junior Engineer (Civil) to the posts of Assistant Engineer (Elect.) and Assistant Engineer (Civil) respectively in the pay scale of Rs. 8000-13500 was placed before the Board of Governors vide item 15.21 in their 15th meeting held on 18.5.2009 (copy of agenda item is enclosed as Appendix-XXIII from pages 155 to 164 for perusal). The Board decided as under:-

"The Registrar-cum-Secretary narrated the detailed compelling circumstances under which Sh. D.K. Kaushik, Junior Engineer (Elect.) and Sh. S.N. Kaushik, Junior Engineer (Civil) were allowed promotion on temporary basis in the pay scale of Rs. 8000-13500 against their substantive posts of Junior Engineers duly upgraded by the Finance Committee in its 12th meeting held on 15.10.2007.

The Board decided that the matter regarding their promotion be re-examined by the Institute keeping in view pay Band and Grade Pay as per 6th Pay Commission Report corresponding to the pre-revised pay scale of Rs. 8000-13500 and Rs. 7450-11500 and the matter be again placed before the BOG in its next meeting".

The Assistant Engineers (Elect. & Civil) were granted the pay scale of Rs. 8000-13500 keeping in view the pay scale of Haryana PWD (B&R) and other State Universities situated in Haryana. The Board of Governors in their 56th meeting held on 22.5.1981 also decided that the pay scale of the Estate Officer be revised as equivalent to the pay scale of the Sub Divisional Engineer in the Haryana PWD and further revision be made effective automatically as and when the Haryana Government revised the pay scale of Sub Divisional Engineers. As per decision of the Hon'ble Punjab & Haryana, High Court, the Ex-Estate Officer of NIT, Kurukshetra was granted the pay scale of Rs. 8000-13500 at par with S.D.O, PWD (B&R), Haryana. The Haryana Govt. in PWD (B&R) also allowed the pay scale of Rs. 8000-13500 to the AEE/AE/SDE. Earlier the post of Ex-Foreman (Elect.) held

by Sh. J.G. Sharma was also upgraded to that of Assistant Engineer (Elect.) in RECK (now NITK) in the old pay scale of Rs. 2200-4000 which was converted to Rs. 8000-13500 at the time of implementation of 5th pay commission report.

Following is the table indicating relevant pre-revised pay scales and revised pay scales:-

Sr. No.	Designation & Pattern (State or Centre)	Pre-revised pay scale	Revised pay scale w.e.f. 1.1.06 (for promotional post)
1.	Assistant Engineer State Govt. PWD(B&R)	Rs. 8000-13500	Rs. 9300-34800 +5400 Grade Pay
2.	Asstt. Engineer CPWD	Rs. 7450-11500 upgraded w.e.f. 1.1.2006	Rs. 9300-34800 +4600 Grade Pay
3.	Asstt. Executive Engineer, CPWD	Rs. 8000-13500	Rs. 9300-34800 +5400 Grade Pay

However, the MHRD, Govt. of India, New Delhi vide their letter No. 10-26/2008 TS-III dated 28.7.2009 (copy enclosed as Appendix-XXIV page 165) has stated that the matter was examined in the Ministry in consultation with IFD and competent authority of this Ministry did not accede to the upgradation of the posts of Junior Engineer (Civil) and Junior Engineer (Electrical) in National Institute of Technology, Kurukshetra. The letter dated 28.7.2009 received from the MHRD as referred to above may be perused by the BOG.

The matter is again placed before the Board for consideration & decision.

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.

Ref:- 15th Bof meeting

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 upgradation, 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.

Ref:- 15th Bof meeting

Ref:- 15th Bof meeting

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.

Ref :- 1512
BoG meeting

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,

At 18/6

Registrar

for Director

17/6/08 *15/6/08*

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

RM 12/8
 D R (SdH)
 De (SdH)
 EA-I 12/8

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,

ERV 28/08/08

Deputy Registrar (GA & L)

for Director
21/8/08 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

Regd. Post

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

New Delhi Dated 28th July 2009

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,

1. I am directed to refer to your letter No. Estt.-I/408 dated 14. 1. 2009 on the subject mentioned above.

2. The case was earlier forwarded by the NIT - Kurukshetra vide endorsement of their letter No. Estt.-I/PF/8544 dated 25.08.2008 (addressed to IFD) wherein a copy of the letter No. Estt.-I/PF/5646 dated 18.06.2008 was also attached. In fact, it was a reference in response to the letter No. 3-12/2008 - IFD dated 4.8.2008. The matter was however examined in this Ministry in consultation with IFD and competent authority of this Ministry did not accede to the upgradation of pay scales to the post of Junior Engineer (Civil) and Junior Engineer (Electrical) in National Institute of Technology, Kurukshetra. The position was intimated to the NIT- Kurukshetra in a clear manner vide this Ministry's letter of even number dated 19th November 2008 (copy enclosed)

3. Director, NIT - Kurukshetra vide its letter under reference again moved the instant proposal to this Ministry for consideration of the same. It is intimated that the matter of 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) was once again consulted with FA (HRD). However, the proposal has not been agreed to.

Yours faithfully,

(R. K. Bandyopadhyay)

Under Secretary to the Government of India

Tel: 23387980

Urgent

7/8

N.I.T. KURUKSHETRA

Sl. No.	3944	Date	12/07/09
By			
For			
By			
For			
By			
For			
By			
For			

Item 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 Director (TC), Government of India, Ministry of Human Resource Development, Department of Higher Education, New Delhi vide letter No. F.No.23-1/2008-TS.II, dated 18th August, 2009 conveyed the approval of the Government of India for the revision of pay of teaching and other staff in Centrally Funded Technical Institutions following the pay revision of the Central Government employees on the recommendations of the 6th Pay Commission. While conveying the above decision of the Government of India, the qualifications and experience required for the post of Professor, Associate Professor and Assistant Professor have been given only for the Institutions of IITs, IISc, IIMs, NITIE, IISERs. However, the qualifications and experience required for the aforesaid posts for the Institutions NITs, ISMU, IIITs and SPAs have not been given. However, promotional benefits to be given against the above said posts have been given for these Institutions.

Further vide the aforesaid letter, the service conditions for teaching and other staff in Centrally Funded Technical Institutions (CFTIs) have also been conveyed. As per the new system, the Lecturers are not part of the regular faculty cadre in these Institutions. Now the regular faculty cadre is as under: -

1. Professor
2. Associate Professor.
3. Assistant Professor.

It is pertinent to mention here that under clause 22 of the 1st Statutes, the faculty has been classified as Professor, Associate Professor, Assistant Professor and Lecturer, whereas as per the aforesaid directions of the Government of India, MHRD issued vide letter 18th August, 2009, the post of Lecturer is not the part of the regular faculty.

Further, as per the new system, it has become necessary to formulate the revised qualifications and experience for the recruitment of the faculty in the Institute. For the purpose, a Committee was constituted at the Institute level. The Committee has submitted its recommendations on the issue. A copy of the recommendations is enclosed as Appendix XXV from page 167 to 170.

In view of the above, the Institute may be allowed to adopt three tier system- Professor, Associate Professor and Assistant Professor in the ratio of 1:2:4 respectively. The revised qualifications and experience required for the recruitment of faculty may also be approved keeping in view recommendations of the Committee.

The Board may consider and decide.

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

No. Dean P&D)/ 73

Dated: 3-9-2009

Minutes of the Meeting

Subject: Qualifications and Experience for the recruitment / Promotion of the faculty

The Hon'ble Director had constituted the following Committee to consider the qualifications and experience for the recruitment / promotion of the faculty keeping in view the revision of pay scales of the teachers and equivalent cadres in Universities and Colleges following the revision of pay scales of Central Government employees on the recommendations of the 6th Central Pay Commission:-

- | | | |
|----|---|----------|
| 1. | Dr. Krishna Gopal, Dean (P & D) | Chairman |
| 2. | Prof. R.K. Bansal, Dean (Academic) | Member |
| 3. | Dr. S.P. Jain, Dean (Students Welfare) | Member |
| 4. | Sh. G.R. Samantaray, Dy. Registrar (GA & Legal) | Member |

The Committee met on 31.08.2009 and 01.09.2009 to discuss the issue. The Committee considered the advertisements of various Institutes, UGC guidelines and AICTE.

In view of the above, the Committee unanimously decided the issue and recommends the following qualifications and experience for the recruitment of faculty in our Institute.

FOR ENGINEERING AND TECHNOLOGY

Professor-

An eminent scholar with published work of high quality, actively engaged in research having Ph.D Degree with First Class degree at Master's/Bachelor's level in the appropriate branch of Engineering/Technology with a very good academic record throughout and ten years experience in Teaching/ Industry/ Research out of which atleast four years should be at the level of Associate Professor and balance at the level of Assistant Professor or equivalent in a degree level Institute, recognized by UGC / AICTE/Industry / Research. Period exclusively spent for obtaining the Research Degree shall not count towards experience.

Associate Professor-

An eminent scholar with published work of high quality, actively engaged in research having Ph.D Degree with First Class degree at Master's/Bachelor's level in the appropriate branch of Engineering/Technology with a very good academic record throughout and six years experience in Teaching/ Industry/ Research at the level of Assistant Professor or equivalent in a degree level Institute, recognized by UGC/AICTE / Industry / Research out of which at least two years should be post Ph.D. Period exclusively spent for obtaining the Research Degree shall not count towards experience.

Assistant Professor- A First Class Master's Degree in the appropriate branch of Engineering and Technology together with a First Class Bachelor's Degree in the appropriate branch of Engineering & Technology with a very good academic record throughout.

FOR HUMANITIES AND SCIENCES

Professor An eminent scholar with published work of high quality, actively engaged in research having Ph.D. Degree and a Master's degree (with minimum 55% marks) in appropriate area of Humanities and Sciences and ten years experience in Teaching and/or research out of which at least four years should be at the level of Associate Professor and balance at the level of Assistant Professor or equivalent in a degree level Institute, recognized by UGC / AICTE/Industry / Research. Period exclusively spent for obtaining the Research Degree shall not count towards experience.

Associate Professor An eminent scholar with published work of high quality, actively engaged in research having Ph.D. Degree and a Master's degree (with minimum 55% marks) in appropriate area of Humanities and Sciences and six years experience in Teaching and/or research at the level of Assistant Professor or equivalent in a degree level Institute, recognized by UGC / AICTE / Industry / Research out of which at least two years should be post Ph.D. Period exclusively spent for obtaining the Research Degree shall not count towards experience.

Assistant Professor Ph.D. Degree and a Master's degree (with minimum 55% marks) in appropriate area of Humanities and Sciences with a very good academic record throughout. NET requirement will be as per UGC guidelines.

FOR MANAGEMENT, BUSINESS ADMINISTRATION DEPARTMENT

Professor An eminent scholar with published work of high quality, actively engaged in research having Ph.D degree or a fellowship of IIM's, ICA or ICWA or any AICTE approved institution with First Class Master's degree in Business Management/ Administration/ other relevant management related disciplines or equivalent with a very good academic record throughout and ten years experience in Teaching/ Industry/ Research out of which at least four years should be at the level of Associate Professor and balance at the level of Assistant Professor or equivalent in a degree level Institute, recognized by UGC/ AICTE / Industry / Research. Period exclusively spent for obtaining the Research Degree shall not count towards experience.

(Relevant management related disciplines shall be decided before every advertisement as per the requirement of the department and shall be advertised accordingly)

Associate Professor

An eminent scholar with published work of high quality, actively engaged in research having Ph.D degree or a fellowship of IIMs, ICA or ICWA or other institutions recognized by AICTE, with First Class Master's degree in Business Management/Administration/other relevant management related disciplines or equivalent with a very good academic record throughout and six years experience in Teaching/ Industry/ Research at the level of Assistant Professor or equivalent in a degree level Institute, recognized by UGC/AICTE / Industry / Research out of which at least two years should be post Ph.D. Period exclusively spent for obtaining the Research Degree shall not count towards experience.

(Relevant management related disciplines shall be decided before every advertisement as per the requirement of the department and shall be advertised accordingly)

Assistant Professor

First Class Master's degree in Business Management/Administration/other relevant management related disciplines or equivalent with a very good academic record throughout.

(Relevant management related disciplines shall be decided before every advertisement as per the requirement of the department and shall be advertised accordingly)

FOR COMPUTER APPLICATIONS DEPARTMENT

Professor

An eminent scholar with published work of high quality, actively engaged in research having Ph. D degree with First Class MCA Degree or M.Tech in Computer Science / Computer Technology / Computer Engineering , Information Technology / Information & Communication Technology with a very good academic record throughout and ten years experience in Teaching/ Industry/ Research out of which at least four years should be at the level of Associate Professor and balance at the level of Assistant Professor or equivalent in a PG level Institute, recognized by UGC AICTE / Industry / Research. Period exclusively spent for obtaining the Research Degree shall not count towards experience.

Associate Professor

An eminent scholar with published work of high quality, actively engaged in research having Ph. D degree with First Class MCA Degree or M.Tech in Computer Science / Computer Technology / Computer Engineering / Information Technology / Information & Communication Technology with a very good academic record throughout and six years experience in Teaching/ Industry/ Research at the level of Assistant Professor or equivalent in a PG level Institute, recognized by UGC/AICTE / Industry / Research out of which at least two years should be post Ph.D. Period exclusively spent for obtaining the Research Degree shall not count towards experience.

Assistant Professor

First Class MCA Degree. NET requirement will be as per UGC guidelines.

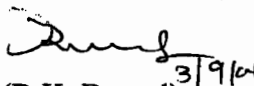
OR

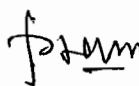
First Class M.Tech in Computer Science / Computer Technology / Computer Engineering / Information Technology / Information & Communication Technology with a very good academic record throughout.

GENERAL CONDITIONS

1. Continuous experience in a single organization of less than 03 months shall not count towards experience.
2. The experience will be rounded off to the nearest whole month.
3. The Institute will work out norms of Minimum Academic performance requirement through a Committee keeping in view the UGC guidelines.
4. The detailed qualification requirements for academic progression of in position faculty at the Institute will be decided later by the Committee.
5. The Institute will constitute a Committee consisting of three senior most Professors of the Institute not belonging to the same Department for verification of minimum level of academic performance as per point #3 above.


(Krishna Gopal)


(R.K. Bansal)


(S.P. Jain)


(G.R. Samantaray)

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

The Board of Governors of the Institute in its 16th (Spl.) meeting held on 30.07.2009 has decided as under:-

"The Board observed as under:-

- (i) The promotion of non-teaching staff in terms of condition No. 3 contained in the recommendations of the Committee constituted by the Board in their 15th meeting held on 18.05.2009 are held up because the promotional posts arise only after the retirement of the employees in the promotion cadres as well as due to the resultant vacancies arising on account of promotions made in the respective cadres.**
- (ii) It is essential to give minimum promotions to the non-teaching staff on the grounds furnished by the Institute in the agenda item.**
- (iii) The NIT Act, 2007 has been enforced from 15th August, 2007 i.e. after the receipt of the MHRD letter No. F.9-7/2006-TS.III dated 29.05.2006. As per Clause 13 (2) (a) & (d) of the NITs Act, 2007, the Board can take decision on questions of policy relating to the administration and working of the Institute and the Board can institute and appoint persons to academic as well as other posts in the Institute.**

The Board, therefore, decided to allow the Institute to fill up 18 non-teaching posts as per details furnished in the agenda item by way of promotions to maintain the administrative and academic efficiency of the Institute which is very vital for running the current programmes by using the powers under clause 13(2) (a) & (d) of the NITs Act, 2007. However, extra precautions may be taken so that no eligible person is left out."

Keeping in view the above decision of the Board, a notification for inviting the applications from the eligible employees to fill up 18 Non-teaching Promotional Posts was issued in the Institute subject to the submission of application form by 25th August, 2009. 74 Applications were received upto the last date. On scrutiny of the applications, it was observed that no employee is eligible for the post of Lab. Attendant (Workshop) at this stage being short of required experience for the post. Hence, on the request of Karamchari Sangh, the Hon'ble Chairman, BOG was requested to approve to fill up the one post of System Attendant. The Hon'ble Chairman, BOG approved the proposal of the Institute on 29.08.2009.

The Selection Committees as entailed under Clause 23(5)(b&c) met on 01.09.2009 to consider the eligible candidates for the above said 18 posts. The recommendations of the Selection Committees have been kept in a sealed cover which will be placed on table on the day of meeting of the BOG.

The Clause 23(16) of the First Statutes under the NIT Act, 2007 says as under: -

"All appointments made at the Institute shall be reported to the Board at its next meeting."

In view of the above, the Board may consider and approve the recommendations of the Committees.