

**NATIONAL INSTITUTE OF TECHNOLOGY
KURUKSHETRA-136119**

**AGENDA
OF
BOARD OF GOVERNORS MEETING**



**19TH MEETING
TO BE HELD ON 29.12.2009**

**NATIONAL INSTITUTE OF TECHNOLOGY
KURUKSHETRA-136119**

Agenda : For the 19th meeting of Board of Governors.

Place : Senate Hall,
National Institute of Technology,
Kurukshetra-136119

Day, date and time : Tuesday, the 29th December, 2009
at 11.00 AM

Item No.	Subject	Page No.
19.1	To confirm the minutes of the 17 th meeting of the Board of Governors held on 09.09.2009	1-24
19.2	To confirm the minutes of the 18 th (Spl.) meeting of the Board of Governors held on 12.10.2009.	25-29
19.3	To note the action taken report on the minutes of the 16 th (Spl.) meeting of the Board of Governors held on 30 th July, 2009.	30
19.4	To note the action taken report on the minutes of the 17 th meeting of the Board of Governors held on 9 th September, 2009.	31-34
19.5	To note the action taken report on the minutes of the 18 th (Spl.) meeting of the Board of Governors held on 12 th October, 2009.	35
19.6	To note minutes of the 1 st meeting of the Standing Committee of the Board held on 25.11.2009.	36-42
19.7	To ratify the minutes of the 17 th meeting of the Finance Committee, National Institute of Technology, Kurukshetra held on 03.11.2009.	43-50
19.8	To ratify action taken by the Chairman, Board of Governors in accepting request of Dr. M.K. Soni, Professor, Electrical Engineering Department for voluntary retirement.	51-57
19.9	To ratify action taken by the Hon'ble Chairman, BOG in granting Extraordinary Leave (without pay) to Dr. S.K. Chakarvarti, Professor, Physics Department.	58-64
19.10	To ratify the action taken by the Hon'ble Chairperson, BOG for approving the proposal of the Institute for outsourcing the services of security, housekeeping and maintenance work of the Institute.	65-68

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19.11	To ratify decision of the Hon'ble Chairperson in approving the proposal of the Institute for the qualifications and experience required for the recruitment of regular faculty in the Institute.	69-95
19.12	To ratify action taken by the Hon'ble Chairperson, BOG in appointment of Officer on Special Duty (OSD) in the Institute.	96-98
19.13	To ratify action taken by Hon'ble Chairman, BOG for continuation of Dr. D.S. Saini as Senior Medical Officer of the Health Centre beyond 30.11.2009.	99-102
19.14	To consider grant of Dearness Allowance on Rs. 79,000/- instead of Rs. 75,000/- to the Director of the Institute.	103
19.15	To consider the appointment of Deputy Director under clause 18 of the 1 st Statutes under NITs Act – 2007.	104
19.16	To consider confirmation of Sh. Jagan Nath on the post of System Analyst.	105
19.17	To consider confirmation of Sh. Gyana Ranjan Samantaray on the post of Deputy Registrar (GA&L).	106-109
19.18	To consider un-authorized absence from duty in respect of Dr. A.K. Gupta, Professor in this Institute.	110-113
19.19	To consider un-authorized absence from duty in respect of Dr. K.K. Singh, Professor(CAS), Civil Engineering Department.	114-119
19.20	To consider incentive of three advance non-compounded increments for Ph.D. to Associate Professors.	120-122
19.21	To consider AGP of Rs. 12000 per month in PB-4 upto a 20% of the sanctioned post of Professors.	123-124
19.22	To consider Cumulative Professional Development Allowance to the faculty for participating in National and International Conferences.	125
19.23	To consider to release 60% payment of 2 nd installment of arrears on account of Pay Revision in respect of remaining non-teaching employees.	126-135
19.24	To consider release of balance 60% arrears w.e.f. 24.1.2008 to Sh. D.K. Kaushik and Sh. S.N. Kaushik as Assistant Engineers (Elect & Civil).	136-141
19.25	To consider inclusion of a member belonging to SC/ST, Minority and woman in the Selection Committees constituted for the recruitment of members of staff.	142-149

19.26	To consider recommendations of the Committee for making payment to the faculty, administrative and non-teaching staff, who are directly/indirectly involved in the work relating to MBA and MCA Self Financing Courses.	150-158
19.27	To consider amended House Allotment Rules of the National Institute of Technology, Kurukshetra.	159-181
19.28	To consider the development plan of Centre of Continuing Education and External Collaboration (CCEC) at NIT, Kurukshetra.	182
19.29	To note the action taken by the Institute in the allotment of H.Nos. GU-20, GU-80, GL-87, GL-75 and GU-11.	183
19.30	To consider recommendation of the Committee constituted by the Board for engaging staff on contractual basis for smooth running of the Institute.	184-197

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Item No.	Subject	Page No.
19.31	To consider promotion of Sh. D.K. Kaushik and Sh. S.N. Kaushik as Assistant Engineers (Electrical & Civil)	198-205
19.32	To consider rules on Extra Ordinary Leave, Lien and Deputation.	206-209
19.33	To consider anomalies in the Scheme of Revision of pay scales in respect of teachers and other staff.	210-220
19.34	To approve the Panel of External Experts for the selection of Technical, Administrative and other staff under various Selection Committees of the Institute.	221-222

**NATIONAL INSTITUTE OF TECHNOLOGY
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Tabled Agenda : For the 19th meeting of
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Item No.	Subject	Page No.
19.35	To consider installation of the IGbps Internet Leased Line Connection for the Institute out of OBC Plan Grant.	223
19.36	To consider and approve the minutes of the 13 th meeting of the Senate, National Institute of Technology, Kurukshetra held on 03.12.2009.	224-234
19.37	To consider superannuation age of 62 years for Director for Sports of the Institute.	235-240
19.38	To consider superannuation age of 62 years for Registrar of the Institute.	241-242
19.39	To consider superannuation age of 62 years for Lecturer, Physical Education of the Institute.	243-245
19.40	To consider the panel of external experts for recruiting Academic Staff (excluding the Director and the Deputy Director) in various subjects	246-247
19.41	To consider and approve recommendations of the Committee constituted for mapping of existing non-faculty posts with the new classifications as per 1 st statutes, requirement of non-faculty staff as per suggested ratio and filling up posts of urgent nature.	248-280
19.42	To consider and approve recommendations of the Committee on the Code of Conduct for employees of the Institute.	281-291

Item 19.1 To confirm the minutes of the 17th meeting of the Board of Governors held on 09.09.2009.

The minutes of the 17th meeting of the Board of Governors held on 09.09.2009 were circulated to all the members of the Board vide letter No. NITK/BOG 17th/8101-05 dated 15.9.2009 and Endst. No. NITK/ BOG 17th/8106-8110 dated 15.9.2009. A copy of the minutes is enclosed as Appendix-I from page 3 to 22.

Dr. V.K. Arora, Professor, Civil Engineering Department, NIT, Kurukshetra and Prof. C.P. Bansal, Lecturer(SG), Electrical Engineering Department, NIT, Kurukshetra, both faculty members on the BOG vide their letter dated 30.09.09/5.10.09 and 1.10.2009 (copies enclosed as Appendix-II pages 23 to 24) respectively offered comments.

The comments offered by the above members on the items alongwith corresponding minutes of the BOG meeting are given below :-

Decision taken by the Board.	Comments Received
17.16 To consider confirmation of Dr. S.M. Gupta and Dr. Arun Goel on the posts of Assistant Professors in Civil Engg. Department. The Board notes the circumstances under which Dr. S.M. Gupta and Dr. Arun Goel who are drawing their pay as regular Asstt. Professors since 2001 could not be confirmed so far. The Board, however, decides that the whole matter may be referred to the MHRD with required supporting references.	<u>Comments offered by Dr. V.K. Arora</u> The item No. 17.16 is not recorded correctly. The Board had confirmed Dr. S.M. Gupta & Dr. Arun Goel on the posts of Assistant Professors. The necessary change may be incorporated. <u>Comments offered by Prof. C.P. Bansal</u> Dr. S.M. Gupta and Dr. Arun Goel were confirmed on the posts of Assistant Professors in Civil Engg. Deptt. w.e.f. 18.5.2009 against permanent vacant posts of Assistant Professor.

17.22 To consider Cumulative Professional Development Allowance to the faculty for participating in National and International Conferences. The Board allows the Cumulative Professional Development Allowance to the faculty for participating in National and International Conferences as per details furnished in the agenda item.	The agenda item at page 127 contradictory to letter No. 23-1/2008 TS dated 18.8.2009 (at page 109 of agenda para 8(iii), the same needs correction as per MHRD guidelines.
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No comments have been received from any other member.

The action taken on the minutes of the 17th meeting of the Board will be reported to the Board in its next meeting.

The Board may confirm the minutes.

**NATIONAL INSTITUTE OF TECHNOLOGY
KURUKSHETRA-136119**

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

Present:

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

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

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

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

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

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

The Board observed as under:-

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



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

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

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

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

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

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

- c) Even as per existing guidelines issued by the UGC, the minimum requirement of 55% should not be insisted upon for Professors, Readers, Registrars, Deputy Registrars, Librarians, Deputy Librarians, Director of Physical Education, Deputy Director of Physical Education for the existing incumbents who are in the University system.
- d) The Director(NITs), MHRD vide his letter No. F.20-6/2008-TS.III(Pt.) dated 8.8.2008 communicated guidelines for operating the recruitment rules as under:-
 - i) NITs where the post of Registrar is currently being operated by assigning the duties of Registrar to a faculty member, the same may be got filled up as per these Recruitment Rules;
 - ii) In case where the post of Registrar is being operated by appointment on contract or deputation, the existing contract or deputation, if the same do not comply with the fresh Recruitment Rules, may be got terminated and fresh appointments made as per the Recruitment Rules as framed now;
 - iii) In cases where the post of Registrar is being operated by non faculty on temporary basis, the Institute may initiate the process of appointment of Registrar as per fresh Recruitment Rules;

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

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



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

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

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

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

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

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

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



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

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

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

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

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

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

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

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

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

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



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

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

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

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



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

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

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

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

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

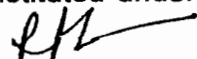
The Board allows the amendments in the Central Civil Services (Leave) Rules, 1972 as details furnished in the agenda item. The Board also allows the Institute to implement all subsequent amendments in the Leave Rules as issued by the Government of India, Ministry of Personnel, Public Grievances & Pensions,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

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

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

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

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



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

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

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

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

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

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

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



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

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

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

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

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

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

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

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



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

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

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

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

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



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

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

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

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

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

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



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

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

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

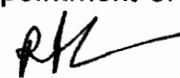
The Board allows the Cumulative Professional Development Allowance to the faculty for participating in National and International Conferences as per details furnished in the agenda item.

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

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

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

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



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

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

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

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

17.26 To consider Review Committee for Board of Governors proceedings.

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

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

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



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

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

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

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

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

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

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

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

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



ANNEX

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

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

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

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

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

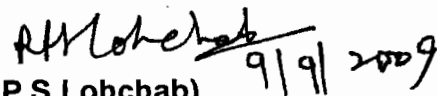
RH

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

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

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


(M N Bandyopadhyay)
Director
NIT, Kurukshetra


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


(J K Palit)
Chairperson, BOG
NIT, Kurukshetra

9/9/09

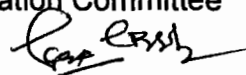
ANNEXURE TO THE MINUTES OF AGENDA ITEM 17.21

**NATIONAL INSTITUTE OF TECHNOLOGY
KURUKSHETRA-136119**

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

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


(KRISHNA GOPAL)
Chairman Pay Fixation Committee



**CIVIL ENGINEERING DEPARTMENT
NATIONAL INSTITUTE OF TECHNOLOGY**

Dr. V.K.arora
Professor

Dated: 30.09.09 | 5.10.09

Subject: Minutes of 17th meeting of BOG

Kindly refer to the minutes circulated vide letter no NITK/BOG 17th/8/01-05 dated 15.09.09. The undersigned agrees with all other items except item no17.16. .

The item.no17.16 is not recorded correctly. The Board had confirmed Dr. S.M. Gupta & Dr. Arun Goel on the posts of Assistant Professors. The necessary change may be incorporated in the minutes.

V.K.Arora
Member, BOG

Registrar/Director

may pl see
AP 5/X/2mg

DIR

R AP 6/X

PA

N.I.T. KURUKSHETRA

Dv. No. 69/17 Date 30/9/09

OFFICE OF THE REGISTRAR

RECEIVED


**DEPARTMENT OF ELECTRICAL ENGINEERING
NATIONAL INSTITUTE OF TECHNOLOGY KURUKSHETRA**

Dated: 1.10.2009

Kindly refer to letter No. NITK/BOG/17th/8101-05 dated 15.9.09. The following items need correction which may be incorporated:

1. 17.16. Dr. S.M. Gupta and Dr. Arun Goel were confirmed on the posts of Assistant Professors in Civil Engg. Deptt. w.e.f. 18.5.2009 against permanent vacant posts of Assistant Professor.
2. 17.22. The agenda item at page 127 is contradictory to letter No. 23-1/2008 TS II dated 18.8.2009 (at page 109 of agenda) Para 8 (iii), the same needs correction as per MHRD guidelines.

Sh. R.P.S. Lohchab
Registrar & Secretary
BOG, NITK


(C.P. Bansal)
Lect. (SG)



May pl. sec





Item 19.2 To confirm the minutes of the 18th (Spl.) meeting of the Board of Governors held on 12.10.2009.

The minutes of the 18th (Spl.) meeting of the Board of Governors held on 12.10.2009 were circulated to all the members of the Board vide letter No. NITK/BOG (Spl.)18th/8574-8581 dated 15.10.2009 and Endst. No. NITK/BOG (Spl.)18th/8582-8583 dated 15.10.2009. A copy of the minutes is enclosed as Appendix- III pages 26 to 29.

No comments have been received from any member.

The Board of Governors may confirm the minutes of the 18th (Spl.) meeting of the BOG held on 12.10.2009 as circulated to the members.

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


Minutes of the 18th (Spl.) meeting of the Board of Governors, National Institute of Technology, Kurukshetra held on 12th October, 2009 at 02:30 PM in the NIT Transit Guest House, 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. | Shri N.K. Sinha, IAS
Joint Secretary (Tech.)
Department of Higher Education
Ministry of Human Resource Development
Government of India
Shastri Bhawan,
New Delhi – 110 001 | Member |
| 4. | Sh. S.K. Ray
Financial Adviser (IFD)
Department of Higher Education
Ministry of Human Resource Development
Government of India
Shastri Bhawan
New Delhi – 110 001 | Member |
| 5. | Sh. M.P. Gupta
Director
Technical Education, Haryana,
Sector -4, Bays No. 7-12
Panchkula | Member |

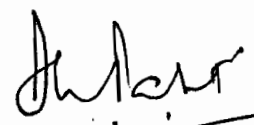
- | | | |
|------|--|-----------|
| 6. | Dr. Hari Mohan Prasad
University Head
Department of English
Magadh University
Bodh Gaya (Bihar) | Member |
|
 | | |
| 7. | Dr.(Mrs.) Sudesh Mukhopadhyay
Professor & Head
Deptt. of Inclusive Education
National University of Education Planning &
Administration
17-B, Aurobindo Marg
New Delhi – 110 016 | Member |
|
 | | |
| 8. | Dr. V.K. Arora
Professor
Civil Engineering Department
N.I.T. Kurukshetra | Member |
|
 | | |
| 9. | Prof. C.P. Bansal
Lecturer (SG)
Electrical Engineering Department
N.I.T. Kurukshetra | |
|
 | | |
| 10. | Sh. R.P.S. Lohchab
Registrar
NIT, Kurukshetra | Secretary |


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.

Item 18.3	To consider the validity of services of 09 persons who have crossed the maximum limit of 03 years contractual appointments as per the recent NIT Statutes.
	<p>The Board after going through in details about the appointments of 09 persons in question as per details given in the agenda note was of the opinion that since they were on contractual basis they automatically stand terminated on completion of a period of three years as per provision made under Rule 28(2) of the new Statutes of NITs which came into force w.e.f. 23.04.2009.</p> <p>The Board, however, on sympathetic consideration decided that no recovery shall be made from them on account of payment of salary and other allowances, whatsoever it be, between the period of completion of three years and today, the date of BOG meeting i.e 12.10.2009.</p> <p>The Board also decided that since their posts are sanctioned and now fallen vacant, immediate steps be taken to fill up these vacancy arising out of the termination of 09 persons as per recruitment rules and these 09 persons may apply for fresh appointment for which they shall be given due weightage if otherwise found eligible.</p>

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


(M.N. Bandyopadhyay)
Director
NIT, Kurukshetra


(J.K. Palit) 12/10/09
Chairperson, BOG
NIT, Kurukshetra


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

Item 19.3 To note the action taken report on the minutes of the 16th (Spl.) meeting of the Board of Governors held on 30th July, 2009.

The Board may please note the action taken report on the minutes of the 16th (Spl.) meeting of the Board of Governors held on 30th July, 2009 as given below:-

Item No.	Subject	Action Taken
16.1	To confirm the minutes of the 15 th meeting of the Board of Governors held on 18.5.2009.	No further action is required.
16.2	To consider the matter regarding qualifying service and eligibility for promotion as Professor under CAS in respect of some faculty members.	The decision of the Board notified for information of all concerned.
16.3	To consider filling up the non-teaching promotional posts.	Action taken
16.4	To consider appointment of Medical Officer on contract basis in the Health Centre, NIT, Kurukshetra	The matter is being again placed before the BOG in this meeting vide agenda item _____.

The Board may please note.

Item 19.4 To note the action taken report on the minutes of the 17th meeting of the Board of Governors held on 9th September, 2009.

The Board may please note the action taken report on the minutes of the 15th meeting of the Board of Governors held on 9th September, 2009 as given below:-

Item No.	Subject	Action Taken
17.1	To confirm the minutes of the 16 th (Spl.) meeting of the Board of Governors held on 30.7.2009.	Action taken.
17.2	To note the action taken report on the minutes of the 15 th meeting of the Board of Governors held on 18 th May, 2009.	No further action is required.
17.3	To ratify the minutes of the 16 th meeting of the Finance Committee, National Institute of Technology, Kurukshetra held on 30.6.2009.	No further action is required.
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.	No further action is required.
17.5	To ratify the action taken by the Chairman, Board of Governors in granting Extraordinary Leave (without pay) to the faculty members.	No further action is required.
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.	Sh. Balbir Singh Kadian has been given extension upto 3.7.2010 or till regular appointment of Deputy Registrar (Academic) whichever is earlier. The committee constituted by the Board under Chairmanship of Dr. Hari Mohan Prasad, worthy member of the BOG under the agenda item 17.6 has already submitted its report to the Hon'ble Chairperson, BOG. The Report of the

		Committee is being placed before the Board vide agenda 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.	No further action is required.
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.	No further action is required.
17.9	To consider voluntary retirement of Dr. V.P. Wani from the post of Workshop Supdt. of the Institute.	Action taken.
17.10	To consider amendments in the Central Civil Services (Leave) Rules, 1972.	Action taken.
17.11	To consider and approve the Faculty and Non-Faculty positions of the Institute for the year 2009-10.	The matter has been referred to the MHRD as per decision of the Board.
17.12	To ratify action taken by the Hon'ble Chairperson, BOG for engaging Drivers and Junior Engineer (Mech.) on contract basis.	The committee constituted by the Board under Chairmanship of Dr. Hari Mohan Prasad, worthy member of the BOG under the agenda item 17.6 has already submitted its report to the Hon'ble Chairperson, BOG. The Report of the Committee is being placed before the Board vide agenda item _____.
17.13	To consider promotion of faculty members under CAS as per existing practice.	The Institute is waiting for the new promotion policy under CAS.
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 committee constituted by the Board under Chairmanship of Dr. Hari Mohan Prasad, worthy member of the BOG under the agenda item 17.6 has already submitted its report to the Hon'ble Chairperson, BOG. The Report of the Committee is being placed

		before the Board vide agenda item _____.
17.15	To consider extension in Extraordinary Leave (withouq pay) for two years w.e.f. 6.9.2009 to 5.9.2011 to Dr. M.K. Soni.	Dr. M.K. Soni has been granted Voluntary Retirement on his request and the matter is being placed before the Board in this meeting vide agenda 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.	The matter is being referred to MHRD.
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).	Action taken.
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.	Action taken.
17.19	To consider appointment of Deans in consonance with Clause 19 and Schedule C of the Statutes issued by the MHRD.	Action taken.
17.20	To consider and approve non-faculty positions for the Master of Business Administration (MBA) and Master of Computer Application (MCA) Departments.	The committee constituted by the Board under Chairmanship of Dr. Hari Mohan Prasad, worthy member of the BOG under the agenda item 17.6 has already submitted its report to the Hon'ble Chairperson, BOG. The Report of the Committee is being placed before the Board vide agenda item _____.
17.21	To consider revision of Pay scales of Teachers and other staff on the recommendation of 6 th Central Pay Commission.	Action taken.
17.22	To consider Cumulative Professional Development Allowance to the faculty for participating in National and International Conferences.	The matter is being again placed before the Board vide agenda item _____.

17.23	To consider confirmation of Sh. Rajender Kumar on the post of Lecturer.	Action is being taken.
17.24	To note the advertisement for the post of Registrar in the Institute.	No action is to be taken at present.
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.	No further action is required.
17.26	To consider Review Committee for Board of Governors proceedings.	Action taken.
17.27	To consider payment of TA for journey performed by taxi/own car.	Action taken.
17.28	To re-consider promotion of Sh. D.K. Kaushik and Sh. S.N. Kaushik as Assistant Engineers (Electrical and Civil).	Action taken.
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 matter stands referred to the MHRD. The issue is again placed before this BOG meeting vide agenda item _____.
17.30	To approve the recommendations of the Selection Committees for filling up the non-teaching promotional posts.	Action taken.

The Board may please note.

Item 19.5 To note the action taken report on the minutes of the 18th (Spl.) meeting of the Board of Governors held on 12th October, 2009.

The Board may please note the action taken report on the minutes of the 15th (Spl.) meeting of the Board of Governors held on 12th October, 2009 as given below:-

Item No.	Subject	Action Taken
18.1	To consider extension case of Dr. M.K. Soni, Professor Electrical Engineering Department for Extraordinary Leave	Dr. M.K. Soni has been granted Voluntary Retirement and the matter is being placed before the Board in this meeting vide agenda item 19.8.
18.2	To consider withdrawal of higher pay scale given to the Registrar which has been kept in abeyance in 17 th meeting of the Board of Governors held on 09.09.2009 due to comments received from Ministry of Human Resource Development.	Action has been taken.
18.3	To consider the validity of services of 09 persons who have crossed the maximum limit of 03 years contractual appointments as per the recent NIT Statutes.	Action has been taken as per decision of the Board.

The Board may please note.

Item 19.6 To note minutes of the 1st meeting of the Standing Committee of the Board held on 25.11.2009.

A meeting of the Standing Committee of the Board was held on 25.11.2009. A copy of the minutes of the 1st meeting of the Standing Committee of the Board held on 25.11.2009 are enclosed as Appendix- IV from page 37 to 42.

The Board of Governors may note minutes of the 1st meeting of the Standing Committee of the Board held on 25.11.2009.

**NATIONAL INSTITUTE OF TECHNOLOGY
KURUKSHETRA-136119**

Minutes of the 1st meeting of the Standing Committee of Board of Governors, National Institute of Technology, Kurukshetra held on 25th November, 2009 at 1.00 PM in the Office of Hon'ble Chairperson, BOG at Kurukshetra.

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. | Sh. R.P.S. Lohchab,
Registrar,
NIT, Kurukshetra | Member-cum-Secretary |
| 4. | Dr. R.K. Sharma,
Officer on Special Duty
NIT, Kurukshetra | Special Invitee |

Before the start of the meeting, the Member-cum-Secretary extended hearty welcome to the Hon'ble Chairperson and the worthy Director.

Deliberations of the Standing Committee are as under:-

- A To review follow up actions on the decisions taken by the Board in its 15th meeting held on 18.5.2009:-**

BOG Agenda Item

- 15.1 - No comments.
- 15.2 - No comments.
- 15.3 - No comments.
- 15.4 - No comments.
- 15.5 - No comments.

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 Standing Committee noted that the salary of the Executive Engineer (Civil) is being charged to the cost of the works.

The Standing Committee observed that there is need of permanent Executive Engineer(Civil). Hence the Committee desired that the matter may be placed before the Board in its next meeting for creation of a post of Executive Engineer(Civil).

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

The Standing Committee noted as under:-

- i) That matter regarding FC items 15.12, 15.13 and 15.14 stands referred to the MHRD.
- ii) That actions on the FC agenda items 15.25 and 15.26 have been taken.
- iii) That action has been taken on the proposal regarding enhancement of hostel charges from the students residing in new hostels.
- iv) That action on the FC agenda item 15.18 has also been taken. It was, however, noted that some of the non-teaching employees are not being paid 60% arrears due to mapping of scales. It was desired that 60% arrears to the employees who have been left out in the Govt. of India letter No F...10-8/2009-TS.III. dated 21.10.2009 due to some error but otherwise they are eligible may also be paid after getting approval of the Board of Governors in its next meeting and after taking undertaking from them.

The Standing Committee directed as under:-

- v) The issue as regards extending the facility of foreign exchange to the Institute should be immediately taken up by the Deputy Registrar(Accounts) with the higher authorities of the State Bank of India.
- vi) Immediate steps be taken by the Deputy Registrar(Academic) for availing the facility of scholarship schemes being extended by the Ministry of Social Justice/Tribal Development. The Standing Committee authorized the OSD to take up the matter with the Dean(Academic) for preparing the detailed proposal and submitting the same to the Ministry of Social Justice and Tribal Development with the approval of the Director.

15.8 - No comments.

15.9 - No comments.

15.10 - No comments.

15.11 - No comments.

15.12 - No comments.

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

The Hon'ble Chairperson, BOG intimated that he has since discussed the matter with the Hon'ble HRD Minister. The matter was also taken up in the NIT Council meeting and it did not agree to introduce GPF-cum-Pension Scheme under reference.

15.14 - No comments.

15.15 - No comments.

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 Standing Committee noted that the panel of external experts on the Selection Committees for non-teaching posts and scientific staff below the scale of post of Lecturer as placed before the BOG for approval was not in contravention of the NIT Statutes. However the matter may be placed before the Board of Governors in its next meeting.

15.17 - No comments.

15.18 - No comments.

15.19 - No comments.

15.20 - No comments.

15.21 - No comments.

15.22 To consider providing Medical facilities to the employees of NIT, Kurukshetra at par with Central Govt. employees.

Noted that action in the matter is still pending.

The Standing Committee desired that the matter be immediately taken up with the MHRD.

15.23 - No comments.

15.24 - No comments.

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

The Standing Committee directed the Deputy Registrar(GA, Estt. & Legal) to immediately frame Extraordinary Leave and Deputation Rules for placing the same before the Board in its next meeting.

15.26 - No comments

15.27 - No comments

15.28 To consider the seniority of Lab. Attendants/Lib. Attendants and APDs for the allotment of F-Type houses.

The Estate Officer apprised the Committee that new House Allotment Rules will be formulated within a week's time and the same will be placed before the Board in its next meeting.

15.29 To consider proposal to setup a Centre for Continuing Education and External Collaboration (CCEC) at NIT, Kurukshetra.

The Standing Committee directed Dr. Pankaj Chandana to make a presentation before the Board in its next meeting on setting up a Centre for Continuing Education and External Collaboration (CCEC) at NIT, Kurukshetra.

15.30 To consider providing facilities in the Health Centre for medical care of employees of the Institute.

The Standing Committee desired that required action in the matter be initiated by all concerned at the Institute level without further delay.

15.31 - No comments.

15.32 To consider faculty position of the Institute in pursuance of the approval by the Ministry of Human Resource Development.

The Standing Committee desired that action be immediately taken up for filling up all vacant faculty positions.

15.33 - No comments.

B To Review of follow up actions on the decisions taken by the Board in its 16th meeting held on 30.07.2009

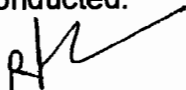
16.1 - No comments.

16.2 - No comments.

16.3 - No comments

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

Noted that action has been taken. It was also noted that no Medical Officer has joined the Institute Health Centre. Walk-in-interview is being again conducted.



C To consider Progress Reports submitted by various Departments:-

Electronics & Communication Engg. Deptt.

The Standing Committee noted the progress report of SMDP-II project and found to be satisfactory.

Electrical Engg. Department

The Standing Committee observed that the progress report submitted by the Electrical Engg. Department on "On going projects" is not having required details such as funds received, utilization of funds, progress made/goals achieved and present status etc. etc. In the similar way required details regarding project being submitted by Dr. L.M. Saini are missing. Even the funds required and name of the funding agency have not been indicated. The Committee desired that all required details be properly submitted before the Standing Committee in its next meeting for perusal.

Estate Section

The Standing Committee noted the progress report submitted by the Estate Section and made the following observations:-

- i) The construction work of the Administrative Block has already been delayed and now it should be expedited.
- ii) The progress of construction of the Swimming Pool is very slow.
- iii) The construction work of the Open Air Theater be taken up at the earliest.
- iv) The construction work of HT/LT Sub-station be started immediately and monthly progress report of the said project may be watched and a copy of the same may be submitted to the Hon'ble Chairperson, BOG.

Mechanical Engg. Department

The Standing Committee noted the progress of project being operated by Dr. Ajai Jain and found to be satisfactory.

Civil Engg. Department

The Standing Committee observed that the progress report submitted by the Civil Engg. Department is not having required details such as funds received, utilization of funds, progress made/goals achieved and present status etc. etc. The Committee desired that all required details be properly submitted before the Standing Committee in its next meeting for perusal.



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DIRECTOR NITK

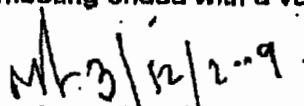
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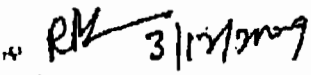
D To consider developmental and academic activities of the Institute:-

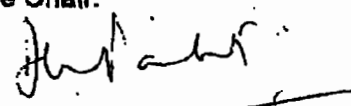
The Standing Committee concludingly observed that progress reports in respect of projects undertaken by the Departments have not been put up. The concerned Departments are required to submit progress of all projects alongwith required details as and when the Standing Committee meets in future.

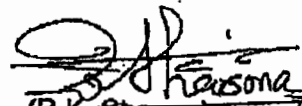
The Committee further observed that annual and five years developmental plans at the Institute level and academic roadmaps at the Departmental levels should be invariably prepared on priority basis so that the Standing Committee may discuss the same from time to time and suggest further necessary action.

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


(M.N. Bandyopadhyay)
Director
NIT, Kurukshetra


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


(J.K. Pallit)
Chairperson, BOG
NIT, Kurukshetra


(R.K. Sharma) 3/12/09
Officer on Special Duty
NIT, Kurukshetra

Item 19.7 To ratify the minutes of the 17th meeting of the Finance Committee, National Institute of Technology, Kurukshetra held on 3.11.2009

The minutes of the 17th meeting of the Finance Committee National Institute of Technology, Kurukshetra held on 3.11.2009 were circulated to all the members of the Finance Committee vide letter No. Acs/17th FC/ 9374-79 dated 20.11.2009. A copy of the minutes is enclosed as Appendix – V pages 44.

No comments have been received from any member.

The Board of Governors may ratify the minutes of the 17th meeting of Finance Committee held on 3.11.2009 as circulated to the members.

Minutes of 17th meeting of the Finance Committee, NIT, Kurukshetra held on 3.11.2009 at 11.30 a.m. in the NIT Transit House (Guest House) A-1, 267 Safdarjung Enclave, New Delhi-110029.

PRESENT:

- | | | |
|----|---|--------------------------------|
| 1. | Prof. J K Palit,
Hon'ble Chairperson, Board of Governors &
Chairman, Finance Committee,
National Institute of Technology,
Kurukshetra | In Chair |
| 2. | Sh. Madan Mohan,
Director (NITs), (Nominee of Sh. N K Sinha)
Department of Higher Education,
Ministry of Human Resource Development
Government of India,
Shastri Bhawan,
New Delhi 110 001 | Member |
| 3. | Sh. Naveen Soi,
Director, IFD (Nominee of Sh. S K Ray)
Department of Higher Education,
Ministry of Human Resource Development,
Government of India,
Shastri Bhawan,
New Delhi 110 001 | Member |
| 4. | Dr. M N Bandyopadhyay
Director,
National Institute of Technology.
Kurukshetra. | Member |
| 5. | Dr. V K Arora,
Professor,
Civil Engineering Department,
N.I.T., Kurukshetra | Member |
| 6. | Sh. R P S Lohchab
Registrar,
National Institute of Technology,
Kurukshetra. | Ex-Officio
Member-Secretary |

Dr. Hari Mohan Prasad, University Head, Department of English, Magadh University, Bodh Gaya(Bihar) 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 Chairperson, Board of Governors & Finance Committee, worthy Director, NIT, Kurukshetra and other members of the Finance Committee present in the meeting.

The Finance Committee made recommendations/took decisions as under:

Item 17.1 To confirm the minutes of 16th meeting of the Finance Committee, National Institute of Technology, Kurukshetra held on 30.6.2009.

The Finance Committee confirmed the minutes of the 16th meeting of the Finance Committee held on 30.6.2009.

Item 17.2 To note follow up action taken on the 16th meeting of the Finance Committee held on 30.6.2009.

The Finance Committee noted follow up actions taken /being taken on the 16th meeting of the Finance Committee held on 30.6.2009 as per details furnished in the agenda item.

The Finance Committee desired that ;

- i) Matter regarding grant of Modified Assured Career Progression Scheme (MACPS) for the non-teaching and teaching supporting employees of the Institute (refer to FC agenda item 16.5) on Central Government pattern w.e.f. 1.9.2008 be referred to the MHRD for their concurrence alongwith approval of the Board of Governors as well as financial implications involved.
- ii) The source of expenditure being met by the Institute for making payment of the merit scholarships (refer to FC agenda item 16.11) be intimated to the Finance Committee in its next meeting.

Item 17.3 To consider Revised Budget Estimates for the year 2009-2010 and Original Budget Estimates for the year 2010-2011 for Undergraduate and Postgraduate Courses.

The Finance Committee recommended to the Board that the

Contd....



Revised Budget Estimates for the year 2009-10 for Undergraduate and Postgraduate Courses to the tune of Rs. 2921.50 lacs and Original Budget Estimates for the year 2010-11 for Undergraduate and Postgraduate Courses to the tune of Rs. 2763.50 lacs be approved as per details furnished as below:

Sr. No.	Head of Accounts	RBE 2009-10	OBE 2010-11
1.	Establishment Expenses	2610.50	2452.20
2.	Other administrative expenses	99.00	111.00
3.	Repair and Maintenance	103.00	86.00
4.	Postage Telephone and Comm. Charges	3.00	4.00
5.	Printing & Stationery	5.50	6.50
6.	Journals & Periodicals	20.00	20.00
7.	Audit Fee	2.00	2.00
8.	Hospital Medical & Other Charges	9.50	10.00
9.	Hot and Cold Weather charges	0.50	0.50
10.	Departmental Operating Cost	12.00	14.00
11.	Advertisement & Publicity	25.00	25.00
12.	Study Tour of Students	0.50	0.50
13.	Survey Camp	1.00	1.00
14.	Campus interview for students	1.50	1.50
15.	Arrow Modelling Club	1.00	1.00
16.	Library expenses	1.00	1.60
17.	NCC	0.20	0.20
18.	Misc. Contingencies	22.50	22.50
19.	Hindi Saptah Sammelan	0.30	0.50
20.	Continuing Education Centre	2.00	2.00
21.	Provision of internet in house R & D	1.50	1.50
	Total	2921.50	2763.50

Item 17.4 To note audit objections outstanding up to the year 2007-08.

The Finance Committee noted the status of outstanding audit objections as per details furnished in the agenda item No. 17.4.

The Finance Committee expressed its satisfaction over the state of affairs of accounts and audit in the Institute.

Contd....



The Finance Committee directed that efforts be made to get the outstanding audit objections settled from the Accountant General (Audit), Haryana at the earliest.

Item 17.5 To consider the matter regarding powers of the Director to write off losses.

The Finance Committee observed that the Director of the Institute has to exercise his powers for writing off irrecoverable losses, irrecoverable value of store items and unserviceable items etc. strictly as per Statutes.

A proper procedure is required to be followed in case any amendment is required.

Item 17.6 To consider condemnation of Institute Pick-up-Van HYQ 4367 and purchase of new vehicle in lieu thereof.

The Finance Committee did not agree to write off the Pick-up-Van of the Institute and purchase of new vehicle in lieu of the old one due to the austerity measures issued by the Central Government.

Item 17.7 To consider the period of EOL for the purpose of annual increment in respect of Dr. Ajay Jain, Assistant Professor (CAS).

The Finance Committee desired that the issue under reference and the matter regarding EOL and lien etc. for employees of the Institute be placed before the Board of Governors for consideration and decision as per Central Government rules.

Item 17.8 To consider the recovery of excess payment made on account of additional increment allowed at the time of promotion.

The Finance Committee noted as follows:

- i) Prior to implementation of 6th Pay Commission there was a provision of granting one increment at the time of promotion to a higher post were as under:-

"The pay drawn in the lower post held by him on regular basis will be notionally increased by one increment or Rs. 100, whichever is more and the pay in the higher post will be fixed at the stage next above the notionally increased pay of the lower post. The next increment in the higher post will be drawn after a qualifying period of 12 months".

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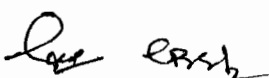
- ii) After implementation of 6th Pay Commission the rules for promotion from one grade pay to another grade pay in the revised pay structure the pay fixation will be done as follows:
"One increment equal to 3% of the sum of the pay in the pay band and the existing grade pay will be computed and rounded off to the next multiple of 10. This will be added to the existing pay in the pay band. The grade pay corresponding to the promotion post will thereafter be granted in addition to this pay in the pay band. In cases where promotion involves change in the pay band also, the same methodology will be followed. However, if the pay in the pay band after adding the increment is less than the minimum of the higher pay band to which promotion is taking place, pay in the pay band will be stepped to such minimum."
- iii) An additional increment was inadvertently allowed by the office while fixing pay in case of promotions after implementation of 6th Pay Commission as mentioned in the agenda item which was not admissible as per rule mentioned in para (ii) above.

After detailed discussion the Finance Committee recommended to the Board that the pay of employees as per Annexure-F enclosed with the agenda item be re-fixed and excess payment made on account of additional increment granted to the employees be recovered from their 60% arrears.

Item 17.9 To consider enhancement of common fees to be charged from students from the academic year 2009-10.

The Finance Committee desired that the details of expenditure being incurred by the Institute under Head of Account 'Student Related Activity Fee' and 'Contribution Towards Corpus Fund (CDF)' for the last three years be prepared and be put to the next meeting of the Finance Committee for its consideration.

Contd....



Item 17.10 To consider the audit objection raised by the audit party from the Office of the Accountant General (Audit), Haryana Chandigarh regarding contractual appointments of the internal employees.

The Finance Committee desired that first the reply to Audit be prepared by the office after proper examination of the case and then the case be put to the Board of Governors for its consideration.

Item 17.11 To ratify action taken by the Hon'ble Chairperson, BOG in making payment of sitting allowance to Dr. Hari Mohan Prasad.

The Finance Committee recommended to the Board that the action taken by the Hon'ble Chairperson be approved as per agenda item.

Item 17.12 To consider the revision of rates of Nursing Allowance, Uniform Allowance and Washing Allowance to the Nursing Personnel of the Institution.

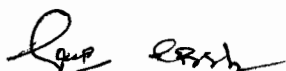
The Finance Committee recommended to the Board that Nursing Allowance, Uniform Allowance and Washing Allowance to Staff Nurse working in Health Centre of the Institute be paid as per instructions contained in Government of India, Ministry of Health and Family Welfare(Nursing Section) Nirman Bhawan, New Delhi O.M. No. Z.28015/71/2008-N dated 19.11.2008.

Item 17.13 To consider grant of four advance increments on account of Ph.D. to Dr. Paras Ram, Assistant Professor (CAS).

The Finance Committee noted as under:

- i) Dr. Paras Ram joined as Lecturer in Institute on 2.11.1995 in the old pay scale of Rs. 2200-75-2800-100-4000 and was allowed three advance increments on account of Ph.D. as per rules prevalent at that time.
- ii) On revision of pay scale w.e.f. 01.01.1996 his pay was fixed Rs. 8275/- as per rules in the pay scale of Rs. 8000-275-13500.

Contd....



The Finance Committee did not agree to enhance the pay of Dr. Paras Ram by allowing him four advance increments on account of Ph.D. as per 5th Pay Commission's recommendations effective from 01.01.1996 because he had already been allowed this benefit as per rules prevalent at the time of his recruitment in the Institute i.e. 2.11.1995.

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


for Registrar & Member-Secretary

Item 19.8

To ratify action taken by the Chairman, Board of Governors in accepting request of Dr. M.K. Soni, Professor, Electrical Engineering Department for voluntary retirement.

Dr. M.K. Soni, Professor, Electrical Engineering Department vide his letter dated 23.10.2009 (copy enclosed as Appendix - VI pages 53-55) requested to allow him to retire voluntarily w.e.f. 6.9.2009 as he had been sanctioned Extraordinary Leave by the competent authority up to 5.9.2009. He has further stated that as per Central Civil Services Rules, it is provided that if Voluntary retirement is applied while on extraordinary leave other than on medical grounds, the notice period need not be insisted upon and the request may be accepted immediately. Therefore he has requested to waive off the requirement of advance notice of three months for seeking Voluntary Retirement and accept the same w.e.f. 6.9.2009.

Dr. M.K. Soni joined the Institute on 19.7.1974. He was granted Extraordinary Leave (without pay) on year to year basis w.e.f. 6.9.2006 to 5.9.2009 to join as Director in CITM, Faridabad. He requested for extension in Extraordinary Leave for 2 years more w.e.f. 6.9.2009 to 5.9.2011 but the Board of Governors in its 18th meeting held on 12.10.2009 did not accept his request.

As per Central Govt. Rules he is eligible for seeking voluntary retirement on completion of 20 years qualifying service and three months notice period may not be insisted upon him because he was on extraordinary leave upto 5.9.2009.

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 Chairman, Board of Governors approved the request of Dr. Soni for voluntary retirement w.e.f. 6.9.2009 from the services of the Institute in anticipation of the approval of the Board (copy enclosed as Appendix VII pages 56-57).

The matter Board of Governors may ratify the action taken by the Chairman, Board of Governors.

N.I.T. KURUKSHETRA

APPENDIX-VI

No. MKS/VR/

Dated: 23rd October 2009

From:

Dr. M.K. Soni,
Flat No. E-101,
Hill View Apartments, Plot No. GH-2,
Sector-46, Faridabad - 121001.

To,

The Chairman,
Board of Governors,
National Institute of Technology,
Kurukshetra (Haryana).

Urgent note for
Chairman, B.O.G.
27/10/09
27/10/09
27/10/09
27/10/09

(Through Director, National Institute of Technology, Kurukshetra)

D-3 (E&T)

Subject:- Request for Voluntary Retirement w.e.f. 6th September, 2009.

Page 1

Sir,

It is submitted in your kind notice that I was appointed as Professor, Electrical Engineering through direct recruitment in the erstwhile Regional Engineering College, Kurukshetra and joined as such on 12th Oct., 1994. Regional Engg. College Kurukshetra has now been renamed as National Institute of Technology, Kurukshetra and brought under National Institutes of Technology Act, 2007 (No. 29 of 2007). Prior to this I had joined as Lecturer, Electrical Engg. through direct recruitment and later as Assistant Professor Electrical Engg. through direct recruitment on 19th July, 1974 and 7th May, 1984 respectively. I have served National Institute of Technology Kurukshetra, continuously since 19th July, 1974.

Clause 4 (1) of the NIT Act, 2007 provides that each of the Institutes mentioned in column (3) of the Schedule shall be a body corporate having perpetual succession and a common seal and shall, by its name, sue and be sued. The Schedule annexed to NIT Act, at S.No. 9, provides the name of National Institute of Technology Kurukshetra as an Institution incorporated into the Act. Clause 5(d) of the Act further provides that every person employed by a society, immediately before such commencement shall hold his office or service in the corresponding Institute for the same tenure, at the same remuneration and upon the same terms and conditions and with the same rights and privileges as to pension, leave, gratuity, provident fund and other matters as he would have held if this Act has not been passed, and shall continue to do so unless and until his employment is terminated or until such tenure, remuneration and terms and conditions are duly altered by the Statutes.

MKS

Clause 26 (1) of the Act provides that the First Statutes of each Institutes shall be framed by the Central Government with the prior approval of the Visitor and a copy of the same shall be laid as soon as may be before each House of the Parliament. Ministry of Human Resource Development (Dept. of Higher Education), Govt. of India vide their Gazette Notification No. G.S.R. 280(E) Dated 23rd April 2009 have published "the First Statutes of National Institutes of Technology, applicable to all National Institutes of Technology in the Gazette of India - Extraordinary Part II - Section 3 (i).

With above facts in view, my appointment as Professor Electrical Engg. is now covered under the said Act and First Statutes. Clause 31 (1) of the First Statutes provides that any time after an employee has completed twenty years qualifying service, he may, by giving notice, of not less than 3 months, in writing to the appointing Authority, retire from service as per terms & conditions laid down by the Central Government, from time to time for its own employees. It is further mentioned that Central Civil Service Rules as applicable to the employees of Govt. of India have now become applicable to the employees of National Institute of Technology, Kurukshetra.

It is further submitted that I applied for extraordinary leave for 2 years in September 2006, which was sanctioned for a period of 1 year initially w.e.f. 6th September 2006. Extraordinary leave was further extended by the competent authority upto 5th September 2009 vide your letter No. Estt.-1/PF/8609 Dated 27th August 2008. I further applied for extension of extraordinary leave for another period of 2 years i.e. upto 5th September 2011 as per provisions made under Central Civil Services (Leave) Rules, 1972 which are now applicable to the employees of NIT Kurukshetra as per Clause 35 of the First Statutes as referred above. However, vide your letter No. Estt.-1/PF/8634 Dated 19th October 2009 received on 23rd October 2009 by Speed Post, I have been informed that my request for extension of extraordinary leave for 2 more years from 6th September 2009 to 5th September 2011 was placed before the Board of Governors in its 18th meeting held on 12th October 2009, which has not been accepted. I have been required to report for duty in the Electrical Engineering Department of the Institute immediately.

With the above mentioned developments and as provided in the First Statutes and Central Civil Services Rules, I humbly request that I may be allowed to retire voluntarily w.e.f. 6th September 2009, as I had been sanctioned extraordinary leave by the competent authority upto 5th September 2009. As per Rule 48 & 48-A, and FR 56, of Central Civil Services Rules, the appointing authority, at its discretion can accept a notice of less than 3 months. It is also provided that if voluntarily retirement is applied while on extraordinary leave other than on medical grounds, the notice period need not been insisted upon and the request may be accepted immediately. I, therefore, request you to waive off the requirement of advance notice of 3 months for seeking voluntarily retirement and sanction the same w.e.f. 6th September 2009 as mentioned above. It is further requested that my dues such

mk

as Contributory Provident Fund / Pension, Gratuity, Leave Encashment, Arrear for fixation for revised pay etc. as applicable to me as on now or in future, also may please be settled and the amount(s) may kindly be remitted at my address given below, which shall be my address for correspondence in future:

Dr. M.K. Soni,
Flat No. E-101,
Hill View Apartments, Plot No. GH-2,
Sector-46, Faridabad - 121001.

With regards

Your Sincerely

-Sd-

(Prof. M.K. Soni)

An advance copy is forwarded to the Chairman, Board of Governors, National Institute of Technology Kurukshetra for his kind information and further necessary action.

M.K. Soni
23.10.89
(Prof. M.K. Soni)

NATIONAL INSTITUTE OF TECHNOLOGY
KURUKSHETRA-136119

No. Estt.-I/PF/8991

Dated: 30/10/09

**Subject : Voluntary Retirement of Dr. M.K. Soni from the post of Professor,
Electrical Engineering Department of the Institute.**

Dr. M.K. Soni, Professor, Electrical Engineering Department vide his letter dated 23.10.2009(copy enclosed) has requested to allow him to retire voluntarily w.e.f. 6.9.2009 as he had been sanctioned Extraordinary Leave by the competent authority up to 5.9.2009. He has further stated that as per Central Civil Services Rules, it is provided that if Voluntary retirement is applied while on extraordinary leave other than on medical grounds, the notice period need not be insisted upon and the request may be accepted immediately. Therefore he has requested to waive off the requirement of advance notice of three months for seeking Voluntary Retirement and accept the same w.e.f. 6.9.2009.

Dr. M.K. Soni joined the Institute 19.7.1974. He was granted Extraordinary Leave (without pay) year to year basis w.e.f. 6.9.2006 to 5.9.2009 to join as Director in CITM, Faridabad. He requested for extension in Extraordinary Leave for 2 years more w.e.f. 6.9.2009 to 5.9.2011 but the Board of Governors in its 18th meeting held on 12.10.2009 did not accept his request.

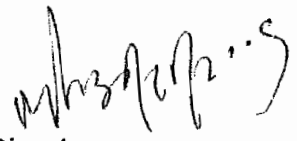
As per Central Govt. Rules he is eligible for seeking voluntary retirement on completion of 20 years qualifying service and three months notice period may not be insisted upon him because he was on extraordinary leave upto 5.9.2009.

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-

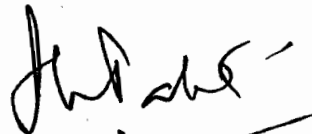
- (a) the Board, if the appointment is made on the academic staff in the post of lecturer or above or if the appointment is made on the non-academic staff in any cadre the maximum of the pay scale for which exceeds rupees ten thousand five hundred;"


In view of above the Board of Governors of the Institute is competent for accepting the voluntary retirement to Dr. M.K. Soni. But the meeting of the BOG is not being held shortly. Hence the Hon'ble Chairperson, BOG is requested to accept the voluntary retirement of Dr. M.K. Soni from the post of Professor, Elect. Engg. Deptt. of this Institute w.e.f. 6.9.2009 without insisting upon him three months notice period in anticipation of the approval of the Board.


Director

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

Approved as at 'A'


2/10/09

EA-I ² 01.10.09 SR  5/4

Item 19.9 To ratify action taken by the Hon'ble Chairman, BOG in granting Extraordinary Leave (without pay) to Dr. S.K. Chakarvarti, Professor, Physics Department.

Dr. S.K. Chakarvarti, Professor, Physics Department vide his request dated 5.11.2009 (copy enclosed as Appendix-VIII) pages 60 to —) has stated that he has been offered the post of Director, Research & Development in Manav Rachna International University, Faridabad. He requested to grant Extraordinary Leave from 1.12.2009 to 22.4.2010.

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 Physics Department is as under :-

In Position	= 9
15% of available faculty	= 1.3
Already on EOL	= Nil

Dr. S.K. Chakarvarti has been in the employment of the Institute since 5.8.1974. His total service in this Institute is 35 years & 4 months. He is going to retire from the services of the Institute on 30.4.2010 (AN) on attaining the age of superannuation of 65 years. He has not earlier availed EOL during his total service. In view of position explained above Dr. S.K. Chakarvarti is eligible for grant of Extraordinary Leave (without pay) for the above said period.

Further the matter relating to 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.

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".

However the Institute's own rules are being prepared.

As per existing practice, 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 in anticipation of the approval of the Board was sent to the Hon'ble Chairman, Board of Governors. The Chairman, Board of Governors approved his Extraordinary Leave (without pay) w.e.f. 1.12.2009 to 22.4.2010 in anticipation of the approval of the Board (copy enclosed as Appendix - IX pages 61 to 64).

The Board may ratify the action taken by the Chairman, Board of Governors in granting EOL (without pay) to Dr. S.K. Chakarvarti w.e.f 1.12.2009 to 22.4.2010.

57.08

Date 6/14/09

- 60 -

APPENDIX-VIIIDEPARTMENT OF PHYSICS
NATIONAL INSTITUTE OF TECHNOLOGY
KURUKSHETRA

Through: PH

Ref.:PHY/2009/1671
Date: 5.11.09Request for grant of short EOL

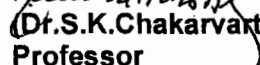
I have received an offer from Manav Rachna International University (MRIU), Faridabad, for the post of **Director Research and Development** (copy of the Offer Letter enclosed).

After having served this Institute for more than 35 years(+7 years in another Institute) and having acquired whatsoever little excellence and skills in research and lab development in the areas related to nanotechnology, I feel I must return something to the society at large and to those of the students and scholars of other Universities and Institutions who are aspiring and striving for developing and nurse intentions in inculcating appropriate skills in research and development and have also been deprived of facilities and guidance which had been available at our Institute.

It is realized that the National policy objective is to be world class both in learning at all levels and in a range of research of different kinds. In higher education, this aspiration should be realized through new compact involving institutions and their staff, students, government, employers and society in general. In such a scenario, each party should recognize its obligation to the others. I feel research education will make a distinctive contribution, encourage and enable all students - whether they demonstrate the highest intellectual potential or whether they have struggled to reach the threshold of higher education, to the development of a learning society through teaching, scholarship and research. And we all know that Teachers' goal is to educate students- a vital part of the society for better, highly recognized and progressive professions.

Keeping in mind the above objectives and ethics, I, therefore, request you to kindly grant me EOL of the short duration w.e. from 1.12.2009 to 22.4.2010 -all as per rules of the Institute so as to enable me to join MRIU on 1.12.2009(FN). I am to retire on 30th April, 2010 and, therefore, would like to join back the Institute before I attain superannuation on 30th April, 2010. Furthermore, I would be available for providing guidance to my last 2 registered PhD Scholars here (one of them is near submission while other is in advanced stage of his work) and M.Tech Thesis students as and when necessary.

I may also be kindly allowed to retain my house on the campus as per rules of the Institute until I surrender the same any time within the permitted period.


(Dr. S.K. Chakravarti)
Professor

DIRECTOR

APC 10/11

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

No. Estt.-I/PF/19354

Dated : 19-11-09

Subject : Grant of Extraordinary Leave(without pay)

Dr. S.K. Chakarvarti, Professor, Physics Department has stated that he has been offered the post of Director Research & Development in Manav Rachna International University, Faridabad (copy enclosed). So he has requested to grant Extraordinary Leave from 1.12.2009 to 22.4.2010.

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 Physics Department is as under :-

In Position	= 9
15% of available faculty	= 1.3
Already on EOL	= Nil

Dr. S.K. Chakarvarti has been in the employment of the Institute since 5.8.1974. His total service in this Institute is 35 years & 4 months. He is going to retire from the services of the Institute on 30.4.2010 (AN) on attaining the age of superannuation of 65 years. He has not earlier availed EOL during his total service. In view of position explained above Dr. S.K. Chakarvarti 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.

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. S.K. Chakarvarti w.e.f. 1.12.2009 to 22.4.2010 in anticipation of the approval of the Board, on the following terms and conditions:-

1. Substitute will be provided on the recommendation of the Head of Physics 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 Head 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 30.11.2009 (AN) by the Head 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 proposed
18/11/09
DIRECTOR

above
J. S. Chakravarti

19/11/09

MANAV RACHNA INTERNATIONAL UNIVERSITY



MANAV RACHNA
Vidyanatariksha

*Deemed to be university vide notification no. F9-3/2007-U3(A) dated 21st October 2008

Ref: CHR 8450

Date: October 26, 2009

To,
Dr. S.K. Chakarvarti
Professor Physics Department,
National Institute of Technology,
Kurukshetra,
skchakarvarti@gmail.com

Subject: OFFER OF APPOINTMENT AS "DIRECTOR, RESEARCH & DEVELOPMENT"

Dear Dr. S.K. Chakarvarti,

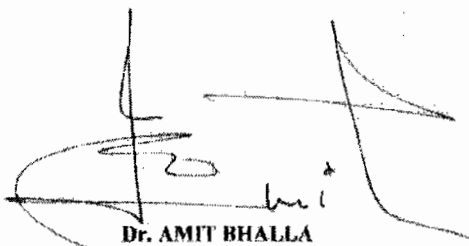
We are pleased to inform you that subsequent to the discussions held with you, We are pleased to offer you the post of Director, Research & Development in Manav Rachna International University, Faridabad. Your Salary, designation & service conditions at MRIU will be governed as follows:

1. You shall be paid a consolidated salary not exceeding Rs. 1.5 Lacs including all perks, breakup of which shall be given in the appointment letter at the time of your joining. You shall be placed in the pay scale of 18400-22400 (un-revised), which is likely to be revised soon as per UGC Notifications dated 31/12/2008.
2. Terms and conditions of your appointment shall be as under: -
 - a. Your appointment shall be on regular basis. However, you will be on probation for a period of one year from the date of joining.
 - b. You will be governed by the Rules and Regulations of MRIU as notified from time to time by the orders of competent authority.
 - c. You will be required to perform your duties as allotted to you by the Vice-Chancellor/ Board of Management and / or any other competent authority of the University.
 - d. You will maintain best standards of integrity and ethics during your stay with the University and perform your duties diligently.
 - e. You will not accept and undertake any other job, full time or part time, from any other agency, without prior approval of the competent authority designated by Board of Management.
 - f. You will be required to be physical and mentally fit to enable you to perform your duties in impeccable manner.

- g. You shall be required to give minimum three months notice in writing or deposit three month pay in lieu thereof in case you intend to resign from your job after confirmation. Similarly, the Board of Management may also terminate your services without assigning any reason, after giving you three month notice or three month salary in lieu thereof.
3. Please return the duplicate copy of this offer letter duly signed in token of acceptance of the offer. Your acceptance should reach to our office within seven days from the date of receipt of this offer letter.
4. You are requested to submit following documents at the time of your joining:
- a. Medical fitness certificate from Medical Officer designated by MRIU
 - b. Two Character Certificate cum references
 - c. Ten latest passport size photographs.
 - d. Original testimonials / certificates in terms of qualifications and experiences (to be returned after verification immediately) along with two sets of attested copies.
 - e. Proof of last salary drawn in the form of Pay Slip / Certificate or Form-16 as per IT Act issued by the Employer.
 - f. Copy of Passport / PAN Card / Ration Card / Voter ID Card
5. Detailed appointment letter shall be issued to you at the time of joining in the University as per format enclosed herewith.
6. You are required to join your duty on or before 30th November, 2009 positively.

We welcome you at MRIU and hope that your expertise will help to move MRIU to greater heights.

Yours Sincerely,



Dr. AMIT BHALLA

VICE PRESIDENT

I accept Paras (1 to 5) without any reservation.

Signature of Employee _____

Employee name in block letter: **DR. S.K. CHAKARVARTI**

- Item 19.10 To ratify the action taken by the Hon'ble Chairperson BOG for approving the proposal of the Institute for outsourcing the services for security, housekeeping and maintenance work of the Institute

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 Section 22 of the Statute, the members of the staff of the Institute have been classified as under:-

- I. Academic Staff:- Director, Deputy Director, Professor, Associate Professor, Assistant Professor, Lecturer, professor Training and Placement, and such other academic posts as may be decided by the Board from time to time.
- II. Technical staff: - System Manager, System Analyst, Programmer, Librarian, Workshop Superintendent, Assistant Workshop Superintendent, Foreman, Technician, Instructor, Laboratory Assistant, Mechanic, Overseer, Technician Assistant, Draftsman and such other technical posts as may be decided by the Board from time to time and
- III. Administrative and other staff:- Registrar, Deputy Registrar and Assistant Registrar, Accounts Officer, Audit Officer, Estate Officer, Executive Engineer, Assistant and Junior Engineer, Medical Officer, Medical Assistant, Horticultural Assistant / Officer, Office Superintendent, Security Officer, Stores Officer, Store Keeper, Office Assistants, Data Entry Operators and such other Administrative and other staff as may be decided by the Board from time to time.

In view of the above, it is evident that under the 1st Statutes, the classification with regard to Class IV (Group D) posts has not been mentioned whereas the class IV staff like Peons etc. is essentially required for the smooth running of the work. It is worth mentioning here that at present 78 Class IV employees are working in the Institute. In addition to these, 23 work-charged made regular employees are working in the maintenance section whose posts are personal to them, which will be abolished on their retirements. Further, for the smooth functioning of the maintenance and other related works of the Institute, the casual labourers are also being engaged on contract basis as per DC rates.

Further, the Government of India, Ministry of Human Resource Development, Department of Higher Education, IFD vide letter No. 23-3/08-IFD dated 08.05.2008 has issued directions to adopt the faculty & non-faculty ratio as 1:1.1 and if all the class IV posts are included in the suggested ratio, there will be shortage of staff in the class I to III. Hence it has been felt that the work of security, housekeeping and maintenance may be outsourced. A committee constituted at the Institute level to consider the issue regarding the engagement of labourer has also recommended working out a policy of outsourcing the services of the Institute like Civil, Horticulture, Public Health Electrical Maintenance, House Keeping and Security.

In view of the above, the following proposal was submitted to the Hon'ble Chairman, BOG for approval:

1. To outsource the services of the security, housekeeping and maintenance work etc.
2. To hire these services from the Registered Service Providers (RSPs) of the region by inviting tenders/ quotation as per the rules of the Institute.
3. To continue with the existing practice of engaging persons on contract basis till the final settlement of these services with the RSPs.

The Hon'ble Chairman, BOG approved the above proposal for immediate action. A copy of the approval is enclosed as Appendix ~~-X~~ from page 67 to 68. The tender notice in this regard is being issued in due course of time as the terms, conditions and agreement required for the purpose are being formulated/prepared by our legal counsel at Kurukshetra to avoid legal complications in future.

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

Date: 27/10/09	
NO. 8901	C
No. Gen-1/Legal/8901	

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

Dated: 27/10/09

Subject: Outsourcing the services for security, housekeeping and maintenance work of the Institute

Sir,

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 Section 22 of the Statute, the members of the staff of the Institute have been classified as under:-

- I. Academic Staff:- Director, Deputy Director, Professor, Associate Professor, Assistant Professor, Lecturer, professor Training and Placement, and such other academic posts as may be decided by the Board from time to time.
- II. Technical staff: - System Manager, System Analyst, Programmer, Librarian, Workshop Superintendent, Assistant Workshop Superintendent, Foreman, Technician, Instructor, Laboratory Assistant, Mechanic, Overseer, Technician Assistant, Draftsman and such other technical posts as may be decided by the Board from time to time and
- III. Administrative and other staff:- Registrar, Deputy Registrar and Assistant Registrar, Accounts Officer, Audit Officer, Estate Officer, Executive Engineer, Assistant and Junior Engineer, Medical Officer, Medical Assistant, Horticultural Assistant / Officer, Office Superintendent, Security Officer, Stores Officer, Store Keeper, Office Assistants, Data Entry Operators and such other Administrative and other staff as may be decided by the Board from time to time.

In view of the above, it is evident that under the 1st Statutes, the classification with regard to Class IV (Group D) posts has not been mentioned whereas the class IV staff like Peons etc. are essentially required for the smooth running of the work. It is worth mentioning here that at present 78 Class IV employees are working in the Institute. In addition to these, 23 work-charged made regular employees are working in the maintenance section whose posts are personal to them, which will be abolished on their retirements. Further, for the smooth functioning of the maintenance and other related work of the Institute the casual labourers are also being engaged on contract basis as per DC rates.

Contd .. (2).

Further, in view of the instructions issued by the Government of India, Ministry of Human Resource Development, Department of Higher Education, IFD vide letter No. 23-3/08-IFD dated 08.05.2008, the Institute has to adopt the faculty & non-faculty ratio as 1:1.1 and if all the class IV posts are included in the suggested ratio, there will be shortage of staff in the class I to III. However, the work of security, housekeeping and maintenance may be considered for outsourcing. A committee constituted at the Institute level to consider the issue regarding the engagement of labourer has also recommended to work out a policy of outsourcing the services of the Institute like Civil, Horticulture, Public Health Electrical Maintenance, House Keeping and Security.

A' In view of the above, the Institute may be allowed to outsource the services of the security, housekeeping and maintenance work etc. and these services may be hired from the Registered Service Providers (RSPs) of the region by inviting tenders/ quotation as per the rules of the Institute for the smooth functioning of the Institute. However, for the time being the existing practice of engaging persons on contract basis may be allowed to continue till the final settlement of the services with the RSPs.

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

Yours faithfully,

(M.N. Bandyopadhyay)
DIRECTOR

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

A' approved -
Immediate action
be taken for
inviting tender/
quotation to engage
required personnel at
the earliest in their
the present practice
should end in future

[Signature]
28/10/09

AM
10/11

[Signature]
7.11.09

Item 19.11 To ratify decision of the Hon'ble Chairperson in approving the proposal of the Institute for the qualifications and experience required for the recruitment of regular faculty in the Institute

The Institute is running various courses at the graduation, post graduation and research level. For teaching of these courses, at present following faculty is available in the Institute:

Sr. No.	Name of Post	Sanctioned Faculty	In position	Vacant
1.	Professors	22	13	09
2.	Asstt. Prof.	43	41	02
3.	Lecturers	85	73	12
Total		150	127	23

Due to the implementation of OBC reservation, the students' strength has been increased since 2008-09. On the basis of norms suggested by the Government of India, MHRD, the Institute submitted a proposal to the MHRD for the sanction of the additional faculty required for increased students' strength. The Director (NITs), 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 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.**

In view of the above approval of the MHRD, 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	13	20
2.	Asstt. Prof.	43	24	67	41	26
3.	Lecturers	85	48	133	73	60
Total		150	83	233	127	106

The Institute issued 02 advertisements No. 32/2008 & 47/2008 for the recruitment of 21 faculty for Engineering Departments and 08 for MBA Department respectively. The process of selection for these posts has been kept pending due to the pending decision of the MHRD regarding nominee of the visitor on the Selection Committees constituted under Clause 23 of the First Statutes.

Further, 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, whereas, 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. Vide the aforesaid letter dated 18th August, 2009, the service conditions for teaching and other staff in Centrally Funded Technical Institutions (CFTIs) have also been conveyed. As per the new system, the posts of Professor, Associate Professor and Assistant Professor have been mentioned for filling up on regular basis and the Lecturers are not part of the regular faculty cadre in these Institutions, whereas under clause 22 of the 1st Statutes, the faculty has been classified as Professor, Associate Professor, Assistant Professor and Lecturer.

Under the circumstances mentioned above, it became necessary to formulate the revised qualifications and experience for the recruitment of the faculty at the Institute level. For the purpose, a Committee was constituted at the Institute level. The recommendations of the Committee were placed before the Board of Governors in its 17th meeting held on 09.09.2009. The Board has decided as under:-

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

In view of the above decision of the Board, the matter was referred to the MHRD for approval. Hence the Institute has to wait for the approval of the MHRD whereas the delay in the recruitment process may harm the prestige of the Institute due to lack of experienced and regular faculty. However, it may be appreciated that for the smooth running of classes of the above said courses, the Lecturers are being appointed on contract basis. For the current semester study 104 Lecturers were appointed on contract. But this practice is not advisable in an Institution of national importance like ours.

Now Maulana Azad National Institute of Technology (MANIT), Bhopal vide their advt. dated 11.11.09 has invited applications for the recruitment of faculty at the level of Professor, Associate Professor and Assistant Professor. On the perusal of these qualifications and conditions it has been revealed that the advertisement has been issued on the basis of qualifications and experience as recommended by the expert committee constituted by the UGC for the purpose. However, for the post of Assistant Professor the MANIT Bhopal also adopted higher threshold which is the entry level post. Hence it was felt that the Institute may also adopt these qualifications and experience for the recruitment of the faculty at this Institute.

Under circumstances mentioned above, a proposal was submitted to Hon'ble Chairperson, BOG for consideration and approval as under:-

1. The Institute may be allowed to recruit 106 regular faculty posts as per the approval conveyed, by the Government of India vide letter dated 10.02.2009, as referred above so that the practice for appointing Lecturers on contract basis may be stopped.

2. The Institute may be allowed to adopt 3-tier system – Professor, Associate Professor and Assistant Professor in the already approved ratio of 1:2:4 respectively which is as per the new norms of the MHRD and as well as Clause 22 of statutes under NIT Act, 2007.
3. The faculty may be recruited on the basis of qualifications, experience and general conditions as adopted by the MANIT, Bhopal which is on the guidelines of UGC and MHRD.
4. The MANIT has not mentioned any minimum or maximum age limit in the said advertisement. However we may advertise the posts with maximum age limit of 50 years (relaxable upto 58 years in exceptional circumstances) as per existing practice.

The above proposal of the Institute has been approved by the Hon'ble Chairman, BOG on 10.12.2009. A copy of the approval is enclosed as Appendix — XI — from page 72 to 74.

Further, a comparative table of the qualifications and experience required for the recruitment of faculty is also enclosed as Appendix XII from pages 75 to 95.

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

N.I.T. KURUKSHETRA

Dy. No. 32/09 Date 18/12/09

R	OPD	DAC	DAd	CVO	CoE	C
E	M	Ec	Co	Ph	Ch	Ma
Hu	CW	WS	SW	PC	PS	EDC
PE	CCN	PT	PCE	LO	L	GA
A	SO	EO	DS	PIG	PIC	MBA

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

No. Gen. 13/03/

Dated:

Subject : Recruitment of regular faculty in the Institute

Sir,

The Institute is running various courses at the graduation, post graduation and research level. For teaching of these courses, at present following faculty is available in the Institute.

Sr. No.	Name of Post	Sanctioned Faculty	In position	Vacant
1.	Professors	22	13	09
2.	Asstt. Prof.	43	41	02
3.	Lecturers	85	73	12
Total		150	127	23

Due to the implementation of OBC reservation, the students' strength has increased since 2008-09. On the basis of norms suggested by the Government of India, MHRD, the Institute submitted a proposal to the MHRD for the sanction of the additional faculty required for increased students' strength. The Director (NITs), 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 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.

In view of the above approval of the MHRD, 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	13	20
2.	Asstt. Prof.	43	24	67	41	26
3.	Lecturers	85	48	133	73	60
Total		150	83	233	127	106

The Institute issued 02 advertisements No. 32/2008 & 47/2008 for the recruitment of 21 faculty for Engineering Departments and 08 for MBA Department respectively. The process of selection for these posts has been kept pending due to the pending decision of the MHRD regarding nominee of the visitor on the Selection Committees constituted under Clause 23 of the First Statutes.

Further, 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 HTs, IISc, IIMs, NITIE, IISERs, whereas, the qualifications and experience required for the aforesaid posts for the Institutions NITs, ISMU, IITs and SPAs have not been given. However, promotional benefits to be given against the above said posts have been given for these Institutions. Vide the aforesaid letter dated 18th August, 2009, the service conditions for teaching and other staff in Centrally Funded Technical Institutions (CFTIs) have also been conveyed. As per the new system, the posts of Professor, Associate Professor and Assistant Professor have been mentioned for filling up on regular basis and the Lecturers are not part of the regular faculty cadre in these Institutions, whereas under clause 22 of the 1st Statutes, the faculty has been classified as Professor, Associate Professor, Assistant Professor and Lecturer.

Under the circumstances mentioned above, it was 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 recommendations of the Committee were placed before the Board of Governors in its 17th meeting held on 09.09.2009. The Board has decided as under:-

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

In view of the above decision of the Board, the matter has been referred to the MHRD for approval. Hence, the Institute has to wait for the approval of the MHRD, whereas the delay in the recruitment process may harm the prestige of the Institute due to lack of regular faculty. However it may be appreciated that for the smooth running of classes of the above said courses, the Lecturers are being appointed on contract basis. For the current semester study 104 Lecturers were appointed on contract. However, this practice is not advisable in an institution of national importance like ours.

Now Maulana Azad National Institute of Technology (MANIT), Bhopal vide their advt. dated 11.11.09 (copy enclosed as Annexure A) has invited applications for the recruitment of faculty at the level of Professor, Associate Professor and Assistant Professor. On the perusal of these qualifications and conditions it has been revealed that the advertisement has been issued on the basis of qualifications and experience as recommended by the expert committee constituted by the UGC for the purpose. However, for the post of Assistant Professor the MANIT Bhopal has also adopted higher threshold which is at the entry level post. Hence it has been felt that the Institute may also adopt these qualifications and experience for the recruitment of the faculty at this Institute.

Keeping in view the above facts and circumstances, the following is proposed:-

1. The Institute may be allowed to recruit 106 regular faculty posts as per the approval conveyed by the Government of India vide letter dated 10.02.2009, as referred above so that the practice for appointing Lecturers on contract basis may be stopped.
2. The Institute may be allowed to adopt 3-tier system - Professor, Associate Professor and Assistant Professor in the already approved ratio of 1:2:4 respectively which is as per the new norms of the MHRD and as well as Clause 22 of statutes under NIT Act, 2007.

3. The faculty may be recruited on the basis of qualifications, experience and general conditions as adopted by the MANIT, Bhopal which is on the guidelines of UGC and MHRD. A comparative table of the qualifications is enclosed as Annexure B for your kind perusal
4. The MANIT has not mentioned any minimum or maximum age limit in the said advertisement. However we may advertise the posts with maximum age limit of 50 years (relaxable upto 58 years in exceptional circumstances) as per existing practice.

The proposal is submitted for your kind consideration and approval. The whole matter will be reported to the Board in its next meeting.

DA : As above

Approved as proposed
The Hon'ble Chairperson, BOG,
National Institute of Technology, Kurukshetra

M/9/12/05
DIRECTOR

Sh. Lawr
10/12/05

12
M/11/12/05

COMPARATIVE STATEMENT OF QUALIFICATIONS FOR FACULTY RECRUITMENT

Faculty position	Current Qualifications and experience already being followed in the Institute	Qualifications and experience recommended by the Committee at Institute level which were placed before the BOG in its 17 th meeting held on 09.09.2009	Qualifications and experience adopted by MANIT Bhopal on UGC pattern
1	2	3	4
<u>FOR ENGINEERING AND TECHNOLOGY</u>			
<u>Professor</u>	<p>Ph.D degree with first class degree at Bachelor's or Master's level in the appropriate branch of Engineering / Technology with 10 years experience in Teaching / Industry / Research out of which 5 years must be at the level of Assistant Professor and / or equivalent.</p> <p><u>For candidates from Industry & Profession</u> Candidates from Industry / Profession with Master's degree in Engineering / Technology and with professional work which is significant and can be recognized as equivalent to Ph.D degree and with 10 years experience of which at least 5 years should be at a Senior Level comparable to that of an Assistant Professor would also be eligible.</p>	<p>An eminent scholar with published work of high quality, actively engaged in research having Ph.D Degree with First Class level at Master's/Bachelor's level in the appropriate branch of Engineering/Technology with a very good academic record throughout and 10 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.</p>	<p>Ph.D. Degree with First Class at Bachelor's or Master's level in the appropriate branch of Engg., / Tech., and experience of 10 years in teaching, research and/or industry, out of which at least 5 years at the level of Reader/ Associate Professor or equivalent grade.</p> <p style="text-align: center;">OR</p> <p><u>For candidates from industry and the profession</u> First Class Master's Degree in the appropriate branch of Engg. & Tech.. Significant professional work which can be recognized as equivalent to a Ph.D. Degree in appropriate branch of Engg. / Tech., and industrial / professional experience of 10</p>

			<p>years, out of which at least 5 years at a senior level of Assistant Professor / Reader.</p> <p>(* This recognition shall be valid only if the same is recommended unanimously by a 3- Member Committee of Experts appointed by the Competent Authority).</p> <p>Teaching, research industrial and / or professional experience in a reputed organization.</p> <p>Published work, such as research papers, books, and / or technical reports, patents filed / obtained.</p> <p>Experience of guiding the project work / dissertation of PG / Research Students or supervising R&D projects in industry.</p> <p>Demonstrated leadership in planning and organizing academic, research, industrial and / or professional activities.</p> <p>Capacity to undertake / lead sponsored R&D, consultancy and related activities.</p>
<u>Associate Professor</u>	--	An eminent scholar with published work of high quality, actively engaged in research having Ph.D Degree with First Class degree at	Ph.D. Degree with First Class at Bachelor's or Master's level in the appropriate branch of Engg., / Tech., and experience of 5

Master's/Bachelor's level in the appropriate branch of Engineering/Technology with a very good academic record throughout and 06 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 atleast 02 years should be post Ph.D. Period exclusively spent for obtaining the Research Degree shall not count towards experience.

years in teaching, research and / or industry at the level of Lecturer / Assistant Professor or equivalent grade, excluding period spent on obtaining the research degree.

OR

For candidates from industry and the profession

First Class Master's Degree in the appropriate branch of Engg. & Tech.

Significant professional work which can be recognized* as equivalent to a Ph.D. Degree in appropriate branch of Engg. / Tech. and industrial professional experience of 5 years in a position equivalent to the level of Lecturer / Assistant Profession.

(* This recognition shall be valid only if the same is recommended unanimously by a 3-member Committee of Experts appointed by the Competent authority)

Teaching, research industrial and / or professional experience in a reputed organization.

Published work, such as research papers, books, and / or

			<p>technical reports, patents filed / obtained.</p> <p>Experience of guiding the project work / dissertation of PG/Research Students or supervising R& D projects in industry.</p>
<u>Assistant Professor</u>	<p>Ph.D. degree with the first class at Master's level as well as first class at Bachelor's level in the appropriate branch of Engineering/Technology with 2 years experience in Teaching/Industry/Research at the level of Lecturer or equivalent.</p> <p>Qualification & Experience for Candidates from Industry/Profession</p> <p>First class Master's Degree & First Class Bachelor's degree in the appropriate branch of Engineering/Technology AND</p> <p>Professional work, which is significant and can be recognized as equivalent to Ph.D degree and with 2 years experience at a position equivalent to lecturer level would also be eligible.</p>	<p>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.</p>	<p>Master's Degree with 55% marks in the appropriate branch of Engineering (Engg.) / Technology (Tech.)</p> <p>Preference will be given for 1st Class Master's and / or Bachelor degree holder in appropriate branch of Engineering / Technology.</p> <p>Ph.Ds in appropriate field of Engineering / Technology will be given priority.</p>
<u>Lecturer</u>	<p>A first class Master's Degree in the appropriate branch of Engineering/Technology together with a First Class Bachelor's Degree in the appropriate branch</p>	--	--

of Engineering/ Technology.

OR

First Class Bachelor's degree in the appropriate branch of Engineering/Technology or equivalent, valid GATE score, minimum 75 percentile; to complete M.Tech / ME in Ist division within 5 years failing which the increments will be stopped until the postgraduate degree is earned. The Institute to provide adequate opportunity to its teaching staff to complete this requirement.

For Candidates from Industry & Profession

Same as above

Faculty position	Current Qualifications and experience already being followed in the Institute	Qualifications and experience recommended by the Committee at Institute level which were placed before the BOG in its 17 th meeting held on 09.09.2009	Qualifications and experience adopted by MANIT Bhopal on UGC pattern
1	2	3	4
<u>FOR HUMANITIES AND SCIENCES</u>			
<u>Professor</u>	<p>Good Academic record with atleast 55% marks or an equivalent CGPA at the Master's level and Ph.D. degree in appropriate branch of Humanities and Sciences. 10 Years experience of which at least 5 years should be at a Senior level comparable to that of a Assistant Professor in Post graduate teaching, and / or experience in research at the University / National level Institutions, including experience of guiding research at Doctoral level.</p> <p>(Desirable: Post-Doctoral work in appropriate branch of Humanities & Sciences.)</p>	<p>An eminent scholar with published work of high quality, actively engaged in research with Ph.D. Degree and a Master's degree (with minimum 55% marks) in appropriate area of Humanities and Sciences and 10 years experience in Teaching and/or 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.</p>	<p>An eminent scholar with Ph.D. qualification in the concerned / relevant discipline and published work of high quality actively engaged in research with evidence of published work with a minimum of 10 publications as books and/or research / published papers in indexed / ISBN/ISSN numbered impact journals and/or ISBN/ISSN numbered books. Preference will be given for Ist Class Degree holders at Master's or Bachelor degree. A minimum of 10 years of teaching experience in university/college, and/or experience in research at the University/National Level institutions / industries, including experience of guiding candidates for research at</p>

			<p>doctoral level.</p> <p>Contribution to educational innovation, design of new curricula and courses, and technology – mediated teaching learning process.</p>
<u>Associate Professor</u>	--	<p>An eminent scholar with published work of high quality, actively engaged in research with Ph.D. Degree and a Master's degree (with minimum 55% marks) in appropriate area of Humanities and Sciences and 06 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 02 years should be post Ph.D. Period exclusively spent for obtaining the Research Degree shall not count towards experience.</p>	<p>Good academic record with a Ph.D. degree in the concerned / allied/relevant disciplines.</p> <p>55% of the marks, or equivalent grade wherever grading system is followed at the Master's degree level. Preference will be given for Ist Class Degree holders at Master's and / or Graduate level.</p> <p>A minimum of five years of experience of teaching and / or research in an academic/research position equivalent to that of Assistant Professor in a University / College or Accredited Research Institution/industry excluding the period of Ph.D research with evidence of published work and a minimum of 5 publications as books and/or research/published papers in indexed/ISBN/ISSN numbered books/journals.</p> <p>Contribution to educational</p>

innovation, design of new curricula and courses, and technology – mediated teaching learning process with evidence of having guided doctoral candidates and research students.

Assistant Professor

Ph.D degree with 1st Class at Master's level in appropriate branch of Humanities and Sciences with 5 years experience in Teaching and/or Research excluding the period spent for obtaining the degree and has made some mark in the area of Scholarship as evidenced by quality of publications, contribution to educational innovation, design of new courses and curricula.

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.

Good academic record as defined by the concerned university with at least 55% of the marks or equivalent grade where grading system is practiced at the Master's degree level in a relevant subject from an Indian University, or an equivalent degree from an accredited foreign university. Preference will be given for 1st Class Degree holders at Master's and / or Graduate level.

Besides fulfilling the above qualifications, the candidate should have cleared the National Eligibility Test (NET) conducted by the UGC, CSIR or similar test accredited by the UGC like SLET/SET.

Ph.Ds in appropriate field of Science & Humanities will be given priority.

NET/SLET/SET shall also not

			be required for such Master Programmers in disciplines for which NET/SLET/SET is not conducted.
<u>Lecturer</u>	<p>Ph. D Degree in the appropriate branch of Humanities & Sciences.</p> <p style="text-align: center;">OR</p> <p>Good academic record with 1st class at M.Sc. level (for Science) or at MA level (for Humanities) with the National Eligibility Test (NET) for Lecturers conducted by the UGC, CSIR, or similar test accredited by the UGC.</p>	--	--

Faculty position	Current Qualifications and experience already being followed in the Institute	Qualifications and experience recommended by the Committee at Institute level which were placed before the BOG in its 17 th meeting held on 09.09.2009	Qualifications and experience adopted by MANIT Bhopal on UGC pattern
1	2	3	4
<u>FOR MANAGEMENT, BUSINESS ADMINISTRATION DEPARTMENT</u>			
<u>Professor</u>	<p>QUALIFICATION & EXPERIENCE FOR CANDIDATES FROM TEACHING</p> <p>Ph.D. degree or a fellowship of IIMs, ICA or ICWA or any AICTE approved institution with First Class Master's degree in Business Management / Administration/ other relevant management related discipline / PGDBM / PGDM programmes (minimum 2 years duration) recognized by AICTE / MHRD / UGC and declared equivalent to MBA by AICTE/AIU with 10 years experience in Teaching/ Industry/ Research out of which 5 years must be at the level of Assistant Professor.</p> <p>QUALIFICATION & EXPERIENCE FOR CANDIDATES FROM INDUSTRY & PROFESSION</p> <p>Candidates from Industry/ Profession with First Class Master's degree in Business Management / Administration/ other relevant</p>	<p>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 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 10 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.</p>	<p>Consistently good academic record with at least 55% marks in Master's Degree in Business Management / Administration / in a relevant discipline or consistently good academic record with at least 55% marks in two year full time / three year part-time PGDM declared equivalent and recognized by AICTE / UGC. Preference will be given for Ist Class Degree holders at Master's level/ Bachelor level.</p> <p>Ph.Ds in appropriate field of Business Management / Administration will be given priority.</p> <p>A minimum of 10 years' experience of post graduate teaching / industry / research / professional out of which 3</p>

management related discipline / PGDBM / PGDM programmes (minimum 2 years duration) recognized by AICTE / MHRD / UGC and declared equivalent to MBA by AICTE/AIU.

AND

Professional work which is significant and can be recognized as equivalent to Ph.D* degree and with 10 years managerial experience of which at least 5 years should be at a senior level comparable to that of an Assistant Professor would also be eligible.

(Relevant management disciplines shall be decided before every advertisement as per the requirement of the department and shall be advertised accordingly)

years must be at the level of Reader/Associate Professor or equivalent excluding the period spent for obtaining the research degree.

OR

For candidates from industry and the profession.

Consistently good academic record with at least 55% marks in Master's Degree in Business Management / Administration / in a relevant management related discipline or consistently good academic record with at least 55% marks in two years full time / three year part-time PGDM declared equivalent and recognized by AICTE / UGC. The candidate should have professional work experience which is significant and can be recognized* at national / International level as equivalent to Ph. D. and 15 years' managerial experience in industry / profession of which at least 8 years should be at least at a level comparable to that of Reader.

(* This recognition shall be valid only if the same is

recommended unanimously by a Member Committee of Experts appointed by the Competent Authority). Teaching, Teaching, research industrial and / or professional experience in a reputed organization. Published work, such as research papers, books and / or technical reports, patents filed / obtained. Experience of guiding the project work / dissertation of PG / Research Students or supervising R&D projects in industry. Demonstrated leadership in planning and organizing academic, research, industrial and / or professional activities. Capacity to undertake / lead sponsored R&D consultancy and related activities.

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

Consistently good academic record with at least 55% marks in Master's Degree in Business Management / Administration / in a relevant management related discipline. Preference will be given for Ist Class Degree holders at Master's or Bachelor level. Ph.Ds in appropriate field of

good academic record throughout and 06 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 02 years should be post Ph.D. Period exclusively spent for obtaining the Research Degree shall not count towards experience.

(Relevant management disciplines shall be decided before every advertisement as per the requirement of the department and shall be advertised accordingly)

Business Management / Administration will be given priority.

A minimum of 5 years' experience of postgraduate teaching / industry / research / professional at managerial level excluding the period spent for obtaining the research degree.

OR

For candidates from industry and the profession.

Consistently good academic record with at least 55% marks in Master's Degree in Business Management/ Administration / in a relevant management related discipline or first class in two years full time / three year part-time PGDM declared equivalent and recognized by AICTE / UGC.

A minimum of 10 years' experience of postgraduate teaching industry / research / profession, out of which 5 years must be at the level of assistant professor or equivalent excluding the period spent for obtaining research degree. The candidate should have Professional work experience,

which is significant and can be recognized* at national / international level as equivalent to Ph.D and 10 years managerial experience in industry / profession of which at least 5 years should be at the level comparable to that of Assistant Professor / Lectures.

(* This recognition shall be valid only if the same is recommended unanimously by a 3- Member Committee of Experts appointed by the Competent Authority).

Teaching, research industrial and / or professional experience in a reputed organization.

Published work, such as research papers, books and / or technical reports, patents filed / obtained.

Experience of guiding the project work /dissertation of PG / Research Students or supervising R&D projects in industry.

Assistant Professor

QUALIFICATION & EXPERIENCE FOR CANDIDATES FROM TEACHING

Ph.D. degree or a fellowship of IIMs, ICA or

First Class Master's degree in Business Management / Administration / other relevant management related disciplines or

A Master's Degree with 55% marks in Business Management / Administration / in a relevant management related discipline

ICWA or other institutions recognized by AICTE, with First Class Master's degree in Business Management / Administration/ other relevant management related discipline / PGDBM / PGDM programmes (minimum 2 years duration) recognized by AICTE / MHRD / UGC and declared equivalent to MBA by AICTE/AIU with 2 years experience in Teaching/ Industry/ Research/ Profession.

OR

First Class Master's degree in Business Management / Administration/ other relevant management related discipline / PGDBM / PGDM programmes (minimum 2 years duration) recognized by AICTE / MHRD / UGC and declared equivalent to MBA by AICTE/AIU with 5 years experience in Teaching / Industry / Research / Profession. Such candidates will be required to obtain Ph.D. degree or a fellowship of IIMs, ICA Or ICWA or any AICTE approved institution within a period of 7 years from the date of appointment as Assistant Professor failing which the increments will be stopped until same degree is earned. First Class Master's degree in Business Management / Administration/ other relevant management related discipline / PGDBM / PGDM programmes (minimum 2 years duration) recognized by AICTE / MHRD / UGC and declared equivalent to MBA by AICTE/AIU.

equivalent with a very good academic record throughout.

(Relevant management disciplines shall be decided before every advertisement as per the requirement of the department and shall be advertised accordingly)

or first class in two year full time / three year part-time PGDM declared equivalent and accredited by AICTE / UGC. Preference will be given for Ist Class Master's and / or Bachelor degree holder in appropriate field of Business Management / Administration. Ph.Ds / NET in appropriate field of Business Management / Administration will be given priority.

**AND
QUALIFICATION & EXPERIENCE FOR
CANDIDATES FROM INDUSTRY &
PROFESSION**

Professional work which is significant and can be recognized at national/ international level as equivalent to Ph.D degree and with 2 years managerial experience in Industry/ Profession would also be eligible.

Lecturer

**QUALIFICATION & EXPERIENCE FOR
CANDIDATES FROM TEACHING**

First Class Master's degree in Business Management / Administration/ other relevant management related discipline / PGDBM / PGDM programmes (minimum 2 years duration) recognized by AICTE / MHRD / UGC and declared equivalent to MBA by AICTE/AIU.

**QUALIFICATION EXPERIENCE FOR
CANDIDATES FROM INDUSTRY
PROFESSION**

Same as above.

Faculty position	Current Qualifications and experience already being followed in the Institute	Qualifications and experience recommended by the Committee at Institute level which were placed before the BOG in its 17 th meeting held on 09.09.2009	Qualifications and experience adopted by MANIT Bhopal on UGC pattern
1	2	3	4
FOR COMPUTER APPLICATIONS DEPARTMENT			
<u>Professor</u>	<p>QUALIFICATION & EXPERIENCE FOR CANDIDATES FROM TEACHING</p> <p>Ph.D. degree with First Class at Bachelor's or Master's level in Computer Science/ Computer Technology / Computer Engineering / Information Technology OR Ph.D degree in any relevant area of Computer Science/ Information Technology with first class Masters degree</p> <p style="text-align: center;">AND</p> <p>10 years experience in Teaching/ Industry/ Research out of which 5 years must be at the level of Assistant Professor and/ or equivalent.</p> <p>QUALIFICATION & EXPERIENCE FOR CANDIDATES FROM INDUSTRY & PROFESSION</p> <p>First Class M.E/M.Tech. in Computer Science/Information Technology</p>	<p>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 10 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 PG level Institute, recognized by UGC/ AICTE / Industry / Research. Period exclusively spent for obtaining the Research Degree shall not count towards experience.</p>	<p>Ph.D. Degree with First Class at Bachelor's or Master's level Computer Science/ Computer Applications, and experience of 10 years in teaching, research and / or industry, out of which at least 5 years at the level of Reader/ Associate Professor or equivalent grade.</p> <p style="text-align: center;">OR</p> <p><u>For candidates from industry and the profession</u></p> <p>First Class Master's Degree in Computer Science/ Computer Applications.</p> <p>Significant professional work which can be recognized* as equivalent to a Ph.D. Degree in Computer Science/ Computer Applications, and industrial / professional experience of 10 years, out of which at least 5 years at a senior level of</p>

	<p style="text-align: center;">AND</p> <p>Professional work experience of 13 years in relevant industry of which at least 5 years should be at a Sr. Level comparable to that of an Assistant Professor .</p>		<p>Assistant Professor / Reader.</p> <p>(* This recognition shall be valid only if the same is recommended unanimously by a 3- Member Committee of Experts appointed by the Competent Authority).</p> <p>Teaching, research industrial and / or professional experience in a reputed organization.</p> <p>Published work, such as research papers, books, and / or technical reports, patents filed / obtained.</p> <p>Experience of guiding the project work / dissertation of PG / Research Students or supervising R&D projects in industry.</p> <p>Demonstrated leadership in planning and organizing academic, research, industrial and / or professional activities.</p> <p>Capacity to undertake / lead sponsored R&D, consultancy and related activities.</p>
<u>Associate Professor</u>	--	<p>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 /</p>	<p>Ph.D. Degree with First Class at Bachelor's or Master's level in Computer Science/ Computer Applications, and experience of 5 years in teaching, research</p>

Computer Technology / Computer Engineering / Information Technology / Information & Communication Technology with a very good academic record throughout and 06 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 02 years should be post Ph.D. Period exclusively spent for obtaining the Research Degree shall not count towards experience.

and / or industry at the level of Lecturer/Assistant Professor or equivalent grade, excluding period spent on obtaining the research degree.

For candidates from industry and the profession

First Class Master's Degree in Computer Science/ Computer Applications.

Significant professional work which can be recognized* as equivalent to a Ph.D. Degree in Computer Science/ Computer Applications, and industrial / professional experience of 5 years in a position equivalent to the level of Lecturer/ Assistant Professor.

(* This recognition shall be valid only if the same is recommended unanimously by a 3- Member Committee of Experts appointed by the Competent Authority).

Teaching, research industrial and / or professional experience in a reputed organization.

Published work, such as research papers, books, and / or technical reports, patents filed / obtained.

			Experience of guiding the project work / dissertation of PG / Research Students or supervising R&D projects in industry.
<u>Assistant Professor</u>	<p>QUALIFICATION & EXPERIENCE FOR CANDIDATES FROM TEACHING</p> <p>Ph.D. degree with First Class at Bachelor's or Master's level in Computer Engineering / Computer Technology OR Ph.D degree in any relevant area of Computer Science/ Information Technology with first class Masters degree</p> <p style="text-align: center;">AND</p> <p>2 years experience in Teaching/ Industry/ Research.</p> <p style="text-align: center;">OR</p> <p>First Class Master's degree in Computer Science /Information Technology/ Computer Technology OR First Class MCA degree and with 5 years experience in teaching / industry / research at the level of lecturer or equivalent. Such candidates will be required to obtain Ph.D. degree within a period of 7 years from the date of appointment as Assistant Professor.</p> <p>QUALIFICATION & EXPERIENCE FOR CANDIDATES FROM INDUSTRY PROFESSION</p>	<p>First Class MCA Degree. NET requirement will be as per UGC guidelines.</p> <p style="text-align: center;">OR</p> <p>First Class M.Tech in Computer Science / Computer Technology / Computer Engineering / Information Technology / Information & Communication Technology with a very good academic record throughout.</p>	<p>Master's Degree with 55% marks in MCA or M.Tech. in Computer Science/ Computer Applications.</p> <p>Preference will be given for Ist Class Master's and / or Bachelor degree holder in MCA or M.Tech. in Computer Science/ Computer Applications.</p> <p>Ph.Ds in MCA or M.Tech. in Computer Science/ Computer Applications will be given priority.</p>

First Class B.E/B.Tech. in Computer Science/Information Technology /M Sc (Comp Sc)/ M.Sc (IT)/ MCA degree

AND

Professional work experience of 7 years in relevant industry. Such candidates will be required to obtain Ph.D. degree within a period of 7 years from the date of appointment as Assistant Professor

Lecturer

QUALIFICATION & EXPERIENCE FOR CANDIDATES FROM TEACHING

First Class MCA Degree/ M.Sc(Computer Science)/ M. Sc (Information Technology) with NET qualification

OR

First Class B.E/B.Tech. in Computer Science/Information Technology / Engineering/Technology with GATE qualification of minimum 80% percentile score.

QUALIFICATION & EXPERIENCE FOR CANDIDATES FROM INDUSTRY & PROFESSION

- Same as above

Item 19/12 To ratify action taken by the Hon'ble Chairperson, BOG in appointment of Officer on special Duty (OSD) in the Institute.

The Hon'ble Chairperson, Board of Governors approved the proposal of the Institute in anticipation of the approval of the Board for appointment of Dr. R.K. Sharma, Associate Professor & Head of Electronics & Comm. Engineering Department to act as Officer on special Duty (OSD) for a period of two years from the date of appointment or till further orders whichever may be earlier (copy enclosed as Appendix XIII pages 97 to 98). Dr. R.K. Sharma has been appointed to act as Officer on special Duty (OSD) w.e.f. 22.10.2009.

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

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

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APPENDIX-XIII	
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No. Estt.-I/ 8727

Dated: 22.10.2009

**Subject: Appointment of Officer on Special Duty (OSD)
in the Institute**

A need has been felt by the Institute to have a responsible and experienced faculty member to act as Officer on Special Duty (OSD) who can coordinate day to day activities of the Institute in assertive and effective manner. This arrangement will certainly emphasize on better coordination amongst various departments/sections within the Institute and outside organizations in the interest of the Institute. He will assist Registrar, Director and Hon'ble Chairperson, Board of Governors in the following manners:-

- i) To draft agenda items for Board of Governors meetings in consultation with the concerned section/branch/department.
- ii) To ensure timely follow up actions on the minutes of Board of Governors, Standing Committee of the Board of Governors, Finance Committee, Senate, Building & Works Committee and other statutory committees of the Institute constituted under the NITs Statues.
- iii) To have interactions with other NITs for the purpose of proper coordination while dealing with issues of interest of the employees.
- iv) To have proper liaison with the District Administration and the police as required from time to time.
- v) To have coordination amongst Heads of Departments/Sections, various officers and authorities of the Institute so that the issues involved are properly attended to at all levels.
- vi) To have proper coordination with MHRD and other State/Central Govt. Departments so that matters relating to release of grants and scholarships etc. are attended to with top priority.
- vii) Any other duty and responsibility assigned by the Director and the Hon'ble Chairperson, Board of Governors from time to time.

Contd.....

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It is proposed that Dr. R K Sharma, Assistant Professor and Chairman of Electronics and Communication Engineering Department may be appointed to act as Officer on Special Duty (OSD) in the institute for a period of two years from his date of appointment or till further orders whichever may be earlier. The OSD will perform above mentioned duties and responsibilities in addition to his own duties without extra remuneration. All necessary facilities will be made available to him so as to make his position effective and result oriented.

The above proposal may kindly be approved by the Hon'ble Chairperson, Board of Governors in anticipation of the approval of the Board. The matter will be put up to the Board of Governors in its next meeting for ratification.

Submitted for approval please.

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

Approved as proposed

[Signature]
22/10/09

(M N Bandyopadhyay)
Director

NIT 22/10/2009

NIT 22/10/2009

Item 19.13 To ratify action taken by the Hon'ble Chairman, BOG for Continuation of Dr. D.S. Saini as Senior Medical Officer of the Health Centre beyond 30.11.2009.

There are two duly sanctioned posts of doctors – one Senior Medical Officer and one post of Lady Medical Officer in the Institute Health Centre. After retirement of Dr. K.K. Nagpal, Senior Medical Officer and Dr.(Mrs.) S. Mangwana, Lady Medical Officer, both the posts are lying vacant since long. Due to ban imposed by the Government of India, MHRD, New Delhi since 2003, the doctors are being engaged on contract basis keeping in view the residential campus. Dr. D.S. Saini, Ex-Chief Medical Officer (M.D.Medicine), Government of Haryana is being engaged on short-term contract basis on the post of Senior Medical Officer since 1.12.2007. The present contractual term of Dr. Saini has been expired on 30.11.2009.

It is worth mentioning here that the Institute advertised the post of Medical Officer to be filled on contract basis through Walk-in-Interview in the May, 2009. The meeting of Selection Committee constituted at the institute level was held on 26.05.2009. The committee recommended the name of Dr. D.N. Gupta for the post of Medical Officer at consolidated salary of Rs.30, 000/- per month. There were also other three names in the panel in addition to Dr.D.N. Gupta. The recommendations of the said committee were placed before the Board of Governors in its 16th Meeting held on 30th July, 2009. The Board decided as under:

"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."

In pursuance of aforesaid decision of the BOG, the appointment letter was issued to Dr. D.N.Gupta, MBBS but he refused to join with his comments that the consolidated salary of Rs. 30,000/- is not adequate. Other three Doctors who were kept in the panel also refused to join. Under these circumstances, a Walk-in-Interview was again conducted on 25.11.2009 so that a suitable Doctor may be engaged on contract basis before completion of the contract engagement of Dr.D.S. Saini, i.e. 30.11.2009. Only one candidate i.e. Dr. D.N.Gupta, MBBS who had also earlier appeared in the above Walk-in-Interview held on 25.05.2009 turned up on 25.11.2009. During the course of discussion Dr. D.N. Gupta categorically commented that he is not ready to accept the contractual engagement as Medical Officer with less than Rs.40,000/- as consolidated salary. However, the Committee decided to re-advertise the post again.

It may also be intimated that the MHRD, New Delhi was requested to allow extension in the contractual service of Dr. D.S. Saini beyond his 60 years of age but reply of the Ministry has not yet come and it is learnt that they are not allowing him extension beyond 60 years of age. Obviously, there was no Doctor available in the Health Centre after 30.11.2009 and It is essential to have a Doctor in the Health Centre in the interest of students, employees and residents who are residing at the campus.

Keeping in view the above circumstances, a proposal was submitted to the Hon'ble Chairman BOG for retaining Dr. D.S.Saini, as Senior Medical Officer as per existing terms and conditions i.e. Rs.41,000/- per month till the next BOG meeting. The Hon'ble Chairman BOG approved the proposal of the Institute on 30.11.2009 in anticipation of the approval of the Board. A copy of the approval is enclosed as appendix XIV from page 101 to 102.

The Board may ratify the action taken by the Hon'ble Chairperson, BOG and further decision may also be taken in this regard.

**NATIONAL INSTITUTE OF TECHNOLOGY
KURUKSHETRA -136119**

APPENDIX-XIV

No.Gen/HC/9487

Dated 29.11.2009

Subject: Continuation of Dr. D.S. Saini as Senior Medical Officer of the Health Centre beyond 30.11.2009.

There is one duly sanctioned post of Senior Medical Officer and one duly sanctioned post of Lady Medical Officer in the Institute Health Centre. After retirement of Dr. K.K. Nagpal, Senior Medical Officer and Dr.(Mrs.) S. Mangwana, Lady Medical Officer both the posts are lying vacant since long. Dr. D.S. Saini, Ex-Chief Medical Officer (M.D.) Government of Haryana who has been working as Senior Medical Officer in the Health Centre is also completing his contractual engagement as Senior Medical Officer in the Institute Health Centre on 30.11.2009.

The Institute advertised the post of Medical Officer to be filled on contract basis through Walk-in-Interview in the May, 2009. The meeting of Selection Committee constituted at the institute level was held on 26.05.2009 in the committee recommended name of Dr. D.N. Gupta for the post of Medical Officer at consolidated salary of Rs.30,000/- per month. There were also other three names in the panel in addition to Dr.D.N. Gupta. The recommendations of the said committee were placed before the Board of Governors in its 16th Meeting held on 30th July, 2009. The Board decided as under:

"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."

In pursuance of aforesaid decision of the BOG, the appointment letter was issued to Dr. D.N.Gupta but he has refused to join with his comments that the consolidated salary of Rs. 30,000/- was not adequate. Other three Doctors who were kept in the panel have also refused. Under these circumstances Walk-in-Interview was again held on 25.11.2009 so that a suitable Doctor may be engaged on contract basis before completion of the contract engagement of Dr.D.S. Saini, i.e. 30.11.2009. Only one candidate i.e. Dr. D.N.Gupta who had also earlier appeared in the Walk-in-Interview held on 26.05.2009 turned up on 25.11.2009. During the course of discussion Dr. D.N. Gupta, ^{M.B.B.S} categorically commented that he was not ready to accept the contractual engagement as Medical Officer with less than Rs.40,000/- as consolidated salary. However, the Committee decided to re-advertise the post again.

[illegible]

Item: 19/4 To consider grant of Dearness Allowance on Rs.79,000/- instead of Rs.75,000/- to the Director of the Institute.

As per revised pay scale rules effective from 1.1.2006, the revised pay scale for the post of Professor is Rs. 37,400-67,000+10,000 AGP with the provision of higher AGP of Rs.12,000/- on completion of 6 years of service as Professor.

From the above it is evident that at the maximum of the pay scale of Professor, the Pay+DA of Professor is Rs.67,000+12,000=Rs.79,000/- + DA as applicable on Rs.79,000/-. The pay of Director at the end of the pay scale is Rs. 75,000/-+ Rs.5,000/- as special allowance. In the case of the pay of the Director, the Dearness Allowance at the end of the scale is calculated on Rs.75,000/- whereas the Professor who would reach at the end of the pay band would get Dearness Allowance on Rs.79,000/- i.e. at Rs.67,000+12,000/-. Hence a Professor would get more pay than that of the Director which is a dignitary post equal to Vice-Chancellor of the Universities.

Therefore the Dearness Allowance of the Director's scale should be calculated on Rs.79,000/- instead of Rs.75,000/- from the date of revision of pay scale since the start and end of the pay of Director is Rs.75,000/-+Rs.5,000/-.

In every higher scale, the Pay+DA should be higher than that of lower scale. At least, the same should be equal, it can not be less. Therefore at the end of the pay scale of Director, DA should be calculated on Rs.79,000/- to make the same at least equal with the maximum pay and DA of Professor.

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

Item: 19.15 To consider the appointment of Deputy Director under clause 18 of the 1st Statutes under NITs Act - 2007

The Government of India, Ministry of Human Resource Development, Department of Higher Education, New Delhi issued the 1st Statutes under NIT Act, 2007 vide Gazette notification No. GSR 280 (E) dated 23.04.2009.

Under clause 18 of the 1st Statutes, a provision has been made for appointment of Deputy Director by the Visitor in the Institute on the basis of recommendations made by the Selection Committee to be constituted by the Government of India.

The academic and administrative duties/ responsibilities of the Director have been increased since the implementation of the Statutes as well as various assignments given to the Director for the upliftment / development of the Institute. It has been felt that a Deputy Director should be appointed in the Institute urgently so that responsibilities of the Director are shared as per the Statutes.

The Government of India, Ministry of Human Resource Development, Department of Higher Education has not taken any decision in this regard so far.

The Board may consider.

Item 19.16

To consider confirmation of Sh. Jagan Nath on the post of System Analyst.

Consequent upon selection by the constituted Selection Committee Sh. Jagan Nath was appointed as System Analyst (Reserved for SC category) in the Institute on 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/9296-9301 dated 2.11.2007. He joined on 13.11.2007. His confirmation is due w.e.f. 13.11.2009.

Sh. Jagan Nath has completed his two years probationary period satisfactorily on 12.11.2009. Special Report on his work & conduct has been received from the Head, CCN Department and is satisfactory. 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) 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 above Sh. Jagan Nath may be considered for confirmation on the post of System Analyst in w.e.f. 13.11.2009.

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

Item 19.17

To consider confirmation of Sh. Gyana Ranjan Samantaray on the post of Deputy Registrar (GA&L).

Consequent upon selection by duly constituted Selection Committee Sh. G.R. Samantaray was appointed as Deputy Registrar (GA&L) in this Institute 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/9291 dated 2.11.2007 (copy enclosed as Appendix to 19.17 pages 108 to 109). He joined on 19.12.2007. Clause 6 of his appointment letter regarding confirmation reads as under :-

"The matter regarding your confirmation will be considered after NITs Act/Statutes".

The NIT First Statutes came into enforcement w.e.f. 18.5.2009. Clause 24 (i) of the NITs Statutes reads as under :-

"Subject to the provisions of the Act and the Statutes, all appointments to posts under the Institute shall be made on probation for a period of one year after which period the appointee, if confirmed shall continue to hold his office subject to the provisions of the Act and the Statutes, till the end of the month in which he attains the prescribed maximum age for teaching posts, for technical non-teaching and ministerial and administrative post as the case may be :

Provided that the appointing authority shall have the power to extend the period of probation of any employee of the Institute for such periods as may it may deem fit".

Sh. G.R. Samantaray joined as Deputy Registrar (GA&L) in the Institute on 19.12.2007. As per NITs Statutes, his probation period has to be for one year only. But the NIT First Statutes came into enforcement w.e.f. 18.5.2009. Therefore his confirmation may be considered w.e.f. 18.5.2009.

Special Report on the work & conduct of Sh. G.R. Samantaray is satisfactory. His ACRs for the years 2007-08 & 2008-09 are O.K.

The relevant Clause 24 of NIT Act, 2007 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;"

It is recommended that Sh. G.R. Samantaray may be considered for confirmation on the post of Deputy Registrar (GA&L) w.e.f. 18.5.2009.

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

- 108 -
**NATIONAL INSTITUTE OF TECHNOLOGY
 (DEEMED UNIVERSITY)
 KURUKSHETRA - 136119**

No. GA-I/ 9291

Dated: 2-11-2007

Sh. Gyan Ranjan Samanttaray,
 Son of Jaya Krushna Samanttaray,
 Qr. No.-D-3R/6, Ambatota Colony,
 P.O.-S.C.B. Medical College,
CUTTACK-753007(ORISSA).

**Subject: Recruitment of Deputy Registrar (General Administration & Legal)
 (To be re-designated as per NITs Act/Statutes)**

Dear Sir,

We are pleased to offer you appointment to the post of Deputy Registrar (General Administration & Legal) in this Institute (To be re-designated as per NITs Act/Statutes) on the following terms and conditions: -

1. Appointment : Temporary
2. Scale of Pay : Rs. 8000-275-13500
3. Initial Pay : Rs. 8000/-
4. Allowances : You will receive any allowances admissible under the rules of the Institute from time to time.
5. Date of next Increment : One year after the date of joining the post.
6. Confirmation : The matter regarding your confirmation will be considered after NITs Act/Statutes.
7. Duties : As prescribed for the post and as assigned to you.
8. Medical Fitness : Your appointment is subject to the condition that you shall be certified by a Medical Authority nominated by our Board of Governors as being in sound health and physically fit for service. The medical examination may be undertaken before joining the post.
9. Original Certificates : You shall be required to produce the original certificates in respect of your academic and other qualifications and also documentary proof in respect of your date of birth at the time of your joining the post.
10. Leave : You will be governed by the Leave Rules of the Institute from time to time.

Contd.....2/P

11. **Conduct and Discipline** : You will be governed by the Conduct and Disciplinary Rules of the Institute from time to time.
12. **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 month's 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 month's 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 month's 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.
13. **General** : In all matters you will be governed by the relevant rules of the Institute from time to time.

It is made clear that you will be re-designated in the pay scale of 8000-13500 keeping in view the service condition of the NITK employees as contained in the NIT Act.

ph 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 30-11-2007. In case you fail to report for duty by this date the offer shall stand automatically cancelled.

Yours faithfully,

Sd/-

REGISTRAR
for Director

Endst: No. GA-IV/ 9292-95

Dated: 2/11/07

Copy to: -

1. Assistant Registrar (Accounts)
2. Estate Officer
3. PS to Director for kind information of the Director
- GA-I.

Assistant Registrar (GA)

Item 19.18 **To consider un-authorized absence from duty in respect of Dr. A.K. Gupta, Professor in this Institute.**

Dr. A.K. Gupta, Professor, ECE Department was allowed EOL for a period of two years w.e.f. 15.5.2008 to 14.5.2010 to join as Director(Academic), IMS Engineering College, Ghaziabad vide this office letter No. Estt.-I/PF/4596-4600 dated 14.5.2008(copy enclosed as Appendix XV page 112). But he joined at AIMT, Greater Noida as Director at his own w.e.f. 20.7.2009. Therefore he was asked to report to duty immediately failing which disciplinary action will be taken against him as per rules of the Institute vide this office letter No. Estt.-I/PF/8439 dated 5.10.2009. He did not report for duty in the Institute. He was issued show cause notice to explain as to why disciplinary action should not be taken against him as per conduct and disciplinary rules of the Institute vide this office Memo No. Estt.-I/PF/8635 dated 19.10.2009(copy enclosed as Appendix XV page 113).

He resumed his duty in the Institute on 26.10.2009. On the same day he again applied 50 days EOL w.e.f. 27.10.2009 to 15.12.2009 and joined back the AIMT, Greater Noida. He was informed that his request for EOL for 50 days more w.e.f. 27.10.2009 to 15.12.2009 has not been acceded to and was asked to report for duty in the Institute immediately failing which disciplinary action will be taken against him vide this office letter No. Estt.-I/PF/8981-82 dated 29.10.2009. He joined back in the Institute on 30.10.2009 and with reference to show cause notice he replied as under:-

1. He was sanctioned EOL for a period of two years (15.5.2008 to 14.5.2010) to join as Director (Academic) at IMS Engineering College Ghaziabad. As far as the duration of absence from duty is concerned, he has not violated the order of the Director. He does admit that he has deviated from the leave sanction order of the Director to the extent that he joined Accurate Institute of Management and Technology, Greater Noida on 20.7.2009 without prior sanction of the Director which constitutes violation of Director's order in letter though not in spirit as explained in next Para.

2. As he understands, EOL is not a right of faculty and a faculty is sanctioned EOL to join another institute only if such assignment leads to up gradation/improvement of faculty or the assignment is sufficiently prestigious so that acceptance of such assignment leads to enhancement of the reputation of NITKKR in the comity of academic institutions. In his case therefore, he assumed that he was granted EOL because of the fact that the assignment offer was for Director-ship and not because of the fact that the offer was from IMS Engineering College which is a lower ranking College by all means. Therefore, to his understanding, he was not violating the order in spirit by joining another Institute as Director, without prior permission. He may add that the later assignment was superior to the first one in terms of responsibilities and remuneration both.
3. He wishes to submit that there had been no intention of violating the leave sanction order at any stage.

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

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

No. Estt.-I/PF/ 4596

Dated: 14/5/08

Subject: Grant of Extraordinary Leave (without pay).

This is in supersession of this office letter No. Estt.-I/PF/4346 dated 5.5.2008.

Dr. A .K. Gupta, Professor in ECE Department may please refer to his letter dated 5.5.2008 .

He is allowed Extraordinary Leave (without pay) for a period of two years w.e.f. 15.5.2008 to 14.5.2010 to enable him to join as Director Academics at IMS Engg. College, Ghaziabad in anticipation of the approval of the Board of Governors of the Institute on the following terms and conditions:-

- 1 Substitute will be provided on the recommendations of the Chairman, ECE 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 on 14.5.2008 (AN) by the Chairman of the Department. *after completing all the formalities.*

Dr. A .K. Gupta,
Professor,
ECE Department,
NIT, Kurukshetra.

ERH
Deputy Registrar (GA &L) *14/5/08*
for Director
14/5/08

Endst. No. Estt.-I/PF/ 4597-4600

Dated: 14/5/08

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

- 1 The Vice Chairman, IMS Engineering College, National Highway-24 Adhyatmic Nagar, Post Box No.-70, GHAZIABAD-201009(INDIA)
- 2 Chairman, ECE Department, NITK.
- 3 Assistant Registrar (Accounts), NITK.
- 4 Estate Section. NITK.

ERH
Deputy Registrar (GA&L) *14/5/08*
14/5/08

Entered

NATIONAL INSTITUTE OF TECHNOLOGY
KURUKSHETRA-136119.

Memo No. Estt.-I/PF/ 8635

Dated : 19-10-09

Un-authorized absence from duty – Show Cause Notice

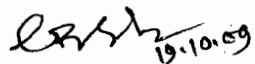
This refers to the Institute letter No. Estt.-I/PF/8439 dated 5.10.2009 on the subject cited above.

As already intimated vide this Institute letter No. Estt.-I/PF/8439 dated 5.10.2009, Dr. A.K. Gupta joined at Accurate Institute of Management & Technology, Greater Noida(UP) at his own whereas he was allowed Extraordinary Leave(without pay) for a period of 2 years w.e.f. 15.5.2008 to 14.5.2010 to join as Director (Academics), IMS Engineering College, Ghaziabad. This is an act of indiscipline and attracts conduct and disciplinary rules of the Institute. Accordingly it is proposed to take disciplinary action against him.

He is, therefore, required to explain as to why disciplinary action should not be taken against him as per conduct and disciplinary rules of the Institute. His explanation should reach the office of the undersigned within 15 days from the date of receipt of this show cause notice failing which ex-parte decision in the matter will be taken against him.

The receipt of this memorandum should be acknowledged.

Dr. A.K. Gupta,
Director,
Accurate Institute of Management & Technology,
Greater Noida(UP).


19.10.09
Deputy Registrar (GA & L)
for Director
dc
2
19/10/09

Item 19.19 To consider un-authorized absence from duty in respect of Dr. K.K. Singh, Professor(CAS), Civil Engineering Department.

Dr. K.K. Singh was granted Extraordinary Leave(without pay) from 20.6.2009 to 4.12.2009 to join as visiting Professor at Papua New Guinea University of Technology, Papua New Guinea vide this office letter No. Estt.-I/4383 dated 19.6.2009(copy enclosed as Appendix XVII pages 116) in anticipation of the approval of the Board. The Board in its 17th meeting held on 9.9.2009 ratified the action taken by the Chairperson, BOG. He was informed vide this office letter No. Estt.-I/PF/9061 dated 5.11.2009 that no further extension in Extraordinary Leave will be granted under any circumstances.

The Registrar, Papua New Guinea University of Technology, Papua New Guinea requested for grant of extension of Leave to Dr. K.K. Singh from 5.12.2009 to 30.6.2010. He was informed vide this office letter No. Estt.-I/PF/9345 dated 18.11.2009 with a copy to Dr. K.K. Singh at the address of Papua New Guinea University of Technology, Papua New Guinea and at house No. CA-3, NIT, Campus, Kurukshetra that Dr. K.K. Singh can not be granted extension in EOL upto 30.6.2010. In case Dr. K.K. Singh desires to serve at Papua New Guinea University of Technology, Papua New Guinea he may submit his resignation from the services of NIT, Kurukshetra.

Dr. K.K. Singh vide his letter dated 27.11.2009 requested for extension in EOL upto 30.6.2010. He was informed at his address at Papua New Guinea University of Technology, Papua New Guinea with a copy by speed post at House No. CA-3, NIT, Campus, Kurukshetra vide this office letter No. Estt.-I/PF/9557 dated 3.12.2009 that his request for grant of extension in EOL from 5.12.2009 to 30.6.2010 has not been acceded to as mentioned in the Institute letter dated 19.6.2009. Therefore, he was asked to report for duty immediately in Civil Engineering Department of the Institute after the expiry of the EOL. The copy of

the said letter was also sent at his residential house No. CA-3, NIT, Campus, Kurukshetra which has been received back undelivered.

He did not report for duty in the Institute after expiry of EOL so far. He was again informed vide this office letter No. Estt.-I/PF/9678 dated 10.12.2009 (copy enclosed as Appendix-XVIII pages 117) to join duty in the Institute immediately on receipt of this letter failing which he is subject to disciplinary action as per Institute rules. He refused to receive office letter No. Estt.-I/PF/ 9345 dated 18.11.2009.

Dr. K.K. Singh vide his letter dated 7.12.2009 (copy enclosed as Appendix-XIX pages 118-119) stated that his EOL is upto December 4, 2009 and he has not heard anything from the Institute till now. He has further stated that it is a difficult situation for him as he was not relieved by the University of Technology, PNG and now he must go back to PNG to get himself relieved from University and bring back all his belongings, which he left while visiting India. Therefore, he requested to the Institute to extend his EOL till he come back to rejoin his parent organization.

From the position explained above it is evident that despite of several letters written by the Institute to join back duty immediately after the expiry of Extraordinary Leave he did not report back for duty. Therefore is absent from duty willfully. and his act is against the Institute rules. Hence he is subject to disciplinary action as per rules of the Institute.

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

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

No. Estt.-I/PF/ 4383

Dated : 19.6.2009

Subject : Grant of Extraordinary Leave (without pay).

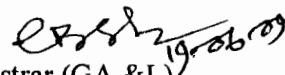
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Dr. K.K. Singh, Professor(CAS) in Civil Engineering Department may please refer to his letters dated 20.5.2009 & 17.6.2009.

He is allowed Extraordinary Leave (without pay) from 20.6.2009 to 4.12.2009 to enable him to join as Visiting Professor in the Papua New Guinea, University of Technology as per approval of the Hon'ble Chairman, Board of Governors, in anticipation of the approval of the Board of Governors of the Institute on the following terms and conditions :-

CP-367

1. Substitute will be provided on the recommendations 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 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 19.6.2009 (AN) by the Chairman of the Department.


Deputy Registrar (GA & L)
for Director
19/6/09

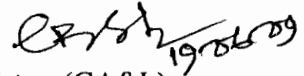
Dr. K.K. Singh
Professor(CAS),
Civil Engineering Department,
NIT, Kurukshetra.

Endst. No. Estt.-I/PF/ 4384-87

Dated: 19.6.2009

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

1. Sh. Allan J.Q. Sako, Registrar, The Papua New Guinea, University of Technology, Private Mail Bag Service, Lae 411, Morobe Province, Papua New Guinea.
2. Chairman, Civil Engineering Department, NITK.
3. Deputy Registrar (Accounts), NITK.
4. Estate Officer NITK.


Deputy Registrar (GA&L)
19/6/09

SPEED POST

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

No. Estt.-I/PF/9678

Dated : 10/12/09

Dr. K.K. Singh
Visiting Professor,
Deptt. of Civil Engineering,
Papua New Guinea, University of Technology,
Private Mail Bag Service,
Lae 411, Morobe Province,
Papua New Guinea.

Dr. K.K. Singh
House No. CA-3,
NIT Campus,
Kurukshetra

Subject : Extension of Leave to Dr. K.K. Singh.

CP-390

This is with reference to our letters No. Estt.-I/PF/9345 dated 18.11.2009 and No. Estt.-I/PF/ 9557 dated 3.12.2009.

CP-396

CP-390

It is regretted that you did not receive this office letter No. Estt.-I/PF/9345 dated 18.11.2009 which was sent to your address at NIT, Campus, Kurukshetra on 18.11.2009.

You are hereby directed to join your duty in the Institute immediately on receipt of this letter failing which you are subject to strict disciplinary action as per Institute rules.


Deputy Registrar (GA&L)
for Director

O/C
2/12/10
10/12/09

N.I.T. KURUKSHETRA

By No. 2974 Date 7/12/09

Date: December 7, 2009

To

Director
National Institute of Technology Kurukshetra
Kurukshetra - 136 119
Haryana

Sub: Extension of Extra Ordinary Leave

Sir

This is in reference to the request letter of the Registrar, The Papua New Guinea University of Technology, Lae, Papua New Guinea (PNG) dated November 12, 2009. I was sent by Papua New Guinea University of Technology to visit India to see my wife who was operated upon during my stay at PNG and follow up the request letter of the Registrar with my parent organization.

In follow of that, I submitted my request letter dated November 27, 2009 regarding extension of extra-ordinary leave (EOL) up to June 30, 2010. In normal circumstances, especially when it is matter of pride for the NIT Kurukshetra as no other faculty of the Institute has been offered the honour of Visiting Professor earlier in a foreign University, I understand that Institute will not have any difficulty in extending my EOL as requested. As per Institute rule, I can be granted EOL more than six months. (As per prevailing rules a faculty can be given a EOL up to two years at a time and maximum up to five years during service). I may mention that I have completed **four years five months and nineteen days of EOL** till December 4, 2009 (**16 days of EOL** in August/September 1988; **3 years 11 months and 18 days** from 12/1/ 1999 to 30/12/2002; and **5 months and 15 days** from 20/6/2009 to 4/12/2009). I, therefore humbly, request that my leave may kindly be extended from six months to one year as per Institute rules.

Since, my EOL is up to December 4, 2009 and I have not heard anything from the Institute till now. It is a difficult situation for me as I was not relieved by University of Technology, PNG. Now, I must go back to PNG to get myself relieved from University

and bring back all my belongings, which I left while visiting India. I, therefore, request your good office to extend my EOL till I come back to rejoin my parent organization.

Thanking you in anticipation.

Sincerely yours,

A handwritten signature in black ink, appearing to read 'Dr. K. K. Singh', with a date '27/12/09' written below it.

(Dr. K. K. Singh)
Visiting Professor
Department of Civil Engineering
Papua New Guinea University of Technology, Lae
Papua New Guinea.

Cc:

Honorable, Chairman, Board of Governors, NIT Kurukshetra with a request to consider my request sympathetically.

President, National Institute of Technology Kurukshetra Teachers Association with a request to expedite my leave.

Item 19.20 To consider incentive of three advance non-compounded increments for Ph.D. to Associate Professors.

As per recommendations of 5th pay commission the Institute was following the pay scales of AICTE issued by the MHRD vide their letter dated 9.10.1998. In the said scheme, the relevant clause regarding incentive for Ph.D. reads as under :-

"A teacher will be eligible for two advance increments as and when he acquires a Ph.D. degree in his service career".

The MHRD vide their letter dated 16.6.2004 (copy enclosed as Appendix ~~xx~~ page 122) clarified that the purpose of this incentive scheme is to encourage young faculties to acquire a Ph.D degree for advancement of teaching and knowledge where Ph.D. has not been prescribed as an essential criteria for recruitment. Therefore, only those faculties of NITs who have obtained Ph.D degrees during their tenure as Lecturer would be eligible for grant of two advance increments.

In view of above the Lecturers upto Selection Grade were granted the benefit two advance increments who acquired Ph.D. degree during their service career as lecturer Senior Scale/Selection Grade.

On the recommendations of 6th Central Pay Commission report issued by the Govt. of India, MHRD, New Delhi vide letter No. F.No.23-1/2008-TS dated 18.8.2009, the pay structure of teachers will generally be the same as per scheme of revision of pay scale of teachers etc. in Universities etc. as notified by the MHRD vide letter No. 1-32/2006-U.II(i) dated 31.12.2008. The relevant clause regarding incentives for Ph.D. reads as under :-

"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".

In view of above provision the Institute High level Committee decided to grant the incentive of three non-compounded increments upto the level of Associate Professors, Librarian who acquired Ph.D. during their service career after 1.1.2006 whereas earlier as per recommendations of 5th pay commission the incentive of two advance increments for Ph.D. was granted upto Lecturers Selection Grade only.

The matter is placed before the Board to decide whether the benefit of three non-compounded increments who acquired Ph.D. during their service career after 1.1.2006 is granted to Assistant Professors (earlier lecturers) only or this benefit may be extended to those also who are Associate Professors or in the pay scale of Associate Professors.

No. F.20-7/2004-TS-III
Government of India
Ministry of Human Resource Development
Department of Secondary & Higher Education

New Delhi
June 16, 2004

OFFICE MEMORANDUM

Subject:- National Institute of Technology (NITs), - Incentives for acquiring Ph.D degree by faculties of NITs.

The undersigned is directed to say that NITs have been enquiring about the applicability of the order of AICTE regarding grant of two advance increments to the faculties of NITs who have acquired Ph.D degree any time during his/her service career. The matter has been carefully considered and it is clarified that the purpose of this incentive scheme is to encourage young faculties to acquire a Ph.D degree for advancement of teaching and knowledge where Ph.D has not been prescribed as an essential criteria for recruitment. Therefore, only those faculties of NITs who have obtained Ph. D degrees during their tenure as Lecturer would be eligible for grant of two advance increments.

SH-PLP
(Dr. G L Jambhulkar)
Deputy Educational Adviser
Tel: 2338-1276

Copy for information & necessary action to:-

1. Directors of NITs
2. Member-Secretary, AICTE
3. Secretary, UGC
4. Guard File

Family Association

CSJ

Item 19.2) To consider AGP of Rs. 12000/- per month in PB-4 upto a 20% of the sanctioned post of Professors.

The MHRD vide their letter dated 18.8.2009 has revised pay scales of Teachers etc. w.e.f. 1.1.2006. As per scheme of revision of pay scales w.e.f. 1.1.2006, the pay structure and designations for all other CFTIs will generally be the same as per the scheme of revision of pay of teachers, etc. in Universities, etc. as notified by the MHRD vide letter dated 31.12.2008 and clarification issued thereon from time to time. However, in the case of NITs, the following accelerated promotional benefits will be given while maintaining the UGC pay structure and designations:-

- (a) _____
- (b) _____
- (c) _____
- (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 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.H/U.1(i) dated 31st December, 2008.

The relevant provisions as contained in the UGC Scheme dated 31.12.2008 are as under :-

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.**

The UGC has not prescribed any more eligibility conditions till date.

Clause 10 of the UGC pay scales and other provisions of the scheme reads as under :-

"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."

However the UGC guidelines are still awaited.

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

Item 19.22 To consider Cumulative Professional Development Allowance to the faculty for participating in National and International Conferences.

The above matter was placed before the BOG in its 17th meeting held on 9.9.2009. The Board decided as under :-

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

In the agenda item it was mentioned that the unutilized balance amount if any for a particular year will not be carried forward to the next financial year whereas the service condition mentioned in the scheme of revision of pay scale is that 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.

In order to utilize the balance amount upto 3 years the matter is again placed before the Board for considering *that 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.*

Item: 19-23 To consider to release 60% payment of 2nd installment of arrears on account of Pay Revision of in respect of remaining Non-teaching employees

The Govt. of India, MHRD, New Delhi vide their letter No. F.10-8/2009-TS.III dated 21.10.2009 as Appendix-XXI from pages 128 to 131 conveyed approval of only 81 categories of Non-teaching posts of this Institute after mapping of pay scales against 94 categories mentioned in the Institute letter dated 1.12.2009 & 19.8.2009.

The approval after mapping of following posts has not been received from the Ministry: -

Sr. No.	Name of the post	Pay scale of the post as on 31.12.2005	Proposed pay scale as per Part-A (Section-I & II) of the First Schedule on CCS (RP) Rules, 2008	
			Pay Band	Grade Pay
1.	Stores Officer	Rs. 6500-10500	Rs. 9300-34800	Rs. 4200/-
2.	Electrician	Rs. 4000-6000	Rs. 5200-20200	Rs. 2400/-
3.	Fitter	Rs. 4000-6000	Rs. 5200-20200	Rs. 2400/-
4.	Plumber	Rs. 4000-6000	Rs. 5200-20200	Rs. 2400/-
5.	Mason	Rs. 4000-6000	Rs. 5200-20200	Rs. 2400/-
6.	Carpenter	Rs. 4000-6000	Rs. 5200-20200	Rs. 2400/-
7.	Health Worker-cum-Peon	Rs. 2550-3200	Rs. 4440-7440	Rs. 1300/-
Workcharged made regular				
1.	Painter	Rs. 3050-4590	Rs. 5200-20200	Rs. 1900/-
2.	Plumber	Rs. 3050-4590	Rs. 5200-20200	Rs. 1900/-
3.	Mason	Rs. 3050-4590	Rs. 5200-20200	Rs. 1900/-
4.	Carpenter	Rs. 3050-4590	Rs. 5200-20200	Rs. 1900/-
5.	Electrician	Rs. 3550-4590	Rs. 5200-20200	Rs. 1900/-

The Institute requested to the MHRD, Govt. of India vide letter No. Estt-II/9337 dated 18.11.2009 as Appendix-XXII from pages 132 to 134 to accord approval after mapping the pay scales of the above said remaining categories. The concerned employees as well as Karamchari Sangh of the Institute are pressing hard for release 60% arrear to the remaining employees of the Institute holding the above said post.

Keeping in view of the above, the Hon'ble Chairperson, BOG was requested vide letter No. Estt-II/9485 dated 28.11.2009 as Appendix ~~- XXII/~~ from pages 135 to — to accord his kind approval in anticipation of the approval of the Board to release remaining 60% of total arrears to the above mentioned categories.

The Hon'ble Chairperson, BOG has given the following remarks:-

"The payment of arrears shall be made only after the BOG approval as this relates to financial matter for which we are awaiting for MHRD's approval".

The concurrence of the MHRD, Govt. of India, New Delhi after mapping the pay scales of the above mentioned categories is still awaited and the same has not been received in this Institute so far.

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

21.	Cashier	5000-8000	PB-2	9300-34800	4200
22.	Accounts Clerk	5000-8000	PB-2	9300-34800	4200
23.	Steno (Sr.)	5000-8000	PB-2	9300-34800	4200
24.	Pharmacist	5000-8000	PB-2	9300-34800	4200
25.	Staff Nurse	5000-8000	PB-2	9300-34800	4200
26.	Storekeeper Sr.	5000-8000	PB-2	9300-34800	4200
27.	Counter Asstt.	5000-8000	PB-2	9300-34800	4200
28.	Sr. Library Asstt.	5000-8000	PB-2	9300-34800	4200
29.	Technician Gr. A	5000-8000	PB-2	9300-34800	4200
30.	Resident Lady Warden	5000-8000	PB-2	9300-34800	4200
31.	Security Officer	5000-8000	PB-2	9300-34800	4200
32.	Assistant Draftsman	5000-8000	PB-2	9300-34800	4200
33.	Lab. Technician	4500-7000	PB-1	5200-20200	2800
34.	Steno (Jr.)	4000-6000	PB-1	5200-20200	2400
35.	Driver	4000-6000	PB-1	5200-20200	2400
36.	Tech. Grade B	4000-6000	PB-1	5200-20200	2400
37.	Pump Driver	4000-6000	PB-1	5200-20200	2400
38.	Tracer	3200-4900	PB-1	5200-20200	2000
39.	Steno Typist	3050-4590	PB-1	5200-20200	1900
40.	System Attendant	3050-4590	PB-1	5200-20200	1900
41.	Clerk	3050-4590	PB-1	5200-20200	1900
42.	Dresser	3050-4590	PB-1	5200-20200	1900
43.	Storekeeper Junior	3050-4590	PB-1	5200-20200	1900
44.	Store Munshi	3050-4590	PB-1	5200-20200	1900
45.	Lab Assistant	3050-4590	PB-1	5200-20200	1900
46.	Restorer	3050-4590	PB-1	5200-20200	1900
47.	Xerox Machine Operator	3050-4590	PB-1	5200-20200	1900
48.	Book Binder	3050-4590	PB-1	5200-20200	1900
49.	Matron	3050-4590	PB-1	5200-20200	1900
50.	Ferro Machine Operator	3050-4590	PB-1	5200-20200	1900
51.	Gas Man	3050-4590	PB-1	5200-20200	1900
52.	Duplicating Machine Operator	3050-4590	PB-1	5200-20200	1900
53.	Lab. Attendant	3050-4590	PB-1	5200-20200	1900
54.	Lib. Attendant	3050-4590	PB-1	5200-20200	1900
55.	Assistant Pump Driver	3050-4590	PB-1	5200-20200	1900
56.	W/S Attendant	3050-4590	PB-1	5200-20200	1900
57.	Daftri	2850-4000	-1S	4440-7440	1650
58.	Jamadar Peon	2850-4000	-1S	4440-7440	1650
59.	Cook-cum-Chowkidar	2850-4000	-1S	4440-7440	1650
60.	Dafedar	2610-3540	-1S	4440-7440	1400
61.	Store Mate	2610-3540	-1S	4440-7440	1400
62.	Female Attendant	2610-3540	-1S	4440-7440	1400
63.	Assistant Fitter	2610-3540	-1S	4440-7440	1400
64.	T. Mate	2610-3540	-1S	4440-7440	1400
65.	Head Mall	2610-3540	-1S	4440-7440	1400
66.	Jamadar Sweeper	2610-3540	-1S	4440-7440	1400
67.	Guest House Helper	2550-3200	-1S	4440-7440	1300
68.	Farash	2550-3200	-1S	4440-7440	1300
69.	Store Helper	2550-3200	-1S	4440-7440	1300
70.	Ground Man	2550-3200	-1S	4440-7440	1300
71.	Chowkidar	2550-3200	-1S	4440-7440	1300
72.	Peon	2550-3200	-1S	4440-7440	1300
73.	Farash-cum-Attendant	2550-3200	-1S	4440-7440	1300
74.	Cleaner	2550-3200	-1S	4440-7440	1300

- 130 -

75.	Sweeper	2550-3200	-1S	4440-7440	1300
76.	Sewer Man	2550-3200	-1S	4440-7440	1300
77.	Mali	2550-3200	-1S	4440-7440	1300
78.	Mali-cum-Chowkidar	2550-3200	-1S	4440-7440	1300
79.	T. Mate	2550-3200	-1S	4440-7440	1300
80.	Beldar	2550-3200	-1S	4440-7440	1300
81.	Gas Plant Helper	2550-3200	-1S	4440-7440	1300

3. For those who are on higher scales of pay on account of grant of ACP benefits, the corresponding Revised Pay as per Section I of Part A of the I Schedule of CCS (Revised Pay) Rules, 2008 may be allowed.

4. For those who have joined the institute as direct recruits on or after 1.1.2006, pay in the pay band i.e. entry pay in the revised pay structure for direct recruits appointed on or after 1.1.2006 has indicated in Section II of Part A of the First Schedule of the CCS Revised Pay Rules 2008 would apply. This will also be applied in the case of those recruited between 1.1.2006 and 29th August 2008 i.e. the date of notification of CCS (Revised Pay) Rules, 2008. In such cases, where the emoluments in the pre-revised pay scale(s) [i.e., basic pay in the pre-revised pay scale(s) plus Dearness Pay plus Dearness Allowance applicable on the date of joining] exceeds the sum of the pay fixed in the revised structure and the applicable dearness allowance thereon, the difference shall be allowed as personal pay to be absorbed in future increments in pay. Other provisions of the CCS (Revised Pay) Rules, 2008 shall also mutatis mutandis be followed.

5. The approval for the extension of 6th CPC Scales of Pay to the Non-teaching employees of NIT, Kurukshetra will be further subject to the following conditions:-

- i) While the 6th CPC Scale of Pay would be effective from 1.1.2006, the revised rates of all allowances will be paid only w.e.f. 1.9.2008.
- ii) The revised pay scales as incorporated in Part A (Section I & II) of the First Schedule to the Central Civil Services (Revised Pay) Rules, 2008, alone may be adopted. Any proposal for Revision of Pay based on the Revised Pay Scales as indicated in Part B of the First Schedule may be examined separately.
- iii) The pattern of emoluments i.e. Pay Scales and Allowances are identical to those of the Central Government Employees, and the other conditions of service of employees of institute are similar to those in Central Government Departments;
- iv) As regards Career Progression Scheme, Institute may initiate necessary steps for obtaining the requisite approval of the Government of India before Implementation of the Modified Assured Career Progression (MACP) Scheme, based on recommendation of 6th Pay Commission, for the employees of the institute.
- v) Any promotion either by way of ACP / fitment benefit, etc, given after 1.1.2006 which is not in accordance with the Government approved policy will be deemed to have been withdrawn and payment made recovered.
- vi) Up-gradation of any posts done on or after 1.1.2006 with or without retrospective effect which is not in conformity with the approved pay scale structure for such categories of employees under the Central Government would have to be reversed. Such employees may be placed in the appropriate revised pay band corresponding to their pre-revised scales of pay before such up-gradation.

Handwritten signature

- vii) Upgradation of Pay Scale of existing posts / creation of new posts should be done only with the prior approval of the Ministry. Director of the Institute should ensure that, proposals for upgradation of pay scales / creation of new posts as recommended by the Governing Body of the Institute should not be implemented without the prior approval of the Ministry.
- viii) Any allowances like Overtime Allowance if at variance with Government of India will have to be brought in conformity with Government of India instructions. Any payment on account of OTA etc higher than the one admissible under Government of India Rules will have to be recovered by way of adjustment of arrears, etc.
- ix) The budgetary support for additional expenditure for implementation of the scales of pay w.e.f. 1.1.2006 will be as per the scale mentioned in Para - 4 of Ministry of Finance OM. No. 7/23/2008 - E III (A) dated 30th September 2008.
6. This mapping of scales of pay may be made effective from 1.1.2006, with the approval of BoG of the Institute. The revised pay in the pay band will be determined by multiplying the existing basic pay as on 1.1.2006 by a factor of 1.86 and rounding off the resultant figure to the next multiple of 10. If the minimum of the revised pay band/ pay scale is more than the amount arrived as mentioned above, the pay shall be fixed at the minimum of the revised pay band/ pay scale. Other provisions of the CCS (Revised Pay) Rules, 2008 shall also mutatis mutandis be followed.
7. This mapping of scale of pay would be applicable only for the present incumbents to the non-faculty posts in National Institute of Technology, Kurukshetra. New recruitments to any of the posts, in the Institute, in any manner, will be done only after approval of scales of pay for the Non-faculty cadre of NITs based on Sarangi Committee recommendations.
8. Now, the Institute may release the payment of second installment of arrears on account of pay revision of non-teaching employees Quasi-Government Organizations, Autonomous Organizations and Statutory Bodies etc. set up by and funded/controlled by the Central Government, according to the mapping of pay scales as approved above. This will be further subject to the conditions circulated vide this Ministry's letter No.23-30/2008-TS.III dated 14th October, 2009.
9. This issues with approval of the competent authority.

Yours faithfully,


(MADAN MOHAN)
DIRECTOR (NITs)
Telefax: 23387465

Copy to :

1. Chairman, Board of Governors, National Institute of Technology, Kurukshetra.
2. IFD, Ministry of Human Resource Development
3. Sr. PPS to Secretary, Department of Higher Education.
4. PS to JS (DL/T)

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

No. Estt-II/ 9337

Dated: 18/11/09

Sh. Madan Mohan,
Director (NITs),
Government of India,
Department of Higher Education,
Ministry of Human Resource Development,
Room No. 213, "C" Wing,
Shastri Bhawan, New Delhi- 110001

Subject: Approval for mapping of pay scales for the non-teaching employees of the National Institute of Technology, Kurukshetra

Sir,

Please refer to your letter No. F.10-8/2009-TS.III dated 21.10.2009 on the subject cited above.

The Government of India upgraded the Institute to National Institute of Technology, Kurukshetra with the status of Deemed University w.e.f. 26.6.2002. Subsequently the service conditions and allowances of the employees were adopted by the Institute w.e.f. 1.4.2004 on the Central Government Pattern.

The MHRD vide OM No. F.20-46/2003-TS-III (pt.IV) dated 7.6.2004 directed for the rationalization/revision of the scales of pay for their staff in the light of changed status as fully funded Institution of the Central Government. Accordingly the Institute rationalized the scales of pay of Non-teaching employees and the same was intimated to the Ministry vide letter No. GA-II/4686 dated 24.6.2004 (copy enclosed).

The Joint Secretary, Govt. of India, MHRD, New Delhi issued Office Memorandum No. F.23-30/2008-TS.III dated 3.10.2008 regarding revision of scales of pay of Central Govt. employees on the recommendation of the 6th Central Pay Commission vide resolution No. 1/1/2008-IC dated 29.8.2008 as per guidelines of Govt. of India notified vide OM No. 7/23/2008-E-III (A) dated 30.9.2008. As per instructions of MHRD, New Delhi, the revised pay scales of the Non-teaching

employees of the Institute were sent to the Ministry vide letter Nos. Estt-II/10749 dated
- 133 -
1.12.2008 and No. Estt-II/7299 dated 19.8.2009 (copies enclosed) for vetting.

The Govt. of India, MHRD, New Delhi vide their letter No. F.10-8/2009-TS.III dated 21.10.2009 have conveyed approval of only 81 categories of Non-teaching posts of this Institute after mapping of the pay scales against 94 categories mentioned in the Institute letter dated 1.12.2009 & 19.8.2009 as mentioned above.

Approval for mapping of the following posts have not been received from the Ministry: -

Sr. No.	Name of the post	Pay scale of the post as on 31.12.2005	Proposed pay scale as per Part-A (Section-I & II) of the First Schedule on CCS (RP) Rules, 2008	
			Pay Band	Grade Pay
1.	Stores Officer	Rs. 6500-10500	Rs. 9300-34800	Rs. 4200/-
2.	Electrician	Rs. 4000-6000	Rs. 5200-20200	Rs. 2400/-
3.	Fitter	Rs. 4000-6000	Rs. 5200-20200	Rs. 2400/-
4.	Plumber	Rs. 4000-6000	Rs. 5200-20200	Rs. 2400/-
5.	Mason	Rs. 4000-6000	Rs. 5200-20200	Rs. 2400/-
6.	Carpenter	Rs. 4000-6000	Rs. 5200-20200	Rs. 2400/-
7.	Health Worker-cum-Peon	Rs. 2550-3200	Rs. 4440-7440	Rs. 1300/-
Workcharged made regular				
1.	Painter	Rs. 3050-4590	Rs. 5200-20200	Rs. 1900/-
2.	Plumber	Rs. 3050-4590	Rs. 5200-20200	Rs. 1900/-
3.	Mason	Rs. 3050-4590	Rs. 5200-20200	Rs. 1900/-
4.	Carpenter	Rs. 3050-4590	Rs. 5200-20200	Rs. 1900/-
5.	Electrician	Rs. 3550-4590	Rs. 5200-20200	Rs. 1900/-

The Govt. of India, MHRD, New Delhi given the lower pay scales to the following categories than the proposed pay scales by the Institute: -

Sr. No.	Name of the post	Pay scale of the post as on 31.12.2005	Proposed pay scale as per Part-A (Section-I & II) of the First Schedule on CCS (RP) Rules, 08	Pay scale approved by the Ministry
1.	Programmer	Rs 8000-13500	15600-39100+ 5400/-	9300-34800+ 5400/-
2.	System Attendant	Rs. 4000-6000	5200-20200 + 2400/-	5200-20200 + 1900/-

The pay scale for the post of Programmer was Rs. 2200-75-2800-100-4000 (un-revised) w.e.f. 15.3.1997 in this Institute. Further at the time of implementation of 5th Pay Commission revised pay rule, 1997, the pay scale of Programmer was revised

to Rs. 8000-275-13500. At the time of rationalization of scales of pay of Non-
- 134 -

Teaching employees of NITs, the pre-revised pay scale of Rs. 8000-13500 was allowed w.e.f. 1.4.2004. As per part-A (section-I & II of the first schedule on CCS (RP) Rules, 08, the Institute proposed the pay scale to the Programmer Rs. 15600-39100 + Rs. 5400/-, where as the Govt. of India, MHRD, New Delhi approved the same with Rs. 9300-34800 + Rs. 5400/- which is less in the Pay Band.

The recruitment to the post of System Attendant was made in this Institute (earlier RECK) in the pay scale of Rs. 3050-75-3950-80-4590 (revised).

On the recommendations of the Committee, the Institute has allowed the pay scale of Rs. 4000-6000 to the System Attendants on notional basis from the date of joining i.e. 25.1.1999 to 31.12.2005 without arrear. The same was allowed subject to unconditional withdrawal of the CWP filed in the Hon'ble High Court by the incumbents against the Institute. The Institute proposed the PB of System Attendant Rs. 5200-20200 + GP- Rs. 2400/- where as the Govt. of India, MHRD, New Delhi approved the PB of Rs. 5200-20200 + GP- Rs. 1900/- which is less in the Grade pay.

As per MHRD letter No. 23-1/2008-TS.II dated 18.8.2009 regarding revision of pay of teaching and other staff of CFTIs – 6th CPC, the Librarian and Assistant Librarian have been given the revised pay and other benefits as notified vide MHRD letter No. 1-32/2006-U.II/U.I (i) dated 31.12.2008 i.e. UGC pay scales equivalent to the pay scales of the post of Deputy Librarian/Assistant Librarian (Selection Grade)/College Librarian (Selection Grade) i.e. Rs. 37400-67000 + AGP of Rs. 9000/- and Rs. 15600-39100 with AGP of Rs. 8000/- respectively.

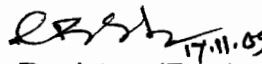
The concerned employees as well as Karamchari Sangh of the Institute are pressing hard for the release 60% of remaining arrears on account of revision of 6th Central Pay Commission.

You are, therefore, requested to kindly accord approval after mapping the pay scales of the above said categories as proposed in this office letters dated 1.12.2008 & 19.8.2009 referred to above.

Thanking you,

Yours faithfully,

DA: - As above


Deputy Registrar (Estt.)
for Director
17/11/09
17/11/09
17-11-09

NATIONAL INSTITUTE OF TECHNOLOGY

Ministry of HRD, Govt. of India

KURUKSHETRA - 136 119

APPENDIX-XXIII

No. Estt-II/9485

Dated: 28.11.09

Subject: To release the remaining payment of second installment of arrears on account of Pay Revision of non-teaching employees

The Govt. of India, MHRD, New Delhi vide their letter No. F.10-8/2009-TS.III dated 21.10.2009 have conveyed approval of only 81 categories of Non-teaching posts of this Institute after mapping of the pay scales against 94 categories mentioned in the Institute letter dated 1.12.2009 & 19.8.2009.

Approval for mapping of the following posts has not been received from the Ministry: -

Sr. No.	Name of the post	Pay scale of the post as on 31.12.2005	Proposed pay scale as per Part-A (Section-I & II) of the First Schedule on CCS (RP) Rules, 2008	
			Pay Band	Grade Pay
1.	Stores Officer	Rs. 6500-10500	Rs. 9300-34800	Rs. 4200/-
2.	Electrician	Rs. 4000-6000	Rs. 5200-20200	Rs. 2400/-
3.	Fitter	Rs. 4000-6000	Rs. 5200-20200	Rs. 2400/-
4.	Plumber	Rs. 4000-6000	Rs. 5200-20200	Rs. 2400/-
5.	Mason	Rs. 4000-6000	Rs. 5200-20200	Rs. 2400/-
6.	Carpenter	Rs. 4000-6000	Rs. 5200-20200	Rs. 2400/-
7.	Health Worker-cum-Peon	Rs. 2550-3200	Rs. 4440-7440	Rs. 1300/-
Workcharged made regular				
1.	Painter	Rs. 3050-4590	Rs. 5200-20200	Rs. 1900/-
2.	Plumber	Rs. 3050-4590	Rs. 5200-20200	Rs. 1900/-
3.	Mason	Rs. 3050-4590	Rs. 5200-20200	Rs. 1900/-
4.	Carpenter	Rs. 3050-4590	Rs. 5200-20200	Rs. 1900/-
5.	Electrician	Rs. 3550-4590	Rs. 5200-20200	Rs. 1900/-

The Institute has requested vide letter No. Estt-II/9337 dated 18.11.2009 for approval of the remaining categories which is under consideration by the MHRD but the concerned employees as well as Karamchari Sangh of the Institute are pressing hard for the release 60% of remaining arrears on account of revision of 6th Central Pay Commission.

Keeping in view of the above, the Hon'ble Chairperson, BOG is requested to accord his kind approval in anticipation of the approval of the Board to release remaining 60% of total arrears to the above mentioned categories. The matter will be placed before the next BOG meeting for confirmation.

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

The payment of arrears shall be made only after the BOG approval as this relates to financial matter for which we are awaiting for MHRD's approval.

DIRECTOR

28/11/09

2/10/11.9

Item 19.24 To consider release of balance 60% arrears w.e.f. 24.1.2008 to Sh. D.K. Kaushik and Sh. S.N. Kaushik as Assistant Engineers (Elect & Civil).

The MHRD vide letter No. F.10-8/2009-TS.III dated 21.10.2009 (copy enclosed as Appendix ~~XXIV~~ pages 138-141) has accorded approval for mapping of pay scales for the non-teaching employees of NIT, Kurukshetra subject to certain conditions. The relevant conditions in the letter referred to above at 5 (vi) & (vii) read as under :-

5(vi) Upgradation of any posts done on or after 1.1.2006 with or without retrospective effect which is not in conformity with the approved pay scale structure for such categories of employees under Central Govt. would have to be reversed. Such employee may be placed in the appropriate revised pay Band corresponding to their pre-revised scales of pay before such up-gradation.

5(vii) Upgradation of pay scale of existing posts/creation of new posts should be done only with the prior approval of the Ministry. Director of the Institute should ensure that, proposals for upgradation of pay scale/creation of new posts as recommended by the Governing Body of the Institute should not be implemented without the prior approval of the Ministry.

The posts of Junior Engineers (Elect. & Civil) held by Sh. D.K. Kaushik and Sh. S.N. Kaushik were up-graded to Assistant Engineers (Elect.&Civil) w.e.f. 24.1.2008 in the revised pay band of Rs. 9300-34800 +5400 Grade Pay. Therefore, their 60% of the total arrears w.e.f. 24.1.2008 has not been released.

Their case regarding promotion was placed before the Board in its 17th meeting held on 9.9.2009 vide item 17.28. The Board decided as under :-

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

As per above decision of the Board their cases for promotion to the posts of Assistant Engineers (Elect.& Civil) are being sent to the MHRD separately .

The matter is placed before the Board for consideration and decision for release of their 60% of the total arrears w.e.f. 24.1.2008 as Assistant Engineers(Elect. & Civil) in the revised pay band of Rs. 9300-34800 +5400 Grade Pay.

Date 26 2009 12:40PM TECHNICAL SECTION-3 MHRD

APPENDIX-XXIV

011-23384345

P.1

N.I.T. KURUKSHETRA

Ex No 5425 Date 27/10/09

Most Immediate / By Fax

No.F.10 - 8 / 2009 - TS.III

Government of India

Ministry of Human Resource Development

Department of Higher Education

New Delhi, the 21st October, 2009.

To

The Director,
National Institute of Technology,
Kurukshetra.

Subject: Approval for mapping of pay scales for the non-teaching employees of the National Institute of Technology, Kurukshetra.

Sir,

The proposal of National Institute of Technology, Kurukshetra regarding mapping of pay-scales for the non-teaching employees of the Institute has been examined in consultation with the Integrated Finance Division in this Ministry. Based on the Scales of Pay approved by the Ministry at the time of rationalization of scale of pay of Non-Teaching staff, consequent upon conversion of the Institute as National Institute of Technology, the approval of the competent authority is hereby conveyed for the following **81 non-teaching posts** of National Institute of Technology, Kurukshetra for the mapping of the scales of pay to the appropriate scales of pay of the Central Government based on the 6th CPC recommendations as follows:-

S.No	Designation	Pre-Revised Pay Scales	Revised Pay		
			Name of the Pay Band	Pay Band	Grade Pay
1	2	3	4	5	6
1.	Registrar	10000-15200	PB-3	15600-39100	6600
2.	Deputy Registrar	8000-13500	PB-3	15600-39100	5400
3.	Workshop Superintend	10000-15200	PB-3	15600-39100	6600
4.	Senior Medical Officer	10000-15200	PB-3	15600-39100	6600
5.	Lady Medical Officer	8000-13500	PB-3	15600-39100	5400
6.	Librarian	8000-13500	PB-3	15600-39100	5400
7.	System Analyst	8000-13500	PB-3	15600-39100	5400
8.	Programmer	8000-13500	PB-2	9300-34800	5400
9.	Assistant Registrar	6500-10500	PB-2	9300-34800	4200
10.	Estate Officer	6500-10500	PB-2	9300-34800	4200
11.	Assistant Librarian	6500-10500	PB-2	9300-34800	4200
12.	Foreman	6500-10500	PB-2	9300-34800	4200
13.	Supervisor	6500-10500	PB-2	9300-34800	4200
14.	Deputy Superintendent	5500-9000	PB-2	9300-34800	4200
15.	Junior Engineer	5500-9000	PB-2	9300-34800	4200
16.	Sr. Draftsman	5500-9000	PB-2	9300-34800	4200
17.	Assistant	5000-8000	PB-2	9300-34800	4200
18.	Telephone Operator-cum-Receptionist	5000-8000	PB-2	9300-34800	4200
19.	Jr. Accountant	5000-8000	PB-2	9300-34800	4200
20.	Head Cashier	5000-8000	PB-2	9300-34800	4200

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21.	Cashier	5000-8000	PB-2	9300-34800	4200
22.	Accounts Clerk	5000-8000	PB-2	9300-34800	4200
23.	Steno (Sr.)	5000-8000	PB-2	9300-34800	4200
24.	Pharmacist	5000-8000	PB-2	9300-34800	4200
25.	Staff Nurse	5000-8000	PB-2	9300-34800	4200
26.	Storekeeper Sr.	5000-8000	PB-2	9300-34800	4200
27.	Counter Asstt.	5000-8000	PB-2	9300-34800	4200
28.	Sr. Library Asstt.	5000-8000	PB-2	9300-34800	4200
29.	Technician Gr. A	5000-8000	PB-2	9300-34800	4200
30.	Resident Lady Warden	5000-8000	PB-2	9300-34800	4200
31.	Security Officer	5000-8000	PB-2	9300-34800	4200
32.	Assistant Draftsman	5000-8000	PB-2	9300-34800	4200
33.	Lab. Technician	4500-7000	PB-1	5200-20200	2800
34.	Steno (Jr.)	4000-6000	PB-1	5200-20200	2400
35.	Driver	4000-6000	PB-1	5200-20200	2400
36.	Tech. Grade B	4000-6000	PB-1	5200-20200	2400
37.	Pump Driver	4000-6000	PB-1	5200-20200	2400
38.	Tracer	3200-4900	PB-1	5200-20200	2000
39.	Steno Typist	3050-4590	PB-1	5200-20200	1900
40.	System Attendant	3050-4590	PB-1	5200-20200	1900
41.	Clerk	3050-4590	PB-1	5200-20200	1900
42.	Dresser	3050-4590	PB-1	5200-20200	1900
43.	Storekeeper Junior	3050-4590	PB-1	5200-20200	1900
44.	Store Munshi	3050-4590	PB-1	5200-20200	1900
45.	Lab Assistant	3050-4590	PB-1	5200-20200	1900
46.	Restorer	3050-4590	PB-1	5200-20200	1900
47.	Xerox Machine Operator	3050-4590	PB-1	5200-20200	1900
48.	Book Binder	3050-4590	PB-1	5200-20200	1900
49.	Matron	3050-4590	PB-1	5200-20200	1900
50.	Ferro Machine Operator	3050-4590	PB-1	5200-20200	1900
51.	Gas Man	3050-4590	PB-1	5200-20200	1900
52.	Duplicating Machine Operator	3050-4590	PB-1	5200-20200	1900
53.	Lab. Attendant	3050-4590	PB-1	5200-20200	1900
54.	Lib. Attendant	3050-4590	PB-1	5200-20200	1900
55.	Assistant Pump Driver	3050-4590	PB-1	5200-20200	1900
56.	W/S Attendant	3050-4590	PB-1	5200-20200	1900
57.	Daftri	2650-4000	-1S	4440-7440	1650
58.	Jamadar Peon	2650-4000	-1S	4440-7440	1650
59.	Cook-cum-Chowkidar	2650-4000	-1S	4440-7440	1650
60.	Dafedar	2610-3540	-1S	4440-7440	1400
61.	Store Mate	2610-3540	-1S	4440-7440	1400
62.	Female Attendant	2610-3540	-1S	4440-7440	1400
63.	Assistant Fitter	2610-3540	-1S	4440-7440	1400
64.	T. Mate	2610-3540	-1S	4440-7440	1400
65.	Head Mail	2610-3540	-1S	4440-7440	1400
66.	Jamadar Sweeper	2610-3540	-1S	4440-7440	1400
67.	Guest House Helper	2550-3200	-1S	4440-7440	1300
68.	Farash	2550-3200	-1S	4440-7440	1300
69.	Store Helper	2550-3200	-1S	4440-7440	1300
70.	Ground Man	2550-3200	-1S	4440-7440	1300
71.	Chowkidar	2550-3200	-1S	4440-7440	1300
72.	Peon	2550-3200	-1S	4440-7440	1300
73.	Farash-cum-Attendant	2550-3200	-1S	4440-7440	1300
74.	Cleaner	2550-3200	-1S	4440-7440	1300

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261

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- 3 -

75.	Sweeper	2550-3200	-1S	4440-7440	1300
76.	Sewer Man	2550-3200	-1S	4440-7440	1300
77.	Mali	2550-3200	-1S	4440-7440	1300
78.	Mali-cum-Chowkidar	2550-3200	-1S	4440-7440	1300
79.	T. Male	2550-3200	-1S	4440-7440	1300
80.	Beldar	2550-3200	-1S	4440-7440	1300
81.	Gas Plant Helper	2550-3200	-1S	4440-7440	1300

3. For those who are on higher scales of pay on account of grant of ACP benefits, the corresponding Revised Pay as per Section I of Part A of the I Schedule of CCS (Revised Pay) Rules, 2008 may be allowed.

4. For those who have joined the Institute as direct recruits on or after 1.1.2006, pay in the pay band i.e. entry pay in the revised pay structure for direct recruits appointed on or after 1.1.2006 has indicated in Section II of Part A of the First Schedule of the CCS Revised Pay Rules 2008 would apply. This will also be applied in the case of those recruited between 1.1.2006 and 29th August 2008 i.e. the date of notification of CCS (Revised Pay) Rules, 2008. In such cases, where the emoluments in the pre-revised pay scale(s) [i.e., basic pay in the pre-revised pay scale(s) plus Dearness Pay plus Dearness Allowance applicable on the date of joining] exceeds the sum of the pay fixed in the revised structure and the applicable dearness allowance thereon, the difference shall be allowed as personal pay to be absorbed in future increments in pay. Other provisions of the CCS (Revised Pay) Rules, 2008 shall also mutatis mutandis be followed.

5. The approval for the extension of 6th CPC Scales of Pay to the Non-teaching employees of NIT, Kurukshetra will be further subject to the following conditions:-

- i) While the 6th CPC Scale of Pay would be effective from 1.1.2006, the revised rates of all allowances will be paid only w.e.f. 1.9.2008.
- ii) The revised pay scales as incorporated in Part A (Section I & II) of the First Schedule to the Central Civil Services (Revised Pay) Rules, 2008, alone may be adopted. Any proposal for Revision of Pay based on the Revised Pay Scales as indicated in Part B of the First Schedule may be examined separately.
- iii) The pattern of emoluments i.e. Pay Scales and Allowances are identical to those of the Central Government Employees, and the other conditions of service of employees of Institute are similar to those in Central Government Departments;
- iv) As regards Career Progression Scheme, Institute may initiate necessary steps for obtaining the requisite approval of the Government of India before Implementation of the Modified Assured Career Progression (MACP) Scheme, based on recommendation of 6th Pay Commission, for the employees of the Institute.
- v) Any promotion either by way of ACP / fitment benefit, etc, given after 1.1.2006 which is not in accordance with the Government approved policy will be deemed to have been withdrawn and payment made recovered.
- vi) Up-gradation of any posts done on or after 1.1.2006 with or without retrospective effect which is not in conformity with the approved pay scale structure for such categories of employees under the Central Government would have to be reversed. Such employees may be placed in the appropriate revised pay band corresponding to their pre-revised scales of pay before such up-gradation.

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- vii) Upgradation of Pay Scale of existing posts / creation of new posts should be done only with the prior approval of the Ministry. Director of the Institute should ensure that, proposals for upgradation of pay scales / creation of new posts as recommended by the Governing Body of the Institute should not be implemented without the prior approval of the Ministry.
- viii) Any allowances like Overtime Allowance if at variance with Government of India will have to be brought in conformity with Government of India instructions. Any payment on account of OTA etc higher than the one admissible under Government of India Rules will have to be recovered by way of adjustment of arrears, etc.
- ix) The budgetary support for additional expenditure for implementation of the scales of pay w.e.f. 1.1.2006 will be as per the scale mentioned in Para - 4 of Ministry of Finance OM. No. 7/23/2008 - E III (A) dated 30th September 2008.

6. This mapping of scales of pay may be made effective from 1.1.2006, with the approval of BoG of the Institute. The revised pay in the pay band will be determined by multiplying the existing basic pay as on 1.1.2006 by a factor of 1.86 and rounding off the resultant figure to the next multiple of 10. If the minimum of the revised pay band/ pay scale is more than the amount arrived as mentioned above, the pay shall be fixed at the minimum of the revised pay band/ pay scale. Other provisions of the CCS (Revised Pay) Rules, 2008 shall also mutatis mutandis be followed.

7. This mapping of scale of pay would be applicable only for the present incumbents to the non-faculty posts in National Institute of Technology, Kurukshetra. New recruitments to any of the posts, in the Institute, in any manner, will be done only after approval of scales of pay for the Non-faculty cadre of NITs based on Sarangi Committee recommendations.

8. Now, the Institute may release the payment of second installment of arrears on account of pay revision of non-teaching employees Quasi-Government Organizations, Autonomous Organizations and Statutory Bodies etc. set up by and funded/controlled by the Central Government, according to the mapping of pay scales as approved above. This will be further subject to the conditions circulated vide this Ministry's letter No.23-30/2008-TS.III dated 14th October, 2009.

9. This issues with approval of the competent authority.

Yours faithfully,


(MADAN MOHAN)
DIRECTOR (NITs)
Telefax: 23387465

Copy to :

1. Chairman, Board of Governors, National Institute of Technology, Kurukshetra.
2. IFD, Ministry of Human Resource Development
3. Sr. PPS to Secretary, Department of Higher Education.
4. PS to JS (DL/T)

Item 19-25 To consider inclusion of a member belonging to SC/ST, Minority and Woman in the Selection Committees constituted for the Recruitment of members of staff.

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 Section 23 (5) (a, b, c and d) of the Statutes, various Selection Committees have been constituted for the recruitment of the members of the staff by advertisement or by promotion. However, the Composition of Selection Committees does not include the representation of the SC/ST, Minority as well as woman.

Now, the Government of India, Ministry of Personnel, Public Grievances & Pensions, Department of Personnel & Training, New Delhi vide Office Memorandum dated 8.1.2007 as well as dated 3.7.2009 has issued instructions for the inclusion of a Member belonging to SC/ST, Minority and Woman in the Selection Committees where the number of vacancies against which selection is to be made is 10 or more. However, where the vacancies are less than 10, no effort should be spared in including a SC/ST Officer/Minority community Officer/Lady Officer. The Government of India, Ministry of Human Resource Development, New Delhi vide letter dated 29.3.2007 and 22.4.2008 has also directed to implement these orders in the Institute. A copy of letters dated 8.1.2007, 3.7.2009 of DOPT and letters dated 29.3.2007 and 22.4.2008 are enclosed as Appendix - ~~XXV~~ from page 143 to 149.

In view of the above, the Institute may be allowed to include a member in the above said Selection Committees, belonging to SC/ST, Minority and woman whenever the recruitment of members of the Staff of the Institute is made in future. The Director may be authorized to prepare a panel for the said purpose.

The Board may consider and decide.

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APPENDIX-XXV
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ANNEURE - B

No. 39016/7(S)/2006-Estt (B)
Government of India
Ministry of Personnel, Public Grievances & Pensions
Department of Personnel & Training

New Delhi, 08th January, 2007

OFFICE MEMORANDUM

Subject:- ~~Prime Minister's New 15-Point Programme for the Welfare of Minorities~~-Measures to give special consideration to minorities in recruitment.

The undersigned is directed to invite attention to the instructions contained in this Department's O.M.No. 39016/9(s)/89-Estt.(B) dated 16th August, 1990 (copy enclosed) regarding inclusion of one member belonging to Scheduled Castes/Scheduled Tribes and one Member belonging to minority community in the Selection Committees/Boards constituted for making recruitment to Group 'C' and Group 'D' posts.

2. As the various Ministries/Departments etc. are aware, ~~the Prime Minister's New 15-Point Programme for the welfare of Minorities~~, inter-alia provides for giving special consideration to minorities in recruitment and for this purpose making the Selection Committees representative. Available evidence indicates that the representation of minorities in Government service and public sector employment is not satisfactory and certainly not in proportion to the population of the minorities. Government is committed to ensuring fair representation to the minorities in Government employment, including public sector enterprises, public sector banks and financial institutions and the Railways. To this end, it is expected that the Central and State Governments will give special consideration to minorities in appointments.

3. All heads of Departments, public sector enterprises, public sector banks and financial institutions, quasi-Government organizations,

191

-2-

autonomous bodies etc. and all appointing authorities may be instructed to scrupulously observe the following guidelines:-

(i) The composition of Selection Committees should be representative. It should be mandatory to have one member belonging to SC/ST and one member belonging to minority community in Selection Boards/Committees for making recruitment to 10 or more vacancies.

(ii) Where the number of vacancies against which selection is to be made is less than 10, efforts should be made to have the Scheduled Caste/Tribes officer and a Minority community officer included in such Committees/Boards.

(iii) Wide publicity should be given to all appointments in Government, public sector enterprises and public sector banks and financial institutions. Advertisements should be issued in the language(s) spoken by large number of people of the State/UTs, apart from English and Hindi. Further, for Group C & D level posts, having only basic qualifying requirements, information about vacancies for recruitment should also be disseminated through schools and colleges in that area, in addition to normal channels.

(iv) Where there is concentration of minority community population in local areas, the vacancy circular in local language may be distributed in those areas by suitable arrangements.

4. With a view to monitoring the trends in recruitment of minorities, all the Ministries/Departments are requested to submit Half Yearly/Annual Reports in the enclosed proforma-I and II respectively to this Department with a copy to Ministry of Minority Affairs. The report should include information in respect of their attached/subordinate

318
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192

offices/autonomous bodies also. The consolidated report in respect of all public sector enterprises and public sector banks and financial institutions will be sent by the Department of Public Enterprises and the Department of Economic Affairs respectively. Ministry of Home Affairs will furnish the consolidated data in respect of the Central Police Forces/Central Para Military Forces and also issue suitable guidelines to State Governments for recruitment/representation of Minorities in State Police Forces. Report for the half year ending 31st March shall be submitted by 30th April and that for 30th September by 31st October of every year in Proforma-I. The consolidated annual position for period ending 31st March shall be submitted by 30th April each year in Proforma-II. The first half yearly report shall be for the period ending 31st March, 2007.

5. It is further requested that the information relating to the total number of existing employees (Group-wise) and those belonging to minority communities, as on 31.03.2007 may also be furnished to this Department and the Ministry of Minority Affairs, alongwith the first half yearly report.

6. Similar instructions in respect of public sector enterprises and financial institutions, including public sector banks will be issued by the Department of Public Enterprises and Ministry of Finance respectively.

Hindi version will follow.

(C.B. Pillwal)

Joint Secretary to the Government of India

To

By name to Secretaries of All Ministries/Departments of Government of India.

No. 35021/2/2009-Estt.(C)
Government of India
Ministry of Personnel, Public Grievances and Pensions
(Department of Personnel and Training)

.....

North Block, New Delhi,
Dated the 3rd July, 2009.

OFFICE MEMORANDUM

Subject : Concerted effort to increase representation of women in Central Government jobs.

The undersigned is directed to say that the President's address to the joint Session of Parliament inter-alia, made the following commitment:

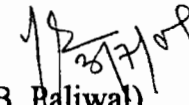
“ Concerted effort to increase representation of women in Central Government jobs”.

2. As a part of the Action Plan of this Department approved by the Minister of State for Personnel, Public Grievances & Pensions for implementing the above commitment, this Department has already issued instructions vide O.M. No.35021/2/2009-Estt.(C) dated 30th June, 2009 making it mandatory to have one woman member in the Selection Boards/Committees for making recruitment to 10 or more vacancies and where lady candidates are expected to be available for the service/post. under the Central Government. Even where the vacancies are less than 10, no effort should be spared in including a lady officer in such Committees/Boards.

3. In order to ensure that adequate lady candidates are attracted to Central Government jobs and to encourage them to apply for vacancies in the Central Government, it has now been decided that all advertisements/circulars for recruitment to Central Government jobs should invariably mention prominently that **“Government strives to have a workforce which reflects gender balance and women candidates are encouraged to apply.”**

4. Accordingly all Ministries/Depts./Recruiting agencies are requested to ensure that all vacancies advertisements/circulars for posts in Central Government contain the above message prominently. Every effort may also be made to give wide publicity to the extent

feasible about all women friendly policies and concessions/facilities available to women employees in the Central Government, while making recruitment to posts in the Central Government.


(C.B. Raliwal)
Joint Secretary

To:-

1. All Ministries/Departments.
2. UPSC.
3. SSC
4. Director General, Directorate of Advertising & Visual Publicity (DAVP), Sookhana Bhavan, CGO Complex, New Delhi, – with the request to ensure before release that all advertisements for vacancies in the Central Government contain the above message prominently.

316

Urgent

Immediate

N.I.T. KURUKSHETRA

Dy. No. 2293 Date 18/4/07

IR	DPD	DAC	DAd	CVD	CoE	C
E	M	EL	Co	Ph	Ch	Ma
Hu	CW	WU	SW	PC	PS	EDC
PE	CCN	PL	FCE	INO	I	GA
A	SO	EO	DS	PIS	PIO	MSA

No.A.33025/7/2007.TC

Government of India

Ministry of Human Resource Development

Department of Higher Education

Training Cell

Room No. 235, 'C' Wing, Shastri Bhawan

New Delhi, dated the 29th March, 2007

22/4/07

23/4

SS(B.A.)

23/4/07

23/4/07
CA-IV

To,

The Head of All Autonomous Bodies/PSUs/Subordinate Offices
Under the Ministry of Human Resource Development,

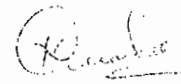
Subject :- Inclusion of a Member of Minority Community in Selection
Committees /Boards.

Sir,

In continuation of this Ministry's letter of even number dated 07.02.2007 I am directed to forward herewith a copy of O.M. letter No39016/7(S)/2006-Estt (B) dated the 8th January, 2007 from this Ministry of Personnel, Public Grievances and Pensions, New Delhi along with its enclosures on the subject mentioned above for information & compliance. It is requested that information called for therein may kindly be sent to this Ministry well in time, so that consolidated information may be sent to DoP&T/Ministry of Minority Affairs within the time prescribed in the said O.M.

Encl: As above

Yours faithfully,



(K.K. Mishra)

Under Secretary to the govt. of India

Copy to for information and necessary action to L-III-II-III/Minority Cell.

No.F.21 - 29 / 2008 - TS.III
Government of India
Ministry of Human Resource Development
Department of Higher Education

New Delhi, the 22nd April, 2008

To
The Director,
of all National Institutes of Technology (NITs)

Subject: Inclusion of one Member belonging to SC/ST and one Member belonging to Minority Community in all Selection Committee/Boards - regarding Sachar Committee.

Sir,

This is to inform that Department of Personnel & Training vide their Office Memorandum No.39016/9(S)/89-Estt./(B) dated 16.08.1990 (copy enclosed) made it mandatory to have one member belonging to SC /ST and one member belonging to minority community in Committee / Board constituted for making recruitment to ten or more vacancies in Group C or Group D posts / services. At the same time it was also stated in the above mentioned OM that no effort should be spared in finding a SC / ST Officer and a Minority Community Officer for inclusion of such Committee / Board in case the number of vacancies is less than ten. As such, you are requested to ensure the compliance of instructions of DOPT.

It may also be mentioned that the Sachar Committee constituted by the Government for preparation of the report on social, economic and education status of Muslim community of India had, inter-alia, made the recommendations that "It is imperative to increase the employment share of Muslims, particularly in context where there is a great deal of public dealing, where public visibility will endow the larger Muslim community with a sense of confidence and involvement and help them in assessing these facilities in larger numbers and greater proportion. To achieve this, efforts should be made to increase the employment share of Muslims amongst the teaching community, health workers, police personnel, bank employees and so on". A copy of this Ministry's D.O. letter No.11-8/2007-MC dated 7th September, 2007 is also enclosed in this regard for appropriate action.

It is requested that the action taken report in this regard may be furnished to this Ministry at an early date.

Yours faithfully,


(MADAN MOHAN)
Director (NIT)
Tel: 23387465
Fax: 23384345

Encls : As above

Copy to : Director (TC) w.r.t F.No.21-255/2007-TS.II dated 31-04-2008.

Item 19-2.4 To consider recommendations of the Committee for making payment to the faculty, administrative and non-teaching staff, who are directly/indirectly involved in the work relating to MBA and MCA Self Financing Courses.

The Institute is running two self-financing Courses i.e. one 2-Years MBA and 3-Years MCA Courses since 2006 and 2007 respectively. These courses are being run with the help of faculty, administrative and non-teaching staff as at present the regular staff has not been appointed for running of these courses. However, Lecturers for these courses are being engaged on contract basis from Semester to Semester.

The teaching and non-teaching associations are demanding the extra remuneration for the regular employees who are directly/indirectly involved in the work relating to these courses. A Committee was constituted at the Institute level to look into the matter. The Committee met several times and after due deliberation and consideration, the Committee has recommended the following for consideration:

1. An amount of 10% of tuition fee collected from the students of self-financing courses (i.e. MCA 1st, 2nd & 3rd year and MBA 1st and 2nd year at present) may be deducted as intutional overhead charges. The balance amount would be available to the courses for their expenditure.
2. 20% of the amount collected as specified in Sr. No. 1 above may be distributed among the faculty, administrative and non-teaching staff and the balance 80% may be treated as Institute Corpus Fund.
3. Amount to be distributed among the faculty, administrative and non-teaching staff in the ratio given at Annexure-I. The recommended amount in Annexure-I may be paid on pro-rata basis in case of any transfer/resignation/retirement etc. This may be reviewed every year in the month of July.
4. The payment to the faculty, administrative and non-teaching staff may be made twice in a year, one in the month of October/November and second in the month of March/April on the basis of the fees collected upto 30th September and 28th February respectively.
5. Payment to the faculty, administrative and non-teaching staff is to be restricted to only regular employee i.e. no payment is to be made to adhoc/contract employees (except SMO on contract basis) and those employed/full time posted for self-financing courses (i.e. MBA & MCA deptts. presently). However, in case of employees posted full time in self-financing courses, salary should be charged to self-financing courses.
6. Above recommendations (except those at Sr. No. 3) can be applied to any self-financing course which may be started in future. However, these recommendations shall not apply to refresher/special/training courses, summer/winter schools, seminars/conferences and faculty development programmes.

7. The faculty, administrative and non-teaching staff involved in Admission process be paid separately from the Admission charges, charged from the students. This payment will be in addition to the payment recommended above
8. This may be made effective from Academic Year 2009-10.

The recommendations of the Committee are enclosed as Appendix ~~XXIV~~ from page 150 to 158.

The Board consider and decide.

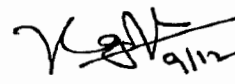
Confidential

OFFICE OF THE DEAN(P&D)
NATIONAL INSTITUTE OF TECHNOLOGY
KURUKSHETRA-136119

Dean(P&D)/132

Dated : 9.12.2009.

Enclosed please find herewith minutes of the Committee constituted vide noting on letter no. Acad./2009/- dated 24.9.2009 for deciding the payment of remuneration to the faculty, administrative and non-teaching staff who are directly/indirectly involved in the work relating to MBA and MCA programmes:


(Krishna Gopal)
Dean(Plg. & Dev.)


Encl : A/a.

Director


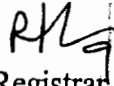
Dated : 9.12.2009.

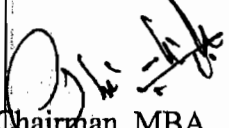
1. Dean(P&D)
2. Dean(Academic)
3. Registrar
4. Chairman, Deptt. of Business Administration
5. Chairman, Deptt. of Computer Applications
6. D.R. (Acs.)

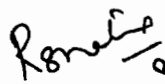

1. An amount of 10% of tuition fee collected from the students of self-financing courses (i.e. MCA 1st, 2nd & 3rd year and MBA 1st and 2nd year at present) may be deducted as institutional overhead charges. The balance amount would be available to the courses for their expenditure.
2. 20% of the amount collected as specified in Sr.No. 1 above may be distributed among the faculty, administrative and non-teaching staff and the balance 80% may be treated as Institute Corpus Fund.
3. Amount to be distributed among the faculty, administrative and non-teaching staff in the ratio given at Annexure - I. The recommended amount in Annexure - I may be paid on pro-rata basis in case of any transfer/resignation/retirement etc. This may be reviewed every year in the month of July.
4. The payment to the faculty, administrative and non-teaching staff may be made twice in a year, once in the month of October/November and second in the month of March/April on the basis of the fees collected upto 30th September and 28th February respectively.

 Gerald
9/12/09

5. Payment to the faculty, administrative and non-teaching staff is to be restricted to only regular employee i.e. no payment is to be made to adhoc/contract employees (except SMO on contract basis) and those employed/full time posted for self-financing courses (i.e. MBA & MCA deptts. presently). However, in case of employees posted full time in self-financing courses, salary should be charged to self-financing courses.
6. Above recommendations (except those at Sr.No. 3) can be applied to any self-financing course which may be started in future. However, these recommendations shall not apply to refresher/special/training courses, summer/winter schools, seminars/conferences and faculty development programmes.
7. Those faculty, administrative and non-teaching staff involved in Admission process be paid separately from the Admission charges, charged from the students. This payment will be in addition to the payment recommended above.
8. This may be made effective from Academic year 2009-10.


DR(Accounts)
9/12/09

Registrar


Chairman, MBA
Ashwini Jami
Dean(Academic)


Chairman, MCA
9/12/09

Dean(P&D)

Statement of Distribution of Amount of the self-financing courses					
Sr. No.	Department	Designation	No. of empl	Amt allocated	Remarks
	Director Office		5		
	Dr./Shri/Smt.				
1	M N Bandyopadhyay	Director		2.7	
2	Sushma Arora	Jr. Stenographer		0.45	
3	Ravinder Kumar	Sr. Stenographer		0.45	
4	Jagdev	Peon		0.25	
5	Sandeep Kumar	Peon		0.25	4.1
	DEANS/Chairmen		5		
1	Krishan Gopal	Dean(P&D)		1.8	
2	S P Jain	Dean(R&C)		1.8	
3	V K Arora	Dean(Students Welfare)		1.8	
4	T K Garg	Dean(Faculty welfare)		1.8	
5	P J Philip	Chairman, MBA		2.2	
6	R S Bhatia	Chairman MCA		2.2	
7	Deepika	Clerk cum steno		0.4	12
	Registrar Office		2		
1	R P S Lohchab	Registrar		1.8	
2	Prem Kumar	PA to Registrar		0.45	2.25
	Acs Section		17		
1	Sunil Kumar Sharma	DR(Acs.)		0.95	
2	T R Aggarwal	DS		0.75	
3	G K Chawla	DS		0.75	
4	Jeet Ram	JA		0.75	
5	Prabhu Dyal	Head Cashier		0.48	
6	Deewan Chand	Asstt.		0.48	
7	Gopal Krishan	Asstt.		0.55	
8	Sushma Rani	Asstt.		0.48	
9	Suman Lata	Sr. Stenographer		0.48	
10	Urmil	Acs Clerk		0.48	
11	Kamlesh	Acs Clerk		0.48	
12	Sat Prakash	Cashier		0.39	
13	Rajeev Saini	Clerk		0.39	
14	B. Ravinder	Clerk		0.39	
15	Shashi Bala	Clerk		0.39	
16	Jai Singh	Daftri		0.27	
17	Phoola Ram	Peon(Beldar)		0.27	8.73
	GA/Estt. Section		12		
1	G R Samataray	DR(GA & L)		0.90	
2	Jagat Ram	DS		0.70	
3	Jagir Dass	DS		0.70	
4	Surya Lal	Asstt.		0.43	
5	Ranbir Singh	Asstt.		0.43	
6	Mahender Pal	Asstt.		0.43	
7	Shashi Bala	Asstt.		0.43	
8	Uttam Kumar	Clerk		0.34	
9	Seema Sharma	Clerk		0.34	
10	Raj Kumar	Clerk		0.34	
11	Amar Preet Kaur	Clerk		0.34	
12	Ketki Rani	Receptionist		0.43	
13	Dharamvir	Asstt.		0.43	6.24

Dealing Hand





	Academic Section		9	
1	R K Bansal	Dean (Acad.)		1.80
2	Ashwani Jain	Prof.-in-charge Acad.		1.05
3	B R Kadian	DR(Acad.)		0.95
4	Smt. Neelam Kumari	Jr. Stenographer		0.48
5	Tara Chand	Asstt.		0.48
6	Swaran Chawla	Asstt.		0.48
7	Satbir Singh	Asstt.		0.48
8	Ranjeet Singh	Asstt.		0.48
9	Devender Gaur	Clerk		0.39
	Store		5	
1	J L Moudgil	Stores Officer		0.70
2	Bhim Chand	Acs. Clerk		0.43
3	Shashi Gaur	Sr. Stenographer		0.43
4	Bharat Bhushan	Clerk		0.34
5	Pawan Kumar	Store helper		0.24
	Library		15	
1	Krishan Gopal	Librarian		1.05
2	Sumer Chand	Lib. Att.		0.36
3	Raj Kumar	Counter Asstt.		0.45
4	TD Batra	Counter Asstt.		0.45
5	Arjun singh	Restorer		0.45
6	Harmesh Lal	Restorer		0.45
7	Mehender Singh	Lib att.		0.36
8	Padam Kumar	Restorer		0.45
9	Randhir Kumar	Lib att.		0.36
10	Virender Singh	Lib att.		0.36
11	Deepak Kumar Mehta	Zerox Operator		0.36
12	Laikh Singh	Book Binder		0.36
13	Balbir Singh	Cleaner		0.36
14	Ram Kishan	Cook-cum-Chowkidar		0.36
15	Swapan Kumar Biswas	Lib att.		0.36
	Health Centre		6	
1		Doctor		1.00
2	Guishan Kumar	Pharmacist		0.45
3	Dinesh Dhingra	Pharmacist		0.45
4	Sushma	Staff Nurse		0.45
5	Surinder Kumar	Lab. Technician		0.45
6	Om Prakash Aneja	Dresser		0.45
	Estate/Elect. & Civil Mtc.		81	
1	S K Sharma	Dean(Estate)		1.80
2	C P Bansal	Prof.-in-charge(Elect. Mtc.)		1.05
3	V P Singh	Prof.-in-charge(Civil)		1.05
4	S N Kaushik	Estate Officer		0.80
5	D K Kaushik	AE		0.80
6	Sunita Verma	Asstt.		0.43
7	Seema Arora	Acs. Clerk		0.43
8	Arun Mittal	Clerk		0.34
9	Kanti Lal	Peon		0.24
10	Birmati	Peon		0.24
11	Sumer Chand	Electrician		0.34
12	Rai Singh	Electrician		0.34
13	Bhawan Dass	Carpenter		0.34
14	Sham Lal	Carpenter		0.34
15	Sohan Lal	Carpenter		0.34

[Handwritten signatures and initials]

16	Surjeet Singh	Plumber		0.34
17	Ram Pal	Plumber		0.34
18	Dharamvir	Mason		0.34
19	Harbhajan Singh	Mason		0.34
20	Om Vir	Mason		0.34
21	Raghubir Ram	T.Mate		0.24
22	Satish Kumar	Pump Driver		0.24
23	Mihan Singh	Pump Driver		0.24
24	Sham Singh	Asstt. Pump Driver		0.24
25	Ram Kumar	Asstt. Pump Driver		0.24
26	Siri Ram Singh	Painter		0.24
27	Tikka Ram	Sewer Man		0.24
28	Inder Jeet	Sewer Man		0.24
29	Zila Ram	Sewer Man		0.24
30	Kuldeep Singh	Mali		0.22
31	Surjan	Mali		0.22
32	Ram Newal	Mali		0.22
33	Jagroop	Mali		0.22
34	Ram Kuamr	Mali		0.22
35	Satpal	Mali		0.22
36	Naresh Kumar	Mali		0.22
37	Shashi Devi	Mali		0.22
38	Jai Pal	Mali		0.22
39	Raj Bala	Mali		0.22
40	Karam Singh	Beldar		0.20
41	Harbhajan Singh	Beldar		0.20
42	Chander Bahadur	Beldar		0.20
43	Chhote Lal	Beldar		0.20
44	Mange Ram	Sweeper		0.24
45	Arjun singh	Sweeper		0.24
46	Sube Ram	Sweeper		0.24
47	Jaswant Rai	Sweeper		0.24
48	Manphool	Sweeper		0.24
49	Amar Singh	Sweeper		0.24
50	Sunil Kumar	Sweeper		0.24
51	Suresh Kumar	Sweeper		0.24
52	Anguri Devi	Sweeper		0.24
53	Prakash Devi	Sweeper		0.24
54	Kailasho Devi	Sweeper		0.24
55	Raj Kumar	Sweeper		0.24
56	Jia Lal Shah	Dafedar		0.24
57	Vijay Kumar	Asstt. Pump Driver		0.24
58	Raj Kumar	Asstt. Pump Driver		0.24
59	Kapoor singh	Asstt. Pump Driver		0.24
60	Milap Chand	Chowkidar		0.24
61	Buru Ram	Chowkidar		0.24
62	Vijay Bahadur	Chowkidar		0.24
63	Lizza Ram	Chowkidar		0.24
64	Subhash	Beldar		0.20
65	Kamla Prasad	Chowkidar		0.24
66	Mange Ram	Chowkidar		0.24
67	Jag Narain	Chowkidar		0.24
68	Krishan Ram	Mali		0.22
69	Dhan Singh	Chowkidar		0.24
70	Krishan Lal	Chowkidar		0.24
71	Ram Pal	Chowkidar		0.24
72	Hari Chand	Chowkidar		0.24
73	Swarn Singh	Chowkidar		0.24
74	Shri Ram	Chowkidar		0.24
75	Rajesh Kumar	Chowkidar		0.24

Handwritten signatures and initials at the bottom of the page, including "Raj", "Shri", "Raj", and "Rajesh".

76	Raghubir Singh	Chowkidar		0.24	
77	Sukh Dev Singh	Chowkidar		0.24	
78	Bichitra Kumar Mahapatra	Chowkidar		0.24	
79	Rakesh Kumar Meena	Chowkidar		0.24	
80	Santosh Kumar Meena	Chowkidar		0.24	
81	Rajender Kumar	Chowkidar		0.24	24.8
	CCN		2		
1	J S Lather	Prof.-in-charge CCN		1.05	
2	Jagan Nath	System Analyst		0.85	1.9
	Sports		5		
1	R K Sharma	Dir. of Sports		1.00	
2	Zile Singh	Lecturer		1.00	
3	Hirdey Ram	Grounds Man		0.25	
4	Parvati Devi Meena	Grounds Man		0.25	
5	Main Pal Singh	Grounds Man		0.25	2.75
	Examination		5		
1	Rajender Kumar Deswal	Controller of Exam		1.80	
2	Subodh Ranjan	Prof.-in-charge Secrecy		1.00	
3	Meenu	Prof.-in-charge Conduct		1.00	
4	Vikas Choudhary	Prof.-in-charge Result		1.00	
5	V P Gaur	DS		0.72	5.52
	Hostel/G.Hostel		11		
1	S N Sachdeva	Chief Warden		1.50	
2	Lillie Dewan	Lady Chief Warden		1.50	
3	Saroj Bala	Lady Warden		0.45	
4		Dy. C. Warden		1.00	
5		DCW		1.00	
6		DCW		1.00	
7	Veena Rani	Matron		0.36	
8		Warden		0.90	
9		Warden		0.90	
10		MMCA		0.45	
11		MMCA		0.45	9.51
	Training & Placement		3		
1	S M Gupta	Prof.-in-charge		1.00	
2	Hemant Kumar	Clerk		0.36	
3	Sheetal Prasad	Peon		0.25	1.61
	Others		1		
	Prithvi Raj	Driver		0.45	0.45
					98.38
	Undistributed share				1.62
			184		100

DR(Acs.)

REGISTRAR

HOD(MBA)

HOD(MCA)

Dean(Acad.)

Dean(P&D) & Chairman, Committee

Item No: 19.27 To consider the amended House Allotment Rules of the National Institute of Technology, Kurukshetra.

The existing House Allotment Rules of the Institute are in force w.e.f. 01.10.2004. The Board of Governors decided in their 15th meeting held on 18.05.2009 that the House Allotment Rules of the Institute are to be revised in view of the revised pay scales as per 6th Pay Commission Report of the Govt. of India.

The amended House Allotment Rules as recommended by a committee under the chairmanship of Dr. S.P. Jain, Professor in Elect. Engg. Deptt. and Dean (R & C) are enclosed as Appendix-~~xxvii~~ from page 160 to 179. The major changes are contained in Appendix-~~xxviii~~ from page 180 to 181.

The Board may consider & approve the amended House Allotment Rules of the Institute.

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

HOUSE ALLOTMENT RULES

APPLICABILITY	Clause-1	These Rules shall govern the allotment of houses to the employees of the Institute.
DEFINITIONS	Clause-2	<p>In these Rules unless the context otherwise requires:-</p> <ul style="list-style-type: none">i) "INSTITUTE" means the National Institute of Technology, Kurukshetra.ii) "DIRECTOR" means the Director of the Institute.iii) "EMPLOYEE" means an employee of NIT, Kurukshetra.iv) "HOUSE" means a Residential house of NIT, Kurukshetra.v) "ALLOTTEE" means an employee to whom a house has been allotted.vi) "FAMILY" means the spouse, children, parents, brothers & sisters dependent on, and residing with the allotteevii) "SENIORITY" means seniority of an employee for the purpose of allotment of a house as decided under these rules.viii) "PAY" means the sum of the pay in the pay band and the grade pay of the allotteeix) "LICENCE FEE" means the amount payable by the allottee as licence fee for a house allotted to him/her under these rules exclusive of fan, water and other charges.x) "PENAL RENT" the licence fee charged from an unauthorized occupant as per clause-19.
ELIGIBILITY	Clause-3	An employee's eligibility for allotment of a category of house shall be as approved by the Board of Governors of the Institute from time to time.
SENIORITY CRITERIA	Clause-4	<ul style="list-style-type: none">i) The allotment will be made in order of seniority.ii) For the purpose of allotment of a house of any type in a category, seniority amongst all eligible employees shall be in accordance with the date when an employee becomes eligible as per the rules in force for that category of houses. The seniority amongst teachers shall be determined in accordance with the provisions of



Inter Departmental Seniority Rules as approved by the Board of Governors in their meeting held on 29.6.1990 which are as given below:

- a) By the length of continuous service, whether permanent/ temporary against regular vacant posts, or temporary against a leave vacancy.
- b) In case of teachers joining on the same date, their inter-se-Seniority shall be determined as under:-
 - i) In case of a tie between internal teacher and external teacher- by the amount of pay. The teacher recommended with a higher pay shall have precedence over the teacher selected with lower pay and where the pay is same the internal teacher shall be senior.
 - ii) In case of a tie between two external teachers, the seniority shall be determined by pay and in case of same pay by age - the older being senior.
 - iii) In case of a tie between two internal teachers - by length of service in the immediate lower teaching posts. Where this length of service is also the same, seniority between them shall be determined by age - the older teacher taking precedence over the younger teacher.
- iv) If the category of the house to which a teacher is entitled is not available, he is considered eligible for allotment of a house of lower category . For such allotment a teaching staff member holding higher post shall be allotted a lower category of house provided he/ she joined the services of the Institute before other employees eligible for that category of house. However, for the allotment of DBU type houses, a teaching staff member holding higher post shall be considered senior to all other lower post employees.
- v) In case of non-teaching employees, the seniority of an employee for the purpose of house allotment shall be decided on the basis of total length of service in the category to which the quarter belongs, plus a credit of $1/4^{\text{th}}$ of the length of service in the previous lower category subject to a maximum of 3 years. This criterion for deciding seniority shall be applicable in case of such employees who are promoted/upgraded due to revision of pay scales or otherwise from time to time and if there is a tie between two or more eligible employees for the allotment of a house. However, if the tie still remains



undecided – the senior between them shall be determined by age – the older being senior to the younger.

A list of all eligible employees according to seniority shall be maintained by the Estate Officer and the list is to be reviewed from time to time (January/July).

Clause-5 An employee shall maintain his/her seniority in the category of houses to which he/she is eligible for further allotment whether he/she accepts allotment of a lower category house under Clause 4(iii) or joint allotment under Clause-14 or does not accept under any of these two clauses.

Clause-6 If husband and wife both are the employees of the Institute then only one house shall be allotted to them. But this Clause shall not apply where the husband and wife are residing separately in pursuance of an order of judicial separation made by a Court.

Clause-7 If two allottees marry each other, they shall surrender one of the two houses within one month of the marriage failing which allotment of the lower type of house shall be deemed to have been cancelled on expiry of the aforesaid period of one month and where both the houses are of the same type the allotment of one of these houses shall be deemed to have been cancelled.

PRIORITY Clause-8 For the following category of staff, their presence in the Campus is considered essential; and as such they can be allotted houses on priority basis.

1. Professor of Training, Placement & Proctor
2. Registrar
3. Medical Officers
4. Deputy Registrars
5. Librarian
6. Estate Officer
7. Jr. Engineers - JE-C, JE-E & JE-(Mech. & PH)
8. Deputy Superintendents to Director (two)
9. Security Officer
10. Senior Store Keeper (Estate)

3
ERSH
SP

11. Three Nos. residences for Para Medical Staff (Pharmacist, Staff Nurse, Lab. Technician, Dresser, Female Attendant) at the discretion of SMO
12. Vehicle Drivers (two)
13. Pump Drivers (two)
14. Generator Operator
15. Plumbers (two)
16. Electricians (two)
17. Girls Hostel Matron
18. Library Attendants (two)
19. Computer System Attendants (two)
20. Sewermen (two)

DBU type houses can be allotted on priority basis to employees from SNo 1 to 6 . And respective eligible category of houses can be allotted on priority basis to employees from Sr.No.7 to 20.

However, these employees shall maintain their seniority for the allotment of eligible category of houses as per Clause-4. Further, House No. AD-3 shall remain earmarked for the Registrar of the Institute.


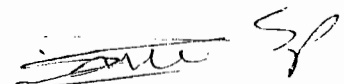
If any other category of staff is to be included in essential services in future, the approval of the Board of Governors be obtained for the same.

The powers to allot the houses under these rules shall vest with the Director. However, the Director may appoint House Allotment Committees (HAC) separately for Teaching and Non-Teaching employees to advise him on all matters relating to the allotment of houses and also delegate to such committees or an Officer of the Institute any of the powers and functions conferred on him under these Rules subject to such conditions as he/she may deem fit. These Committees may comprise of:-

Teaching	Non-Teaching
1. One Professor by rotation in order of seniority acting as Chairman	Registrar/ Chairman

ALLOTMENT
COMMITTEE

Clause-9

4  

- | | |
|--|---|
| 2. Estate Officer acting as
Member-Secretary | Estate Officer
acting as
Member- |
| Secretary | |
| 3. One Assistant Professor
teaching
by rotation in
order of seniority
rotation | One Non-
technical staff
member by
in order of
seniority. |
| 4. One Lecturer by rotation
teaching
in order of seniority
rotation | One Non-
ministerial staff
member by
in order of
seniority. |
| 5. A representative of
of the
Teachers Association | A representative
Karamchari
Sangh. |

The Committee shall have a tenure of one year from 1st January to 31st Dec. The Estate Officer will implement the decisions of the Committee on approval by the Director.

ALLOTMENT

Clause-10

An allotment order shall be issued by the Estate Officer to each allottee. An allotment once made, shall not ordinarily be disturbed.

Clause-11

An allotment shall be effective from the date the house is occupied by the allottee and shall continue until:

- a) It is cancelled or is deemed to have been cancelled under these Rules
OR
- b) It is surrendered by the allottee.

Clause-12

If an employee is allotted a house in response to his/ her application for the same, he/ she shall intimate the acceptance of the allotment, in writing, to the Estate Officer within seven days from the date of the allotment letter.



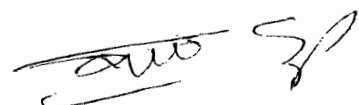
In case he/she fails to accept the allotment within seven days it shall stand cancelled. Such allottees as above and those who relinquish a house within one month after having accepted it, shall not be entitled to House Rent Allowance for a period of six months and will not be entitled for house

		allotment for a period of one year.
RE-ALLOTMENT WITHIN SAME CATEGORY OF HOUSE	Clause-13	<p>The Estate Officer may anticipate the house likely to be vacated and should notify the same for allotment at least 8 days prior to the date it is likely to be vacated so that the time in the occupation of the house is not wasted.</p> <p>Re-allotment within the same type of houses will ordinarily be avoided.</p> <p>In case of teaching staff, re-allotment/shifting from double storeyed BA/BB type houses to single storey BB type houses & vice-versa and from double storeyed CA/CB type houses to single storey CB type houses and vice-versa may be allowed on the basis of seniority.</p>
JOINT ALLOTMENT	Clause-14	<p>As a temporary measure in order to meet the shortage in residential accommodation, an employee may be allotted a house jointly with one or more other employees or an employee may if he/she so chooses share the house allotted to him/her with one or more other employees of his/her own choice in which case such employees shall be deemed to be joint allottees and the licence fee chargeable from each such allottee shall be as approved by the Director from time to time. Such joint allottees shall not be entitled to any House Rent Allowance and they shall maintain their seniority in the category of houses to which they are eligible for further allotment.</p>
FITNESS FOR OCCUPATION	Clause-15	<p>The Estate Officer of the Institute shall certify after proper verification that the house allotted to an allottee is fit for occupation.</p>
OCCUPATION	Clause-16	<p>An allottee shall occupy the house allotted to him/ her and hand over the previously occupied house, if any, within 15 days from the date of issue of the allotment order for the new house or from the date of issue of the notice to him/her that the house is fit for occupation, whichever is later, failing which the allottee shall be charged with licence fee for the house at the rate of 20% of his/her pay.</p>
FITTINGS & FIXTURES	Clause-17	<p>On occupation/ vacation of a house, the occupant shall be required to sign an Inventory of the Fittings and Fixtures in the house.</p>
ALLOTMENTS PRIOR TO THESE RULES	Clause-18	<p>All allotments of houses made before the commencement of these rules shall be deemed to have been duly made under these Rules. However, if any conditional allotment was made earlier, such allotment shall continue to be governed by the</p>

CANCELLATION OF ALLOTMENT	Clause-19	<p>conditions laid down in the allotment order.</p> <p>If after the cancellation of an allotment under any of these Rules, the house is not vacated within the stipulated period, the occupant shall be considered as an unauthorised occupant. If a house remains in un-authorized occupation of an allottee, penal rent for the house at the following rates as also water and other charges shall be charged for the period of unauthorized occupation without pre-judice to any other action that may be taken against the allottee.</p> <p>i) Upto three months of unauthorized Occupation25% of pay</p> <p>ii) For next three months of unauthorized Occupation50% of pay</p> <p>iii) Thereafter till the vacation of house100% of pay</p>
TEMPORARY ALLOTMENT	Clause-20	<p>An employee may be permitted temporary allotment of any vacant house for a period not exceeding ten days for ceremonial or religious purposes on payment @ normal/ceiling licence fee of that house.</p>
LICENCE FEE AND WATER CHARGES	Clause-21	<p>An allottee shall pay licence fee and water charges at the rates fixed by the Institute from time to time which shall be deducted by the Account Section of the Institute from the salary of the allottee.</p>
LICENCE FEE CHARGEABLE FROM ALLOTTEE UNDER SUSPENSION	Clause-22	<p>An allottee who has been placed under suspension shall be charged licence fee at the rate prescribed by the Institute.</p>
RETENTION OF HOUSE DURING LEAVE	Clause-23	<p>An allottee on Study Leave, Industrial Training, QIP Leave, Deputation, Extraordinary Leave, or Sabbatical Leave may be permitted to retain his/her house provided his/her family continues to occupy the house upto the following periods from the commencement of his/her leave/deputation and on payment of normal licence fee:</p> <p>a) If the employee proceeds on Industrial Training/ Sabbatical Leave.....maximum 1 year</p> <p>b) If the employee proceeds on Study /QIP Leave In India/Abroad.....maximum 3 years</p>

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		c)	If the employee proceeds on Deputation/ EOL/ Lien.....1 year or period of Deputation/ EOL/ LIEN whichever is less.
SUBLETTING	Clause-24		Subletting of a house or a portion thereof is not permitted under any circumstances.
	Clause-25		If an allottee sublets a house or any portion thereof, then without prejudice to any other action that may be taken against the allottee, the allotment of the house shall be cancelled and the allottee shall be debarred from any allotment of house for a period of two years.
NOTICE FOR VACATING HOUSE VACATION REPORT	Clause-26		An allottee shall give notice of his vacating the house on leaving the Institute in writing to the Estate Officer of the Institute atleast ten days in advance. If he/she fails to do so, the allottee shall be responsible for payment of licence fee for the number of days by which the notice given falls short of 10 days. An allottee shall submit vacation report to the Estate Officer of the Institute which shall be acknowledged on the same date.
	Caluse-27		If an allottee dies while in service, his/ her family may be permitted to retain the house for three months from the date of his/ her death, free of rent. In hard and exceptional circumstances the Director may allow to retain the house for a period of another three months free of rent. In the event of appointment of the ward of the deceased on compassionate ground, the ward so appointed will be allotted a house as per his/ her entitlement and seniority. This, however, shall not apply to such wards who have been allotted houses before the approval of these rules by the Board of Governors.
RETIREMENT	Clause-28		If an allottee retires from the services of the Institute, he/she may be permitted to retain the house for a period of three months. However, in hard and exceptional circumstances the Director may allow extension upto a period of another three months on normal licence fee. After the expiry of the permitted period, the allotment shall be deemed to cancelled and the house shall be under unauthorised occupation of the retired employee. The penal rent in such cases will be as under:
		i)	Upto 3 months of unauthorized Occupation..@ 25%of pay

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		ii)	For next three months of unauthorized Occupation @50% of pay
		iii)	After the expiry of 12 months if the accommodation is not vacated , besides any other action that may be taken for getting the house vacated, the employee will be liable to pay penal licence fee @ 100% of pay which the employee was drawing at the time of retirement for the remaining period till the vacation of the house.
TERMINATION OR RESIGNATION	Clause-29		If any allottee's service with the Institute is terminated or if he/ she resigns from the services of the Institute, he/ she may be permitted to retain the house for three months after the date of his/ her relieving from the Institute on payment of normal licence fee and water and other charges.
PROPER USE	Clause-30		An allottee shall use the house strictly for the purpose of residing of self and his/ her family, and shall maintain the house and the compound in a clean and hygienic condition.
	Clause-31		An allottee shall not be permitted cutting of trees planted in the compound of the house or plantation therein without the consent of the Estate Officer of the Institute.
	Clause-32		An allottee shall ensure that no water is wasted by leakage in the water supply fittings or by careless or extravagant use of the same. He/she would report to the Institute any damage to or defect in the buildings, water supply and sanitary installations in the house for necessary repairs.
ADDITIONS & ALTERATIONS TO BUILDINGS ETC.	Clause-33		An allottee shall not make any addition or alteration to the building, fittings or electrical installations or make any unauthorized construction or make extensions to the electric or water supply lines without the specific permission of the Director.
CATTLE AND PET ANIMALS	Clause-34		No cattle, poultry etc. shall be kept in the house or in its compound. Care should be taken to ensure that pet animals do not cause any inconvenience to others.
INFLAMMABLE MATERIALS	Clause-35		No inflammable material in bulk should be stored in the houses or in their compounds.
DAMAGES/THEFT	Clause-36		An allottee shall be personally responsible for any damage beyond normal wear and tear of the fixtures, sanitary fittings, electrical installations, furniture, fencing etc. provided in the house or theft of any of these items during the period of his/her occupation of the house.



MAINTENANCE	Clause-37	An allottee shall allow the maintenance staff of the Institute or the workers of authorized Contractors to have access to the house at all reasonable hours to inspect the building, water, sanitary or electrical installations and fixtures and furniture to carry out such repairs etc. In all such cases the Institute will as far as possible arrange to send prior intimation to the allottee.
INFECTIOUS DISEASE	Clause-38	Incidence of any infectious disease to any of his family members shall be reported by the allottee to the Medical Officer of the Institute immediately and all precautions shall be taken to prevent spreading of the infection.
BREACH OF RULES	Clause-39	<p>If an allottee commits any breach of these rules or the terms & conditions of the allotment or uses the house or permits it to be used for the purpose other than what is stated under Clause-30 or conducts himself/herself in a manner which in the opinion of the Director is pre-judicial to the maintenance of harmonious relations with the allottee's neighbours or peace on the campus or if it is found that the allottee has knowingly furnished incorrect information in any application or written statement with a view to securing the allotment, the Director may without prejudice to any other disciplinary action that may be taken against the allottee -</p> <ol style="list-style-type: none">Cancel the allotment of house;Declare the employee in-eligible for any fresh allotment of a house for a period ranging from one year to three years; and Declare the employee ineligible for House Rent Allowance upto six months.An employee violating the House Allotment Rules will be liable to conduct and disciplinary rules of the Institute.
NOISE POLLUTION	Clause-40	The allottee shall not cause noise pollution in the campus. Use of Loud Speakers between 11.00 PM to 5.00 AM is prohibited.
RESERVATION	Clause-41	The Director may, if he deems it necessary reserve or set aside a particular house or a set of houses for any specific purpose.
HARDSHIP	Clause-42	Hardship may be caused to an employee due to serious medical grounds such as severe tuberculosis, heart ailments; and serious physical disabilities etc. Such an employee can apply to



the Director for the allotment of a house for which he/ she is entitled by relaxing HA Rules.

If the Director is satisfied that the operation of any of these rules may cause undue hardship in a particular case he/she may dispense with or relax the Rule(s) to such an extent and in such a manner as he/she may consider necessary.

On any question of interpretation of these Rules, the decision of the Director shall be final and binding.

INTERPRETATION

Clause-43

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SCHEDULE- I (A)

Teachers and Officers Houses

S. NO.	Eligible Class	Category of house	Type of house	Plinth Area (Sq. Ft.)	No of Houses
1.	Director.	A	A	2250+Office(GF) 1098 (FF)	1
2.	Professors.	B	BA	2250	6
			BB(SS)*	1820	8
			BB(DS)*	1700 + Garage	8
			BC	1660 + Garage	6
3.	(a) As per designations upto 31.12.05 – Assistant professors, Lecturers (Selection Grade) and Lecturers (Senior scale). (b) As per designations after 31.12.05 – Associate Professors, Assistant Professors with Academic Grade Pay of Rs 8000/-, Rs 7000/-. (c) Registrar, Senior Medical Officer, Workshop Supdt., and all those officers who are entitled for DB type houses (as listed under 4(c) below) and have put in 8 years of continuous service.	C, D, AD	CA	1550 + Garage	13
			CB(SS)*	1380	4
			CB(DS)*	1400 + Garage	5
			CC	1300	12
			DA	1020	15
			AD(A)	1394	4
4.	(a) As per designations upto 31.12.05 – lecturers. (b) As per designations after 31.12.05 – Assistant Professors with Academic Grade Pay of Rs 6000/-. (c) Librarian, Dy. Registrars, Medical Officers, Estate Officer, Stores Officer, Lecturer Physical Education, Director of Sports, Foreman, System Analysts, Programmers, Assistant registrars, Assistant librarians.	D	DBL	922	34
			DBU	922	34
5.	Research Associates, Research Fellows, Pool Officers etc. on contract basis employed against research projects.	D	DBU		
6.	All mentioned against Sr.No. 4 & 5 above and married Research Scholars, married M.Tech. Students.	TF	TF	375	24

*SS = Single storey

*DS= Double storey

TOTAL: 176

The above Academic Grade Pay criteria will be revised on notification of next pay revision for Teachers and Officers of NIT's.

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SCHEDULE- I (B)


Non-Teaching Employees Houses

S. No.	Eligible Class	Category of houses	Type of houses	Plinth Area (Sq. Ft.)	No. of Houses
1.	(a) Employees who had, during period from 01.01.96 to 31.12.05, a pay scale with a starting pay of Rs. 5500/-; and prior to 01.01.96, employees who had such corresponding pay scales. (b) Sr Draftsmen, Junior Engineers, Deputy Supdts. and Supervisors. (c) Employees having Grade Pay more than Rs. 4200/- and less than Rs. 5400/- wef 01.01.06.	E	EL EU	840 840	12 12
2. (i)	(a) Employees who had, during period from 01.01.96 to 31.12.05, a pay scale with a starting pay of Rs. 3050/- or more but less than Rs 5500/-; and prior to 01.01.96, employees who had such corresponding pay scales. (b) Employees having Grade Pay of Rs. 1900/-, Rs. 2000/-, Rs. 2400/-, Rs. 2800/-, 4200/-, wef 01.01.06; except Sr Draftsmen, Junior Engineers, Deputy Supdts., Supervisors; and those covered under Schedule I(A) – 4 (c). -do- (for para medicasl staff }	F	FL FU	670 670	38 38
(ii)	-do- (for para medicasl staff }	MF	MFL	670	2
3. (i)	(a) Employees who had, during period from 01.01.96 to 31.12.05, a pay scale with a starting pay of Rs. 2550/- or more but less than Rs. 3050/-; and prior to 01.01.96, employees who had such corresponding pay scales. (b) Employees having Grade Pay less than Rs. 1900/- wef 01.01.06.	G	GL GU	450 450	60 30
(ii)	-do- (for para-medical staff}	MG	MGL	450	2

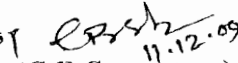
TOTAL:194

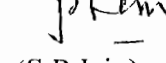
The above Grade Pay criteria will be revised on notification of next pay revision for Non-Teaching employees of NIT's.


(S N Kaushik)


(V P Singh)


(S K Sharma)


(G R Samantray)


(S P Jain)

**NATIONAL INSTITUTE OF TECHNOLOGY
KURUKSHETRA**

No Dean(R&C)/ HAR/

Proposed corrections/ improvements/ amendments in the House Allotment Rules

Clause No	Existing	Proposed	Remarks
2 vi)	"FAMILY" means the wife, husband, children, parents, brothers & sisters residing with and dependent on an allottee	"FAMILY" means the spouse, children, parents, brothers & sisters dependent on, and residing with the allottee	substitution of wife, husband; and minor rearrangement
2 vii)	"SENIORITY" of an allottee for the purpose of allotment of a house shall be as decided under these rules.	"SENIORITY" means seniority of an employee for the purpose of allotment of a house as decided under these rules.	missing word inserted, and improved
2 viii)	"PAY" means the basic pay of the allottee	"PAY" means the sum of the pay in the pay band and the grade pay of the allottee	due to 6 th pay revision
2 x)	"PENAL RENT" the licence fee charged from an unauthorized occupation as per clause-19.	"PENAL RENT" the licence fee charged from an unauthorized occupant as per clause-19.	occupant
3	An allottee's eligibility for allotment of a category of house shall be as approved by the Board of Governors of the Institute from time to time. . . .	An employee's eligibility for allotment of a category of house shall be as approved by the Board of Governors of the Institute from time to time. . . .	appropriate word used
4 i)	The allotment will be made in order of seniority.	The allotment will be made in order of seniority.	no change
4 ii)	For the purpose of allotment of a house of any type in a category, seniority amongst all eligible employees shall be in accordance with the date when an employee becomes eligible for that category of houses. In case of employees becoming eligible for a particular category of house,	For the purpose of allotment of a house of any type in a category, seniority amongst all eligible employees shall be in accordance with the date when an employee becomes eligible as per the rules in force for that category of houses. The seniority amongst teachers shall be determined	an unnecessary part dropped

	(viz. Professor for Professor's houses, Assistant Professor for Assistant Professor's houses etc.) the seniority amongst them shall be determined in accordance with the provisions of Inter Departmental Seniority Rules as approved by the Standing Administrative and Academic Committee in its 9 th meeting held on 8.5.1990 vide item No. 9.20 and further approved by the Board of Governors in their meeting held on 29.6.1990 which are given below:	in accordance with the provisions of Inter Departmental Seniority Rules as approved by the Board of Governors in their meeting held on 29.6.1990 which are as given below:	
4 ii) a)	By the length of continuous service, whether temporary against a leave vacancy or permanent/temporary against regular vacant posts.	By the length of continuous service, whether permanent/ temporary against regular vacant posts, or temporary against a leave vacancy.	rearrangement of words
4 ii) b)	In case of teachers joining on the same date, their inter-se-Seniority shall be determined as under:-	In case of teachers joining on the same date, their inter-se-Seniority shall be determined as under:-	no change
4ii)b) i)	In case of a tie between internal teacher and external teacher- by the amount of pay. The teacher recommended with a higher pay shall have precedence over the teacher selected with lower pay and where the pay is same the internal teacher shall be senior.	In case of a tie between an internal teacher and an external teacher- by the amount of pay. The teacher recommended with a higher pay shall have precedence over the teacher selected with lower pay and where the pay also is the same the internal teacher shall be senior.	no change
4ii)b)ii)	In case of a tie between two external teachers, the seniority shall be determined by pay and in case of same pay by age - the older being senior.	In case of a tie between two external teachers, the seniority shall be determined by pay and in case of same pay by age - the older being senior.	no change
4ii)b)iii)	In case of a tie between two internal teachers - by length of service in the immediate lower teaching posts. Where the length of service is also the same, seniority between them	In case of a tie between two internal teachers - by length of service in the immediate lower teaching posts. Where this length of service is also the same, seniority between them	only the last part, which now is irrelevant, dropped

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	shall be determined by age - the older teacher taking precedence over the younger teacher (As a one time measure in case of selection of professors in January/February, 1984, the Professors who joined on 21.5.1984 or 22.5.1984 against that selection may be treated at par as decided by the Board of Governors on 4.11.1988).	shall be determined by age - the older teacher taking precedence over the younger teacher.	
4 iii) printed iv)	A teaching staff member be considered eligible for allotment of house of lower category if the category of house to which he/she being eligible is not available. For such allotment a teaching staff member holding higher post shall be allotted a lower category of house provided he/she joined the services of the Institute before other employees, otherwise eligible for that category of house. However, a teaching staff member holding higher post shall be considered senior to all other employees for the allotment of DBU type house only.	If the category of the house to which a teacher is entitled is not available, he is considered eligible for allotment of a house of lower category . For such allotment a teaching staff member holding higher post shall be allotted a lower category of house provided he/she joined the services of the Institute before other employees eligible for that category of house. However, for the allotment of DBU type houses, a teaching staff member holding higher post shall be considered senior to all other lower post employees.	rearrange ment of words
8	The following category of staff whose presence in the Campus is considered essential, may be allotted DBU-type houses for Sr. No. 1 to 6 and respective eligible category of houses for Sr. No. 7 to 20 on priority basis: 1 Professor of Training, Placement & Proctor 2 Registrar	For the following category of staff, their presence in the Campus is considered essential; and as such they can be allotted houses on priority basis. 1 Professor of Training and Placement	sentences improved and rearranged

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<p>3 Medical Officers 4 Deputy Registrars 5 Librarian 6 Estate Officer 7 Jr. Engineers – JE-C, JE – E, & JE- (Mech.& PH) 8 Deputy Superintendents to Director (two) 9 Security Officer 10 Senior Store Keeper (Estate) 11 Three Nos. residences for Para Medical Staff (Pharmacist, Staff Nurse, Lab. Technician, Dresser, Female Attendant) at the discretion of SMO 12 Vehicle Drivers (two) 13 Pump Drivers (two) 14 Generator Operator 15 Plumbers (Two) 16 Electricians (Two) 17 Girls Hostel Matron 18 Library Attendants (Two) 19 Computer System Attendants (two) 20 Sewermen (two)</p> <p>However, these employees shall maintain their seniority for the allotment of eligible category of houses as per Clause-4. Further, House No. Ad-3 shall remain earmarked for the Registrar of the Institute. If any other category of staff is</p>	<p>2 Registrar 3 Medical Officers 4 Deputy Registrars 5 Librarian 6 Estate Officer 7 Jr. Engineers – JE-C, JE – E, & JE- (Mech.& PH) 8 Deputy Superintendents to Director (two) 9 Security Officer 10 Senior Store Keeper (Estate) 11 Three Nos. residences for Para Medical Staff (Pharmacist, Staff Nurse, Lab. Technician, Dresser, Female Attendant) at the discretion of SMO 12 Vehicle Drivers (two) 13 Pump Drivers (two) 14 Generator Operator 15 Plumbers (Two) 16 Electricians (Two) 17 Girls Hostel Matron 18 Library Attendants (Two) 19 Computer System Attendants (two) 20 Sewermen (two)</p> <p>DBU type houses can be allotted on priority basis to employees from SNo 1 to 6 . And respective eligible category of houses can be allotted on priority basis to employees from Sr.No.7 to 20.</p> <p>However, these employees shall maintain their seniority for the allotment of eligible category of houses as per Clause-4. Further, House No. AD-3 shall remain earmarked for the Registrar of the Institute.</p>
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	to be included in essential service in future, the approval of the Board of Governors be obtained for the same.	If any other category of staff is to be included in essential services in future, the approval of the Board of Governors be obtained for the same.	
12	If an employee is allotted a house in response to his/her application for the same, he/ she shall intimate the acceptance of the allotment, in writing, to the Estate Officer within seven days. . . .	If an employee is allotted a house in response to his/ her application for the same, he/ she shall intimate the acceptance of the allotment, in writing, to the Estate Officer within seven days from the date of the allotment letter. . . .	made more specific
13	Re-allotment within the same type of houses will ordinarily be avoided. However, a mutual exchange in the same type of houses may be allowed by the Director. In case of teaching staff, re-allotment/shifting from double storeyed BA/BB type houses to single storey BB type houses & vice-versa and from double storeyed CA/CB type houses to single storey CB type houses and vice-versa may be allowed on the basis of seniority.	Re-allotment within the same type of houses will ordinarily be avoided. However, a In case of teaching staff, re-allotment/ shifting from double storeyed BA/ BB type houses to single storey BB type houses & vice-versa and from double storeyed CA/ CB type houses to single storey CB type houses and vice-versa; may be allowed on the basis of seniority.	A part dropped
16	An allottee shall occupy the house allotted to him/her and hand over the house if occupied previously within 15 days . . .	An allottee shall occupy the house allotted to him/ her and hand over the previously occupied house, if any, within 15 days . . .	sentence improved
17	An allottee shall be required to sign an Inventory of the Fittings and Fixtures in the house on occupation/vacation of the house.	On occupation/ vacation of a house, the occupant shall be required to sign an Inventory of the Fittings and Fixtures in the house.	sentence improved
19	If after the cancellation of an allotment under any of these Rules, the house is not vacated	If after the cancellation of an allotment under any of these Rules, the house is not vacated	Minor improvements

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	within the stipulated period, the occupant shall be considered as an unauthorised occupant. If a house remains in un-authorised occupation of an allottee, penal rent for the house at the following rates as also water and other charges shall be charged for the period of unauthorized occupation without pre-judice to any other action that may be taken against the allottee.	within the stipulated period, the occupant shall be deemed to be an unauthorised occupant. If a house remains in unauthorised occupation of an employee, penal rent for the house at the following rates per month, as also water and other charges shall be charged for the period of unauthorized occupation without prejudice to any other action that may be taken against the employee.	
23 c)	If the employee proceeds on Deputation/EOL.....1 year or period of deputation/lien whichever is less.	If the employee proceeds on Deputation/ EOL/ Lien.....1 year or period of Deputation/ EOL/ LIEN whichever is less.	minor change
27	If an allottee dies while in service, his/her family may be permitted to retain the house for three months from the date of his/her death, free of rent. In hard and exceptional Circumstances the Director may allow to retain the house for a period of another three months free of rent. In the event of appointment of the ward of the deceased on compassionate ground, the ward so appointed will be allotted a house as per his/her entitlement on priority basis. The house of the deceased employee can be retained by the ward of the deceased on normal licence fee till the new house is allotted to him/her.	If an allottee dies while in service, his/ her family may be permitted to retain the house for three months from the date of his/ her death, free of rent. In hard and exceptional circumstances the Director may allow to retain the house for a period of another three months free of rent. In the event of appointment of the ward of the deceased on compassionate ground, the ward so appointed will be allotted a house as per his/ her entitlement and seniority. This, however, shall not apply to such wards who have been allotted houses before the approval of these rules by the Board of Governors.	A few changes
29	If any allottee's service with the Institute is terminated or if he/she resigns from the services of the Institute, he/she may be permitted to retain the house for one month after the date of his/her relieving from	If any allottee's service with the Institute is terminated or if he/ she resigns from the services of the Institute, he/ she may be permitted to retain the house for three months after the date of his/ her	three months in place of one month

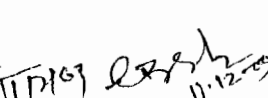
SP *[Signature]* *[Signature]* *[Signature]*

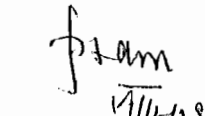
	the Institute on payment of normal licence fee and water and other charges	relieving from the Institute on payment of normal licence fee and water and other charges.	
30	An allottee shall use the house strictly for the purpose of self and his/ her family . . .	An allottee shall use the house strictly for the purpose of residing of self and his/ her family . . .	'residing' inserted
38	Incidence of any infectious disease shall be reported . . .	Incidence of any infectious disease to any of his family members shall be reported . . .	made more specific
42	If the Director is satisfied that the operation of any of these rules . . .	Hardship may be caused to an employee due to serious medical grounds such as severe tuberculosis, heart ailments; and serious physical disabilities etc. Such an employee can apply to the Director for the allotment of a house for which he/ she is entitled by relaxing HA Rules. If the Director is satisfied that the operation of any of these rules . . .	'hardship' made specific


(S N Kaushik)


(V P Singh)


(S K Sharma)


(G R Samant)


(S P Jain)

Existing

SCHEDULE-I (A)

S. NO.	Post(s)	Category of house	Type of house	Plinth Area (Sq. ft.)	No of Houses
1.	Director	A	A	2250+Office	1
2.	Professor	B	BA	2250	6
			BB(SS)*	1820	8
			BB(DS)*	1700 +Garage	8
			BC	1660+Garage	6
3.	Asstt. Professor, Registrar, Senior Medical Officer, Workshop Supdt., Senior Lecturer, Selection Grade Lecturer, all those officers who are entitled for DB type houses are eligible for allotment of these houses after 8 years of service.	C,D,AD	CA	1550+Garage	13
			CB(SS)*	1380	4
			CB(DS)*	1400+Garage	5
			CC	1300	12
			DA	1020	15
			AD(A)	1394	4
			AD(B)	1020	2
4.	Lecturer, System Analyst, Dy. Registrar, Medical Officer, Estate Officer, Store Officer, Librarian, Physical Training Officer, Foreman, Director of Physical Education	D	DBL	830+Store	34
			DBU	830+Store	34
5.	Research Associates, Research Fellows, Pool Officer etc. on contract basis employed against research projects	D	DBU		
6.	All mentioned against Sr.No.4&5 and married Research Scholars, Married M.Tech.Students.	TF	TF	375	24

TOTAL: 176

- * SS = single storey
- * DS = Double storey

SCHEDULE-I (A)
Teachers and Officers Houses

Proposed

S. NO.	Eligible Class	Category of house	Type of house	Plinth Area (Sq. Ft.)	No of Houses
1.	Director.	A	A	2250+Office(GF) 1098 (FF)	1
2.	Professors.	B	BA	2250	6
			BB(SS)*	1820	8
			BB(DS)*	1700 + Garage	8
			BC	1660 + Garage	6
3.	(a) As per designations upto 31.12.05 – Assistant professors, Lecturers (Selection Grade) and Lecturers (Senior scale). (b) As per designations after 31.12.05 – Associate Professors, Assistant Professors with Academic Grade Pay of Rs 8000/-, Rs 7000/-. (c) Registrar, Senior Medical Officer, Workshop Supdt., and all those officers who are entitled for DB type houses (as listed under 4(c) below) and have put in 8 years of continuous service.	C, D, AD	CA	1550 + Garage	13
			CB(SS)*	1380	4
			CB(DS)*	1400 + Garage	5
			CC	1300	12
			DA	1020	15
			AD(A)	1394	4
			AD(B)	1020	2
4.	(a) As per designations upto 31.12.05 – lecturers. (b) As per designations after 31.12.05 – Assistant Professors with Academic Grade Pay of Rs 6000/-. (c) Librarian, Dy. Registrars, Medical Officers, Estate Officer, Stores Officer, Lecturer Physical Education, Director of Sports, Foreman, System Analysts, Programmers, Assistant registrars, Assistant librarians.	D	DBL	922	34
			DBU	922	34
5.	Research Associates, Research Fellows, Pool Officers etc. on contract basis employed against research projects.	D	DBU		
6.	All mentioned against Sr.No. 4 & 5 above and married Research Scholars, married M.Tech. Students.	TF	TF	375	24

*SS = Single storey

*DS= Double storey

TOTAL: 176

The above Academic Grade Pay criteria will be revised on notification of next revision for Teachers and Officers of NIT's.

APPENDIX XXVIII

Existing

SCHEDULE-1 (B)

Proposed

9

Non-Teaching Employees Houses

SCHEDULE-1 (B)

NO.	Post(s)	Category of houses	Type of houses	Plinth Area (Sq. ft.)	No. of Houses
	Non-Teaching Employees Houses				
	Class-III employees having pay scale with a starting pay of Rs.5500/- w.e.f.1.1.96.	E	EL EU	770+Store 770+Store	12 12
(i)	Class-III employees having pay scale with a starting pay of Rs.3050/- w.e.f. 1.1.96.	F	FL FU	600+Store 600+Store	38 38
(ii)	-do- (for para medical staff)	MF	MFL	600+Store	2
(i)	Class-IV employees having pay scale with starting pay of Rs.2550/- w.e.f. 1.1.96.	G	GL GU	350 350	60 30
(ii)	-do- (for para-medical staff)	MG	MGL	350	2
TOTAL:					194

S. No.	Eligible Class	Category of houses	Type of houses	Plinth Area (Sq. Ft.)	No. of Houses
1.	(a) Employees who had, during period from 01.01.96 to 31.12.05, a pay scale with a starting pay of Rs. 5500/-; and prior to 01.01.96, employees who had such corresponding pay scales. (b) Sr Draftsmen, Junior Engineers, Deputy Supdts., and Supervisors. (c) Employees having Grade Pay more than Rs. 4200/- and less than Rs. 5400/- w.e.f. 01.01.06.	E	EL EU	840 840	12 12
2. (i)	(a) Employees who had, during period from 01.01.96 to 31.12.05, a pay scale with a starting pay of Rs. 3050/- or more but less than Rs 5500/-; and prior to 01.01.96, employees who had such corresponding pay scales. (b) Employees having Grade Pay of Rs. 1900/-, Rs. 2000/-, Rs. 2400/-, Rs. 2800/-, 4200/-, w.e.f. 01.01.06; except Sr Draftsmen, Junior Engineers, Deputy Supdts., Supervisors; and those covered under Schedule I(A) - 4 (c). -do- (for para medical staff)	F	FL FU	670 670	38 38
(ii)		MF	MFL	670	2
3. (i)	(a) Employees who had, during period from 01.01.96 to 31.12.05, a pay scale with a starting pay of Rs. 2550/- or more but less than Rs. 3050/-; and prior to 01.01.96, employees who had such corresponding pay scales. (b) Employees having Grade Pay less than Rs. 1900/- w.e.f. 01.01.06.	G	GL GU	450 450	60 30
(ii)	-do- (for para-medical staff)	MG	MGL	450	2
TOTAL:					194

- 181 -

The above Grade Pay criteria will be revised on notification of next pay revision for Non-Teaching employees of NIT's.

 (S N Kaushik)
  (V P Singh)
  (S K Sharma)
  (G R Samantray)
  (S P Jain)

Item 19.28 To consider the development plan of Centre of Continuing Education and External Collaboration (CCEC) at NIT, Kurukshetra.

A proposal for setting up of Centre of Continuing Education and External Collaboration (CCEC) at NIT, Kurukshetra 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 proposal as enclosed with the agenda item 15.29.

The Board decided that the detailed proposal for setting up a Centre for Continuing Education and External Collaboration (CCEC) at NIT, Kurukshetra be framed at the earliest possible and placed before the BOG in next meeting with required details and financial aspects".

As per the above decision of the Board the Professor Incharge of the Cell will present the organizational structure, infrastructural requirements, manpower requirements, activities to be undertaken and financial aspects in the form of PPT presentation (12 to 15 minutes) before the Board during the meeting. Hard copies of the said presentation will also be placed on the table before the Board.

The Board may please approve the development plan of the Centre of Continuing Education and External Collaboration.

Item 19.29: To note the action taken by the Institute in the allotment of H.Nos. GU-20, GU-80, GL-87, GL-75 and GU-11

The Institute had notified some G-type houses alongwith H.No.GU-20, GU-80, GL-87 and GL-75 for allotment among the eligible employees of the Institute on seniority basis. These houses were lying vacant since long. No senior and eligible employee applied for these houses. The employees mentioned in para 2 below who had applied for these houses were not eligible for the allotment of these houses as they were already residing in G-type houses and as per House Allotment Rules, they were not allowed to change their existing accommodation. However, they wanted to change their existing houses as the same were not fit for occupation and required huge masonry/carpentary maintenance for which the vacation of these houses was necessary. Due to the constraint of House Allotment Rules, these employees could not change their existing accommodation.

Keeping in view the hardship being faced by them as mentioned above, they have been allotted the houses mentioned in column No. 4 below under hardship Clause-42 of the House Allotment Rules which reads that...

"If the Director is satisfied that the operation of any of these rules may cause undue hardship in a particular case he/she may dispense with or relax the Rule(s) to such an extent and in such a manner as he/she may consider necessary."

1.	2.	3.	4.
Sr.No.	Name & Designation	Existing House	House Allotted
1.	Sh. Chander Bahadur, Beldar	GL-13	GU-20
2.	Sh. RajKumar, Sweeper	GL-43	GU-80
3.	Sh. Bichitra Ku. Mahapatra, Chowkidar	GL-70	GL-87
4.	Sh. Ved Prakash Meena, Farash-Cum-Att	GL-54	GL-75

In an another case, H.No.GU-11 was allotted to Sh. Mainpal, Groundsman as a special case as against the notified G-type houses, not even a single employee had applied except Sh. Mainpal, Groundsman. Moreover, he had some personal problem due to which he wanted to change his existing accommodation i.e. H.No GL-15.

The Board may note the action taken by the Institute in the allotment of G-type houses.

Item: 19.30 To consider recommendation of the Committee constituted by the Board for engaging staff on contractual basis for smooth running of the Institute

For the smooth functioning of the Institute, a proposal was submitted for allowing the Institute to continue with the existing practice for engaging Lecturers, casual workers on contract basis on the minimum of the pay scales with minimum rates as prescribed by the Deputy Commissioner, Kurukshetra out of the funds available under the head, Students' fund, self financing scheme and vacant posts. The said proposal was approved by Hon'ble Chairman, BOG on 01.07.2009 for 03 months or till the BOG meeting is held whichever is earlier.

The matter was placed before the Board of Governors in their 17th meeting held on 09.09.2009 for ratification of the action taken by the Hon'ble Chairperson, BOG. The Board decided as under:-

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

The Board decides that further action in the matter relating to the engagement of the contractual staff be taken as per decision taken by the BOG under agenda item 17.6 under which a committee has been constituted to examine the whole issue under reference."

In view of the above, the Board ratified the action taken by the Hon'ble Chairperson, BOG in granting approval to engage staff on contract basis for smooth running of the Institute.

Further the Board constituted a Committee to examine the whole issue. The Committee has submitted its report on 8.10.2009.

The salient features as contained in the recommendations of the Committee are as under:

For Contractual appointments

1. The required faculty – non-faculty ratio desired by MHRD has been achieved by the Institute. The Ministry of HRD be requested to lift the ban on new appointments most immediately because lack of regular employees debilitate smooth and efficient functioning and development of the Institute in all spheres
2. True functional autonomy is necessary for the healthy growth of the Institute and without this the goals of quality teaching and research and excellence in all round performance cannot be achieved.
3. In case of impending delay in regular appointments because of unavoidable reasons, contractual appointments may be made under provisions of clause 28(2) of the statutes.
4. Existing regular staff holding substantive post should not be considered for contractual appointments. Granting lien for own Institute is not proper. If necessary, they may be placed on deputation. They may be considered only for regular appointments in higher scale through direct recruitment.

For MBA and MCA

5. Regular appointments be made on duly sanctioned 11 teaching posts for both MBA and MCA departments in accordance with statutory provisions and Board's earlier decision regarding qualifications. The long terms contractual appointments of Assistant Professors be made for a period of 2 year or till regular appointees join these posts, which ever is earlier through due process and on full qualifications with all allowances at par with the regular teachers. Further the proposal for recruitment of 12 non-faculty staff placed by the Institute be approved and MHRD be immediately approached to get accord for the same.
6. The Ministry of HRD be approached by the Institute with a proposal for financial grant for building, hostel and Labs for MBA and MCA departments.

For Appointment of Drivers and a Junior Engineer (Mechanical) on contract basis.

7. On this agenda item, the observation of MHRD has been received that these posts are not teaching supporting posts. The Committee appreciates the observation and fully agrees that, in fact, these not teaching supportive posts. However, the appointments have been rightly made against vacant posts through due process in the interest of the Institute. The appointments were made through open advertisements in the Tribune and the Dainik Bhaskar. Appointments were made on the recommendations of the Selection Committees duly constituted as per provisions of clause 28 (2) of the new Statutes of NIT.

An overlooking has however, occurred as it was mentioned that these appointments were made under clause 17(8) of the Statutes. As the process suggested under clause 28(2) was adopted, the appointments may be treated to have been made under the provisions of clause 28 (2) itself. .

For promotion of Sh.. D.K.Kaushik and Sh. S.N.Kaushik as AE (Electrical & Civil)

8. The First Statutes of NITs issued on 23.4.2009 have made provisions for the post of Assistant Engineers. Thus, in a sense, the basic problem of having an Assistant Engineer who could cater to the essential requirement of the Institute can be solved by making a regular appointment against the new posts. However, their case for promotion may be placed separately afresh under the provisions of the new statutes.

The detailed recommendations of the said Committee are enclosed as Appendix - XXIX from page 187 to 195 for consideration and decision.

Further, the meeting of the Board was not expected to be held near future when these recommendations were received. Further, the term of the already engaged contractual persons was going to expire and there was a need to engage these persons on further contractual term for the smooth running of the Institute. Hence a proposal was submitted to the Hon'ble Chairman, BOG for allowing the Institute to continue with the existing practice for engaging persons on short term contract basis so that the work of the Institute may not suffer. The proposal was approved by the Hon'ble Chairman, BOG on 19.11.2009 in anticipation of the approval of the Board. A copy of the approval is enclosed as Appendix XXX from page 196 to 197.

The Board may ratify the decision taken by the Hon'ble Chairman BOG on 19.11.2009.

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

Subject: To consider the proposal of the Institute regarding persons appointed/being appointed on short term/long term contract basis.

The Board of Governors in its 17th meeting held on 09.09.02009 constituted the following committee to examine the issues of short term / long term contractual appointments, engagement of Driver and Jr. Engineer (Mech.) on contract, reconsidering promotion of Sh. D.K. Kaushik and Sh. S.N. Kaushik and non-teaching staff in the MBA and MCA Departments:-

- | | | |
|----|---|----------|
| 1. | Dr. Hari Mohan Prasad,
Hon'ble Member, BOG,
NIT Kurukshetra &
University Head,
Department of English,
Magadh University, Gaya (Bihar). | In Chair |
| 2. | Dr. V.K. Arora,
Hon'ble Member, BOG,
NIT Kurukshetra &
Profesor, Civil Engg. Deptt., | Member |
| 3. | Sh. G.R. Samantaray
Deputy Registrar (GA&Legal),
NIT Kurukshetra. | Member |

The above decision of the Board was conveyed to the above members on 16.09.2009 by the Institute. The Committee was assisted by DS(Gen.), NIT Kurukshetra.

The Committee met on 21.09.2009, 23.09.2009, 06.10.2009 and 08.10.2009 at NIT Transit House, Safdarjung Enclave, New Delhi. The Committee went through the agenda items, Comments of the MHRD and minutes of the BOG with regard to the above issues. The committee also went through the NIT Act, 1st Statutes under the Act, various documents/ files relating to the issues placed before the committee by the office and legal opinions given by legal Counsels at Chandigarh.

After a careful and serious consideration of all the above referred documents, the Committee has prepared the report briefly spelling out the background and present scenario of appointments in NIT , Kurukshetra and have also made recommendations strictly in accordance with the statutory provisions for efficient running , administration , management and development of the Institute . Other individual items have also been addressed .

Background :

The problem of contractual appointments in N I T, Krukshetra has been perplexing and persistent, but it was unavoidable and expedient as it was situation-and-need born .It is necessary to have adequate faculty members to share the teaching load. Similarly, it is equally essential to have sufficient manpower to run the classes, labs and offices, to maintain the vast area of the campus of the institute , its hostels , instructional buildings , residences, lawns and guest house and to provide security to them . The crisis emerged and gradually became complicated because the Government of India, Ministry of Higher Education, New Delhi had imposed ban on fresh recruitment since 2003 and prior to it the Govt . of Haryana had put the ban since 1996 . The Ministry was also approached when the then Chairman of the Board , Professor B L Dhoopar personally handed over the memo bearing no .R/D/GA/ 607 dated 1.2.2005 indicating serious problems being faced by the Institute with a request to solve the problems and approve the proposals regarding filling up the technical and non-teaching posts . However, the Ministry could not take any decision over the issues raised in the memorandum then . Further no obvious attempt was made by the Ministry any time later to streamline the problem of much needed appointments against faculty and non-faculty positions, particularly the non-faculty posts which have finally become a critical issue.

Now, It is the opportune time for the authorities of the Institute and Ministry of HRD, Govt. of India to look into the heart of the matter and redress the ills failing which the crisis may escalate further damaging the academic and administrative sustenance and development of the Institute. . It is relevant to observe here that the major tenets of the new Educational policy of the present dynamic Government of the country are to allow true functional autonomy to prevail on educational centers of national importance and to help them achieve excellence in teaching , research , allied academic activities as well as in its all-round development .

Keeping in view the above facts, the following areas have been identified and a few pieces of suggestions to solve them have been put forth:

Present scenario of Staff:

Technical and Non-Teaching Posts.

Because of the bans referred to above and the frequent retirements of the employees , the vacancies of the non-teaching staff increased day by day and the administration was facing difficulties in running the classes of students , lab and the administrative work .Consequently , under the exigency of the requirements , the Board of Governors in its

meetings on 30.9.2004 , 19.2.2005 and 25.2.2006 decided to fill up 35 posts , (27 + 6 + 2) on contract basis for a period of 2 years subject to extension of 1 year .

The appointments were made on all India basis through advertisement in the Tribune, The Hindustan Times & The Employment News. In compliance to MHRD letter dated 1.6.2006 issuing instructions to the Institute to launch special recruitment drive to fill up backlog vacancies of SC/STs on priority, 11+4 posts were shifted for such appointments. The rest 20 persons appointed through duly constituted selection committees, joined the Institute on December 2005, 29.05.2006 and 1st week of June 2006. Now at present only 9 persons are working on contract basis which includes 06 internal regular employees and 03 external persons.

The matter for further extension of their services was placed before BOG in the 14th meeting held on 21.01.2009 for ratifying the decision taken by Hon'ble Chairman BOG. The BOG decided as under:

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

New statutes of NIT have been notified on 23.04.2009

Staff on Short Term Contract

The work of the Institute has increased manifold over the years due to increased intake of existing courses, introduction of new U G and P G courses since 2006, independency in the examination work and finally the increase in students intake due to OBC reservation from 2007 onwards. Thus it became legitimate for the Institute to engage staff on short term contract for a period of 3 months, six months and also for a period of one year. At present, there are 85 persons working under short term contracts under Group C (class 3) directly on DC rates. Further, the Institute has also engaged (class IV) 150 persons under short term contract through labour contractor or directly on DC rates.

Group D Staff

Under clause 22 of the first Statute of NIT, no provision has been made for class IV staff. However, as on now 90 persons are working under group D (class IV) as they have been holding these posts against the posts originally sanctioned in RECK ..

Present Position of Staff Required and Due:

The Government of India, MHRD vide its letter dated 8.5.2008 has issued new norms with regard to Faculty and Non-Faculty staff, As per the new norms the ratio of staff is 1 :1.1 where as earlier it was 1:1.5 to 1:2 in 2004 .The latest staff position (for the year 2009 – 10) required and due now is :

Sr.No.	Subject	Total	In position	Short of staff
1	Total students strength (2009 – 10)	3340	----	-----
2	Faculty required as per norms (1 : 12)	278	129	149
3	Non Faculty required (1 : 1.1)	306	179 (except class IV)	127

(Under clause 22 of the 1st statute , no provision has been made for class IV staff , However , as on 1 .9.2009 , 90 persons are working under Group D (class IV)

In view of the above table , it is evident that N IT Krukshetra has achieved the ratio as laid down by the MHRD and the Institute is in short of staff under Faculty and Non-Faculty .

Contract appointments for Faculty positions :

The Institute has been appointing teachers and teaching supportive staff on short term contract semester wise on consolidated salary as per requirements against sanctioned vacant posts.

Recommendations

General Policy

- 1 The Ministry of HRD be requested to lift the ban on new appointments most immediately because
 - (A) Its continuation will hinder regular appointments which in turn will result in need for contractual alternatives which often turn problematic

- (B) Lack of regular employees debilitate smooth and efficient functioning and development of the institute in all spheres.
 - (C) The required faculty- non-faculty ratio desired by MHRD has been achieved
 - (D) True functional autonomy is necessary for the healthy growth of the Institute and without this the goals of quality teaching and research and excellence in all-round performance cannot be achieved
-
- 2 Regular appointments be made as per statutory provisions immediately against all sanctioned vacant posts.
 - 3 In case of impending delay in regular appointments because of unavoidable reasons, contractual appointments may be made under provisions of clause 28(2) of the statutes.
 - 4 Existing regular staff holding substantive post should not be considered for contractual appointments. Granting lien for own Institute is not proper. If necessary, they may be placed on deputation. They may be considered only for regular appointments in higher scale through direct recruitment.

Non-Faculty positions

- 5 As per new norms notified by M H R D , the Institute has 306 positions for non-faculty staff . Out of this, 179 persons are holding positions under category C and 90 persons under category D .The N I T statutes do not provide posts under group D (class IV) .Thus these 90 persons holding group D posts against non-faculty staff cannot be held to be holding posts sanctioned for non-faculty staff under the N I T statute. However, even if their number is counted, the current position will be $306 - (179 + 90) = 37$.
- * Regular appointments be made against 37 posts on priority basis. The priority list may be prepared after consulting all Departments and Wings of the Institute on the basis of the urgency of the requirement and importance of the work.
- 6 The services of the nine employees who have been working on contract and have completed three years or have crossed three years on the date of the notification of the statutes of N I T (23.4.2009) have come to an end on 23.4.2009.

Necessary notification in this regard be made

However, their cases may be dealt with as a special case and should be treated with a holistic approach which include a consideration of the statutory provision , situational relevance, efficiency of the employees , other relevant legal points and human consideration .Keeping in view the above facts , the BOG may request

the ministry of HRD to accord approval to their services till regularly appointed employees join these posts on the following grounds :

- (A) That these posts were filled up by way of direct recruitment on contract basis by following the due process, by calling the applications from eligible internal as well as external candidates through wide publicity in the press and by interviewing them through duly constituted Selection Committee.
- (B) That these posts are duly sanctioned posts which were then required and are still essentially required for smooth functioning of the Institute
- (C) That these persons are hard working and have been working to the utmost satisfaction of the Institute
- (D) That there is no additional financial liability
- (E) That the Honorable Supreme Court of India has given a ruling that persons appointed on contract basis should not be replaced by any one except those appointed on regular basis.

- 7 The posts of 90 persons who are holding them under category D (class IV) be treated as personal post and they shall get abolished gradually as and when the employees retire . These posts will now automatically merge into category 3 non-faculty staff
- 8 The posts of class 3 released after retirement of persons under category D who are holding their posts currently may also be filled up by regular appointments. However, they may be filled by contractual appointments only in very urgent situations.
- 9 It is a fact that in addition to the urgent administrative jobs , the Institute will need persons such as Beldars , Artisans, Chowkidars , Malies , Sweepers , peons and alike who were earlier appointed under category IV or on contract basis , sometimes by engaging labour contractors or sometimes by the Institute itself as per DC , Krukshetra rates.
- * Appreciating the recommendations of the Committee constituted at the Institute level and earlier communications from different sources regarding outsourcing , this Committee also recommends that the services which were taken from category D (class IV) employees earlier be now obtained by outsourcing through registered agencies. In case where no suitable registered agency is available for any particular services, the Institute may take resort to negotiation.

Teaching Positions

- 10 The practice of engaging teaching or teaching supportive staff on short contracts for a semester be dispensed with. Short and uncertain contractual offers cannot fetch competent faculty. No Institute can run a race with limping legs.
- * Regular appointments should be made immediately and in case of urgency the appointment should be made at least for minimum one year or till the regular appointee joins, whichever is earlier through due process. The appointments be made against the relevant scale along with all allowance.

Self- Financing Courses : MBA and MCA

N I T Kurukshetra has been running 2 year M B A and 3 year M C A courses with an intake of 60 students since 2006 and 2007 respectively on self-financing basis. At present 147 students in M B A and 207 students in M C A courses are studying .

The Institute has been engaging Lecturers on contract basis for each and every semester since 2006. The matter for recruitment of regular Faculty and Non-Faculty staff was placed before the BOG in its 13th meeting held on 24.10.08 and a decision to appoint teaching and non-teaching staff on long contract basis till the MBA course runs with all benefits at par with the regular employees was obtained. However, the appointments could not be made in want of MHRD's decision on clause 22 and 23 of the First Statutes.

In the meantime, the Director NIT, Government of India, Ministry of Human Resources Development Department of Higher Education, New Delhi vide letter no. F.10-38/2008 – TS – III, dated 10th February, 2009 has conveyed the approval of the Government of India for the creation of 83 additional 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.

For Non-Faculty positions the Institute has prepared a proposal for the recruitment of 12 non-faculty staff as per the faculty, non-faculty ratio suggested by the MHRD letter no. 23-03/08-IFD, dated 08th May, 2008.

Recommendations :

- 1 Regular appointments be made on duly sanctioned 11 teaching posts for both M B A and M C A Departments in accordance with statutory provisions and Board's earlier decision regarding qualifications.
- 2 In view of the fact that there are no existing regular teachers for both Departments and also the impending delay for want of MHRD's decision regarding classification of academic staff (under clause 22 of statutes) and Visitor's nominee for the Selection Committee constituted under clause 23 of statutes, it is recommended that long term contractual appointments of Assistant Professors be made for a period of 2 year or till regular appointees join these posts, whichever is earlier through due process and on full qualification with all allowance at par with the regular teachers,

- 3 Appreciating the fact that the availability of regular, qualified and competent non-faculty staff is equally essential for proper and smooth running of academic courses, it is recommended that the proposal for recruitment of 12 non-faculty staff placed by the Institute be approved and MHRD be immediately approached to get accord for the same
- 4 It was mutually understood that there would be no financial implication on the part of MHRD as all expenses over these MBA and MCA programmes would be met from the revenue generated by these courses.

But it can now be appreciated that these courses are running successfully and are adding feathers to the cap of the Institute and such the Government of India should extend helping hands to these Departments in building excellent infrastructure. The buildings, hostels and laboratories will become part and parcel of the composite infrastructure of the Institute in due course.

Keeping in view the above facts, it is recommended that the Ministry of HRD be approached by the Institute with a proposal for financial grant for building, hostel and Labs for MBA and MCA Departments.

Recommendations of the Committee on Agenda item 17.12 regarding Appointment of Drivers and a Junior Engineer (Mech) on contract basis.

On this agenda item, the observation of MHRD has been received that these posts are not teaching supportive posts . The committee appreciates the observation and fully agrees that , in fact , these are not teaching supportive posts .

However, the appointments have been rightly made against vacant posts through due process in the interest of the Institute. The post of Junior Engineer (Mech) is essential for maintenance of public health , works of the Institute and residential quarters . Similarly, the posts of the Drivers are also essential to keep the vehicles road worthy and in running condition to cater to the day to day works of the Institute as well as the emergency services which are frequent on such a big campus.

The appointments were made through open advertisements in the Tribune and the Dainik Bhaskar . Appointments were made on the recommendations of the Selection Committees duly constituted as per provisions of clause 28 (2) of the new Statutes of NIT.

An overlooking has however, occurred as it was mentioned that these appointments were made under clause 17(8) of the Statutes.

As the process suggested under clause 28 (2) was adopted, the appointments may be treated to have been made under the provisions of clause 28 (2) itself. Necessary corrections may be made in the agenda details and the proceeding.

An overlooking has however, occurred as it was mentioned that these appointments were made under clause 17(8) of the Statutes.

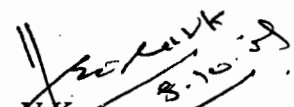
As the process suggested under clause 28 (2) was adopted, the appointments may be treated to have been made under the provisions of clause 28 (2) itself. Necessary corrections may be made in the agenda details and the proceeding.

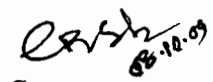
Recommendations of the Committee on the agenda item 17.28 regarding promotion of Mr D K Kaushik and Mr S N Kaushik as Assistant Engineers (Electrical and Civil)

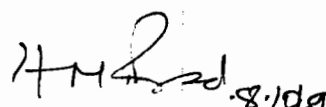
The case of promotion of Mr D K Kaushik and Mr. S N Kaushik has been persisting for the last four years . There has been a lot of correspondences between the Institute and MHRD over their cases. Their cases have become complicated as they include contractual appointment, equivalence of post, up gradation of the posts of Junior Engineers to those of Assistant Engineers and payment of higher scale and promotion to the post of Assistant Engineer. Incidentally , the MHRD has not agreed to the proposals almost every time vide letter no F No. 3-12/2008 dated 4 August , 2008 from Sri B K Ray , Assistant Financial Advisor , MHRD , vide letter no F No 10-26/ 2008Ts- III dated 19 November , 2008 from R K Bandyopadhyay , Under Secretary to Govt.of India , MHRD , and most recently vide letter no F No. 10-26/2008TS_III dated 25th July , 2009 from R K Bandyopadhyay , Under Secretary to Govt. of India , MHRD .

Now, the First Statutes of NITs issued on 23.4.2009 have made provisions for the post of Assistant Engineers. Thus, in a sense, the basic problem of having an Assistant Engineer who could cater to the essential requirement of the Institute can be solved by making a regular appointment against the new posts.

However, their case for promotion may be placed separately afresh under the provisions of the new statutes.


Dr V K Arora
(Member of the Committee)


Mr. G R Samantaray
(Member of the Committee)


Dr Hari Mohan Prasad
(Chairman of the Committee)

N.I.T.

20/11/09
RUUKSHETRA

APPENDIX-XXX

(26)

20/11/09

D. 52 Gen 2
Gen 1

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

No. Gen. 1/9348

Dated: 19/11/09

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

Sir,

For the smooth functioning of the Institute, a proposal was submitted for allowing the Institute to continue with the existing practice for engaging Lecturers, casual workers on contract basis on the minimum of the pay scales of minimum rates as prescribed by the Deputy Commissioner, Kurukshetra out of the funds available under the head, Students' fund, self financing scheme and vacant posts.

The said proposal was approved by your goodself on 01.07.2009 for 03 months or till the BOG meeting is held whichever is earlier. A copy of the said approved proposal is enclosed as Annexure A for your kind perusal.

The matter was placed before the Board of Governors in their 17th meeting held on 09.09.2009 for ratification of the action taken by the Hon'ble Chairperson, BOG. The Board decided as under:-

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

The Board decides that further action in the matter relating to the engagement of the contractual staff be taken as per decision taken by the BOG under agenda item 17.6 under which a committee has been constituted to examine the whole issue under reference."

In view of the above, the Board has ratified the action taken by the Hon'ble Chairperson, BOG in granting approval to engage staff on contract basis for the smooth running of the Institute. However, the Board has constituted a Committee to examine the whole issue. The Committee has already been constituted and the Committee has also submitted its report to the Hon'ble Chairperson, BOG. The recommendations of the Committee will be placed in the next BOG meeting for further decision.

Contd... (2).

- 197 -

(27)

-2-

In view of the above, it is proposed that till the final decision of the Board on the recommendations of the Committee, the Institute may be allowed to continue on the existing practice for engaging persons on short term contract basis, so that the work of the Institute may not suffer.

The proposal may kindly be approved in anticipation of the approval of the Board. The matter will be placed before the BOG in next meeting.

Yours faithfully,

Encl: As above

The Hon'ble Chairperson, BOG,
National Institute of Technology,
Kurukshetra

DIRECTOR

Approved as
proposed

Sh. Anil

19/11/09

Item 19.31 To consider promotion of Sh. D.K. Kaushik and Sh. S.N. Kaushik as Assistant Engineers (Electrical & Civil).

The matter cited as subject was placed before the Board of Governors of the Institute in their 17th meeting held on 9.9.2009. The Board decided as under: -

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

As per decision of the Board, additional information in respect of both the Assistant Engineers is furnished as under: -

Regarding appointment of Sh. S.N. Kaushik

Sh. S.N. Kaushik was appointed as Junior Engineer(C) in January, 1999 against a permanent post of JE(C) vide office appointment letter No. GA-I/557 dated 20.1.1999. However his appointment was challenged by one Sh. Karan Singh Saini in the Hon'ble Punjab & Haryana High Court, Chandigarh through CWP No. 1152 of 1999. The judgement went in favour of Sh. Karan Singh Saini. The Institute filed SLP in the Hon'ble Supreme Court of India. The Hon'ble Supreme Court of India through their judgement of 11th July, 2001 stayed decision of the Hon'ble Punjab & Haryana High Court, Chandigarh. Ultimately the Hon'ble Supreme Court of India on 5.3.2008 delivered judgement in favour of Sh. S.N. Kaushik observing that his appointment was made by following the procedure as contained in rules of the Institute. Sh. S.N. Kaushik was finally confirmed on the post of JE(C) w.e.f. 30.1.2002 after the final judgement of the Hon'ble Supreme Court of India came in his favour.

Under the background mentioned above the Board of Governors of the Institute in their 7th meeting held on 19.2.2005 approved 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 one year by way of direct recruitment. Accordingly the post of Estate Officer was advertised on all India basis alongwith other posts after taking approval of the Hon'ble Chairman, Board of Governors as per decision of the BOG already taken. The interview for the post of Estate Officer alongwith other posts was conducted by a duly constituted staff selection committee. Sh. S.N. Kaushik was issued appointment letter on contract basis for a period of two years extendable for another year by Institute letter No. GA-II/5956 dated 29.5.2006 and subsequently Sh. S.N. Kaushik joined as such. Sh. S.N. Kaushik was also directed to perform the duties of SDO/AE(C) in addition to his own duties of Estate Officer without extra remuneration for ongoing construction of 350 seaters boys' hostel as there was requirement of SDO/AE(C) for the construction works of the Institute. Subsequently Sh. S.N. Kaushik who joined as Estate Officer on contract basis on 29.5.2006 in the pay scale of Rs. 6500-10500 requested that he be given the pay scale of Rs. 8000-13500 as was allowed to the ex-Estate Officers Sh. Y.P. Kapoor and Sh. Maya Ram Saini as per orders of the Hon'ble Courts. His request was placed before the Finance Committee in its 12th meeting held on 15.10.2007. The Finance Committee decided as under:-

"Item 12.7 To consider the pay scale of Rs. 8000-13500 for the Estate Officer of the Institute at par with SDEs/AEs of PWED(B&R) Haryana.

The Finance Committee observed that there is no post of Asstt. Engineer(Civil) attached with construction cell of the Institute although it is mandatory requirement.

After detailed discussion, the Finance Committee recommended to the Board that the existing post of Junior Engineer(Civil) be upgraded to the post of Asstt. Engineer(Civil) in the pay scale of Rs. 8000-13500 temporarily by surrendering the post of Junior Engineer(Civil). The temporary position of Asstt. 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 subject to decision of the Hon'ble Supreme Court of India in terms of the MHRD letter No. 5988/2007-IFD dated 13.11.2007. In fact this reference of Supreme Court is the same which went in

favour of Sh. S.N. Kaushik as mentioned above. The judgement of the Supreme Court of India came on 5.3.2008 after the BOG decision of 24.1.2008. After the said judgement of the Supreme Court of India, the permanent post of Junior Engineer(C) held by Sh. S.N. Kaushik on permanent basis was upgraded to the post of Asstt. Engineer (C) vide Institute letter No. GA-I/PF/2287 dated 25.2.2008. Subsequently the whole matter along with the case of Sh. D.K. Kaushik another official was referred to the MHRD. In response to Institute's letter No. Estt-I/PF/5646 dated 18.6.2008 and No. Estt-I/408 dated 14.1.2009 for upgradation of pay scales to the post of JE (Civil) & JE (Electrical). The MHRD vide letter dated 19.11.2008 and 28.7.2009(copy enclosed as Appendix - XXXI & XXXII (on page 204 & 205 : respectively) replied that the proposal of the Institute has not been acceded to by the competent authority.

Regarding appointment of Sh. D.K. Kaushik

Sh. D.K. Kaushik permanent JE(E) was appointed as AE(E) on contract basis for a period of one year extendable for another year vide our letter No. GA-II/6113 dated 30.5.2006 in terms of the BOG decision taken in their 9th meeting held on 25.2.2006 which reads as under:-

"9.25 To consider creation of a post of Assistant Engineer(Elect.) in the Institute for HT/LT sub-station management.

The Board decided to create one post of Assistant Engineer(Elect.) in the pay scale of Rs. 8000-275-13500 with the following qualifications and the matter may be referred to the MHRD for their concurrence:-

"Degree in Engineering(Electrical) from a recognized University or equivalent. The candidates should have 3 years experience in designing, preparation of estimates, supervision and execution of electrical installations work in buildings, installations of overhead/underground LT/HT transmission and distribution lines, motors with associated control gears. Should be well conversant with Indian Electricity Act and Rules and Government specifications for electrical works in the buildings. Capable of preparation of contractors' bills and tenders for electrical works independently.

Hindi upto Matric standard.

Knowledge of computer working”.

The Board also decided that since the matter as regards manning the electrical sub station in the Institute is essential, an Asstt. Engineer with the above qualifications at a consolidated salary of Rs. 15,000/- per month be engaged by way of direct recruitment on contract basis till a regular post is available for the said purpose. The salary may be drawn against any suitable post lying vacant in the Institute”.

The said post of Asstt. Engineer(Elect.) was advertised in 2006 on all India basis as per above decision of the Board for a period of one year extendable for another year along with some other posts after taking approval of the Hon'ble Chairman, Board of Governors. Sh. D.K. Kaushik was offered appointment letter on contract basis vide Institute letter No. GA-II/6113 dated 30.5.2006 at consolidated salary of Rs. 15,000/- per month as already mentioned. The matter regarding creation of post of Asstt. Engineer(Elect.) in the Institute of HT/LT sub-station management was referred to the Ministry vide Institute letter No. GA-V/Recruitment/7144 dated 5.7.2006 with reminder letter No. GA-I/PF/5644 dated 11.7.2007.

The BOG in its 12th meeting held on 25.4.2007 increased the salary of Sh. D.K. Kaushik from Rs. 15000/- per month to Rs. 17000/- per month. The BOG decision is cited as under:-

“Item 12.21 To consider granting pay scale of Rs. 8000-13500 to the Asstt. Engineer (Elect.) recruited on contract basis.

The Board did not agree to grant pay scale of Rs. 8000-13500 to Sh. D.K. Kaushik, Assistant Engineer(Elect.) recruited on contract basis. However, the Board decided that his remuneration be increased from Rs. 15,000/- per month to Rs. 17,000/- per month with effect from the date of decision of the Board.

Subsequently the Finance Committee of the Institute in its 12th meeting held on 15.10.2007 decision as under:-

“12.8 To consider rationalization of Electrical Maintenance Section by surrendering the regular post of Junior Engineer (Elect.) and regularizing

the contract post of Assistant Engineer (Elect.) for HT/LT sub-station operation and management.

The Finance Committee observed that NIT, Kurukshetra has undergone major expansion in last one decade thus increasing the electrical consumption proportionately. The UHBVN, Haryana has been insisting, the Institute should get the power supply through HT/LT connection only and subsequently stopped sanctioning fresh supply through LT connection as per previous practice. The Finance Committee further observed that for the purpose of installation of HT/LT sub-station and its operation an Assistant Engineer(Elect.) is a mandatory requirement; and the Board of Governors vide item no. 9.25 dated 26.2.2006 already created one post of Assistant Engineer (Elect.) for this purpose and the matter stands referred to MHRD for concurrence. At present, there is no post of Assistant Engineer(Elect.) available with the Institute to man the HT/LT sub-station which is already under installation.

After detailed discussion, the Finance Committee recommended to the Board that in order to comply with the mandatory requirement of an Assistant Engineer(Elect.) for manning the HT/LT sub-station, the Institute may be allowed to upgrade the existing post of Junior Engineer(Elect.) to Assistant Engineer (Elect.) in the pay scale of Rs. 8000-13500 temporarily by surrendering the post of Junior Engineer (Elect.) till the approval of the post of Assistant Engineer(Elect.) is received from the MHRD. The temporary position of Assistant Engineer (Elect.) thus created should be filled up by promotion from the feeder cadre of Junior Engineer (Elect.)”.

The above 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(Elect.) held by Sh. D.K. Kaushik on permanent basis was upgraded to the post of Assistant Engineer(Elect.) vide our letter No. GA-I/PF/2286 dated 25.2.2008 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(Elect.) till the approval of the post of Assistant Engineer(Elect.) is received from the MHRD. The matter was submitted to the MHRD vide Institute letter No. Estt.-I/5646 dated 18.6.2008 and No. Estt-I/408 dated 14.1.2009 for upgradation of pay scales to the post of JE (Civil) & JE (Electrical). The MHRD vide letter dated 19.11.2008 and 28.7.2009 (copy enclosed as Appendix

XXXI & XXXII (on page 204 & 205 respectively) replied that the proposal of the Institute has not been acceded to by the competent authority.

Very soon the posts of Assistant Engineer(Civil) and Assistant Engineer(Elect.) will be advertised in pursuance of the first statutes for National Institutes of Technology keeping in view urgent requirements of various constructions of NIT Kurukshetra. In the meantime status quo in the matter may be maintained in the interest of all the construction work of the Institute for OBC students and many other important infrastructures.

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

253

- 204 -

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

APPENDIX-XXXI

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.

CL-125

Sir,

CL-125

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.

[Handwritten signature: Prof. Indira (Tahsi)]

Yours faithfully

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

[Handwritten notes and signatures]

[Handwritten notes: 3/12, not sent, etc.]

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

New Delhi Dated ^{28/5} 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,

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-1/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

DR (Stt) CRSH

M.I.T. KURUKSHETRA

No. 5344 Date 12.07.09

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Item : 19.32 To consider rules on Extra Ordinary Leave, Lien and Deputation.

The Board of Governors in their 15th Meeting held on 18.05.2009 decided as under:

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

The Institute was advised by the Board to frame its own rules on Extra Ordinary Leave and deputation.”

During framing the rules of Extraordinary Leave, lien and deputation, the following points are considered seriously:-

1. Scarcity of experienced faculty in the reputed technical institute of national importance.
2. Long time absence of any teacher from the reputed technical Institute of national importance.
3. Interests of the students of the reputed technical institute of national importance

Accordingly the matter has been reconsidered by the Institute and the following rules are proposed:-

Rules for Extra Ordinary Leave (without pay) for joining private Institutions/Organizations :

The employees of the Institute may be allowed Extra Ordinary Leave (without pay) as under :-

- (i) A permanent employee, at the discretion of the competent authority, can be allowed Extra Ordinary Leave (without pay) for a maximum period of two years for joining private Institutions/Organizations subject to the condition that he/she has rendered minimum five years of service in the Institute.
- (ii) The request for Extra Ordinary Leave from any faculty member will be considered on the basis of 'first come first dealt with'.
- (iii) At any point of time not more than 15% (fraction of less than .5 to be ignored) of the number of regular teachers in position in a Department will be allowed to proceed on the Extra Ordinary Leave.
- (iv) During Extra Ordinary Leave increment will not be allowed and the period of Extra Ordinary Leave shall not count for any purpose in the Institute whatsoever. No contribution on account of CPF, Gratuity and leave salary will be accepted from the foreign employer.
- (v) No extension in Extra Ordinary Leave beyond two years will be allowed.
- (vi) An employee will get benefit of either Extraordinary Leave or that of 'Lien' in his service period. If a person gets the benefit of Extraordinary Leave, he will not claim lien facility in future.
- (vii) Other terms and conditions being issued by the Institute from time to time will be adhered to by the concerned employee of the Institution when he/she proceeds on Extra Ordinary Leave.

Rules for 'Lien'

The rules for retaining 'Lien' by an employee of the Institution are proposed as under:

- (i) A permanent employee, at the direction of the competent authority, can be allowed to retain 'Lien' for joining service outside the Institute with Central Government/Central Government organizations, State Government/ State Government organizations and a Govt. organization of a Foreign Country for a maximum period of two years subject to the condition that he/she has rendered minimum five years of service in the Institute.
- (ii) The request for 'Lien' from any faculty member will be considered on the basis of 'first come first dealt with'.
- (iii) At any point of time not more than 15% (fraction of less than .5 to be ignored) of the number of regular teachers in position in a Department will be allowed on Extra Ordinary Leave and on 'Lien'.
- (iv) An employee will get benefit of either lien or that of Extra Ordinary Leave in his service period. If a person gets the benefit of lien, he will not claim extraordinary leave facility in future.
- (v) No extension in the 'Lien' beyond two years will be allowed.
- (vi) Contributory Provident Fund (CPF) contribution (both for concerned incumbent and Institution), leave salary contribution and gratuity contribution during the tenure of the 'Lien will be paid either by the incumbent or by his foreign employer' as per rules of the Institute.
- (vii) For service rendered in foreign country during Lien, no leave salary contribution is required to be paid by the foreign employer or the incumbent. The incumbent will not be entitled to get any kind of leave from the Institution during the period of 'Lien' allowed for service in foreign country.
- (viii) The incumbent will be entitled to all service benefits including increment(s) on his return to the Institute.

- (ix) Other terms and conditions being issued by the Institute from time to time will be adhered to by the concerned employee when he/she proceeds on 'Lien'.

The employees who are already on Extraordinary Leave will be considered on 'Lien' service if they work in Govt. organization.

The Deputation will be allowed to employees of the Institution, who will be invited to take assignment by the Govt. of India or the State Government. For those persons rules and regulations will be followed as per the advice of Central Govt. or State Govt.

The Board may consider and decide.

Item 19-33 To consider anomalies in the Scheme of Revision of pay scales in respect of teachers and other staff.

The Ministry of Human Resource Development, New Delhi vide letter No.23-1/2008-TS. II dated 18.8.2009 have revised the pay scales of teaching and other staff of Centrally Funded Technical Institutions following the pay revision of the Central Government employees on the recommendations of 6th CPC w.e.f. 1.1.2006.

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. notified by the Ministry of HRD vide letter No. 1-32/2006-U.I/U.I(i) dated 31st December, 2008 and clarifications issued there on 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), some accelerated promotional benefits will be given while maintaining the UGC Pay Structure and designations.

In view of the above the Institute revised the pay scales of teachers and other staff w.e.f. 1.1.2006. At the time of fixation of pay certain difficulties/anomalies have been observed. Therefore, a high level committee was constituted at the Institute level to examine the anomalies arising out of the fixation. The committee submitted its report vide letter No.Dean (P&D)/135 dated 17.12.2009 (copy enclosed as Appendix XXXIII pages 911 to 220).

It has been mentioned in the scheme of the pay revision that **“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” (para 10 of the MHRD letter dated 18.8.2009 may be referred to).**

The Board may consider the said report on anomalies arising out of the scheme of the Pay Revision Scheme. It is proposed that the issues as contained in Part-I of the report and para 3 of Part-II of the report may be referred to the MHRD for clarification. However para 1,4,5 of Part-II of the report may be dealt with at the Institute level.

Confidential

**OFFICE OF THE DEAN(P&D)
NATIONAL INSTITUTE OF TECHNOLOGY
KURUKSHETRA-136119**

Dean(P&D)/135

Dated : 17.12.2009.

Enclosed please find herewith minutes of the Committee constituted vide letter no. Estt.-I/8411 dated 3.10.2009 regarding anomaly in revision of pay of teaching and other staff following the pay revision of the Central Government employees on the recommendation of 6th Central Pay Commission.

N.I.T. KURUKSHETRA

Dy. No. 9326 Date 17.12.09

R	DPD	DAC	DAM	DND	COE	C
E	M	Ec	Ce	CH	Ma	
Hu	CW	WS	SW	PC	PS	EDC
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Kglt
17/12/09
(Krishna Gopal)
Dean(Plg. & Dev.) &
Chairman, Committee

Encl : A/a.

Director

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1st BoG. Put
agenda item urgently
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D.L. (Sgt) 17.12.09

D.S. (Estt.)
Estt. I

**NATIONAL INSTITUTE OF TECHNOLOGY
KURUKSHETRA-136119**

Dean(P&D)/

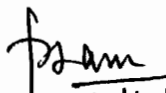
Dated : 16.12.2009.

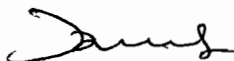
First report of the Committee constituted vide letter no. Estt.-I/8411 dated 3.10.2009 to consider anomalies in revision of pay of teaching and other staff. The Committee met several times and has decided to give an interim report as attached. The report is divided into two parts. 1st part identifies the gaps/difficulties/anomalies in the scheme of revision of pay of teachers and other staff as notified by Govt. of India vide letter no. F.No.23-1/2008/TS.II dated 18.8.2009. These issues might require consideration of the BOG/MHRD. The 2nd part of the report recommends certain issues which can be decided at Institute level.

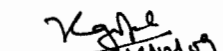
Part - I

1. In 6th CPC recommendations posts with different Grade Pay(GP) in the same Pay Band(PB) have a pre defined different minimum pay for each GP in the same PB. However in case of UGC scales no such minimum has been specified for Asstt. Professor's with AGP of Rs. 6000/-, Rs. 7000/-, and Rs. 8000/- in PB - 3. The same needs a look-in and clarification.
2. As per MHRD notification No. F.23-1/2008/TS.II dated 18th Aug. 2009 item 2C minimum requirement for appointment as Professor is 4 years experience as Associate Professor with AGP of Rs. 9000/-.
 - a. UGC notification requires only 3 years experience as Associate Professor for promotion to Professor. This, therefore, cannot be said accelerated promotion for teachers in NIT's and as such needs to be relooked into to reduce the requirement to at least the level of UGC requirement of 3 years.
 - b. Any Associate Professor appointed on even the initial Pay of Rs. 37400/- in PB- 4 will draw a Pay of Rs. 43250/- in PB - 4 after 4 years of service as Associate Professor while a directly recruited Professor is to fixed in PB - 4 at minimum of Rs. 43000/- Pay in PB - 4 with AGP of 10000/-. However Rs. 43000/- is less than Rs. 43250/- thus giving no incentive on promotion. This needs to be set right.
3. Incumbent Assistant Professor on 1.1.2006 may be allowed to be designated as Associate Professor and placed in PB - 4 with AGP of Rs. 9000/- wef 1.1.2006 and their pay be fixed as per pay fixation formula of 6th CPC. This may also be followed for those Assistant Professor's appointed between 1.1.2006 and 18.8.2009 from their date of joining itself.
4. Pay fixation table for directly recruited Professor's, who are to be fixed in PB - 4 with AGP of Rs. 10000/- with a minimum pay of Rs. 43000 has not been provided. The same is required to be provided keeping in view all requirements like bunching etc.

5. As per the revised pay rules Professors's can be upgraded to AGP of Rs. 12000/- after 6 years as Professor with AGP of Rs. 10000/-, limited to 20% of sanctioned posts of Professor's, and such Professor's are to be fixed at a minimum pay of Rs. 48000/- in PB - 4. However, any directly recruited Professor appointed on even the initial Pay of Rs. 43000/- in PB - 4 will draw a Pay of Rs. 53300/- in PB - 4 after 6 years of service as Professor. Thus Rs. 48000/- is much less than Rs. 53300/-, the minimum which any Professor with 6 years experience will be drawing, and hence needs a critical look in with suitable up ward revision.
6. Persons directly recruited as Professor's in 2005 are to be at a disadvantage in terms of salary vi a vis those recruited in early 2006. For example, a Professor recruited in Aug. 2005 at an initial pay of Rs. 16400/- in pre revised pay scales will be fixed at Rs. 40890/- in PB - 4 on 1.1.2006 while a Professor selected in January, 2006 will be fixed at Rs. 43000/- in PB - 4 both with AGP of Rs. 10000/-. This needs to be corrected.
7. The Committee is of the opinion that the implementation of revision of pay scales of teachers should not impact the seniority as on 18.8.2009, the date on which revision of pay scales were notified by MHRD and therefore, recommends that the seniority of the teachers be maintained as it was existing on 17.8.2009.
8. The scheme of revision of pay scales vide notification no. F.No.23-1/2008-TS.II dated 18.8.2009 provides for accelerated promotional benefits maintaining the UGC Pay Structure and designations. In light of these, the Committee recommends that all promotions which have occurred between 1.1.2006 to 18.8.2009 under the earlier Career Advancement Scheme may be reviewed and incumbent promotees be granted promotion from the date of their eligibility or 1.1.2006, whichever is later, as per the eligibility criteria in the above referred letter read along with the MHRD letter no. 1-32/2006-U.II/U.I (i) dated 31st December, 2008.
9. As per the scheme of revision of pay scales of teachers and equivalent cadres in universities and colleges notified by MHRD vide letter no. 1-32/2006-U.II/U.I(1) dated 31st December, 2008, the post of Librarian has to be in the pay band of Rs. 37400-67000 PB - 4 with AGP of Rs. 10000. The qualification for the post of Librarian are Ph.D. in Library Science which the incumbent Librarian i.e. Dr. Krishan Gopal possesses, however, prior to these revisions Librarian of the Institute was in the pay scale of Rs. 12000-18300. His pay has accordingly been fixed by taking equivalence in the revision of pay scales corresponding to this prior scale of Rs. 12000-18300. As per the scheme of revision of pay scale, the Librarian of the Institute should be in PB - 4 i.e. Rs. 37400-67000 with AGP of Rs. 10000/-, therefore, the Committee recommends that the Librarian may be granted AGP of Rs. 10,000/- as Dr. Krishan Gopal is already in PB - 4, but with AGP of Rs. 9000/-.

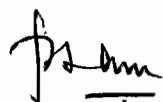

(S P Jain) 16/11/09


(R K Bansal) 16/11/09



(Krishna Gopal) 16/11/09

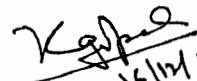
Part - II

1. The dates of the grant of designations of Associate Professors/Assistant Professors/Selection Grade Lecturers consequent to revision of pay scales prepared by office are in order, except in case of Dr. Ajai Jain and Ms. Manjula Sharma, in both these cases period of EOL spent on academic activity at equivalent level/Ph.D. work is to be counted as experience for stepping from PB - 3 to PB - 4. However, these will be subject to modifications as per any instruction to be issued by MHRD/decisions of BOG.
2. The Professors who have completed 6 or more years as Professors subject to the limit of 20% of the sanctioned posts may be granted AGP of Rs. 12000 as per the details in Annexure - I.
3. All faculty members who have improved their qualifications prior to 1.1.2006 and have not been granted any advance increments earlier for improving qualifications are recommended to be granted non-compounded advance increments as on 1.1.2006 taking effect from 1.9.2008. The stepping up may also be allowed, if it becomes due.
4. The information from NIT, Bhopal forwarded to the Committee is kept in abeyance, and it will be considered after the office obtains the similar information from the remaining 18 NIT's and All Central Universities where the same pay scales have been implemented.
5. The individual representations on revision of pay scales will be considered by the Committee after the Committee is intimated the decisions of authorities in this regard as the same would be impacting the consideration of representations.


(S P Jain) 16/11/09

Except Item 3 (Part II)
~~note~~ as per details
given below *


(R K Bansal) 16/11/09


(Krishna Gopal) 16/11/09

* Only those faculty members who have improved the qualifications after the conduct of the interview for the higher post should be considered for grant of advance increments


16/11/09

Annexure – I

Table showing Professors to whom AGP of Rs. 12,000/- is to be granted along with the effective date

S.No.	Date	No. of sanctioned posts of Professors	20% of posts	Eligible Professors Dr./Prof.	Remarks
1.	1.1.2006	30	6	1. Krishna Gopal 2. R K Arora 3. R K Bansal 4. T K Garg	
2.	1.2.2006	30	6	1. M K Soni	Dr. R K Arora retired on 31.1.2006.
3.	1.7.2006	18	4	--	
4.	6.9.2006	18	4	1. S P Jain	Dr. M K Soni proceeded on EOL from 6.9.2006 and has resigned & relieved from 5.9.2009.
5.	1.11.2007	22	4	--	
6.	18.5.2009	33	7	1. V K Arora 2. V K Sehgal 3. S K Sharma	

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

Government of India

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.

P. S. Chakraborty

- (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.

P. S. Sahit

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)

Item 19.34 To approve the Panel of External Experts for the selection of Technical, Administrative and other staff under various Selection Committees of the Institute.

The matter regarding panel of external experts for various administrative, scientific, teaching supporting technical staff and other non-teaching staff in the respective Departments/Sections of the Institute duly approved by the BOS of the respective Departments/Director was placed before the Board for approval in its 15th meeting held on 18.5.2009. The Board decided as under:-

"The Board decided that the matter regarding panel of external experts on the selection committees for non-teaching posts and scientific staff below the scale of post of Lecturer be reviewed as per the Statutes received from the MHRD".

The Institute was not aware of various clauses as contained in the Statutes the same were placed before the BOG on 18.5.2009. As per section 23 clause 5(b, c, d) of the First Statutes, the composition of various Selection Committees for filling up of posts (Technical, Administrative & Ministerial staff, Senior Administrative and other comparable posts carrying pay scale of Lecturer and above) under the Institute (other than on contract basis) by advertisement or by promotion from amongst the members of staff of the Institute shall be as under:-

b) For Technical Posts:-

- | | |
|---|---------------|
| 1) Director or Deputy Director | Chairman |
| 2) One Expert from outside the Institute | Member |
| 3) Nominee of MHRD | Member |
| 4) Concerned Head of Department | Member |
| 5) Registrar | Member |

c) For Administrative and Ministerial Staff :-

- | | |
|---|---------------|
| 1) Director or Deputy Director | Chairman |
| 2) One Expert from outside the Institute | Member |
| 3) Nominee of MHRD | Member |
| 4) Registrar | |

d) For Senior Administrative and other comparable posts carrying pay scale of Lecturer and above:

- | | |
|---|---------------|
| 1) Director or Deputy Director | Chairman |
| 2) One Expert from outside the Institute | Member |
| 3) Nominee of MHRD | Member |
| 4) Nominee of Board | Member |
| 5) Registrar | Member |

Accordingly as per First Statutes the Technical Staff, Administrative and Ministerial Staff, Senior Administrative and other comparable posts carrying pay scale of Lecturer and above are required to face the above mentioned Selection Committees for the purpose of direct recruitment as well as promotion. The panels of external experts already placed before the Board in its 15th meeting held on 18.5.2009 are not in contradiction of the First Statutes except that earlier there was requirement of two external experts as nominees of the Board as per Clause 12(3) (b) of the Memorandum of Association and Rules of the Institute which existed before commencement of the NITs Act, 2007. Now there is requirement of only one external expert from outside the Institute on the various Selection Committees as per the First Statutes. Hence as per the present Statutes the external experts on the Selection Committee are no more nominees of the Board. However as per past practice the panel of external experts for the above category of staff as placed before the 15th BOG meeting held on 18.5.2009 may be approved in anticipation of approval of the Board. The matter will be got ratified from the Board in its next meeting.

In this connection it is also pertinent to mention here that the existing panel of external experts had already expired on 24.4.2009 and the 1st Statutes have come into force w.e.f. 23rd April, 2009. The present panel of external experts may be made effective for two years from the date of 15th BOG meeting held on 24.4.2009 in which the above panel of external experts was placed.

A proposal for approving the panel of external experts sent by various Chairmen of Departments and Director were sent to the Hon'ble Chairperson, BOG for approval in anticipation of the Board. The Hon'ble Chairperson made the following observations:-

1. Please revise the panel with not more than ten external experts for one Selection Committee.
2. Keeping in mind also that from one institution there should not be more than two names in a panel.
3. I am also suggesting some important senior and experienced names for different panels at Annexure-A to be included in the respective panel.

Accordingly the revised panel of external experts for the above selection Committees will be placed before the Board on the table keeping in view the above observations of the Hon'ble Chairperson, BOG and after incorporating the names of experts suggested by the Hon'ble Chairperson.

The Board may approve the panel of external experts.

Item 19.35 To consider installation of the 1Gbps Internet Leased Line Connection for the Institute out of OBC Plan Grant.

Presently the Institute has more than 4500 LAN Nodes as well as wireless capacity to feed 2000 clients i.e. a total connectivity of 6500 nodes. The Institute subscribes E-Journal and E-Resources of worth more than one crore per year. The Institute has CWN Installation of worth 3 crore rupees to serve as IT backbone. However, the internet leased line has a capacity of 32 Mbps only, due to which the valuable Institute network is almost unutilized. Further the current 32 Mbps leased line runs heavily overloaded due to which users are unable to access E-resources of crore of rupees.

Due to lack of appropriate internet bandwidth and subsequent crippled IT services, there has been continuous unrest among the students, faculty and staff of the Institute. The students are approaching the administration for the installation of 1 Gbps Internet Leased Line in the Institute. To consider the demand of the students, a High Power Committee was constituted at the Institute level. The said Committee submitted its report on 28.10.2009. The said Committee has recommended installing 1 Gbps Internet Leased Line for the benefit of students, faculty and staff through inviting open tenders.

Keeping in view the above recommendations of the said Committee, it is proposed that 1Gbps (1000 Mbps) Internet Leased Line may be allowed to be installed in the Institute. This will help to utilize the IT infrastructure which Institute has commissioned with more than 2 years of untiring efforts and crores of rupees public money. For the installation of the 1 Gbps Internet Leased Line, 2.5 crores of rupees are required. However, the sufficient funds are not available under Non-Plan Grant of the current financial year i.e. 2009-10 whereas OBC Plan grant is available.

In view of the above, the Board may allow the Institute to utilize the available OBC Plan funds for the said purpose for the benefit of the students, faculty and staff of the Institute.

The Board may consider and decide.

Item 19.36: To consider and approve the minutes of the 13th meeting of the Senate, National Institute of Technology, Kurukshetra held on 03.12.2009.

The minutes of the 13th meeting of the Senate of National Institute of Technology, Kurukshetra held on 03.12.2009 under the Chairmanship of Director, NIT, Kurukshetra are enclosed as Appendix – XXXIV Pages 225-234. The minutes were circulated on 07.12.2009. The Agenda of the 13th meeting of the Senate is enclosed as Annexure to Item 19.36.

It may be added that comments on the Senate minutes were received from Dr. Krishna Gopal, Dean (P&D) and Professor, Electrical Engg. Department and Dr. Dixit Garg, Professor, Mechanical Engg. Department. An addendum was accordingly issued vide No. R/Senate 13th/2009/2377 dated 26.12.2009 with reference to the comments received. A copy of the addendum is also enclosed along with the minutes. However, in case further comments are received with reference to the addendum, the same will be placed before the Senate in its next meeting.

The Board of Governors may consider and approve the minutes.

APPENDIX-XXXIV

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

Minutes of the 13th meeting of the Senate of National Institute of Technology, Kurukshetra held on Thursday, 3rd December, 2009 at 11.30 am in the Senate Hall of the Institute

The following were present:

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| 1. | Dr. M. N. Bandyopadhyay
Director
NIT, Kurukshetra | Chairman |
| 2. | Sh. Vijay Prakash Saha
Chair, WFO, Energy Saving Commission
Res: W-16, Green Park, New Delhi - 110016 | Member |
| 3. | Dr. Krishna Gopal
Professor, Electrical Engg. Deptt.
NIT, Kurukshetra. | Member |
| 4. | Prof. R. K. Bansal
Professor, Civil Engineering Department
NIT, Kurukshetra | Member |
| 5. | Dr. T. K. Garg
Professor, Mech. Engg. Deptt.
NIT, Kurukshetra | Member |
| 6. | Dr. S. P. Jain
Professor
Electrical Engineering Department
NIT, Kurukshetra | Member |
| 7. | Dr. V. K. Arora
Professor, Civil Engineering Department
NIT, Kurukshetra | Member |
| 8. | Dr. V. K. Sehgal
Professor
Civil Engineering Department
NIT, Kurukshetra | Member |



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



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



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| 27. | Dr. S. K. Mahna
Professor
Physics Department
NIT, Kurukshetra | Member |
| 28. | Dr. B. K. Kaushik
Professor
Physics Department
NIT, Kurukshetra | Member |
| 29. | Dr. J. K. Quamara
Professor
Physics Department
NIT, Kurukshetra | Member |
| 30. | Dr. P. J. Philip
Professor
Department of Humanities & Social Sciences
NIT, Kurukshetra | Member |
| 31. | Dr. S. Angra
Professor
Mechanical Engineering Department
NIT Kurukshetra | Member |
| 32. | Dr. R. S. Bhatia
Professor
Electrical Engineering Department
NIT Kurukshetra | Member |
| 33. | Dr. G L Pahuja
Professor
Electrical Engineering Department
NIT Kurukshetra | Member |
| 34. | Dr. R. K. Sharma
Associate Professor & Head
Electronics & Comm. Engg. Department
NIT, Kurukshetra | Special Invitee |
| 35. | Dr. Ashwani Jain
Associate Professor, Civil Engg. Deptt.
Professor Incharge (Academic & Senate Affairs)
NIT, Kurukshetra | Special Invitee |



36. Sh. R P S Lohchab
Registrar
NIT Kurukshetra

Secretary, Senate

The following members could not attend the meeting:

- | | |
|---|-----------------|
| 1. Dr Ishwar Singh
Professor & Dean (Academic Affairs)
Deptt. of Inorganic Chemistry
M D University, Rohtak | Member |
| 2. Dr. (Mrs.) Bani Chatterjee
Professor
Deptt. of Humanities & Social Science
Indian Institute of Technology
Kharagpur (WB) | Member |
| 3. Dr. K. S. Kasana
Professor
Mechanical Engineering Department
NIT, Kurukshetra | Member |
| 4. Dr. S. K. Chakarvarti
Professor
Physics Department
NIT, Kurukshetra. | Member |
| 5. Dr. Dinesh Kumar
Associate Professor & Head
Chemistry Department
NIT, Kurukshetra. | Special Invitee |
| 6. Dr. A. K. Singh
Associate Professor & Head
Computer Engineering Department
NIT, Kurukshetra | Special Invitee |



Item 13.1: To confirm the minutes of the 12th meeting of the Senate held on 19.01.2009

The Senate confirmed the minutes of the 12th meeting of the Senate held on 19.01.2009 as circulated to the members of the Senate and as per details furnished in the agenda item.

Item 13.2: To note the Action Taken Report on the minutes of the 12th meeting of the Senate held on 19.01.2009

The Senate noted the actions taken on the minutes of the 12th meeting of the Senate held on 19.01.2009 as per details furnished in the agenda item.

Under item 12.10, the Senate requested the Convener of the committee already constituted to finalize the format of MCA degree to submit its report at the earliest possible. Further, the same committee was requested to finalize the format for the award of Honorary degree of D.Litt.

Regarding action taken report on Item 12.14, on examination reforms & rationalization of B.Tech. Scheme, it was brought to notice of the Senate that the NIT council has decided to form a committee consisting of Directors of NIT Trichy, Suratkhali and Warangal to look into the curriculum framework, that is, revising the curriculum by looking at the current needs of the country, industry and the market and also designing it keeping in view the future needs. The committee will also interact with industrial organizations to know their requirements so that the students have the best possible job prospects.

Item 13.3: To consider and approve decisions taken in 22nd to 26th meetings of Standing Committee on Senate Affairs (SCSA)

The Senate considered and approved the decisions taken in the five meetings (from 22nd to 26th) of Standing Committee on Senate Affairs which took place after the 12th meeting of the Senate.

The minutes recorded under Item No. 1 of the 25th SCSA meeting held on 19.8.2009 were deliberated upon at length and it was decided that the table with break-up of various sub-components and their respective weightages to be adopted for continuous evaluation of students with effect from even semester of session 2009-2010, with no minimum attendance requirement to appear in the end semester examinations, be modified as under:



CONTINUOUS EVALUATION SUB-COMPONENTS AND WEIGHTAGE

	SUB-COMPONENT	WEIGHTAGE %
(a)	Theory Papers	
1.	Three Class Tests (Two best to be reckoned)	10+10=20
2.	Teacher's Assessment through viva-voce, Home Assignments, on the Spot tests, Short Quizzes etc	10
3.	Class Attendance (L+T)*	20
4.	End Semester Examination	50
(b)	For Practicals	
1.	Mid Semester Evaluation (to be conducted in regular Practical Classes)	20
2.	Teacher's Assessment through viva-voce, short quizzes, reports, Class work etc.	20
3.	Class Attendance*	20
4.	End Semester Examination	40
(c)	For Seminars, Projects, Training, Comprehensive viva and General Fitness evaluation, the weightage will be decided by Departmental Review/Academic Committees.	

*The maximum attendance for calculation of attendance component of sessional marks shall be 90% of the total classes held.

Item 13.4: To consider the request of B.Tech 2006 batch students for revision of multiplication factor for calculation of percentage of marks

The Senate considered the request of B.Tech 2006 batch students for revision of multiplication factor for calculation of percentage of marks. After lengthy discussion, it was decided that the existing multiplication factor of 9.00 for calculation of percentage of marks be retained.

Item 13.5: To consider amendment in Ph.D Ordinance as per UGC (Minimum Standards and Procedure for award of M.Phil/Ph.D Degree) Regulation, 2009 published in the Gazette of India on July 11, 2009

The Senate decided to constitute a committee comprising of Dean (P & D) as Chairman and Dean (Academic) & Dean (Research & Consultancy) as members to review the existing Ph.D Ordinance of the Institute as per UGC (Minimum Standards and Procedure for award of M.Phil/Ph.D Degree) Regulation, 2009 published in the Gazette of India on July 11, 2009. It was decided that the Chairman of the committee be requested to submit report by the end of March

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2010 for further necessary action. The recommendations of the committee will be implemented after due approval.

**Item 13.6: To consider conferment of Honorary Degree of D.Litt to
Shri Pranab Mukherjee, Hon'ble Union Finance Minister**

The Senate considered and approved the proposal of the Dean (Academic) for conferment of Honorary Degree of D.Litt on Shri Pranab Mukherjee, Hon'ble Union Finance Minister as per Clause 39 – Conferment of Honorary Degrees, contained in the First Statutes of all National Institutes of Technology published in the Gazette of India dated 23rd April, 2009. This Clause 39 – Conferment of Honorary Degrees of the First Statutes of all National Institutes of Technology, supersedes Clause 6 - CONFERMENT OF HONORARY DEGREES of the "REGULATIONS REGARDING CONVOCATION, AWARD OF DEGREES, MEDALS, CERTIFICATES AND PRIZES, PROGRAMME OF PRESENTATION AND CITATION, ACADEMIC PROCESSION AND USE OF ACADEMIC COSTUMES/ROBES" approved in the 2nd meeting of the Senate held on 29.11.2003 under Item 2.4. The decision of the Senate will be placed before the BOG for approval and further necessary action.

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

RP S Lohchab
5/12

(R P S Lohchab)
Registrar & Secretary, Senate
NIT, Kurukshetra

Approved

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

**NATIONAL INSTITUTE OF TECHNOLOGY
KURUKSHETRA-136119**

No.R/Senate 13th/2009/2377

Dated: 26/12/09

This is in continuation of the minutes of the 13th meeting of the Senate held on 3rd December, 2009 circulated to all members of the Senate vide letter No. R/Senate 13th /2021 dated 07.12.2009. The following addendum is included as under:-

Any Other Item

Under any other item Dr. Krishna Gopal, Dean(P&D) and Professor, Electrical Engineering Department raised the following issues:-

- i) Increase in remuneration to external examiners for evaluating Ph.D. thesis and M.Tech. dissertation and extending proper hospitality to them in the Institute Guest House.
- ii) Regarding faculty shortage.
- iii) Regarding shortage of laboratories space especially in Sciences Departments and Electrical Engineering Department.

No specific decisions were taken on the above mentioned issues.

The Dean(P&D) also stressed on printing of Senate agenda on both sides to minimize the expenditure on postage and paper. He was also of the view that Ph.D. thesis should be printed on both sides and entire thesis after award of degree should be displayed on the Institute Website.

The Dean(P&D) further observed regarding presentation of result analysis and admission status. The Senate was informed that the same got delayed due to late declaration of results and due to late admission and subsequent sliding. It was intimated that this will be presented in next meeting of the Senate.

Sh. Vijay Prakash Saha, external member on the Senate, suggested setting up of Centre for Excellence in Renewable Energy.

R.P.S. Lohchab
26/12

(R.P.S. Lohchab)
Registrar-cum-Secretary, Senate

M.N. Bandyopadhyay
27/12/09

Approved

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

All Members of the Senate

Item 19.37 : To consider superannuation age of 62 years for Director of Sports of the Institute.

The Director (TC), Government of India, Ministry of Human Resource Development, Department of Higher Education, Technical Section – II, Shastri Bhawan, New Delhi vide letter No. F.23-1/2008/TS.II dated 16.09.2009 has conveyed the decision of the Govt. of India for some **modifications / additions in the Ministry Order No. 23-1/2008-TS.II dated 18th August, 2009.** **A copy of the letter dated 16.9.2009 is enclosed as Appendix -XXXV from page-237 to 239.**

In pursuance of the modifications made at Sr. No. 5 in the above referred letters, the age of superannuation of Director of Sports of IITs, IISERs, NITs, IISC, Bangalore and Deemed to be Universities, has to be fixed at 62 years, subject to their possession of qualification and experience as prescribed by the UGC from time to time. The para 5 of the above referred letter is reproduced below:

“The age of superannuation of Librarians, the cadre of Physical Education Personnel of Centrally Funded Technical Institutions (CFTIs); and Registrar and Finance Officer of IITs, IISERs, NITS, IISC, Bangalore and Deemed to be Universities, will be on par with UGC, and hence be fixed at 62 years, subject to their possessing the qualifications and experience as prescribed by UGC from time to time. The enhanced age of Superannuation of 62 years will take effect from the date of issue of this Order.”

Sh. R.K.Sharma, Director of Sports filed writ petition before the Hon'ble Punjab and Haryana High court, Chandigarh for the implementation of age of superannuation as 62 years as he was to retire 31.10.2009. In this case, the Hon'ble High Court vide its orders dated 28.10.2009 passed the following directions:-

“The petitioner was re-designated as Director of sports in the respondent-College vide order dated 25.1.1991 and was getting the salary of the lecturer in the pay scale of College Director of Sports. He further states that as far as the University Director of Sports is concerned, it is the higher post with higher pay scale. Since the petitioner is neither working on the said post nor even getting the salary of the said post, therefore, the reasons given in the written statement to retire the petitioner at the age of 60 years is wrong. Learned counsel for respondent No.1 disputes this position and states that respondent no.1 will file an affidavit in this regard. Adjourned to 16.12.2009. In the meanwhile, status quo will be maintained till next date of hearing.”

In view of the above directions of the Hon'ble Punjab and Haryana High Court at Chandigarh, Sh.R.K.Sharma, Director of Sports was allowed to continue on the post of Director of Sports till further orders. On 16.12.2009, this case was adjourned for 21.12.2009. On 21.12.2009, the Hon'ble High Court disposed of his writ petition with the direction to allow him to continue upto 62 years. A copy of letter dated 26.12.2009 received from the Advocate of Sh. R.K. Sharma is enclosed as **Appendix XXXVI on page 240.**

Keeping in view of the above facts and circumstances, the Institute is to implement the aforesaid directions dated 16.9.2009 issued by the MHRD in respect of Sh. R.K.Sharma, Director of Sports strictly as per direction of the Hon'ble High Court passed on 21.12.2009.

The Board may note and consider for necessary action.

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

Government of India

APPENDIX-XXXV

Ministry of Human Resource Development

Department of Higher Education

Technical Section II

Shastri Bhawan, New Delhi
Dated: 16th September 2009

To,

The Directors,
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 refer to this Ministry's Order No. 23-1/2008-TS.II dated 18th August, 2009 on the subject and to say that, consequent upon the issue of the above referred Order, representations have been received by this Ministry seeking modifications to certain provisions of the Scheme of Pay Revision of Teachers, etc of CFTIs communicated vide the above said Order of this Ministry. On careful consideration of these representations, it has been decided to make the following modifications/ additions to this Ministry's Order No. 23-1/2008-TS.II dated 18th August, 2009:-

- (1) The post of 'Lecturer-cum-Post Doctoral Fellows' mentioned in Para 1 (i) will be re-designated as 'Assistant Professor, to be recruited on contractual basis'. There will, however, be no change in the terms and conditions of appointment at this level.

N.I.T. KURUKSHETRA

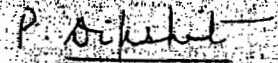
Dy. No.	23-1/2008-TS.II	Date	16/9/2009
R	WPL	DA	CAI
R	M	DEC	CO
R	OW	NS	SP
R	PC	IT	PC
R	AD	MO	DS

contd. 2

- (2) A new sub-paragraph may be inserted under Para 1(ii) as Para 1(ii)((3), to be read as "Assistant Professors in IITs, IISc, Bangalore, IIMs, NITIE Mumbai and IISERs, on completion of 3 years of service in the shall move to Pay Band of Rs 37400-67000 (PB 4) with an Academic Grade Pay (AGP) of Rs 9000 and will, however, continue to be designated as Assistant Professor."
- (3) The academic qualifications prescribed for the posts of Assistant Professors [Para 1 (ii) (2)], Associate Professors [Para 1 (iii) (2)] and Professors [Para 1 (iv) (2)] i.e. 'a Ph.D with first class' may be read as 'a Ph.D with first class at the preceding degree'.
- (4) The experience prescribed for the post of Professors [Para 1 (iv) (2)] i.e. 'a minimum of 10 years' experience' may be read as 'a minimum of 10 years' experience of which at least 4 years should be at the level of Associate Professor in IITs, IISc Bangalore, IIMs, NITIE Mumbai and IISERs.
- (5) The age of superannuation of Librarians, the cadre of Physical Education Personnel of Centrally Funded Technical Institutions (CFTIs); and Registrar and Finance Officer of IITs, IISERs, NITs, IISc, Bangalore and Deemed to be Universities, will be on par with UGC, and hence be fixed at 62 years, subject to their possessing the qualifications and experience as prescribed by UGC from time to time. The enhanced age of superannuation of 62 years will take effect from the date of issue of this Order.

2. All other provisions of the Scheme of Revision of Pay of Teaching and Other Staff of Centrally Funded Technical Institutions (CFTIs) communicated vide this Ministry's Order No. 23-1/2008-TS.II dated 18th August, 2009 shall remain unchanged.

Yours faithfully,


(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.


(Pratima Dikshit)
Director (TC)

Mr. R.K. Mallk,	Ph.: 0172-2742149
Senior Advocate	0172-2741200
Mrs. R.B.Malik, Advocate	Fax. 0172-2741365
High Court Pb. & Hr.	# H.No. 112, Sec. 10/A
Chandigarh	Chandigarh

To

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


Sub: Regarding civil writ petition no. 14171 of 2009 titled as Ramesh Kumar Sharma Vs. National Institute of Technology, Kurukshetra decided on 21.12.2009.

Sir,

I had filed the above mentioned writ petition before the Hon'ble High Court with a grievance that my client is entitled to retire at the age of 62 years. The said writ petition has been allowed by the Hon'ble High Court on 21.12.2009 and held that my client is entitled to retire at the age of 62 years. I had applied for the certified copy which will be supplied to you as and when the same will be ready.

This is for your information and necessary compliance.

Dated: 26.12.2009


(Mrs. R.B. Malik), Advocate

Item 19.38: To consider superannuation age of 62 years for Registrar of the Institute.

The Director (TC), Government of India, Ministry of Human Resource Development, Department of Higher Education, Technical Section – II, Shastri Bhawan, New Delhi vide letter No. F.23-1/2008/TS.II dated 16.09.2009 has conveyed the decision of the Govt. of India for some **modifications / additions in the Ministry Order No. 23-1/2008-TS.II dated 18th August, 2009.** **A copy of the letter dated 16.9.2009 is enclosed as Appendix XXXV from page 237 to 239.**

In pursuance of the modifications made at Sr. No. 5 in the above referred letters, the age of superannuation of Registrar of IITs, IISERs, NITs, IISC, Bangalore and Deemed to be Universities, has to be fixed at 62 years, subject to their possession of qualification and experience as prescribed by the UGC from time to time. The para 5 of the above referred letter is reproduced below:

“The age of superannuation of Librarians, the cadre of Physical Education Personnel of Centrally Funded Technical Institutions (CFTIs); and Registrar and Finance Officer of IITs, IISERs, NITS, IISC, Bangalore and Deemed to be Universities, will be on par with UGC, and hence be fixed at 62 years, subject to their possessing the qualifications and experience as prescribed by UGC from time to time. The enhanced age of Superannuation of 62 years will take effect from the date of issue of this Order.”

The Ministry of Human Resource Development New Delhi published the qualifications and experience through the Govt. of India Gazette on 1.7.2008 and through subsequent corrigendum dated 6.11.2008.

Sh. RPS Lohchab filed a writ petition before the Hon'ble Punjab and Haryana High Court, Chandigarh for the implementation of the aforesaid letter as he is to retire 31.12.2009. This case was fixed for 16.12.2009. However, it was adjourned for 21.12.2009. The said case could not be heard on 21.12.2009 and further adjourned for 23.12.2009. On 23.12.2009, the Hon'ble High Court allowed the writ petition of Sh. RPS Lohchab, Registrar with the direction to allow him to continue upto 62 years. A copy of letter dated 26.12.2009 received from the Advocate of Sh. R.P.S.Lohchab is enclosed as **Appendix XXXVII on page 242.**

Keeping in view of the above facts and circumstances, the Institute is to implement the aforesaid directions dated 16.9.2009 issued by the MHRD in respect of Sh. RPS Lohchab, Registrar strictly as per direction of the Hon'ble High Court passed on 23.12.2009.

The Board may note and consider for necessary action.

**Mr. R.K. Malik,
Senior Advocate
Mrs. R.B. Malik, Advocate
High Court Pb. & Hr.
Chandigarh**

**Ph.: 0172-2742149
0172-2741200
Fax. 0172-2741365
H.No. 112, Sec. 10/A
Chandigarh**

To

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

Sub: Regarding civil writ petition no. 16798 of 2009 titled as Raj Pal Singh Lochab Vs. National Institute of Technology, Kurukshetra decided on 23.12.2009.

Sir,

I had filed the above mentioned writ petition before the Hon'ble High Court with a grievance that my client is entitled to retire at the age of 62 years. The said writ petition has been allowed by the Hon'ble High Court on 23.12.2009 and held that my client is entitled to retire at the age of 62 years. I had applied for the certified copy which will be supplied to you as and when the same will be ready.

This is for your information and necessary compliance.

Dated: 26.12.2009

Raj
(Mrs. R.B. Malik), Advocate

Item 19.39: To consider superannuation age of 62 years for Lecturer, Physical Education of the Institute.

The Director (TC), Government of India, Ministry of Human Resource Development, Department of Higher Education, Technical Section – II, Shastri Bhawan, New Delhi vide letter No. F.23-1/2008/TS.II dated 16.09.2009 has conveyed the decision of the Govt. of India for some **modifications / additions in the Ministry Order No. 23-1/2008-TS.II dated 18th August, 2009.** **A copy of the letter dated 16.9.2009 is enclosed as Appendix XXXV from page 237 to 239.**

In pursuance of the modifications made at Sr. No. 5 in the above referred letters, the age of superannuation of Librarians, Physical Education Personnel of Centrally Funded Technical Institutions (CFTIs) and Registrar and Finance Officer of IITs, IISERs, NITs, IISC, Bangalore and Deemed to be Universities, has to be fixed at 62 years, subject to their possession of qualification and experience as prescribed by the UGC from time to time. The para 5 of the above referred letter is reproduced below:

“The age of superannuation of Librarians, the cadre of Physical Education Personnel of Centrally Funded Technical Institutions (CFTIs); and Registrar and Finance Officer of IITs, IISERs, NITS, IISC, Bangalore and Deemed to be Universities, will be on par with UGC, and hence be fixed at 62 years, subject to their possessing the qualifications and experience as prescribed by UGC from time to time. The enhanced age of Superannuation of 62 years will take effect from the date of issue of this Order.”

Sh. Zile Singh, Lecturer Physical Education filed writ petition before the Hon'ble Punjab and Haryana High court, Chandigarh for the implementation of the aforesaid letter as he is to retire on 31.12.2009. This case was fixed for 16.12.2009. However, it was adjourned for 21.12.2009. The said case could not be heard on 21.12.2009 and further adjourned for 23.12.2009. On 23.12.2009 the writ petition filed by Sh. Zile Singh, Lecturer, Physical Education was again adjourned for 11.1.2010 with the direction that the Institute will file an affidavit with regard to the existence of the Department of Physical Education. No stay was granted by the Hon'ble High Court in this case. In this connection, a copy of letter dated 24.12.2009 received from Shri Varun Gupta, Institute Standing Counsel at Chandigarh is enclosed as **Appendix XXXVIII from page 244 to 245** where in it has been mentioned that the date of superannuation of Sh.Zile Singh is due on 31.12.2009 . The Institute is bound to implement the further directions, if any, passed by the Hon'ble High Court at Chandigarh in respect of Sh. Zile Singh.

The Board may note and consider for necessary action.

APPENDIX-XXXVIII

VARUN GUPTA
Advocate

Punjab & Haryana High Court
CHANDIGARH.

OFFICE-CUM-RESIDENCE. :
258, SECTOR-10,
PANCHKULA - 134109
Ph: 0172-2564505, Fax: 0172-2564505
Cell: (+91) 9872515505, 9416600505
E-mail: 79.varun@gmail.com

Ref. No. 1/LO/NIT

Dated: 24-12- 09

To

The Director,
National Institute of Technology (NIT)
(Deemed University),
Kurukshetra University, Kurukshetra.

Subject: Legal Opinion in the Case titled as ZILE SINGH Vs. NIT & Ors. vide CWP
No. 17164/09

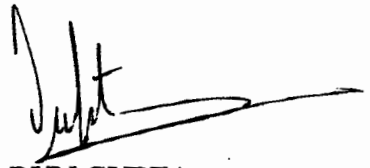
Sir,

The afore-mentioned case was listed for hearing on 23-12-09 in the Hon'ble High Court of Punjab & Haryana at Chandigarh before Hon'ble Mr. Justice V.K.Sharma. The Hon'ble Court has directed the institute to file an affidavit of the Director, as to whether the department of Physical Education exists or not. The case has been adjourned to 11-1-10. The prayer of petitioner to stay his retirement has been declined by hon'ble court.

Branch Office: - 241/8 State Bank Colony, Red Road, Kurukshetra-136118
Ph:- 01744-290220,291220

Thus the present status in the case of Zile Singh is same as it was before filing of the present writ petition. The date of superannuation of Sh. Zile Singh is due on 31-12-09. Since the High Court has not passed any interim order in favour of Petitioner (Zile Singh), therefore Sh. Zile Singh may be duly retired as per norms on attaining the age of superannuation (ie. 60 years), since he does not fulfill the requisite qualification, to the post, as per UGC norms in view of the circular of MHRD dt. 16/9/09.

Thanks



VARUN GUPTA
(Advocate)

Item 19.40 To consider the panel of external experts for recruiting Academic Staff (excluding the Director and the Deputy Director) in various subjects.

As per existing Bye-laws of the Institute, the Director is required to maintain a panel of external experts in various subjects as approved by the Board of Governors, to be revised after every two years.

The existing two years term of the panel of the external experts already approved by the Board of Governors in its 9th meeting held on 25.2.2006 expired on 24.2.2008.

A notification was sent to Chairpersons of all teaching departments to suggest fresh names of experts keeping in view the following observations made by the Board in its 4th meeting held on 8.12.2003:-

1. The experts should be from top class institutions throughout India.
2. Experts from private institutions and retired persons may not be included except outstanding (eminent) persons.
3. The guides of the existing staff doing Ph.D. should be avoided.

Accordingly Chairmen of the Departments sent names of the external experts duly approved by the respective Departmental Affairs Committee.

The said panel was placed before the Board of Governors in its 14th meeting held on 20.1.2009. The Board decided as under:-

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

Now the 1st Statutes under NITs Act, 2007 have been received and as per section 23 clause 5(a) of the said Statutes, the composition of Selection Committees for filling up of posts (Academic Staff excluding the Director and the

Deputy Director) under the Institute (other than on contract basis) by advertisement or by promotion from amongst the members of staff of the Institute shall be as under:-

(a) For Academic Staff (excluding the Director and the Deputy Director):-

- | | |
|--|---------------|
| 1) Director or Deputy Director | Chairman |
| 2. Visitor's Nominee | Member |
| 3) two nominee of the Board one being an expert, but other than a member of the Board | Member |
| 4) one expert nominee of Senate from outside the Institute | Member |
| 5) Head of Department concerned (for other than the post of Professor) | Member |

The said panel of external experts in respect of all disciplines already approved by the BOG will be placed before the Board of Governors on table as the constitution of Selection Committee has been revised.

The Board may consider and decide regarding constituency 3 of the aforesaid Selection Committee.

- Item 19.41 To consider and approve recommendations of the committee constituted for mapping of existing non-faculty posts with the new classifications as per 1st Statutes, requirement of non-faculty staff as per suggested ratio and filling up posts of urgent nature.**

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 18.05.2009. The Board decided as under: -

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

A Committee of the following was constituted for considering the various clauses of the 1st Statutes under NIT Act, 2007:

- | | | |
|----|--|------------------|
| 1. | Dr. S.K.Sharma
Dean (Estate, Construction & E/M) | Chairman |
| 2. | Sh. RPS Lohchab,
Registrar | Member |
| 3. | Dr. H.K.Sharma
Professor, Civil Engineering Department. | Member |
| 4. | Dr. S.K.Mahna,
Chairman, Physics Department. | Member |
| 5. | Sh. GR Samantaray,
Deputy Registrar (GA & Legal). | Member-Secretary |

The Committee was requested to make recommendations on the following issues:

1. Mapping of the existing posts with the new classification made under Clause 22 of the 1st Statutes.
2. To re-structure/Fill up the Non Teaching/Teaching Supporting Vacant posts as per the ratio laid down by the MHRD and 1st Statues and also frame Recruitment Rules.

3. To frame rules on Code of Conduct for employees, as per Clause-25 of the Statutes.
4. Other related matters, as per 1st Statutes.

The said Committee has submitted its report for consideration and approval. The salient features of the recommendations of the Committee are as under:

1. Mapping of the existing posts with the new classification made under Clause 22 of the 1st Statutes.

Under Clause 22 of the 1st Statutes, the members of the Staff of the NIT(s) have been classified as Academic Staff, Technical Staff and Administrative & other Staff. The existing posts in these three areas are to be classified with the new classification entailed in the 1st Statutes. The Committee went through the existing staff structure of the Non-teaching Staff, un-revised and revised pay scales of such post(s) and decided as under:

- a) All the existing designations/posts may be abolished as and when the new classifications/designations are approved by the Board.
- b) The existing designations/posts may be mapped with the new classifications as per clause 22 of Statutes as Annexure-A. The mapping of posts has been made on the basis of existing pay scales. The employees working against these posts may be adjusted accordingly as per their pay scales being drawn by them at present subject to instructions issued by the MHRD from time to time.

2. To re-structure/Fill up the Non Teaching/Teaching Supporting Vacant posts as per the ratio laid down by the MHRD and 1st Statutes

To restructure the Non-faculty staff, the Committee went through the existing staff structure of non-faculty as well as the classification of posts mentioned under Clause 22 of the 1st Statutes. The Committee also went through the BOG decision vide which it was decided that the technical and non-technical staff should be in the ratio of 50:50 of the total strength. The Committee also consulted the Sarangi Report in this regard.

In view of the said facts, the Committee unanimously decided as under:

1. As on 1.12.2009, 262 non-faculty staff is in position which includes 87 positions of Class IV staff. It is worth mentioning here that as per clause 22 of 1st statutes, the class IV position has not been included in the classification and not allowed. But, these 87 posts are part of the total strength of non-faculty staff at present. These 87 posts will automatically be abolished in due course of time as and when the incumbents working against these posts will retire.
2. Further in view of the present need of staff required for the smooth functioning of Labs, administrative offices, Library, Health Centre etc., the Committee has prepared detailed distribution of 306 posts of non-faculty staff, equally distributing into two portions as Technical Staff and Administrative & other Staff, as has been classified under clause 22 of the 1st Statutes. The proposed requirement of staff is enclosed as Annexure B and C for consideration and approval.
3. The Hostel staff and the administrative staff required for IT and IEM Departments has not been included in the proposed staff structure. The staff required in these areas will be considered in the next year proposal. However, technical staff for IT and IEM departments has been proposed in the Annexure-B.
4. It is also recommended that Security, Housekeeping and Maintenance Services may be outsourced with immediate effect to avoid engaging a large number of persons on contract basis to run these services smoothly. The existing class IV staff working in these areas will be adjusted in the respective departments/sections for class IV work till their retirements.
5. Keeping in view increase in intake of students due to the OBC reservation, the students' strength has gone upto 3340. The faculty and non-faculty staff is also increasing. The Institute campus being residential in nature, it has been felt essential that the Health Centre should be opened round the clock. The MHRD has also emphasized on this point. Since the staff in the Health Centre is not adequate, the Committee has proposed some staff in the proposal in Annexure-C. By providing this staff, the Health Centre is proposed to be opened in two sessions -Morning Session (from 8.00 a.m. to 2. 00 p.m.) and Evening Session (from 2.00 p.m. to 8.00 p.m.) for all days of the week. However, for opening the Health Centre round the clock, further additional required staff will be considered in the next year proposal. It has also come to the notice of the Committee that the Board has already approved

extension of the present building and the purchase of Ambulance for the Health Centre.

6. The Institute has already achieved the required ratio of faculty and non-faculty staff. As per ratio, the staff required for the year 2009-10 is 306 against the faculty position of 278. The staff in position is 262 (Group A to C =175 and Group D=87). Hence it is evident that there are 131 vacancies in the Group A to C category. However, due to Group D positions, all these 131 vacancies may not be filled. It has come to the notice of the Committee that the Institute has already invited applications for 09 non faculty posts keeping in view the decision taken by the Board of Governors in its 18th Meeting held on 12.10.2009. Hence, the Committee recommends that the Board may allow the Institute to fill clear-cut 35 non-faculty posts (306-262+9) as per Annexure D which are urgently required for the smooth functioning of classes and administrative work of the Institute. It is worth mentioning here that these 35 posts are part of the required staff which has been proposed as Annexure B and C.
7. Further, the Committee also recommends that the Institute may be allowed to fill the following posts on deputation/ direct recruitment on long term contract basis in view of the clause 28 of the 1st Statute on the pay and allowances as mentioned against each, out of Students Fund:

Sr. No.	Name of the post	No. of posts	Pay Scale of the post
1.	Medical Officer (On deputation)	01	15600-39100-5400
2.	Assistant Registrar	01	15600-39100+7600
3.	Audit Officer (On deputation)	01	15600-39100+5400
4.	Programmer	02	15600-39100+5400
5	Foreman	02	15600-39100+4600
6.	Assistant (Hindi)	01	9300-34800+4200
7.	Pharmacist	01	9300-34800+4200

8.	Auditor (on deputation)	02	9300-39100+4200
9.	Computer Operator	02	5200-20200+2400
10.	Data Entry Operator	02	5200-20200+1900
11.	Junior Assistant (Hindi)	01	5200-20200+1900
	Total	16	

8. These posts may be allowed to fill as per clause 23 of the 1st Statutes, as per the recruitment rules which are applicable to the employees of the Central Government. The Recruitment Rules on the pattern of Central Government/IITs are being framed by this Committee which will be submitted to the Hon'ble Chairman, BOG before advertising the abovesaid vacancies.

The recommendations of the Committee for framing Code of Conduct for the employees of the Institute have been placed through the separate agenda item in this meeting.

The detailed recommendations of the Committee regarding (i) Mapping of the existing posts with the new classification made under Clause 22 of the 1st Statutes and (ii) To re-structure/Fill up the Non Teaching/Teaching Supporting Vacant posts as per the ratio laid down by the MHRD and 1st Statues and also frame Recruitment Rules, are enclosed as **Appendix XXXIX from page 253 to 280.**

The Board may consider and decide.

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

No. Gen-1/Committee/

Dated:

Subject: **Follow up actions on the 1st Statutes under NIT Act, 2007**

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 18.05.2009. The Board decided as under: -

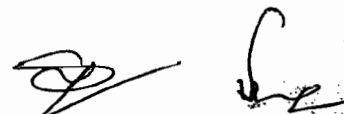
"The Board noted the First Statutes for NITs received from the MHRD."

The Director constituted the following Committee to workout the modalities for considering the various clauses of the 1st Statutes under NIT Act, 2007.

- | | | |
|----|--|------------------|
| 1. | Dr. S.K.Sharma
Dean (Estate, Construction & E/M) | Chairman |
| 2. | Sh. RPS Lohchab,
Registrar | Member |
| 3. | Dr. H.K.Sharma
Professor, Civil Engineering Department. | Member |
| 4. | Dr. S.K.Mahna,
Chairman, Physics Department. | Member |
| 5. | Sh. GR Samantaray,
Deputy Registrar (GA & Legal). | Member-Secretary |

The Committee was requested to make recommendations on the following issues:

1. Mapping of the existing posts with the new classification made under Clause 22 of the 1st Statutes.



2. To re-structure/Fill up the Non Teaching/Teaching Supporting Vacant posts as per the ratio laid down by the MHRD and 1st Statutes and also frame Recruitment Rules.
3. To frame rules on Code of Conduct for employees, as per Clause-25 of the Statutes.
4. Other related matters, as per 1st Statutes.

The Committee met several times to finalize the report of the Committee on the above issues. The Committee proposed the following for consideration and further decision by the Board:

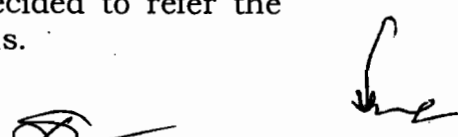
1. Mapping of the existing posts with the new classification made under Clause 22 of the 1st Statutes.

Under Clause 22 of the 1st Statutes, the members of the Staff of the NIT(s) have been classified as Academic Staff, Technical Staff and Administrative & other Staff. The existing posts in these three areas are to be classified with the new classification entailed in the 1st Statutes. The Committee went through the existing staff structure of the Non-teaching Staff, un-revised and revised pay scales of such post(s) and decided as under:

- a) All the existing designations/posts may be abolished as and when the new classifications/designations are approved by the Board.
- b) The existing designations/posts may be mapped with the new classifications as per clause 22 of Statutes as Annexure-A. The mapping of posts has been made on the basis of existing pay scales. The employees working against these posts may be adjusted accordingly as per their pay scales being drawn by them at present subject to instructions issued by the MHRD from time to time.

3. To re-structure/Fill up the Non Teaching/Teaching Supporting Vacant posts as per the ratio laid down by the MHRD and 1st Statutes

The Committee went through the letter No. 23-03/08/IFD, dated 8.5.2008 issued by the MHRD vide which the Ratio between faculty and non-faculty has to be maintained as 1:1.1. Vide this letter, the Ministry also laid down the ratio between students and faculty as 1:12. Keeping in view the student's strength, 278 faculty is required for the year 2009-2010. The matter was placed before the Board of Governors in its 17th meeting held on 9.9.2009 for approval of 278 faculty for the year 2009-10 against the students' strength of 3340 of all the courses. The Board approved the same and decided to refer the matter to MHRD with complete details and justifications.



Keeping in view the said facts, 306 non-faculty is required for the year 2009-10 on the basis of ratio suggested by the MHRDas already mentioned.

To restructure the Non-faculty staff, the Committee went through the existing staff structure of non-faculty as well as the classification of posts mentioned under Clause 22 of the 1st Statutes. The Committee also went through the BOG decision vide which it was decided that the technical and non-technical staff should be in the ratio of 50:50 of the total strength. The Committee also consulted the Sarangi Report in this regard.

In view the said facts, the Committee unanimously decided as under:

1. As on 1.12.2009, 262 non-faculty staff is in position which includes 87 positions of Class IV staff. It is worth mentioning here that as per clause 22 of 1st statutes, the class IV position has not been included in the classification and not allowed. But, these 87 posts are part of the total strength of non-faculty staff at present. These 87 posts will automatically be abolished in due course of time as and when the incumbents working against these posts will retire.
2. Further in view of the present need of staff required for the smooth functioning of Labs, administrative offices, Library, Health Centre etc., the Committee has prepared detailed distribution of 306 posts of non-faculty staff, equally distributing into two portions as Technical Staff and Administrative & other Staff, as has been classified under clause 22 of the 1st Statutes. The proposed requirement of staff is enclosed as Annexure B and C for consideration and approval.
3. The Hostel staff and the administrative staff required for IT and IEM Departments has not been included in the proposed staff structure. The staff required in these areas will be considered in the next year proposal. However, technical staff for IT and IEM departments has been proposed in the Annexure-B.
4. It is also recommended that Security, Housekeeping and Maintenance Services may be outsourced with immediate effect to avoid engaging a large number of persons on contract basis to run these services smoothly. The existing class IV staff working in these areas will be adjusted in the respective departments/sections for class IV work till their retirements.

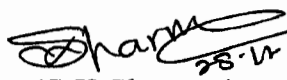


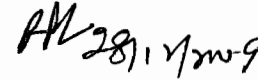
5. Keeping in view increase in intake of students due to the OBC reservation, the students' strength has gone upto 3340. The faculty and non-faculty staff is also increasing. The Institute campus being residential in nature, it has been felt essential that the Health Centre should be opened round the clock. The MHRD has also emphasized on this point. Since the staff in the Health Centre is not adequate, the Committee has proposed some staff in the proposal in Annexure-C. By providing this staff, the Health Centre is proposed to be opened in two sessions -Morning Session (from 8.00 a.m. to 2. 00 p.m.) and Evening Session (from 2.00 p.m. to 8.00 p.m.) for all days of the week. However, for opening the Health Centre round the clock, further additional required staff will be considered in the next year proposal. It has also come to the notice of the Committee that the Board has already approved extension of the present building and the purchase of Ambulance for the Health Centre.
6. The Institute has already achieved the required ratio of faculty and non-faculty staff. As per ratio, the staff required for the year 2009-10 is 306 against the faculty position of 278. The staff in position is 262 (Group A to C =175 and Group D=87). Hence it is evident that there are 131 vacancies in the Group A to C category. However, due to Group D positions, all these 131 vacancies may not be filled. It has come to the notice of the Committee that the Institute has already invited applications for 09 non faculty posts keeping in view the decision taken by the Board of Governors in its 18th Meeting held on 12.10.2009. Hence, the Committee recommends that the Board may allow the Institute to fill clear-cut 35 non-faculty posts (306-262+9) as per Annexure D which are urgently required for the smooth functioning of classes and administrative work of the Institute. It is worth mentioning here that these 35 posts are part of the required staff which has been proposed as Annexure B and C.
7. Further, the Committee also recommends that the Institute may be allowed to fill the following posts on deputation/ direct recruitment on long term contract basis in view of the clause 28 of the 1st Statute on the pay and allowances as mentioned against each, out of Students Fund:

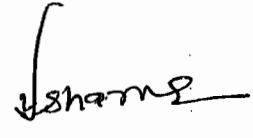


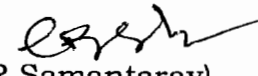
Sr.No.	Name of the post	No. of posts	Pay Scale of the post
1.	Medical Officer (On deputation)	01	15600-39100-5400
2.	Assistant Registrar (Examination)	01	15600-39100+5400
3.	Audit Officer (On deputation)	01	15600-39100+5400
4.	Programmer	02	15600-39100+5400
5.	Foreman	02	15600-39100+4600
6.	Assistant (Hindi)	01	9300-34800+4200
7.	Pharmacist	01	9300-34800+4200
8.	Auditor (on deputation)	02	9300-39100+4200
9.	Computer Operator	02	5200-20200+2400
10.	Data Entry Operator	02	5200-20200+1900
11.	Junior Assistant (Hindi)	01	5200-20200+1900
	Total	16	

8. These posts may be allowed to fill as per clause 23 of the 1st Statutes, as per the recruitment rules which are applicable to the employees of the Central Government. The Recruitment Rules on the pattern of Central Government/IITs are being framed by this Committee which will be submitted to the Hon'ble Chairman, BOG before advertising the abovesaid vacancies.



(S.K.Sharma)


(RPS Lohchab)


(H.K.Sharma)


(S.K.Mahna)

(G.R.Samantaray)


DIRECTOR

may be approved by
PK 28/11/2009

Annexure-A

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

PROPOSED MAPPING OF NON-TEACHING POSTS

Sr. No.	Existing Post(s)	Existing Pay scale of the post (s) Rs.	Mapped with the new classification	Pay scale of the mapped post (s) Rs.
Technical Staff.				
1.	System Analyst	15600-39100 +5400	System Analyst	15600-39100 +6600
2.	Programmer	15600-39100 +5400	Programmer	15600-39100 +5400
3.	Supervisor (Engg.)	9300-34800 +4200	Foreman	9300-34800 +4600
4.	Supervisor (Sc.)	9300-34800 +4200	Lab. Instructor	9300-34800 +4600
5.	Sr. Draftsman	9300-34800 +4200	Draftsman	9300-34800 +4200
6.	Asstt. Draftsman	9300-34800 +4200	Draftsman	9300-34800 +4200
7.	Tech. Grade A	9300-34800 +4200	Technician	9300-34800 +4200
8.	Tech. Grade B	5200-34800 +2400	Technical Assistant	5200-20200 +2400
9.	Tracer	5200-20200 +2000	Not required	Existing incumbent may be adjusted against Lab. Assistant with his pay scale personal to him/her
10.	Ferro-Machine Operator	5200-20200 +1900	Not required	No incumbent
11.	Lab. Assistant	5200-20200 +1900	Lab. Assistant	5200-20200 +1900
12.	System Attendant	5200-20200 +2400	Technical Assistant	5200-20200 +2400
13.	Gas Man	5200-20200 +1900	Not required	No incumbent
14.	Lab. Attendant	5200-20200 +1900	Lab. Assistant	5200-20200 +1900
15.	Gas Plant Helper	4400-7440+1300	Not required	No incumbent
16.	Workshop Supdt.	15600-39100 +6600	Workshop Supdt.	15600-39100 +6600
17.	Foreman	9300-34800 +4200	Foreman	9300-34800+4200

AK

18.	Driver	5200+20200+2400	Mechanic (Driver)	5200-20200+2400
19.	Director Sports*	15600-39100+5400	-	-
20.	Lecturer, Physical Education*	15600-39100+5400	-	-
21.	Librarian*	15600-39100+5400	Librarian	37400-67000+10000

ADMINISTRATIVE AND OTHER STAFF.

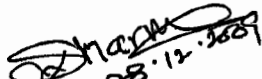
1.	Registrar	16400-22400	Registrar	37400-67000+10000
2.	Deputy Registrar	15600-39100+5400	Deputy Registrar	15600-39100+7600
3.	Sr. Medical Officer	15600-39100+6600	-	-
4.	Lady Medical Officer	15600-39100+5400	Medical Officer	15600-39100+5400
5.	Assistant Registrar	15600-39100+5400	Assistant Registrar	15600-39100+5400
6.	Asstt. Librarian	9300-34800+4200	-	-
7.	Stores Officer	9300-34800+4200	Stores Officer	9300-34800+4200
8.	Estate Officer	9300-34800+4200	-	-
9.	Deputy Supdt.	9300-34800+4200	-	-
10.	Security Officer	9300-34800+4200	Security Officer	9300-34800+4200
11.	Jr. Accountant	9300-34800+4200	-	-
12.	Head Cashier	9300-34800+4200	Office Assistant	9300-34800+4200
13.	Cashier	9300-34800+4200	Office Assistant	9300-34800+4200
14.	Accounts Clerk	9300-34800+4200	Office Assistant	9300-34800+4200
15.	Assistant/MMCA	9300-34800+4200	Office Assistant	9300-34800+4200
16.	Telephone-Operator-cum-Receptionist	9300-34800+4200	Office Assistant	9300-34800+4200
17.	Sr. Storekeeper	9300-34800+4200	Storekeeper	9300-34800+4200
18.	Sr. Stenographer	9300-34800+4200	-	-

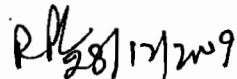
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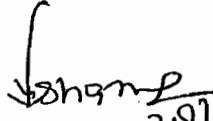
19.	Jr. Stenographer	5200-20200 +2400	-	-
20.	Jr. Storekeeper	5200-20200 +1900	-	-
21.	Clerk	5200-20200 +1900	Jr. Assistant/Data Entry Operator	5200-20200 + 1900
22.	Steno-typist	5200-20200 +1900	-	-
23.	Store-Munshi	5200-20200 +1900	-	-
24.	Lady Resident Warden	9300-34800 +4200	-	-
25.	Matron	5200-20200 +1900	-	-
26.	Sr. Library Assistant	9300-34800 +4200	-	-
27.	Counter Assistant	9300-34800 +4200	-	-
28.	Restorer	5200-20200 +1900	-	-
29.	Book Binder	5200-20200 +1900	-	-
30.	Xerox Machine Operator	5200-20200 +1900	-	-
31.	Lib. Attendant	5200-20200 +1900	-	-
32.	Pharmacist	9300-34800 +4200	Medical Assistant (Pharmacist)	9300-34800 +4200
33.	Staff Nurse	9300-34800 +4200	Medical Assistant (Staff Nurse)	9300-34800 +4200
34.	Lab. Technician	5200-20200 +2800	Medical Assistant (Lab. Technician)	5200-20200 +2800
35.	Dresser	5200-20200 +1900	-	-
36.	Junior Engineer	9300-34800 +4200	Junior Engineer	9300-34800 +4200
37.	Electrician	5200-20200 +2400	-	-
38.	Plumber	5200-20200 +2400	-	-
39.	Carpenter	5200-20200 +2400	-	-
40.	Mason	5200-20200 +2400	-	-
41.	Pump Driver	5200-20200 +2400	-	-
42.	Fitter	5200-20200 +2400	-	-

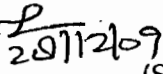
43.	Painter	5200-20200 +1900	-	-
44.	Asstt. Pump Driver	5200-20200 +1900	-	-

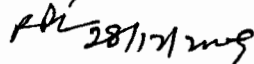
Note: The posts having higher scales corresponding to the existing scale of the pay has been made for the future recruitment of the post. However, the present incumbents will get higher scales subject to their possessing qualifications and experience as prescribed in the Recruitment Rules of the Institute.

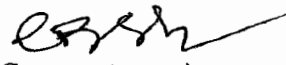

28.12.2009
(S.K. Sharma)

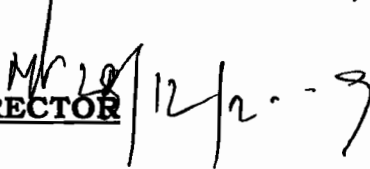

28/12/2009
(RPS Lohchab)


28/12/09
(H.K. Sharma)


28/12/09
(S.K. Mahna)

May be approved pl.

28/12/2009


(G.R. Samantaray)


28/12/2009
DIRECTOR

Subject: **Requirement of non-faculty staff for the year 2009-10.**

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:-


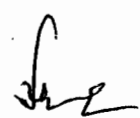
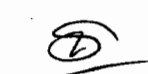
"The Board noted the First Statutes for NITs received from the MHRD".

Under Section 22 of the Statute, the members of the staff of the Institute have been classified as under:-

- I. Academic Staff:- Director, Deputy Director, Professor, Associate Professor, Assistant Professor, Lecturer, professor Training and Placement, and such other academic posts as may be decided by the Board from time to time.
- II. Technical staff: - System Manager, System Analyst, Programmer, Librarian, Workshop Superintendent, Assistant Workshop Superintendent, Foreman, Technician, Instructor, Laboratory Assistant, Mechanic, Overseer, Technician Assistant, Draftsman and such other technical posts as may be decided by the Board from time to time and
- III. Administrative and other staff:- Registrar, Deputy Registrar and Assistant Registrar, Accounts Officer, Audit Officer, Estate Officer, Executive Engineer, Assistant and Junior Engineer, Medical Officer, Medical Assistant, Horticultural Assistant / Officer, Office Superintendent, Security Officer, Stores Officer, Store Keeper, Office Assistants, Data Entry Operators and such other Administrative and other staff as may be decided by the Board from time to time.

Keeping in view of the above classifications, the Committee has recommended mapping of existing posts corresponding to the clause 22 of the 1st Statutes as per Annexure-A. However, there are number of posts which are not part of the above classification but these are needed as per present scenario to cope up with the work of classes, Labs. and administrative work, may be allowed to create.

The Institute may be allowed to create the following posts on the pay scales as mentioned against each:

Sr. No.	Name of the post	No. of Post	Pay scale of the post	Remarks
1.	Assistant Executive Engineer	03	15600-39100+5400	For construction & Maintenance Section
2.	Junior Executive Assistant	11	5200-20200+1900	For Stenography Work.
3.	Senior Executive Assistant	11	5200-20200+2400	-do-
4.	Executive Assistant	07	9300-34800+4200	-do-
5.	Personal Assistant (PA)	02	9300-34800+4200	For Director & Registrar office.
6.	Private Secretary (PS)	02	9300-34800+4600	-do-
7.	Law Assistant	01	9300-34800+4600	For legal affairs.
8.	Auditor	02	9300-34800+4200	For audit work.
9.	Assistant Librarian	01	9300-34800+4600	Library
10.	Library Information Officer	01	9300-34800+4200	for Library
11.	Library Information Assistant	04	9300-34800+4200	-do-
12.	Senior Library Information Assistant	04	5200-20200+2400	-do-
13.	Junior Library Information Assistant	04	5200-20200+1900	-do-
14.	Resident Lady Warden	01	9300-20200-4200	For Girls Hostel (already in existence.
15.	Matron	01	5200-20200+1900	-do-
16.	EPABX Operator	01	5200-20200+1900	For Internal exchange.
17.	Cook-cum-Caretaker	01	5200-20200+1900	For guest house.
18.	Senior Students Activity & Sports Officer (SAS)	01	15600-39100+6600	For Sports & other activity
19.	Students Activity & Sports Officer (SAS)	01	15600-39100+5400	For Sports & other activity
20.	Junior Assistant	06	5200-20200+1900	For Administrative Offices in place of Clerk
21.	Senior Assistant	06	5200-20200+2400	For Administrative Offices in place of Senior Clerk
22.	Junior Store Keeper	04	5200-20200+1900	For Store Offices
23.	Senior Store Keeper	04	5200-20200+2400	For Store Offices
	Total	79		

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-3-

It is pertinent to mention here that the above posts are within the required ratio suggested by the MHRD and hence may be included in the required staff lists. The list of required staff has been proposed on the enclosed Annexure B and C.

S.K. Sharma
(S.K. Sharma) *28.12.09* *PP 28/12/09*
(RPS Lohchab)

H.K. Sharma
(H.K. Sharma) *28/12/09*
(S.K. Mahna)

Maybe approved pl.
PP 28/12/09
DIRECTOR *ml*
28/12/2009



G.R. Samantaray
(G.R. Samantaray)

Annexure-B



**NATIONAL INSTITUTE OF TECHNOLOGY
KURUKSHETRA- 136119**

DEPARTMENT-WISE REQUIREMENT OF TECHNICAL STAFF

Sr. No.	Name of the existing post	No, of Sanctioned post(s)	Pay Scale of the post (Rs.)	Name of the post as per 1 st statute	No. of Required as per Ratio	In position as on 01.11.09	Vacant
Civil Department							
Group -A							
				Programmer	01	-	01
Group-B							
1.	Supervisor	03	9300-34800+4600	Foreman	03	-	03
Group-C							
2.	Senior Draftsman	01	9300-34800+4200	Draftsman	01	01 (AD)	-
3.	Tech. Grade A	04	9300-34800+4200	Technician	04	03	01
4.	Tech. Grade B	03	5200-20200+2400	Technical Asstt.	04	01	03
5.	Tracer	02	5200-20200+2000	-	-	-	-
6.	Lab Attendant	10	5200-20200+1900	Lab. Asstt.	10	05	05
	Total	23		Total	23	10	13
Electrical Engineering Department							
Group-A							
				Programmer	01	-	01
Group-B							
1.	Supervisor	06	9300-34800+4600	Foreman	05	05	00
Group-C							
2.	Senior Draftsman	01	9300 - 34800+4200	-		-	-
3.	Tech. Grade A	05	9300-34800+4200	Technician	04	04	-
4.	Tech. Grade B	01	5200-20200+2400	Technical Asstt.	04	01	03
5.	Tracer	01	5200-20200+2000	-	-	01	-01
6.	Lab Attendant	04	5200-20200+1900	Lab. Asstt.	04	03	01
	Total	18		Total	18	14	04

Sr. No.	Name of the existing post	Sanctioned existing	Pay Scale (Rs.)	Name of the post as per 1 st statute	No. of Required as per Ratio	In position as on 01.11.09	Vacant
Mechanical Engineering Department							
Group-A							
1.	Programmer	01	15600-39100+5400	Programmer	01	-	01
Group-B							
2.	Supervisor	04	9300-34800+4600	Foreman	04	03	01
Group-C							
3.	Senior Draftsman	01	9300-34800+4200	-	-	-	-
4.	Asstt. Draftsman	01	9300-34800+4200	-	-	-	-
5.	Tech. Grade A	04	9300-34800+4200	Technician	05	03	02
6.	Tech. Grade B	01	5200-20200+2400	Technical Asstt.	05	01	04
7.	Tracer	01	5200-20200+2000	-	-	-	-
8.	Ferro-Machine Operator	02	5200-20200+1900	-	-	-	-
9.	Lab Attendant	05	5200-20200+1900	Lab. Asstt.	05	04	01
	Total	20		Total	20	11	09
Electronics and Comm. Engineering Department							
Group-A							
1.	System Analyst	01	15600-39100+6600	System Analyst	01	-	01
2.	Programmer	01	15600-39100+5400	Programmer	01	01	-
Group-B							
3.	Supervisor	04	9300-34800+4600	Foreman	04	03	01
Group-C							
4.	Tech. Grade A	04	9300-34800+4200	Technician	04	01	03
5.	Tech. Grade B	03	5200-20200+2400	Technical Asstt.	04	03 (1 SA)	01
6.	Lab/System Attendant	04	5200-20200+1900	Lab Asstt.	04	02	02
	Total	17		Total	18	10	08

Sr. No.	Name of the existing post	Sanctioned existing	Pay Scale (Rs.)	Name of the post as per 1 st statute	No. of Required as per Ratio	In position as on 01.11.09	Vacant
Computer Engineering Department							
Group-A							
1.	System Analyst	01	15600-39100+6600	System Analyst.	01	01	00
2.	Programmer	01	15600-39100+5400	Programmer	01	01	00
Group-B							
3.	-	-	9300-34800+4600	Foreman	01	-	01
Group-C							
4	Tech. Grade A	01	9300-34800+4200	Technician	01	-	01
5.	-	-		Technical Asstt.	01	-	01
6	Lab/System. Attendant	03	5200-20200+1900	Lab Asstt.	02	01	01
	Total	06		Total	07	03	04
Physics Department							
Group-B							
1.	Supervisor	02	9300-34800+4600	Lab. Instructor	03	--	03
Group-C							
2.	Tech. Grade A	01	9300-24800+4200	Technician	01	01	-
3.	Tech. Grade B	01	5200-20200+2400	Technical Asstt.	02	-	02
4.	Lab. Asstt.	01	5200-20200+1900	Lab. Asstt.	03	02	01
5.	Lab Attendant	02	5200-20200+1900	-	-	-	-
	Total	07		Total	09	03	06

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Sr. No.	Name of the existing post	Sanctioned existing	Pay Scale (Rs.)	Name of the post as per 1 st statute	No. of Required as per Ratio	In position as on 01.11.09	Vacant
Chemistry Department							
Group B							
1.	Supervisor	01	9300-34800+4600	Lab. Instructor	01	01	-
Group-C							
2.	Tech. Grade A	01	9300-34800+4200	Technician	01	-	01
3.	Tech. Grade B	-	5200-20200+1900	Technical Asstt.	01	-	01
4.	Lab Asstt.	01	5200-20200+1900	Lab Asstt.	02	02 (01 Lab. Att.)	-
5.	Gas Man	01	5200-20200+1900	-	-	-	-
6.	Lab Attendant	01	5200-20200+1900	-	-	-	-
Group D							
7.	Gas Plant Helper	01	4440-7440+1300	-	-	-	-
	Total	06		Total	05	03	02
Workshop							
Group-A							
1.	Workshop Supdt.	01	15600-39100+7600	Workshop Supdt.	01	-	01
Group-B							
2.	Asstt. Workshop Supdt.	-	15600-39100+5400	Asstt. workshop Supdt.	01	-	01
3.	Supervisor	06	9300-34800+4600	Foreman	04	04	-
Group-C							
4.	Tech. Grade A	03	9300-34800+4200	Technician	04	-	04
5.	Tech. Grade B	10	5200-20200+2400	Technical Asstt.	04	10	-06
6.	Lab. Attendant	07	5200-20200+1900	Lab Asstt.	04	03	01
7.	Driver	04	5200-20200+2400	Mechanic (Driver)	05	01	04
	Total	31			23	18	05

Sr. No.	Name of the existing post	Sanctioned existing	Pay Scale (Rs.)	Name of the post as per 1 st statute	No. of Required as per Ratio	In position as on 01.11.09	Vacant
MBA Department							
Group-A							
1.	-	-	15600-39100+6600	System Analyst	01	-	01
2.	-	-	15600-39100+5400	Programmer	01	-	01
Group-C							
3.	-	-	5200-20200+1900	Lab. Asstt.	01	-	01
				Total	03	-	03
MCA Department							
Group-A							
1	-	-	15600-39100+6600	System Analyst	01	-	01
2	-	-	15600-39100+5400	Programmer	02	-	02
Group-C							
3	-	-	5200-20200+1900	Lab. Asstt.	01	-	01
				Total	04	-	04
Industrial Engineering & Management							
Group-A							
1.	-	-	15600-39100+5400	Programmer	01	-	01
Group-B							
			9300-34800+4200	Foreman	01	-	01
Group-C							
2.	-	-	9300-34800+4200	Technician	01	-	01
3.	-	-	5200-20200+2400	Technical Asstt.	01	-	02
4.	-	-	5200-20200+1900	Lab. Asstt.	02	-	02
				Total	06	-	06
Physical Education							
1	Director of Sports	01	15600-39100+6600	Senior SAS officer	01	01	00
2	Lecturer Phy.Edu.	01	15600-39100+5400	SAS officer	01	01	00
-	-			Total	02	02	00

[Handwritten signature and initials]

Sr. No.	Name of the existing post	Sanctioned (Existing)	Pay Scale (Rs.)	Name of the post as per 1 st statute	No. of Required as per Ratio	In position as on 01.11.09	Vacant
Centre of Computing & Networking							
Group-A							
1	-		15600-39100+7600	System Manager	01	-	01
2	-		15600-39100+6600	System Analyst	01	-	01
3	-		15600-39100+5400	Programmer	01	-	01
4.	-		5200-20200+1900	Lab Assistant	01	-	01
				Total	04	-	04
Construction & Estate							
Group-C							
1			9300-34800+4200	Draftsman	01	-	01
				Total	01	-	01
Information Technology Department							
Group-A							
1.	-	-	15600-39100+5400	Programmer	01	-	01
Group-B							
			9300-34800+4200	Foreman	01		01
Group-C							
2.	-	-	9300-34800+4200	Technician	01	-	01
3.	-	-	5200-20200+2400	Technical Asstt.	01	-	02
4.	-	-	5200-20200+1900	Lab. Asstt.	02	-	02
				Total	06		06

Library							
Group-A							
1	Librarian	01	15600-39100+7600	Librarian	01	01	00
2	-		15600-39100+5400	Programmer	01	-	01
3.	Book-Binder	01	5200-20200+1900	Mechanic (Book Binder)	01	01	-
	-			Total	03	02	01
Humanities							
1.	-	-	15600-39100+5400	Programmer	01	-	01
Grand Total					153	76	77

Shanu
28-12-2009

RK
28/12/2009

Deep *Carsh*
28/12/09

May be approved pl.

14/28/12/12/12
DIR *RK 28/12*
(12.12.09)

Annexure-C

NATIONAL INSTITUTE OF TECHNOLOGY
(Institution of National Importance)
KURUKSHETRA-136119
POSITION OF NON-TEACHING STAFF AS ON 01.11.2009

Sr. No.	Name of the existing Post	Sanctioned existing	Pay Scale (Rs.)	Name of the Post as per 1 st Statutes	No. of required as per ratio	In Position	Vacant
Civil Engineering Department							
Group-C							
1.	Sr. Stenographer	01	9300-34800 +4200	Office Assistant	01	01	-
2.	Clerk	02	5200- 20200 +1900	Jr. Executive Assistant	01	01	-
3.	Jr. Storekeeper	01	5200- 20200 +2400	Senior. Storekeeper	01	01	-
	Total	04		Total	03	03	-
Electrical Engineering Department							
Group-C							
1.	Sr. Stenographer	01	9300-34800 +4200	Office Assistant	01	01 (Jr. Steno)	-
2.	Clerk	02	5200- 20200 +1900	Jr. Executive Assistant	01	-	01
3.	Jr. Storekeeper	01	5200- 20200 +2400	Senior. Storekeeper	01	01	-
	Total	04		Total	03	02	01
ECE Department							
Group-C							
1.	Sr. Stenographer	01	9300-34800 +4200	Office Assistant	01	01	-
2.	Clerk	01	5200- 20200 +1900	Jr. Executive Assistant	01	-	01
3.	Jr. Storekeeper	01	5200- 20200 +2400	Senior. Storekeeper	01	01	-
	Total	03		Total	03	02	01
Computer Engineering Department/IT							
Group-C							
1.	Sr. Stenographer	01	9300-34800 +4200	Office Assistant	01	-	01
2.	Clerk	01	5200- 20200 +1900	Jr. Executive Assistant	01	01	-
3.	-	-	5200- 20200 +2400	Senior. Storekeeper	01	-	01
	Total	02		Total	03	01	02
Mechanical Engineering Department/IEM							
Group-C							
1.	Sr. Stenographer	01	9300-34800 +4200	Office Assistant	01	-	01
2.	Clerk	02	5200- 20200 +1900	Jr. Executive Assistant	01	01	-
3.	Jr. Storekeeper	01	5200- 20200 +4200	Storekeeper (SG)	01	01	-
	Total	04		Total	03	02	01

Physics Department							
Group-C							
1.	Jr. Stenographer	01	5200- 20200 +2400	Sr. Executive Assistant	01	-	01
2.	Jr. Storekeeper	01	5200- 20200 +1900	Jr. Storekeeper	01	01	-
	Total	02		Total	02	01	01
Chemistry Department							
Group-C							
1.	Jr. Stenographer	01	5200- 20200 +2400	Sr. Executive Assistant	01	-	01
2.	Jr. Storekeeper	01	5200- 20200 +1900	Jr. Storekeeper	01	01	-
	Total	02		Total	02	01	01
MBA Department							
1.	--	--	5200- 20200 +2400	Sr. Executive Assistant	01	-	01
2.	--	--	5200- 20200 +1900	Jr. Storekeeper	01	-	01
	Total	--		Total	02	-	02
MCA Department							
1.	--	--	5200- 20200 +2400	Sr. Executive Assistant	01	-	01
2.	--	--	5200- 20200 +1900	Jr. Storekeeper	01	-	01
	Total	--		Total	02	-	02
Mathematics Department							
Group-C							
1.	Jr. Stenographer	01	5200- 20200 +2400	Sr. Executive Assistant	01	-	01
	Total	01		Total	01	-	01
Humanities Department							
Group-C							
1.	Jr. Stenographer	01	5200- 20200 +2400	Sr. Executive Assistant	01	01 (Clerk)	-
	Total	01		Total	01	01	-
Workshop							
Group-C							
1.	Jr. Stenographer	01	5200- 20200 +2400	Sr. Executive Assistant	01	-	01
	Total	01		Total	01	-	01
Training Placement & Student Welfare							
Group-C							
1.	Sr. Stenographer	01	9300-34800 +4200	Executive Assistant (SG)	01	01 (Clerk)	-
	Total	01		Total	01	01	-

Establishment Section							
Group-A							
1.	DR (GA& Legal)	01	15600-	DR(GA & Legal)	01	01	-
Group-C							
2.	Dy. Supdt.	01	9300-34800 +4200	Office Supdt.	01	01	-
3.	Jr. Stenographer	01	5200-20200 +1900	Jr. Executive Assistant	01	-	01
4.	Assistant	03	9300-34800 +4200	Office Assistant	04	03	01
5.	-	-	5200-20200 +2400	Sr. Assistant	02	-	02
6.	Clerk	05	5200- 20200 +1900	Jr. Assistant	02	02	-
	Total	11			11	06	05
General Section							
Group-B							
1.	Assistant Registrar	01	15600-39100 +5400	Assistant Registrar	01	-	01
Group-C							
2.	Deputy Supdt.	-	9300-34800 +4200	Office. Supdt.	01	01	-
3.	Security Officer	01	9300-34800 +4200	Security Officer	01	-	01
4.	Telephone Operator cum Receptionist	02	9300-34800 +4200	Office Assistant (Reception)	01	01	-
5.	-	-	5200-20200 +1900	EPABX Operator	01	-	01
6.	-	-	9300-34800 +4200	Office Assistant (Hindi)	01	-	01
7.	-	-	5200-34800 +1900	Jr. Assistant (Hindi)	01	-	01
8.	-	-	5200- 20200 +1900	Jr. Assistant (Guest House)	01	-	01
9.	-	-	5200- 20200 +1900	Cook-cum-Caretaker	01	-	01
10.			5200-20200 +1900	Jr. Assistant (Dispatch)	01	-	01
11.			5200-20200 +1900	Jr. Assistant (Diary)	01	-	01
12	Steno typist	01	5200- 20200 +1900	Jr. Executive Assistant	01	-	01
	Total	05			12	02	10
Recruitment & Legal Section							
1.			15600-39100 +5400	Assistant Registrar	01	-	01 -
2	-	-	9300-34800 +4600	Law Assistant	01	-	01
3.	Assistant	01	9300-34800 +4200	Office Assistant	01	01	-

4	Clerk	01	5200- 20200 +1900	Jr. Assistant	01	01	-
5.	-	01	9300-34800 +4200	Office Assistant (Legal & RTI)	01		01
6.		01	5200- 20200 +2400	Sr. Assistant	01	-	01
7.	-	-	5200-20200 +2400	Sr. Executive Assistant	01	-	01
	Total	05			07	03	04
Director's Office							
Group-C							
1.	Dy. Supdt. to Director	02	9300-34800 +4200	Personal Assistant	01	01	-
2.			9300-34800 +4600	Private Secretary	01	01	-
	Total	02			02	02	-
Registrar's Office							
Group-A							
1.	Registrar	01	16400-22400 +10000	Registrar	01	01	-
Group-C							
2.	Sr. Stenographer & Clerk	02	9300-34800 +4200	Personal Assistant	01	01	
3.	-	-	9300-34800 +4600	Private Secretary	01	-	01
	Total	03			03	02	01
Dean (Academic)							
Group-C							
1.	-	-	9300- 34800+4200	Executive Assistant(SG)	01	01 (Jr. Steno)	-
	Total	01			01	01	-
Dean (P & D)							
Group-C							
1.	-	-	9300- 34800+4200	Executive Assistant(SG)	01	01 (Clerk)	-
	Total	01			01	01	-
Dean (Faculty)							
1.	-	-	9300- 34800+4200	Executive Assistant(SG)	01	-	01
	Total	01			01	-	01
Dean (Student & Welfare)							
1.	-	-	9300- 34800+4200	Executive Assistant(SG)	01	-	01
	Total	01			01	-	01
Dean (E,C & E/M)							
1.	-	-	9300- 34800+4200	Executive Assistant(SG)	01	-	01
	Total	01			01	-	01
Dean (R&D)							
1.	-	-	9300- 34800+4200	Executive Assistant(SG)	01	-	01
	Total	01			01	-	01

Accounts Section							
Group-A							
1.	Deputy Registrar (Acs.)	01	15600-39100 +5400	Dy. Registrar (Acs.)	01	01	-
Group-C							
2.	Dy. Supdt.	01	9300-34800 +4600	Office Supdt.	01	01	-
3.	Dy. Supdt.	01	9300-34800 +4200	Office Supdt.	01	01	
3.	Accounts Clerk	05	9300-34800 +4200	Office Assistant	05	02+01 (Asstt.)	02
4.	Jr. Stenographer	01	5200- 20200 +2400	Senior Executive Assistant	01	01 (Sr. Steno)	-
5.	Clerk	03	5200- 20200 +2400	Sr. Assistant	01	02	-01
	Total	13			10	08	02
Cash & Fee Section							
Group-A							
1.	-	-	15600-39100 +5400	Accounts Officer	01	-	01
Group-C							
2.	Jr. Accountant	01	9300-34800 +4200	Office Supdt.	01	01 (J.A)	-
3.	Assistant	02	9300-34800 +4200	Office Assistant (Fees)	01	02	-01
4.	Head Cashier	01	9300-34800 +4200	Office Assistant (Cheques)	01	01	-
5.	Cashier	01	9300-34800 +4200	Office Assistant (Cash)	01	01	-
6.	Clerk	01	5200- 20200 +1900	Jr. Executive Assistant	01	01	-
	Total	07			06	06	-
Audit Section							
Group B							
1	-	-	15600-39100 +4600	Audit Officer	01	-	01
Group C							
1.	-	-	9300-39100 +4200	Auditor	02	-	02
	Total				03	-	
Academic Section							
Group-A							
1.	Dy. Registrar (Academic)	01	15600-39100 +5400	Dy. Registrar (Academic)	01	-	01
Group-C							
2.	Dy. Supdt.	01	9300-34800 +4600	Office. Supdt.	01	01	-
3.	Assistant	03	9300-34800 +4200	Office Assistant	03	03	-
4.	Jr. Stenographer	01	5200- 20200 +1900	Jr. Executive Assistant	01	-	01

5.	Clerk	02	5200- 20200 +2400	Sr. Executive Assistant	02	-	02
	Total	08		Total	08	04	04
Examination Cell							
Group-B							
1.	-	-	15600-39100 +5400	Dy. Registrar (Exam.)	01	-	01
Group-C							
2.	Dy. Supdt.	01	9300-34800 +4200	Office Supdt.	01	01	-
3.	Assistant	02	9300-34800 +4200	Office Assistant	02	01	01
4.	-	-	5200- 20200 +2400	Jr. Executive Assistant	01	-	01
5.	Clerk	02	5200- 20200 +1900	Data Entry Operator	02	01	01
	Total	05		Total	07	03	04
Store Section							
Group-B							
1.	Store Officer	01	9300-34800 +4200	Store Officer	01	01	-
Group-C							
2.	Dy. Supdt.	01	9300-34800 +4600	Office Supdt.	01	-	01
3.	Assistant	02	9300-34800 +4200	Office Assistant	01	01 (Acc. Clerk)	-
4.	-	-	9300-34800 +4200	Store-Keeper (Record)	01	-	01
5.	Jr. Stenographer	01	5200- 20200 +2400	Senior Executive Assistant	01	01 (Sr. Steno)	-
6.	Jr. Storekeeper	01	9300-34800 +4200	Storekeeper (SG)	01	-	01
7.	Clerk	02	5200-20200 +2400	Sr. Assistant	01	-	01
8.	-	-	5200- 20200 +1900	Jr. Assistant	01	01	
9.	Store Munshi	01	5200- 20200 +1900	-	-	-	-
	Total	09		Total	08	04	04
Library							
Group-B							
1.	Asstt. Librarian	02	9300-34800 +4200	Asstt. Librarian	01	-	01
Group-C							
2.	-	-	9300-34800 +4200	Library Inf. Officer	01	-	01
3.2.	Sr. Library Asstt.	02	9300-34800 +4200	Library Information Assistant (SG)	04	02 (Counter Asstt.)	02
3.	Counter Supdt.	01	9300-34800 +4200	-	-	-	-
4.	Counter Asstt.	02	5200- 20200 +2400	Senior Lib.Inf. Assistant	04	-	04

5.	Jr. Stenographer	01	5200- 20200 +2400	Sr. Executive Assistant	01	-	01
6.	Clerk	02	5200- 20200 +1900	Data Entry Operator	02	-	02
7.	Xerox Machine Operator	01	5200- 20200 +1900	-	-	01	-01
8.	Library Attendant	07	5200- 20200 +1900	Jr. Library Information Assistant	4	04	-
9.	Restorer	04	5200- 20200 +1900	-	-	03	-03
	Total	23			17	10	07

Health Centre

Group-A

1.	Sr. Medical Officer	01	15600-39100 +6600	Sr. Medical Officer	01	-	01
2.	-	-	15600-39100 +5400	Medical Officer	01	-	01

Group-C

3.	Pharmacist	02	9300-34800 +4200	Medical Assistant (Pharma)	02	02	-
4.	Lab. Technician	01	5200- 20200 +2800	Medical Assistant (Lab)	02	01	01
5.	Staff Nurse	01	9300-34800 +4200	Medical Assistant (Staff Nurse)	02	01	01
6.	-	-	5200- 20200 +1900	Medical Assistant (X-Ray & ECG)	01	-	01
7.	Dresser	01	5200- 20200 +1900	-	-	-	-
8.	-	-	5200- 20200 +1900	Data Entry Operator	01	01(Dresser)	-
	Total	07		Total	10	05	05

Estate & Construction Section

Group-A

1.	-	-	15600-39100 +6600	Executive Engineer	01	-	01
2.	-	-	15600-39100 +5400	Assistant Executive Engineer	03 (02 Civil 01 Elect.,)	-	03

Group-C

4.	Jr. Engineer	04	9300-34800 +4200	Jr. Engineer (C=2, E=1, M=1)	04	02	02
5.	-	-	9300-34800 +4200	Office Supdt.	01	-	01
6.	Assistant	02	9300-34800 +4200	Office Assistant	01	01+01(Acs. Clerk)	-01
7.	-	-	5200- 20200 +2400	Sr. Executive Assistant	01	-	01

08.	Sr. Storekeeper	01	9300-34800 +4200	Storekeeper (SG)	01	01 (Clerk)	-
09.	Electrician	01	5200- 20200 +2400	-	-	-	-
10.	Plumber	01	5200- 20200 +2400	-	-	-	-
11.	Carpenter	01	5200- 20200 +2400	-	-	-	-
12.	Mason	01	5200- 20200 +2400	-	-	-	-
13.	Clerk	01	5200- 20200 +2400	Sr. Assistant	01	-	01
14.	Pump Driver	01	5200- 20200 +2400	-	-	01	-01
15.	Fitter	01	5200- 20200 +2400	-	-	-	-
	Total	16		Total	13	06	07
Sports & Students Activity Section							
Group-C							
1.	-	-	5200- 20200 +1900	Data Entry Operator	01	-	01
	Total	-			01	-	01
Hostels							
Group-C							
1.	Resident Lady Warden	01	9300-34800 +4200	Lady Resident Warden	01	01	-
2.	MMCA/Asstt	05	9300-34800 +4200	Office Assistant		05	-05
3.	Clerk/Matron	06	5200- 20200 +1900	Matron	01	01(Matron)	-
	Total	12		Total	02	07	-05
Work Charged-made-Regular Staff							
Group-C							
1.	Painter	01	5200- 20200 +1900	-	-	01	-01
2.	Plumber	02	5200- 20200 +1900	-	-	02	-02
3.	Carpenter	03	5200- 20200 +1900	-	-	03	-03
4.	Electrician	02	5200- 20200 +1900	-	-	02	-02
5.	Mason	03	5200- 20200 +1900	-	-	03	-03
	Total	11		-	-	11	-11
	Grand Total				153	101	52

[Signature]
28.12.2009

AK 28/12/09

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28/12/09

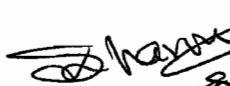
May be approved Mr.
AK 28/12/09
DIT 28/12/09

NATIONAL INSTITUTE OF TECHNOLOGY
KURUKSHETRA-136119

Subject: Filling up the non-faculty posts by way of direct recruitment.

The Institute may be allowed to fill up the following non-faculty posts by way of direct recruitment:

S.N.	Name of the Post	No. of the Post	Pay Scale of the post	Remarks
1.	Senior Medical Officer	01	15600-39100+6600	
2.	Executive Engineer	01	15600-39100+6600	
3.	Medical Officer (Lady)	01	15600-39100+5400	
4.	System Analyst	01	15600-39100+6600	
5.	Programmer	05	15600-39100+5400	
6.	Assistant Executive Engineer (2-Civil & 1-Elect.)	03	15600-39100+5400	
7.	Accounts Officer	01	15600-39100+5400	
8.	Junior Engineer (Civil & Mech.)	02	9300-34800+4200	
9.	Medical Asstt. (Staff Nurse)	01	9300-34800+4200	
10.	Medical Asstt. (X-ray & ECG)	01	9300-34800+4200	
11.	Technician Physics	01	9300-34800+4200	
12.	Library Information Asstt.	01	9300-34800+4200	
13.	Office Assistant	02	9300-34800+4200	
14.	Security Officer	01	9300-34800+4200	
15.	Medical Asstt. (Lab Technician)	01	5200-20200+2800	
16.	Data Entry Operator	02	5200-20200+1900	
17.	Junior Executive Asstt.	02	5200-20200+1900	For stenography work
18.	Junior Asstt.	02	5200-20200+1900	
19.	Junior Store Keeper	01	5200-20200+1900	
20.	Mechanic (Driver)	03	5200-20200+1900	
21.	EPABX operator	01	5200-20200+1900	
22.	Cook cum Caretaker	01	5200-20200+1900	
	Total	35		


28.12.2009

AK 28/12/2009


28/12/09

May be approved for

Item 19.42 To consider and approve recommendations of the Committee on the Code of Conduct for employees of the Institute.

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”.

The Clause 25 of the First Statutes empowers each Institute (NITs) to make Conduct Rules for Employees in consultation with the Central Government.

To consider and frame the Code of Conduct for the employees of the Institute, a Committee was constituted at the Institute level. The Committee has drafted rules relating to Code of Conduct for the employees of the Institute, which are enclosed as **Appendix XXXX from page 282 to 291**

The Board may consider and decide.

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

No. Gen-1/Committee/

Dated:

Subject: **Rules on Code of Conduct for employees of the Institute.**

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 18.05.2009. The Board decided as under: -

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

The Director constituted the following Committee to workout the modalities for considering the various clauses of the 1st Statutes under NIT Act, 2007.


- | | | |
|----|--|------------------|
| 1. | Dr. S.K.Sharma
Dean (Estate, Construction & E/M) | Chairman |
| 2. | Sh. RPS Lohchab,
Registrar | Member |
| 3. | Dr. H.K.Sharma
Professor, Civil Engineering Department. | Member |
| 4. | Dr. S.K.Mahna,
Chairman, Physics Department. | Member |
| 5. | Sh. GR Samantaray,
Deputy Registrar (GA & Legal). | Member-Secretary |

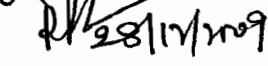


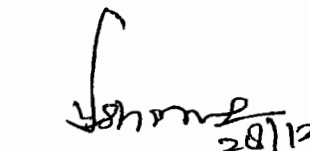
The Committee was requested to make recommendations on the following issues:


1. Mapping of the existing posts with the new classification made under Clause 22 of the 1st Statutes.
2. To re-structure/Filling up the Non Teaching/Teaching Supporting Vacant posts as per the ratio laid down by the MHRD and 1st Statutes and also frame Recruitment Rules.
3. To frame rules on Code of Conduct for employees as per Clause-25 of the Statutes.
4. Other related matters as per 1st Statutes.

As mentioned above, the Clause 25 of the First Statutes empowers each Institute (NITs) to make Conduct Rules for Employees in consultation with the Central Government. The Committee went through the Govt. website for the purpose. Further the Committee also consulted the Conduct Rules of IIT Delhi and Central Civil Services (Conduct) Rules, 1964. The Committee recommends the Conduct Rules for employees of the Institute as Annexure-A.


(S.K.Sharma) 28-12-2009


(RPS Lohchab) 28/12/2009


(H.K.Sharma) 28/12/09


(S.K.Mahna)


(G.R.Samantaray)


DIRECTOR, NIT KURUKSHETRA

Annexure-A

**NATIONAL INSTITUTE OF TECHNOLOGY
KURUKSHETRA-136119**

**PROPOSED RULES ON CODE OF CONDUCT FOR THE
EMPLOYEES OF NIT KURUKSHETRA.**

1. PREAMBLE

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 18.05.2009. The Board decided as under: -

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

The Clause 25 of the First Statutes empowers each Institute (NITs) to make Conduct Rules for Employees in consultation with the Central Government. These Conduct Rules have been framed on the analogy of the Rules prevailing in the IIT Delhi. These conduct rules may therefore, be applied in conjunction with Central Civil Services (Conduct) Rules and Central Civil Services (classification, control & appeal), CCS (CCA) Rules and Clause 26 of the First Statutes.

These Conduct Rules shall come into force from the date of approval by the Board of Governors of the Institute.

2. APPLICATION

The provisions contained in these rules shall apply to all employees of the Institute. Further, the employees of the Institute are also governed by all other rules as are/may be adopted after approval by the Board of Governors. If on a particular matter, no rules are provided in these rules, the Central Civil Services (Conduct) Rules will be applicable. However, in cases where the Institute feels that Govt. of India rules on a subject need modification in view of Institute's conditions, the Institute may frame its own rules with the approval of the Board of Governors.



3. DEFINITIONS

Unless the context otherwise requires

- (a) "Competent authority" means:
 - (i) "The Board of Governors" in the case of Director.
 - (ii) "The Director" in the case of all other employees.
- (b) Employee means- All faculty and non-faculty members of staff of the Institute.
- (c) "Members of the family" in relation to an employee includes:
 - (i) the wife, child or step-child of such employee residing with and dependent on him and in relation to an employee who is woman, the husband residing with and dependent on her, and
 - (ii) any other person related, whether by blood or by marriage to the employee or to such employee's wife or husband and wholly dependent on such Institute employee, but does not include a wife or husband legally separated from the employee or child or step-child who is no longer in any way dependent upon him or her, or whose custody the employee has been deprived of by law.
- (d) "Service" means service under the Institute.
- (e) "Rules" means the rules made under Clause 25 of the First Statutes.
- (f) 'Board' means the Board of Governors of the Institute.

4. GENERAL

- (a) Every employee shall at all times maintain absolute integrity and devotion to duty, and also be strictly honest and impartial in his official dealings.
- (b) An employee should at all times be courteous in his dealings with other members of the staff, students and members of the public.
- (c) Unless otherwise stated specifically in the terms of appointment, every employee is a whole-time employee of the Institute, and may be called upon to perform such duties as



-3-

may be assigned to him by the competent authority, beyond scheduled working hours and on closed holidays and Saturdays/Sundays. These duties inter alia shall include attendance at meetings of committees to which he may be appointed by the Institute.

- (d) An employee shall be required to observe the scheduled hours of work, during which he must be present at the place of his duty.
- (e) Except for valid reasons and/or unforeseen contingencies no employee shall be absent from duty without prior permission.
- (f) No employee shall leave station except with the previous permission of proper authority, even during leave or vacation.
- (g) Whenever leaving the station, an employee shall inform the Head of the Department/ Section to which he is attached, or Director if he is himself the Head of the Department/ Section alongwith the address/telephone/mobile number where he would be available during the period of his absence from station.

5. TAKING PART IN POLITICS AND ELECTIONS

- (i) No employee shall take part in politics or be associated with any party or organization which takes part in political activity, nor shall he subscribe in aid or assist in any manner any political movement or activity.
- (ii) No employee shall canvass or otherwise interfere or use his influence in connection with or take part in any election to legislative body or local authority.

Provided that an employee of the Institute qualified to vote at such election may exercise his right to vote but where he does so, he shall give no indication of the manner in which he proposes to vote or has voted.



6. CONNECTION WITH PRESS OR RADIO OR PATENTS

- (1) No employee shall, except with the previous sanction of the competent authority, own wholly or in part, or conduct, or participate in the editing or managing of any newspaper or other periodical publications.
- (2) No employee shall, except with the previous sanction of the competent authority or any other authority empowered by it in this behalf, or in the bonafide discharge of his duties, participate in a radio broadcast or contribute any article or write any letter either anonymously or in his own name or in the name of any other person to any newspaper or periodical.

Provided that no such sanction shall be required if such broadcast or such contribution is of a purely literary, artistic or scientific character.

Note: Subject to the restrictions noted below members of the staff are at liberty, without any sanction as contemplated in paragraph 6 (2) above, if, however, they wish to indicate their official designations in the articles they want to publish, previous sanction of the competent authority will be necessary.

Such articles must be strictly confined to purely scientific subjects and should not touch upon administrative matters. They shall be free from all political things.

Publication of articles relating to India's boundary areas and the tribal population in such area is prohibited without previous permission of the competent authority.

7. CRITICISM OF THE INSTITUTE

No employee shall, in any radio broadcast or in any document published anonymously or in his own name or in the name of any other person or in any communication to the press or in any public utterance, make any statement of fact or opinion-

- (i) which has the effect of an adverse criticism of any current or recent policy or action of the Institute; or



- (ii) which is capable of embarrassing the relations between the Institute and the Central Government or any State Government or any other Institution or Organisation or members of the public.

Provided that nothing in this paragraph shall apply to any statements made or view expressed by an employee in his official capacity or in the due performance of the duties assigned to him.

8. EVIDENCE BEFORE COMMITTEE OR ANY OTHER AUTHORITY

- (1) Same as provided in sub-paragraph (3) below, no employee shall, except with the previous sanction of the competent authority, give evidence in connection with any inquiry conducted by any person, committee or authority.
- (2) Where any sanction has been accorded under sub-paragraph (1) no employee giving such evidence shall criticize the policy or any action of the Institute or in the Central Government or any State Government.
- (3) Nothing in this paragraph shall apply to-
 - (a) evidence given at any inquiry before any authority appointed by the Institute, by Parliament or by a State Legislature; or
 - (b) evidence given in any judicial enquiry; or
 - (c) evidence given in any departmental enquiry ordered by the Institute authorities.

9. UNAUTHORISED COMMUNICATION OF INFORMATION

No employee shall, except in accordance with any general or special order of the competent authority or in the performance in good faith of the duties assigned to him, communicate, directly or indirectly, any official document or information to any person to whom he is not authorized to communicate such document or information.



10. GIFTS

No employee shall, except with the previous sanction of the competent authority, accept or permit his wife or any other member of his family to accept from any person other than relations any gift or more than trifling value. The interpretation of the term "trifling value" shall be the same as laid down in the Government Servants Conduct Rules.

11. PRIVATE TRADE EMPLOYMENT

No employee shall, except with the previous permission of the competent authority, engage directly or indirectly, in any trade or business or any private tuition or undertake any employment outside his official assignments.

Provided that the above restrictions shall not apply to academic work and consultative practice undertaken with the prior permission of the competent authority which may be given subject to as regards acceptance of remuneration as may be laid down by the Board.

12. INVESTMENTS, LENDING & BORROWING

- (1) No employee shall speculate in any business nor shall he make or permit his wife or any member of his family to make, any investment likely to embarrass or influence him in the discharge of his official duties.
- (2) No employee shall lend money at interest to any person nor shall he borrow money from any person with whom he is likely to have official dealings.

13. INSOLVENCY, HABITUAL INDEBTEDNESS AND CRIMINAL PROCEEDINGS

- (1) An employee shall so manage his private affairs as to avoid habitual indebtedness or insolvency. When an employee is found liable to arrest for debt or has recourse to insolvency or when it is found that a moiety of his salary is continuously being attached, he may be liable to dismissal. An employee who becomes the subject of legal proceedings for insolvency shall forthwith report full facts to the Institute.



- (2) An employee who gets involved in some criminal proceedings shall immediately inform the competent authority through the Chairman of the Department/Head of Section to which he is attached, irrespective of the fact whether he has been released on bail or not.

An employee who is detained in police custody whether on criminal charge or otherwise for a period longer than 48 hours shall not join his duties in the Institute unless he has obtained written permission to that effect from the Director.

14. MOVEABLE, IMMOVEABLE AND VALUABLE PROPERTY

Every member of the staff shall, on first appointment in the Institute service and thereafter at such intervals as may be prescribed by general or special orders of the competent authority submit return in such form as the Institute may prescribe in this behalf of all immoveable property owned, acquired or inherited by him or held by him on lease or mortgage, either in his own name or in the name of any member of his family or in the name of any other person.

15. VINDICATION OF ACTS AND CHARACTER OF EMPLOYEES


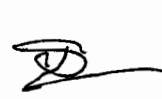
No employee shall, except with the previous sanction of the competent authority, have recourse to any court of law or to the press for the vindication of any official act which has been the subject matter of adverse criticism or an attack of defamatory character.

Provided nothing in this rule shall be deemed to prohibit an employee from vindicating his private character or any act done by him in his private capacity.

16. MARRIAGES ETC.

An employee intending to marry a person who holds a citizenship of another foreign country shall seek prior permission of the competent authority.

No employee who has wife living shall contract another marriage without first obtaining the permission of the Board notwithstanding that a subsequent marriage is permissible under the personal and religious law for the time being applicable to him and violation of these rules will lead to immediate dismissal from the Institute service.



17. REPRESENTATIONS

- (a) Whenever an employee wishes to put forth any claim, or seeks redress of any grievance or of any wrong done to him, he must forward his case through proper channel, and shall not forward such advance copies of his application to any higher authority, unless the lower authority has rejected the claim, or refused relief, or the disposal of the matter is delayed by more than three months.
- (b) No employee shall be signatory to any joint representation addressed to the authorities for redress of any grievance or for any other matter.

18. PUNISHMENT, APPEALS, ETC.

An employee shall be governed by the provisions of the relevant rules regarding imposition of penalties for breach of any of these rules, and preference of appeals against any such action taken against him.

19. DISCIPLINARY AUTHORITIES

The following are the disciplinary authorities for the various categories of staff:

Director: In the case of staff appointed by him.

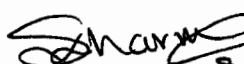
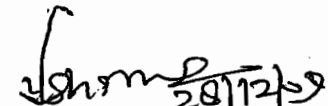
Board of Governors: In the case of other member of the staff.

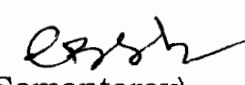
20. APPELLATE AUTHORITIES

The Board of Governors shall be the appellate authority in the case of an order imposing any penalty passed by the Director. There is no further appeal on the decision of the Board in such cases.

21. Imposition of Penalty

The Breach of any Conduct Rules will invite penalties as per Clause 26 of the 1st Statutes. However, in the event of any contradiction in the Rules, the CCS (Conduct) and CCS(CCA) Rules will be applicable in all such matters.

 28.12.2009 RK 28/11/2009  28/12/09
(S.K.Sharma) (RPSLohchab) (H.K.Sharma) (S.K.Mahna)

 28/11/2009
(G.R.Samantaray)

DIRECTOR ✓ May be approved file 28/12/2009