

**NATIONAL INSTITUTE OF TECHNOLOGY
KURUKSHETRA-136119**

**AGENDA
OF
BOARD OF GOVERNORS MEETING**



**21ST MEETING
TO BE HELD ON 02.06.2010**

**NATIONAL INSTITUTE OF TECHNOLOGY
KURUKSHETRA-136119**

Agenda : For the 21st meeting of
Board of Governors.

Place : Meeting Hall,
NIT Transit House,
A-1/267, Safdarjung Enclave,
New Delhi

Day, date and time : Wednesday, the 2nd June, 2010
at 1.30 PM

21.1	To confirm the minutes of the 19 th meeting of the Board of Governors held on 29.12.2009	1-20
21.2	To confirm the minutes of the 20 th meeting of the Board of Governors held on 15.03.2010	21-27
21.3	To note the action taken report on the minutes of the 19 th meeting of the Board of Governors held on 29 th December, 2009.	28-32
21.4	To note the action taken report on the minutes of the 20 th meeting of the Board of Governors held on 15 th March, 2010	33
21.5	To note minutes of the 2 nd meeting of the Standing Committee of the Board held on 27 th and 28 th January, 2010	34-44
21.6	To consider and ratify minutes of 18 th meeting of the Finance Committee, National Institute of Technology, Kurukshetra held on 15.3.2010.	45-50
21.7	To consider and approve the minutes of the 14 th meeting of the Senate, National Institute of Technology, Kurukshetra held on 14.03.2010	51-59
21.8	To decide 2 nd nominee of the Board on the Selection Committees for recruiting Academic Staff (excluding the Director and the Deputy Director).	60
21.9	To consider provision of Sabbatical Leave to faculty members for doing Ph.D.	61-62
21.10	To ratify the action taken by the Hon'ble Chairperson BOG in approving the proposal of the Institute for the engaging contractual persons against the vacant non-faculty posts beyond 31.03.2010.	63-67

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21.11	To consider reply to show cause notice submitted by Sh. M.K. Gupta, Lecturer (Selection Grade).	68-101
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21.13	To consider unauthorized absence from duty in respect of Dr. K.K. Singh, Professor of the Civil Engg. Department.	114
21.14	To consider delegation of power to the Director for employing contractual staff over and above sanctioned strength of Non-faculty Staff on the remuneration/rates prescribed by the DC, Kurukshetra from misc. contingencies.	115
21.15	To consider confirmation of Professor, Assistant Professors (designated Associate Professors) and Lecturers (re-designated Assistant Professors).	116-117
21.16	To consider adoption of existing Stores & Purchase Rules for National Institute of Technology, Kurukshetra after implementation of the first Statutes of NITs.	118-129
21.17	To consider matter regarding return of some items issued to Sh. C.B. Mathur, Ex-Chairman, Board of Governors, NIT, Kurukshetra.	130-131
21.18	To consider and approve recommendations of the committee on the Code of Conduct for employees of the Institute.	132-142
21.19	To consider engagement of Contractual staff for the Construction Cell at NIT, Kurukshetra.	143-145
21.20	To consider anomalies in the Scheme of Revision of Pay Scales in respect of teachers and other staff.	146-150
21.21	To ratify the action taken by the Hon'ble Chairperson BOG in approving the terms and conditions of the recruitment and appointment for the post of Assistant Executive Engineer (Civil & Electrical) on contract basis.	151-156
21.22	To ratify action taken by the Chairman, Board of Governors for engagement of the Medical Officer on short contract.	157
21.23	To consider promotion to the post of Professors under CAS as per existing guidelines of AICTE/MHRD.	158-161
21.24	To note the placement of the students of NIT, Kurukshetra for the year 2009-10.	162-166

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21.25	To ratify the action taken by the Hon'ble Chairperson, BOG in granting approval for Annual Report, Audited Statement of Accounts and Audit Report of the Institute for the year 2008-09.	167-169
21.26	To consider the details of income and expenditure under Student Fund for the last three years.	170-172
21.27	To note the decision conveyed by the MHRD regarding New Medical Attendance and Treatment Rules, 2009 of the Institute.	173-174
21.28	To consider opening of an account in the HDFC Bank for the purpose of foreign exchange.	175-176
21.29	To consider facilities available to the Hon'ble Chairperson, Board of Governors.	177-180
21.30	To note minutes of 3 rd meeting of the Standing Committee of the Board held on 5 th May, 2010.	181-187
21.31	To ratify the action taken by the Hon'ble Chairperson, BOG in approving the proposal of Institute for the engaging contractual persons in the Examination Cell of the Institute	188-189
21.32	To consider delegation of power to the Hon'ble Chairperson to appoint any contractual staff as per clause 28(2 & 3 of the 1 st Statutes under NIT Act, 2007.	190
21.33	To ratify the action taken by the Hon'ble Chairperson in approving the proposal of the Institute for mapping of existing non-faculty posts with the new classifications as per Statutes, requirement of non-faculty staff as per ratio suggested by MHRD and filling up posts of urgent nature.	191-227
21.34	To consider relaxation in upper age limit of the departmental candidates/working persons (on long contract basis) of the Institute for the posts to be filled under the Direct Recruitment Quota.	228-230

Item 21.1 To confirm the minutes of the 19th meeting of the Board of Governors held on 29.12.2009.

The minutes of the 19th meeting of the Board of Governors held on 29.12.2009 were circulated to all the members of the Board vide letter No. NITK/BOG 19th /112-117 dated 07.12.2009 and Endst. No. NITK/ BOG 19th/118-122 dated 07.12.2009. A copy of the minutes is enclosed as Appendix-I from page 4 to 18.

Sh. Navin Soi, Director (F) representative of Sh. S.K. Ray, Financial Advisor(IFD), Department of Higher Education, Ministry of Human Resource Development, Government of India, New Delhi vide his letter No. 3-3/2009-IFD dated 15.1.2010 and the faculty member Prof. C.P. Bansal, Associate Professor, Elect. Engg. Deptt. NIT, Kurukshetra has offered the comments vide his letter dated 22.1.2010 (copies enclosed as Appendix-II from page 19 to 20).

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

Decision taken by the Board.	Comments Received
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 Board approved that the Institute may adopt first division (60%) at Master's and/or Bachelor Degree level instead of 55% marks in the qualification and experience for the faculty positions of the Institute as advertised by the	<u>Comments offered by Sh. Navin Soi:</u> In this connection it is recollected that in the meeting I had pointed out that since the scales in NITs are as per UGC norms. Accordingly the qualifications/age required for recruitment as faculty should also be brought at par with the UGC norms. However, keeping in view the fact that NITs are institutes of national importance it was further suggested that wherever necessary, better qualifications could be prescribed.

<p>MANIT, Bhopal.</p> <p>Further the Board ratified the decision taken by the Hon'ble Chairperson, BOG in approving the proposal of the Institute for the qualifications and experience required for the recruitment of regular faculty in the Institute subject to above amendment.</p>	
<p>19.33 To consider anomalies in the Scheme of Revision of pay scales in respect of teachers and other staff.</p> <p>As recommended by the High Level Committee constituted at Institute level to examine the anomalies arising out of the pay fixation of faculty, the Board decided that incumbent Assistant Professors on 01.01.2006 be provisionally designated as Associate Professors and placed in the PB-4 with AGP of Rs. 9000/- w.e.f. 01.01.2006 and their pay be provisionally fixed as per pay fixation formula of 6th CPC. This be also followed for the Assistant Professors appointed between 01.01.2006 and 18.08.2009 from their date of joining itself. The decision taken under this agenda item shall be reviewed after final decision is taken in the matter.</p> <p>The Board further decided that other anomalies be examined by the Standing Committee of the Board.</p>	<p><u>Comments offered by Sh. Navin Soi:</u></p> <p>In this connection it is recollected that I had pointed out that the procedure adopted by some of the NITs are granting pay in PB 4 with AGP of Rs. 9000 for those Assistant Professors joined on or after 1.1.2006 in the pre-revised scale of Rs. 12000-18300 is not correct and minimum 3 years service in the pre-revised scale of Rs. 12000-18300 or PB 3 with AGP of Rs. 8000 would be necessary before the faculty is placed in PB 4 with AGP of Rs. 9000. The Board had decided that the matter may be examined by the Standing Committee of the Board.</p> <p>It will, therefore, not be appropriate to implement the recommendations of the High Level Committee and its recommendations should be placed before the Standing Committee of the Board and the matter thereafter be discussed in the next Board meeting.</p> <p><u>Comments offered by Prof. C.P. Bansal :</u></p> <p>Please refer to letter No. NITK/BOG 19th /112-117 dated 7.1.2010, as regards, item No. 19.33, the decision looks to be in violation of MHRD letter No. FNo.23-1/2008-TS.II dated 18.8.09</p>

	<p>and Govt. of India letter No. 1-32/2006-U.II/U.I(i) dated 31.12.08 which clearly states that an Assistant Professor shall remain in AGP of Rs. 8000 in PB-3 for three years before moving to PB-4 in AGP of Rs. 9000 . Hence the decision taken in the said item cannot be implemented.</p> <p>This is for the kind consideration of members of BOG.</p>
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No comments have been received from any other member. However it has been decided that the action on the matter regarding agenda item 19.11 will be taken as per comments received from Director(F), IFD, MHRD, New Delhi and the matter regarding item No. 19.33 is being again placed before the Board in this meeting. The above item was placed before the Board in its 20th meeting held on 15.3.2010. The Board decided as under:-

"The Board noted the comments received from the members as per details furnished in the agenda item and decided to incorporate the comments of respective members in the minutes of the 19th meeting of the Board. However, the Board decided that the matter regarding confirmation of minutes of the 19th meeting of the Board of Governors held on 29.12.2009 along with the action report be placed before the Board in its next (regular) meeting".

Accordingly the minutes of 19th meeting of the BOG held on 29.12.2009 are placed before the Board for confirmation. The action taken report is also placed before the Board in this meeting vide agenda item 21.3.

The Board may consider and decide the matter regarding confirmation of the minutes of 19th meeting of the Board held on 29.12.2009.

**NATIONAL INSTITUTE OF TECHNOLOGY
KURUKSHETRA-136119**

Minutes of the 19th meeting of the Board of Governors, National Institute of Technology, Kurukshetra held on 29th December, 2009 at 11.00 AM in the Senate Hall of the Institute.

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. Navin Soi
Director (Finance), IFD,
MHRD, New Delhi
Representative of Sh. S.K. Ray,
Financial Advisor(IFD),
Department of Higher Education,
Ministry of Human Resource Development,
Government of India,
Shastri Bhawan,
New Delhi-110001 | Member |
| 4. | 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 |
| 5. | Dr. Hari Mohan Prasad,
University Head,
Department of English,
Magadh University,
Bodh Gaya (Bihar) | Member |



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| 6. | 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 |
| 7. | Dr. V.K. Arora,
Professor
Civil Engineering Department,
N.I.T. Kurukshetra. | Member |
| 8. | Prof. C.P.Bansal,
Lecturer(SG),
Electrical Engineering Department,
N.I.T. Kurukshetra | Member |
| 9. | Sh. R.P.S. Lohchab,
Registrar,
NIT, Kurukshetra | Secretary |

The Joint Secretary(T), 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.

The Board of Governors took the following decisions:-

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

The Board noted the comments offered by Dr. V.K. Arora and Prof. C.P. Bansal and decided that Dr. S.M. Gupta and Dr. Arun Geol be confirmed on the posts of Assistant Professors in Civil Engg. Deptt. w.e.f. 18.05.2009 as per details furnished in the agenda item 17.16.

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The minutes of 17th meeting of the Board of Governors held on 09.09.2009 were confirmed by the Board after incorporating above change in the minutes.

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

The Board confirmed minutes of the 18th (Spl.) meeting of the Board of Governors held on 12.10.2009.

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

The Board noted action taken report on the minutes of the 16th (Spl.) meeting of the Board of Governors held on 30th July, 2009.

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

The Board noted action taken report on the minutes of the 17th meeting of the Board of Governors held on 9th September, 2009 with the following observations:-

- i) Regarding action on the agenda item No. 17.16 relating to confirmation of Dr. S.M. Gupta, and Dr. Arun Geol, decision taken by the Board in the agenda item 19.1 be referred to.
- ii) The required action in respect of Sh. Rajender Kumar with reference to the agenda item 17.23 be taken in a time bound process. The committee should submit its detailed report in the matter within a period of two months.
- iii) The required details be furnished in important items.

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

The Board noted action taken report on the minutes of the 18th (Spl.) meeting of the Board of Governors held on 12th October, 2009. The Board was intimated that the Institute will hold interviews to fill up the posts under reference during January, 2010 after the MHRD nominee is decided.

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

The Board noted minutes of the 1st meeting of the Standing Committee of the Board held on 25.11.2009.

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- 19.7 To ratify minutes of the 17th meeting of the Finance Committee, National Institute of Technology, Kurukshetra held on 03.11.2009.**

The Board ratified minutes of the 17th meeting of the Finance Committee, National Institute of Technology, Kurukshetra held on 03.11.2009.

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

The Board ratified action taken by the Hon'ble Chairman, Board of Governors in accepting request of Dr. M.K. Soni, Professor, Electrical Engineering Department for voluntary retirement.

- 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.**

The Board ratified action taken by the Hon'ble Chairman, BOG in granting Extraordinary Leave (without pay) to Dr. S.K. Chakarvarti, Professor, Physics Department as per details furnished in the agenda item.

- 19.10 To ratify 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.**

The Board ratified action taken by the Hon'ble Chairperson, BOG in approving the proposal of the Institute for outsourcing the services of security, housekeeping and maintenance work of the Institute as per details furnished in the agenda item.

The Board further decided that the existing practice for engaging persons on contract basis may continue upto 31st March, 2010 or till the agencies are hired for providing the said services to the Institute whichever is earlier.

- 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 Board approved that the Institute may adopt first division (60%) at Master's and/or Bachelor Degree level instead of 55% marks in the qualification and experience for the faculty positions of the Institute as advertised by the MANIT, Bhopal.

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Further the Board ratified the decision taken by the Hon'ble Chairperson, BOG in approving the proposal of the Institute for the qualifications and experience required for the recruitment of regular faculty in the Institute subject to above amendment.

19.12 To ratify action taken by the Hon'ble Chairperson, BOG in appointment of Officer on Special Duty (OSD) in the Institute.

The Board ratified action taken by the Hon'ble Chairperson, BOG in appointment of Officer on Special Duty (OSD) in the Institute.

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.

The Board ratified action taken by the Hon'ble Chairman, BOG for continuation of Dr. D.S. Saini as Senior Medical Officer of the Health Centre upto the date of BOG meeting.

The Board decided that the post of Medical Officer and Senior Medical Officer be filled up on regular basis.

The Board also decided that Dr. D.S.Saini be engaged as Medical Consultant for one year from the date of this BOG meeting i.e. 29.12.2009 to 28.12.2010 or till the post of Senior Medical Officer is filled up on regular basis whichever is earlier on his present salary, terms and conditions. His salary be charged against the vacant post of Senior Medical Officer.

19.14 To consider grant of Dearness Allowance on Rs. 79,000/- instead of Rs. 75.000/- to the Director of the Institute.

The Director left the meeting when this item came up before the Board.

The Board decided that the matter be referred to the Ministry of Human Resource Development, Govt. of India, New Delhi.

19.15 To consider the appointment of Deputy Director under clause 18 of the 1st Statutes under NITs Act – 2007.

The Board observed that necessary initiative may be taken by the Ministry of Human Resource Development, Govt. of India, New Delhi for appointing the Deputy Director as per the Statutes. The matter therefore, be referred to the MHRD.



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

The Board confirmed Sh. Jagan Nath on the post of System Analyst w.e.f.13.11.2009.

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

The Board confirmed Sh. Gyana Ranjan Samantaray on the post of Deputy Registrar(GA & L) w.e.f.18.5.2009.

The Board further decided that the matter regarding grant of UGC pay scale to Sh. Gyana Ranjan Samantaray be examined by the Standing Committee of the Board and then the matter be placed before the Board in its next meeting for decision.

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

The Board decided that Dr. A.K. Gupta, Professor, Electronics & Communication Engg. Department be issued a warning with an advice to be careful in future and a copy of the warning be placed in his personal file for future reference and record.

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

The Board decided to extend the EOL period in respect of Dr. K.K. Singh, Professor(CAS) in Civil Engineering Department upto 15th January, 2010. In case he does not join his duty by 15th January, 2010, strict disciplinary action be initiated against him.

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

The Board approved the benefit of three non-compounded increments to Assistant Professors, Associate Professors or to the persons in the pay scale of Associate Professor who acquired Ph.D. during their service career after 01.01.2006. In this connection, one of the members pointed out that this facility should be extended to those persons also who acquired Ph.D. during their service career before 01.01.2006. The Board decided that clarification be sought from MHRD as to whether the said benefit on account of Ph.D. should also be extended to those persons who acquired Ph.D. during their service career before 01.01.2006

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- 19.21 To consider AGP of Rs. 12000 per month in PB-4 upto a 20% of the sanctioned post of Professors.**

The Board decided that the Institute may wait the UGC guidelines for granting the AGP of Rs. 12000 per month in PB-4 upto a 20% of the sanctioned post of Professors.

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

The Board decided that the Cumulative Professional Development Allowance to the tune of Rs. 3.00 Lacs for every block period of 3 years (Rs. One Lac per year) be made available to the faculty members 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 be carried forward for next 6 months subject to a ceiling of Rs. 1.00 lac per year.

The Board desired that detailed guidelines be prepared in this regard and placed before the Standing Committee of the Board in its next meeting.

- 19.23 To consider to release 60% payment of 2nd installment of arrears on account of Pay Revision in respect of remaining non-teaching employees.**

The Board decided that 60% payment of 2nd installment of arrears on account of 6th CPC be released provisionally to the non-teaching employees as per details given in the agenda item after taking an undertaking from them that aforesaid payment will be recovered from them in one lumpsum from their CPF in case approval of the MHRD is not received in a reasonable time.

The Board desired that the MHRD be requested to expedite the matter.

- 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 Board observed that the case of upgradation of Sh. D.K. Kaushik and Sh. S.N. Kaushik as Asstt. Engineers (Elect. & Civil) has been referred to the MHRD time and again but the MHRD has never acceded to the proposal of the Institute. Hence balance 60% arrears to them w.e.f. 24.1.2008 can not be released without approval of the MHRD. The issue be accordingly taken up with the MHRD.

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- 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 Board authorized the Director to prepare a panel of members belonging to SC/ST, Minority and woman for various selection committees constituted for recruitment.

- 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.**

The Board approved 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 as per details furnished in the agenda item.

- 19.27 To consider amended House Allotment Rules of the National Institute of Technology, Kurukshetra.**

The Board observed as under:-

- i) The House Allotment Rules should be framed for reasonably longer period keeping in view future requirements.
- ii) The provisions made should not be in contradiction to the Statutes.
- iii) The suggestion of Dr. V.K. Arora, the faculty representative on the Board that an employee should be allowed to retain the accommodation on normal rent upto two years' EOL is acceptable.

The Board decided that the matter be examined by the Standing Committee keeping in view above observations and then it be placed before the Board in its next meeting.

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

Dr. Pankaj Chandna, Professor Incharge, CCEEC gave a presentation of organizational structure, infrastructural requirements, manpower requirements, activities to be undertaken and financial aspects in the form of PPT before the Board. During the presentation Dr. Chandna requested for an amount of Rs.10.00 lacs as seed money to start the function of the above Cell. Dr. Chandna assured the Board that the Cell will start its formal functioning within three months i.e. from 1st April, 2010.



The Board decided to sanction 50% of the required seed money i.e. Rs. 5.00 lacs initially in the last quarter of current financial year 2009-2010 and the remaining 50% will be granted during next financial year on the basis of performance of the Cell.

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

The Board noted action taken by the Institute in the allotment of House Nos. GU-20, GU-80, GL-87, GL-75 and GU-11.

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

The Board accepted recommendations made by Dr. Hari Mohan Prasad Committee with the following observations:-

- i) The appointment of faculty for MBA and MCA be made on long contract basis for five years.
- ii) The contractual appointments in respect of Drivers and Junior Engineer(M) be treated to have been made under Clause 28(2) instead of Clause 17(8) of the Statutes.
- iii) The Board will consider the issue of promotion of Sh. D.K. Kaushik and Sh. S.N. Kaushik when the agenda item 19.31 comes for discussion.

19.31 To consider promotion of Sh. D.K. Kaushik and Sh. S.N. Kaushik as Assistant Engineers (Electrical & Civil).

The Board decided as under:-

- i) The status-quo in these two cases cannot be further allowed in view of the MHRD letter dated 19.11.2008 and 28.07.2009 as referred to in the agenda item. Accordingly the posts of Asstt. Engineer(Civil) and Asstt. Engineer(Elect.) be downgraded to those of Junior Engineer(Civil) and Junior Engineer(Elect.) respectively and both the incumbents be reverted back to their substantive posts of Junior Engineer(Civil) and Junior Engineer(Elect.)
- ii) The Board decided to create one post of Assistant Executive Engineer(Civil) and one post of Assistant Executive Engineer(Elect.) of proper Govt. pay scales. Qualified officers be appointed on contract basis under Clause 28(2) of the Statutes through walk-in-interview and all issues relating to filling up these two posts on contract basis be decided by the Hon'ble Chairperson,

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BOG so that various ongoing construction activities may continue smoothly as per rules.

19.32 To consider rules on Extra Ordinary Leave, Lien and Deputation.

The Board decided that the Standing Committee may consider this matter. The Board also made the following observations:-

- i) Detailed rules on EOL, Lien and Deputation be framed.
- ii) Advice of an legal expert in the matter be obtained.

19.33 To consider anomalies in the Scheme of Revision of pay scales in respect of teachers and other staff.

As recommended by the High Level Committee constituted at Institute level to examine the anomalies arising out of the pay fixation of faculty, the Board decided that incumbent Assistant Professors on 01.01.2006 be provisionally designated as Associate Professors and placed in the PB-4 with AGP of Rs. 9000/- w.e.f. 01.01.2006 and their pay be provisionally fixed as per pay fixation formula of 6th CPC. This be also followed for the Assistant Professors appointed between 01.01.2006 and 18.08.2009 from their date of joining itself. The decision taken under this agenda item shall be reviewed after final decision is taken in the matter.

The Board further decided that other anomalies be examined by the Standing Committee of the Board.

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 Board approved the panel of external experts for the selection of Technical, Administrative and other staff under various Selection Committees of the Institute.

Further the Board suggested the following names to be included in the above panel:-

1. Dr. Janardan Prasad Kesari (for Civil Engg. Deptt.)
Associate Professor,
Mahatma Gandhi Institute for Combating Climate Change,
Bakoli, Alipur, Delhi – 1120 036
(Ph. No. 011-27207327(O), 011-27872242(R), 09313806926(Mob.)

RH

2. Dr. M.K. Jha (for Chemistry Deptt.)
Professor
Deptt. of Chemical Engineering,
NIT, Jalandhar

19.35 To consider installation of the IGbps Internet Leased Line Connection for the Institute out of OBC Plan Grant.

The Board considered the the installation of the IGbps Internet Leased Line Connection for the Institute out of the OBC Plan Grant and decided that being a financial matter this be placed before the Finance Committee.

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 Board appreciated decision of the Senate regarding conferment of Honorary Degree of D. Litt. To Shri Pranab Mukherjee, Hon'ble Union Finance Minister.

The Board approved minutes of the 13th meeting of the Senate, National Institute of Technology, Kurukshetra held on 03.12.2009.

19.37 To consider superannuation age of 62 years for Director for Sports of the Institute.

The Board decided that orders of the Hon'ble Punjab & Haryana High Court, Chandigarh be implemented.

The Board further decided that the matter regarding re-designation of Director of Sports be considered by the Standing Committee.

19.38 To consider superannuation age of 62 years for Registrar of the Institute.

The Board decided that orders of the Hon'ble Punjab & Haryana High Court, Chandigarh be implemented.

19.39 To consider superannuation age of 62 years for Lecturer, Physical Education f the Institute.

The Board noted that since no 'stay' has been granted by the Hon'ble High Court in the CWP No. 17164/09, Sh. Zile Singh, Lecturer in Physical Education stands retired on 31.12.2009. The Institute is bound to

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implement further directions as and when given by the Hon'ble Punjab & Haryana High Court, Chandigarh in respect of Sh. Zile Singh.

- 19.40 To consider the panel of external experts for recruiting Academic Staff (excluding the Director and the Deputy Director) in various subjects.**

The Board decided that the matter regarding panel of external experts for recruiting Academic Staff be placed before the Standing Committee in its next meeting.

- 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 Board decided that the agenda item 19.41 be circulated amongst the Board members for consideration and decision thereon.

- 19.42 To consider and approve recommendations of the Committee on the Code of Conduct for employees of the Institute.**

The Board deferred this item to the next meeting of the Board.

Any other item

Under 'any other item' the following three issues were also discussed and decided as under:-

- i) Regarding indiscipline created by two employees of the Institute:**

The Hon'ble Chairperson, BOG made the following observations:-

- a) The conduct of Sh. Mahesh Kumar Gupta, Asstt. Professor, Mechanical Engg. Deptt. amounts to serious violation of service rules. He is in the habit of writing against the Institute and its management for long to different higher authorities i.e. Hon'ble President of India, PMO, New Delhi, Hon'ble HRD Minister, the Secretary, Deptt. of Higher Education, MHRD and the members of BOG. Even he is advising and suggesting the Hon'ble Chairperson, BOG to review the decision of the BOG, which is neither concerning him nor in any manner he is aggrieved party. He is in the habit of such misconduct for long.
- b) Sh. Phool Kumar, Lab. Attendant, Chemistry Department is also in the habit of writing letters to the Hon'ble HRD Minister, Govt. of India against the Institute and its management. Even the subject matter of the letters is

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not related to the affairs of NIT, Kurukshetra. Sh. Phool Kumar is also in the habit of such misconduct for long.

- c) Under the circumstances mentioned above strict disciplinary action should be taken against aforesaid employees in the interest of the Institute. Otherwise for their whimsical attitude the Institute is being defamed without any reason.

The Director emphasized that the development of the Institute would be seen on priority basis, so these types of letters should not be given much importance. He further alleged that he was not in favour of initiating any disciplinary action against them and only a lenient view in the matter would be taken as they are in habit of doing so for a long time. Such kind of action at this stage would affect normal functioning in the Institute. During last few years the progress of the Institute have become excellent both from the points of view of infrastructure and academics. So during his tenure he is interested to improve the status of the Institute in the level of IITs.

After detailed discussion, the Board finally decided that show cause notices should be issued to Sh. M.K. Gupta and Sh. Phool Kumar asking them as to why action should not be taken against them for writing to the higher authorities such as Hon'ble President of India, PMO, New Delhi, Hon'ble HRD Minister, and the members of the Board against the Institute and its management.

ii) **Pension-cum-GPF Scheme:-**

About 25 ex-employees of the Institute including some senior Professors met the Board of Governors when the meeting was going on to emphasize their request for grant of Pension-cum-GPF Scheme as is applicable to other NITs of the country except NIT, Kurukshetra, BRA-NIT, Jalandhar and NIT, Silchar. The delegation expressed that it is an act of high discrimination as employees of NIT, Kurukshetra have been deprived of the benefit of Pension-cum-GPF Scheme in view of Clause 29 of the Statutes which reads as under:-

"Employees of the Institute appointed prior to 1.1.2004 will be governed by Central Civil Services (Pension) Rules, 1972 and Central Provident Fund (Central Services) Rule, 1960 and the Employees appointed on or after 1.1.2004 will be governed by New Pension Scheme of Central Government".



Further the delegation presented following arguments in support of their request:-

- a) Dr. Manmohan Singh, Hon'ble Prime Minister of India declared Pension-cum-GPF Scheme few years back for the employees of Punjab University, Chandigarh.
- b) A news item appeared in the 'Business Bhaskar' dated 29th November, 2009 as regards opting the Pension Scheme from the year 1993 for the employees of PSU Banks and it was mentioned in the news item that the Govt. of India will incur an amount of Rs. Six thousand crores on this account.
- c) The Board of Governors of REC, Kurukshetra in their 83rd meeting held on 09.05.1994 approved introduction of Pension Scheme and GPF Scheme for the employees of the Institute on State Government pattern w.e.f. 01.04.1994. The Board of Governors in their 86th meeting held on 23.01.1996 also approved the Pension and GPF Rules duly considered by the Finance Committee. At that time it was decided by the Board that before implementing the Pension and GPF Scheme approval of the Central Government and the State Government of Haryana be obtained. The Haryana Government in 2001 intimated that the State Government agreed in principal to introduce the Pension Scheme in REC, Kurukshetra subject to certain terms and conditions enclosing therewith draft Rules of Pension and GPF duly approved by the Finance Department of Government of Haryana. At that time there was no necessity to take approval of the Ministry of Finance, Government of India. However the Institute failed to implement the Pension-cum-GPF Scheme at that time.

After hearing genuine request/grievance of the delegation, the Board recommended to the Govt. of India that the Pension-cum-GPF-Scheme as applicable prior to 01.01.2004 may be extended to the employees of NIT, Kurukshetra also. The Board desired that the matter be accordingly referred to the MHRD for necessary action at their end.

iii) Regarding increase in the tuition fee of M.Tech. students:-

Some of the M.Tech. students met the Board members with their grievance that they have been asked to pay tuition fee @ Rs. 35,000/- as laid down by the MHRD from the 1st semester of the academic year 2009-10 but this increased tuition fee was not mentioned in the Prospectus and hence it is creating financial hardship to them. They requested the Board that they should not be charged the increased tuition fee from the 1st Semester as has been done by NIT, Rourkela for their M.Tech. students.



The Board decided that the matter be referred to the Finance Committee for consideration and the M.Tech. 1st year students be charged tuition fee at the existing rate till the Finance Committee reviews the issue and takes a decision. The Finance Committee should meet at the earliest.

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

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

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

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

M.P. Singh
6/1/2010

N.I.T. KURUKSHETRA

By No.	606	Date	21/11/2010			
R	DPD	DAG	DAD	CVO	CoE	C
E	M	EC	FC	IC	MA	
Hu	CM	WS				
DE	COM	PT				

- 19 -

By Speed Post

APPENDIX-II

F.No.3-3/2009-IFD
Government of India
Ministry of Human Resource Development
Department of Higher Education

Dated: 15.1.2010.

To

The Director
National Institute of Technology
Kurukshetra-136119.
Haryana.
(Fax.01744-238050, 238494)

Subject:- Minutes of the 19th meeting of the Board of Governors held on 29.12.2009

Please refer to the minutes of the 19th meeting of the Board of Governors held on 29th December, 2009 in the Senate Hall of the Institute. In this connection my observations are as under:-

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.

In this connection it is recollected that in the meeting I had pointed out that since the scales in NITs are as per UGC norms. Accordingly the qualifications/age required for recruitment as faculty should also be brought at par with the UGC norms. However, keeping in view the fact that NITs are institutes of national importance it is further suggested that wherever necessary, better qualifications could be prescribed.

19.33: To consider anomalies in the Scheme of Revision of pay scales in respect of teachers and other staff.

In this connection it is recollected that I had pointed out that the procedure adopted by some of the NITs for granting pay in PB 4 with AGP of Rs.9000 for those Assistant Professors joined on or after 1.1.2006 in the pre-revised scale of Rs.12000-18300 is not correct and minimum 3 years service in the pre-revised scale of Rs.12000-18300 or PB 3 with AGP of Rs.8000 would be necessary before the faculty is placed in PB 4 with AGP of Rs.9000. The Board had decided that the matter may be examined by the Standing Committee of the Board.

It will, therefore, not be appropriate to implement the recommendations of the High Level Committee and its recommendations should be placed before the Standing Committee of the Board and the matter thereafter be discussed in the next Board meeting.

It is, therefore, recommended that the minutes be amended and further action should also be taken accordingly.

Yours faithfully,

Navin Soi

(Navin Soi)
Director (F)

Put up urgently

21/11

FOR PA

Please refer to letter no NITK/BOG 19th/12-1.
dttd 7.1.10, as regards, item No 19.33, The
decision looks to be in violation of MHRD
letter no FNo-23-1/2008-TS II ^{dttd 18.8.09} & Govt of India
letter no 1-32/2006-U.II /U.I (1) dttd 31/12/08
which clearly states that an Assistant Professor
shall remain in AGP of Rs 8000 in PB-3 for
Three years before moving to PB-4 in
AGP of Rs 9000. Hence the decision taken
in the said item cannot be implemented.

This is for the kind consideration
of members of BOG.

Sh. R.P.S. Dohelab

Registrar - Cum - Sec.
BOG, NITK.

C.P. Bannal
22/1/10

PR 22/1/10

PA

**Item 21.2 To confirm the minutes of the 20th meeting of the
Board of Governors held on 15.03.2010.**

The minutes of the 20th meeting of the Board of Governors held on 15.03.2010 were circulated to all the members of the Board vide letter No. NITK/BOG 20th(Spl.)/1702 dated 22.03.2010 and Endst. No. NITK/BOG 20th(Spl.)/1703 dated 22.03.2010. A copy of the minutes is enclosed as Appendix-III pages 22 to 27.

No comments have been received from any member.

The Board of Governors may confirm the minutes of the 20th meeting of the BOG held on 15.03.2010 as circulated to the members.

**NATIONAL INSTITUTE OF TECHNOLOGY
KURUKSHETRA-136119**

**Minutes of the adjourned 20th (Spl.) meeting of the Board of Governors,
National Institute of Technology, Kurukshetra held on 15th March, 2010 at
2.00 PM in the Meeting Hall, NIT Transit House, A-1/267, Safdarjung
Enclave, New Delhi.**

Present:

- | | | |
|----|--|----------|
| 1. | Prof. J.K. Palit,
Chairperson
Board of Governors,
NIT, Kurukshetra. | In Chair |
| 2. | Dr. M.N.Bandyopadhyay,
Director,
National Institute of Technology,
Kurukshetra. | Member |
| 3. | Sh. N.Mohan Das,
Deputy Educational Advisor(T),
MHRD, New Delhi
Representative of 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. Navin Soi
Director (Finance), IFD,
MHRD, New Delhi
Representative of Sh. S.K. Ray,
Financial Advisor(IFD),
Department of Higher Education,
Ministry of Human Resource Development,
Government of India,
Shastri Bhawan,
New Delhi-110001 | Member |
| 5. | Dr. Hari Mohan Prasad,
University Head,
Department of English,
Magadh University,
Bodh Gaya (Bihar) | Member |

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- | | | |
|----|--|-----------|
| 6. | 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 |
| 7. | Dr. V.K. Arora,
Professor
Civil Engineering Department,
N.I.T. Kurukshetra. | Member |
| 8. | Sh. R.P.S. Lohchab,
Registrar,
NIT, Kurukshetra | Secretary |

Sh. M.P. Gupta, Director, Technical Education, Haryana, Sector-4, Bays No. 7-12, Panchkula and Sh. C.P. Bansal, Associate Professor, Elect. Engg. Department, NIT, Kurukshetra could not attend the meeting.

Before taking up the agenda items, Sh. R.P.S. Lohchab, Registrar-cum-Secretary extended hearty welcome to the Hon'ble Chairperson, Board of Governors, the Director, NIT, Kurukshetra and other members present in the meeting.

The Board of Governors took the following decisions:-

20.1 To confirm the minutes of the 19th meeting of the Board of Governors held on 29.12.2009.

The Board noted the comments received from the members as per details furnished in the agenda item and decided to incorporate the comments of respective members in the minutes of the 19th meeting of the Board. However, the Board decided that the matter regarding confirmation of minutes of the 19th meeting of the Board of Governors held on 29.12.2009 along with the action report be placed before the Board in its next (regular) meeting.



20.2 & 20.3 To ratify the minutes of the 11th meeting of the Building & Works Committee of National Institute of Technology, Kurukshetra held on 28.07.2009 and that of 12th (Special) meeting of the Building & Works Committee of National Institute of Technology, Kurukshetra held on 03.09.2009.

The Board observed earlier advice of the MHRD that the decisions taken by the Building and Works Committee were required to be considered by the Finance Committee first before the same are placed before the Board of Governors. However, it has been mentioned in the First Statutes that the Building and Works Committee under the directions of the Board shall carry on construction of all major works after obtaining the necessary administrative approval and expenditure sanction from the Board. The said procedure has not been followed by the Institute which is a serious lapse on the part of the concerned staff members. The Board desired that the concerned staff members be issued serious instructions to follow proper procedure in future.

The Board also directed the Institute to place the minutes/recommendations of the Building & Works Committee to the Board of Governors as per requirement of the First Statutes.

It was brought to notice of the Board by the Institute that the aforementioned situation during the transit period took place because there was urgent necessity for taking up construction of additional accommodation on top priority basis on account of increased strength of students due to implementation of the OBC reservation and starting of new UG/PG courses. The Board was assured that its advice shall be invariably followed and required procedure as laid down under the Statutes shall be adhered to.

The representative of Govt. of India, MHRD, Sh. N. Mohan Das expressed serious concern on the procedural lapses in not placing and obtaining approval of minutes of the Building & Works Committee meeting



of 28th July, 2009 and 3rd September, 2009 from the competent authority. As such he did not agree for ratification of the said minutes of the Building & Works Committees.

In view of explanation submitted by the Institution and after detailed discussion the Board accorded its administrative approval and expenditure sanction to the works already approved by the Building & Works Committee in its 11th and 12th meetings held on 28.7.2009 and 03.09.2009 respectively.

20.4 To ratify the minutes of the 13th meeting of the Building & Works Committee of National Institute of Technology, Kurukshetra held on 25.02.2010.

The Board noted as under:-

- i) The Building and Works Committee of the Institute in its 8th meeting held on 28.5.2007 approved cost estimate amounting to Rs. 25.00 crores for the construction of Mega Boys Hostel. The said estimated cost of Rs. 25.00 crores for the Mega Boys Hostel was approved by the Finance Committee in its 15th meeting held on 21.2.2009 and by the Board of Governors in its 15th meeting held on 18.5.2009.
- ii) The MHRD vide its letter No. F-10-23/2009 TS.III dated 29th October, 2009 allowed the Institute to take up new construction activities by utilizing the funds already available with it and as and when the Institute is short of funds, after utilization of the balance of Rs. 12.60 crores, the proposal for further release of funds may be sent to the Ministry. The Institute is further advised by the MHRD to go ahead with the construction activities on all the important items such as Mega Hostel etc. without waiting for further release of funds which will be released after substantial utilization of unspent balance available with the Institute.

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- iii) It was felt by the Institute that it was not in a position to accommodate the increased strength of students during the Session of July, 2010 and balance increased strength of 54% OBC quota during the Session of July, 2011. After considering all pros and cons it was decided at the Institute level to construct 1000 seaters Mega Boys Hostel immediately so that the construction work of said hostel may be completed well before 2011. The rough cost estimates amounting to Rs. 47.11 crores for the said Mega Boys Hostel (1000 seaters) were got approved from the Director/Chairman, Building & Works Committee in anticipation approval of the Building & Works Committee because of serious urgency of the work. The increase in the cost estimate has been mainly due to increase of cost of bricks, steel, cement and other ingredients of the building. The cost has also increased due to other requirements such as lift, fire fighting installations and other safety equipments.
- iv) The Institute has also hired an Architecture for construction of the said Mega Boys Hostel after inviting tenders and following proper procedure as per rules. However, no payment has so far been released to the Architect.
- v) The tenders for the construction of said Mega Hostel have also been invited and the work order to the lowest successful bidder is yet to be issued.


After detailed discussion, the Board accorded its administrative approval and expenditure sanction to the works including the Mega Boys Hostel (1000 Seaters) already approved by the Building & Works Committee in its 13th meeting held on 25.2.2010. The Board also accorded its approval for hiring the said Architect, his work being part of the building.

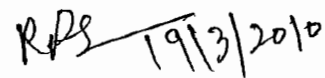


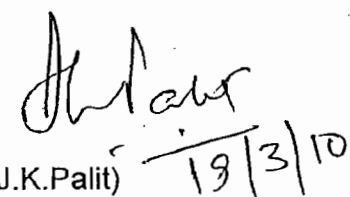
20.5 To consider the decision of the Senate regarding nomination of faculty member on the BOG.

The Board decided that decision of the Senate may be referred to the MHRD and nominations of Dr. V.K. Sehgal and Dr. Subodh Ranjan as decided by the Senate will take effect after those are approved by the MHRD. In the meantime existing members continue on the Board.

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. Palit)
Chairperson, BOG
NIT, Kurukshetra

Item 21.3 To note the action taken report on the minutes of the 19th meeting of the Board of Governors held on 29th December, 2009.

The Board may please note the action taken report on the minutes of the 19th meeting of the Board of Governors held on 29th December, 2009 as given below:-

Item No.	Subject	Action taken
19.1	To confirm the minutes of the 17 th meeting of the Board of Governors held on 09.09.2009	As per decision of the BOG, Dr. S.M. Gupta and Dr. Arun Goel have been confirmed w.e.f. 18.05.2009
19.2	To confirm the minutes of the 18 th (Spl.) meeting of the Board of Governors held on 12.10.2009.	No further action is required.
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.	No further action is required.
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.	Regarding decision at (i) Dr. S.M. Gupta and Dr. Arun Goel have been confirmed. However, matter pending against Sh. Rajender Kumar, Lecturer (redesignated as Asstt. Professor) is yet to be resolved as the committee constituted at the Institute level to examine some financial lapses and the linked issues as reported to the BOG in its 17 th meeting is yet to submit complete report.
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.	The MHRD nominee has been conveyed by the MHRD. However, posts advertised to fill up the post held by some contractual persons whose services were terminated in 18 th meeting of the BOG are yet to be filled due to some administrative difficulties.

19.6	To note minutes of the 1 st meeting of the Standing Committee of the Board held on 25.11.2009.	Follow up actions on some of the items is being taken.
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.	Action has been taken.
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.	No action is required.
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.	No action is required.
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.	Three Service Providers has been engaged for the said services w.e.f. 01.04.2010
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 advertisement has been issued for inviting application for the recruitment of Faculty.
19.12	To ratify action taken by the Hon'ble Chairperson, BOG in appointment of Officer on Special Duty (OSD) in the Institute.	No further action is required.
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.	Dr. D.S. Saini was engaged as consultant for a period of one year. However, due to some personal reasons he has been relieved on his request.
19.14	To consider grant of Dearness Allowance on Rs. 79,000/- instead of Rs. 75,000/- to the Director of the Institute.	As per decision of the Board the case has been referred to the MHRD.

19.15	To consider the appointment of Deputy Director under clause 18 of the 1 st Statutes under NITs Act – 2007.	Matter has been referred to MHRD.
19.16	To consider confirmation of Sh. Jagan Nath on the post of System Analyst.	Sh. Jagan Nath has been confirmed on the post of System Analyst.
19.17	To consider confirmation of Sh. Gyana Ranjan Samantaray on the post of Deputy Registrar (GA&L).	Sh. G.R. Samantaray has been confirmed on the post of DR (GA & Legal)
19.18	To consider un-authorized absence from duty in respect of Dr. A.K. Gupta, Professor in this Institute.	A warning has been issued to Dr. A.K. Gupta with an advice to be careful in future.
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 asked to report for duty. He resumed his duties in the Institute on 29.03.2010. For disciplinary action matter is being again placed before the Board.
19.20	To consider incentive of three advance non-compounded increments for Ph.D. to Associate Professors.	As per decision, a letter was written to the MHRD but issue has automatically been resolved as per MHRD clarifications dt. 9.03.2010
19.21	To consider AGP of Rs. 12000 per month in PB-4 upto a 20% of the sanctioned post of Professors.	The Institute has to wait for UGC guidelines in this regard.
19.22	To consider Cumulative Professional Development Allowance to the faculty for participating in National and International Conferences.	Notification issued in the Institute. The faculty members have been allowed the cumulative Professional Development Allowance as per decision of the BOG.
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.	Action has been taken
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 case has been referred to the MHRD for release of balance 60% arrears w.e.f. 24.01.2008 to Sh. D.K. Kaushik and Sh. S.N. Kaushik as AE (Elect. & Civil)

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.	Action is being taken.
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.	Action has been taken.
19.27	To consider amended House Allotment Rules of the National Institute of Technology, Kurukshetra.	Action is being taken.
19.28	To consider the development plan of Centre of Continuing Education and External Collaboration (CCEC) at NIT, Kurukshetra.	The Prof.-in-charge CCEC has been requested to take further necessary action in the matter.
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.	No further action is required.
19.30	To consider recommendation of the Committee constituted by the Board for engaging staff on contractual basis for smooth running of the Institute.	Action has been taken.
19.31	To consider promotion of Sh. D.K. Kaushik and Sh. S.N. Kaushik as Assistant Engineers (Electrical & Civil)	Sh. D.K. Kaushik and Sh. S.N. Kaushik were reverted back to the posts of Jr. Engineers (Elect. & Civil) w.e.f. 25.02.2010. They have been again appointed as AEE (Elect. & Civil) on contract basis w.e.f. 05.03.2010
19.32	To consider rules on Extra Ordinary Leave, Lien and Deputation.	Matter is being again placed before the Board.
19.33	To consider anomalies in the Scheme of Revision of pay scales in respect of teachers and other staff.	Matter is being again placed before the Board.
19.34	To approve the Panel of External	No further action is required.

	Experts for the selection of Technical, Administrative and other staff under various Selection Committees of the Institute.	
19.35	To consider installation of the IGbps Internet Leased Line Connection for the Institute out of OBC Plan Grant.	The said matter has already been considered and decided by the Finance Committee.
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.	No further action is required.
19.37	To consider superannuation age of 62 years for Director of Sports of the Institute.	He has been allowed to continue upto the age of 62 years.
19.38	To consider superannuation age of 62 years for Registrar of the Institute.	He has been allowed to continue upto the age of 62 years.
19.39	To consider superannuation age of 62 years for Lecturer, Physical Education f the Institute.	He has been allowed to continue upto the age of 62 years.
19.40	To consider the panel of external experts for recruiting Academic Staff (excluding the Director and the Deputy Director) in various subjects	The panel of external experts stands approved from the Hon'ble Chairperson, BOG as per decision of the Board/ Standing Committee.
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.	The whole matter is again being placed before the BOG in its ensuing meeting.
19.42	To consider and approve recommendations of the Committee on the Code of Conduct for employees of the Institute.	This item was deferred by the Board. Matter is again placed before this BOG meeting.

The Board may please note.

Item 21.4 To note the action taken report on the minutes of the 20th meeting of the Board of Governors held on 15th March, 2010.

The Board may please note the action taken report on the minutes of the 20th meeting of the Board of Governors held on 15th March, 2010 as given below:-

Item No.	Subject	Action taken
20.1	To confirm the minutes of the 19 th meeting of the Board of Governors held on 29.12.2009	The matter is being again placed before the Board in this meeting vide agenda item 21.1.
20.2	To ratify the minutes of the 11 th meeting of the Building & Works Committee of National Institute of Technology, Kurukshetra held on 28.07.2009.	Observation of the Board has been noted for compliance in future. The detailed actions taken on the minutes of 11 th and 12 th BWC meetings held on 28.7.2009 and 3.9.2009 had already been reported to the Board in its 20 th meeting held on 15 th March, 2010 through 13 th meeting of the BWC vide agenda item 20.4.
20.3	To ratify the minutes of the 12 th (Special) meeting of the Building & Works Committee of National Institute of Technology, Kurukshetra held on 03.09.2009.	
20.4	To ratify the minutes of the 13 th meeting of the Building & Works Committee of National Institute of Technology, Kurukshetra held on 25.02.2010.	The work order of the Mega Boys' hostel has been issued to the lowest successful bidder and the payment is being made to the architect for the said work.
20.5	To consider the decision of the Senate regarding nomination of faculty member on the BOG.	The matter stands referred to the MHRD. A reminder has also been sent to the MHRD but the reply of the MHRD is still awaited.

The Board may please note.

Item 21.5 To note minutes of the 2nd meeting of the Standing Committee of the Board held on 27th and 28th January, 2010.

The 2nd meeting of the Standing Committee of the Board was held on 27th and 28th January, 2010. A copy of the minutes of the 2nd meeting of the Standing Committee of the Board held on 27th and 28th January, 2010 are enclosed as Appendix-IV from page 35 to 44.

The Board of Governors may note the minutes of the 2nd meeting of the Standing Committee of the Board held on 27th and 28th January, 2010.

**NATIONAL INSTITUTE OF TECHNOLOGY
KURUKSHETRA-136119**

Minutes of the 2nd meeting of the Standing Committee of Board of Governors, National Institute of Technology, Kurukshetra held on 27th and 28th January, 2010 in the Institute at Kurukshetra.

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. 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. Regarding follow up actions w.r.t. discussions held during 1st Standing Committee held on 25.11.2009:

1. **Creation of a post of Executive Engineer(C) in terms of BOG decision taken in its 15th meeting held on 18.5.2009 (BOG agenda item 15.6)**

Deliberations of this Standing Committee made in respect of the BOG agenda item 19.31 relating to promotion of Sh. D.K. Kaushik and Sh. S.N. Kaushik as Assistant Engineers (Electrical & Civil) be referred to.

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2. **Regarding extension of facility of foreign exchange by the SBI (BOG agenda item 15.7).**

The Standing Committee desired that the matter be further pursued with the Dy. General Manager of the SBI for providing the above facilities at SBI, NIT, Kurukshetra.

3. **Availing the facility of scholarship schemes extended by the Ministry of Social Justice/Tribal Development (BOG agenda item 15.7).**

The Standing Committee noted that an amount of Rs. 9.53 lacs has been received from Ministry of Social Justice in the year 2009-10 for the year 2007-08 towards scholarships but the whole amount could not be disbursed as some of the students have already passed out. This year also applications of some of the eligible students have been forwarded for claim of scholarships.

The Standing Committee further desired that the matter be pursued with the Ministry of Social Justice/Tribal Development for early disbursement of funds so that the needy students are benefited.

4. **Providing medical facilities to the employees of NIT, Kurukshetra (BOG agenda item 15.22 and FC agenda item 16.12).**

The Standing Committee noted that the Institute has received a communication from the MHRD for non-acceptance of the said medical facilities. The Committee desired that this information be reported to the Board in its next meeting.

B. **To review follow up actions on some of the decisions taken by the Board of Governors in their meetings held since May, 2009:**

BOG 15th meeting held on 8th May, 2009:-

1. **Regarding reimbursement/payment of Children Education Allowance to the employees of NIT, Kurukshetra (BOG agenda item 15.5).**

The Standing Committee noted that the Institute has already taken necessary action as per direction of the Govt. of India sent vide their letter No. 12011/16/2009-(Allowance) dated 13th November, 2009.



BOG 16th (Spl.) meeting held on 30th July, 2009:-

1. **The matter regarding exchange of faculty between NIT, Kuruksheta and foreign Universities on reciprocal basis (BOG agenda item 16.1(vi) on page 6 of the minutes).**

The Standing Committee noted that the experts from foreign universities are visiting NIT, Kurukshetra for delivering expert lectures etc. but the faculty of NIT, Kurukshetra is not being invited by the said universities.

The Standing Committee, however, felt that the decision already taken by the BOG in this regard may continue.

BOG 17th meeting held on 9th September, 2009:-

1. **The matter regarding promotion of faculty members under CAS as per existing practice (BOG agenda item 17.13).**

The Director informed the Standing Committee that the UGC is going to circulate the guidelines for promotion of faculty under CAS very shortly.

2. **The matter regarding confirmation of Sh. Rajender Kumar on the post of Lecturer.**

The Standing Committee desired that the matter relating to enquiry of Sh. Rajender Kumar, Lecturer, ECE Department be expedited.

BOG 18th meeting:-

1. **The matter regarding grant of pay scale of Rs. 16400-22400 to Sh. R.P.S. Lohchab, Registrar (BOG agenda item 18.2 and BOG agenda item 16.1(viii) on page 7 & 8 of the minutes).**

The Standing Committee noted that no communication has been received from the MHRD even after the reminder sent by the Institute. Since the matter is pending since long, it may be placed before the BOG in its next meeting.



2. **The matter regarding the validity of services of 09 persons who have crossed the maximum limit of 03 years contractual appointments as per the recent NIT Statutes (BOG agenda item 18.3).**

The Director informed the Standing Committee that a detailed letter has already been written to the MHRD with a request to send their nominee on the Selection Committees as early as possible so that the appointments under reference are made without further delay.

BOG 19th meeting held on 29th December, 2009:-

1. **The matter regarding qualifications and experience required for the recruitment of regular faculty in the Institute (BOG agenda item 19.11).**

The Standing Committee noted the comments received from Mr. Navin Soi, Director(F), IFD, MHRD vide his letter No. 3-3/2009-IFD dated 16.1.2010 regarding qualifications and experience required for the recruitment of regular faculty in the Institute. It was also noted that some persons from public have also pointed out that our qualifications in respect of MCA are lower than the UGC qualifications.

The Standing Committee desired that the Director and the Registrar may discuss the matter alongwith other related issues and then a corrigendum be published.

2. **The matter regarding grant of UGC pay scale to Sh. Gyana Ranjan Samantaray (BOG agenda item 19.17).**

The Standing Committee noted that the UGC qualifications for Direct recruitment to the post of Deputy Registrar are as under:-

c) The minimum qualifications for direct recruitment to the post of Deputy Registrar and equivalent posts shall be a Master's Degree with at least 55% of the marks or its equivalent grade of 'B' in the UGC 7 point scale; along with

- I) Nine years' of experience as Assistant Professor in the AGP of Rs. 6000 and above with experience in educational administration, or
- II) Comparable experience in research establishment and/or other institutions of higher education, or



- iii) 5 years' of administrative experience as Assistant Registrar or in an equivalent post,

The Committee also noted that Sh. G.R. Samantaray, Deputy Registrar (GA & Legal) is fulfilling the required educational qualification and experience. He is Post Graduate with 66% marks. The details of his past experience are as under:-

- i) Serving as Deputy Registrar (GA & Legal) at NIT, Kurukshetra since 19.12.2007 on regular basis (PB of Rs. 15600-39100)
- ii) Served as Assistant Registrar on contract basis at Indian Law Institute, New Delhi from 27.3.2006 to 18.12.2007 at consolidated salary of Rs. 15000/- P.M.
- iii) Served as Assistant Registrar on contract basis at NIT, Rourkela (Orissa) from 11.2.2004 to 31.5.2005 at consolidated salary of Rs. 13000/- P.M.

It is evident from the above details that he has acquired 5 years experience as Assistant Registrar/Deputy Registrar as on 07.12.2009. A note in support of his experience and qualification is enclosed as Annexure-'A'.

The Committee recommended to the Board that Sh. G.R.Samantray may be granted the pay scale of Rs. 15600-39100 + GP of Rs. 7600 w.e.f. 29.12.2009, the date of the last BOG meeting in which it was discussed that he can be granted UGC pay scale if he fulfills all conditions as required by the UGC.

- 3. **To consider the amended House Allotment Rules keeping in view the observations of the Board (BOG agenda item 19.27).**

The Standing Committee authorized the Director to finalize the House Allotment Rules with the assistance of Estate Officer, OSD and Registrar keeping in view observations made by the Board and the House Allotment Rules so finalized be forwarded to the Hon'ble Chairperson, BOG for his approval in anticipation of approval of the Board.

- 4. **The matter regarding promotion of Sh. D.K. Kaushik and Sh. S.N. Kaushik as Assistant Engineers (Electrical & Civil) (BOG agenda item 19.31).**

The Standing Committee deliberated as under:-

- i) As decided by the Board of Governors in its 19th meeting held on 29.12.2009 under agenda item 19.31 the posts of Asstt. Engineer(Civil) and Asstt. Engineer(Elect.) be downgraded to those of Junior Engineer(Civil) and Junior Engineer(Elect.) respectively

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*As discussed
with the
Hon'ble
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and both the incumbents be reverted back to their substantive posts of Junior Engineer(Civil) and Junior Engineer(Elect.)

- ii) As per decision taken by the Board of Governors one post of Assistant Executive Engineer(Civil) and one post of Assistant Executive Engineer(Elect.) be created. The qualified officers be appointed on contract basis against these two posts for a period of 6 months through walk-in-interview under clause 28(2) of the Statutes so that various ongoing construction activities may continue smoothly as per rules.
- iii) As decided by the Board of Governors proposal relating to qualifications & pay scale required for these posts and constitution of the adhoc Selection Committee may be submitted to the Hon'ble Chairperson, Board of Governors for his approval.

5. To consider rules on Extra Ordinary Leave, Lien and Deputation (BOG agenda item 19.32).

This matter will be considered by the Standing Committee in its next meeting. In the meantime legal opinion in the matter may be sought from the legal counsel of the Institute.

6. To consider anomalies in the Scheme of Revision of pay scales in respect of teachers and other staff (BOG agenda item 19.33).

After detailed discussion the Standing Committee desired that the matter be again placed before the Board of Governors in their next meeting in view of the comments received from Sh. Navin Soi, Director(F), IFD, MHRD, New Delhi vide his letter No. 3-3/2009-IFD dated 16.1.2010 and Sh. C.P.Bansal, Faculty member on the BOG vide his letter dated 22.1.2010.

7. To consider the matter regarding re-designation of Director of Sports (BOG agenda item 19.37).

The Standing Committee noted the decision of the Hon'ble Punjab and Haryana High Court, Chandigarh. It was also noted that the 1st part of the decision regarding continuation of Sh. R.K. Sharma upto the age of 62 years has been implemented. In the 2nd part it is mentioned that the Institute/Respondent is at liberty to redesignate the Director of Sports.

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The Standing Committee considered the matter regarding re-designation of Sh. R.K. Sharma and recommended to the Board that he may be re-designated as Sports Officer equivalent to Physical Training Officer with the present pay scale.

8. To consider the panel of external experts for recruiting Academic Staff (excluding the Director and the Deputy Director) in various subjects (BOG agenda item 19.40).

The Standing Committee desired as under:-

- i) The names of external experts suggested by the Hon'ble Chairperson, BOG in consultation with some other members of the Board be included in the Panel of External Experts. However, the name of Dr. M.K. Soni, Ex Professor of this Institute may not be included in the said Panel.
- ii) There should not be more than two names in the panel from one Institution.
- iii) The consolidated Panel of External Experts be submitted to the Hon'ble Chairperson, BOG for his approval.

9. The matter regarding 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 (BOG agenda item 19.41).

The Standing Committee noted the comments received from Prof.(Mrs.) Sudesh Mukhopadhyay, Member of the Board vide her e_mail dated 8th January, 2010 to the Hon'ble Chairperson, BOG.

The Standing Committee also noted that at present there are 233 sanctioned faculty posts whereas requirement of the Institute in view of increased students' strength for the year 2009-10 is 278. The non-faculty staff positions is at present 262 (Group A to C = 175 and Group D = 87). However on the basis of 278 faculty posts, the non faculty posts would be 306 as per norms suggested by the MHRD i.e. 1:1.1. The matter as regards sanctioning additional faculty and non-faculty posts stands referred to MHRD.



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The Standing Committee further noted that in view of policy of Govt. of India there will not be Group-D employees. Hence in due course of time positions vacated by Group-D employees on account of superannuation, promotion and any other reason whatsoever shall be added to Group-A to C positions to be decided by the Board from time to time.

The Standing Committee further observed as under:-

1. The nomenclature of Sr. Medical Officer, Medical Officer, Estate Officer, Cashier, System Attendant/Lab. Attendant will remain unchanged.
2. Classification of all the cadres should be in descending way in order of scale of the post.
3. The Director of Sports and Lecturer in Physical Education may be re-designated as Sports Officer and Asstt. Sports Officer respectively in the proposed mapping.
4. There should be a position of Finance Officer in the pay scale of Deputy Registrar.
5. There should be promotional avenues for all non-teaching cadres in the Institute.

The Standing Committee desired that keeping in view the above observations, the office should again make exercise and arrange entire information in limited proformas.

Then the matter may be placed before the Board for approval in its next meeting.

The meeting ended with a vote of thanks to the Chair

(J.K.Palit)

Chairperson, BOG
NIT, Kurukshetra

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

(M N Bandyopadhyay)
Director

The Director(TC), Government of India, Ministry of the Human Resource Development, Department of Higher Education, New Delhi vide letter No. F.23-1/2008-TS.II dated 18.8.2009 has conveyed the order of the Govt. of India that the UGC pay scales will apply to Registrar, Deputy Registrars, Assistant Registrars of IITs, IISERs, NITs, IISc and Deemed to be Universities subject to they possessing the qualification and experience as prescribed by UGC from time to time .

As per the MHRD letter No. 1-32/2006-U.II/U.I(ii) dated 31.12.2008, the scheme of revision of pay scales for the post of Deputy Registrar etc.

- (c) The minimum qualifications for direct recruitment to the post of Deputy Registrar and equivalent posts shall be a Master's Degree with at least 55% of the marks or its equivalent grade of 'B' in the UGC 7 point scale; alongwith-
 - (i) Nine years' of experience as Assistant Professor in the AGP of Rs. 6000 and above, with experience in educational administration, or
 - (ii) Comparable experience in research establishment and/or other institutions of higher education, or
 - (iii) 5 years of administrative experience as Assistant Registrar or in an equivalent post,

As an incumbent Deputy Registrar, I posses the following qualifications and experience.

Academic Qualifications:

- (i) M.M.S (Master of Management Studies) passed in First Class(65.94%) with Specialization-Personnel Management & Industrial Relations from Utkal University, Bhubaneswar.

Administrative Experience:

- (i) Serving as Deputy Registrar (GA&L) at NIT, Kurukshetra since 19.12.2007 in regular basis (P.B. of Rs.15600-39100/-). +5400 G.P.
- (ii) Served as Assistant Registrar on contract basis at Indian Law Institute, New Delhi from 27.3.2006 to 18.12.2007 at consolidated salary of Rs. 15000/- P.M.
- (iii) Served as Assistant Registrar on contract basis at NIT, Rourkela (Orissa) from 11.2.2004 to 31.5.2005 at consolidated salary of Rs.13000/- P.M.

In this regard, as per above Clause (iii), I have more than 05 years of administrative experience as Assistant Registrar and above post in National level Institutions of higher education.

As per decision of the Board of Governors of the Institute in their 19th meeting held on 29.12.2009 my case may be placed before the Standing Committee of the Board for their consideration.

Pl. examine from
office records

Rajana Ranjan Samant
25.01.2010

Calculation of administrative experience -

05 years as Assistant Registrar and above post - on 07.12.2009

Days. Months. Years	Days. Months. Years	Days. Months. Years
\ominus 31. 05. 2005	\ominus 00. 00. 05	\oplus 27. 03. 2006
11. 02. 2004	20. 03. 01	10. 08. 03
<hr/> 20. 03. 01	<hr/> 10. 08. 03	<hr/> 07. 12. 2009

Gyan Ranjan Samantary
25.02.2010

Item 21.6 To consider and ratify minutes of 18th meeting of the Finance Committee, National Institute of Technology, Kurukshetra held on 15.03.2010.

The minutes of the 18th meeting of the Finance Committee of National Institute of Technology, Kurukshetra held on 15.03.2010 at 2:30 p.m. in the NIT Transit House (Guest House) A-1, 267 Safdarjung Enclave, New Delhi-110029 under the Chairmanship of the Hon'ble Chairman, Board of Governors & Finance Committee are enclosed at Appendix-V (pages 46 to 50). The agenda of the Finance Committee is enclosed as Annexure to Item 21.6 with the main agenda of the Board meeting.

The Board of Governors may ratify the minutes of the 18th meeting of the Finance Committee held on 15.03.2010.

**NATIONAL INSTITUTE OF TECHNOLOGY
KURUKSHETRA-136119**

Minutes of 18th meeting of the Finance Committee, NIT, Kurukshetra held on 15.03.2010 at 2.30 p.m. in the NIT Transit House (Guest House) A-1, 267 Safdarjung Enclave, New Delhi-110029.

PRESENT:

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| 1. | Prof. J K Palit,
Hon'ble Chairperson, Board of Governors &
Chairman, Finance Committee,
National Institute of Technology,
Kurukshetra | In Chair |
| 2. | Sh. N. Mohan Dass,
DEA(T) (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. Hari Mohan Prasad,
University Head,
Department of English,
Magadh University,
Bodh Gaya(Bihar) | Member |
| 5. | Dr. M N Bandyopadhyay
Director,
National Institute of Technology.
Kurukshetra. | Member |

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| 6. | Dr. V K Arora,
Professor,
Civil Engineering Department,
N.I.T., Kurukshetra | Member |
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| 7.. | Sh. R P S Lohchab
Registrar,
National Institute of Technology,
Kurukshetra. | Ex-Officio
Member-Secretary |

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 18.1 To confirm the minutes of 17th meeting of the Finance Committee, National Institute of Technology, Kurukshetra held on 3.11.2009.

The Finance Committee confirmed the minutes of the 17th meeting of the Finance Committee held on 3.11.2009.

Item 18.2 To note follow up action taken on the 17th meeting of the Finance Committee held on 3.11.2009.

The Finance Committee noted follow up action taken on the 17th meeting of the Finance Committee held on 3.11.2009.

Item 18.3 To consider Re-appropriation of funds under Non Plan Grant for the year 2009-2010.

The Finance Committee approved re-appropriation of funds under various heads of Accounts under the Non-plan Budget for the year 2009-2010 as per details furnished in agenda item 18.3.

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Item 18.4 To note Utilization of Funds under Plan Grant (OBC) for the year 2009-2010.

The Finance Committee noted the utilization of funds under Plan Grant (OBC) for the year 2009-2010 as per agenda item 18.4.

Item 18.5 To consider the permission of LTC journey performed through private Airline by Dr. Vikas Chaudhary, Humanities Department.

The Finance Committee considered the case of Dr. Vikas Chaudhary, Humanities Department for performing LTC journey by the Kingfisher Airlines and decided that the matter be referred to the Ministry of Human Resource Development, Department of Higher Education, New Delhi for advice.

Item 18.6 To consider protection of pay in respect of Dr. Rishi Pal Chauhan, Asstt. Prof., Physics Department.

The Finance Committee did not agree to protect the pay of Dr. Rishi Pal Chauhan rendered in private institution before joining National Institute of Technology, Kurukshetra.

Item 18.7 To consider Extending Facilities of Free Medical Check up, prescription and clinical test/X-ray etc. to retired employees of the Institute.

The Finance Committee recommended to the Board that the facilities of free medical check up, prescription and clinical test/X-rays etc. be allowed to the ex-employees of the Institution from the Health Centre but the cost of medicines will be borne by the concerned ex-employees. However, they will continue getting fixed medical allowance of Rs. 100/-(Rupees one hundred only) per month as per earlier decision of the Finance Committee and the Board of Governors.

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Item 18.8 To consider increase in Tuition Fees of M.Tech. Students.

The Finance Committee decided that the case be referred to the Ministry of Human Resource Development, Department of Higher Education, New Delhi for clarification.

The Finance Committee desired that the details of expenditure being incurred by the Institute from the Students Related Activity Fee/Students Fund be put up to the Board of Governors in its next meeting.

Item 18.9 To consider Budget Provision for Outsourcing the Services of Security, Sanitation & Maintenance of the Institute.

The Finance Committee approved the Institute proposal for making a provision of Rs. 15 lakh per month in the regular budget towards services required from the Registered Service Providers as per details furnished in agenda item 18.9.

Item 18.10 To consider the enhancement in fees and misc. expenses to the Standing Counsels of the Institute.

The Finance Committee did not agree with the proposal of the Institution.

Item 18.11 To consider Modified Assured Career Progression Scheme (MACPS) for the Central Government Civilian Employees.

The Finance Committee approved the financial implications on account of the implementation of the MACPS for non-teaching and teaching supporting employees of the Institute to the tune of Rs. 1.00 lakh (app.) per month and desired that the case may be referred to the Ministry of Human Resource Development, Department of Higher Education, New Delhi for their concurrence.

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**Tabled
Item 18.12**

**To consider installation of the 1Gbps internet Leased
Line Connection for the Institute out of OBC Grant.**

The Finance Committee did not agree with the proposal and desired that the Ministry of Human Resource Development, Department of Higher Education, New Delhi be approached for providing the 1Gbps (1000 Mbps) Internet Leased Line through the BSNL.

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



**(R P S Lohchab)
Registrar & Member-Secretary**

Item 21.7 To consider and approve the minutes of the 14th meeting of the Senate, National Institute of Technology, Kurukshetra held on 14.03.2010

The minutes of the 14th meeting of the Senate of National Institute of Technology, Kurukshetra held on 14.03.2010 under the Chairmanship of Director, NIT, Kurukshetra are enclosed as Appendix-VI Pages 52-59. The Agenda of the 14th meeting of the Senate is enclosed as Annexure to Item 21.7.

The Board of Governors may consider and approve these minutes.

NATIONAL INSTITUTE OF TECHNOLOGY
KURUKSHETRA-136 119

APPENDIX-VI

Minutes of the 14th meeting of the Senate, National Institute of Technology,
Kurukshetra held on Sunday, the 14th March, 2010 at 11.00am 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. | Dr Ishwar Singh
Professor & Dean (Academic Affairs)
Deptt. of Inorganic Chemistry
M D University, Rohtak | 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 |
| 9. | Dr. K. S. Kasana
Professor
Mechanical Engineering Department
NIT, Kurukshetra | Member |
| 10. | Dr. K. B. Singh
Professor
Department of Humanities & Social Sciences
NIT, Kurukshetra | Member |

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| 11. | Dr. D. V. Singh
Professor
Mathematics Department
NIT, Kurukshetra | Member |
| 12. | Dr. Kuldeep Kumar
Professor
Mathematics Department
NIT, Kurukshetra | Member |
| 13. | Dr. S. S. Rattan
Professor
Mechanical Engineering Deptt.
NIT, Kurukshetra | Member |
| 14. | Dr. K. S. Sandhu
Professor
Electrical Engineering Deptt.
NIT, Kurukshetra | Member |
| 15. | Dr. Sudhir Kumar
Professor
Mechanical Engineering Department
NIT Kurukshetra | Member |
| 16. | Dr. Baldev Setia
Professor
Civil Engineering Department
NIT, Kurukshetra | Member |
| 17. | Dr. Rajender Kumar
Professor
Department of Humanities & Social Sciences
NIT, Kurukshetra | Member |
| 18. | Dr. Brahmjit Singh
Professor
Electronics & Comm. Engg. Department
NIT, Kurukshetra | Member |
| 19. | Dr. S.K. Madan
Professor
Civil Engineering Department
NIT, Kurukshetra | Member |
| 20. | Dr. H. K. Sharma
Professor
Civil Engineering Department
NIT, Kurukshetra | Member |
| 21. | Dr. S. N. Sachdeva
Professor
Civil Engineering Department
NIT, Kurukshetra | Member |

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| 22. | Dr. Dixit Garg
Professor
Mechanical Engineering Department
NIT, Kurukshetra | Member |
| 23. | Dr. S. K. Mahna
Professor
Physics Department
NIT, Kurukshetra | Member |
| 24. | Dr. B. K. Kaushik
Professor
Physics Department
NIT, Kurukshetra | Member |
| 25. | Dr. P. J. Philip
Professor
Department of Humanities & Social Sciences
NIT, Kurukshetra | Member |
| 26. | Dr. Surjit Angra
Professor
Mechanical Engineering Department
NIT Kurukshetra | Member |
| 27. | Dr. R. S. Bhatia
Professor
Electrical Engineering Department
NIT Kurukshetra | Member |
| 28. | Dr. G L Pahuja
Professor
Electrical Engineering Department
NIT Kurukshetra | Member |
| 29. | Dr. R. K. Sharma
Associate Professor & Head
Electronics & Comm. Engg. Department
NIT, Kurukshetra | Special Invitee |
| 30. | Dr. Dinesh Kumar
Associate Professor & Head
Chemistry Department
NIT, Kurukshetra. | Special Invitee |
| 31. | Prof. (Ms.) Manjula Sharma
Associate Professor & Head
Department of Humanities & Social Sciences
NIT, Kurukshetra | Special Invitee |
| 32. | Dr. Ashwani Jain
Associate Professor, Civil Engg. Deptt.
Professor Incharge (Academic & Senate Affairs)
NIT, Kurukshetra | Special Invitee |

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| 33. | Dr. Mayank Dave
Associate Professor & Head
Computer Engineering Department
NIT, Kurukshetra | Special Invitee |
| 34. | Sh. R. P.S. Lohchab
Registrar
NIT, Kurukshetra | Secretary, Senate |

The following members could not attend the meeting:

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| 1. | Sh. Vijay Prakash Saha
Chair, WFO, Energy Saving Commission
Res: W-16, Green Park, New Delhi – 110016 | Member |
| 2. | Dr. (Mrs.) Bani Chatterjee
Professor
Deptt. of Humanities & Social Science
IIT, Kharagpur. | Member |
| 3. | Dr. S. K. Sharma
Professor
Mechanical Engineering Department
NIT, Kurukshetra | Member |
| 4. | Dr. A. K. Gupta
Professor
Electronics & Comm. Engg. Department
NIT, Kurukshetra | Member |
| 5. | Dr. (Ms.) Minati Baral
Professor
Chemistry Department
NIT, Kurukshetra | Member |
| 6. | Dr. Diwan Singh
Professor
Civil Engineering Department
NIT, Kurukshetra | Member |
| 7. | Dr. (Ms.) Lillie Dewan
Professor
Electrical Engineering Department
NIT, Kurukshetra | Member |
| 8. | Dr. J. K. Quamara
Professor
Physics Department
NIT, Kurukshetra | Member |

Item 14.1 To confirm the minutes of the 13th meeting of the Senate held on 03.12.2009

The Senate confirmed the minutes alongwith addendum of the 13th meeting of the Senate held on 03.12.2009 as circulated to the members of the Senate and as per details furnished in the agenda item.

Item 14.2 To note the Action Taken Report on the minutes of the 13th meeting of the Senate held on 03.12.2009

The Senate noted the actions taken on the minutes of the 13th meeting of the Senate held on 03.12.2010 as per details furnished in the agenda item.

The Senate while noting the action taken report under any other item decided that the remuneration for External Examiner for M.Tech. Dissertation Examination be increased to Rs. 2500/- (for evaluation and viva-voce) as per the practice followed at NIT Jalandhar and remuneration for Indian External Examiner for evaluating Ph.D Thesis be increased to Rs. 5000/- (Rs. 3000/- for evaluation + Rs. 2000/- for viva-voce) as per the practice followed at NIT Bhopal. The Examiners be provided free hospitality with no DA payment for stay. The decision to increase remuneration will be implemented after getting approval from the Finance Committee and the Board of Governors.

Regarding the matter of increase in remuneration of Foreign External Examiner for evaluation of Ph.D Thesis, it was decided that the matter be brought after studying the practice followed at various NITs and IITs.

Regarding the matter of shortage of faculty, the Director apprised members that faculty positions in various departments have been advertised and vacant positions will be filled up shortly. About problem of shortage of laboratory space in some departments, it was brought to the notice of the Senate that new administrative block is near completion and more space would become available for the purpose.

Item 14.3 To consider nomination of a Professor as Senate Nominee on the Board of Governors, NIT, Kurukshetra.

The Senate considered nomination of a Professor as Senate Nominee on the Board of Governors, NIT, Kurukshetra. As per Section 12(c) of the National Institutes of Technology Act, 2007, the term of office of Senate nominee is two years from the date of nomination. Since, Dr. V K Arora had already completed his term, it was decided that the next senior most Professor, Dr. V K Sehgal, Professor in Civil Engg., be nominated to Board of Governors w.e.f. the date of meeting, i.e. 14-03-2010, for a period of 2 years. The Senate confirmed the minutes of the item for its immediate implementation.

It was observed that in future, the matter regarding the nomination to BOG be brought to the Senate well in advance prior to the expiry of the term of existing nominees.

- Item 14.4 To consider nomination of 2nd nominee of the Senate on the Board of Governors, NIT, Kurukshetra (against the constituency of Assistant Professor/Lecturer).**

As per Section 11(f) of the National Institutes of Technology Act-2007, one Professor and one Assistant Professor or a Lecturer of the Institute are to be nominated by the Senate on the Board of Governors. As per the recommendations for revision of the pay scale of teaching and other staff of Universities and Colleges vide letter No.1-32/2006-U.II/U.I(I), 31 December 2008 and of Centrally Funded Technical Institutions vide letter F. NO. 23-1/2008-TS.II, Technical Section-II, 18 August, 2009, Ministry of Human Resource Development, Department of Higher Education, Government of India, following the pay revision of the Central Government Employees on the recommendation of 6th CPC, there shall be only three designations in respect of teachers, namely, Assistant Professor, Associate Professor and Professor. Therefore, there are, at present, three cadres of faculty in the Institute, i.e. Assistant Professor, Associate Professor and Professor. Now, there is no cadre of Lecturer in the Institute. The Senate was of the view that it can be interpreted that a Lecturer is now Assistant Professor, and Assistant Professor and Lecturer (Selection Grade) in the old scale, after completing three years of service in that scale, are to be re-designated as Associate Professor on or after 1.1.2006. In light of this, the Senate decided that Dr. Subodh Ranjan, Associate Professor in Civil Engg. be nominated to the Board of Governors as second nominee w.e.f. the date of meeting, i.e.14-03-2010, for a period of 2 years under Clause 11(f) of the NITs Act, 2007 (against the constituency of Assistant Professor/Lecturer). He would replace Prof. C P Bansal who has already completed his two year term. The Senate confirmed the minutes of the item for its immediate implementation.

- Item 14.5 To consider and approve decisions taken in 27th meeting of Standing Committee on Senate Affairs (SCSA)**

The Senate considered and approved the decisions taken in the 27th meeting of Standing Committee on Senate Affairs which was held on 14.01.2010.

- Item 14.6 To note the admission status of various UG/PG Courses for the academic session 2009-2010 at National Institute of Technology, Kurukshetra**

The Senate noted the admission status of various UG/PG Courses for the academic session 2009-2010 at National Institute of Technology, Kurukshetra per details furnished in the agenda item.

- Item 14.7 To consider approval for students to be awarded degrees in the 7th Convocation scheduled to be held on 20th March 2010 and to note the result status of B.Tech 2005 batch students**

The Senate considered and approved the award of degrees to the graduates of B.Tech., M.Tech., MBA and Ph.D. of NIT, Kurukshetra in the 7th Convocation scheduled to be held on 20th March, 2010, as detailed in the agenda item 14.7 and supplementary agenda item 14.7(a). For the two Ph.D scholars, one from Electrical Engg. Deptt.

and the other from Mathematics Deptt., who had already appeared in their viva-voce examination, the Director was authorized to accord approval for the award of degrees in 7th Convocation if all the formalities are completed in time. The Senate also noted the result status of B.Tech. 2005 batch students. The minutes of the item were confirmed by the Senate as degrees were to be awarded in the 7th Convocation.

Item 14.8 To consider approval for the students to be awarded Medals and Certificates in the 7th Convocation scheduled to be held on 20th March, 2010

The Senate considered and approved the award of medals and certificates in the 7th Convocation as detailed in the agenda item including award of Dr. R. P. Singh medals as per past practice.

As regard to the award of Dr. R. P. Singh medals, it was brought to the notice of the Senate that the Constituted Committee recommended that the practice of awarding two medals be continued and any shortfall in funds may be met from the Alumni/Institute funds. The Institute had already expressed its inability to fund the awards. President of the Alumni Association was also requested to consider providing funds for the award of medals vide letter dated 7.12.2009. The Secretary, Alumni Association had intimated that in the meeting held on 8-3-2010, it was decided to extend the offer to meet the shortfall of funds to this year also. The Senate decided that the offer be accepted. Since the issue needs to be resolved once for all, as the same problem will crop up next year also, it was decided that the matter be brought to the SCSA, where President and Secretary of the Alumni Association be invited to explore the possibility of regular funding of the award by the Alumni Association.

The minutes of the item were confirmed by the Senate as medals were to be awarded in the ensuing Convocation.

Item 14.9 To consider formats of Honorary degree of D.Litt, and MCA degree

The Senate considered formats of Honorary degree of D.Litt, and MCA degree. Modifications in the proposed format for D.Litt were suggested. After incorporating some modifications, the degree formats were approved.

Minutes of the item were confirmed as Honorary degree of D.Litt was to be awarded in the 7th Convocation.

Item 14.10 To consider and approve the Academic Calendar for the session 2010-2011

Draft of the Academic Calendar for the Session 2010-2011 was considered. It was decided that the draft calendar be referred to the SCSA for finalizing the same to take into account holidays of the year 2011.

- Item 14.11 To consider and approve the proposal of the Electronics & Communication Engg. Deptt. for changing the name of existing M.Tech specialization from Electronics & Communication Engg. to Communication Systems

The Senate considered the proposal of Electronics & Communication Engg. Deptt. for changing name of the existing M.Tech specialization from Electronics & Communication Engg. to Communication Systems. It was decided that the matter of change in nomenclature be referred to MHRD for approval.

- Item 14.12 To consider inclusion of MBA and MCA disciplines in the Information Brochure of Ph.D

The Senate considered and approved inclusion of MBA and MCA disciplines in the Information Brochure of Ph.D. Minutes of the item were confirmed so that necessary changes be incorporated in the Information Brochure for Ph.D admissions for the next Academic Session.

- Item 14.13 To consider the request of M.Tech. 1st year students for continuing GATE scholarship

The Senate considered the request of M.Tech. 1st year students for continuing GATE scholarship. The Senate did not agree to their request.

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

RM 23/3
(R. P.S. Lohchab)
Registrar & Secretary, Senate
NIT, Kurukshetra

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Item 21.8 To decide 2nd nominee of the Board on the Selection Committees for recruiting Academic Staff (excluding the Director and the Deputy Director).

As per section 23 clause 5(a) of the 1st Statutes of NITs, 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 above matter was placed before the Board in its 19th meeting held on 29.12.2009. The Board decided that the matter regarding panel of external experts for recruiting Academic Staff be placed before the Standing Committee in its next meeting. Further the Standing Committee in its 2nd meeting held on 27 & 28th January, 2010 decided that the consolidated Panel of External Experts be submitted to the Hon'ble Chairperson, BOG for his approval. Accordingly the panel of external experts for various subjects /disciplines/Deptts to act as nominee of the Board being experts have been approved by the Hon'ble Chairperson, BOG. The matter regarding 2nd nominee of the Board on the Selection Committees under constituency (3) as mentioned is to be decided by the Board. It is proposed that 2nd nominee of the Board under reference may be taken from the panel of external experts approved by the BOG/Hon'ble Chairperson, BOG as mentioned above.

The Board may please consider and decide.

Item 21.9 To consider provision of Sabbatical Leave to faculty members for doing Ph.D.

In the REC system there was no provision of Sabbatical Leave for the faculty members. The Regional Engineering College, Kurukshetra was converted as National Institute of Technology, Kurukshetra with deemed to be University status w.e.f. 26.6.2002. The Govt. of India taken over full administrative and financial control of all the RECs vide notification No. F.35-TS-III dated 14th May 2003 and it was stated therein that the terms and conditions governing the Institutions and their employees would be issued separately. The MHRD vide letter No. F.20-46/2003-TS-III dated 9.11.2003 issued service conditions of the employees in NITs. The said service conditions were placed before the Board of Governors in its 4th meeting held on 8.12.2003. The Board approved the service conditions as mentioned in the letter dated 9.11.2003. As per one of the conditions regarding leave rules it was stated that leave rules including Sabbatical Leave for faculty in NITs shall be same as is prevalent in IIT, Delhi.

As per Leave rules of IIT, Delhi, Sabbatical leave is granted for one or more of the following objects namely : -

- (a) to conduct research or advanced studies in India or abroad.
- (b) to write textbooks, standards works and other literature;
- (c) to visit or work in Industrial concerns and Technical Departments of Government to gain practical experience in their respective fields
- (d) to visit or work in a University, Industry or Government research laboratories in India and abroad ; and
- (e) any other purpose for the academic development of the staff member, as approved by the Board of Governors.

In pursuance of above, the faculty members were not entitled for the grant of Sabbatical leave for doing Ph.D. Therefore, the matter was placed before the Board of Governors of the Institute in its 14th meeting held on

20.1.2009 for the grant of Sabbatical leave of one year for completing Ph.D Degree. The Board approved the grant of Sabbatical leave maximum for one year for higher studies leading to Ph.D. Degree.

The First statutes stand enforced in the Institute w.e.f. 18.5.2009. Under Clause 35 of the First Statutes, it has been directed that the leave for all the employees of the Institute shall be governed by the Central Civil services (Leave) Rules, 1972. Under Chapter-IV of the Central Civil Services Leave Rules, the following leaves are applicable:-

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

At present as per Central Govt. Leave Rules, there is no provision of Sabbatical Leave in the Institute. As a result, the faculty members are facing difficulty in doing Ph.D. as a part-time candidate. They are requesting to grant them Sabbatical Leave for completing Ph.D. as a part-time candidate.

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

Item: 21.10 To ratify the action taken by the Hon'ble Chairperson BOG in approving the proposal of the Institute for the engaging contractual persons against the vacant non-faculty posts beyond 31.03.2010.

The Institute is facing shortage of non-faculty staff due to the ban imposed by the MHRD since 2003 and frequent retirement of the staff. However, for the smooth functioning of the classes in labs and administrative work, the casual labour/persons were being engaged on contract basis on DC Kurukshetra rates, after the prior approval from the Hon'ble Chairperson, BOG/ Board, This practice has now been discontinued w.e.f. 01.04.2010 as the services of the maintenance, sanitation and security has been outsourced w.e.f. 01.04.2010. However, the skilled persons were required for the smooth functioning labs and administrative in the Institute.

In view of the above, a proposal was submitted to the Hon'ble Chairperson BOG for authorizing the Director to engage some persons on contract basis on the remuneration/rates as prescribed by DC Kurukshetra for a period of six months or till further order whichever is earlier, under clause-17(8) of the 1st Statutes which rates as under.

“ The Director shall have the power to employ teaching supporting staff in the Laboratories, Technicians or Technical Instructors and skilled workmen, paid from contingencies from time to time, for not more than one year on such remuneration as may be decided by the Board.

The Hon'ble Chairperson BOG vide his orders dated 22.04.2010 approved the proposal of the Institute to make such appointments, in anticipation of the approval of the Board. However, he observed that there is some confusion in the MHRD letter dated 20.04.2010 as it is contradictory to the provisions made in various clauses of the NIT Act, 2007 and 1st NIT Statutes. Clarifications may be obtained from MHRD on the following points:

- i) Whether the Institute may fill up the vacant sanctioned posts of faculty and non-faculty as per the prescribed norms of 12:1::1:1.1 for which advertisements have already been made with the approval of the BOG.
- ii) Without creating any new post whether the Institute may go for filling up sanctioned vacant posts as per existing RR and DOPT guidelines within the approved norms stated above.
- iii) While restructuring and mapping of the existing non-faculty the non-faculty cadres in the NITs by the MHRD is in process should the Institute suffer in its smooth functioning for want of requisite no. of non-faculty staff even when some sanctioned posts are lying vacant. The restructuring and mapping of non-faculty staff as per requirements of NITs may vary from one NIT to another as per students is intake capacity of the Institute concerned. It is to be decided by the BOG and not the MHRD.
- iv) A break-up of teaching and non-teaching faculty of NIT, Kurukshetra as per the approved norms as on 01.04.2009 and 01.04.2010 indicating the present working strength & vacant positions be submitted to the MHRD for seeking clarifications on the above points.

- v) Whether the MHRD can curtail the power regarding **APPOINTMENTS ON CONTRACT** as provided under the clause-28 of the 1st Statutes for NITs. Would it not affect the working of the Institute as sometimes there is emergent need of appointment on contractual basis when the appointment on regular basis is delayed for some valid reasons.
- vi) Or any other point which you may think relevant.

A copy of the approval is enclosed as Appendix - VII from page 65 to 67.

In view of the above observations, the matter has been referred to the MHRD to clarify on the above points vide this office letter No. Gen.I/3863/2291, dated 26.04.2010. However, no reply has been received till now.

In view of the approval granted by the Hon'ble Chairperson BOG, the persons has been engaged on contract basis for a period six months or till further order whichever is earlier.

The Board may ratify the action taken by the Hon'ble Chairperson BOG in approving the proposal of the Institute for the engaging contractual persons against the vacant non-faculty posts beyond 31.03.2010.

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

APPENDIX-VII

No. Gen.-I/3863/2246

Dated: 21.04.2010

Subject: - Approval for engaging contractual persons against the vacant non-faculty posts beyond 31.03.2010.

The Institute is facing shortage of non-faculty staff due to the ban imposed by the MHRD since 2003 and frequent retirement of the staff. However, for the smooth functioning of the classes in labs and administrative work, the casual labour/persons were being engaged on contract basis on DC Kurukshetra rates, after the prior approval from the Hon'ble Chairman, BOG/ Board. This practice has now been discontinued w.e.f. 1.4.2010.

Further, it is also submitted that the Government of India, MHRD vide letter dated 8.5.2008 issued instructions to adopt the ratio as 12:1:1:1 for calculating the faculty and non-faculty posts. As per this ratio, 278 faculty and 306 non-faculty are required for the study of students and administrative work of the Institute for the year 2009-10. It is worth mentioning here that at present 127 faculty and 260 non-faculty staff is working against the required 278 faculty & 306 non-faculty staff. However, for approval of additional requirement of faculty and non-faculty staff, the matter was placed before the Board of Governors in its 17th Meeting held on 09.09.2009 to approve 45 additional faculty positions as well 45 non-faculty posts for the year 2009-10. The Board of Governors decided as under: -

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

In view of the above decision of the Board, the matter was referred to the MHRD vide letter No. Gen.-I/3703/9695, dated 11.12.2009. However, the approval of the Ministry is still awaited.

Now, the Government of India, Ministry of Human Resource Development, Department of Higher Education, New Delhi vide letter NO. F.23-18/2008-TS-III, dated 17.03.2010 has issued directions for re-structuring of the non-faculty cadres in NITs and also for the mapping of the existing non-faculty posts with the new one posts, as suggested by the Government of India vide the aforesaid letter, dated 17.03.2010.

It is worth mentioning here that for the implementation of the aforesaid letter, dated 17.03.2010, a workshop was also conducted on behalf of the Government of India at NIT, Rourkela from 05.04.2010 to 06.04.2010. Now, the second meeting of the said workshop will be held on 30.04.2010 to 01.05.2010 to finalize the re-structuring of the non-faculty staff of all NITs.

Now, the Deputy Educational Advisor (T), Government of India, Ministry of Human Resource Development, New Delhi vide letter No.F-10-38/2008-TS.III, dated 20th April, 2010 which is also addressed to your goodself has conveyed the decision of the Ministry that no new posts should be created or filled up even on contract basis pending the implementation of the restructured cadre of Non-teaching staff with the approval of the Ministry. The matter for filling up the staff on regular basis will be taken up after the restructuring and remapping of the Non-faculty posts which may take some more time. However, for the smooth functioning of the work of the Institute, the non-faculty staff is required.

In view of the above and for the smooth functioning of the work, the Director may kindly be authorized to engage some persons, as per existing practice within the ratio suggested by the MHRD except the Officer's cadre posts, in the Institute on contract basis on the remuneration/rates as prescribed by DC Kurukshetra for a period of six months for till further orders whichever is earlier, under clause 17(8) of the 1st Statutes which reads as under for your kind perusal:

"The Director shall have the power to employ teaching supporting staff in the Laboratories, Technicians or Technical Instructors and skilled workmen, paid from contingencies from time to time, for not more than one year on such remuneration as may be decided by the Board.

The approval may be granted in anticipation of the approval of the Board and the matter will be placed before the Board in its next meeting.

Submitted for approval, please.

Yours faithfully,

M/21/4/2.1
DIRECTOR

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

The director is already empowered under Clause-17(8) of the 1st. Statutes for NITs to employ teaching supporting staff in laboratories, Technicians and Technical Instructors and skilled workers, paid from contingencies from time to time, for not more than one year on such remuneration as may be decided by the Board.

Hence, approval is granted to make such appointment on DC rates as suggested by you in anticipation of the approval of the Board.

However, as discussed with you on telephone some confusion has arisen from the MHRD letter dated 20th April, 2010 as it is contradictory to the provisions

made in various clauses of the NIT Act, 2007 and 1st NIT Statutes. Clarifications may be obtained from MHRD on the following points :

i) Whether the Institute may fill up the vacant sanctioned posts of faculty and non-faculty as per the prescribed norm of 12:1::1:1.1 for which advertisements have already been made with the approval of the BOG.

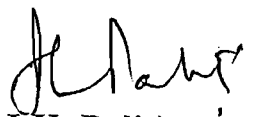
ii) Without creating any new post whether the Institute may go for filling up the sanctioned vacant posts as per existing RR and DOPT guidelines within the approved norms stated above .

iii) While restructuring and mapping of the existing non-faculty the non-faculty cadres in the NITs by the MHRD is in process should the Institute suffer in its smooth functioning for want of requisite no. of non-faculty staff even when some sanctioned posts are lying vacant. The restructuring and mapping of non-faculty staff as per requirements of NITs may vary from one NIT to another as per students intake capacity of the institute concerned. It is to be decided by the BOG and not the MHRD.

iv) A break-up of teaching and non-teaching faculty of NIT, Kurukshetra as per the approved norms as on 1.4.2009 and 1.4.2010 indicating the present working strength & vacant positions be submitted to the MHRD for seeking clarifications on the above points.

v) Whether the MHRD can curtail the power regarding APPOINTMENTS ON CONTRACT as provided under the clause - 28 of the 1st. Statutes for NITs. Would it not affect the working of the Institute as sometimes there is emergent need of appointment on contractual basis when the appointment on regular basis is delayed for some valid reasons.

vi) Or any other point which you may think relevant.


(J.K. Palit)
Chairperson 22/4/10
Board of Governors

Recd today
May 1st Sec
28/5
MHRD
DPR

29/5

GA-I

Item 21.11 To consider reply to show cause notice submitted by Sh. M.K. Gupta, Lecturer (Selection Grade).

The Board of Governors of the Institute in its 19th meeting held on 29.12.2009 decided as under:-

"The Hon'ble Chairperson, BOG made the following observations:-

- a) The conduct of Sh. Mahesh Kumar Gupta, Asstt. Professor, Mechanical Engg. Deptt. amounts to serious violation of service rules. He is in the habit of writing against the Institute and its management for long to different higher authorities i.e. Hon'ble President of India, PMO, New Delhi, Hon'ble HRD Minister, the Secretary, Deptt. of Higher Education, MHRD and the members of BOG. Even he is advising and suggesting the Hon'ble Chairperson, BOG to review the decision of the BOG, which is neither concerning him nor in any manner he is aggrieved party. He is in the habit of such misconduct for long.
- b) Sh. Phool Kumar, Lab. Att., Chemistry Department is also in the habit of writing letters to the Hon'ble HRD Minister, Govt. of India against the Institute and its management. Even the subject matter of the letters is not related to the affairs of NIT Kurukshetra. Sh. Phool Kumar is also in the habit of such misconduct for long.
- c) Under the circumstances mentioned above strict disciplinary action should be taken against aforesaid employees in the interest of the Institute. Otherwise for their whimsical attitude the Institute is being defamed without any reason.

The Director emphasized that the development of the Institute would be seen on priority basis, so these types of letters should not be given much importance. He further alleged that he was not in favour of initiating any disciplinary action against them and only a lenient view in the matter would be taken as they are in habit of doing so for a long time. Such kind of action at this stage would affect normal functioning in the Institute. During last few years the progress of the Institute have become excellent both from the points of view of infrastructure and academics. So during his tenure he is interested to improve the status of the Institute in the level of IITs.

After detailed discussion, the Board finally decided that show cause notice should be issued to Sh. M.K. Gupta and Sh. Phool Kumar asking them as to why action should not be taken against them for

writing to the higher authorities such as Hon'ble President of India, PMO, New Delhi, Hon'ble HRD Minister, and the members of the Board against the Institute and its management."

As per above decision of the Board a show cause notice was issued to Sh. M.K. Gupta, Lecturer(Selection Grade), Mechanical Engineering Department vide No. Estt.-I/PF/1758 dated 25.3.2010(copy enclosed as Appendix - VIII pages 70 to 75).

In response to the show cause notice as referred to above, Sh. M.K. Gupta has submitted the reply on 23.4.2010 (copy enclosed as Appendix IX pages 76 to 101). The enclosures containing 421 pages with the reply will be placed on the table.

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

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

No. Estt.-I/PF/1758

Dated: 25/03/10

Subject: Show Cause Notice.

In 19th meeting of the Board of Governors, National Institute of Technology, Kurukshetra held on 29.12.2009, the Hon'ble Chairperson of the Board observed that the conduct of Sh. Mahesh Kumar Gupta, Lecturer(Selection Grade) (earlier redesignated as Asstt. Professor), Mechanical Engineering Department, National Institute of Technology, Kurukshetra amounts to serious violation of service rules. He is in the habit of writing against the Institute and its management for long to different higher authorities i.e. Hon'ble President of India, PMO, New Delhi, Hon'ble HRD Minister, the Secretary, Deptt. of Higher Education, MHRD and the members of BOG. Even he is advising and suggesting the Hon'ble Chairperson, BOG to review the decision of the BOG, which is neither concerning him nor in any manner he is aggrieved party. He is in the habit of such misconduct for long. It was further observed that under the circumstances mentioned above strict disciplinary action should be taken against him in the interest of the Institute otherwise the Institute is being defamed without any reason for his whimsical attitude. After detailed discussion the Board finally decided that show cause notice should be issued to Sh. Mahesh Kumar Gupta asking him as to why action should not be taken against him for writing to the higher authorities such as Hon'ble President of India, PMO, New Delhi, Hon'ble HRD Minister and the members of Board against the Institute and its management. A copy of the said decision of the Board of Governors is enclosed as Annexure 'A'.

Sh. Mahesh Kumar Gupta while working as Lecturer(Selection Grade) in the Mechanical Engineering Department of the Institute has committed various acts of omission and commission unbecoming of an employee as mentioned below:-

1. As per conduct rules being followed by the Institute, "every employee shall at all times maintain absolute integrity and devotion to duty, and also be strictly honest and impartial in his official dealings."

Shri M.K. Gupta has violated said general conduct rules being followed by the Institute which is evident from his representation made to the Hon'ble President of India on 10.1.2009. In this connection his letters dated 27.07.2009 and 25.08.2009 addressed to the Hon'ble Chairperson, BOG with copies to Members of the BOG, NIT, Kurukshetra, HRD Minister, MHRD, New Delhi, Secretary, HRD, MHRD, New Delhi and Hon'ble President of India, New Delhi etc. may also be referred to. His integrity, devotion to duty, honesty and impartiality in the official dealings have thus certainly become doubtful.

2. Further as per conduct rules being followed by the Institute, "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."

It has been observed with very serious concern that he has gone to Press, thus violating conduct rules being followed by the Institute. The Newspaper, "University Today" published from New Delhi in its publication of 01.02.2009 published huge objectionable, false and baseless material against the Institution. The newspaper in its said publication mentioned that "now it appears, a whistle blower, Dr. Mahesh Gupta of the Institute, has blown the lid off and written to many including the Chief Justice of India".

3. As per conduct rules being followed by 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 Organization 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."

He has very vehemently criticized the Institution in his letter dated 10.01.2009 addressed to the Hon'ble President of India and the Hon'ble Prime Minister of India and hence he has violated the conduct rules being followed by the Institute.

4. As per conduct rules of the Institute being followed by the Institute, "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."

In violation of above conduct rules of the Institute, he has indulged in unauthorized communication of information by writing letters to the Hon'ble President of India as well as Hon'ble Prime Minister of India enclosing therewith copy of anonymous letter written by some person Sanjay against the Registrar of the Institute. In this connection his letters dated 27.07.2009 and 25.08.2009 addressed to the Hon'ble Chairperson, BOG with copies to Members of the BOG, NIT, Kurukshetra, HRD Minister, MHRD, New Delhi, Secretary, HRD, MHRD, New Delhi and Hon'ble President of India, New Delhi etc. may also be referred to. The contents of these documents certainly reveal that he has made unauthorized communication to the highest offices of the Country as well as higher authorities of the Institute.

5. As per conduct rules of the Institute, "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."

The letters written to the Hon'ble President of India and the Hon'ble Prime Minister of India have certainly established that he has represented to the highest offices of the country direct without adopting the proper channel and that too when nothing wrong has been done to him. In this connection his letters dated 27.07.2009 and 25.08.2009 addressed to the Hon'ble Chairperson, BOG with copies to Members of the BOG, NIT, Kurukshetra, HRD Minister, MHRD, New Delhi, Secretary, HRD, MHRD, New Delhi and Hon'ble President of India, New Delhi etc. may also be referred to.

It is, therefore, proposed to take action against Sh. Mahesh Kumar Gupta under conduct rules being followed by the Institute as well as under Section 26 of the Statutes of National Institutes of Technology.

As per decision of the Board, the undersigned has been directed by the Board of Governors of the Institute to issue him a show cause notice. He is, therefore, hereby required to show cause within a period of 15 days from the date of receipt of this show cause notice as to why disciplinary action should not be taken against him as per conduct rules being followed by the Institute and as per Clause 26 of the Statutes of National Institutes of Technology, failing which it will be presumed that he does not want to say anything and ex-parte decision in the matter will be taken against him. He may inspect the records relating to this show cause notice on any working day with prior permission from the Deputy Registrar (GA&L), National Institute of Technology, Kurukshetra.

Encl: One Annexure-'A'

To

Sh. M.K. Gupta
Lecturer (Selection Grade)
Mech. Engg. Department,
NIT, Kurukshetra.

[Signature]
Deputy Registrar (GA&L)
23/3/10
23/3/10

N.I.T. KURUKSHETRA						
Dy. No. 687		Date 25/1/10				
R	DPD	DAG	DAD	CVC	CoE	C
E	M	Ec	Co	Pa	Ch	Ma
Hu	CW	WG	SW	PG	PS	EDC
PE	CCN	PT	VCE	LMO	L	CA
A	EO	EO	ES	PS	EC	

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

No. NITK/BOG 19th/419

Dated 22/1/10

Any other Item

The Board of Governors of the Institute in their 19th meeting held on 29.12.2009 has decided as under:-

"i) Regarding indiscipline created by two employees of the Institute:

The Hon'ble Chairperson, BOG made the following observations:-

- a) The conduct of Sh. Mahesh Kumar Gupta, Asstt. Professor, Mechanical Engg. Deptt. amounts to serious violation of service rules. He is in the habit of writing against the Institute and its management for long to different higher authorities i.e. Hon'ble President of India, PMO, New Delhi, Hon'ble HRD Minister, the Secretary, Deptt. of Higher Education, MHRD and the members of BOG. Even he is advising and suggesting the Hon'ble Chairperson, BOG to review the decision of the BOG, which is neither concerning him nor in any manner he is aggrieved party. He is in the habit of such misconduct for long.
- b) Sh. Phool Kumar, Lab. Attendant, Chemistry Department is also in the habit of writing letters to the Hon'ble HRD Minister, Govt. of India against the Institute and its management. Even the subject matter of the letters is not related to the affairs of NIT, Kurukshetra. Sh. Phool Kumar is also in the habit of such misconduct for long.
- c) Under the circumstances mentioned above strict disciplinary action should be taken against aforesaid employees in the interest of the Institute. Otherwise for their whimsical attitude the Institute is being defamed without any reason.

The Director emphasized that the development of the Institute would be seen on priority basis, so these types of letters should not be given much importance. He further alleged that he

was not in favour of initiating any disciplinary action against them and only a lenient view in the matter would be taken as they are in habit of doing so for a long time. Such kind of action at this stage would affect normal functioning in the Institute. During last few years the progress of the Institute have become excellent both from the points of view of infrastructure and academics. So during his tenure he is interested to improve the status of the Institute in the level of IITs.

After detailed discussion, the Board finally decided that show cause notices should be issued to Sh. M.K. Gupta and Sh. Phool Kumar asking them as to why action should not be taken against them for writing to the higher authorities such as Hon'ble President of India, PMO, New Delhi, Hon'ble HRD Minister, and the members of the Board against the Institute and its management".

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

PH 22/11/10
(R P S Lohchab)
Registrar :

1. DEPUTY REGISTRAR (ESTT., GA & LEGAL)

CRM 22.01.10

D. S. ESC. 2/25/11/10
ESTT. I / ESTT. - III

Dated 23.04.2010

Sub: Regarding Show Cause Notice issued to me vide letter No.Estt.-I/PF/1758 dated 25.3.2010.

Show Cause Notice vide letter No.Estt.-I/PF/1758 dated 25.3.2010 has been issued to me under signature of Deputy Registrar (GA & Legal), NIT Kurukshetra.

The last date of the submission for the reply of above the mentioned Show Cause Notice was extended to 23.04.2010.

Please find enclosed the reply of the above mentioned Show Cause Notice. There are seventy (70) annexures enclosed with the reply. Further, in this reply, there are four hundred forty six (446) pages (including 421 pages of annexures).

The reply is submitted to the BOG of NIT Kurukshetra to take final decision on the subject matter.

(Mahesh Kumar Gupta)

(Mahesh Kumar Gupta)

Lecturer (Selection Grade)

Mechanical Engineering Department

NIT Kurukshetra.

Deputy Registrar (GA & Legal), NIT Kurukshetra.

May, please see for information. L

23/04/10

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(Through the Show Cause Notice issuing Official/officer)

To

The Board of Governors
(Through its Hon'ble members)
National Institute of Technology
Kurukshetra -136 119

Dated 22.04.2010

Subject: Reply of the Show Cause Notice issued under signature of Deputy Registrar (GA & Legal) in compliance to the orders passed by the BOG under 'Any other item' in the 19th meeting of the BOG of NIT Kurukshetra held on 29.12.2009.

Hon'ble member to the BOG,

On 29.12.2009, the 19th meeting of the BOG of NIT Kurukshetra was held at Kurukshetra. In this meeting of the BOG of NIT Kurukshetra, there were forty two (42) Agenda items (19.1-19.42). Out of 42 Agenda items, there were eight (8) tabled Agenda items (19.35-19.42). As per the date available under signatures of officials/officers including the Director and the Registrar of NIT Kurukshetra on several pages of the different annexures of the Agenda items No.19.41 & 19.42, the tabled agenda was prepared on 28.12.2009 and circulated to the members either on 28.12.2009 or on 29.12.2009.

The Hon'ble Chairman BOG raised the issue regarding disciplinary action against Sh. Mahesh Kumar Gupta and Sh. Phool Kumar on the table of the BOG meeting held on 29.12.2009 under 'any other item' (why under 'any other item'?) of the meeting. The minutes of any other item 'Regarding indiscipline created by two employees of the Institute' (Annexure - R1: 3 pages) are reproduced below.

"Any other item"

Under 'any other item' the following three issues were also discussed and decided as under:-

i) Regarding indiscipline created by two employees of the Institute:

The Hon'ble Chairperson, BOG made the following observations:-

- a) The conduct of Sh. Mahesh Kumar Gupta, Asstt. Professor, Mechanical Engg. Deptt. amounts to serious violation of service rules. He is in the habit of writing against the Institute and its management for long to different higher authorities i.e. Hon'ble President of India, PMO, New Delhi, Hon'ble HRD Minister, the Secretary, Deptt. of Higher Education, MHRD and members of BOG. Even he is advising and suggesting the Hon'ble Chairperson, BOG to review the decision of the BOG, which is neither

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concerning him nor in any manner he is aggrieved party. He is in the habit of such misconduct for long.

- b) Sh. Phool Kumar, Lab. Attendant, Chemistry Department is also in the habit of writing letters to the Hon'ble HRD Minister, Govt. of India against the Institute and its management. Even the subject matter of the letter is not related to the affairs of NIT, Kurukshetra. Sh. Phool Kumar is also in the habit of such misconduct for long.
- c) Under the circumstances mentioned above strict disciplinary action should be taken against aforesaid employees in the interest of the Institute. Otherwise of their whimsical attitude the Institute is being defamed without any reason.

The Director emphasized that the development of the Institute would be seen on priority basis, so these types of letters should not be given much importance. He further alleged that he was not in favour of initiating any disciplinary action against them and only a lenient view in the matter would be taken as they are in habit of doing so for a long time. Such kind of action at this stage would affect normal functioning in the Institute. During last few years the progress of the Institute have been excellent both from the points of view of infrastructure and academics. So during his tenure he is interested to improve the status of the Institute in the level of IITs.

After detailed discussion, the Board finally decided that show cause notices should be issued to Sh. M. K. Gupta and Sh. Phool Kumar asking them as to why action should not be taken **against them for writing to the higher authorities** such as Hon'ble President of India, PMO, New Delhi, Hon'ble HRD Minister, and the members of the Board against the Institute and its management."

ii) Pension-cum-GPF Scheme:-

iii) Regarding increase in the tuition fee of M.Tech. Students:-

The administration of NIT Kurukshetra has issued me Show Cause Notice containing five papers (four papers numbered 1 to 4 having one side print and 1 paper having both sides print referred as *Annexure - A*) vide letter No.Estt.-I/PF/1758 dated 25.3.2010 (*Annexure - R2: 6 pages*) under signature of the Deputy Registrar (GA & Legal), NIT Kurukshetra at the paper having page number '-4-' and asked me to submit the reply within a period of 15 days.

Going through the Show Cause Notice served, following came to my notice.

- i. I have also been show cause for going in the Press which is false & fabricated. When the Board of Governors decided that Show Cause Notice should be issued for writing to the higher authorities against the Institute and its management then by whose orders I have been show cause for going in the Press at Sr. No.2 in the Show Cause Notice. It is a serious matter.
- ii. In the second last Para of this notice, the Show Cause Notice issuing officer/official has also proposed to take disciplinary action under conduct rules being followed by the Institute as well as under section 26 of the

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Statutes of National Institutes of Technology. It is a Show Cause Notice issued on direction of the BOG and further, I have not submitted the reply of the Notice issued then how the issuing officer/official can propose for disciplinary action against me.

An enquiry on the above issues are also requested since it appears that the administration of the Institute has already decided to take disciplinary action against me to give me a lesson in the name of violation of conduct rules of the Institute (*Agenda item No.19.42 regarding conduct rules has been deferred by the BOG in its 19th meeting held on 29.12.2009*) for collecting informations regarding matters related to irregularities/corruption through RTI applications by which number of officials/officers including Hon'ble Chairman BOG have been exposed.

Taking the above issues seriously, I made request vide my letter dated 06.04.2010 (Annexure – R3: 1 page) to the Director of the Institute to direct the issuing officer/official to supply me an authenticated copy of the Show Cause Notice issued.

Till the evening of 9th April, 2010, when I have not received any communication from the administration of the NIT Kurukshetra, I sent another letter dated 09.4.2010 in reference to the request dated 06.04.2010, requesting him to provide me the requisite clarifications (Annexure – R4: 1 page).

In place of giving reply to the issues raised in my letters dated 06.04.2009 & 09.04.2009, the administration of the Institute vide letter No.Estt.-I/2139 dated 16.4.2010 (Annexure – R5: 1 page) has asked me to inspect the records and further, to submit the reply of the Show Cause Notice by 23.04.2010.

The sub-statutes 10 and 11 of the Statute 4: **Board of Governors and Meetings Thereof**, of the 'First Statutes of the National Institutes of Technology' (Annexure – R6: 1 page) is reproduced below.

"4. **BOARD OF GOVERNORS AND MEETINGS THEROF**

(1). -----

(10) Agenda shall be circulated by the Registrar to all the members at least ten days before the meeting.

(11) Notices of motions for inclusion of any item on the agenda must reach the Registrar at least one week before the meeting:

Provided that the Chairperson may permit inclusion of any item for which due notice has not been received.

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The Tabled agendas (**Agenda items 19.35 - 19.42**) of the meeting were prepared on 28.12.2009.

In the Show Cause Notice, there are references of three letters dated 10.01.2009, 27.7.2009 & 25.8.2009 sent to higher authorities. The first letter sent to the higher authorities is dated 10.01.2009.

The *Annexure - A* enclosed with the Show Cause Notice is a copy of the letter dated 22.01.2010 under signature of the Registrar regarding one of the issue under 'Any other item'.

In response to queries regarding procedure to lodge complaint related to corruption and against the corrupt officers/officials including Hon'ble Chairman BOG of NIT Kurukshetra requested through RTI application dated 19.1.2010 from NIT Kurukshetra, the PIO-cum-Deputy Registrar (GA & Legal), NIT Kurukshetra vide letter No.Gen.-I/RTI/3763/916 dated 16.2.2010 (**Annexure - R7: 2 page**) has informed that there is no such information available in the Institute.

As per the reply given by the Central Vigilance Commission (CVC), New Delhi under RTI Act, a Jr. employees who initiate any proposal relating to vigilance matter which is likely to result in a reference to the CVC can sent a copy directly to the CVC by name.

Para-wise reply:-

1. I have been appointed in the Institute being citizen of India. National Institute of Technology Kurukshetra is one of Institution of National Importance of the Country under MHRD, New Delhi and governed by the NIT Act 2007 and the Statutes. The Hon'ble President of India is the Visitor of the Institute. It is public money which is given by the Government of India to NIT Kurukshetra through MHRD, New Delhi for development of the Institute. If there is any misuse of public funds or theft or any sort of corruption (Academic/Administrative/ Financial) in the Institute (**Annexure - R8: 20 pages**) in which top officials/officers are involved, it is my duty to inform the higher authorities in the interest of the Nation. If one does so, certainly, it will not amount to violation of the conduct rules.

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Sh. R. P. S. Lohchab has violated the conduct rules as Registrar of the Institute by impersonating to be an employee of the Haryana Government and got allotted 1 kanal plot in Sonapat under 'GSRQ' reserved category (Annexure – R9: 26 pages). He has also misled the BOG by presenting wrong facts about agenda item No.15.15 of the 15th meeting of the BOG held on 18.5.2009 (Annexure – R10: 2 pages).

2. I have never gone to the Press nor issued any Press note under my signature. But Sh. R. P. S. Lohchab called media in his office in NIT Kurukshetra in September, 2008 and made statements which are defaming for the Institute (Annexure – R11: 4 pages).
3. I have not criticized the Institute anywhere neither in public nor to any authority. Whatever the communications have been made to higher authorities through letters/representations are about financial/academic/administrative corruptions in the NIT Kurukshetra and are based on documentary evidence. Mostly, informations have been received through RTI applications. The facts can also be verified from the records of the Institute. Presence of the Registrar with the Selection Committees for interviews of faculty, minutes in the handwriting of the Registrar, absence of members of the Selection Committees who have been shown present, are among surprising events which came on surface from documents obtained through RTI applications and were reported to higher authorities in the interest of the Institute (Annexure – R12: 8 pages) and to avoid such event(s) in future.

Sh. R. P. S. Lohchab, the Registrar has dealt all the communications addressed to the Institute by the HUDA authority regarding clarifications about the status of Regional Engineering College Kurukshetra on his own, misusing his official position for his own gains & even submitted false affidavit to HUDA Sonapat knowing well that REC employee is not under 'GSRQ' reservation being custodian of records of the Institute. In this way, he has cheated HUDA office Sonapat and dealt his papers in a secret manner without informing office before allotment of the plot under Haryana Government Reserved Quota (Annexure – R13: 7 pages).

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Further, Sh. J. K. Palit, the Hon'ble Chairman BOG has criticized the MHRD, New Delhi in an interview given to the Press (**Annexure – R14: 1 page**).

4. Since the date of joining till today, I have not hold any office which, in any way, has direct access to the classified or un-classified records under the office of the Registrar of the Institute. Whatever the informations in the form of documents are available with me are copies of the documents obtained under RTI Act 2005 after paying the requisite fee for the information as per provisions in the RTI Act (**Annexure – R15: 1 page**). So, the documents with me obtained under RTI Act 2005 are not the confidential or privileged documents.

Sh. R. P. S. Lohchab, the Registrar has taken official papers on his own being custodian of records for his own benefits. Papers attached in the writ petition CWP 16798/2009 filed by him on 03.11.2009 against the Institute and others is one such recent example.

5. I do not have any personal grievance so, whatever the communications have been made to higher authorities through letters/representations are about financial/academic/administrative corruptions in the NIT Kurukshetra which are in larger interest of the Institute and through proper channel. Through RTI application dated 04.01.2010, I asked the dispatch No. & date of my representations sent to higher authorities from CPIO, NIT Kurukshetra but till date this information has not been given (**Annexure – R16: 2 pages**). I have sent Advance copies to all with intimation on the representations so that if there is any postal delay, the higher authorities including members of the BOG may take appropriate action to safe guard the interest of the Institute.

The Board has asked to Show Cause for writing the letters to higher authorities. It is the Board who will take final decision on my reply to the Show Cause served.

It is my prayer to you to order for a high level enquiry from some independent vigilance agency in the interest of the Institute and its employees on the following subjects and informations sought by me on these issues under RTI Act.

1. How Sh. R. P. S. Lohchab being custodian of records and being responsible for actions of the Institute, declared himself as GSRQ employee and furnished false affidavit & categorized himself as officer where no such classification existed on

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that date (Annexure -R9 & R13)? He is liable under criminal liability & prosecution for doing wrong acts for his own gains under IPC.

2. Answer to the following queries of my RTI application dated 20.11.2009 under RTI Act 2005.

- a. The List of facilities for which Chairman, BOG of NIT Kurukshetra is entitled to get from NIT Kurukshetra as on 01.01.2009.
- b. The List of facilities for which Chairman, BOG of NIT Kurukshetra is entitled to get from NIT Kurukshetra as on today.
- c. The List of facilities given to the Chairman, BOG of NIT Kurukshetra by the NIT Kurukshetra as on today.
- d. List of items such as mobile phones, laptop, etc. given to Late Sh. C. B. Mathur, Ex-Chairman, BOG NIT Kurukshetra, if any, along with the amount spent on the item, date of it purchase, and expenditure head.
- e. List of items such as mobile phones, laptop, etc. given to Sh. J. K. Palit, Chairman, BOG NIT Kurukshetra, if any, along with the amount spend on the item, date of it purchase, and expenditure head till today.
- f. TA bill with all its enclosures and other bills, if any, through which payment is made to Sh. J. K. Palit, Chairman, BOG NIT Kurukshetra for attending the meetings of BOG & Finance committee; meeting-wise till date.
- g. TA bill with all its enclosures and other bills, if any, through which payment is made to Sh. J. K. Palit, Chairman, BOG NIT Kurukshetra other than attending the meetings of BOG & Finance committee till date.

The Public Information Officer (PIO) of NIT Kurukshetra has given most of the information of above queries except the other bills submitted by Sh. J. K. Palit, the Hon'ble Chairman BOG in response to my RTI application dated 20.11.2009 (Annexure - R17: 2 pages).

3. Following facts emerge from the documents available with me through queries of the RTI application dated 20.11.2009 and also, from other public authorities obtained under RTI Act 2005.

- (i) Sh. J. K. Palit, the Hon'ble Chairman BOG is also member of the different committees & bodies including the Governing Body of the National Council of Rural Institutes (NCRI), Hyderabad. The NCRI, Hyderabad and the NIT Kurukshetra, both are under MHRD, New Delhi. He has been ex-Minister in Bihar and is also ex-MLA of Bihar Legislative Assembly.

As per the informations given under RTI, the Government of Bihar provides Rail Travel coupons (RTC) to its sitting as well as ex-MLAs which are **free** for their travel by Train in AC 1st Class, AC 2nd Class, & AC 3rd Class. No sitting or ex- MLA can claim the amount printed on the Rail Tickets issued on these coupons from

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any public authorities of the State Government or the Central Government.

Sh. J. K. Palit has claimed the amount printed on the rail tickets issued on the RTCs for the journeys performed between Gaya and New Delhi in the name of official visits from NIT Kurukshetra as well as from NCRI, Hyderabad. This is not enough. He has claimed TA/DA from both the Institutions for same journeys performed between Gaya/Patna and New Delhi and also, for journeys which he has not performed (**Annexure – R18: 16 pages**).

I still hope that he has used only those RTCs which are issued in his name.

- (ii) As per the MHRD letter dated 12.03.2009 (**Annexure – R19: 1 page**), the Chairman of Board of Governors of an NIT is acting in an honorary capacity. He should be entitled to TA/DA/hotel accommodation, etc. as per admissible scale for the highest level of Central Government Employees. He should have a reasonably furnished room and a Private Secretary/Personal Assistant in the Institute. In addition, the Institute should provide any other official assistance that he might require in the discharge of his official functions.

Therefore, in the light of the above, the Chairman BOG of NIT Kurukshetra is not entitled to get facilities such as Laptop, Fax machine, salary of driver-cum-attendant, mobile phone, mobile phone bills, Air-conditioner, etc. **at his residence** from NIT Kurukshetra.

Late Sh. C. B. Mathur, the ex-Chairman BOG of NIT Kurukshetra (Predecessor of Sh. J. K. Palit) has been given facilities such as **Laptop** (make: HP Laptop NX-7010 of amount Rs.1,12,098/-), **printer** (make: HP Color LaserJet 2840 All-in-one. of amount Rs.59,840/-), **1.5 Ton Split type AC** (make: Carrier), Fax machine (make: Panasonic model No.KXFL402CX), **5kVA Stabilizer**, **monthly Salary of driver-cum-attendant**, mobile phone (make:

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NOKIA of amount Rs.26,500/-), **mobile bill**, etc. etc. **at his residence in Jaipur (Rajsthan)** by NIT Kurukshetra (**Annexure – R20: 6 pages**).

Sh. J. K. Palit, the Hon'ble Chairman BOG of NIT Kurukshetra has also been given facilities such as **Laptop, mobile phone, etc.** (**Annexure – R21: 1 page**) (may be many more since 'other bills' have not been given by PIO to me till date).

The Institute has provided all of the above facilities to ex- or present Hon'ble Chairman BOG either from '**Student Fund**' or from some other funds of the Institute.

- (iii) As per the record, the amount claimed by Sh. J. K. Palit on account of journeys performed by him by air in the name of official work/visit has been paid by NIT Kurukshetra without any correction/modification. As per the MHRD letter dated 12.03.2009 (**Annexure – R19**), the Chairman of Board of Governors should be entitled to TA/DA/hotel accommodation, etc. as per admissible scale for the highest level of Central Government Employees.

For the journey between Patna and Delhi by air (one way) performed on 14.8.09 & 07.09.09, he was paid **Rs.13,409/-** (Thirteen Thousand Four Hundred Nine); and for the same journey (one way) performed on 24.4.2009 & 01.11.09, he was paid Rs.6504/- (Six Thousand Five Hundred Four) & **Rs.6654/-** (Six Thousand Six Hundred Fifty Four), respectively. In response to the query regarding the class of his entitlement for journey by Air, the PIO, NIT Kurukshetra stated that **Airfare has been paid on actual basis of air tickets** (**Annexure – R22: 2 pages**). In private sectors, everything is possible. But, in the government institutions, it will be as per entitlement.

- (iv) From the TA bills of Late Sh. C. B. Mathur, the ex-Chairman BOG of NIT Kurukshetra claimed by him for his visits to NIT Kurukshetra, it is evident that he has been paid TA for journeys between Kurukshetra and Jaipur by Car. The distance between

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Kurukshetra and Jaipur is more than 200 kms and the two cities are also well connected by trains.

From the Log book of the vehicle of the Institute, it is evident that Sh. J. K. Palit is using the Institute vehicle for local travels at Delhi and for visits to other places such as Agra, Chandigarh (**Annexure – R23: 2 pages**). Further, in his each visits to NIT Kurukshetra, Institute vehicle runs two trips between Delhi and Kurukshetra. It is misuse of public money as well as official vehicle and also, non-compliance of the suggestions of the PMO, New Delhi regarding 'austerity measures to avoid wasteful expenditure' through the MHRD letter dated 31st July, 2008 (**Annexure – R24: 1 page**).

4. The reaction of Sh. J. K. Palit, the Hon'ble Chairman BOG is not a surprise for me. It is learnt that he had been trying for disciplinary action against me in the name of violation of conduct rules since my last meeting with him which was held on his invitation in the NIT Guest House in the evening of 11th May, 2009 at 10.30 pm which lasted for nearly one hour. Before this meeting, I had also sent five emails along with enclosures (**Annexure – R25: 5 pages**) to him regarding the involvement of officers/officials of NIT Kurukshetra in going on corruption in NIT Kurukshetra. During this meeting, I have shown documents regarding following irregularities & corruption and requested him to take appropriate action against corrupts.

1. Irregularities in Promotions under CAS in the year 2005. (**Annexure – R26: 4 pages**)
2. Irregularities & Corruption in Promotion under CAS and direct Appointments in the year 2007(**Annexure – R12**).
3. Involvement of Sh. R. P. S. Lohchab, the Registrar NIT Kurukshetra in corruption, forgery, impersonation & sexual harassment (**Annexure – R27: 102 pages**).
4. Involvement of one non-teaching employee in sexual harassment to a girl student (**Annexure – R28: 5 pages**).
5. Appointment of some non-teaching employees including the son of Sh. R. P. S. Lohchab and the employee mentioned above for

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alleged involvement in sexual harassment by violating instructions of the MHRD, New Delhi dated 2006 in this regard (Annexure – R29: 4 pages).

6. In action of ex-Chairman BOG against Sh. R. P. S. Lohchab, the Registrar NIT Kurukshetra (Annexure – R30: 7 pages).
7. Email sent by one Sh. Sanjay to Sh. B. K. Ray official of IFD, MHRD, New Delhi and to the ex-Chairman BOG (Annexure – R31: 2 pages).
8. False & fabricated complaint lodged with local police against five employees (Two from faculty & three from non-teaching) including me since I have been asking informations related to irregularities and corruption done by the officers/officials of NIT Kurukshetra in which most of the informations belongs to Sh. R. P. S. Lohchab (Annexure – R32: 24 pages).
9. Press conference called by Sh. R. P. S. Lohchab on his own in his office in which he has addressed the Press about his false & fabricated allegations against the five employees and by doing so he did violation of conduct rules since the Institute has a PRO and also, his this action defamed the Institute and its employees (Annexure – R11).
10. Demand of Teaching and non-teaching associations for a high level enquiry against Sh. R. P. S. Lohchab by an Independent agency (Annexure – R33: 3 pages).
11. Sending advertisements through a private party in place of through DAVP cost a loss to the tune in Lacs (Annexure – R34: 2 pages).
12. Huge amount paid to different lawyers without taking proper receipts for defending legal cases (Annexure – R35: 1 page).

After seeing those papers, he asked me, 'Do you have any personal grievances?' I said, 'No, not at all'. He asked, 'Then, how you are an aggrieved party in all these matters?' In response to his this query, I said, 'I am a Tax payer. It is public money which is given by the Government of India to NIT Kurukshetra through MHRD, New Delhi for development of the Institute. In this way, I am an

aggrieved party if there is any misuse of public funds or theft or any sort of corruption (Academic/Administrative/ Financial) in the Institute.' I also informed him about the court cases filed by different faculty members; about the meeting/communications with late Sh. C. B. Mathur in this regard; and about the letters sent to higher authorities including office of the Hon'ble President of India since after untimely death of Late Sh. C. B. Mathur, the Chair was vacant. Further, I pointed out that possibility of involvement of Director can not be ruled out in the light of the signature of the Director present on these documents and this is one of the reason why I approached to higher authorities such as CVC, New Delhi and others, whom I found competent authorities in such sensitive matters. I have also informed him about the action taken by CVC, New Delhi on my complaint (Annexure - R36: 1 page). In place of appreciating or encouraging me, he told me that you are not going to get anything out of it, so forget all these. He advised me to forget about the past & think about the future. Since very that meeting with him, I realized that I am going to have very tough time in the Institute if I am continuing this fight against the corruption.

On 13.05.2009, the Hon'ble Chairman, BOG issued an office order (*The Chairman BOG works in honorary capacity*) dated 13.05.2009 (Annexure - R37: 1 page) with copy to the Director and the Registrar. The order was circulated in the Institute. One copy of it was also put in my letter box present in the Mechanical Engineering Department specially marked to me.

After this meeting with the Hon'ble Chairman BOG, I have not written any letter regarding going on corruption in the Institute to any of the competent authorities till 15th August, 2009 assuming that he (the Hon'ble Chairman BOG) will take appropriate action on the issues discussed with him but I have not stopped myself in collecting informations by filling RTI applications to different public authorities including NIT Kurukshetra.

The 15th BOG meeting of the NIT Kurukshetra was held on 18.05.2009 in NIT Kurukshetra. It was learnt that in this meeting of the BOG, despite of objections from Hon'ble members on Agenda items 15.15 & 15.24 (Annexure - R38: 3 pages), the Hon'ble Chairman BOG citing reference to Statutes & the NIT Act had overruled the objections and passed the minutes violating set rules &

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regulations on the matters referred in the agenda items. These two agenda items were directly related with Sh. R. P. S. Lohchab, the Secretary-cum-Registrar of NIT Kurukshetra. In case of Agenda item 15.15, the BOG was misled by presenting wrong facts to it (**Annexure – R10**) and also, in case of agenda item 15.24, the facts were presented in the twisted form. Both the matters taken through these agendas were related with expenditure/payment which is the public money and hence, there is larger public interest. Such actions of the Hon'ble Chairman BOG were open favour given to Sh. R. P. S. Lohchab, the Secretary-cum-Registrar of NIT Kurukshetra and also, an open challenge to rules abiding citizen of India.

In the mean time i.e. between 18th May, 2009 and 27th July, 2009, following events happened in the Institute and were reported in the reputed print media.

1. M.Tech. Dissertation submitted in 1991 in the REC Kurukshetra (It was affiliated with Kurukshetra University but Board of Studies of Engineering & Tech. was with the REC Kurukshetra. Paper setting, evaluation and other related work were performed by REC Kurukshetra on behalf of Kurukshetra University, Kurukshetra except the award of degree/result) by Dr. Pankaj Chandana, Asstt. Professor, IEM Department, reported to be a Plagiarized Work (**Annexure - R39: 10 pages**).
2. Dr. Baldev Setia, Professor, Civil Engineering Department republished same work in an international conference held at Beijing (China) in the year 2001 was reported to be the same work which he had already published in a National Conference held at REC Kurukshetra in the year 2000 (**Annexure – R40: 2 pages**).
3. A case was registered by the CBI against Dr. Baldev Setia, Professor, Civil Engineering Department in connection with the AICTE related irregularities (**Annexure – R41: 2 pages**).
4. The Research paper published by Dr. K. S. Kasana, Professor, Mech. Engg. Deptt. along with his Ph.D. student reported to be a Plagiarized work (**Annexure – R42: 2 pages**).

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5. A complaint duly signed by around 100 girl students of the Institute about their sexual harassment by Sh. Zile Singh, lecturer, Physical Education (**Annexure – R43: 10 pages**).
6. Misuse of 'Student Fund' (**Annexure – R44: 1 page**) by the administration of NIT Kurukshetra [Six Mobile phones of high range are purchased from this fund & issued to the Director, the Hon'ble Chairman BOG (ex- & Present, both) & the Registrar].

Certainly, above deeds defamed the Institute but if one go with the comments of Hon'ble Chairman BOG published in the print media along with the News, picture will be clear about his sincerity, integrity and devotion in curbing corruption.

As per the NIT Act 2007, the BOG is one of the authorities in the Institute. I know members of the BOG are highly qualified and learned persons but normally, on issues, the BOG goes with the decisions of the Hon'ble Chairman BOG since members show respect to the Chair and also, have faith since it is the Chairman BOG who is in touch with the Institute & its affairs. The Secretary to the BOG-cum-Registrar of the Institute being custodian of records, common seals, etc. is fully responsible for the authenticity of facts of any Agenda presented to the BOG.

Whether it is Sh. J. K. Palit, the Present Hon'ble Chairman BOG or Late Sh. C. B. Mathur, ex-Chairman BOG (Predecessor of Sh. J. K. Palit), all of them are protecting/have protected, on priority, the interest of Sh. R. P. S. Lohchab in place of interest of the Institute. A one man enquiry committee of Sh. M. L. Kapoor constituted by the Institute recommended disciplinary action against Sh. R. P. S. Lohchab along with other officers/officials of the Institute in the year 2004 (**Annexure – R45: 10 pages**). As per the record, the BOG authorized the Hon'ble Chairman BOG to take final decision on the recommendations of the enquiry committee and Late Sh. C. B. Mathur did not take any action against any of the officers/officials including Sh. R. P. S. Lohchab reasons best known to him (**Annexure – R30**). In 2005, he was given 1st ACP scale (**Annexure – R46: 1 page**).

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It is either the office of the Hon'ble President of India (Visitor of NIT Kurukshetra) or other such authorities who can question Hon'ble Chairman BOG about the action he took on above issues or about his irresponsible comments he made in the print media on such sensitive issues (**Annexure - R47: 8 pages**).

Through RTI applications, I collected the copy of the agenda & minutes of the items 15.15 & 15.24 from NIT Kurukshetra.

I made my first representation dated 27.7.2009 through dairy No.MED/09/482 dated 27.7.2009 regarding review of decision taken on 18.5.2009 in its 15th meeting regarding item No.15.24 by the Board of Governors (BOG) NIT Kurukshetra whereby Sh. R. P. S. Lohchab, Registrar of the NIT Kurukshetra was granted the scale of pay of Rs.16,400-450-20,900-500-22,400 (equivalent scale of pay of Professor of NIT Kurukshetra) from Rs.12,000-375-16,500 (1st ACP scale of pay) (**Annexure - R48: 44 pages**).

After getting relevant papers under RTI from public authorities, I sent another complaint regarding financial corruption done by another Professor from an IIT with NIT Kurukshetra in collusion with officials/officers including the Registrar through letter dated 15.8.2009 to the CVC, New Delhi (**Annexure - R49: 1 page**) along with a prayer for my safety since I learnt that the administration of NIT Kurukshetra including Hon'ble Chairman BOG may take any disciplinary action against me on false & fabricated grounds to harass me for filling RTI applications and sending representations to competent authorities.

In July 2008, Dr. K. S. Kasana, then the Chairman of the Mechanical Engineering Department (Now, Head of Department of Mechanical Engineering) had tried with the help of fabricated documents to prepare grounds for disciplinary action against me reasons best known to him but he could not succeed since by grace of almighty, I was having the original papers.

In September 2008, Sh. R. P. S. Lohchab had also tried to defame me and to put me behind the bars along with other employees by filing false & fabricated complaint with the local police on his own as Registrar on flimsy ground reasons best known to him (**Annexure - R32**). I have evidence to prove that I was innocent in that case, too.

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I made my second representation dated 25.8.2009 through diary No.MED/09/613 dated 27.8.2009 regarding review of the Board of Governors (BOG) NIT Kurukshetra decision taken on 18.5.2009 in its 15th meeting regarding item No.15.15 whereby the cost of a Digital Video Camera of Sony make was written off (**Annexure – R50: 15 pages**).

The Administration of NIT Kurukshetra communicated about the action taken on the representation dated 27.7.2009 vide letter No.Estt.-I/7531 dated 27.08.2009 (**Annexure – R51: 1 page**). It is worth to mention here that in this communication, there is no advice or warning given to me for sending representation either to the BOG or to the office of other competent authorities through Chairman BOG.

I have not received any communication from administration of NIT Kurukshetra till date about the action taken on my second representation dated 25.8.2009 by the BOG.

In both the above representations dated 27.7.2009 & 25.8.2009, I used the papers obtained under RTI Act. These representations were made as & when I got the papers. In these two representations, I have clearly mentioned the name of recipients along with the information that '**An advance copy is being sent to all separately including BOG members**' on each representation.

It was learnt that the Hon'ble Chairman BOG again got annoyed seeing the above representations since these have exposed his undue kindness showered on Sh. R. P. S. Lohchab to many including the office of the Hon'ble President of India.

The Director, NIT Kurukshetra had received two letters No.F.No.10-20/2009 in October, 2009 from the MHRD, New Delhi (**Annexure – R52: 2 pages & R53: 2 pages**) in order to comply the directions of the Hon'ble Prime Minister's Office on advance copy of two representations dated 27.7.2009 & 25.8.2009 regarding review the decisions of Board of Governors on agenda items No.15.24 & 15.15 in the meeting held on 18.05.2009 for his comments on the issues raised therein by Sh. Mahesh Kumar Gupta.

The Director, NIT Kurukshetra has forwarded those two letters* to Hon'ble Chairman BOG, NIT Kurukshetra for his kind advice on 03.11.2009.

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The Hon'ble Chairman BOG returned the two letters with his valuable comments signed on 06.11.2009 to the Director, NIT Kurukshetra.

The contents of the letter No.F.No.10-20/2009 dated 12.10.2009 which is Reminder - I (Annexure - R52) of the MHRD, New Delhi is reproduced below with the comments thereon of the Hon'ble Chairman BOG, NIT Kurukshetra for your handy reference:

Letter is addressed to the Director, NIT Kurukshetra.

"I am directed to refer to this Ministry's letter dtd.1st September, 2009 forwarding herewith a reference dtd.27/7/2009 received from Shri Mahesh Kumar Gupta, Lecturer, Mechanical Engineering Department, NIT Kurukshetra regarding review of decision taken on 18.5.2009 in its 15th Meeting - regarding item No.15.24 by the BOG, NIT Kurukshetra whereby Shri R. P. S. Lohchab, Registrar was granted the scale of pay of Rs.16,400-450-20,900-500-22,400 (equivalent scale of pay of Professor of NIT Kurukshetra) from Rs.12,000-375-16,500 (1st ACP scale of pay)

The Institute was requested to furnish its comments/observations on the representation of Shri Mahesh Kumar Gupta to this Ministry. No reply has been received from the Institute as yet.

In this regard, this Ministry has also received another reference from the Prime Minister's Office vide their ID No.3/3/2009-PMP4/81387 dated 26.8.2009 wherein they have forwarded the same letter dated 27.7.2009 from Shri M. K. Gupta for appropriate action and furnish the comments/observations in the instant matter urgently."

Forwarding Notes of the Director, NIT Kurukshetra present on this letter sent to the Hon'ble Chairman BOG.

"Forwarded to the Hon'ble Chairman for his kind advice."

Comments of the Hon'ble Chairman BOG, NIT Kurukshetra present on this letter addressed to the Director, NIT Kurukshetra.

"The conduct of Shri Mahesh Kumar Gupta, lecturer amounts to serious violation of service rules. He is in the habit of such misconduct for long. The Ministry should be informed about the decision of the BOG meeting dated 18.5.09 and again on 9.9.2009 which reviewed the same and took appropriate decision. The matter is still pending with the Ministry of HRD, Deptt. of H.E. for examining the whole issue take a final decision in the matter. Shri Gupta has no right to advice or suggest the Chairman, BOG to review the decision of the BOG as it is not concerning him nor in any manner he is aggrieved party.

A detailed report about the conduct of Shri Gupta should be placed before the next meeting of the BOG for taking disciplinary action against him."

Similarly, the contents of the letter No.F.No.10-20/2009 dated 12.10.2009 which is Reminder - II (Annexure - R53) of MHRD, New Delhi is reproduced below

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with the comments thereon of the Hon'ble Chairman BOG, NIT Kurukshetra for your handy reference:

Letter is addressed to the Director, NIT Kurukshetra.

"I am directed to forward herewith a copy of the reference dated 25-08-2009 of Shri Mahesh Kumar Gupta, Lecturer, Mechanical Engineering Department, NIT Kurukshetra (received through the ID No.3/3/2009-PMP4/4/87875 dated 29-09-2009 of Prime Minister's Office) regarding review of decision taken on 18-05-2009 in its 15th Meeting - regarding item No.15.15 whereby the cost of a Digital Video Camera of Sony make was written off.

In this regard, it is informed that the views of Ministry of Human Resource Development on the same have been sent by this Ministry by its letter dated 16-06-2009. Anyway, the Institute is requested to furnish its comments/observations on the representation of Shri Mahesh Kumar Gupta to this Ministry urgently."

Forwarding Notes of the Director, NIT Kurukshetra present on this letter sent to the Hon'ble Chairman BOG.

"Forwarded to the Hon'ble Chairman for his kind advice."

Comments of the Hon'ble Chairman BOG, NIT Kurukshetra present on this letter addressed to the Director, NIT Kurukshetra.

"Please see my opinion in the matter on another communication from the MHRD dated ___ October, 2009 which stands valid for this letter also."

It is evident from the above comments of the Hon'ble Chairman BOG, NIT Kurukshetra that he had given clear instructions to the Director, NIT Kurukshetra on 06.11.2009 to put the matter in the next BOG meeting for taking disciplinary action against Sh. Mahesh Kumar Gupta.

As per the sub-statutes 10 and 11 of the Statute 4: **Board of Governors and Meetings Thereof**, of the 'First Statutes of the National Institutes of Technology' (**Annexure - R6**), notices of motions for inclusion of any item on the agenda must reach the Registrar at least one week before the meeting; and also, agenda shall be circulated by the Registrar to all the members at least ten days before the meeting. Hence, following questions arises.

1. Why the Hon'ble Chairman BOG had asked to put a detailed report about the conduct of Sh. Mahesh Kumar Gupta for taking disciplinary action against him in his valuable comments whereas the letters No.F.No.10-20/2009 of the MHRD, New Delhi dated 12th October, 2009 were the explanations sought from the NIT Kurukshetra on the

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issues raised by Sh. Mahesh Kumar Gupta on directions of the Office of the Hon'ble Prime Minister of India (Annexure – R52)?

2. When Hon'ble Chairman BOG had asked to put the matter in the next BOG meeting vide his valuable comments dated 06.11.2009 then why it was not included even in the table agenda which was prepared on 28.12.2009?

Answers to above queries lie either with the Hon'ble Chairman BOG or with the Registrar-cum-Secretary to the BOG in compliance to the Statute & the NIT Act. As per the letter No.R/BOG/123 dated 23.11.2009 (Annexure – R54: 1 page), the next meeting of the BOG of NIT Kurukshetra was expected in the mid of December, 2009.

When I learnt that in place of appreciating my efforts regarding issues raised in my two representations, the Hon'ble Chairman, BOG NIT Kurukshetra has asked the Director of the Institute to take disciplinary action against me then I submitted an application dated 30.11.2009 under RTI Act 2005 to the Public Information Officer (PIO) for supply of communications including the above mentioned two letters (Annexure – R52 & R53) of the MHRD along with the comments of the Hon'ble Chairman, BOG NIT Kurukshetra.

The queries of the application dated 30.11.2009 requested under RTI Act 2005 are reproduced below for your ready reference.

1. Please provide me a certified readable copy of the complete noting of the Chairman, BOG NIT Kurukshetra through which he has directed the Director, NIT Kurukshetra to place a detailed report about the conduct of Sh. Mahesh Kumar Gupta, Lecturer, Mechanical Engineering Department, NIT Kurukshetra, in the next meeting of the BOG for taking disciplinary action against him. The next BOG meeting is expected in the 2nd week of December, 2009.
2. In the light of the request above at Sr. No.1, please provide me a certified copy of the document(s) which drove the Chairman, BOG NIT Kurukshetra to issue such directions to the Director, NIT Kurukshetra.
3. In the light of the request above at Sr. No.1, please provide me the specific clause(s) of the Service rules applicable to the employees of NIT Kurukshetra using which the Chairman, BOG NIT Kurukshetra issued such directions to the Director, NIT Kurukshetra.
4. Please provide me a certified copy of the official correspondence(s) (Letter/fax/email) between the Director, NIT Kurukshetra and the Chairman, BOG NIT Kurukshetra in the period between the last meeting of the BOG NIT Kurukshetra held to till date.
5. Please provide me a certified copy of the official correspondence(s) (Letter/fax/email) between the Registrar, NIT Kurukshetra and the Chairman, BOG NIT Kurukshetra in the period between the last meeting of the BOG NIT Kurukshetra held to till date.

The PIO who is also the Deputy Registrar (GA & Legal) of NIT Kurukshetra vide letter No.Gen.-I/RTI/3763/9730 dated 16.12.2010 (Annexure - R55: 1

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page) in response to my application dated 30.11.2009 under RTI Act 2005 has responded that information sought at Sr. No.1 to 5 is not available.

Being not satisfied with the reply of the PIO, I filed 1st Appeal against the reply of the PIO to the First Appellate Authority of NIT Kurukshetra who is also the Dean (Estate, Construction & Maintenance) of NIT Kurukshetra as per provisions under RTI Act 2005. The hearing of the 1st Appeal was held on 24.12.2009 in presence of the PIO and the decision was pronounced on 01.01.2010 i.e. a date after two days of the 19th meeting of the BOG of NIT Kurukshetra held.

As per the orders passed by the 1st Appellate Authority vide letter No. RTI First Appeal/01/26 dated 01.01.2010, the PIO has rightly given the reply. The PIO-cum-Deputy Registrar (GA & Legal) of NIT Kurukshetra who is next to the Registrar-cum-Secretary to the BOG of NIT Kurukshetra in the Institute was either kept in dark or under pressure for giving such reply even on 01.01.2010, reasons best known to him.

On directions of the Central Information Commission, New Delhi vide file No.CIC/SG/C/2009/001725 dated 04.02.2010 (Annexure - R56: 1 page), the PIO delivered me some informations including the above mentioned two letters (Annexure - R52 & R53) of the MHRD in the evening at 07.30 pm on 27.2.2010 (Saturday) at my residence in the campus (Annexure - R57: 1 page).

As per the note of the receiving official/officer on the Annexure - R52, the letter was received from the Registrar, NIT Kurukshetra on 11.02.2010.

Further, the Office of the Hon'ble President of India had also issued directions to the Secretary, MHRD, New Delhi vide Serial Number: P1-D/11561 dated 30.7.2009 (Annexure - R58: 1 page) to take action in the matter; and action taken in the matter may please be communicated to the petitioner directly under intimation to this Secretariat.

Taking the issue directly to the Board under 'Any other item' on 29.12.2009 when this had already been directed on 06.11.2009 by the Hon'ble Chairman BOG to take in the agenda of next meeting, refusing for existence of any such letters/communications under RTI Act even on 01.01.2010 by the First Appellate Authority who is also Dean (Estate, Construction & Maintenance), NIT

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Kurukshetra and finally, delivery of the letters by Sh. R. P. S. Lohchab on 11.02.2010 to the concerned section show the quantum of the energy & the time expend in fabricating grounds for taking disciplinary action against me to give a lesson to me for not adhering to the kind advice given by Sh. J. K. Palit, the Hon'ble Chairman BOG during my meeting with him in the evening of 11th May, 2009 by the administration of NIT Kurukshetra.

As per the reply given under RTI, the CVC, New Delhi has already issued instructions vide No.8(1)(h)/98(1) dated 18.11.98 which provides that Jr. employees who initiate any proposal relating to vigilance matter which is likely to result in a reference to the CVC can sent a copy directly to the CVC by name (Annexure - R59: 1 page).

I joined Regional Engineering College Kurukshetra (Now, NIT Kurukshetra) in 1996 as Lecturer in the Mechanical Engineering Department. Since the date of joining till today, I have not hold any office which, in any way, has direct access to the classified or un-classified records under the office of the Registrar of the Institute.

Sh. R. P. S. Lohchab who joined the Regional Engineering College Kurukshetra (RECK) in 1982 as Deputy Registrar (Accounts) is the Registrar of the Institute (Formerly, Regional Engineering College Kurukshetra) since 1993 and being custodian of records, common seal, etc. either he or his office is solely responsible for any unauthorized communication of official records, if made so.

Whatever the informations in the form of documents are available with me are obtained under RTI Act 2005 after paying the requisite fee for the information as per provisions in the Act. This facility is not exclusive for me. Any citizen of India can have a copy of these records. So, the documents with me obtained under RTI Act 2005 are no more official secrets. The PIO, NIT Kurukshetra or PIO of any other public authorities in their response to any of my RTI application has not issued any statutory warning such as it is exclusively for use of information seeker.

The RTI Act in preamble states,

"AND WHEREAS democracy requires an informed citizenry and transparency of information which are vital to its functioning and also

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to contain corruption and to hold Governments and their instrumentalities accountable to the governed."

Thus, one of the key objectives of the RTI Act is to improve transparency and contain corruption.

Whatever the communications have been made to higher authorities through letters/representations are about financial/academic/administrative corruptions in the NIT Kurukshetra. The BOG, the Chairman BOG, the Director and the Deputy Director are among the authorities in the Institute. I have informed to all through emails/letters/representations/verbally regarding the irregularities/corruption in the interest of the Institute. When no action taken against the corrupts and no measures taken to stop corruption then I wrote to the higher authorities as a peace loving and rule abiding citizen of India in the interest of the Nation since it is direct or indirect misuse of public money which is given by the Government of India to NIT Kurukshetra through MHRD, New Delhi for development of the Institute.

Further, decisions of the BOG are based on the facts presented by its Secretary. Through my representations dated 27.7.2009 & 25.8.2009, I informed the BOG through documentary evidence obtained under RTI in the interest of the BOG as well as the Institute regarding agenda items 15.24 & 15.15 of 15th BOG meeting held on 18.5.2009 that the Secretary to the BOG had presented the false and twisted informations in these agendas.

Violations of the NIT act, the Statutes and rules & regulations by NIT Kurukshetra.:

1. Presence of the Registrar with the Selection Committees for faculty during the interviews for promotions and recruitment in Dec., 2007 (Annexure - R60: 1 page).
2. Minutes of the above Selection Committees are in hand writing of the Registrar (Annexure - R61: 2 pages).
3. Appointment of regular employees at higher posts on contract (Annexure - R29).

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4. Payments of arrears as per 6th pay commission recommendations to employees (son of Sh. R. P. S. Lohchab is one of them) appointed on contract (**Annexure - R62: 3 pages**).
5. Formation of three members' sub-committee of the BOG called Standing Committee of BOG and that to, under Chairmanship of the Hon'ble Chairman BOG who is also Chairman of the BOG in which the Registrar is member-secretary (**Annexure - R63: 1 page**). As per the agenda for constitution of this committee placed before the board through item No.17.26 in the 17th meeting of the BOG, there were five members in the proposed committee (**Annexure - R64: 1 page**). The MHRD, New Delhi vide letter dated 08.9.2009 has also rejected this proposal (**Annexure - R65: 5 pages**). It is an attempt to give back door entry to the Registrar in the BOG as member.
6. As per the sub-statute 3 of the Statute 23, the rules applicable to of the Central Government Employees shall apply for the purpose of appointments. The Recruitment Rules (RRs) of the Central government employees are also available on the website of the DoPT, New Delhi (**Annexure - R66: 3 pages**). The advertisement floated in October, 2009 for non-teaching posts (after the 1st Statutes came in force) has not been made as per the rules applicable to of the Central Government Employees (**Annexure - R67: 4 pages**).
7. Sh. R. P. S. Lohchab filed a writ petition against the Institute & others in the Hon'ble Punjab & Haryana High Court, Chandigarh on 03.11.2009. Once, the Registrar challenged the Institute in the Hon'ble Court, for fare play, it was necessary that his powers and responsibilities should have been transferred to someone else till the matter has not been decided by the Hon'ble Court. In place of doing so, the Director, NIT Kurukshetra submitted a proposal on 04.11.2009 to the Chairman BOG for grant of 2 years enhancement in the age of superannuation of Sh. R. P. S. Lohchab (**Annexure - R68: 1 page**), why? The signatures of Sh. R. P. S. Lohchab, the Registrar, the Director and the Chairman BOG on this proposal having date

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04.11.2009, 05.11.2009 & 06.11.2009, and also, the notification dated 12.11.2009 (**Annexure - R63**) regarding constitution of Standing Committee on BOG through which the Registrar was made member-Secretary of this sub-committee of the BOG (back door entry in the BOG as member), are evidences which show working of administration of NIT Kurukshetra.

It is not in my notice that the institute has issued any Show Cause Notice or ordered any enquiry in any of the cases mentioned above.

If a Jr. employees who initiate any proposal relating to vigilance matter which is likely to result in a reference to the CVC can sent a copy directly to the CVC by name then one can also send letters/representations/emails to higher authorities including office of Hon'ble President of India for matter relating to irregularities and corruption by name.

Once I informed the Chairman BOG about irregularities and corruption showing documentary evidences then it was the duty of the Chairman BOG to check it, on priority, in place of advising me to forget about the past & think about the future. The code of conduct for employees of the Institute was placed in the 19th BOG meeting held on 29.12.2009 through agenda item No.19.42 for approval of the BOG in compliance to the Statute 25. The Board deferred this matter to the next BOG meeting (**Annexure - R69**: 1 page).

In response to a query of my RTI application regarding conduct rules, the CPIO, NIT Kurukshetra informed that the Institute has Central Civil Services (Conduct Rules) (**Annexure - R70**: 1 page).

There are 5 Para in the Show Cause Notice issued to me and in all these Para, the conduct rules quoted stating them the conduct rule of the Institute, are the rules of the proposed Conduct rules of the agenda item No19.42 which have been deferred by the BOG for next meeting (**Annexure - R69**).

Further, when the BOG has decided to Show Cause for writing to higher authorities against the Institute and its management i.e. 'Explanations sought for writing to higher authorities' then in place of issuing Show Cause Notice as per decision of the Board, why do a Show Cause Notice containing 5 Para citing

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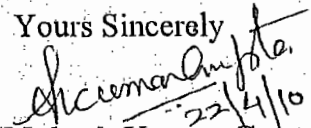
violation of different conduct rules of the Institute, spread over 4 pages have been issued to me?

In the light of the above, it is apparent that there is a desperate attempt by the administration of the Institute to teach me a lesson in the name of violation of conduct rules of the Institute for collecting informations through RTI applications regarding matters related to irregularities by which they have been face off and further, to set an example for others, too, so that no one dare to question their working.

After deciding the above issues raised by me, final decision may be taken for punishment against the guilty person(s).

Thanks.

Yours Sincerely


(Mahesh Kumar Gupta)
Lecturer (Selection Grade)
Mechanical Engg. Deptt.
N.I.T. Kurukshetra

Encls.: DA/as above.

- Item - 21.12 To consider reply to show cause notice submitted by Sh. Phool Kumar, Laboratory Attendant.

The Board of Governors of the Institute in its 19th meeting held on 29.12.2009 decided as under:-

"The Hon'ble Chairperson, BOG made the following observations:-

- a) The conduct of Sh. Mahesh Kumar Gupta, Asstt. Professor, Mechanical Engg. Deptt. amounts to serious violation of service rules. He is in the habit of writing against the Institute and its management for long to different higher authorities i.e. Hon'ble President of India, PMO, New Delhi, Hon'ble HRD Minister, the Secretary, Deptt. of Higher Education, MHRD and the members of BOG. Even he is advising and suggesting the Hon'ble Chairperson, BOG to review the decision of the BOG, which is neither concerning him nor in any manner he is aggrieved party. He is in the habit of such misconduct for long.
- b) Sh. Phool Kumar, Lab. Att., Chemistry Department is also in the habit of writing letters to the Hon'ble HRD Minister, Govt. of India against the Institute and its management. Even the subject matter of the letters is not related to the affairs of NIT Kurukshetra. Sh. Phool Kumar is also in the habit of such misconduct for long.
- c) Under the circumstances mentioned above strict disciplinary action should be taken against aforesaid employees in the interest of the Institute. Otherwise for their whimsical attitude the Institute is being defamed without any reason.

The Director emphasized that the development of the Institute would be seen on priority basis, so these types of letters should not be given much importance. He further alleged that he was not in favour of initiating any disciplinary action against them and only a lenient view in the matter would be taken as they are in habit of doing so for a long time. Such kind of action at this stage would affect normal functioning in the Institute. During last few years the progress of the Institute have become excellent both from the points of view of infrastructure and academics. So during his tenure he is interested to improve the status of the Institute in the level of IITs.

After detailed discussion, the Board finally decided that show cause notice should be issued to Sh. M.K. Gupta and Sh. Phool Kumar asking them as to why action should not be taken against them for writing to the higher authorities such as Hon'ble President of India, PMO, New Delhi, Hon'ble HRD Minister, and the members of the Board against the Institute and its management."

As per above decision of the Board, a show cause notice was issued to Sh. Phool Kumar, Laboratory Attendant, Chemistry Department vide No. Estt.-III/2247 dated 21.4.2010 (copy enclosed as Appendix X pages 104 to 110).

In response to the show cause notice as referred to above, Sh. Phool Kumar has submitted the reply on 6.5.2010 (copy enclosed as Appendix XI pages 111 to 113). The enclosures containing 30 pages with the reply will be placed on the table.

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

**NATIONAL INSTITUTE OF TECHNOLOGY
KURUKSHETRA-136119**

No. *Estt-III/2247*

Dated: *21-4-10*

Subject: Show Cause Notice.

In 19th meeting of the Board of Governors, National Institute of Technology, Kurukshetra held on 29.12.2009, the Hon'ble Chairperson of the Board observed that Sh. Phool Kumar, Lab. Attendant, Chemistry Department, National Institute of Technology, Kurukshetra is in the habit of writing letters to the Hon'ble HRD Minister, Govt. of India against the Institute and its management. Even the subject matter of the letters is not related to the affairs of NIT, Kurukshetra. Sh. Phool Kumar is in the habit of such misconduct for long. It was further observed that under the circumstances mentioned above strict disciplinary action should be taken against him in the interest of the Institute otherwise the Institute is being defamed without any reason for his whimsical attitude. After detailed discussion the Board finally decided that a Show Cause Notice should be issued to Sh. Phool Kumar asking him as to why action should not be taken against him for writing to the higher authorities. A copy of the said decision of the Board of Governors is enclosed as Annexure-A.

Sh. Phool Kumar while working in the Institute has committed various acts of omission and commission unbecoming of an employee.

As per conduct rules being followed by the Institute, "every employee shall at all times maintain absolute integrity and devotion to duty, and also be strictly

honest and impartial in his official dealings". Sh. Phool Kumar has violated said general conduct rules being followed by the Institute which is evident from his letter written to the Hon'ble Minister, HRD, Govt. of India, New Delhi on 1.9.2009. His integrity, devotion of duty, honesty and impartiality in the official dealings have thus certainly become doubtful.

As per conduct rules of the Institute being followed by the Institute, "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". In violation of above conduct rules of the Institute, Sh. Phool Kumar has indulged in unauthorized communication of information by writing letter to the higher Authority. The contents of his letter written to the higher Authority as mentioned above reveal that he has made unauthorized communication to the higher Authority.

As per conduct rules of the Institute, "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". The letter written to the higher Authority has certainly established that he has written to the higher Authority direct without adopting the proper channel and that too when nothing wrong has been done to him.

It is, therefore, proposed to take action against Sh. Phool Kumar under conduct rules being followed by the Institute as well as under Section 26 of the Statutes of National Institutes of Technology.

As per decision of the Board, the undersigned has been directed by the Board of Governors of the Institute to issue him a show cause notice. He is, therefore, hereby required to show cause within a period of 15 days from the date of receipt of this show cause notice as to why disciplinary action should not be taken against him as per conduct rules being followed by the Institute and as per Clause 26 of the Statutes of National Institutes of Technology, failing which it will be presumed that he does not want to say anything and ex-parte decision in the matter will be taken against him. He may inspect the records relating to this show cause notice on any working day with prior permission from the Deputy Registrar (GA&L), National Institute of Technology, Kurukshetra.

ERSh 20/04/10
Deputy Registrar (GA&L)

Encl: One Annexure-'A'

jc 20/04/10

To

Sh. Phool Kumar,
Lab. Attendant,
Chemistry Department,
NIT, Kurukshetra.

N.I.T. KURUKSHETRA						
Doc No. 687			Date 25.11.11			
R	DPD	DAG	DAJ	CVO	CoE	C
E	M	Ec	Co	Ph	Ch	Ma
Hu	CW	WG	SW	PC	PS	EDC
PE	CGM	PT	NCE	LMO	L	SA
A	EO	EO	EB	PIB	PO	

NATIONAL INSTITUTE OF TECHNOLOGY,
KURUKSHETRA-136119

No. NITK/BOG 19th/419

Dated 22/1/10

Any other Item

The Board of Governors of the Institute in their 19th meeting held on 29.12.2009 has decided as under:-

"i) Regarding indisciplined created by two employees of the Institute:

The Hon'ble Chairperson, BOG made the following observations:-

- The conduct of Sh. Mahesh Kumar Gupta, Asstt. Professor, Mechanical Engg. Deptt. amounts to serious violation of service rules. He is in the habit of writing against the Institute and its management for long to different higher authorities i.e. Hon'ble President of India, PMO, New Delhi, Hon'ble HRD Minister, the Secretary, Deptt. of Higher Education, MHRD and the members of BOG. Even he is advising and suggesting the Hon'ble Chairperson, BOG to review the decision of the BOG, which is neither concerning him nor in any manner he is aggrieved party. He is in the habit of such misconduct for long.
- Sh. Phool Kumar, Lab. Attendant, Chemistry Department is also in the habit of writing letters to the Hon'ble HRD Minister, Govt. of India against the Institute and its management. Even the subject matter of the letters is not related to the affairs of NIT, Kurukshetra. Sh. Phool Kumar is also in the habit of such misconduct for long.
- Under the circumstances mentioned above strict disciplinary action should be taken against aforesaid employees in the interest of the Institute. Otherwise for their whimsical attitude the Institute is being defamed without any reason.

The Director emphasized that the development of the Institute would be seen on priority basis, so these types of letters should not be given much importance. He further alleged that he

was not in favour of initiating any disciplinary action against them and only a lenient view in the matter would be taken as they are in habit of doing so for a long time. Such kind of action at this stage would affect normal functioning in the Institute. During last few years the progress of the Institute have become excellent both from the points of view of infrastructure and academics. So during his tenure he is interested to improve the status of the Institute in the level of IITs.

After detailed discussion, the Board finally decided that show cause notices should be issued to Sh. M.K. Gupta and Sh. Phool Kumar asking them as to why action should not be taken against them for writing to the higher authorities such as Hon'ble President of India, PMO, New Delhi, Hon'ble HRD Minister, and the members of the Board against the Institute and its management".

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

PH 22/11/10
(R P S Lohchab)
Registrar

1. DEPUTY REGISTRAR (ESTT., GA & LEGAL)

RP 22.01.10

D. S. (ESTT.) 22/11/10
ESTT. I / ESTT. II

Received from the Registrar on 11-9-2010 for reference
and record 11/9/10 - 109 -

SECRET
BY REGISTERED POST

No.F.10 - 36 / 2009 - TS.III
Government of India
Ministry of Human Resource Development
Department of Higher Education

New Delhi, the 29th October, 2009

To

The Director,
National Institute of Technology,
Kurukshetra - 136 119 (Haryana)

Subject:- Letter from Shri Phool Kumar, R/o G - 71, Campus, NIT - Kurukshetra
regarding complaints against Registrar, National Institute of Technology,
Kurukshetra - regard/hg.

Sir,

I am directed to refer to the communication No.Nil dated 01.09.2009 (copy enclosed)
received from Shri Phool Kumar, R/o G - 71, Campus, National Institute of Technology,
Kurukshetra on the subject mentioned above and to forward herewith the same for further
necessary action at your end. The factual report in the matter may kindly be communicated to this
Ministry within one month's time. It is also requested that the name of the complainant should be
kept secret.

Yours faithfully,

[R.K. BANDYOPADHYAY]

Under Secretary to the Government of India

Tel: 2338 7980

Fax: 2338 4345

Email: technicalsection3@yahoo.co.in

Copy for information to:- Shri Phool Kumar, G - 71, Campus, National Institute of Technology,
Kurukshetra - 136 119 (Haryana).

Directed
Shri Phool Kumar as an employee of NITK
has no right to write such letter to the Hon'ble
Minister HRD, Govt. of India. The subject matter
of the letter is not related to the affairs of NITK.
Therefore, strict disciplinary action be taken
against his conduct as serious violation of service
discipline. At the same time, the letter is being
forwarded to the Registrar, NITK for his
information.

brief factual note may also be
sent to the Ministry of HRD, Dept. of
HE, Govt. of India in this regard
as ~~requested~~ requested by them vide their
letter dated 29th Oct. 2009.

[Signature]

6/11/09
CHAIRMAN

Chairperson
Board of Governors
National Institute of Technology
Kurukshetra-136119 (Haryana), INDIA

सेवा में

✓ श्रीमान डी.आर. (GA & L)
राष्ट्रीय प्रौद्योगिकी संस्थान, कुरुक्षेत्र

आरणीय श्रीमान जी,

सविनय निवेदन है कि जो एक पत्र दिनांक 21-4-2010 को जिसका क्रमांक Estt-III/2247 है यह पत्र मुझे दिनांक 22-4-2010 को मिला और इस पत्र के अनुसार मुझ पर लगाये गये आरोपों का उत्तर पंद्रह दिनों के अन्दर-अन्दर देना है इसके साथ Board of Governors के फैसले की एक फोटो प्रति Annexure-A के रूप में दी है।

श्रीमान जी, आपकी जानकारी के अनुसार मैंने इस संस्थान को बदनाम करने के बारे किसी भी उच्चाधिकारी को नहीं लिखा है ओर न ही अपने किसी लाभ को प्राप्त करने बारे लिखा है।

मैंने एक सच्ची बात माननीय मन्त्री महोदय जी, मानव संसाधन विकास मन्त्रालय, भारत सरकार, नई दिल्ली को की थी जिसका विषय यह था कि प्लॉट न० 14 सैक्टर 15 भाग (IV) की छानबीन जो बाद में आर टी आई एक्ट 2005 के अधीन मेरे व श्री महेश कुमार गुप्ता लैक्चरार के कागजात प्राप्त करने पर हैरानी का विषय बन गये। यह प्लॉट गलत तरीके से GSRQ के कोटे में अलाट के लिए आवेदन किया था जिसके लिये रजिस्ट्रार

N.I.T. KURUKSHETRA

Dy. No. 6653 Date 11/12/10

R	GPD	DAG	D-4	CVO	CoE	C
E	M	EC	D	IL	Ch	Ma
Hu	CW	MS	IC	PS	EMC	

86.12-10

1/12/10

योग्य न था व प्लॉट का आवेदन, अलॉट करवाना, गलत था । इसके बारे में यह बात अखबारों में भी आती रही जिससे संस्थान की बदनामी हुई वास्तव में सारी बात की छान-बीन करवाई जाए और अपराध का दण्ड प्लॉट रद्द करने के अलावा कुर्सी के दुरुपयोग करने के लिए व GSRQ कोटे में अपने आपको दर्शाने के लिए IPC की दण्डनीय धाराओं के तहत फैसला किया जाये मेरा हल्फनामा इस पत्र के साथ संलग्न है । अगर उसमें दर्शाए गए तथ्य गलत हों तो सेवक दण्डनीय है नहीं तो इस दण्ड का भागी केवल रजिस्ट्रार ही है ।

आगे होने वाली Board of Governors की मीटींग में इस प्लॉट के आवेदन करने, इसे मालिक के रूप में लेना व कार्यावाहियों को अपने आप ही हुड्डा को जवाब देना, इस प्लॉट के मामले का Items of Agenda बना कर Board of Governors की मीटींग में रखा जाए क्योंकि संस्था की बदनामी का कारण रजिस्ट्रार खुद है और यह साथ लगे हल्फीया ब्यान व दस्तावेजों से साफ जाहिर होता है और इस बारे में पहले दिए गए पैरे में प्लॉट की कार्यवाही की जाए ताकि बड़ी कुर्सी की जिम्मेवारियां व दुरुपयोग का फैसला हो सके । इसके अलावा अगर Show Cause Notice से सम्बन्धित ओर कोई मुद्दा

बचा हो तो मुझे Item of Agenda की एक सत्यापित प्रति दी जाए ताकि मैं उन सबका भी उत्तर दे सकूँ ।

इसकी फीस के लिए दस रुपये की रसीद जिसका न० 24 व बुक न. 200 संलग्न है ।

सधन्यवाद,

दिनांक 06 मई, 2010
कुल पृष्ठ: 33

FW

आपका आज्ञाकारी सेवक,

Phool Kumar

(फूल कुमार)

House No.G-71, NIT
Campus,Kurukshetra-136119

संलग्न: 1. हल्फनामा as **Annexure A & Total pages I-II-III.**

2. Application of Sh. R.P.S. Lohchab showing that he deposited payment over one lacks in case which is against the rule of HUDA as **Annexure-B.**
3. Copy of affidavit given to HUDA Sonepat as **Annexure C-I & C-II.**
4. Copy of Integrity certificate without process from the office as **Annexure D & E.**
5. Copy of advertisement of year 1999 for Special drive of plots for GSRQ employees for which Registrar is not eligible as **Annexure-F**
6. A photocopy of personal letter. It was sent to the Estate Officer, HUDA Sonepat by Sh. R.P.S. Lohchab (Registrar) as **Annexure-G.**
7. A copy of Estate Officer, HUDA, Hisar for reservation under GSRQ for information and status as **Annexure-H.**
8. A copy for HUDA reservation under GSRQ from the Head office of HUDA, Panchkula as **Annexure-I.**
9. A photopy of complaint filed to the Superintendent of Police, Kurukshetra-136118 as **Annexure-J.**

Item 21.13 To consider unauthorized absence from duty in respect of Dr. K.K. Singh, Professor of the Civil Engg. Department.

Dr. K.K. Singh, Professor, Civil Engineering Department was granted 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 vide this office letter No. Estt.-I/PF/ 4383 dated 19.6.2009. It was mentioned in the letter that no further extension in EOL will be granted under any circumstances.

Dr. K.K. Singh requested for extension of Leave for a period of six months w.e.f. 5.12.2009 to 30.6.2010 vide letter dated 12.11.2009. In response to the said letter he was intimated that his request for grant of extension in Extraordinary Leave upto 30.6.2010 was not acceded to. He was informed that if he wanted to serve at Papua New Guinea University of Technology, Papua New Guinea he may submit his resignation from the services of the NIT, Kurukshetra.

Despite several letters written by the Institute to join back duty immediately after the expiry of Extraordinary Leave he did not report for duty. He requested again and again to extend his leave. His case was placed before the Board of Governors of the Institute in its 19th meeting held on 29.12.2009 regarding unauthorized absence from duty. The Board decided as under :-

"The Board decided to extend the EOL period in respect of Dr. K.K. Singh, Professor(CAS) in Civil Engineering Department upto 15th January, 2010. In case he does not join his duty by 15th January, 2010, strict disciplinary action be initiated against him.

As per decision of the Board Dr. K.K. Singh was asked vide letter No. Estt.-I/PF/2473 dated 31.12.2009 to join the Department by 15.1.2010 failing which he is liable to strict disciplinary action. A show cause notice regarding un-authorized absence from duty was also issued to him vide memo No. Estt.-I/PF/355 dated 21.1.2010. He joined back the duty in the Institute on 29.3.2010.

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

Item 21/14 To consider delegation of power to the Director for employing contractual staff over and above sanctioned strength of Non-faculty Staff on the remuneration/rates prescribed by the DC Kurukshetra from misc. contingencies.

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”.

Under clause 17 of the 1st Statutes, the powers of the Director have been mentioned. Under clause 17(8), the following power has been delegated to the Director under the statutes:

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

For the smooth functioning of the classes, laboratories and other administrative works, the Director may be authorized to employ contractual staff over and above the sanctioned strength of the non-faculty staff for a the semester studies or six months but not more than one year on the remuneration/rates as prescribed by DC Kurukshetra from time to time out of the funds available under Misc. contingencies.

The Board may consider and approve.

Item 21.15 To consider confirmation of Professor, Assistant Professors(designated Associate Professors) and Lecturers (re-designated Assistant Professors.

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

Sr. No.	Name Dr/Sh./Ms.	Designation	Department	Date of Joining	Due date of confirmation
1.	Minati Baral	Professor	Chemistry	22.2.2008(AN)	12.3.2010 (17 days EOL from 11.3.08 to 27.3.08)
2.	Ashavani Kumar	Assistant Professor (designated Assoc. Prof.)	Physics	26.2.2008	26.2.2010
3.	Rishi Pal Chauhan	Assistant Professor	Physics	5.2.2008	5.2.2010
4.	Neena Jaggi	Assistant Professor (designated Assoc. Prof.)	Physics	5.3.2008(AN)	6.3.2010
5.	S.K. Jain	Assistant Professor (designated Assoc. Prof.)	Computer Engg.	7.5.2008	7.5.2010
6.	Avadesh Yadav	Lecturer (re-designated Asstt. Prof.)	Industrial Engg. & Mgt.	29.1.2008	29.1.2010
7.	Jatinder Kumar	Lecturer (re-designated Asstt. Prof.)	Industrial Engg. & Mgt.	20.2.2008	20.2.2010
8.	Gulshan Sachdeva	Lecturer (re-designated Asstt. Prof.)	Industrial Engg. & Mgt.	27.2.2008	27.2.2010
9.	Poonam Jindal	Lecturer (re-designated Asstt. Prof.)	ECE	1.2.2008	1.2.2010
10.	Virender Ranga	Lecturer (re-designated Asstt. Prof.)	Computer Engg.	20.3.2008	20.3.2010

11.	Priyanka Ahlawat	Lecturer (re-designated Asstt. Prof.)	Information Technology	28.1.2008(AN)	29.1.2010
12.	Mohit Dua	Lecturer (re-designated Asstt. Prof.)	Information Technology	31.1.2008	31.1.2010
13.	Ritu Garg	Lecturer (re-designated Asstt. Prof.)	Information Technology	21.2.2008	21.2.2010
14.	Prakash Chand	Lecturer (re-designated Asstt. Prof.)	Physics	29.1.2008	29.1.2010
15.	Anurag Gaur	Lecturer (re-designated Asstt. Prof.)	Physics	29.1.2008	29.1.2010
16.	Sarasvati Yadav	Lecturer (re-designated Asstt. Prof.)	Maths.	31.3.2008	31.3.2010

As there were clear vacant posts of Professor, Assistant Professors and Lecturers in above Departments, they were placed on probation for a period of 2 years as per rules of the Institute. They have completed their probationary period successfully and are due for confirmation on the posts of Professor, Assistant Professors (designated Associate Professors) and Lecturers (re-designated Assistant Professors) on the dates as mentioned above against each.

ACRs and Special Confidential Reports on work and conduct of above Professor, Assistant Professors (designated Associate Professors) and Lecturers (re-designated Assistant Professors) are satisfactory.

It is recommended that the above mentioned Professor, Assistant Professors (designated Associate Professors) and Lecturers (re-designated Assistant Professors) may be confirmed from the dates indicated against their names.

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

Item 21.16 To consider adoption of existing Stores & Purchase Rules for National Institute of Technology, Kurukshetra after implementation of the first Statutes of NITs.

On conversion of the Regional Engineering College to National Institute of Technology, Kurukshetra the Comprehensive Stores & Purchase Rules of the Institute were framed in November, 2004. Thereafter on implementation of NITs Act in June, 2007, some amendments in these Rules were made in August, 2008 as per decision taken by Finance Committee in its 13th meeting held on 29.03.2008 and ratified by the BOG in the meeting held on 20.1.2009 and another amendment made in Dec. 2009 as per decision taken by Finance Committee in the meeting held on 3.11.2009 and ratified by the BOG in its meeting held on 29.12.2009. These amendments were incorporated in the existing Rules.

Now on implementation of the First Statutes of NITs, the Board of Governors has been constituted afresh. It is proposed that the existing Comprehensive Stores & Purchase Rules of the Institute may be adopted as the same are prepared on the basis of the Stores & Purchase Rules of IIT Delhi and further amended as per GFR 2005 (Chapter 6&7) forwarded by MHRD, New Delhi. The said Rules are placed before the Board of Governors as Appendix - XI from page 115 to 125

The BOG may consider and decide for adoption of existing Comprehensive Stores & Purchase Rules of the Institute.

**COMPREHENSIVE STORES AND PURCHASE RULES FOR PURCHASES
FROM INSTITUTE NON-RECURRING & RECURRING FUNDS AND FUNDS
OF SPONSORED/CONSULTANCY PROJECTS.**

1. PREAMBLE

These rules for purchase and accounting of equipment/consumable for Departments/Centres/Sponsored/Consultancy Project/Laboratories have been framed in order to provide a conducive working environment to promote excellence expected from Institute so that the procurement of the needed equipment/stores is done in time and without procedural wrangles. These rules also contain details of accounting, maintenance of records, write off and disposal of stores/equipments.

2. ABBREVIATIONS AND DEFINITIONS:

A/Cs	-	Accounts Section
BOG	-	Board of Governors
CFA	-	Competent Financial Authority
CS	-	Consumable Stores
Chairman	-	Head of the Deptt./Centre
Faculty	-	Academic Staff
Indent	-	Indent as raised by the Indentor
MAS	-	Major Assets (Non-Consumable Stores)
MIA	-	Minor Assets (Non-Consumable Stores)
PFC	-	Purchase Finalization Committee
PI	-	Principal Investigator of Sponsored/Consultancy Project
PR	-	Purchase Requisition as raised by Indentor
PO	-	Purchase Order as raised for supply
Stores Officer	-	Officer-In-Charge of Stores and Purchase Section
SPS	-	Stores and Purchase Section

2.1 DEFINITIONS

- 2.1.1 The definitions in this section should be interpreted in the context of this document only.

Department: Department shall imply Department/Inter-Disciplinary Program/Centre/Central Facility/Unit or any entity in the Institute which has a separately allocated budget.

Project: Project shall mean any sponsored, consultancy project or any other activity which has a valid project sanctioned through the Institute.

Principal Investigator: Any faculty of the Institute, whose name is recorded as a Project Investigator in the records pertaining to the project. At any point in time only the first named Project Investigator in the records of the Project will be identified as the Principal Investigator for operational purpose (e.g. exercise of financial powers)

Indenter: Any faculty/officer who raises the indent.

Supplier: A supplier refers to the company/vendor/dealer/agent/individual from whom the Institute may purchase goods or services.

Temporary Advance: It is an advance which can be taken to meet contingent expenses on MAS/MIA/CS/Miscellaneous items. This should normally be taken from the appropriate budget head.

Imprest: It is a rolling advance which is taken to meet day to day contingent expenditure of minor nature.

3. CLASSIFICATION OF STORES

- 3.1 All stores procured shall be classified into three categories viz. MAS-Major Assets (Non-Consumable Stores), MIA- Minor Assets (Non-Consumable Stores) and CS-Consumable Stores.

- 3.2 **Major Assets (MAS)** - Stores satisfying any one of the following conditions shall be classified as Major Assets:

- i) Stores which are intended to be used over prolonged periods (more than 5 years) before becoming unusable or obsolete and costing above Rs. 10,000/-
- ii) Wooden, Steel Furniture and Office Equipments.

Example: The example are indicative and not exhaustive. Plants, machinery instruments, printers, motors, assembled instruments, fabricated equipments.

3.3 Minor Assets (MIA) – Stores satisfying any one of the following conditions shall be classified as Minor Assets:

- i) Stores Costing any amount and having useful life of less than five years, which lose rapidly their value/relevance with the lapse of time or have very little or negligible disposal value.
- ii) Stores which can be upgraded either by replacing components/parts or which can be rendered obsolete by the release of new versions or editions.
- iii) Stores which are intended to be used over prolonged periods and costing less than Rs.10,000/-

Example: Personal Computers (PCs), computer accessories, software.

3.4 Consumable Stores (CS): Stores satisfying any of the following conditions shall be classified as Consumable Stores.

- i) Stores which exhaust with the lapse of time.
- ii) Stores which are rendered unusable due to normal wear and tear.
- iii) Stores which have negligible disposal value.
- iv) Spares of equipment etc.

Example : Chemicals, Stationery items, printer ribbons and cartridges, floppies, CD-ROMS, magnetic tape, electronic component like resistors, capacitors, connectors, electrical wires, plugs, switches, tool bits, hand tools, wood, plywood, cement, bricks and pipes etc.

4. COMPETENT FINANCIAL AUTHORITY

4.1 Purchase of Stores and Service

CFA	Individual Item Costing (Rs.)
Chairman/Indentor	upto 5,00,000/-
Dean (P&D)	upto 25,00,000/-
Director	above 25,00,000/-

4.2 Write –off and Disposal of Stores

CFA	Items Costing
DIRECTOR To write off irrecoverable losses. To write off irrecoverable value of store items lost or rendered unserviceable due to normal wear & tear or obsolete.	Rs. 10,000/- Rs. 25,000/-
Board of Governor	Beyond above Limits

Amendment made in FC meeting held on 3.11.2009 vide Item No. 17.5
and ratified by Board in the meeting held on 29.12.2009 vide item No. 19.7

5. GENERAL PROCEDURE AND RULES FOR ALL PURCHASES

5.1 Purchase/ upgradation/exchange of equipment, components, minor furnishing, office equipment, consumables, Stationery, hiring of services/annual maintenance contracts etc. shall be effected through the following systems of purchase except where stated otherwise. This shall be applicable to all purchases through the recurring/non recurring budget heads and through funds received for sponsored/consultancy projects, except out of funds earmarked for new construction works.

- i) Petty Purchase
- ii) Purchase through Purchase Committee
- iii) Purchase through Quotations/Tenders, Rate Contract and Sole manufacturer or his authorized dealer.
- iv) Foreign Purchase.

SYSTEM OF PURCHASES

5.2 Petty Purchases

An Indentor may make purchases upto a ceiling Rs.15,000/- per item at one time after ensuring the reasonability of prices. The purchase may be effected either through a permanent imprest held in the name of the Indentor or through a temporary advance upto Rs.15,000/- that may be specifically drawn for the purchase in the name of Indentor or through credit after obtaining the approval of the CFA.

5.3 Purchases Through Committee

The purchases through Purchase Committee consisting of three members of an appropriate level may be made with the approval of Dean (P&D) for a total value upto Rs.3,00,000/- per item. Justification to effect the purchase through Purchase Committee should be furnished by the Indentors in their proposals. In order to ensure reasonability of the prices the committee will obtain quotations from reliable suppliers. If necessary the committee may draw advance upto Rs.50,000/- for making cash purchases.

Large purchases should not be split into smaller lots.

5.4 Purchase Through Quotations/Tenders

Purchase of individual item upto Rs.25 Lakh will be made through Quotations. The purchases with estimated value beyond Rs.25 Lakh per item shall be made by inviting Tenders through press. Advertisement in such case should be given in one National daily having wide circulation and one Local Newspaper. The Tender will be published on the web site of the Institute and Institute web site address will be given in the advertisement. In case of global Tenders the advertisement will be given in Indian Trade Journal, Kolkata also.

The tenders will be obtained in two parts,

- (a) Technical Bid consisting of technical details alongwith commercial terms and conditions.
- (b) Financial Bid indicating price for the items mentioned in the Technical Bid.

The tenders/quotations received after due date and time shall not be considered.

The bidders shall furnish the Earnest Money alongwith their tenders @ 2 to 5% of the estimated value of the goods to be procured in form of Account Payee Demand Draft, Fixed Deposit Receipt, Bankers Cheque or Bank Guarantee from any of Commercial Banks. The Earnest Money will remain valid for a period of 45 days beyond the final bid validity period.

The successful bidder will furnish Performance Security @ 5 to 10 % of the value of Purchase Order in form of Account Payee Demand Draft, Fixed Deposit Receipt, Bankers Cheque or Bank Guarantee from any of Commercial Banks. The Performance Security will remain valid for a period of 60 days beyond the date of completion of contractual obligations of the suppliers including warranty obligations.

5.4.1 Departmental Purchase Committee

A Departmental Committee constituted by the Indentor will discuss points considered relevant and finalize the specifications of item(s) before the purchase proposal is moved by the Indentor

The purchases beyond the purchasing powers of the Indentors shall be recommended by the Departmental Purchase Committee for approval of CFA.

The purchases within the purchasing powers of the Indentors shall be finalized by the Departmental Committee of atleast three members and approved by the Indentor. However the purchases shall be subject to pre-checking by the SPS.

5.4.2 Purchase Finalization Committee (PFC)

The composition of the Purchase Finalization Committee will be as under:

- i) Chairperson (To be nominated by Director)
- ii) One expert (To be nominated by the Indentor)
- iii) Indentor (Concerned faculty/PI/Officer)
- iv) Deputy Registrar (Accounts)
- v) Stores Officer

5.4.3 Functions of Purchase Finalization Committee (PFC)

The purchases beyond the purchasing powers of Indentors will be finalized and recommended after deliberations by PFC for approval of CFA. On approval of the recommendations of PFC by CFA, the Purchase Order will be placed by SPS.

5.4.4 Processing of Quotations

The Indentors shall issue an Indent (Purchase Requisition) for every purchase above Rs.15,000/- per item on prescribed form for approval of Director/Dean (P&D) before any purchase action is taken.

Quotations may be invited or received either through post/courier service by the departments or SPS from the firms depending upon the purchase powers. A copy of all enquiry letters will be displayed on the Notice Board. The requirements of costly equipments may also be displayed on Institute website. Thereafter, on the due date/time the individual quotations invited by departments shall be opened in the presence of two members of department and a representative of Stores Officer. The tenders/Quotations invited by SPS shall be opened on due date & time by Stores Officer, a member of Department not below the rank of Lecturer and one Officer working in section not below the rank of Group 'B'. All the quotations will be signed by the officials present at the time of opening. A comparative statement shall be prepared either by the Indentor or the SPS as the case may be. The accepted prices will be ringed (circled) in ink on the comparative statement. Also a justification for the particular choice i.e. being the lowest price or on technical grounds should be recorded on the quotations and comparative statement. The comparative statement along with quotations for the purchases beyond the powers of Indentors will be submitted to PFC for necessary recommendations through SPS.

Normally, the purchase shall be approved on the basis of atleast three quotations. However, the Director can relax this condition on sufficient grounds on the recommendations of the PFC. In case of tenders there shall be no limitation in respect of the minimum number of tenders received. As regards proprietary items, the item may be procured from the proprietary source on the basis of a single quotation after certification of the proprietary nature of the item by the Indentor.

A repeat order may be placed within four months from the date of receipt of material of first order subject to the condition that there should be no change in the rates as well as terms and conditions of the supply and not more than two repeat orders should be placed.

The Institute may award rate contracts for the supply of Goods or Services on the basis of Tenders or Quotations.

Goods or services may be procured against DGS&D or Institute Rate Contract without calling for quotations.

5.5 PURCHASE OF MEDICINES

Medicines may be purchased from the manufacturers or their sales Depots, authorized distributors/stockists or agents at Hospital/Institutional Rates. Where Hospital/Institutional Rates do not exist or are not applicable for sale the purchase may be made at wholesale rates.

5.6 FOREIGN PURCHASES

The purchase of items may be made from outside India against the registration with Ministry of Science & Technology Deptt. of Scientific & Industrial Research (DSIR) New Delhi, all the rules and procedures laid down in para 5 shall apply. The procedure of processing subsequent to receipt of goods shall be the same as that for purchases of indigenous stores.

5.7 CUSTOM AND EXCISE DUTY EXEMPTION

The Institute is exempted from payment of custom and excise duty on items mentioned in notification No. 51/96 dated 23rd July, 1996 and 10/97 dated 1st March, 1997 respectively. SPS shall issue the custom and excise duty exemption certificates on submission of the proposal to SPS.

Description of items exempted from payment of custom & excise duty.

- a) Scientific and technical instruments, apparatus, equipment (including computers);
- b) Accessories, spare parts and consumables thereof;
- c) Computer software, CD-ROM, recorded magnetic tapes, microfilms, microfiches.

6. DISCREPANCY IN SUPPLY

- 6.1** Where stores supplied are found not acceptable due to damage in transit, wrong supply and are consequently rejected, the department concerned or SPS shall immediately notify such rejection specifying the grounds on which such rejection has been made to the supplier directly depending upon who initiated the purchase and take necessary action for getting the items as the specification of the Supply Order.
- 6.2 In case of IMPORTS the following will apply:**
- 6.2.1** Where stores are found partially defective and are considered to be capable of being rectified at the department or in the Workshops of the Institute, the particulars thereof shall be notified to the SPS at an early date specifying the exact nature of the defect and the estimated cost of repair/rectification. Extra expenditure, if any, in this regard shall be borne by the supplier for which necessary intimation shall be given to the supplier by the SPS.
- 6.2.2** When stores are found defective and it is considered necessary to have them repaired at the site under arrangement made by the supplier, particulars of such defects shall also be notified to the SPS at an early date specifying the exact nature of defect.
- 6.2.3** Where stores are found defective and it is necessary to have the defects rectified by returning the articles to the supplier, the particulars thereof shall also be notified to the SPS immediately specifying the exact nature of the defect.
- 6.2.4** In all such cases indicated above, the SPS shall report the discrepancy to the supplier concerned and ask for immediate action. Copies of such reports shall also be endorsed to the Department concerned.
- 6.2.5** Where packages of containers have been found damaged, broken and where such damages and breakages are attributable to handling in transit a claim shall be lodged with the transport agency immediately by the SPS on the basis of a certificate on shortage/damages granted by the railway and intimation should be sent to the supplier concerned and the Indentor.
- 6.2.6** Notwithstanding anything contained herein, where a consignment is covered by insurance in transit and where defects/damages or breakages are attributable to handling in transit, appropriate claims for compensation shall be lodged by the SPS with the under-writers concerned additionally.
- 6.2.7** In case of the stores being rejected outright, these should be returned by the departments to the Stores Purchase Section duly packed, who shall return such rejected stores to the Supplier promptly.

- 6.2.8** Where stores and equipment, partially or fully paid are found defective or otherwise rejectable the firms should be asked by the SPS to replace or to rectify the stores under their own arrangement and at their own cost at site. All expenditure for repair or replacement of defective stores supplied shall be borne by the Supplier.

7. The role of the SPS is envisaged to be as follows:

- 7.1** Processing of foreign Purchases.
- 7.2** Maintaining approved panel of suppliers, for purchases through quotations/press in consultation with the Departments.
- 7.3** The Process for invitation of quotations by post or tender through press as per financial limits.
- 7.4** Processing of all items such as stationery items for Institute and liveries etc. and their subsequent issue.
- 7.5** Conducting stock verification;
- 7.6** Issue of exemption certificates e.g. custom duty, excise duty, sales tax etc.
- 7.7** Any other function assigned by the competent authority.

8. MAINTENANCE OF RECORDS:

A record of all purchases including the purchases through project funds shall be maintained by the concerned Deptt./Sec. in the MAS category, shall be recorded in the major assets register and the MIA category in the minor assets register. For consumable stores, an issue record shall be maintained at the department level. Proper care needs to be taken by the Deptt./Sec. to monitor the consumption of consumable stores. Two Stock Registers one each for MAS and MIA shall also be maintained at the department/sectional level. The first page of Stock register should have the signatures of the Head of Deptt./Sec. certifying the total number of pages, number of entries and the total value of assets in MAS & MIA categories separately.

In summary the following records need to be maintained:

Department

- i) Stock Register for consumables
- ii) Stock Register for Assets (MAS & MIA)

Estate Section

- i) Asset Register for assets of Institute (MAS & MIA)
- ii) Asset Register for any free aids/gifts received.

8.1 PROCESSING OF DOCUMENTS

8.1.1 Consumable Stores:

On receipt of Stores, the concerned Deptt./Sec. should get the stock entry made in the Consumable Register and put a pass order on cash memos/Bills and first copy of the Cash Memos/Bills will be sent to A/Cs for payment/adjustment purpose. The second copy will be kept in the respective Deptt. for records.

8.1.2 Major & Minor Assets

On receipt of the Stores of MAS & MIA Category the Deptt./Sec. shall get the Stock entry made in the MAS/MIA Stock Register and put a pass order on Cash memos/Bills. The first copy of the cash memo/bill will be sent to A/Cs. for payment/adjustment purpose and second copy be kept in respective Deptt./Sec. for record. The intimation of the receipt of assets will be sent to Estate Section for maintenance of Assets Register.

All original documents relating to any such purchases including call for inquiries, reports of purchase committees, sanction notes, purchase orders, invoice/bill delivery challans, inspection report etc. shall remain in department or SPS depending on who initiated the purchase. These records/documents will be maintained for such period as stipulated by the Institute.

8.2 Stock Verification

The stock verification of all items on the various stock registers of the departments/section shall be conducted biennial through SPS.

8.3 Write-off and Disposal

- 8.3.1 The departments shall constitute a Stores Survey and Disposal Committee of not less than three members. This Committee shall survey the MAS and MIA stores and recommend write-off for items which are not usable and serviceable. The Committee shall record the reasons for recommending write-off. The departments shall forward the report to SPS for obtaining the approval of CFA and write-off from the Registers.

8.3.2 Actual physical disposal of items which have been written off or are of no value will be done by the Department only after approval from the CFA. The SPS shall issue a notification in this regard. The SPS shall maintain a list of the registered vendors (Kabaries)/Prospective users for this purpose. However, department can include more vendors to the vendors list. The Survey and Disposal Committee shall record reasons for selecting the vendors to whom the items are sold.

8.4 Upgradation of Assets

In case of upgradation or purchase of assets under buy back arrangement, the old asset which has been upgraded or exchanged will be treated as written-off i.e. its value will be written-off from the records. The upgraded new assets will be entered in records. In case of upgradation, the sum of cost of old asset and the differential cost paid, will be considered as cost of the upgraded asset, however in case of buy back the sum of the disposal value of the old asset and the differential cost paid will be considered as cost of the new asset.

8.5 Transfer of Stores

Transfer of stores within the Institute from one department to another may be done with the approval of Dean (P&D) through a transfer voucher under intimation to the Estate Section in case of MAS/MIA.

9. Implementation of Rules:

The GFR – 2005 and Manual on Policies and Procedures for purchase of goods of Government of India shall be the guidelines for implementation of these Rules.

10. Interpretation of Rules:

10.1 The authority to Interpret these rules shall rest with the Director.

10.2 Any of these rules can be amended from time to time by the competent authority.

Item 21.17 To consider matter regarding return of some items issued to Sh. C.B. Mathur, Ex-Chairman, Board of Governors, NIT, Kurukshetra.

Sh. C.B. Mathur, Ex-Chairman, Board of Governors, NIT, Kurukshetra was functioning from his residence/Camp Office at Jaipur (Rajasthan). The following items were issued for his Camp Office at Jaipur:-

1. 1.5 Ton, Split type Carrier Make AC	01 No.
2. 5 KVA Stabilizer	01 No.
3. Fax Machine (Panasonic) Model No. KXFL402CX	01 No.
4. HP Laptop NX-7010	01 No.
5. HP Color LaserJet 2840 All In one	01 No.
6. Kingston Pen Drive (2 GB)	01 No.
7. Mobile Set of NOKIA, Model No. 9300.	01 No.

Unfortunately Sh. C.B. Mathur, Ex-Chairman of the Board of Governors suddenly passed away on 29th September, 2008 during his visit to Kurukshetra.

The Registrar alongwith Sh. Devender Singh, Clerk visited Jaipur on 22nd and 23rd December, 2008 to collect the items issued by the Institute from the residence of Sh. C.B. Mathur. Dr. Ajay Mathur son of Sh. C.B. Mathur handed over the following items on 23rd December, 2008:-

1. 1.5 Ton, Split type Carrier Make AC	01 No.
2. 5 KVA Stabilizer	01 No.
3. HP Laptop NX-7010	01 No.
4. HP Color LaserJet 2840 All In one	01 No.

The Kingston Pen Drive is a consumable item and of very less amount.

Dr. Ajay Mathur intimated as under regarding remaining two items:-

1. That the Fax Machine will be handed over lateron.
2. The Mobile Set has gone bad and lived its life.

In the meantime four letters were dropped to Dr. A.K. Mathur son of late Sh. C.B. Mathur on 31.3.2009, 5.5.2009, 1.10.2009 and 4.2.2010 with a request to return the fax machine but the said machine is yet to be returned by the family of Late Sh. C.B. Mathur. The cost of the fax machine is Rs. 12,800 and that of mobile set is Rs. 26500/-.

The Board may consider and decide the matter.

Item: 21.18 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 18.05.2009. 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.

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 the code of Conduct for the employees of the Institute which are enclosed as Appendix-XII from page 13 to 142.

An item No. 19.42 was also placed before the Board of Governors in its 19th Meeting held on 29.12.2009. The Board decided as under:-

“The Board deferred this item to the next meeting of the Board”

In view of the above decision of the Board, the matter is again placed before the Board for consideration and decision.

The Board may consider and decide.

APPENDIX-XIII

**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 |

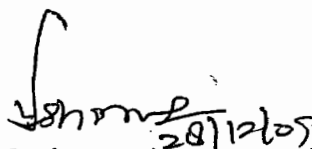
The Committee was requested to make recommendations on the following issues:

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

**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:
"The Director" in the case of all 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.

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

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 VALUEABLE 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.

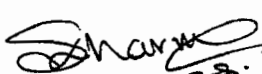
Board of Governors: In the case of other member of the staff.

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.

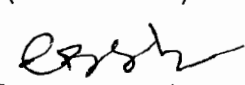

(S.K.Sharma)


(RPS Lohchab)


(H.K.Sharma)


(S.K.Mahna)


DIRECTOR


(G.R.Samantaray)

Item: 21/19 To consider engagement of Contractual staff for the Construction Cell at NIT, Kurukshetra.

Since the inception of REC Kurukshetra, PWD (B&R), Haryana was executing all the construction works of the college. Due to poor performance with respect to quality of construction, delaying of projects, all the construction works were shifted to M/s National Building Construction Co. in the year 2001. The performance of M/s NBCC was also not satisfactory. The Institute constituted a High Power Committee under the Chairmanship of worthy Director, which met on 21.11.06 and discussed the various issues relating to the construction and felt that all the executing agencies are almost similar and construction cell seems to be a better option to carry out the timely completion of the projects.

On the recommendation of the High Power Committee own Construction Cell was established in the Institute with approval of the BOG accorded in its 12th meeting held 25.04.2007 (agenda item 12.34). The decision of BOG is reproduced as under:-

"The Board decided that only minimum required staff to supervise the Construction Cell such as XEN/Consultant (Civil) and other supporting staff may be engaged and their salary may be charged against non-plan funds. The Board further decided to simultaneously engage CPWD for carrying out big construction works, better construction quality & supervision and timely utilization of funds received from Govt. of India etc. The number of works to be given to the CPWD may be decided by the Director keeping in view the quantum of construction works".

Further the matter regarding the staff requirement for own Construction Cell in the Institute was placed in 13th BOG meeting held on 24.01.2008 vide Item No. 13.30. the BOG decided as under:-

"The Board decided that the positions for the Institute Construction Cell as mentioned in the Agenda Item 13.30 may be filled up on contract basis. Preferably the retired persons may be engaged on consolidated salary to be decided by the Director from time to time. The technical persons may be designated

as Consultant/Executive Engineer (Retd.), Consultant/Asstt. Engineers and Consultant/Junior Engineers etc. the consolidated salary of the said contractual staff may be met from the cost of the projects/works undertaken by the Construction Cell".

The staff requirement for the Construction Cell was reviewed on the basis of various construction works and the item was put up before the 14th BOG meeting vide Item no. 14.46 held on 20.01.2009. The BOG resolved as under:-

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

Accordingly, the matter was placed before the 15th Finance Committee meeting vide Item no. 15.20 held on 21.2.2009 and Finance Committee recommended to the Board that the staff for own Construction Cell in the Institution be approved as per Agenda Item.

The recommendations of the Finance Committee was ratified by the BOG, NIT, Kurukshetra in its meeting held on 18.05.2009.

At present the Construction Cell of the Institute is dealing with various major works like construction of Mega Boys Hostel, the work of which has already been started recently and require lot of supervision/quality control/execution/preparation of bills/day to day maintaining site reports etc. Also the other works are under progress such as:-

Sr.No.	Name of Work	Estimated Cost (Rs.)
1.	Construction of Girls Hostel at NIT, Kurukshetra	948.35 lacs
2.	Construction of MBA/MCA at NIT, Kurukshetra	526.30 lacs
3.	Construction of Extension of Guest House at NIT, KKR.	181.27 lacs
4.	Construction of Boundary Wall & Hume pipe of Girls Hostel at NIT, Kurukshetra.	14.54 lacs
5.	Construction of Mega Boys Hostel 1000 capacity at NIT, Kurukshetra.	4711.00 lacs
6.	Construction of Boundary Wall Hostel No. 1 & 2 at NIT, Kurukshetra.	25.95 lacs

Further the work of construction of staff housing, extension of health centre and various others works approved by the B & WC and BOG are to be started shortly but due to shortage of staff the tendering work is not being finalized. In view of the above, the BOG may approve the engagement of staff in Construction Cell as already approved by BOG in its 15th meeting held on 18.05.2009 as mentioned below. As already mentioned the additional staff is very much essentially required due to increase in work load on account of various construction activities.

Requirement of staff for Construction Cell

Sr. No.	Name of Post	Staff strength required	Staff strength already employed from time to time	Staff strength required to be employed
1.	Executive Engineer	01	01	-
2.	Asstt. Engineer (Civil)	02	01	01
3.	Asstt. Engineer (Elect.)	01	01	-
4.	Junior Engineer	04	02	02
5.	Head Clerk	01	01	-
6.	Accountant	01	01	-
7.	Computer Operator	01	01	-
8.	Mortar Mate	03	02	01
Additional Requirement of Staff				
1.	Draftsman	01	-	01
2.	Peon	01	-	01

As already decided by the BOG, consolidated salary of the contractual staff will be met from the cost of the projects/works under taken/being under taken by the Construction Cell.

The matter is placed before BOG for consideration and decision.

Item 21.20 To consider anomalies in the Scheme of Revision of Pay Scales in respect of teachers and other staff.

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

Accordingly 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 were 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. The matter was placed before the Board of Governors of the Institute in 19th meeting held on 29.12.2009 through agenda item 19.33. The Board decided as under:-

"As recommended by the High Level Committee constituted at Institute level to examine the anomalies arising out of the pay fixation of faculty, the board decided that incumbent Assistant Professors on 1.1.2006 be provisionally designated as Associate Professors and placed in the PB-4 with AGP of Rs. 9000/- w.e.f. 1.1.2006 and their pay be provisionally fixed as per pay fixation formula of 6th CPC. This be also followed for the Assistant Professors appointed between 1.1.2006 and 18.8.2009 from their date of joining itself. The decision taken under this agenda item shall be reviewed after final decision is taken in the matter.

The Board further decided that other anomalies be examined by the Standing Committee of the Board."

The comments on the above decision of the Board were received from Sh. Navin Soi, Director (F). IFD, MHRD, New Delhi and from Sh. C.P. Bansal, Associate Professor, Elect. Engg. Deptt., the faculty member on the BOG. Copies of their letters are enclosed as Appendix-~~XIV~~ pages ~~148~~ to ~~149~~.

A Committee has been constituted by the Govt. of India, MHRD vide letter No. F.24-1/2010-TS.II dated 2.3.2010 (copy enclosed as Appendix XV page 150) for looking into the issues and other anomalies arising out of the revision of the pay etc. of the faculty members of NITs on the recommendations 6th Central Pay Commission.

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

AT. KURUKSHETRA

- 148 -

No. 606 Date 21/11/2010

APPENDIX-XIV

F.No.3-3/2009-IFD
Government of India
Ministry of Human Resource Development
Department of Higher Education

Dated: 15.1.2010.

To

The Director
National Institute of Technology
Kurukshetra-136119
Haryana.
(Fax.01744-238050), 238494)

Subject:- Minutes of the 19th meeting of the Board of Governors held on 29.12.2009

Please refer to the minutes of the 19th meeting of the Board of Governors held on 29th December, 2009 in the Senate Hall of the Institute. In this connection my observations are as under:-

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.

In this connection it is recollected that in the meeting I had pointed out that since the scales in NITs are as per UGC norms. Accordingly the qualifications/age required for recruitment as faculty should also be brought at par with the UGC norms. However, keeping in view the fact that NITs are institutes of national importance it is further suggested that wherever necessary, better qualifications could be prescribed.

19.33: To consider anomalies in the Scheme of Revision of pay scales in respect of teachers and other staff.

In this connection it is recollected that I had pointed out that the procedure adopted by some of the NITs for granting pay in PB 4 with AGP of Rs.9000 for those Assistant Professors joined on or after 1.1.2006 in the pre-revised scale of Rs.12000-18300 is not correct and minimum 3 years service in the pre-revised scale of Rs.12000-18300 or PB 3 with AGP of Rs.8000 would be necessary before the faculty is placed in PB 4 with AGP of Rs.9000. The Board had decided that the matter may be examined by the Standing Committee of the Board.

It will, therefore, not be appropriate to implement the recommendations of the High Level Committee and its recommendations should be placed before the Standing Committee of the Board and the matter thereafter be discussed in the next Board meeting.

It is, therefore, recommended that the minutes be amended and further action should also be taken accordingly.

Yours faithfully,

Navin Soi
(Navin Soi)
Director (F)

Put up urgently

21/11

for

Please refer to letter no NITK/BOG 1342/112-11,
dttd 7.1.10, as regards, item No 19.33, The
decision looks to be in violation of MHRD
letter NO FNO-23-1/2008-TS II ^{dttd 18.8.09} & Govt of India
letter NO 1-32/2006-U II /U I (1) dttd 31/12/08
which clearly states that an Assistant Professor
shall remain in AGP of Rs 8000 in PB-3 for
Three years before moving to PB-4 in
AGP of Rs 9000. Hence the decision taken
in the said item cannot be implemented.
This is for the kind consideration
of members of BOG.

Sh. R.P.S. Lohchab

Registrar-Cum-Sec.
BOG, NITK.

C.P. Bannal
22/1/10

PR 22/1/10

PA

No.F. 24-1/2010-TS.II
Government of India
Ministry of Human Resource Development
Department of Higher Education

APPENDIX-XV

New Delhi, the 2nd March, 2010

ORDER

Subject : Revision of pay etc. of faculty members of NITs on the recommendations of the 6th CPC - setting up of a Committee for removal of anomalies arising thereof- regarding.

In the meeting of Directors of National Institutes of Technology (NITs) with Secretary (HE) held at this Ministry on 8th February, 2010, a decision was taken to constitute a committee for looking into the issues and other anomalies arising out of the revision of pay etc of the faculty members of NITs on the recommendations of the 6th Central Pay Commission. Accordingly, the committee is constituted with the following:-

- | | | |
|------|---|----------|
| i) | Prof. Sunil Kumar Sarangi, Director, NIT-Rourkela | Chairman |
| ii) | Prof. P.K. Bose, Director, NIT-Agartala. | Member |
| iii) | Dr. MoIn Uddin, Director, Dr B R Ambedkar National Institute of Technology, Jalandhar | Member |
| iv) | Dr. G.R.C. Reddy, Director, NIT-Calicut. | Member |
| v) | Smt. Pratima Dikshit, Director, Department of Higher Education, MHRD, Shastri Bhawan, New Delhi | Member |
| vi) | Shri Navin Sol, Director (Finance), Department of Higher Education, MHRD, Shastri Bhawan, New Delhi | Member |

Terms of reference

1. The broad terms of reference of the Committee is to examine the various issues / anomalies arising out of the revision of pay etc of the faculty members of NITs on the recommendations of the 6th Central Pay Commission and to suggest the ways and means to remove these anomalies.
2. The Committee may meet as often as necessary and determine its own process and methodology for its functioning.
3. The Committee may submit its recommendations within a period of one month


(N. Mohan Das)
Deputy Educational Advisor (T)

To

- i) AS (HE)/S & F/JS(DL/T)
- ii) Director (TC)/ Director (Finance)/DS (PAE)
- iii) Prof. Sunil Kumar Sarangi, Director, National Institute of Technology, Rourkera-769 008 (Orissa)
- iv) Prof. P.K. Bose, Director, National Institute of Technology, Agartala -799 055 (Tripura)
- v) Dr. MoIn Uddin, Director, Dr B R Ambedkar National Institute of Technology, Jalandhar-144 001.
- vi) Dr. G.R.C. Reddy, Director, National Institute of Technology, Calicut-673 601 (Kerala).
- vii) Directors of all other NITs

Copy for information to :-

- i) PSO to Secretary (HE)

Item: 21.21 To ratify the action taken by the Hon'ble Chairperson BOG in approving the terms and conditions of the recruitment and appointment for the post Assistant Executive Engineer (Civil & Electrical) on Contract basis.

The Board of Governors in its 19th meeting held on 29.12.2009 under Agenda Item No. 19.31 decided as under:-

- i) The status-quo in these two cases cannot be further allowed in view of the MHRD letter dated 19.11.2008 and 28.07.2009 as referred to in the agenda item. Accordingly the posts of Asstt. Engineer (Civil) and Asstt. Engineer (Elect.) be downgraded to those of Junior Engineer (Civil) and Junior Engineer (Elect.) respectively and both the incumbents be reverted back to their substantive posts of Junior Engineer (Civil) and Junior Engineer (Elect.)
- ii) The Board decided to crate one post of Assistant Executive Engineer (Civil) and one post of Assistant Executive Engineer (Elect.) of proper Govt. pay scale. Qualified officers be appointed on contract basis under Clause 28(2) of the Status through walk-in-interview and all issues relating to filling up these two posts on contract basis be decided by the Hon'ble Chairperson, BOG so that various ongoing construction activities may continue smoothly as per rules.

Further, the Standing Committee of the Institute in its 2nd Meeting held on 28.01.2010 deliberated as under:-

- i) As decided by the Board of Governors in its 19th Meeting held on 29.12.2009 under agenda item 19.31 the posts of Asstt. Engineer (Civil) and Asstt. Engineer (Elect.) be downgraded to those of Junior Engineer (Civil) and Junior Engineer (Elect.) respectively, and both the incumbents be reverted back to their substantive posts of Junior Engineer (Civil) and Junior Engineer (Elect.).
- ii) As per decision taken by the Board of Governors one post of Assistant Executive Engineer (Civil) and one post of Assistant Executive Engineer (Elect.) be created. The qualified officers be appointed on contract basis against these two posts for a period of 06 months through walk-in-interview under clause 28(2) of the Statues so that various ongoing construction activities may continue smoothly as per rules.
- iii) As decided by the Board of Governors proposal relating to qualifications & pay scale required for these posts and constitution of the adhoc Selection Committee may be submitted to the Hon'ble Chairperson, Board of Governors for his approval.

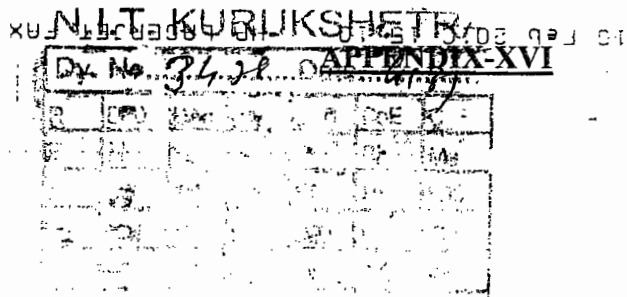
In view of the above decisions a proposal was submitted to the Hon'ble Chairperson BOG for approving the qualifications, pay scales and constitution of adhoc Selection Committee required for the recruitment of Asstt. Executive Engineer (Civil & Elect.) on contract basis for a period of six months through walk-in-interview under clause-28 (2) for the Statutes. The Hon'ble Chairperson BOG vide his orders dated 16.02.2010 approved the qualification, experience, pay scales and constitution of the selection committee. A copy of the approval is enclosed as appendix XVI from page 153 to 155

A walk-in-interview for the recruitment of said posts was conducted on 27.02.2010 and the following candidates were selected as mentioned against each:-

- | | | |
|----|------------------|------------------------------------|
| 1. | Sh. S.N. Kaushik | Asstt. Executive Engineer (Civil) |
| 2. | Sh. D.K. Kaushik | Asstt. Executive Engineer (Elect.) |

The minutes of the Selection Committee were got approved from the Hon'ble Chairperson BOG on 02.03.2010 and the above persons have been engaged on contract basis for a period of six months or till further orders whichever is earlier in the pay scale of Rs. 15,600-39100+5400. A copy of the approval is enclosed as appendix XVII on page 156

The Board may ratify the action taken by the Hon'ble Chairperson BOG for approving the terms and conditions of the recruitment as well as appointment of above persons against the posts of Asstt. Executive Engineer (Civil) & Asstt. Executive Engineer (Elect.).



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

No. Gen.-I/ 932

Dated: 16.02.2010

Subject: - Recruitment of Assistant Executive Engineer (Civil & Electrical) on Contract Basis.

Sir,

The Board of Governors in its 19th meeting held on 29.12.2009 under Agenda Item 19.31 decided as under: -

- i) The status-quo in these two cases cannot be further allowed in view of the MHRD letter dated 19.11.2008 and 28.07.2009 as referred to in the agenda item. Accordingly the posts of Asstt. Engineer (Civil) and Asstt. Engineer (Elect.) be downgraded to those of Junior Engineer (Civil) and Junior Engineer (Elect.) respectively and both the incumbents be reverted back to their substantive posts of Junior Engineer (Civil) and Junior Engineer (Elect.).
- ii) The Board decided to create one post of Assistant Executive Engineer (Civil) and one post of Assistant Executive Engineer (Elect.) of proper Govt. pay scales. Qualified officers be appointed on contract basis under Clause 28(2) of the Statutes through walk-in-interview and all issues relating to filling up these two posts on contract basis be decided by the Hon'ble Chairperson, BOG so that various ongoing construction activities may continue smoothly as per rules.

Further, the Standing Committee of the Institute in its 2nd Meeting held on 28.01.2010 deliberated as under: -

- i) As decided by the Board of Governors in its 19th meeting held on 29.12.2009 under agenda item 19.31 the Posts of Asstt. Engineer (Civil) and Asstt. Engineer (Elect.) be downgraded to those of Junior Engineer (Civil) and Junior Engineer (Elect.) respectively, and both the incumbents be reverted back to their substantive posts of Junior Engineer (Civil) and Junior Engineer (Elect.).
- ii) As per decision taken by the Board of Governors one post of Assistant Executive Engineer (Civil) and one post of Assistant Executive Engineer (Elect.) be created. The qualified officers be appointed on contract basis against these two posts for a period of 6 months through walk-in-interview under clause 28(2) of the Statutes so that various ongoing construction activities may continue smoothly as per rules.
- iii) As decided by the Board of Governors proposal relating to qualifications & pay scale required for these posts and constitution of the adhoc Selection Committee may be submitted to the Hon'ble Chairperson, Board of Governors for his approval.

In view of the above, the walk-in-interview for the recruitment of the above posts on contract basis is to be conducted for the smooth functioning of the ongoing construction works. However, the recruitment rules for these posts are not available in the Institute. Hence, we have to adopt the qualifications and experience required for these posts from the Centrally Funded Institutions or IITs. These posts are available in IIT, Delhi for which the IIT, Delhi invited applications from the Indian Nationals for the appointment of these posts vide Advt. No. E/11/02/2006(E).

As per this Advertisement, the qualifications and experience required for these posts is as under: -

Qualifications and Pay Scale for the Posts

Assistant Executive Engineer (Civil)

Pay Scale: Rs. 15600-39100 with Grade Pay of Rs. 5400

Essential: Bachelor's Degree in Civil Engineering or equivalent preferably First Class plus three years relevant experience OR Diploma in Civil Engineering with 10 years relevant experience, out of which, at least 3 years should be in the immediate next lower pay scale (Rs.6500-10500) (pre-revised). The experience in both the cases should be in the field of Construction of Institutional Buildings, maintenance, designing and planning of civil works.

Desirable: Preference will be given to the candidates who have worked for at least 2 years as Assistant Executive Engineer and have good knowledge of preparation of estimates, tender documents, award of work for construction of multistories buildings, maintenance of residential / institutional campuses as per CPWD/PWD norms and other associated issues related with Buildings and Construction. The Candidate should have good experience to monitor the quality of work and time schedules.

Assistant Executive Engineer (Electrical)

Pay Scale: Rs. 15600-39100 with Grade Pay of Rs. 5400

Essential: Bachelor's Degree in Electrical Engineering or equivalent preferably First Class plus three years relevant experience OR Diploma in Electrical Engineering with 10 years relevant experience, out of which, at least 3 years should be in the immediate next lower pay scale (Rs.6500-10500) (pre-revised). The experience in both the cases should be related to PWD/CPWD, Metro Railways or Electrical Boards.

Desirable: Preference will be given to the candidates who have worked as Assistant Executive Engineer of time bound Electrical Projects as per CPWD norms for atleast 2 years. Should have good knowledge of preparation of estimates, tender documents, award of work for construction of multistoried buildings, maintenance of residential / institutional campuses.

Age Limit- As per clarification sought from Government of India, Ministry of Personnel, Public Grievances and Pensions, Department of Personnel and Training, New Delhi vide letter No. 11714/US/RR/10, dated 5th February, 2010, the age limit for the Posts in the scale of pay having a maximum of Rs. 13,500/- or more but less than Rs. 15,200/- (Revised Pay Scale is Rs. 15600-39100 with Grade Pay of Rs. 5400) is 35 years. The upper age limit for Departmental Candidates is upto 40 years for appointment by Direct Recruitment. However, the above clarification is yet to be approved by the BOG.

Further, it is also worth mentioning here that as per advertisement issued by the IIT Delhi, there is no age limit for these posts and as per the existing practice the contractual persons are being appointed/engaged upto the age of 60 years.

In view of the above, the following is proposed: -

1. The recruitment of the two posts of Assistant Executive Engineer (Civil & Electrical) may be made on contract basis for six months through walk-in-interview, under Clause 28(2) of the First Statutes and as per above decision of the Board and Standing Committee.
2. The above said qualifications, experience, pay scale and the age limit may be adopted as is prevailed in the IIT Delhi.
3. The following Adhoc Committee may be constituted for the recruitment of the above posts: -

i)	Director	Chairman
ii)	One outside Expert	Member
iii)	Dean (E,C & E/M)	Member
iv)	Prof.-In-Charge (Estate & Construction) For AE (Civil) only	Member
v)	Prof.-In-Charge (Electrical Maintenance) For AE (Elect) only	Member
vi)	Registrar	Member

Submitted for consideration and approval, please.

Approved
Chairman
16/2/10
The Hon'ble Chairperson,
Board of Governors,
NIT Kurukshetra.

Yours faithfully,

16/2/10
DIRECTOR
16/2/10
16/2/10

4/3
65.03.10
D.S. Gen. I

APPENDIX-XVII

**NATIONAL INSTITUTE OF TECHNOLOGY
KURUKSHETRA-139119**

NO:Estt-I/PF/ 1317

Date: 28.02.2010

**Sub: Recruitment of Assistant Executive Engineers (Civil & Electrical)
on contract basis**

Kindly find enclosed a copy of the institute letter no. Gen-1/932 dated 16.02.2010 which contains orders of the Hon'ble Chairperson, BOG passed on 16.02.2010⁺ which is self explanatory. In pursuance of the said orders a Walk-in-Interview for the post of AEE (Civil) & AEE (Electrical) was conducted on 27.02.2010. Copies of the minutes are also enclosed.

It is proposed that two AEEs (Civil) and one AEE (electrical) from the panel prepared on 27.02.2010 through Walk-in-Interview may be allowed to be engaged on short contract for a period of six months or till further orders whichever may be earlier in the pay scale of Rs. 15600-39100 + 5400. The above arrangement is essential in interest of on going works under the Construction Cell. The matter may be approved in anticipation of the approval of the Board of Governors.

Submitted for approval please.

Encl.: As above

Hon'ble Chairperson
Board of Governors
NIT, Kurukshetra

Approved as proposed
2/3/10

28/2/10
Director

**Item 21.22 To ratify action taken by the Chairman, Board of
Governors for engagement of the Medical Officer on
short contract.**

A walk-in interview was conducted on 27.2.2010 for engaging a Medical Officer on contract basis. The selection committee recommended the following in order of merit at consolidated salary of Rs. 35,000/-:-

1. Dr. D.N. Gupta
2. Dr. (Mrs.) Sudha Gupta
3. Dr. (Mrs.) Rajni Gupta

The Hon'ble Chairman, BOG in anticipation of approval of the Board accorded approval as under:-

"Approved for appointment of Dr. D.N. Gupta on panel at Sr. No. 1 only. Other names not approved".

Dr. D.N. Gupta joined on the post of Medical Officer on 8.3.2010. Due to unavoidable circumstances he resigned from the post of Medical Officer w.e.f. 31.3.2010.

A walk in interview was again held on 5.4.2010 for the post of Medical Officer on contract basis. The selection committee recommended as under:-

1. Dr. Ravi Gupta
2. Dr. K.K. Sharma

Dr. Ravi Gupta did not report for duty. The next candidate Dr. K.K. Sharma joined as Medical Officer on contract basis for a period of 3 months at consolidated salary of Rs. 35000/- p.m. w.e.f. 13.4.2010. The Hon'ble Chairman, BOG accorded approval in anticipation of the approval of the Board for the appointment of Dr. K.K. Sharma.

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

**Item 21.23 To consider promotion to the post of Professors
under CAS as per existing guidelines of
AICTE/MHRD.**

The Institute invited applications for promotion of the faculty members under CAS as per existing rules of AICTE/MHRD after getting approval from the Hon'ble Chairperson, BOG on 6.7.2009. Further it was requested that the Institute may be allowed to go ahead with the promotion of the faculty under CAS as per past practice till revised pay scales, qualifications and ratio etc. relating to the four tier system amongst the faculty members are received. Accordingly the faculty members who were eligible on 30.6.2009 for the grant of Sr. Scale/Selection Grade and promotion to the post of Assistant Professor/Professor applied for the same. The last date for submitting the application was 31.8.2009. The guidelines from the MHRD regarding CAS have not been received so far. The concerned faculty members were pressing hard for their promotion under CAS as per existing instructions. The matter was placed before the Board of Governors of the Institute in their 17th meeting held on 9.9.2009 (copy enclosed as Appendix - XVIII page 160). The Board decided as under :-

"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".

On implementation of 6th CPC, the Institute is following the UGC guidelines.

The UGC vide letter No. F.1-2/2009(EC/PS) dated 18.2.2010(copy enclosed as Appendix-XIX page 161) has intimated that the process of finalization of Regulation regarding Career Advancement

of teachers and equivalent cadres in the Universities and Colleges based on 6th Central Pay Commission for teachers is on and likely to be finalized shortly. It has been further intimated by the UGC that in the interim period, the Universities and Colleges may go ahead with the recruitment and promotion of teachers under CAS as per UGC Regulation of 2000 as amended from time to time and instructions, guidelines and amendments issued by the Commission from time to time. It has been further intimated by the UGC that as soon as the new regulations are notified in the Gazette of India, the same would supersede the existing Regulation and the Universities would be required to follow the same. It is further clarified that the designation of Associate Professor in AGP of Rs. 9000 would not be admissible as per the Regulation, 2000 as amended from time to time.

Prior to implementation of revised pay scales, the Institute was following the AICTE/MHRD guidelines regarding CAS. But at present no new UGC guidelines are available in the Institute. In the meantime the Govt. of India, MHRD, New Delhi vide letter No. F.23-9/2009-TS.III dated 17.12.2009 has already appointed Prof. (Miss.) Bani Chatterjee, Professor of Economics, Dept. of HSS, IIT, Kharagpur as a Visitor's nominee on the selection committee of the Institute.

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

APPENDIX-XVIII

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

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

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

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

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

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

APPENDIX-XIX



UNIVERSITY GRANTS COMMISSION
BAHADUR SHAH ZAFAR MARG
NEW DELHI-110002

www.ugc.ac.in

No.F.1-2/2009(EC/PS)

Speed Post

18 FEB 2010

February, 2010

ALL STATE, CENTRAL, DEEMED UNIVERISITIES, ALL REGIONAL OFFICES AND ALL EDUCATION
SECRETARIES OF THE STATE

Sir/Madam,

I am directed to refer to the UGC Regulation 2000 as amended from time to time on minimum qualification for appointment and career advancement of teachers and equivalent cadres in the Universities and Colleges and to say that the process of finalization of Regulation based on Sixth Central pay commission for teachers is on and likely to be finalized shortly.

In the interim period, the Universities and colleges may go ahead with the recruitment and promotion of teachers under CAS as per UGC Regulation of 2000 as amended from time to time and instructions, guidelines and amendments issued by the Commission from time to time.

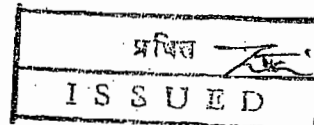
As soon as the new Regulations are notified in the Gazette of India, the same would supersede the existing Regulation and the Universities would be required to follow the same. It is further clarified that the designation of Associate Professor in AGP of Rs. 9000 would not be admissible as per the Regulation, 2000 as amended from time to time.

The contents of the letter may be brought to the notice of all the affiliated Colleges/Institutions.

Yours faithfully,


18/2
(B. K. Singh)

Deputy Secretary



Item 21.24 To note the placement of the students of NIT, Kurukshetra for the year 2009-10.

The Placement Wing of the Institute invited 105 private and public sector companies for recruitment of Undergraduate and Postgraduate students of the Institute. It is a matter of pride to apprise the Board that during the days of global recession, 685 (628 for B.Tech. and 57 for M.Tech. and MCA students) offers of appointments have been extended to our students by these companies. The placement package offered by these companies ranges from 3.00 lacs per annum to 10.00 lacs per annum with an average of 4.5 lacs per annum. The detailed placement chart for the year 2009-10 for 2K6 batch is enclosed as Appendix - ~~XX~~ from page 163 to 166.

The Board may please note.

Training & Placement Deptt

Placement Chart 2k6

APPENDIX-XX
May 18, 2010

S.No	Company Name	ackag	IT	Comp	ECE	Mech	IEM	Elec	Civil	Total	MCA	M.Tech
1	Maruti	4.20	-	-	-	14	-	2	-	16		
2	AbsolutData	4.00	0	0	0	1	0	0	-	1		
3	TCE	3.24	-	-	-	3	-	4	6	13		
4	LG	5.50	-	-	-	-	-	-	-	0		5
5	SJVN	9.70	1	1	-	0	-	4	5	11		
6	Caparo	3.00	-	-	-	1	2	-	-	3		
7	Grail Research	3.60	0	0	0	0	0	0	0	0		
8	Winshuttle	6.00	1	0	-	-	-	-	-	1		
9	Nagarro	4.00	4	2	0	-	-	-	-	6		
10	Energy Infratech	3.26	-	-	-	1	-	1	4	6		2
11	ProcessMAP	3.00	1	2	-	-	-	-	-	3	1	
12	Telcon	4.25	-	-	-	0	1	1	-	2		
13	DRDO	4.50	-	1	0	0	-	-	-	1		
14	IOCL	7.70	-	-	-	3	-	2	1	6		
15	Mecon	5.00	-	-	-	3	-	-	2	5		
16	Rave Technologies	3.50	0	1	-	-	-	-	-	1		
17	Whirlpool	3.75	0	0	1	-	-	-	-	1		
18	IS Associates	7.10	2	1	3	0	1	0	0	7		
19	Compro	4.02	0	0	0	0	0	1	-	1		
20	Mobicules	3.70	0	4	0	-	-	-	-	4		
21	India Bulls	4.00	-	-	-	3	-	2	3	8		
22	JSI	4.18	-	-	-	3	2	3	-	8		
23	Mahindra & Mahindra	3.60	-	-	-	3	-	3	-	6		
24	NTPC	8.00	-	-	1	4	-	4	1	10		
25	TATA Motors	5.00	-	-	-	6	-	3	-	9		
26	nSys	3.00	-	-	2	-	-	-	-	2		
27	Subros	2.40	-	-	-	3	1	-	-	4		
28	Samsung	3.60	-	-	-	6	-	1	2	9		
29	ISC	5.10	0	2	2	0	0	0	-	4		
30	Ashok Leyland	3.17	-	-	-	2	2	-	-	4		
31	Aricent	3.85	12	16	10	-	-	1	-	39	9	
32	Vedanta	3.00	-	-	1	0	1	1	0	3		
33	GS Cons.	3.60	-	-	-	1	-	0	1	2		
34	RBS	6.30	2	2	4	-	-	-	-	8		
35	Akash Institute	5.50	0	0	1	0	0	1	0	2		
36	FGCIL	10.20	-	-	2	-	-	4	-	6		
37	Mu-Sigma	3.30	2	1	-	2	4	-	-	9		
38	MAQ	4.00	7	3	-	-	-	-	-	10		
39	Samsung SEL	4.40	7	8	-	-	-	-	-	15		
40	Hero Honda	4.70	-	-	-	2	-	1	-	3		
41	IBM	3.23	7	7	5	-	-	5	-	24	1	2
42	EXL Inductis	4.20	0	0	4	1	0	0	0	5		
43	ACC	3.00	-	-	-	0	1	0	1	2		

44 TCS	3.17	6	2	7	1	7	9	2	34	4	3
45 BILT	3.51	-	-	-	2	-	1	-	3		
46 Virginia Transformer	4.00	-	-	-	0	-	1	-	1		1
47 Adani Power	3.50	-	-	3	3	-	5	5	16		
48 L&T	3.34	-	-	-	8	-	2	0	10		
49 Idea	4.50	-	-	3	-	-	-	-	3		
50 Dalmer Lawrie	6.30	-	-	-	0	-	-	-	0		
51 DSCL	3.50	-	-	-	2	-	1	-	3		
52 Grasim Industries	3.00	-	-	-	-	-	-	3	3		
53 Accenture	3.10	5	5	9	0	7	4	2	32	7	
54 Subros-Fibcom/Prima	2.40	0	1	5	-	-	5	-	11		
55 TataTeleServices	3.25	-	-	1	-	-	-	-	1		
56 TCIL	4.00	-	0	2	-	-	-	-	2		
57 Jaypee Power	4.80	-	-	4	4	1	4	-	13		2
58 Technip	3.24	-	-	-	2	-	2	1	5		
59 Escorts	2.25	-	-	-	0	0	-	-	0		
60 Envirogeo	3.00	-	-	-	-	-	-	1	1		
61 Bata	3.25	-	-	-	2	-	-	-	2		
62 Ates Origin	3.00	0	3	3	-	-	2	-	8	4	
63 CCCL	3.60	-	-	-	-	-	-	3	3		
64 IOTL	3.50	-	-	-	1	-	1	5	7		1
65 Minda Group	3.00	-	-	-	3	2	-	-	5		
66 ITD Cementation	3.03	-	-	-	-	-	-	4	4		
67 Lnt ECC	3.00	-	-	-	-	-	-	-	0		
68 NDPL	2.95	-	-	-	-	-	5	-	5		
69 Honda2Wheelers	3.30	-	-	-	4	1	-	-	5		
70 Tech Mahindra	2.90	1	1	3	0	0	0	0	5	3	
71 SimplexInfra	3.20	-	-	-	-	-	-	5	5		
72 ZTE	3.38	-	-	5	-	-	-	-	5		
73 SKEC	3.30	-	-	-	2	0	0	1	3		
74 Interra Systems	3.30	0	0	1	-	-	0	-	1		
75 SRF	4.00	-	-	1	0	-	-	-	1		
76 Punj Llyod	3.84	-	-	-	2	1	-	4	7		
77 MediaTek	3.50	0	7	-	-	-	-	-	7		
78 Talwar N Talwar	3.00	0	0	2	-	-	0	-	2		
79 NBC	3.67	-	-	-	3	-	-	-	3		
80 EIL	6.50	-	-	0	1	-	-	-	1		
81 Applied Materials	5.75	1	2	-	-	-	-	-	3		
82 Belrahar Software	5.17	1	0	-	-	-	-	-	1		
83 Fiserv	4.05	1	2	2	-	-	-	-	5		
84 Indian Navy		-	-	-	-	-	-	-	0		
85 Indian Army		-	-	-	-	-	-	-	0		
86 KEC International	2.58	-	-	-	-	-	3	3	6		
87 Comvault	4.50	0	1	-	-	-	-	-	1		
88 CGI	3.50	2	5	3	-	-	-	-	10		
89 Jyoti structure	3.60	-	-	-	-	-	-	5	5		
90 Ericson	3.36	-	-	12	-	-	-	-	12		

91	HSCC	5.00	-	-	-	3	-	1	5	9		
92	Sapient	4.32	6	3	2	-	-	2	-	13	1	
93	SMS	3.50	-	-	-	1	-	2	1	4		
94	Geiper	6.50	2	0	3	1	1	1	-	8		
95	Google	9.75	-	1	-	-	-	-	-	1		
96	Amdocs	4.20	6	9	2	-	-	-	-	17	1	
97	Birlasoft	2.50	0	0	0	-	-	-	-	0	1	
98	CES	3.00	-	-	-	-	-	-	2	2		1
99	NPCL	9.30	-	-	-	8	-	1	2	11		
100	coreEL technologies	3.00	-	-	2	-	-	-	-	2		
101	ARI	5.00	1	-	-	-	-	-	-	1		
102	Essar	3.85	-	-	-	2	0	-	-	2		
103	LPU	4.20	-	-	-	-	-	-	-	0		5
104	CSC	3.75	5	3	4	0	2	1	0	15	2	1
105	BEL	5.50	-	2	2	1	-	-	-	5		
			83	88	117	118	37	97	80	630	34	23
			IT	Comp	ECE	Mech	IEM	Elec	Civil	B.Tech	MCA	M.Tech
									630	34	23	
									B.Tech	MCA	M.Tech	
									Total Offers: 687			

Wednesday, May 19, 2010

Branch	Students Eligible	Total Jobs	% age	Normal	Dream
IT	60	83	138.33%	73	10
Comp	63	98	155.56%	86	12
ECE	75	117	156.00%	93	24
Mech	82	118	143.90%	68	50
IEM	40	37	92.50%	33	4
Elec	85	97	114.12%	69	28
Civil	65	80	123.08%	64	16
B.Tech Total	470	630	134.04%	486	144
MCA	45	34	75.55	34	0
M.Tech	157	23	14.64	21	2

Item: 21.25 To ratify the action taken by the Hon'ble Chairman BOG in granting approval for Annual Report, Audited Statements of Accounts and Audit Report of the Institute for the year 2008.09.

As per Instructions of the Government of India, Ministry of Human Resource Development, Department of Secondary & Higher Education, New Delhi, fifth copies of Annual Report, Audited Statements of Accounts and Audit Report of the Institute are required to be sent to the Ministry duly approved by the Board of Governors for placing before the Parliament.

The Annual Accounts of the Institute for the year 2008-09 were earlier approved by the Finance Committee in its 16th meeting held on 20.06.2009 and the minutes of the Finance Committee approved by the Board of Governors in its 17th Meeting held on 09.09.2009. It is worth mentioning here that the Annual Accounts were inspected/examined by an Audit Party from the Office of the Accountant General (Audit), Haryana during the period 13.07.2009 to 22.07.2009. The Audit report on the annual accounts has since been issued by the Accountant General (Audit) Haryana on 23.10.2009. The Annual Accounts for the year 2008-09 have also been certified by the A.G. (Audit), Haryana.

The Annual report was prepared on the basis of information received from the various Departments/Sections of the Institute. Both the documents were sent for printing. As per directions of the MHRD, the report is to be sent to the MHRD duly approved by the Board of Governors. The matter could not be placed before the Board in its 19th meeting held on 29.12.2009 as the copies of the report were not received by 29.12.2009.

Keeping in view the urgency of the matter, the Annual Report, Audited Statements of Accounts and Audit Report of the Institute for the year 2008-09 were got approved on 07.01.2010 from the Hon'ble Chairman BOG in anticipation of the approval of the Board.

In view of the above, the Board may ratify the action taken by the Hon'ble Chairman BOG. A copy of the approval is enclosed As appendix-~~xx~~/ from page 168 to 169. Further a copy of the annual report, audit statements of accounts and audit report (in both version-Hindi & English) of the Institute for the year 2008-09 will be placed before the Board on table.

The Board may consider and approve.

APPENDIX-XXI

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

No. Gen.-I/AR/134

Dated: 7/1/2010

Subject: - To approve Annual Report, Audited Statements of Accounts and Audit Report of the Institute for the year 2008-09.

Sir,

As per instructions of the Government of India, Ministry of Human Resource Development, Department of Secondary & Higher Education, New Delhi, fifty copies of Annual Report, Audited Statements of Accounts and Audit Report of the Institute are required to be sent to the Ministry duly approved by the Board of Governors for placing before the Parliament.

The Annual Accounts of the Institute for the year 2008-09 were earlier approved by the Finance Committee in its 16th meeting held on 30.06.2009 and the minutes of the Finance Committee were approved by Board of Governors in its 17th Meeting held on 09.09.2009. It is worth mentioning here that the Annual Accounts were inspected/examined by an Audit Party from the Office of the Accountant General (Audit), Haryana during the period 13.07.2009 to 22.07.2009. The Audit report on the annual accounts has since been issued by the Accountant General (Audit) Haryana on 23.10.2009. The Annual Accounts for the year 2008-09 have also been certified by the A.G. (Audit), Haryana.

The Annual Report has been prepared on the basis of information received from the various Departments/Sections of the Institute. Both the documents were sent for printing. As per directions of the MHRD, the report is to be sent to the MHRD duly approved by the Board of Governors. The matter could not be placed before the Board in its 19th meeting held on 29.12.2009 as the copies of the report were not received by 29.12.2009.

Now the printed copies of Annual Report, Audited Statements of Accounts and Audit Report have been received which are to be sent to the MHRD for laying before the Parliament in its next session.

It is worth mentioning here that the Annual Accounts of the Institute have already been approved by the Board of Governors in its 17th Meeting held on 09.09.2009. However, the Annual Report is yet to be approved. The next meeting of the Board is not expected to be held in near future.

Contd...(2)

07 Jan 2010 10:18

HP LASERJET FAX

p.2

Keeping in view the urgency of the matter, it is proposed that the Annual Report, Audited Statements of Accounts and Audit Report of the Institute for the year 2008-09 may kindly be approved in anticipation of the approval of the Board. Similar situation arose in January, 2007 and at that time also, the documents were got approved from the Hon'ble Chairman, BOG vide our letter No. NIT/BOG/3054/545, dated 10.01.2007. A copy of the same is enclosed for your kind reference.

Further, a copy of Annual Report, Audited Statements of Accounts and Audit Report (in both version- Hindi & English) of the Institute for the year 2008-09 are enclosed.

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

DA/As above

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

Approved as
proposed in anticipation
of the approval of
the Board.

DIRECTOR

7/1/10

Item 21.26 To consider the details of income and expenditure under students fund for last three years

Consequent upon upgradation of the National Institute of Technology with Deemed University status, it was decided that various sub heads earlier introduced for carrying out students activities from various students fund may be abolished and only main head as "Students Fund" may be introduced. This Students Fund is being operated from the academic session 1994-95. Prior to this the Institute was collecting various funds/ fees/charges from the students to defray the expenses on student activities. All expenses required to be incurred for students' activities like Sports, Club, Literati, Confluence and Examination Expenses etc are being met out of the Students Fund.

The nomenclature of Students Fund has since been changed to Student Activity Fee with approval of the Finance Committee in its meeting held on 14.12.2005 which does not lapse on 31st March and goes on accumulating. As on 01st April 2010 a sum of Rs. 8551477/- is lying under the fund after meeting all sort of expenditure on students activities upto 31.03.2010.

The details of income and expenditure under the head of Student Activity Fee for the last three years are as follows:

2007-08

INCOME HEAD	AMOUNT Rs.	EXPENDUTRE HEAD	AMOUNT Rs.
Fee Collected	13435932	Salary to contractual Employees	5396577
		Telephone Exps	202642
		Printing Charge	197632
		PBX bill	628380
		Gift & Memento	127962
		Extra Remuneration to staff	21600
		Computer Accessories	302144
		Repair & maintenance	244765
		TA/DA for expert & others	1088543
		Internet Charges	499348
		Generator Exps	254137
		AICTE Accreditation	300000
		Battery to UPS	125864
		Convocation	492356
		Insurance	50514
		Furniture	297194
		CCT	1009929
		Haryana Pollution Control Board Fee	11437
		Student Functions	15000
TOTAL	13435932	TOTAL	11266024

2008-09

INCOME HEAD	AMOUNT Rs.	EXPENDITURE HEAD	AMOUNT Rs.
Fee Collected	15549164	Salary to Contractual Employees	6015444
		Security service	600156
		Telephone Exps	224954
		Printing Charge	213544
		PBX bill	720420
		Literati	450000
		Extra Remuneration to staff	21600
		International Conference Environenergy	200000
		Computer Accessories	333600
		Repair & Maintenance	264810
		TA/DA for expert & others	1415654
		Internet Charges	1577543
		Generator Exps	304513
		AICTE Accreditation	150000
		Seed money to new Hostels	150000
		Convocation	530555
		Insurance	95688
		Godess statue	54800
	15549164	TOTAL	13323281

2009-10

INCOME HEAD	AMOUNT Rs.	EXPENDITURE HEAD	AMOUNT Rs.
Fee Collected	23281357	Salary to contractual Employees	6004275
		Literati	450000
		Helio Magazine	250000
		Electro Reck	15000
		Student Club	550000
		Sports Activities	625000
		Mobile phone to Chairperson, BOG	23500
		Extra Remuneration to staff	70056
		Techno Fest	30000
		PBX bill	602474
		TA/DA for Expert & others	1353877
		Internet Charges	740995
		Printing Charge	189500
		Salary to PA of Chairperson, BOG	36000
		Seed money to new Hostels	780000
		CCT	3009203
	23281357	TOTAL	14729880

The accounts of Student activities Fee have already been duly audited and certified by official of Accountant General, Haryana and there is no objection in their reports. The utilization certificates of above said years have also been submitted to the Ministry of Human Resource Development.

Further, our future projections of expenditure under the Student Activities Fee are proposed as under:-

- Misc. Contingencies for salary of Contractual staff & Extra-Remuneration.
- Purchase of Diesel Generating Set for Hostels.
- Allocation for sport activities.
- Allocation for Student Club.
- Allocation for Literati.
- Allocation for Confluence.
- Allocation for Convocation.
- Allocation for Technical Fests. of various departments.
- Allocation for Helio Magazine.
- Allocation for Telephone, PBX & Internet Charges.
- Allocation for Payment of TA/DA, honorarium to Expert for Viva test and Guest Lectures.
- Any other expenditure to be incurred with approval of the BOG

The Board of Governors may consider please

Item: 21.27 To note the decision conveyed by the MHRD regarding New Medical Attendance and Treatment Rules, 2009 of the Institute.

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 24 (iv) of the 1st Statutes, the provision has been made for the entitlement of the reimbursement of medical expenses incurred on the employees and their families as per the Central Civil Services (Medical attendance) Rules 1944.

The Matter was placed before the Board of Governors in its 15th meeting held on 18.05.2009 for considering medical facilities to the employees of the Institute at par with the Central Government employees. The Board decided as under:-

“ The Board agreed in principle that the employees of NIT Kurukshetra should be allowed reimbursement of medical expenses incurred on there treatment in Govt./Private Hospitals/Diagnostic Centers recognized by the CGHS in Delhi/Chandigarh and other places in India at full rates charges by the concerned hospital on production of payment vouchers dully signed by the concerned HOD/ Officer of the Hospital.

The Board decided that detailed rules on the medical reimbursement on CGHS pattern be/framed by the Institute and placed before the Finance Committee with financial implications involved.”

As per above decision of the Board a Committee was constituted at Institute level for framing the rules on the medical reimbursement on CGHS pattern. The Committee prepared the draft Medical Attendance and Treatment Rule, 2009 of the Institute which were placed before the Finance Committee in its 16th meeting held on 30.06.2009. The Finance Committee decided as under:-

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

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

The above minutes of the Finance Committee were ratified by the Board of Governors in their 17th meeting held on 09.09.2009.

In view of the above decision of the Finance Committee and subsequently by the Board of Governors, the matter was referred to the Government of India, Ministry of Human Resource Development, Department of Higher Education, New Delhi, vide this office letter No.Gen/1/9673, dated 10.12.2009. The Under Secretary (NITs) Government of India, Ministry of Human Resource

Development, Department of Higher Education, New Delhi, vide his letter No.F-10-2/2010-TS-III, dated 19 January, 2010 has informed as under:-

I am directed to refer to your Communication No. Gen.I/9673 dated 10.12.2009 on the subject noted above and to state that the matter was taken up with the IFD of this Ministry. IFD has since observed that as per Clause 24 (iv) of the First Statutes of NITs (copy enclosed), the employees of the Institute's shall be entitled to reimbursement of medical expenses incurred on themselves and their families as per Central Civil Services (Medical Attendance) Rules, 1944.

In view of the above mentioned provision in the Statutes of NITs, there appears to be no need to formulate separate Medical Rules for individual NITs.

The BOG may note..

Item No. ~~21-28~~ To consider opening of an account in the HDFC Bank for the purpose of foreign exchange.

The Institute is dealing with the State Bank of India, NIT, Kurukshetra for all banking needs including foreign exchange requirement. The facility of foreign exchange is at present being provided by the State Bank of India, Sadar Branch, Ambala Cantt. The above said procedure takes time and it also involves extra financial implication. Sometimes there are mistakes on the part of the Bank in foreign exchange documents (Letter of Credit) which result in delay and additional charges to be borne by the Institute. Even after clear instructions, the State Bank of India does not make required amendments in the Letter of Credit documents properly which leads to further amendments and delay in supply of equipments and extra expenditure. The bank officials of SBI, Ambala Cantt. usually need presence of our concerned official(s) in person which further results in wastage of manpower etc. Moreover, the shipment of documents are also required to be collected by the institute personally from the SBI, Ambala Cantt. to avoid demurrage charges. Due to these difficulties the matter was placed before the Finance Committee in its 14th meeting held on 24.6.2008 and the Finance Committee took the following decision:-

"The Finance Committee decided that the quotation be obtained from both HDFC Bank and ICICI Bank, Kurukshetra and then Director may take final decision in opening an account of foreign exchange purpose in any one of these two banks."

Above decision of the Finance Committee was ratified by the Board of Governors in its 15th meeting held on 18.5.2009.

Accordingly, the quotations were invited from the HDFC Bank and the ICICI Bank, Kurukshetra where the said facilities are available. While the HDFC Bank cited the charges involved in the foreign exchange, the ICICI Bank did not respond. Subsequently the matter was placed before the Board of Governors for ratification in its 15th meeting held on 18.5.2009 and the Board decided as under:-

"Regarding opening an account with the HDFC Bank for foreign exchange purposes, the Board desired that preference should be given to the branches of SBI at Kurukshetra.

It was also advised that matter be taken up with the higher authorities of SBI to introduce such facilities at Kurukshetra".

Accordingly, the Institute took up the matter with higher authorities of the State Bank of India at Zonal and Regional level for providing foreign exchange facilities at Kurukshetra. The higher authorities of the Bank have not given any positive response in writing. However, they have verbally communicated that it is not possible for them to provide the said facility at Kurukshetra.

The HDFC Bank, Kurukshetra is approaching time and again to give them a chance for providing the foreign exchange facilities to the institute at Kurukshetra itself along with other important services at the cheaper rates as compared to the SBI. They are also requesting to allow them to provide ATM facility at the NIT Campus.

The Board may consider and decide.

Item 21.29

**To consider facilities available to the Hon'ble
Chairperson, Board of Governors.**

The Hon'ble Chairperson, Board of Governors is functioning in honorary capacity. The Government of India, MHRD letter No. F.20-47/2003-TS.III dated 2nd January, 2004 received from the Deputy Educational Adviser (NITs), MHRD reads as under:-

"Though the facilities to be provided have not been codified, the Chairmen of BOGs of various Central Government Institutions are allowed expenses on account of travel for official meetings as well as a fixed fee for chairing the meeting of the BOGs. There is no provision of providing facilities of a regular nature as available to a regular employee of the Institute. This is true of all National Institutes of Technology too".

The matter was further clarified in the MHRD letter No. F.3-1/2008-TS.III dated 12th March, 2009 issued by the Under Secretary, (TS.III), MHRD. The letter which was addressed to the NIT, Bhopal reads as under:-

"The Chairman, Board of Governors of an NIT is acting in a honorary capacity. He should be entitled to TA/DA/hotel accommodation etc. as per the admissible scale for the highest level of Central Government Employees. He should have a reasonably furnished office room and a Private Secretary/Personal Assistant in the Institute. In addition, the Institute should provide any other official assistance that he might require in discharge of his official functions".

Er. C.B. Mathur, Ex-Chairman, Board of Governors of the Institute was having the following facilities:-

- i) TA/DA at par with highest level of Central Government Employees. He usually used to travel by his own car from Jaipur to Kurukshetra and back.
- ii) Free lodging and boarding for stay in Delhi and Kurukshetra for self & family.
- iii) Facility of Attendant-cum-Driver at his Jaipur residence.
- iv) Office expenditure at Jaipur residence which included stationery, 50% electricity and telephone charges.

In addition Er. C.B. Mathur was issued the following items for official use:-

- | | |
|--|--------|
| 1. 1.5 Ton, Split type Carrier Make AC | 01 No. |
| 2. 5 KVA Stabilizer | 01 No. |
| 3. Fax Machine (Panasonic) Model No. KXFL402CX | 01 No. |
| 4. HP Laptop NX-7010 | 01 No. |
| 5. HP Color LaserJet 2840 All In one | 01 No. |
| 6. Kingston Pen Drive (2 GB) | 01 No. |
| 7. Mobile Set of NOKIA, Model No. 9300. | 01 No. |

Further the Director (NITs), MHRD vide his letter No. F.10-21/2009-TS.III dated 29.6.2009 addressed to the Director, NIT, Kurukshetra intimated as under:-

"Chairman, BOG of the Institute being in an honorary capacity is entitled only to TA/DA hotel accommodation, etc. However, facilities like furnished office room, stenographic assistance, etc. may be provided to him at the Institute, in addition to any other official assistance he might require in discharge of his official functions. Hence the proposal for setting up of a separate camp office for the Chairman, BOG, NIT, Kurukshetra cannot be agreed to".

Presently the Hon'ble Chairperson, BOG is getting the following facilities:-

1. TA/DA at par with highest level of Central Government Employees.
2. Free lodging and boarding for stay in Delhi and Institute Guest House for self & family.
3. Facility of PA at Gaya residence office.
4. Office expenditure at Gaya residence which includes stationery & telephone charges.
5. Mobile telephone expenditure

In addition the following items have also been issued to him for official use:-

1. Laptop.
2. Fax Machine.
3. Mobile

ii) Use of Institute vehicle for private purposes

Prof. J.K.Palit, Hon'ble Chairperson, Board of Governors performed a private journey from New Delhi to Alwar and back on 03.04.2010 by Institute Vehicle. The institute vehicle covered the distance around 400 KMS for aforesaid journey. It has been desired by the Hon'ble Chairperson that since the said journey was non-official, bill may be raised as per rules for payment by him.

The prescribed rate by the Institute per KM for use of vehicle for private purpose vide notification no.Ws/Vehicle/46 dated 28.01.2008 as per rules duly approved by Board of Governors in its 9th meeting held on 25.02.2006 are as under:

<u>Vehicle Type</u>	<u>Rate per KM</u>	<u>Rate of night halt</u>	<u>Minimum Charge</u>	<u>Remarks</u>
Scarpio	Rs.10.00	Rs.200.00	Rs.200.00	Full Rate
Scarpio	Rs.05.00	Rs.100.00	Rs.100.00	Concessional Rate

The Central Govt. rules regarding charge payable for non-duty journey are as under:-

When the staff car is used for non-duty journey, charges for its use shall be recovered at following rates:

Rs. 4.50 per km for small car (not more than 16 hp)

Rs. 6.00 per km for big staff car (more than 16 hp)

Rs. 3.00 per hour as detention charges

Use of Staff car for private purpose by Secretaries etc. – Officers of the rank of the Secretary to the Government of India and above/Chief Executive of Statuary or Autonomous Bodies may be allowed to use staff car for private purpose up to the distance of 500 km per month on payment of charges at the following rates:

For cars up to 16 hp Rs. 350 p.m.

For cars above 16 hp Rs. 450 p.m.

Further the Board of Governors of the Institute in its 7th meeting held on 19.2.2005 decided as under:

(When this item came up for discussion, the Director & Member Secretary of the Board left the meeting).

"The Board observed that the Director has in general used the staff car for short distance in any of the previous month and rarely up to 500 Kms a month.

In view of the above and the earlier practice followed by the Principal, REC the Board decided that the recovery from the Director be made on proportionate basis i.e. @ Rs. 1.40 per Km of the kilometerage used by the Director for private purposes. In this way the Institute will not be loser in any way."

Since the Chairperson, Board of Governors is entitled to get the facilities at par with the highest level of Central Government Officers, concessional rate may be charged from him for using Institute vehicle for private purpose.

iii) To perform journey by private airlines

Prof. J.K.Palit, Hon'ble Chairperson, Board of Governors performed the journey from Patna to New Delhi on 26.01.2010 (evening) by private Airlines i.e Kingfisher Airlines. However the airfare of Kingfisher airlines is lower as compare to that of the Air India, the Government Airlines. It is pertinent to mention that there was no flight of Air India available on that date and but it was essential to travel the evening of 26.01.2010. Hence, traveling by the Kingfisher Airlines became unavoidable.

As per notification of Govt. of India vide Office Memorandum No. 31011/2/2006-Estt (A) dated 27.07.2009, in all cases of air travel both domestic & international where the Govt. of India bears the cost of air passage, the officials concerned may travel only by Air India. The matter whether these orders will apply in the cases of LTC has been considered in consultation with Ministry of Finance, Department of expenditure and it is confirmed that these orders / conditions will apply in the case of LTC also.

The air travel by private airlines by Prof. JK Palit was performed under emergent circumstances. Hence the same may be treated as an exceptional case. The air travel of 26.01.2010 by Kingfisher Airlines may be approved as a special case. Further the Chairperson, BOG and Director of the Institute may be allowed to travel by private airlines in future keeping in view their hectic busy schedule.

The Board may consider aforementioned three issues and decide.

Item 2.3^o To note minutes of the 3rd meeting of the Standing Committee of the Board held on 5th May, 2010.

The 3rd meeting of the Standing Committee of the Board was held on 5th May, 2010. A copy of the minutes of the 3rd meeting of the Standing Committee of the Board held on 5th May, 2010 are enclosed as Appendix- ~~XXI~~ from page 182 to 187.

The Board of Governors may note the minutes of the 3rd meeting of the Standing Committee of the Board held on 5th May, 2010.

APPENDIX-XXII

**NATIONAL INSTITUTE OF TECHNOLOGY
KURUKSHETRA-136119**

Minutes of the 3rd meeting of BOG's Standing Committee held on 5th May, 2010 at 2.30 PM in the Office of Hon'ble Chairperson, BOG at Kurukshetra.

A. Regarding follow up actions w.r.t. discussions held during 1st Standing Committee meeting held on 25.11.2009:

15th BOG meeting held on 18.5.2009:

1. Regarding extension of facility of foreign exchange by the SBI (BOG agenda item 15.7).

The Deputy Registrar (Accounts) intimated during the course of discussion that the Institute took up the matter with the higher authorities of the State Bank of India at Zonal and Regional level for providing foreign exchange facilities at Kurukshetra. The higher authorities of the bank have not given any positive response in writing. However, they have verbally communicated that it is not possible for them to provide the facility of foreign exchange etc. at their Kurukshetra branch.

2. To consider the seniority of Lab. Attendants/Lib. Attendants and APDs for the allotment of F-Type houses (BOG agenda item 15.28).

The Standing Committee desired that in view of the suggestions of the Board, the OSD and the Estate Officer may go through the amended House Allotment Rules and then the said rules may be put up to the Registrar and the Director within a day or two.

3. Regarding Progress Reports submitted by various Departments (decisions taken by the Standing Committee in its 1st meeting):-

To consider developmental and academic activities of the Institute:-

The Standing Committee noted that while the OSD has received the academic roadmap from some of the Departments, some Departments

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have not yet submitted the same. It was decided that the OSD may call for the detailed proposals including recurring and non-recurring budget required for various Departments for the same within a week's time and the consolidated report on the academic roadmap of the Institute be submitted by the OSD to the Board in its ensuing meeting. It was also decided that the OSD may pursue matter regarding other issues with the Deptts. as per decision taken by the Standing Committee in its 1st meeting held on 25.11.2009.

Further the Hon'ble Chairperson, BOG desired that a meeting of the Director, the Registrar, all Deans, the Controller of Examinations and the OSD may be convened under his Chairmanship on 6.5.2010 to discuss the issue of developmental and academic activities of the Institute.

B. Regarding follow up actions w.r.t. discussions held during 2nd Standing Committee meeting held on 27th & 28th January, 2010:

BOG 17th meeting held on 9th September, 2009:-

1. **The matter regarding promotion of faculty members under CAS as per existing practice (BOG agenda item 17.13).**

The Standing Committee noted that a Committee has already been constituted on the matter under the Chairmanship of Dean(P&D) and the same is being expedited.

2. **The matter regarding confirmation of Sh. Rajender Kumar on the post of Lecturer (BOG agenda item 17.23).**

The Standing Committee noted that undue delay has taken place in submitting enquiry report in respect of Sh. Rajender Kumar. It was decided that the matter be got expedited and in the mean time the BOG be intimated accordingly.

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BOG 18th meeting held on 09.09.2009:-

1. The matter regarding grant of pay scale of Rs. 16400-22400 to Sh. R.P.S. Lohchab, Registrar (BOG agenda item 18.2 and BOG agenda item 16.1(viii) on page 7 & 8 of the minutes).

The Standing Committee noted the information provided in the agenda item.

2. The matter regarding the validity of services of 09 persons who have crossed the maximum limit of 03 years contractual appointments as per the recent NIT Statutes (BOG agenda item 18.3).

The Standing Committee decided that remaining 35 non-teaching posts be also advertised urgently after taking approval from the Hon'ble Chairperson, BOG in anticipation approval of the Board and then interviews for filling up all non-teaching vacant posts (08 posts already advertised + 35 to be advertised) be conducted at the earliest possible simultaneously.

BOG 19th meeting held on 29th December, 2009:-

1. The matter regarding grant of UGC pay scale to Sh. Gyana Ranjan Samantaray (BOG agenda item 19.17).

The Standing Committee decided that this matter has already been decided by the Standing Committee in its 2nd meeting held on 27 & 28th January, 2010 and that decision is very much valid as per rules prevailing at that time.

The Standing Committee desired that this matter may be again placed before the Board in its ensuing meeting with present facts.

2. To consider the amended House Allotment Rules keeping in view the observations of the Board (BOG agenda item 19.27).

This matter has already been discussed in this meeting under item A(2).



3. **To consider rules on Extra Ordinary Leave, Lien and Deputation (BOG agenda item 19.32).**

The Standing Committee noted that the legal opinion in the matter has been obtained and the matter has already been discussed by the Director and the Registrar. Accordingly the said rules be submitted to the Hon'ble Chairperson, BOG for approval after adhering to all suggestions/observations made by the BOG in its 19th meeting held on 29.12.2009 (agenda item 19.32).

4. **To consider anomalies in the Scheme of Revision of pay scales in respect of teachers and other staff (BOG agenda item 19.33).**

The Standing Committee noted that the matter is being again placed before the Board of Governors in its ensuing meeting.

5. **To consider the matter regarding re-designation of Director of Sports (BOG agenda item 19.37).**

The Standing Committee reiterated that Sh. R.K. Sharma, Director of Sports be re-designated as Sports Officer as already decided by the Standing Committee in its 2nd meeting held on 27th/28th January, 2010. However, the matter concerning re-designation of Sh. Zile Singh, Lecturer, Physical Education be kept pending till mapping and restructuring of non-teaching posts in NITs.

6. **To consider the panel of external experts for recruiting Academic Staff (excluding the Director and the Deputy Director) in various subjects (BOG agenda item 19.40).**

The Standing Committee noted that the matter is being submitted to the Hon'ble Chairperson, BOG for his kind approval.

7. **The matter regarding 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 (BOG agenda item 19.41).

The Standing Committee noted that the action taken on the subject will be placed in the ensuing meeting of the BOG.

C. Follow up action with reference to decisions taken by the BOG in its 20th meeting held on 15, March, 2010:-

20.1 To confirm the minutes of the 19th meeting of the Board of Governors held on 29.12.2009.

The Standing Committee noted that as per decision of the Board the matter regarding confirmation of minutes of the 19th meeting of the Board of Governors held on 29.12.2009 along with the action report is being placed before the Board in its ensuing meeting.

20.2 & 20.3 To ratify the minutes of the 11th meeting of the Building & Works Committee of National Institute of Technology, Kurukshetra held on 28.07.2009 and that of 12th (Special) meeting of the Building & Works Committee of National Institute of Technology, Kurukshetra held on 03.09.2009.

The Standing Committee noted the action taken on the decisions of the Board.

20.4 To ratify the minutes of the 13th meeting of the Building & Works Committee of National Institute of Technology, Kurukshetra held on 25.02.2010.

The Standing Committee noted the action taken on the decision of the Board.

20.5 To consider the decision of the Senate regarding nomination of faculty member on the BOG.

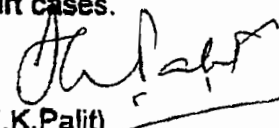
The Standing Committee noted the action taken on the decision of the Board.

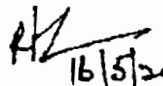


D. Other issues:-

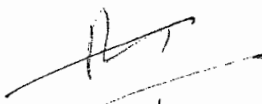

1. **Status of court cases pending in various Hon'ble Courts of law.**

The Standing Committee noted the status report of court cases pending in various Hon'ble Courts of law. However the Standing Committee desired that the status of the case filed by Dr. A.K. Gupta and Dr. R.K. Sharma regarding pending payment of HEC Classes be examined from its case file. It was also decided that the concerned lawyers be asked to expedite the outstanding court cases.


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


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


(M.N. Bandyopadhyay)
Director
NIT, Kurukshetra



FA AM 17/5

Item: 21.31 To ratify the action taken by the Hon'ble Chairperson BOG in approving the proposal of Institute for the engaging contractual persons in the Examination Cell of the Institute.

Due to the ban imposed by the Ministry of Human Resource Development since 2003 and frequent retirement of the staff, the Institute is facing shortage of Non-faculty staff. The work of the Institute is affecting badly and the situation has become so worst that even results of the students are not being declared as the process has not been completed. Only one regular Deputy Superintendent is working in the Examination Cell and the contractual staff already working in the Cell has been withdrawn since 1.4.2010.

Keeping in view urgency of the declaration of the student's results , a proposal was submitted to the Hon'ble Chairperson, BOG for filling up 01 post of Programmer and 04 posts of Computer Operator on contract basis on a consolidated salary of Rs.15600/- and 5200/- per month respectively under clause 28(2) of the 1st Statutes. Further, for conducting walk-in-interview, an Adhoc Committee was also proposed.

The Hon'ble Chairperson, BOG approved the above proposal of the Institute on 17.4.2010 and the persons were engaged on contract basis. A copy of the approval is enclosed as Appendix - ~~XXIII~~ on page 189

The Board may ratify the action taken by the Hon'ble Chairperson, BOG in approving the proposal of the Institute for engaging contractual persons in the Examination Cell.

**NATIONAL INSTITUTE OF TECHNOLOGY
KURUKSHETRA - 136 119 (Haryana)**

APPENDIX-XXIII

No. Gen-1/

Dated: 16/4/10

Subject: Approval for engaging contractual persons in the Examination Cell.

Sir,

The Institute is facing shortage of non-faculty staff due to the ban imposed by the MHRD since 2003 and frequent retirement of the Staff. Due to ban, the work of the Institute is effecting badly and now the situation has become so worst because the results of the students are not being declared as the process has not been completed. Only one Deputy Superintendent is working in the Examination Cell. The contractual staff already working in the Cell has been withdrawn since 1.4.2010.

The matter for filling up the non-faculty staff on regular basis will be taken up in due course of time after the re-structuring and re-mapping of the Non-faculty posts..

Keeping in view the urgency of the declaration of the results of the students, the following posts may kindly be allowed to fill on contract basis under the clause 28(2) & (3) of the 1st Statutes for a period of six months on a consolidated salary as mentioned against each:

Sr.No.	Name of the post	No. of posts	Consolidated salary of Rs
1.	Programmer	01	Rs.15600/- per month
2.	Computer Operator	04	Rs. 5200/- per month

Further, the following adhoc ^{Selection} Committee may be constituted under clause 28(3) of the 1st Statutes for conducting walk-in-interview to fill up the said posts on contract:

1. Dr. Rajender Kumar, Controller of Examination
2. Dr. Brahmjit Singh, Professor, EcE Deptt.
3. Dr. P.J.Philip, Prof & Head, MBA Deptt.

Chairman
Subject Expert
Member

The minutes of the Adhoc ^{Selection} Committee will be submitted later on after conducting the interviews for your kind approval.

Submitted for consideration and approval, please.

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

Yours faithfully,

Mr 16/4/21
DIRECTOR

Approved as proposed
[Signature]
17/4/10

Item 21.32 To consider delegation of power to the Hon'ble Chairperson to appoint any contractual staff as per clause 28(2 & 3) of 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".

Under clause 28(2 &3), the following provisions have been made for the appointment on contract basis:

- 28(2) Subject to the provisions of the Act, the Board may appoint any person on contract in the prescribed scales of pay and on terms and conditions applicable to the relevant post for a period not exceeding 3 years.**
- 28(3) For making such appointments, the Chairperson, Board of Governors shall constitute such adhoc Selection Committee, as the circumstances of each case may required provided that such constitution of Committee shall be reported to the Board for confirmation.**

Due to ban imposed by the Government of India, Ministry of Human Resource Development, Department of Higher Education, New Delhi since 2003 and frequent retirements, there is acute shortage of staff in the Non-faculty cadres. As on 1.5.2010, there are 44 vacancies against the presumed sanctioned strength of 306, as has been proposed to the Board and to the MHRD for the year 2009-10. This sanctioned strength is based on the ratio of Faculty and Non-faculty as suggested by the MHRD. The re-structuring and re-mapping of the existing posts are being proposed to the MHRD as per their directions issued by letter dated 17.3.2010. The said process/approval will take more time to complete whereas the work is suffering due to the shortage of staff.

In view of the above, for the smooth functioning of the classes, laboratories and other administrative works, the Chairperson, BOG may be authorized to appoint contractual staff against the said vacancies for a period of 1/2/3 years as the case may be on the prescribed scale of pay but not more than 3 years or till the regular posts are filled up as per the approval to be granted by the MHRD. The whole process will be reported to the Board in the next meeting of the Board.

The Board may consider and approve.

Item:21.33 To ratify the action taken by the Hon'ble Chairperson in approving the proposal of the Institute for mapping of existing non-faculty posts with the new classifications as per Statutes, requirement of non-faculty staff as per ratio suggested by MHRD 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".

Under Section 22 of the Statutes, 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/Office, Office Superintendent, Security Officer, Stores Officer, Store Keeper, Office Assistant, 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, the existing non-faculty posts are to be mapped/re-structured with the above classification. Hence for the purpose, a Committee was constituted at the Institute level. The recommendations of the Committee were placed before the Board in its 19th meeting held on 29.12.2009. The Board decided as under:-

"The Board decided that the agenda item 19.41 be circulated amongst the Board members for consideration and decision thereon."

In view of the above decision of the Board, the said agenda item was circulated amongst the Hon'ble members of the Board for consideration and approval vide letter No.R/Gen-1/BOG/31 dated 4.1.2010. Mrs. Sudesh Mukhopadhyay, Hon'ble member of the Board vide her e-mail dated 8th January, 2010 to the Hon'ble Chairperson, BOG desired to arrange the data of all the annexure on a comprehensive table format.

These comments were placed before the Standing Committee on the Board in its 2nd meeting held on 27.1.2010 and 28.1.2010. The Standing Committee decided as under:

"The Standing Committee noted the comments received from Prof.(Mrs.) Sudesh Mukhopadhyay, Member of the Board vide her e-mail dated 8th January, 2010 to the Hon'ble Chairperson, BOG

The Standing Committee also noted that at present there are 233 sanctioned faculty posts whereas requirement of the Institute in view of increased students' strength for the year 2009-10 is 278. The non-faculty staff positions is at present 262 (Group A to C= 175 and Group D=87). However on the basis of 278 faculty posts, the non faculty posts would be 306 as per norms suggested by the MHRD i.e. 1:1.1 The matter as regard sanctioning additional faculty and non-faculty posts stands referred to MHRD.

The Standing Committee further noted that in view of policy of Govt. of India there will not be Group-D employees. Hence in due course of time positions vacated by Group-D employees on account of superannuation, promotion and any other reason whatsoever shall be added to Group-A to C positions to be decided by the Board from time to time.

The Standing Committee further observed as under:-

- 1. The nomenclature of Sr. Medical Officer, Medical Officer, Estate Officer, Cashier, System Attendant/Lab Attendant will remain unchanged.**
- 2. Classification of all the cadres should be in descending way in order of scale of the post.**

3. **The Director of Sports and Lecturer in Physical Education may be re-designated as Sports Officer and Asstt. Sports Officer respectively in the proposed mapping.**
4. **There should be a position of Finance Officer in the pay scale of Deputy Registrar.**
5. **There should be promotional avenues for all non-teaching cadres in the Institute.**

The Standing Committee desired that keeping in view the above observations; the Office should again make exercise and arrange entire information in limited proformas. Then the matter may be placed before the Board for approval in its next meeting."

In view of above decision of the Standing Committee of the Board, the office exercised again to map the existing posts with the new classifications.

Further, it is worth mentioning here that keeping in view increased intake of students due to the OBC reservation, the Students' strength has gone upto 3340 in the current year i.e. 2009-10. As per student faculty ratio (12:1), the faculty required for the year 2009-10 is 278 against the total student strength of 3340 whereas against the 278 faculty strength, 306 non-faculty staff is required as per Faculty: Non-faculty Ratio.(1:1.1), suggested by MHRD.

On the basis of above calculation, an item was placed before the Board of Governors in its 17th meeting held on 9.9.200 for the approval of Faculty and Non-faculty staff for the year 2009-10. The Board decided as under:

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

In view of the above, a proposal was referred to the MHRD vide this office letter No. Gen-1/3703/9695 dated 11.12.2009. The matter was also raised by our Director in Director's meeting with the Education Secretary, MHRD on 8.2.2010 for conveying the concurrence of the Ministry for the sanction of faculty and non-faculty staff. However, approval of MHRD is still pending, whereas acute shortage of non-faculty staff which is increasing day by day due to retirement and is effecting the smooth functioning of the classes and administrative work of the Institute.

Further, it is pertinent to mention here that against the 306 non-faculty staff is required for the year 2009-10, only 260 non-faculty Staff is in position as on 1.5.2010 staff position. Hence it is evident that the Institute has already achieved the required ratio of faculty and non-faculty staff. Hence, 46 vacancies still exist in Group A to C category. 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.

Keeping in view the above averments, a proposal was submitted to the Hon'ble Chairpersons, BOG on the following grounds:

1. The Institute may be allowed to adopt the mapping/restructuring of non-faculty posts which is proposed in Annexure-A
2. The Institute may be allowed to adopt the revised requirement of Non-faculty staff as per the Annexure-A which are within the required ratio suggested by the MHRD.
3. The Institute may be allowed to fill up 35 posts by way of direct recruitment on the basis of proposed Recruitment Rules as per Annexure-B which has been prepared on the basis of existing qualifications and also qualifications taken from IIT Delhi/other Central Universities/Institutions and DOPT directions, as the new Recruitment Rules have not been framed till now. .
4. The age limit required for these 35 posts may be taken as per DOPT, Government of India directions issued vide their letter No. 11714/US/RR/10, dated 5th February, 2010 and the relaxation in age would be admissible as per Central Government Rules. However, the Board of Governors shall have power to relax any of the requirements prescribed under the Recruitment Rules for working employees/persons of the Institute.
5. The above proposal may kindly be approved in anticipation of the approval of the Board so that the advertisement for inviting applications may be issued accordingly and interviews may be held. However, the appointments may be made after the Institute gets sanction to fill up 45 teaching posts for which matter stands referred to the MHRD.

The proposal of the Institute was approved by the Hon'ble Chairperson, BOG on 4.3.2010. A copy of the approval is enclosed as Appendix - XXIV from page 197 to page 219.

However, the advertisement for these posts could not made due to the receipt of a letter No. F.23-18/2008-TS.III, dated 17.3.2010 from the Joint Secretary, the Government of India, Ministry of Human Resource Development, Department of Higher Education, New Delhi vide which the directions were issued for re-structuring of the Non-faculty cadres in NITs and also for the mapping of the existing non-faculty posts with the new posts as per annexure enclosed with the aforesaid letter of the MHRD. It was also directed that the proposed Non-teaching Staff Structure may be adopted after obtaining the approval of the BOG of the Institute and for the new posts required to be created/upgraded consequent to adoption of the new structure, necessary proposal may be sent to the Ministry. It was also mentioned in the above letter that no new posts should be created or any posts upgraded and

filled up in the Institute without the prior approval of the Ministry. For the implementation of the aforesaid letter dated 17.3.2010, two workshops have also been conducted- First at NIT Rourkela from 5.4.2010 to 6.4.2010 and second at NIT Calicut on 30.4.2010 to 1.5.2010 to finalize the process of the Non-faculty staff of all the NITs. During the last meeting held at NIT, Calicut, it has been decided that each NIT will prepare the proposal of restructuring of the Non – Faculty posts on the basis of Students strength for the ensuing session 2010-2011 and send it to the MHRD for approval. In this way it is evident that requirement of faculty as well as non-faculty for the year 2009-10 has not been considered as the academic session 2009-10 is going to complete in June, 2010 and the process of re-structuring and re-mapping of the existing non-faculty posts may take a long time to be finalized..

Further, the Deputy Educational Adviser, Government of India, MHRD, New Delhi vide letter No. F-10-38/2008-TS.III, dated 20th April, 2010 has conveyed the decision of the MHRD that no new posts should be created or filled up even on contract basis pending the implementation of the re-structuring cadre of non-teaching staff with the approval of the Ministry.

Due to abovesaid directions of the MHRD issued vide letters dated 17.3.2010 and 20.4.2010, a confusion was created for the adoption of Non-faculty structure as revised instructions are not at par with the classifications of members mentioned under clause 22 of the 1st Statutes. What classifications of posts are to be adopted by the Institute? The MHRD has also been approached vide this office letter No. Gen-1/3863/2291, dated 26.04.2010 to clarify the position. However, no reply has been received so far.

Keeping in view the above facts and circumstances, the Hon'ble Chairperson, BOG was again approached for the approval of the filling up 35 Non-faculty posts on the following grounds:

1. As decided in the meeting of Registrars of all NITs at NIT Calicut, the proposal on the revised Non-faculty structure is to be sent to the MHRD on the basis of the requirement of faculty as well as non-faculty staff for the year 2010-2011 and requirement of faculty as well as non-faculty for the year 2009-10 is not being considered by the MHRD as the academic session 2009-10 will be completed in June, 2010 and the process of re-structuring and re-mapping of the existing non-faculty posts will take a long time to be finalized..
2. The 35 posts already approved by the Hon'ble Chairperson BOG may be filled up as these vacancies are related to the year 2009-10. The remapping will be done later on according to the instructions of the MHRD. However, the MHRD may be again requested to sanction the faculty for the year 2009-10 for which the matter already stands referred.
3. The proposal already approved by Hon'ble Chairperson, BOG on 4.3.2010 may be taken into consideration and the Institute may be allowed to fill up 35 posts by way of direct recruitment on the basis of the already proposed Recruitment rules which were prepared on the basis of existing qualifications and also qualifications taken from IIT Delhi/other Central Universities/Institutions and DOPT directions As already approved. the age

limit and relaxation in age required for these 35 posts may be taken as per DOPT, Government of India directions issued vide their letter No. 11714/US/RR/10, dated 5th February, 2010. However, the Board of Governors may relax any of the requirements prescribed under the Recruitment Rules for working employees/persons of the Institute.

4. The approval may kindly be accorded in anticipation of the approval of the Board so that the advertisement for inviting applications may be issued accordingly and interviews may be held. However, the appointments may be made after receipt of the sanction of faculty to fill up additional 45 faculty posts.

The above proposal of the Institute was approved by the Hon'ble Chairperson, BOG on 9.5.2010 and the advertisement for inviting applications for 35 Non-faculty posts are being issued accordingly. A copy of the approval is enclosed as appendix - XXV from page 220 to page 227.

The Board may ratify the action taken by the Hon'ble Chairperson BOG for approving the proposal of the Institute for mapping of existing non-faculty posts with the new classifications as per Statutes, requirement of non-faculty staff as per ratio suggested by MHRD and filling up posts of urgent nature.

Speed Post

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

No.Gen/1397

Dated: 2/3/10
4

Subject: Approval for mapping of existing non-faculty posts with the new classifications as per Statutes, requirement of non-faculty staff as per ratio suggested by MHRD 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".

Under Section 22 of the Statutes, 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/Office, Office Superintendent, Security Officer, Stores Officer, Store Keeper, Office Assistant, 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, the existing non-faculty posts are to be mapped/re-structured with the above classification. Hence for the purpose, a Committee was constituted at the Institute level. The recommendations of the Committee were placed before the Board in its 19th meeting held on 29.12.2009. The Board decided as under:-

"The Board decided that the agenda item 19.41 be circulated amongst the Board members for consideration and decision thereon."

In view of the above decision of the Board, the said agenda item was circulated amongst the Hon'ble members of the Board for consideration and approval vide letter No.R/Gen-1/BOG/31 dated 4.1.2010. Mrs. Sudesh Mukhopadhyay, Hon'ble member of the Board vide her e-mail dated 8th January, 2010 to the Hon'ble Chairperson, BOG desired to arrange the data of all the annexure on a comprehensive table format.

These comments were placed before the Standing Committee on the Board in its 2nd meeting held on 27.1.2010 and 28.1.2010. The Standing Committee decided as under:

"The Standing Committee noted the comments received from Prof.(Mrs.) Sudesh Mukhopadhyay, Member of the Board vide her e-mail dated 8th January, 2010 to the Hon'ble Chairperson, BOG

The Standing Committee also noted that at present there are 233 sanctioned faculty posts whereas requirement of the Institute in view of increased students' strength for the year 2009-10 is 278. The non-faculty staff positions is at present 262 (Group A to C= 175 and Group D=87). However on the basis of 278 faculty posts, the non faculty posts would be 306 as per norms suggested by the MHRD i.e. 1:1.1 The matter as regard sanctioning additional faculty and non-faculty posts stands referred to MHRD.

The Standing Committee further noted that in view of policy of Govt. of India there will not be Group-D employees. Hence in due course of time positions vacated by Group-D employees on account of superannuation, promotion and any other reason whatsoever shall be added to Group-A to C positions to be decided by the Board from time to time.

The Standing Committee further observed as under:-

- 1. The nomenclature of Sr. Medical Officer, Medical Officer, Estate Officer, Cashier, System Attendant/Lab Attendant will remain unchanged.**
- 2. Classification of all the cadres should be in descending way in order of scale of the post.**

3. **The Director of Sports and Lecturer in Physical Education may be re-designated as Sports Officer and Asstt. Sports Officer respectively in the proposed mapping.**
4. **There should be a position of Finance Officer in the pay scale of Deputy Registrar.**
5. **There should be promotional avenues for all non-teaching cadres in the Institute.**

The Standing Committee desired that keeping in view the above observations; the Office should again make exercise and arrange entire information in limited proformas.

Then the matter may be placed before the Board for approval in its next meeting."

In view of above decision of the Standing Committee of the Board, the office has exercised to map the existing posts with the new classifications with the following aspects/proposal:

1. 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 present pay scales (including ACP pay scales) subject to instructions issued by the MHRD from time to time.
2. The posts having higher pay scales corresponding to the existing pay scales have been made on the basis of scales recommended by the Sarangi Committee for the future recruitment of the post(s), as directed by the MHRD vide letter No.F.10-8/2009-TS.III, dated 21st October, 2009. However, the present incumbents may get higher scales subject to their possessing qualifications and experience as prescribed for these posts.
3. All the existing designations/posts will be abolished as and when the new classifications/designations are approved.
4. Some new posts has also been proposed to be created keeping in view the new classification and present need of the respective departments/Sections which fall within the required ratio suggested by the MHRD.

The detailed proposal of mapping/restructuring the existing posts, requirement of posts and the posts which are to be created is contained in the enclosed Annexure-A for your kind perusal and consideration. The restructuring of posts, requirement of non-Faculty posts and posts to be created has been exercised as per the ratio (1:1.1) suggested by the MHRD and keeping in view the following aspects:

1. As on 1.3.2010, 260 non-faculty staff is in position which includes 85 positions of Class IV staff. It is worth mentioning here that as per clause 22 of 1st statues, the class IV positions have not been included in the classification. But, these 85 posts of Class IV staff are part of the total strength of 260 non-faculty staff at present. However, these 85 posts will automatically be abolished with the passage of time as and when the incumbents working against these posts will retire.
2. The Hostel staff and the administrative staff required for Information Technology (IT) and Industrial Engineering and Management (IEM) Departments have 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 keeping in view the lab classes in these two departments.
3. As earlier decided by the Board, the Security, Housekeeping and Maintenance Services are being outsourced to avoid engaging a large number of persons on contract basis on run these services smoothly. The existing class IV staff working in these areas will be adjusted in the respective departments/ sections for class IV/III work till their retirements. The process in this regard has already been initiated and it is expected that these services will be outsourced w.e.f. 1.4.2010.
4. 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, hence the Health Centre may be opened in two session – 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.

Now keeping in view increased intake of students due to the OBC reservation, the Students' strength has gone upto 3340 in the current year i.e. 2009-10. The faulty and non-faculty staff is required for the smooth functioning of classes and administrative work. As per student faculty ratio (12:1), the faculty required for the year 2009-10 is 278 against the total student strength of 3340. Whereas against the 278 faculty strength, 306 non-faculty staff is required as per Faculty: Non-faculty Ratio.(1:1.1), suggested by MHRD.

In view of the above, an item was placed before the Board of Governors in its 17th meeting held on 9.9.2009. The Board decided as under:

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

In view of the above, a proposal was referred to the MHRD vide this office letter No. Gen-1/3703/9695 dated 11.12.2009. The matter has also been raised by our Director in Director's meeting with the Education Secretary, MHRD on 8.2.2010 for conveying the concurrence of the Ministry for the sanction of faculty and non-faculty staff. However, approval of MHRD is still pending, whereas acute shortage of non-faculty staff which is increasing day by day due to retirement and is effecting the smooth functioning of the classes and administrative work of the Institute. It may be mentioned here that delayed decision will make condition even worse because at a later stage new appointee will not be able to run the show effectively as existing staff will not be available in the Institute to render their rich experience.

Further it is also worth mentioning here that the Institute has invited applications for the recruitment of 106 faculty posts which have already been approved by the MHRD for the year 2008-09. However, during the current semester studies i.e. for the year 2009-10, the work is being got done by appointing Lecturers on contract basis. It may be appreciated that this practice is not advisable for an Institution of National Importance.

Now with regard to Non-faculty staff, it is pertinent to mention here that 306 non-faculty staff is required for the year 2009-10 against the faculty staff of 278 whereas as on 1.3.2010, 260 non-faculty Staff is in position (Group A to C= 175 and Group D=85). Hence it is evident that the Institute has already achieved the required ratio of faculty and non-faculty staff and there are 131 vacancies in the Group A to C category. Due to availability of Group D positions, all these 131 vacancies may not be filled. However, after excluding the existing 85 posts of Group—D staff, 46 vacancies still exist in Group A to C category. 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. The remaining 37 non-faculty posts (306-260+9) may be considered for recruitment. Due to untimely death of our two employees recently, 02 posts may be kept pending for the adjustment of their wards on compassionate ground. Hence remaining 35 posts which are urgently required for smooth functioning of classes and administrative work of the Institute may be considered for recruitment.

Now the Karamchari Sangh of the Institute is pressing hard to fill up these 35 posts on urgent basis. However, as per the clause 23 (3) of the Statutes, the recruitment is to be made as per the rules of the Central Government. No recruitment rules have been circulated by the MHRD so far. Hence the matter was referred to the Government of India, Ministry of Personnel, Personal Grievances and Pension, Department of Training (DOPT), New Delhi vide letter No. Gen-1/Rectt/277 dated 17.1.2010 for clarification regarding Recruitment Rules applicable to the Central Government employees.

The DOPT, Government of India vide letter No. 11714/US/RR/10, dated 5th February, 2010 has advised that the Recruitment Rules shall be framed by the Administrative Ministry concerned based on the guidelines issued by the DOPT Department. Approval of DOPT is not required. In our case, the Administrative Ministry is MHRD and the Recruitment Rules have not been issued by the MHRD till now. However, with regard to upper age limit the DOPT has suggested as under:

1. In terms of the guidelines issued by this Department, the criteria followed in respect of upper age limit for appointment on Direct Recruitment basis is as indicated in this Department OM No. AB 14017/12/87-Estt.(RR) dated 18.03.88, which is available on the Ministry's website www.persmin.nin

	Posts	Age Limits
(i)	Posts in the scale of pay having maximum of more than Rs. 16500/- (pre-revised)	Preferably below 50 years
(ii)	Posts in the scale of pay having a maximum of Rs. 16500/- (Pre-revised)	50 Years
(iii)	Posts in the scale of pay having a maximum of more than Rs. 15200/- but less than Rs. 16500/- (pre-revised)	45 Years
(iv)	Posts in the scale of pay having a maximum of Rs. 15200/- (pre-revised)	40 Years
(v)	Posts in the scale of pay having a maximum of Rs. 13500/- or more but less than Rs. 15200/- (pre-revised)	35 Years
(vi)	Posts in the scale of pay having a maximum of Rs. 9000/- or more but less than Rs. 13500/- (pre-revised)	30 Years
(vii)	Group C & D* posts (There are no Group D posts in Government of India after implementation of 6 th CPC recommendations)	Between 18 and 27 Years

2. A provision is made the rules for relaxation of the upper age-limit for departmental candidate upto 40 years for appointment by direct recruitment to Group C posts.

Provision on age relaxation in favour of Government servants for appointment by direct recruitment to Group A&B posts is made as below:

“Relaxable for Government servants upto 5 years in accordance with the instructions or orders issued by the Central Government”

Under the circumstances explained above, the following is proposed for kind consideration and approval:

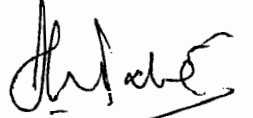
1. The Institute may be allowed to adopt the mapping/restructuring of non-faculty posts which as proposed in Annexure-A
2. The Institute may be allowed to adopt the revised requirement of Non-faculty staff and creation of posts as per the Annexure-A which are within the required ratio suggested by the MHRD.
3. The request of the Karamchari Sangh may be considered and the Institute may be allowed to fill up 35 posts by way of direct recruitment on the basis of existing Recruitment Rules of the Institute as the new Recruitment Rules have not been framed till now. The detailed list of 35 posts is enclosed as Annexure-B which also includes some newly created posts.
4. The age limit required for these 35 posts may be taken as per DOPT, Government of India directions issued vide their letter as referred above and the relaxation in age would be admissible as per Central Government Rules. However, the Board of Governors shall have power to relax any of the requirements prescribed under the Recruitment Rules for working employees/persons of the Institute.
5. The Institute may be allowed to fill up the 35 non-faculty posts on the basis of the proposed Recruitment rules available in the enclosed Annexure-B which has been prepared on the basis of existing qualifications and also qualifications taken from IIT Delhi/other Central Universities/Institutions and DOPT directions.
6. The detailed Recruitment Rules for all the Non-faculty posts will be prepared subsequently.

The above proposal may kindly be approved in anticipation of the approval of the Board so that the advertisement for inviting applications may be issued accordingly and interviews may be held. However, the appointments may be made after the Institute gets sanction to fill up 45 teaching posts for which matter stands referred to the MHRD.

Submitted for approval, please.

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

Approved as
approved


4/3/10


DIRECTOR

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

Annexure-A

PROPOSED MAPPING OF NON FACULTY GROUP 'A' POSTS

Sr.No.	Existing Post(s)	No. of Sanctioned Posts	Existing Pay scale of the Posts (Rs)	Mapping with the new classification	No. of post(s) required	Pay Scale of the mapped Post (s) Rs.
Group-A, Technical Staff						
1.	Librarian	01	15600-39100+7600	Librarian	01	37400-67000+10000
2.	Workshop Supdt.	01	15600-39100+7600	Workshop Supdt.	01	15600-39100+7600
3.	Director Sports	01	15600-39100+5400	-	-	-
4.	System Analyst	02	15600-39100+5400	System Analyst	05	15600-39100+5400
5.	Programmer	03	9300-34800+5400	Programmer	13	15600-39100+5400
6.	Lecturer, Phy. Education.	02	15600-39100+5400	-	-	-
Posts to be created						
7.	-	-	-	System Manager	01	15600-39100+7600
8.	-	-	-	Sports Officer	01	15600-39100+6600
9.	-	-	-	Assistant Workshop Supdt.	01	15600-39100+5400
10.	-	-	-	Asstt. Sports Officer	01	15600-39100+5400
Total		10			24	
Administrative and other Staff						
1.	Registrar	01	16400-22400 (un-revised)	Registrar	01	37400-67000+10000
2.	Deputy Registrar	03	15600-39100+5400	Deputy Registrar	04	15600-39100+7600
4.	Sr. Medical Officer	01	15600-39100+6600	-	-	-
5.	Lady Medical Officer	01	15600-39100+5400	Medical Officer	01	15600-39100+5400
6.	Asstt. Registrar	01	9300-34800+4600	Asstt. Registrar	02	15600-39100+5400

7.	Stores Officer	01	9300- 34800+4600	Stores Officer	01	15600- 39100+5400
8.	Estate Officer	01	9300- 34800+4600	Estate Officer	01	15600- 39100+5400

Posts to be created						
1.	-	-	-	Finance Officer	01	15600- 39100+7600
2.	-	-	-	Executive Engineer	01	15600- 39100+7600
3.	-	-	-	Sr. Medical officer	01	15600- 39100+6600
4.	-	-	-	Asstt. Executive Engineer	02	15600- 39100+5400
5.	-	-	-	Audit Officer	01	15600- 39100+5400
6.	-	-	-	Assistant Librarian	01	15600- 39100+5400
Total		09			17	

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

PROPOSED MAPPING OF NON FACULTY GROUP 'B' POSTS

Sr.No.	Existing Post(s)	No. of Sanctioned Posts	Existing Pay scale of the Posts (Rs.)	Mapping with the new classification	No. of post(s) required	Pay Scale of the mapped Post (s) Rs.
Group-B, Technical Staff						
1.	Foreman	03	9300-34800+4600	Foreman	03	9300-34800+4600
2.	Supervisor (Engg.)	23	9300-34800+4600	Foreman	20	9300-34800+4600
3.	Supervisor (Sciences)	03	9300-34800+4600	Lab Instructor	04	9300-34800+4600
4.	Sr. Draftsman	03	9300-34800+4200	Draftsman	02	9300-34800+4200
5.	Asstt. Draftsman	01	9300-34800+4200	-	-	-
6.	Tech. 'A'	23	9300-34800+4200	Technician	26	9300-34800+4200
	Total	56			55	

Group-B Administrative and other Staff						
1.	Land Scope Officer	01	0300-34800+4600	-	-	-
2	Asstt. Librarian	02	9300-34800+4600	-	-	-
3.	Deputy Supdt.	08	9300-34800+4200	Office Supdt.	09	9300-34800+4600
4.	Security Officer	01	9300-34800+4200	Security Officer	01	9300-34800+4200
5	Jr. Accountant	01	9300-34800+4200	-	-	-
6	Head Cashier	01	9300-34800+4200	Office Assistant (Cheques)	01	9300-34800+4200
7	Cashier	01	9300-34800+4200	-	-	-
8	Accounts Clerk	05	9300-34800+4200	Office Asstt. (Accounts)	05	9300-34800+4200
9	Assistant/MMCA	23	9300-34800+4200	Office Asstt.	20	9300-34800+4200

10	TOCR	02	9300- 34800+4200	-	-	-
11	Sr. Storekeeper	02	9300- 34800+4200	Storekeeper	02	9300- 34800+4200
12	Sr. Stenographer	07	9300- 34800+4200	-	-	-
13	Lady Resident Warden	01	9300- 34800+4200	-	-	-
14	Sr. Lib. Assistant & Counter Assistant	05	9300- 34800+4200	-	-	-
15	Pharmacist	02	9300- 34800+4200	Medical Asstt. (Pharmacist)	02	9300- 34800+4200
16	Staff Nurse	01	9300- 34800+4200	Medical Asstt. (Staff Nurse)	02	9300- 34800+4200
17	Junior Engineer	04	9300- 34800+4200	Junior Engineer	04	9300- 34800+4200
Posts to be created						
1.	-	-	-	Private Secretary	02	9300- 34800+4600
2.	-	-	-	Accountant	01	9300- 34800+4600
3.	-	-	-	Cashier	01	9300- 34800+4200
4.	-	-	-	Executive Assistant	07	9300- 34800+4200
5.	-	-	-	Personal Assistant	02	9300- 34800+4200
6.	-	-	-	Auditor	02	9300- 34800+4200
7.	-	-	-	Record Keeper	01	9300- 34800+4200
8.	-	-	-	Receptionist	01	9300- 34800+4200
9.	-	-	-	Lady Resident Warden	01	9300- 34800+4200
10.	-	-	-	Lib. information Assistant	04	9300- 34800+4200
Total		67	-		69	

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PROPOSED MAPPING OF NON FACULTY GROUP 'C' POSTS

Sr.No.	Existing Post(s)	No. of Sanctioned Posts	Existing Pay scale of the Posts (Rs)	Mapping with the new classification	No. of post(s) required	Pay Scale of the mapped Post (s) Rs.
Group –C, Technical Staff						
1	Tech. 'B'	19	5200-20200+2400	Technical Asstt.	27	5200-20200+2400
2	System Attendant	03	5200-20200+2400	-	-	-
3	Driver	04	5200-20200+2400	-	-	-
4.	Tracer	04	5200-20200+2000	-	-	-
5.	Ferro Machine Operator	02	5200-20200+1900	-	-	-
6.	Lab. Asstt.	02	5200-20200+1900	Lab. Asstt.	02	5200-20200+1900
7.	Gas Man	01	5200-20200+1900	-	-	-
8.	Lab Attendant	33	5200-20200+1900	-	-	-
Posts to be created						
1.	-	-	-	System Attendant	03	5200-20200+2400
2.	-	-	-	Lab. Attendant	37	5200-20200+1900
3.	-	-	-	Drivers	05	5200-20200+1900
	Total	68	-	-	74	

Sr.No.	Existing Post(s)	No. of Sanctioned Posts	Existing Pay scale of the Posts (Rs)	Mapping with the new classification	No. of post(s) required	Pay Scale of the mapped Post (s) Rs.
Group-C Administrative and other Staff						
1.	Lab Technician	01	5200-20200+2800	Medical Asstt. (Lab)	02	5200-20200+2800
2.	Jr. Stenographer	10	5200-20200+2400	-	-	-
3.	Matron	01	5200-20200-1900	-	-	-
4.	Electrician	01	5200-20200+2400	-	-	-
5.	Plumber	01	5200-20200+2400	-	-	-
6.	Carpenter	01	5200-20200+2400	-	-	-
7.	Pump Driver	01	5200-20200+2400	-	-	-
8.	Mason	01	5200-20200+2400	-	-	-
9.	Fitter	01	5200-20200+2400	-	-	-
10.	Jr. Storekeeper	07	5200-20200+1900	-	-	-
11.	Clerks	36	5200-20200+1900	Data Entry Operator	06	5200-20200+1900
12.	Duplicating Machine Operator	01	5200-20200+1900	-	-	-
13.	Steno-Typist	02	5200-2000+1900	-	-	-
14.	Store-Munshi	01	5200-20200+1900	-	-	-
15.	Restorer	04	5200-20200+1900	-	-	-
16.	Book Binder	01	5200-20200+1900	-	-	-
17.	Xerox Machine Operator	01	5200-20200+1900	-	-	-
18.	Lib. Attendant	07	5200-20200+1900	-	-	-
19.	Dresser	01	5200-20200+1900	-	-	-
20.	Asstt. Pump Driver	05	5200-20200+1900	-	-	-

Workcharged-Made-Regular Staff. (Post Personal to them)						
1	Painter	01	5200-20200+1900	-	-	-
2.	Plumber	02	5200-20200+1900	-	-	-
3.	Asstt. Pump Driver	01	5200-20200+1900	-	-	-
4.	Carpenter	03	5200-20200+1900	-	-	-
5.	Electrician	02	5200-20200+1900	-	-	-
6	Mason	03	5200-20200+1900	-	-	-

Posts to be created (Group-C)						
1.	-	-	-	Sr. Storekeeper	05	5200-20200+2400
2.	-	-	-	Sr. Lib. Information Assistant	04	5200-20200+2400
3	-	-	-	Sr. Executive Assistant	12	5200-20200+2400
4.	-	-	-	Sr. Assistant	08	5200-20200+2400
5.	-	-	-	Jr. Assistant	08	5200-20200+1900
6.	-	-	-	Jr. Storekpper	04	5200-20200+1900
7.	-	-	-	Cook-cum-Caretaker	01	5200-20200+1900
8.	-	-	-	EPABX Operator	01	5200-20200+1900
9.	-	-	-	Jr. Lib. Inf. Assistant	04	5200-20200+1900
10.	-	-	-	Medical Assistant (X-Ray & ECG)	01	5200-20200+1900
11.	-	-	-	Book Binder	01	5200-20200+1900
12.	-	-	-	Matron	01	5200-20200+1900
13.	-	-	-	Jr. Executive Assistant	10	5200-20200+1900
	Total	96			68	

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PROPOSED MAPPING OF NON FACULTY GROUP 'D' POSTS

Sr.No.	Existing Post(s)	No. of Sanctioned Posts	Existing Pay scale of the Posts (Rs)	Mapping with the new classification	No. of post(s) required	Pay Scale of the mapped Post (s) Rs.
Group-D , Technical Staff						
1.	Gas Plant Helper	01	4440-7440+1300	-	-	-

Group-D, Administrative and other Staff						
2.	Daftri	02	4440-7440+1650	-	-	-
3.	Jamadar Peon	01	4440-7440+1650	-	-	-
4.	Cook-Cum-Chowkidar	01	4440-7440+1650	-	-	-
5.	Dafedar	01	4440-7440+1400	-	-	-
6.	Store Mate	01	4440-7440+1400	-	-	-
7.	Female Attendant	01	4440-7440+1400	-	-	-
8.	Asstt. Fitter	01	4440-7440+1400	-	-	-
9.	T. Mate	01	4440-7440+1400	-	-	-
10.	Head Mali	01	4440-7440+1400	-	-	-
11.	Guest House Helper	01	4440-7440+1300	-	-	-
12.	Farash	05	4440-7440+1300	-	-	-
13.	Store Helper	01	4440-7440+1300	-	-	-
14.	Groundsman	06	4440-7440+1300	-	-	-
15.	Chowkidar	42	4440-7440+1300	-	-	-
16.	Peon	27	4440-7440+1300	-	-	-

17.	Cleaner (Vehicle)	02	4440- 7440+1300	-	-	-
18.	Farash-Cum- Attendant	05	4440- 7440+1300	-	-	-
19.	Cleaner	02	4440- 7440+1300	-	-	-
20.	Health Worker- cum-Peon	01	4440- 7440+1300	-	-	-
20.	Jamadar Sweeper	01	4440- 7440+1400+65	-	-	-
21.	Chowkidar- cum - Mali	02	4440- 7440+1300+30	-	-	-
22.	Sweeper	29	4440- 7440+1300	-	-	-
23.	Sewerman	04	4440- 7440+1300	-	-	-
24.	Mali	13	4440- 7440+1300	-	-	-
Workcharged-Made-Regular Staff. (Post Personal to them)						
1.	Beldar	06	4470- 7440+1300	-	-	-
2.	Mali	04	4470- 7440+1300	-	-	-
3.	T. Mate	-	4440- 7440+1400	-	-	-
	Total	162		-	-	-
Grand Total (A+B+C+D)		468			306	

NATIONAL INSTITUTE OF TECHNOLOGY, KURUKSHETRA

PROPOSED RECRUITMENT RULES FOR 35 POSTS UNDER DIRECT RECRUITMENT

ANNEXURE-‘B’

S.N.	Name of the Post	No. of the post	Pay Scale of the Post	Upper Age Limit	Proposed Qualifications and experience
1.	Finance Officer	01	15600-39100+7600	50 Years	(i) Master's Degree with at least 55% of the marks or its equivalent grade of B in the UGC seven-point scale. (ii) 05 years of administrative experience as Assistant Registrar dealing with the matters relating to Finance/Budget/Accounts/Audit in Government Departments/reputed educational Institutions. (iii) Computer working knowledge is desirable.
2.	Senior Medical Officer	01	15600-39100+6600	40 Years	MD in General Medicine or MBBS with at least 10 years' experience in a reputed hospital in Government, PSU or Private Sector, MBBS degree recognized by the Medical Council of India.
3.	System Analyst	01	15600-39100+5400	35 Years	(i) B.Tech. (CSE) OR (ii) B.Tech, (Non-CSE) Experience in computing. OR (iii) M.Sc. (Physical Science) with two years experience in computing. OR (iv) M.Sc. (Physical Science) DCA with one year experience in computing. OR (v) MCA

4.	Programmer	04	15600-39100+5400	35 Years	(i) B.Tech. (CSE) OR (ii) B.Tech, (Non-CSE) Experience in computing. OR (iii) M.Sc. (Physical Science) with two years experience in computing. OR (iv) M.Sc. (Physical Science) DCA with one year experience in computing. OR (v) MCA
5.	Medical Officer	01	15600-39100+5400	35 Years	MBBS with a Minimum of 60% marks or equivalent from a recognized University, Preference will be given to candidates having post graduate degree in General Medicine. 3 Years' experience in a reputed hospital in Government/PSU/Private Sector is desirable.
6.	Estate Officer	01	15600-39100+5400	35 Years	Bachelor Degree in Civil Engg, with three years relevant experience or Diploma in Civil Engg. with 10 years relevant experience out of which at least 5 years should be in construction/maintenance relating to public health and buildings.
7.	Assistant Executive Engineer (Civil)	01	15600-39100+5400	35 Years	Bachelor's Degree in Civil Engineering or equivalent preferably First Class plus three years relevant experience OR Diploma in Civil Engineering with 10 years relevant experience, out of which, at least 3 years should be in the immediate next lower pay scale (Rs. 6500-10500) (pre-revised). The experience in both the cases should be in the field of Construction of Institutional Buildings, maintenance, designing and planning of Civil works. Desirable : Preference will be given to the

					<p>candidates who have worked for at least 2 years as Assistant Executive Engineer and have good knowledge of preparation of estimates, tender documents, award of work of construction of multi-stories buildings, maintenance of residential/ institutional campuses as per CPWD/PWD norms and other associated issues related with Building and Construction. The Candidate should have good experience to monitor the quality of work and time schedules.</p>
8	Assistant Executive Engineer (Elect.)	01	15600-39100+5400	35 Years	<p>Bachelor's Degree in Electrical or equivalent preferably First Class plus three years relevant experience OR Diploma in Electrical Engineering with 10 years relevant experience, out of which, at least 3 years should be in the immediate next power pay scale (Rs. 6500-10500) (pre-revised). The experience in both the cases should be related to PWD/CPWD, metro Railways or Electrical Board.</p> <p>Desirable: Preference will be given to the candidates who have worked as Assistant Executive Engineer of time bound Electrical Projects as per CPWD norms for atleast 2 years. Should have good knowledge or preparation of estimates, tender documents, award or work for construction of multistoried buildings, maintenance of residential/ institutional campuses.</p>
9.	Assistant Registrar	01	15600-39100+5400	35 Years	<p>Good Academic record plus a Master's degree with at least 55% of the marks or its equivalent grade of B in the UGC seven point scale.</p>

					(ii) Six years experience in the related field in PB-2 Rs.9300-34800 with Grade Pay of Rs.4600 or equivalent.
10.	Technician (Physics)	01	9300-34800+4200	27 Years	(i) M.Sc. in Phy. or B.Sc. (Non-medical) with two years Laboratory Experience. (ii) One Year Experience in handling Scanning Electron Microscope.
11.	Junior Engineer (Civil)	01	9300-34800+4200	27 Years	(i) Degree in Civil Engineering with at least one year field experience or Diploma in Civil Engineering with 3 Years field experience. Desirable: Preference will be given to the candidates who have executed constructions of multistory building and who are conversant with preparation of estimate and execution of work as per PWD/CPWD norms and have proficiency in computer applications such as MS Office, etc
12.	Junior Engineer (Mech.)	01	9300-34800+4200	27 Years	(i) Degree in Mechanical Engg. with at least one years field experience OR Diploma in Mechanical Engineering with 3 Years field experience. Desirable: Preference will be given to the candidates who have executed constructions of multistory buildings and who are conversant with preparation of estimate and execution of work as per PWD/CPWD norms and have proficiency in computer applications such as MS Office etc.
13.	Medical Asstt (Staff Nurse).	01	9300-34800+4200	27 Years	(i) Matric and should be registered as 'A' grade Nurse with Haryana Nurse Registration Council or B.Sc. (Nurse). (ii) Hindi upto Matric standard.

					(iii) Preference will be given to person who can handle the job of X-rays and ECG Machines. The persons concerned will have to do these jobs in the Health Centre.
14.	Office Assistant	02	9300-34800+4200	27 Years	Essential : 1. Graduate with 3 years experience in office work. Knowledge of Hindi of Matriculation Standard.
15.	Library Information Asstt.	01	9300-34800+4200	27 Years	Bachelor Degree in Arts/Science/Commerce plus Bachelors Degree (with at least Second Division) in Library Science from a reputed Institution. (ii) 3 year experience in a Library of Engg. College/University
16.	Security Officer	01	9300-34800+4200	27 Years	Graduate in any discipline preferably with 3 years of experience in supervisory capacity in Police or a large Security Organization. Should have Military or NCC experience and Fire Fighting Training. Should be able to handle fire arms and should have sound health and active habits.
17.	Medical Asstt. (Lab Technician	01	5200-20200+2800	27 Years	1. Matriculation or its equivalent. 2. B.Sc. Degree in science subject with 1 year experience. OR Diploma in Lab. Technology with 2 Years experience.
18.	Jr. Assistant	02	5200-20200+2800	27 years	(i) 12 th Class or equivalent qualification from a recognized Board or University (ii) A typing speed of 30 w.p.m. in English or 25 w.p.m. in Hindi on manual type-writer.

					<p>OR</p> <p>A typing speed of 35 w.p.m. in English or 30 w.p.m. in Hindi on computer. (35 wpm and 30 wpm correspond to 10500 KDPH/9000 KDPH on an average of 5 key depressions for each word).</p> <p>(iii) Working knowledge of Hindi & English</p>
19	Data Entry Operator	02	5200-20200+1900	27 Years	<p>(i) 12th Class or equivalent qualification from a recognized Board or University (ii) Data Entry speed of 8000 key depression per hour. (ii) Two years experience of Data Entry in any Electronic Data Processing Organization. (iii) Working knowledge of Hindi & English.</p>
20.	Junior Executive Asstt.	03	5200-20200+1900	27 Years	<p>12th Class or equivalent qualification from a recognized Board or University with minimum speed in short hand 80 wpm and minimum typing speed of 40 wpm. Proficiency in Computer/Word Processing with advanced skills is essential. (ii) Working knowledge of Hindi & English.</p>
21	Junior Store Keeper	02	5200-20200+1900	27 Years	<p>Essential:-</p> <p>(1) 12th Class or equivalent qualification from a recognized Board or University</p> <p>Desirable :</p> <p>(1) Working knowledge of Hindi & English. (2) Knowledge of Store Keeping and Purchase procedure.</p>
22	Driver	03	5200-20200+1900	27 Years	<p>(i) Matriculation or equivalent qualification from a recognized Board or University. (ii) Must possess valid driving licence for light and heavy vehicles. Knowledge of</p>

					Motor Mechanics (should be able to remove minor defects in vehicles). (iii) 4 years driving and maintenance experience.
23	EPABX Operator	01	5200-20200+1900	27 Years	(i) Matriculation or equivalent qualification from a recognized Board or University. (ii) 02 years of experience in the related field telephone/EPABX operating system in a University/Educational Institution/Govt Department/Autonomous body/Public Sector undertaking.
24	Cook cum Caretaker	01	5200-20200+1900	27 Years	(1) Matriculation or equivalent qualification from a recognized Board or University. (2) Ability to read and write Hindi and English. (3) Ability to cook well (4). 3 years practical experience in the Guest House in a University/Educational Institution/Govt Department/Autonomous body/Public Sector undertaking.
	Total	35			

APPENDIX-XXV

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

No. Gen-I/Rectt./ 2604

Dated: 9/5/10

Subject: **Approval for filling up the vacant Non-Faculty posts of urgent nature**

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 18.05.2009. The Board decided as under:-

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

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

1. 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.**
2. 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**
3. 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/Office, Office Superintendent, Security Officer, Stores Officer, Store Keeper, Office Assistant, 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, a Committee was constituted at the Institute level to workout the modalities to re-structure and remap the existing non-faculty posts, as per clause 22 of the 1st Statutes. The Committee submitted its recommendations on 28.12.2009 and these recommendations of the Committee were placed before the Board in its 19th meeting held on 29.12.2009. The Board decided as under:-

“The Board decided that the agenda item 19.41 be circulated amongst the Board members for consideration and decision thereon.”

Accordingly, the said agenda item was circulated amongst the Hon'ble members of the Board for consideration and approval vide letter No.R/Gen-1/BOG/31 dated 4.1.2010. Mrs. Sudesh Mukhopadhyay, Hon'ble member of the Board vide her e-mail dated 8th January, 2010 to the Hon'ble Chairperson, BOG desired to arrange the data of all the annexure on a comprehensive table format. These comments were placed before the Standing Committee on the Board in its 2nd meeting held on 27.1.2010 and 28.1.2010. The Standing Committee decided as under:

“The Standing Committee noted the comments received from Prof.(Mrs.) Sudesh Mukhopadhyay, Member of the Board vide her e-mail dated 8th January, 2010 to the Hon'ble Chairperson, BOG

The Standing Committee also noted that at present there are 233 sanctioned faculty posts whereas requirement of the Institute in view of increased students' strength for the year 2009-10 is 278. The non-faculty staff positions is at present 262 (Group A to C= 175 and Group D=87). However on the basis of 278 faculty posts, the non faculty posts would be 306 as per norms suggested by the MHRD i.e. 1:1.1 The matter as regard sanctioning additional faculty and non-faculty posts stands referred to MHRD.

The Standing Committee further noted that in view of policy of Govt. of India there will not be Group-D employees. Hence in due course of time positions vacated by Group-D employees on account of superannuation, promotion and any other reason whatsoever shall be added to Group-A to C positions to be decided by the Board from time to time.

The Standing Committee further observed as under:-

1. The nomenclature of Sr. Medical Officer, Medical Officer, Estate Officer, Cashier, System Attendant/Lab Attendant will remain unchanged.
2. Classification of all the cadres should be in descending way in order of scale of the post.

3. The Director of Sports and Lecturer in Physical Education may be re-designated as Sports Officer and Asstt. Sports Officer respectively in the proposed mapping.
4. There should be a position of Finance Officer in the pay scale of Deputy Registrar.
5. There should be promotional avenues for all non-teaching cadres in the Institute.

The Standing Committee desired that keeping in view the above observations; the Office should again make exercise and arrange entire information in limited proformas. Then the matter may be placed before the Board for approval in its next meeting.”

Further, the Hon'ble Chairman BOG vide his orders dated 12.02.2010 also directed to expedite the mapping of the post and recruitments rules as per the 1st Statutes immediately and the matter of appointment of 35 non-teaching post be placed before the Board/Chairperson for approval, advertisement in newspapers and further needful action on most urgent basis.

In view of above decision of the Standing Committee of the Board and directions of the Hon'ble Chairman BOG, the office made an exercise again to map the existing posts with the following aspects/proposal:

REMAAPPING OF THE EXISTING DESIGNATIONS

1. The mapping of posts was made on the basis of existing pay scales. The employees working against these posts were adjusted accordingly as per their present pay scales (including ACP pay scales) subject to instructions issued by the MHRD from time to time.
2. The posts having higher pay scales corresponding to the existing pay scales have been made on the basis of scales recommended by the Sarangi Committee for the future recruitment of the post(s), as directed by the MHRD vide letter No.F.10-8/2009-TS.III, dated 21st October, 2009. However, the present incumbents may get higher scales subject to their possessing qualifications and experience as prescribed for these posts.
3. All the existing designations/posts will be abolished as and when the new classifications/designations are approved.
4. Some new designations have also been proposed to be included keeping in view the clause 22 of the 1st Statutes, wherein the Board is empowered to decide from time to time considering the present need of the respective departments/Sections which fall within the required ratio suggested by the MHRD.

RE-STRUCTURING OF EXISTING POSTS

5. The Government of India, Ministry of Human Resource Development Department of Higher Education (Integrated Finance Division), New Delhi vide letter No. 23-03/08/IFD, dated 8.5.2008 suggested the revised norms relating to creation of posts. Vide the aforesaid letter, the faculty and students as well as faculty and non-faculty ratio was also suggested as 12:1::1:1.1 respectively. Keeping in view the increased intake of students due to the OBC reservation, the Students' strength has gone upto 3340 in the current year i.e. 2009-10. As per students faculty ratio (12:1), the faculty required for the year 2009-10 is 278 against the total students strength of 3340 and against the 278 faculty strength, 306 non-faculty staff is required as per the Ratio.(1:1.1), suggested by MHRD. It is worth mentioning here that on the basis of this preposition, the proposal of the Institute was accepted by the MHRD during 2008-2009 and 83 additional faculty was sanctioned to the Institute raising the faculty strength from 150 to 233. However, the non-faculty posts were not allowed as the Institute has over and above the required ratio during 2008-09. In the mean time, the Institute has achieved the required ratio of the Non-faculty staff during 2009-10 as against the required non-faculty strength of 306, only 259 persons are in position as on 1.5.2010.
6. As on 1.5.2010, 259 non-faculty staff is in position which includes 80 positions of Class IV staff. It is worth mentioning here that as per clause 22 of 1st statues, the class IV positions have not been included in the classification. Further, as per the recommendations made by the 6th CPC and as accepted by the Government of India, the Class IV staff are not to be recruited in future. However, it is submitted that at present these 80 posts of Class IV staff are part of the total strength of 259 non-faculty staff. These 80 posts will automatically be abolished with the passage of time as and when the incumbents working against these posts retire.
7. The Hostel staff and the administrative staff required for Information Technology (IT) and Industrial Engineering and Management (IEM) Departments have 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 keeping in view the lab classes in these two departments.
8. As earlier decided by the Board, the Security, Housekeeping and Maintenance Services are being outsourced to avoid engaging a large number of persons on contract basis on run these services smoothly. These services have been hired from the Registered Service Provider (s) w.e.f. 1.4.2010. The existing class IV staff working in these areas has been adjusted in the respective departments/ sections/Hostels as Supporting Staff till their retirements.

9. 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, hence the Health Centre may 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 submitted in the next year proposal.

The detailed proposal of the mapping/restructuring the existing posts, requirement of posts and new designations has already been got approved from your goodself on 4.3.2010, which is available in this file at Flag A.

The requirement of faculty and non-faculty staff for the current year 2009-10 was proposed before the Board of Governors in its 17th meeting held on 9.9.2009. The Board decided as under:

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

In view of the above, a proposal was referred to the MHRD vide this office letter No. Gen-1/3703/9695 dated 11.12.2009. The matter has also been raised by our Director in Director's meeting with the Education Secretary, MHRD on 8.2.2010 for conveying the concurrence of the Ministry for the sanction of faculty and non-faculty staff. However, approval of MHRD is still pending, whereas acute shortage of non-faculty staff which is increasing day by day due to retirement and is effecting the smooth functioning of the classes and administrative work of the Institute. It may be mentioned here that delayed decision will make condition even worse because at a later stage new appointee will not be able to run the show effectively as existing staff will not be available in the Institute to render their rich experience.

Further it is also worth mentioning here that the Institute has invited applications for the recruitment of 106 faculty posts which have already been approved by the MHRD for the year 2008-09. However, during the current semester studies i.e. for the year 2009-10, the work is being got done by appointing Lecturers on contract basis. It may be appreciated that this practice is not advisable for an Institution of National Importance.

It is pertinent to mention here that keeping in view the decision taken by the Board in its 18th meeting held on 12.10.2009, the Institute invited applications for the recruitment of 09 (08+1) non-teaching posts vide advertisement No. 29/2009 and 30/2009. A corrigendum was also issued for some modifications/corrections against the advertisement No. 29/2009. The last date was 07.12.2009. The Institute has received 494 applications for these 08 posts and 12 for 01 post (D.R. Acad.) upto the last date. Under clause 23(11) of the 1st Statutes, a screening Committee was also constituted for the purpose of short listing the eligible and most desirable candidates. The screening Committee has also submitted its report for calling the eligible and most desirable candidates for interview. However, the further process is pending.

The Karamchari Sangh of the Institute has been pressing hard to fill up remaining 35 posts on urgent basis. Hence on the basis of the above aspects, a proposal was submitted to the Hon'ble Chairperson, BOG for approval of 35 non-faculty posts so that the advertisement may be issued accordingly and interviews may be conducted. It was also submitted that the appointments may be made after the receipt of the sanction of the 45 teaching posts for which the matter stands referred to the MHRD.

The Hon'ble Chairperson approved the proposal on 4.3.2010 in anticipation of the approval of the Board

The advertisement for these posts could not be made due to the receipt of a letter No. F.23-18/2008-TS.III, dated 17.3.2010 from the Joint Secretary, the Government of India, Ministry of Human Resource Development, Department of Higher Education, New Delhi vide which the directions were issued for re-structuring of the Non-faculty cadres in NITs and also for the mapping of the existing non-faculty posts with the new posts as per annexure enclosed with the aforesaid letter of the MHRD. It was also directed that the proposed Non-teaching Staff Structure may be adopted after obtaining the approval of the BOG of the Institute and for the new posts required to be created/upgraded consequent to adoption of the new structure, necessary proposal may be sent to the Ministry. It was also mentioned in the above letter that no new posts should be created or any posts upgraded and filled up in the Institute without the prior approval of the Ministry. For the implementation of the aforesaid letter dated 17.3.2010, two workshops have also been conducted- First at NIT Rourkela from 5.4.2010 to 6.4.2010 and second at NIT Calicut on 30.4.2010 to 1.5.2010 to finalize the process of the Non-faculty staff of all the NITs. During the last meeting held at NIT, Calicut, it has been decided that each NIT will prepare the proposal of restructuring of the Non -Faculty posts on the basis of Students strength for the ensuing session 2010-2011 and send it to the MHRD for approval. The proposal will be sent to the MHRD on the basis of the requirement of faculty as well as non-faculty staff for the year 2010-2011. In this way it is evident that requirement of faculty as well as non-faculty for the year 2009-10 has not been considered as the academic session 2009-10 will be completed in June, 2010 and the process of re-structuring and re-mapping of the existing non-faculty posts may take a long time to be finalized..

Further, the Deputy Educational Adviser, Government of India, MHRD, New Delhi vide letter No. F-10-38/2008-TS.III, dated 20th April, 2010 has conveyed the decision of the MHRD that **no new posts should be created or filled up even on contract basis pending the implementation of the re-structuring cadre of non-teaching staff with the approval of the Ministry.**

Due to abovesaid directions of the MHRD issued vide letters dated 17.3.2010 and 20.4.2010, a confusion has been created for the adoption of Non-faculty structure as revised instructions are not at par with the classifications of members mentioned under clause 22 of the 1st Statutes. What classifications of posts are to be adopted by the Institute? The MHRD has also been approached vide this office letter No. Gen-1/3863/2291, dated 26.04.2010 to clarify the position. However, no reply has been received so far.

Keeping in view the above facts and decision taken in the 2nd meeting of the Standing Committee held on 27.01.2010 and 28.01.2010 and further approval given by the Hon'ble Chairman BOG on 04.03.2010 and further discussion in the 2nd meeting of all the NITs at NIT Calicut, the following is proposed for your kind consideration:

1. For the year 2009-10, against the student's strength of 3340, 278 faculty is required for the study of all the courses being run by the Institute. Against the said faculty strength 306 non-faculty is required. For the sanction of said faculty and non-faculty posts, a proposal has already been submitted to the MHRD. However, the approval is still awaited. It is not expected to be granted in near future view of the latest instructions of MHRD issued vide letter dated 17.3.2010 and 20.4.2010 referred above.
2. The process for re-structuring and mapping of the existing posts with the new ones as suggested by the MHRD vide letter dated 17.3.2010 will take time for finalization.
3. The work of the Institute is very badly suffering due to shortage of Faculty and Non-faculty staff. It is worth mentioning here that the advertisement for faculty appointments has already been issued and the appointments will be made in due course of time.
4. As per faculty and Non-faculty ratio suggested by the MHRD, the Institute has already achieved the ratio in the year 2009-10. As on 1.5.2010, 47 non-faculty posts are vacant as per the suggested norms. Out of these vacancies, 09 (8+1) has already been advertised as per the decision of the Board. 02 posts are to be kept pending for the appointments under compassionate grounds. 36 posts are still vacant.
5. As decided in the meeting of Registrars of all NITs at NIT Calicut, the proposal on the revised Non-faculty structure is to be sent to the MHRD on the basis of the requirement of faculty as well as non-faculty staff for the year 2010-2011 and requirement of faculty as well as non-faculty for the year 2009-10 is not being considered by the MHRD as the academic session 2009-10 will be completed in June, 2010 and the process of re-structuring and re-mapping of the existing non-faculty posts will take a long time to be finalized..
6. The 35 posts already approved by the Hon'ble Chairperson BOG may be filled up as these vacancies are related to the year 2009-10. The remapping will be done later on according to the instructions of the MHRD. However, the MHRD may be again requested to sanction the faculty for the year 2009-10 for which the matter already stands referred.

In view of the above, the proposal already approved by your goodself on 4.3.2010 may be taken into consideration and the Institute may be allowed to fill up 35 posts by way of direct recruitment on the basis of the already proposed Recruitment rules which were prepared on the basis of existing qualifications and also qualifications taken from IIT Delhi/other Central Universities/Institutions and DOPT directions As already approved, the age limit and relaxation in age required for these 35 posts may be taken as per DOPT, Government of India directions issued vide their letter No. 11714/US/RR/10, dated 5th

February, 2010. However, the Board of Governors may relax any of the requirements prescribed under the Recruitment Rules for working employees/persons of the Institute.

The approval may kindly be accorded in anticipation of the approval of the Board so that the advertisement for inviting applications may be issued accordingly and interviews may be held. *However, the appointments may be made after receipt of the sanction of faculty to fill up additional 45 faculty posts.

The matter will be placed before the Board in ensuing meeting of the Board.

Submitted for consideration and approval, please.

mt 9/5/10
DIRECTOR

DA/As above

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

Approved as proposed
J. Lalwari
9/5/10

Item:21.34 To consider relaxation in upper age limit of the departmental candidates/working persons (on long contract basis) of the Institute for the posts to be filled under the Direct Recruitment Quota.

Under the Non-teaching Service Rules-1984 of the Institute, the following provisions were made by the Board for the age limit under the direct recruitment quota posts:

1. No persons shall be appointed to the Service by direct recruitment who is less than 17 years or more than 45 years of age on or before the last day of August next preceding the last date of submission of application to the College. Provided further the appointing authority may, for reasons to be recorded in writing, relax the upper age limit for a category or class of persons.
2. In case of candidates belonging to SC and other Backward Classes, the upper age limit shall be extended by five years. Provided further that in the case of ex-serviceman candidates who have rendered military service, the upper age limit shall be increased atleast three years in addition to the years of military service, provided that he had rendered continuous military service for a period not less than six months before his release and had not been retired by way of dismissal or discharge on account of misconduct or inefficiency.

Further, the Board of Governors in its 83rd meeting held on 9.5.1994 decided as under:

“The Board considered the request and allowed relaxation of 5 years in the maximum age limit for internal candidates for direct recruitment in future in respect of Senior Administrative posts and other supervisory posts of technical nature.”

Now, under clause 23 (3) of the 1st Statutes under NIT Act, 2007, the following provisions have been made:

23(3) For the purposes of appointments, the rules applicable to of the Central Government employees shall apply.

However, with regard to the Recruitment Rules especially for the upper age limit, no provisions have been made under the 1st Statutes. So a request was made to the Government of India, Ministry of Personnel, Personal Grievances and Pension, Department of Training (DOPT), New Delhi vide letter No. Gen-1/Rectt/277 dated 17.1.2010 for clarification regarding Recruitment Rules applicable to the Central Government employees. The DOPT, Government of India vide letter No. 11714/US/RR/10, dated 5th February, 2010 has advised that the Recruitment Rules shall be framed by the Administrative Ministry concerned based on the guidelines issued by the DOPT Department. Approval of DOPT is not required. In our case, the Administrative Ministry is MHRD and the Recruitment Rules have not been issued by the MHRD till now. However, with regard to upper age limit the DOPT has suggested as under:

1. In terms of the guidelines issued by this Department, the criteria followed in respect of upper age limit for appointment on Direct Recruitment basis is as indicated in this Department OM No. AB 14017/12/87-Estt.(RR) dated 18.03.88, which is available on the Ministry's website www.persmin.nin

	Posts	Age Limits
(i)	Posts in the scale of pay having maximum of more than Rs. 16500/-(pre-revised)	Preferably below 50 years
(ii)	Posts in the scale of pay having a maximum of Rs. 16500/- (Pre-revised)	50 Years
(iii)	Posts in the scale of pay having a maximum of more than Rs. 15200/- but less than Rs. 16500/- (pre-revised)	45 Years
(iv)	Posts in the scale of pay having a maximum of Rs. 15200/- (pre-revised)	40 Years
(v)	Posts in the scale of pay having a maximum of Rs. 13500/- or more but less than Rs. 15200/- (pre-revised)	35 Years
(vi)	Posts in the scale of pay having a maximum of Rs. 9000/- or more but less than Rs. 13500/- (pre-revised)	30 Years
(vii)	Group C & D* posts (There are no Group D posts in Government of India after implementation of 6 th CPC recommendations)	Between 18 and 27 Years

2. A provision is made in the rules for relaxation of the upper age-limit for departmental candidate upto 40 years for appointment by direct recruitment to Group C posts. Provision on age relaxation in favour of Government servants for appointment by direct recruitment to Group A&B posts is made as below:

“Relaxable for Government servants upto 5 years in accordance with the instructions or orders issued by the Central Government”

However, being the oldest Institution, the departmental candidates who are otherwise eligible for the post (s) may not be considered for Group C posts on account of the age limit as they have already crossed the upper age limit of 40 years.

Further, it is worth mentioned here that the IITs have made special relaxation in age to the internal departmental employees upto the age of 50 years. Further, the Director's report submitted by the Dr. Sarangi has also proposed that the age limit may relax only for contractual staff who have rendered 5 years of technical service and were recruited via prescribed norms of selection.

In view of the above, the following is proposed;-

1. The Departmental candidates of the Institute may be allowed to be considered upto the age limit of 50 years as has already been approved by the Board in its 83rd meeting held on 9.5.1994 and also on pattern of IITs.
2. The contractual persons working on long contract basis may also be allowed relaxation in age upto 5 years, as the case may be. This may be applicable only for those contractual persons who have rendered 5 years of service in the Institute on long contract.

The Board may consider and decide