

TABLE - 1

(i) Incumbent Assistant Professor

(ii) Incumbent Assistant Librarian / College Librarian

(iii) Incumbent Asst. Director of Phy. Edu./ College Director of Physical Education .

Pre-revised scale Rs. 8000-275-13500 (Group A entry)		Revised Pay Band + AGP Rs. 15600-39100+ AGP 6000	
Pre-revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Academic Grade Pay	Revised Basic Pay
8000	15600	6000	21600
8275	15600	6000	21600
8550	15910	6000	21910
8825	16420	6000	22420
9100	16930	6000	22930
9375	17440	6000	23440
9650	17950	6000	23950
9925	18470	6000	24470
10200	18980	6000	24980
10475	19490	6000	25490
10750	20000	6000	26000
11025	20510	6000	26510
11300	21020	6000	27020
11575	21530	6000	27530
11850	22050	6000	28050
12125	22560	6000	28560
12400	23070	6000	29070
12675	23580	6000	29580
12950	24090	6000	30090
13225	24600	6000	30600
13500	25110	6000	31110
13775	25630	6000	31630
14050	26140	6000	32140
14325	26650	6000	32650



 (सचिव, वित्त/स. निदेशक)
 निदेशक (वित्त)/Director (Fin.)
 मंत्रालय, शिक्षा/Min. of H. R. D.
 उच्चतर शिक्षा विभाग
 Deptt. of Higher Education
 नई दिल्ली/New Delhi

TABLE - 2

- (i) Incumbent Assistant Professor [Formerly Lecturer (Sr. Scale)]
(ii) Incumbent Assistant Librarian (Sr. Scale)/ College Librarian (Sr. Scale)
(iii) Incumbent Asst. Director of Physical Edu. (Sr. Scale)/ College DPE (Sr. Scale)

Pre-revised scale Rs. 10000-325-15200		Revised Pay Band + AGP Rs. 15600-39100+ AGP 7000	
Pre-revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Academic Grade Pay	Revised Basic Pay
10000	18600	7000	25600
10325	19210	7000	26210
10650	19810	7000	26810
10975	20420	7000	27420
11300	21020	7000	28020
11625	21630	7000	28630
11950	22230	7000	29230
12275	22840	7000	29840
12600	23440	7000	30440
12925	24050	7000	31050
13250	24650	7000	31650
13575	25250	7000	32250
13900	25860	7000	32860
14225	26460	7000	33460
14550	27070	7000	34070
14875	27670	7000	34670
15200	28280	7000	35280
15525	28880	7000	35880
15850	29490	7000	36490
16175	30090	7000	37090



(स. नरेश/ S. NARASH)
निदेशक (मि.) / Director (Fin.)
श्री. स. वि. मन्त्रालय / Min. of H. R.
उच्चतर शिक्षा विभाग
Dept. of Higher Education
नई दिल्ली / New Delhi

TABLE - 3

(i) Incumbent Readers and Lecturers (SG) with less than 3 years of Service

(ii) Incumbent Dy. Librarian / Asst. Librarian (SG) / College Librarian (SG) with less than 3 years of Service

(ii) Incumbent Dy. DPE/ Asst. DPE(SG)/ College DPE(SG) with less than 3 years of Service

Pre-revised scale Rs. 12000-420 - 18300		Revised Pay Band + AGP Rs. 15600-39100+ AGP 8000	
Pre-revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Academic Grade Pay	Revised Basic Pay
12000	22320	8000	30320
12420	23110	8000	31110
12840	23890	8000	31890
13260	24670	8000	32670
13680	25450	8000	33450
14100	26230	8000	34230
14520	27010	8000	35010
14940	27790	8000	35790
15360	28570	8000	36570
15780	29360	8000	37360
16200	30140	8000	38140
16620	30920	8000	38920
17040	31700	8000	39700
17460	32480	8000	40480
17880	33260	8000	41260
18300	34040	8000	42040
18720	34820	8000	42820
19140	35610	8000	43610
19560	36390	8000	44390



 (सच. महान/स. महान/स. महान)
 निदेशक (वित्त)/Director (Fin.)
 भा. सं. वि. मन्त्रालय/MIn. of H. R.
 उच्चतर शिक्षा विभाग
 Dept. of Higher Education
 नई दिल्ली/New Delhi

TABLE - 4

- (i) Incumbent Readers and Lecturers (SG) with 3 years of Service
(ii) Incumbent Dy. Librarian / Asst. Librarian (SG) / College Librarian (SG) with 3 years of Service
(iii) Incumbent Dy. DPE/ Asst. DPE(SG)/ College DPE(SG) with 3 years of Service

Pre-revised scale Rs. 12000-420-18300		Revised Pay Band + AGP Rs. 37400-67000+AGP 9000	
Pre-revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Academic Grade Pay	Revised Basic Pay
13260	37400	9000	46400
13680	37400	9000	46400
14100	37400	9000	46400
14520	37400	9000	46400
14940	38530	9000	47530
15360	38530	9000	47530
15780	39690	9000	48690
16200	39690	9000	48690
16620	40890	9000	49890
17040	40890	9000	49890
17460	42120	9000	51120
17880	42120	9000	51120
18300	43390	9000	52390
18720	43390	9000	52390
19140	44700	9000	53700
19560	44700	9000	53700



 (स. नं. १२०००/१२.१.१९८०/१२)
 निदेशक (वि.)/Director (Fin.)
 मा. स. वि. मन्त्रालय/Mln. of H. R. D.
 उच्चतर शिक्षा विभाग
 Deptt. of Higher Education
 नई दिल्ली/New Delhi

TABLE - 5

- (i) Incumbent Professor in Colleges and Universities
(ii) Incumbent Principals of PG Colleges
(iii) Incumbent Librarian (University)
(iv) Incumbent Director of Physical Edu. (University)

Pre-revised scale		Revised Pay Band + AGP	
Rs. 16400-450-20900-500-22400 (S27 and S29)		Rs. 37400+67000+AGP 10000	
Pre-revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Academic Grade Pay	Revised Basic Pay
16400	40890	10000	50890
16850	40890	10000	50890
17300	42120	10000	52120
17750	42120	10000	52120
18200	43390	10000	53390
18650	43390	10000	53390
19100	44700	10000	54700
19550	44700	10000	54700
20000	46050	10000	56050
20450	46050	10000	56050
20900	47440	10000	57440
21400	47440	10000	57440
21900	48870	10000	58870
22400	48870	10000	58870
22900	50340	10000	60340
23400	50340	10000	60340
23900	51860	10000	61860



(स. वि. मन्त्रालय/S. MCHMAN)
निदेशक (वि. वि.) / Director (Fin.)
स. वि. मन्त्रालय / Min. of H. R. D.
उच्चतर शिक्षा विभाग
Deptt. of Higher Education
नई दिल्ली / New Delhi

TABLE - 6
Incumbent Principals of UG Colleges

Pre-revised scale Rs. 12000-420-18300 (minimum to be fixed at Rs. 12840)		Revised Pay Band + Academic Gread Pay Rs. 37400-67000+ AGP 10000	
Pre-revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Grade Pay	Revised Basic Pay
12840	37400	10000	47400
13260	37400	10000	47400
13680	37400	10000	47400
14100	37400	10000	47400
14520	37400	10000	47400
14940	38530	10000	48530
15360	38530	10000	48530
15780	39690	10000	49690
16200	39690	10000	49690
16620	40890	10000	50890
17040	40890	10000	50890
17460	42120	10000	52120
17880	42120	10000	52120
18300	43390	10000	53390
18720	43390	10000	53390
19140	44700	10000	54700
19560	44700	10000	54700



(स. वि. मंत्रालय/Min. of H. R. D.)
निदेशक (वित्त)/Director (Fin.)
स. वि. मंत्रालय/Min. of H. R. D.
उच्चतर शिक्षा विभाग
Deptt. of Higher Education
नई दिल्ली/New Delhi

TABLE - 7

Incumbent Registrars in Universities and Deemed to be Universities fully funded by the Central Government

Pre-revised scale		Revised Pay Band + GP	
Rs. 16400-450-20900-500-22400 (S27 and S29)		Rs. 37400+67000+GP 10000	
Pre-revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Grade Pay	Revised Basic Pay
16400	40890	10000	50890
16850	40890	10000	50890
17300	42120	10000	52120
17750	42120	10000	52120
18200	43390	10000	53390
18650	43390	10000	53390
19100	44700	10000	54700
19550	44700	10000	54700
20000	46050	10000	56050
20450	46050	10000	56050
20900	47440	10000	57440
21400	47440	10000	57440
21900	48870	10000	58870
22400	48870	10000	58870
22900	50340	10000	60340
23400	50340	10000	60340
23900	51860	10000	61860

[Signature]

(एस. नरेश/ S. NARSHAN)
निदेशक (वित्त)/Director (Fin.)
श्री. सं. वि. मन्त्रालय/Min. of H. R. D.
उच्चतर शिक्षा विभाग
Dept. of Higher Education
नई दिल्ली/New Delhi

TABLE - 8

(i) Incumbent Dy. Registrar / Dy. Finance Officer/ Dy. Controller of Examination with less than 5 years of Service Universities and Deemed to be Universities fully funded by the Central Government

Pre-revised scale Rs. 12000-420- 18300		Revised Pay Band + GP Rs. 15600-39100+ GP 7600	
Pre-revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Grade Pay	Revised Basic Pay
12000	22320	7600	29920
12420	23110	7600	30710
12840	23890	7600	31490
13260	24670	7600	32270
13680	25450	7600	33050
14100	26230	7600	33830
14520	27010	7600	34610
14940	27790	7600	35390
15360	28570	7600	36170
15780	29360	7600	36960
16200	30140	7600	37740
16620	30920	7600	38520
17040	31700	7600	39300
17460	32480	7600	40080
17880	33260	7600	40860
18300	34040	7600	41640
18720	34820	7600	42420
19140	35610	7600	43210
19560	36390	7600	43990




 (सं. मन्त्र/स. मन्त्र)
 निदेशक (वित्त)/Director (Fin.)
 स. वि. मन्त्रालय/Min. of H. & D.
 उच्चतर शिक्षा विभाग
 Deptt. of Higher Education
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TABLE - 9

(i) Incumbent Dy. Registrar / Dy. Finance Officer/ Dy. Controller of Examination with 5 years of Service in Universities and Deemed to be Universities fully funded by the Central Government

Pre-revised scale Rs. 12000-420-18300		Revised Pay Band + GP Rs. 37400-67000+GP 8700	
Pre-revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Grade Pay	Revised Basic Pay
14100	37400	8700	46100
14520	37400	8700	46100
14940	38530	8700	47230
15360	38530	8700	47230
15780	39690	8700	48390
16200	39690	8700	48390
16620	40890	8700	49590
17040	40890	8700	49590
17460	42120	8700	50820
17880	42120	8700	50820
18300	43390	8700	52090
18720	43390	8700	52090
19140	44700	8700	53400
19560	44700	8700	53400


(सं. फाइल/अ. फाइल)
निदेशक (मि.) / Director (Fin.)
वा. सं. वि. मंत्रालय / Min. of H. R. D.
उच्चतर शिक्षा विभाग
Deptt. of Higher Education
नई दिल्ली / New Delhi

**F. No. 23-1/2008-TS.II
Government of India
Ministry of Human Resources Development
Department of Higher Education
Technical Section-II**

Shastri Bhawan, New D
Dated: 18th August, 2

To

The Director,
All Centrally Funded Technical Institutions

**Subject: -Revision of pay of teaching and other Staff in Centrally Funded Techn
Institutions (CFTIs) following the pay revision of the Central Governm
employees on the recommendation of 6th Central Pay Commission (6th CP**

Sir,

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

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

(i) Lecturers

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

(ii) Assistant Professors

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

(iii) Associate Professors

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

(iv) Professors

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

2. For other Centrally Funded Technical Institutions.

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

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

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

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

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

8. **Other service conditions:**

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

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

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

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

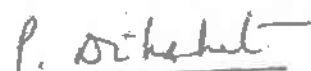
10. Anomalies, if any, in the implementation of this order may be brought to the notice of the Department of Higher Education, Ministry of Human Resource Development.

Yours faithfully,


(Pratima Dikshit)
Director (TC)

Copy to: -

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


(Pratima Dikshit)
Director (TC)

No.F.23-2/2009-TS.II
Government of India
Ministry of Human Resource Development
Department of Higher Education
Integrated Finance Division

Dated: 9th March, 2010
Shanti Bhawan, New Delhi

To

The Director,
National Institute of Technology.

Subject: - Revision of pay of teaching and other staff following the pay revision of scale of Government employees on the recommendation of 6th CPC- clarification thereof.

Sir,

I am directed to refer to this Ministry's Order No.23-1/2008 TS.II dated 18th August 2009 and 16th September 2009 on the subject and to say that consequent upon the revision of pay of teachers and other staff following the pay revision of scale of Government employees on the recommendation of 6th CPC clarification have been sought from various quarters on the orders issued by the Ministry. After careful consideration of the various points, the following clarifications are hereby issued.

1. Non Compounded Advance increments.
 - a) As advance increments are treated as integral to pay, grant of non compounded advance increment at the rates mentioned in Paragraph 7 of this Ministry's Order No.1-32/2006 UII/UI (1) dated 31st December, 2008 and No.23-1/2008 TS.II dated 18th August 2009 would apply only to (a) direct recruit lecturers in the pre-revised scale of Rs.8000-13500 appointed between 1.1.2006 and 17th August 2009 and (b) Direct recruit Assistant Professors in the revised pay of PB-3 with AGP of Rs.6000 from 18th August 2009 onwards. Therefore, the decision on the non compounded advance increments as communicated vide this Ministry's letter referred to above dated 31st August 2008 and 18th August 2009 will not be applicable to those faculty who were appointed upto 31st December 2005. Those appointed prior to 1.1.2006 will be governed by instructions the in force.
 - b) Advance increments mentioned in the above mentioned Orders dated 31st December 2008 for completion of Ph.D., PG Degree in Professional Courses while in service would apply to all the categories of teachers. However, the rate of advance increments mentioned in the above said orders would apply only for those teachers who obtained Ph.D. or PG degree in Professional course while in service, post 1.1.2006. Therefore, those teachers who had obtained Ph.D. prior to 1.1.2006 (either prior to their entry into

the service or while in service) are not eligible for advance increments as per the new rates mentioned in the above said order dated 31st December 2008.

- c) Advance increments granted up to 31st December 2005 were to be treated integral to the pay and accordingly the revised pay as on 1.1.2006 may be calculated as per the pay fixation formula mentioned in CCS (Revised Pay) Rules, 2008.

II. Pay Fixation

- (i) Fixation of pay of all those who were in service up to 31st December 2008 may be done as per the formula given in the CCS (Revised Pay) Rules, 2008 and the Fitment Tables communicated vide letter No.3-1/2009-UI dated 4th June 2009.
- (ii) Pay of directly recruited Teachers on or after 1.1.2006 may be fixed at the entry level of the revised pay and the AGP as prescribed and as per the provision in the CCS (Revised Pay) Rules, 2008.

III. Revised pay of Librarians, Deputy Librarians, Assistant Librarian, Director of Physical Education, Deputy Director of Physical Education, Assistant Director of Physical Education.

The revision of pay of Librarians, Deputy Librarians, Assistant Librarian, Director of Physical Education, Deputy Director of Physical Education, Assistant Director of Physical Education may be regulated strictly in accordance with the decisions communicated vide this Ministry's letter No.1-32/2006-U2/U1 (i) dated 31st December 2008. To illustrate the college Librarians in NITs who were in the pre-revised scale of Rs.8000-13500 should only be given the revised pay band of Rs.15600-39100 with AGP of Rs.6000 and re-designated as Assistant Librarian.

IV. Revision of Pay of Registrar, Deputy Registrar and Assistant Registrars.

For the incumbents on this post the revised pay in pursuance of this Ministry's letter No.1-32/2006-U2/U1 (ii) dated 31st December 2008 should be allowed only to those possessing the qualifications and experience as prescribed in the above said order. Further for Deputy Registrars placement in the revised pay in PB-4 with GP of Rs.8700 will be applicable only on completion of 5 years service either in the pre-revised scale of pay of Rs.12000-18300 or in the Revised pay in PB-3 with GP of Rs.7600.

V. Pay fixation of Faculty promoted under CAS.

The benefit of higher initial pay for the direct recruits is not applicable for those promoted under CAS. For them the pay will be fixed as per Rule 7 of CCS (RP) Rules 2008.

- VI. The advance increments granted by the Selection Committee would not represent equivalent years of service in the post for the purpose of future promotions or for grant of higher scale of pay.

- VII. Those who join the services after 1.1.2006 who advance increments awarded by the Selection Committee/Board in the pre-revised scale of pay, their pay in the revised scale shall be fixed at the appropriate entry level of the Pay Band without any advance increment. However, if the existing emoluments are in excess of the pay fixed in the revised pay, the difference shall be allowed as personal pay, to be absorbed in future increments in pay.
- VIII. The revised pay advance increments and incentives for higher qualifications will be applicable from 1.1.2006 and other allowances from 1st September 2008.
- IX. In respect of faculty, Academic Grade Pay has been fixed slightly higher than the Grade Pay approved by the Central Government. However, the various entitlements like TA/DA, etc. are required to be regulated as per the Grade Pay indicated in the CCS (RP) Rules, 2008 for corresponding categories of Central Government employees. Accordingly, the following mapping may be adopted.

Academic Grade Pay	Equivalent Grade Pay for various entitlements like TA/DA etc.
Rs.6000	Rs.5400
Rs.7000	Rs.6600
Rs.8000	Rs.7600
Rs.9000	Rs.8900
Rs.9500	Rs.8900
Rs.10000	Rs.10000

Yours faithfully,
Sd/-
(Pratima Dikshit)
Director (TC)

Copy to:

1. AS & FA
2. JS (HE)
3. JS (DE)
4. SPSP to AS (HE)
5. PSO to Secy. (HE)

THE FIRST SCHEDULE
(SEE RULES 3 & 4)

PART - A

Section I

Revised Pay Bands and Grade Pays for posts carrying present scales in Group 'A', 'B', 'C' & 'D' except posts for which different revised scales are notified separately.

Present Scale			Revised Pay Structure		
Sl. No.	Post/Grade	Present Scale	Name of Pay Band/Scale	Corresponding Pay Bands/Scales	Corresponding Grade Pay
(1)	(2)	(3)	(4)	(5)	(6)
1	S-1	2550-55-2660-60-3200	-1S	4440-7440	1300
2	S-2	2610-60-3150-65-3540	-1S	4440-7440	1400
3	S-2A	2610-60-2910-65-3300-70-4000	-1S	4440-7440	1600
4	S-3	2650-65-3300-70-4000	-1S	4440-7440	1650
5	S-4	2750-70-3800-75-4400	PB-1	5200-20200	1800
6	S-5	3050-75-3950-80-4590	PB-1	5200-20200	1900
7	S-6	3200-85-4900	PB-1	5200-20200	2000
8	S-7	4000-100-6000	PB-1	5200-20200	2400
9	S-8	4500-125-7000	PB-1	5200-20200	2800
10	S-9	5000-150-8000	PB-2	9300-34800	4200
11	S-10	5500-175-9000	PB-2	9300-34800	4200
12	S-11	6500-200-6900	PB-2	9300-34800	4200
13	S-12	6500-200-10500	PB-2	9300-34800	4200
14	S-13	7450-225-11500	PB-2	9300-34800	4600
15	S-14	7500-250-12000	PB-2	9300-34800	4800
16	S-15	8000-275-13500	PB-2	9300-34800	5400
17	New Scale	8000-275-13500 (Group A Entry)	PB-3	15600-39100	5400
18	S-16	9000	PB-3	15600-39100	5400
19	S-17	9000-275-9550	PB-3	15600-39100	5400
20	S-18	10325-325-10975	PB-3	15600-39100	6600
21	S-19	10000-325-15200	PB-3	15600-39100	6600
22	S-20	10650-325-15850	PB-3	15600-39100	6600
23	S-21	12000-375-16500	PB-3	15600-39100	7600
24	S-22	12750-375-16500	PB-3	15600-39100	7600
25	S-23	12000-375-18000	PB-3	15600-39100	7600
26	S-24	14300-400-18300	PB-4	37400-67000	8700
27	S-25	15100-400-18300	PB-4	37400-67000	8700
28	S-26	16400-450-20000	PB-4	37400-67000	8900
29	S-27	16400-450-20900	PB-4	37400-67000	8900
30	S-28	14300-450-22400	PB-4	37400-67000	10000
31	S-29	18400-500-22400	PB-4	37400-67000	10000
32	S-30	22400-525-24500	PB-4	37400-67000	12000

33	S-31	22400-600-26000	HAG+ Scale	75500- (annual increment @ 3%) -80000	Nil
34	S-32	24050-650-26000	HAG+ Scale	75500- (annual increment @ 3%) -80000	Nil
35	S-33	26000 (Fixed)	Apex Scale	80000 (Fixed)	Nil
36	S-34	30000 (Fixed)	Cab. Sec.	90000 (Fixed)	Nil

Section II

Entry Pay in the revised pay structure for direct recruits appointed on or after 1.1.2006

PB-1 (Rs.5200-20200)

Grade pay	Pay in the Pay Band	Total
1,800	5,200	7,000
1,900	5,830	7,730
2,000	6,460	8,460
2,400	7,510	9,910
2,800	8,560	11,360

PB-2 (Rs.9300-34800)

Grade pay	Pay in the Pay Band	Total
4,200	9,300	13,500
4,600	12,540	17,140
4,800	13,350	18,150

PB-3 (Rs.15600-39100)

Grade pay	Pay in the Pay Band	Total
5,400	15,600	21,000
6,600	18,750	25,350
7,600	21,900	29,500

PB-4 (Rs.37400-67000)

Grade pay	Pay in the Pay Band	Total
8,700	37,400	46,100
8,900	40,200	49,100
10,000	43,000	53,000
12,000	47,100	59,100

**F.No. 15-4/2017-TC
Government of India
Ministry of Human Resource Development
Department of Higher Education
TC Section**

Shastri Bhawan, New Delhi

Dated: 27 October, 2017

To,

The Directors,
All Centrally Funded Technical Institutions.

Sub:- Revision of pay of Faculty and Scientific/Design Staff in Centrally Funded Technical Institutions (CFTIs) following the pay revision of the Central Government employees on the recommendation of 7th Central Pay Commission (7th CPC).

Sir,

I am directed to say that the Government of India have decided, after taking into consideration the recommendations made by the Pay Review Committee, to revise the Pay of Faculty and Scientific/Design Staff of Centrally Funded Technical Institutions following the pay revision of the Central Government employees on the recommendation of 7th Central Pay Commission (CPC). The revised pay and other service conditions as approved by the Government of India for the Faculty and Scientific/Design Staff in Centrally Funded Technical Institutions (CFTIs) are as under: -

1. **For Indian Institutes of Technology (IITs), Indian Institute of Science (IISc.), Bangalore, Indian Institutes of Management (IIMs), National Institute of Industrial Engineering (NITIE), Mumbai and Indian Institutes of Science Education & Research (IISERs), National Institutes of Technology (NITs) and Indian Institutes of Information Technology (IIITs).**
 - (a) The pay fitment in respect of the Faculty would be as per fitment table at Annexure-I.
 - (b) The nomenclature of Assistant Professors (Contractual) is changed into Assistant Professor Grade-II (Presently in AGP 6,000 and AGP 7,000) and Assistant Professor Grade - I (Presently in AGP 8,000 and AGP 9,000). There shall be no change in the terms and conditions of appointment, or nature of appointment as done earlier as per MHRD letter no. 23-01/2008-TS-II dated 18.08.2009 read with 16.09.2009. Institutes should put in place a process for discontinuation of non-performers. The initial pay for Assistant Prof. Grade -II (level 10) be mapped to cell no. 8 of the Annexure-I i.e. Rs. 70,900 instead of the 7 non-compounded increments.
 - (c) The pay of Directors of IITs/IIMs/IISc/IISERs/NITIE whose pay scale in 6th CPC was Rs. 80,000 (fixed) shall only be fixed at level 17 (i.e. Rs. 2,25,000/-fixed) and pay in respect of all other Directors who were in the existing pay scales of Rs. 75,000 + Rs.5000 (Special Allowance) shall be fixed at Rs 2,10,000/- (fixed). However, the

present Special Allowance of Rs.5000/- shall continue till a final decision is taken on revision of Special Allowance after consultation with the Ministry of Finance.

2. For SPA, SLIET & NERIST:-

- (i) The pay fitment in respect of the Faculty would be as per fitment table at Annexure-II.
- (ii) The pay in respect of all Directors who were in the existing pay scales of Rs. 75,000 + Rs.5000 (Special Allowance) shall be fixed at Rs 2,10,000/- (fixed). However, the present Special Allowance of Rs.5000/- shall continue till a final decision is taken on revision of Special Allowance after consultation with the Ministry of Finance.

3. For CIT, GKCIET, NIFFT & NITTTR :-

- (i) For Academic posts other than those contained in Annexure-II of this order, they shall follow AICTE Pay Revision orders.
- (ii) For Directors, the Annexure-II above shall apply as per 2(ii) above.

4. Pay Fixation Method.

The revised pay structure for different categories of Faculty is based on the following:

- a) The Pay Fixation formula followed in the 7th CPC for Central Government is being followed in the academic pay structure too, moving from the concept of Pay Band and Academic Grade Pay to that of Academic Levels and Cells.
- b) The first academic level (corresponding to AGP of Rs.6000) is numbered as academic level 10. Similarly, the other academic levels are 11, 12, 13A1, 13A2, 14, 14A and 15.
- c) Each cell in an academic level is 3% higher than the previous cell in that level.
- d) The Index of Rationalisation (IOR) is 2.67 for AGP less than Rs.10,000 and 2.72 for the AGP of Rs.10,000 and above.
- e) The entry pay for each level is as follows:

Level	Academic Grade Pay (Rs.)	Entry Pay (Rs.)
10	6,000	21,600
11	7,000	25,790
12 (Annx.-I)	8,000	38,000
12 (Annx.-II)	8,000	29,900
13A1	9,000	49,200
13A2 (Annx.-I)	9,500	52,300
14	10,000	53,000
14A (Annx.-I)	10,500	58,500
15	-	67,000

The Pay Matrix based on the above propositions on Academic Levels, Cells and Entry Pay is at Annexure I & II.

- (f) For fixation of pay of an employee in the Pay Matrix as on 1st January, 2016, the existing pay (Pay in Pay Band plus Academic Grade Pay) in the pre-revised structure as on 31st December, 2015 shall be multiplied by a factor of 2.57. The figure so arrived at is to be located in the Academic Level corresponding to employee's Pay Band and Academic Grade Pay in the new Pay Matrix. If a Cell identical with the figure so arrived at is available in the appropriate Academic Level, that Cell shall be the revised pay; otherwise the next higher cell in that Academic Level shall be the revised pay of the employee. If the figure arrived at in this manner is less than the first cell in that Academic Level, then the pay shall be fixed at the first cell of that Academic Level.

If a situation arises where more than two stages are bunched together, one additional increment equal to 3% may be given for every two stages bunched, and pay fixed in the subsequent cell in the pay matrix.

5. Increment

- (i) The annual increment is given in the Pay Matrix at 3%, with each cell being higher by 3% over the previous cell in the same level, rounded off to nearest 100. The annual increments to each employee would move up in the same academic level, with an employee moving from the existing cell in the academic level to the immediate next cell in the same academic level.
- (ii) There shall be two dates for grant of increment namely, 1st January and 1st July of every year, instead of existing date of 1st July, provided that an employee shall be entitled to only one annual increment on either one of these two dates depending on the date of appointment, promotion or grant of financial up-gradation.

6. Promotion

When an individual gets a promotion, his new pay on promotion would be fixed in the Pay Matrix as follows:

On promotion, he would be given a notional increment in his existing Academic Level of Pay, by moving him to the next higher cell at that level. The pay shown in this cell would now be located in the new Academic level corresponding to the post to which he has been promoted. If a cell identical with that pay is available in the new level, that cell shall be the new pay; otherwise the next higher cell in that level shall be the new pay of the employee. If the pay arrived at in this manner is less than the first cell in the new level, then the pay shall be fixed at the first cell of that level.

7. Allowances

The decision on allowances of faculty of CFTIs will be taken after consultation with the Ministry of Finance. Till a final decision on Allowances is taken, all allowances will continue to be paid at existing pay structure, as if the pay had not been revised with effect from 01.01.2016.

8. Superannuation and Re-employment

The existing provisions on superannuation and re-employment of faculty shall continue as per extant provisions.

9. Scientific/Design Staff:-

The revised pay of Scientific/Design Staff shall be mapped into the normal replacement pay of 7th CPC.

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

- (i) The revised Pay and revised rates of Dearness Allowance shall be with effect from 01.01.2016.
- (ii) Payment of arrears shall be made during the current financial year 2017-18, after deduction of income tax as admissible.
- (iii) An undertaking shall be taken from every beneficiary to the effect that any excess payment made on account of incorrect fixation of pay in the revised Pay Level or grant of inappropriate Pay Level and Pay Cells or any other excess payment made shall be adjusted against the future payments due or otherwise to the beneficiary in the same manner as provided in Ministry of Finance (Department of Expenditure) O.M. No.1-5/2016-IC dated 29th July, 2016.
- (iv) The revised pay in the relevant Level and Cell together with the applicable allowances including arrears of salary as mentioned above shall be paid to all eligible faculty.

11. The above revision is in line with the guidelines issued by the Ministry of Finance (Department of Expenditure) vide O.M. No.1-5/2016-IC dated 29th July, 2016.

12. All other provisions/conditions not mentioned in this order shall continue to apply as per MHRD letter no. 23-1/2008-TS-II dated 18.08.2009 read with 16.09.2009.

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

14. Hindi version will follow.

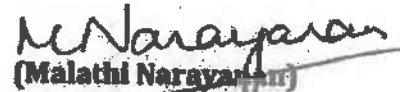

(Malathi Narayanan)

Deputy Secretary to the Government of India

Copy to:

- 1. Directors of all Centrally Funded Technical Institutions (CFTIs).
- 2. Principal Secretary to Prime Minister, South Block, Central Secretariat, New Delhi.
- 3. Secretary (Coordination), Cabinet Secretariat, Rashtrapati Bhavan, New Delhi.
- 4. Secretary, Department of Expenditure, North Block, New Delhi.
- 5. Secretary, Department of Personnel & Training, North Block, New Delhi.

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


(Malathi Narayan)

Deputy Secretary to the Government of India

15-4/2017-TC
Government of India
Ministry of Human Resource Development
Department of Higher Education

Pay Matrix Proposed for IITs/AIISc/IIIM/NITIE/AIISER/NIT/IIIT -- in 4-tier structure* (All figures are in Rupees)												
Cadre Title	Asst. Prof. Grade II		Asst. Prof. Grade I		Associate Prof.		Professor					
	PB3 15600-39100				PB4 37400-67000				67000-79000			
6 th PC Pay Band	6000	7000	8000	9000**	9500	10000	10500	HAG				
Grade Pay – IIT etc.	2.67	2.67	2.67	2.67	2.67	2.72	2.72	2.72				
Index of Rationalisation	21600	25790	38000	49200	52300	53000	58500	67000				
Entry Pay IIT etc.	10	11	12	13A1	13A2	14	14A	15				
Cell No.	Pay Level											
1	57700	68900	101500	131400	139600	144200	159100	182200				
2	59400	71000	104500	135300	143800	148500	163900	187700				
3	61200	73100	107600	139400	148100	153000	168800	193300				
4	63000	75300	110800	143600	152500	157600	173900	199100				
5	64900	77600	114100	147900	157100	162300	179100	205100				
6	66800	79900	117500	152300	161800	167200	184500	211300				
7	68800	82300	121000	156900	166700	172200	190000	217600				
8	70900	84800	124600	161600	171700	177400	195700	224100				
9	73000	87300	128300	166400	176900	182700	201600					
10	75200	89900	132100	171400	182200	188200	207600					
11	77500	92600	136100	176500	187700	193800	213800					
12	79800	95400	140200	181800	193300	199600	220200					
13	82200	98300	144400	187300	199100	205600						
14	84700	101200	148700	192900	205100	211800						
15	87200	104200	153200	198700	211300							
16	89800	107300	157800	204700								
17	92500	110500	162500									
18	95300	113800	167400									
19	98200	117200										

*As ISM, Dhanbad has become IIT, not shown separately; ** 9000 grade pay also has Asso. Prof (pre 4-tier), not shown separately.

mm

15-4/2017-TC
Government of India
Ministry of Human Resource Development
Department of Higher Education

Pay Matrix Proposed for SPANIFFTCIT*/SLJET/MERIST/MTTTR*/GKCIET*									
Pay Band		15600-39100			37400-67000			67000-79000	
Cadre Title		Assistant Professor			Associate Prof.			Professor	
Grade Pay SPA etc.		6000	7000	8000	9000	10000	HAG		
Index of Rationalisation		2.67	2.67	2.67	2.67	2.72	2.72		
Entry Pay SPA etc.		21600	25790	29900	49200	53000	67000		
Cell No.		10	11	12	13A1	14	15		
1.		57700	68800	79800	131400	144200	182200		
2.		59400	71000	82200	135300	148500	187700		
3.		61200	73100	84700	139400	153000	193300		
4.		63000	75300	87200	143600	157600	199100		
5.		64900	77600	89800	147900	162300	205100		
6.		66800	79900	92500	152300	167200	211300		
7.		68800	82300	95300	156900	172200	217600		
8.		70900	84800	98200	161600	177400	224100		
9.		73000	87300	101100	166400	182700			
10.		75200	89900	104100	171400	188200			
11.		77500	92600	107200	176500	193800			
12.		79800	95400	110400	181800	199600			
13.		82200	98300	113700	187300	205600			
14.		84700	101200	117100	192900	211800			
15.		87200	104200	120600	198700				
16.		89800	107300	124200	204700				
17.		92500	110500	127900					
18.		95300	113800	131700					
19.		98200	117200						

Nur

BoG 51.12 Review of the agenda item no. 46.15 to fix the pay of Assistant Professors recruited in PB-3 with AGP of Rs.6000/-against the Advt. No.14/2012 and Advt. No.05/2013 reg.

To review the agenda item no.46.15 to fix the pay of Assistant Professors recruited in Pay Band-3 with AGP of Rs.6000/- against the Advt. No.14/2012 and Advt. No.05/2013, the matter was placed before the Board of Governors in its 50th meeting held on 20.06.2019 vide Agenda Item No.50.26 and the Board decided as under :

"The Board considered and discussed this issue in detail and decided to defer this item for the next BoG meeting".

In this context, it is mentioned that the matter of pay fixation in respect of the Assistant Professors recruited in Pay Band-3 of Rs.15600-39100 + AGP of Rs.6000/- against the Advertisement No.14/2012 & No.05/2013 was placed before the Board of Governors in its 43rd meeting held on 23.01.2018 vide Agenda Item No.43.26 and the action taken report was placed before the Board of Governors in its 45th meeting held on 04.06.2018 vide Agenda Item No.45.18. Further the matter was placed before the Board of Governors in its 46th meeting held on 23.10.2018 vide Agenda Item No.46.15 and in terms of decision taken by the Board in its 46th meeting, the matter was referred to the MHRD, Govt. of India vide letter No.Estt.-I/5909 dated 06.12.2018 enclosed as Annexure – 51.12 (i) from pages 117 to 121 for advice. A copy of the 46th BoG meeting minutes dated 23.10.2018 notified vide letter No.NITK/46th BOG/5615 dated 14.11.2018 enclosed as Annexure – 51.12 (ii) from pages 122 to 155.

The MHRD, Govt. of India vide letter F.No.10-3/2019-TS.III dated 28.03.2019 enclosed as Annexure – 51.12 (iii) from on 156 has informed to the Institute to consider the matter as per rules & regulations issued by the MHRD and extant relevant instructions of Govt. of India and place the same before its Board of Governors for taking a decision.

In this context, it is submitted that in response to this Institute Advt. No.14 of 2012 & Advt. No.05 of 2013 and subsequent offer of appointment, 54 persons were appointed on contract basis for a period of three years to the post of Assistant Professor in the Pay Band-3 of Rs.15600-39100 + AGP of Rs.6000/- + 02 Increments (for M.Tech.).As per appointment letter their services were to be regularized only on acquiring the Ph.D. Degree within the specified period of three

years or extended period for up to additional two years, as the case may be and their pay was to be fixed accordingly. At the time of initial fixation of their pay, they were granted 02 increments for M.Tech. degree in compounded nature inadvertently; whereas, as per Clause-24(vi) of Annexure-I of NIT Faculty Recruitment Rules-2011 notified by the Ministry of Human Resource Development, Government of India, the increments for M.Tech. degrees should have been granted to them in the non-compounded nature. The said Clause 24(vi) is reproduced below:

"During the contract period, the appointee will be put in pay band PB-3 with at least 2 non-compounded increments (for M.Tech. degree). He will also be entitled to the usual increments and allowances, and to all other benefits such as P.F., Pension, future gratuity etc. at par with the facilities extended to regular faculty."

Thereafter, on completion of Ph.D. degree the contractual services of some Assistant Professors were regularized from the date of acquiring of Ph.D. degree in Pay Band-3 of Rs.15600-39100 + AGP of Rs.7000/- + 02 compounded Increments vide OM dated 29.01.2015.

The matter was placed before the Board in its 39th meeting held on 05.04.2016 and 40th meeting of BoG held on 19.08.2016 and the Board decided to get the clarification from the MHRD, Govt. of India.

To look into the issues related to the grievances of the faculty & non-faculty members of the Institute, a High Level Committee was constituted by the Institute. In one of the grievances of the faculty, the Committee had recommended that the increments so granted have been merged with the basic pay; whereas, it should have been shown separately since their increments were of non-compounded in nature.

Subsequently, the MHRD, Govt. of India vide its letter F.No.2-5/2017-TS.III dated 17.07.2017 enclosed as Annexure – 51.12 (iv) from pages 157 to 158 issued the clarification in consultation with the Department of Legal Affairs, Ministry of Law & Justice, Govt. of India to all the NITs that the regularization of such Assistant Professors may be carried out as per the terms and conditions of the appointment letter and Recruitment Rule prevailing at that point of time i.e. to be regularized in the same AGP of Rs.6000/-.

Accordingly; the matter was placed before the Board of Governors in its 43rd meeting held on 23.01.2018 enclosed as Annexure – 51.12 (v) on page 159 for consideration and the action taken report was placed before the Board of Governors in its 45th meeting held on 04.06.2018 vide Agenda Item No.45.18 enclosed as Annexure – 51.12 (vi) on page 160.

It may be mentioned here that due to wrong pay fixation of Assistant Professors recruited in the Pay Band-3 of Rs.15600-39100 + AGP of Rs.6000/- against the Advertisement No.14/2012 & 05/2013, the pay anomalies are arising with the Assistant Professors recruited on regular basis in the Pay Band-3 of Rs.15600-39100 + AGP of Rs.7000/- with the Ph.D. degree. Therefore, neither the services of Assistant Professors with AGP of Rs.6000/- could be still regularized/confirmed nor the facilities of regular employees are being granted to them.

In view of the above, the Board may *consider and decide the matter of Pay Fixation of the Assistant Professors recruited in the Pay Band-3 of Rs.15600-39100 + AGP of Rs.6000/- against the Advertisement No.14/2012 & 05/2013.*

92

BY SPEED POST

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

No. Estt.-I/ 5909

Dated: 06/12/18

Shri Anil Kumar Singh,
Under Secretary (NITs),
Ministry of Human Resource Development,
Government of India,
Department of Higher Education,
Shastri Bhawan,
New Delhi - 110001.

Subject: Advice of the MHRD, Govt. of India on the Pay Fixation of Assistant Professors as per NIT Faculty Recruitment Rules-2011 (MRR).

Sir,

In response to this Institute Advt. No.14 of 2012 & Advt. No.05 of 2013 and subsequent offer of appointment, some persons were appointed on contract basis for a period of three years to the post of Assistant Professor in the Pay Band-3 of Rs.15600-39100 + AGP of Rs.6000/- + 02 increments (for M.Tech.). As per appointment letter their services were to be regularized only on acquiring the Ph.D. Degree within the specified period of three years or extended period for up to additional two years, as the case may be and their pay was to be fixed accordingly. At the time of initial fixation of their pay, they were granted 02 compounded increments for M.Tech. degree; whereas, as per Clause-24(vi) of Annexure-I of NIT Faculty Recruitment Rules-2011 notified by the Ministry of Human Resource Development, Govt. of India, the increments (for M.Tech. degree) are to be non-compounded in nature. The said Clause 24(vi) is reproduced below:

"During the contract period, the appointee will be put in pay band PB-3 with at least 2 non-compounded increments (for M.Tech. degree). He will also be entitled to the usual increments and allowances, and to all other benefits such as P.F., Pension, future gratuity etc. at par with the facilities extended to regular faculty."

Thereafter, on completion of Ph.D. degree the contractual services of some Assistant Professors were regularized from the date of acquiring of Ph.D. degree in Pay Band-3 of Rs.15600-39100 + AGP of Rs.7000/- + 02 compounded increments vide OM dated 29.01.2015.

(Contd....P/2...)

The matter was placed before the Board in its 39th meeting held on 05.04.2015 and 40th meeting of BoG held on 19.08.2015 and the Board decided to get the clarification from the MHRD, Govt. of India.

A High Level Committee was constituted by the Institute to look into the issues related to the grievances of the faculty & non-faculty members of the Institute. In one of the grievances of the faculty, the Committee had recommended that the increments so granted have been merged with the basic pay; whereas, it should have been shown separately since their increments were of non-compounded in nature.

Subsequently, the MHRD, Govt. of India vide its letter F.No.2-5/2017-TS.III dated 17.07.2017 issued the clarification in consultation with the Department of Legal Affairs, Ministry of Law & Justice, Govt. of India to all the NITs that the regularization of such Asstt. Professors may be carried out as per the terms and conditions of the appointment letter and Recruitment Rule prevailing at that point of time.

The matter was placed before the Board of Governors in its 43rd meeting held on 23.01.2018 for consideration and the Board decided as under:

"Further, the Board decided that the AGP of 04 Assistant professors at Sr. no.4-7, namely Dr. Giribabu Dyanamina, Dr. Jayaram Nakka, Dr. Joy Prakash Misra and Dr. Rajneesh be re-fixed to AGP Rs.6,000/- plus 02 non-compounding increments in place of AGP of Rs.7,000/- plus 02 increments in consonance with the terms and conditions of their appointment letters and Recruitment Rules prevailing at that point of time (MRR-2012) i.e. in the same Pay-Band and the same AGP of Rs.6,000/- plus 02 non-compounding increments as per the clarification issued by the Ministry vide MHRD letter F.No.2-5/2017-TS.III dated 17.07.2017, and their date of regularization be modified and their service be confirmed accordingly."

Accordingly, vide office order dated 09.02.2018 their pay was re-fixed in the Pay Band-3 of Rs.15500-39100 + AGP of Rs.6000/- plus 02 non-compounded increments. However, in terms of orders dated 01.03.2018 passed by Hon'ble High Court of Punjab & Haryana, Chandigarh in the CWP No.5092 of 2018 - titled Dr. Jayaram Nakka and others Vs Union of India and others, the office order dated 09.02.2018 was put in abeyance till further orders vide order dated 02.04.2018.

The action taken report was placed before the Board of Governors in its 45th meeting held on 04.06.2018 vide Agenda Item No.45.18 and the Board decided as under:

"The Board noted the action taken by the Institute as per the decision of the BOG taken in its 43rd meeting held on 23.01.2018 and subsequent compliance of the orders of Hon'ble High Court.

After detailed deliberations, the Board decided that the AGP in said cases may be re-fixed after following the due procedure by issuing notice and providing them an opportunity of hearing. The Board authorized the Director to consider the replies and personal hearing. The report thereon be put up to the Board in its next meeting.

In terms of the said BoG decision dated 04.06.2018, the office order dated 09.02.2018 was withdrawn vide fresh office order dated 06.07.2018.

In compliance to the decision of the Board and Hon'ble High Court, vide Notification No.Estt.-I/4834 dated 20.09.2018, No.Estt-I/4835 dated 20.09.2018 and No.Estt.-I/4836 dated 20.09.2018, all 47 Assistant Professors (working on regular basis or on contract basis) were informed to appear during the period from 03.10.2018 to 05.10.2018 in person to present their case and also to submit their objections, if any, at least 03 days before the hearing.

The Committee considered the objections submitted by the said Assistant Professors, the relevant documents including terms and conditions of appointment letters, MRRA-2011 circulated vide MHRD, Govt. of India vide OM dated 14.03.2012 duly approved by the Board of Governors and clarification issued by the MHRD, Govt. of India vide OM F.No.2-5/2017-TS.III dated 17.07.2017. Further, the 02 non-compounded advance increments are to be considered in pay fixation as per DoPT OM No.1/1/2010-Estt.(Pay-I) dated 06.12.2012, FR-9(21)(a)(ii) and Rule FR 27, GIO(9). The recommendations of the Committee are as under:

Sr. No.	Date of Personal Hearing	Nature of Appointment of Assistant Professors	Recommendations of the Committee
01.	03.10.2018 (07 Asstt. Professors)	Pay Fixation of Assistant Professors in the Pay Band-3 of Rs.15600-39100 + AGP Rs.6000/- + 02 Non-Compounded Advance Increments (for M.Tech.) and have been regularized in the AGP of Rs.7000/- on completion of Ph.D.	The committee having gone through all the relevant documents, objections of the concerned Assistant Professors and above stated observations is of the considered view that the Pay of all the above said Assistant Professors may be fixed on regularization of their services on acquiring the Ph.D. degree in the Pay Band-3 of Rs.15600-39100 + AGP of Rs.6000/- + 02 non-compounded increments

			(as per the formula/ calculations proposed in Appendix-A) from the initial date of joining in terms of their appointment letters and Recruitment Rule prevailing at that point of time as well as MHRD, Govt. of India letter F.No.2-5/2017-TS.III dated 17.07.2017 and DoPT OM No.1/1/2010-Estt.(Pay-I) dated 06.12.2012, FR-9(21)(a)(i) and Rule FR 27, GIO(9).
02.	04.10.2018 (13 Asstt. Professors)	Pay Fixation of Assistant Professors in the Pay Band-3 of Rs.15600-39100 + AGP Rs.6000/- + 02 Non-Compounded Advance Increments (for M.Tech.) and have been regularized in the AGP of Rs.6000/- after completing Ph.D. degree.	The committee having gone through all the relevant documents, objections of the concerned Assistant Professors and above stated observations is of the considered view that the Pay of all the above said Assistant Professors may be fixed in the Pay Band-3 of Rs.15600-39100 + AGP of Rs.6000/- + 02 non-compounded increments (as per formula/ calculation proposed in Appendix-B) from the initial date of joining in terms of their appointment letters and Recruitment Rule prevailing at that point of time as well as MHRD, Govt. of India letter F.No.2-5/2017-TS.III dated 17.07.2017 and DoPT OM No.1/1/2010-Estt.(Pay-I) dated 06.12.2012, FR-9(21)(a)(i) and Rule FR 27, GIO(9).
03.	05.10.2018 (27 Asstt. Professors on contract)	Pay Fixation of Assistant Professors (on contract) in the Pay Band-3 of Rs.15600-39100 + AGP Rs.6000/- + 02 Non-Compounded Advance Increments (for M.Tech.)	The committee having gone through all the relevant documents, objections of the concerned Assistant Professors (on contract) and above stated observations is of the considered view that the Pay of all the above said Assistant Professors (on contract) may be fixed in the Pay Band-3 of Rs.15600-39100 + AGP of Rs.6000/- + 02 non-compounded advance increments (as per formula/calculations proposed in Appendix-C) from the initial date of joining in terms of their appointment letters and Recruitment Rule prevailing at that point of time as well as MHRD, Govt. of India letter F.No.2-5/2017-TS.III dated 17.07.2017 and DoPT OM No.1/1/2010-Estt.(Pay-I) dated 06.12.2012, FR-9(21)(a)(i) and Rule FR 27, GIO(9).

Accordingly, the matter was placed before the Board of Governors in its 46th meeting held on 23.10.2018 vide Agenda Item No.46.15 and the Board decided as under:

"The Board noted the action taken on the minutes with reference to the agenda item no.45.18 to fix the pay of Assistant Professors recruited against the Advt. No.14/2012 and Advt. No.05/2013 regarding. Further, the Board considered and decided that the recommendations of the Committee be sent to the MHRD for advice."

A copy of the Agenda Item and Minutes are enclosed as Annexure-A for kind reference.

In view of the above, I am directed to request that the necessary advice of the MHRD, Govt. of India, on the above issue of pay fixation, anomalies arising out of the implementation of Model Recruitment Rules (MRRs) may kindly be obtained and conveyed.

Thanking you,

Yours faithfully,

Encls.: As above.

Endst.No. Estt.-I/ 5910

[Signature] 06/12/18
Dy. Registrar (GA & Legal)

Dated : 06/12/18

Copy of the above is forwarded to Shri Anil Kumar, Director (Finance), Ministry of Human Resource Development, Government of India, Department of Higher Education, Shastri Bhawan, New Delhi - 110001 for information please.

Encls.: As above.

[Signature] 06/12/18
Dy. Registrar (GA & Legal)

N.I.T. KURUKSHETRA

Diary No....9015.....

Dated...15/11/18.....

**NATIONAL INSTITUTE OF TECHNOLOGY
KURUKSHETRA - 136119**

No. NITK / 46th BOG / 5615

Dated: 14.11.2018

The Board of Governors of the Institute at its 46th meeting held on 23.10.2018 has decided under:

BoG 46.15 To note the action taken on the minutes with reference to the agenda item no. 45.18 to fix the pay of Assistant Professors recruited against the Advt. No.14/2012 and Advt. No.05/2013 regarding.

"The Board noted the action taken on the minutes with reference to the agenda item no. 45.18 to fix the pay of Assistant Professors recruited against the Advt. No.14/2012 and Advt. No.05/2013 regarding. Further, the Board considered and decided that the recommendations of the Committee be sent to the MHRD for advice."

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

Encl: Agenda Item


Registrar (I/C)

Deputy Registrar (GA & L)


15/11/18



BoG 46.15 Action taken on the minutes with reference to the agenda item no. 45.18 to fix the pay of Assistant Professors recruited against the Advt. No.14/2012 and Advt. No.05/2013 regarding.

In response to this Institute Advt. No 14 of 2012 & Advt. No.05 of 2013 and subsequent offer of appointment, some persons were appointed on contract basis for a period of three years to the post of Assistant Professor in the Pay Band-3 of Rs.15600-39100 + AGP of Rs.6000/- + 02 Increments (for M.Tech.). As per appointment letter their services were to be regularized only on acquiring the Ph.D. Degree within the specified period of three years or extended period for up to additional two years, as the case may be and their pay was to be fixed accordingly. At the time of initial fixation of their pay, they were granted 02 compounded increments for M.Tech. degree; whereas, as per Clause-24(vi) of Annexure-I of NIT Faculty Recruitment Rules-2011 notified by the Ministry of Human Resource Development, Govt. of India, the increments (for M.Tech. degree) are to be non-compounded in nature. The said Clause 24(vi) is reproduced below:

"During the contract period, the appointee will be put in pay band PB-3 with at least 2 non-compounded increments (for M.Tech. degree). He will also be entitled to the usual increments and allowances, and to all other benefits such as P.F., Pension, future gratuity etc. at par with the facilities extended to regular faculty."

Thereafter, on completion of Ph.D. degree the contractual services of some Assistant Professors were regularized from the date of acquiring of Ph.D. degree in Pay Band-3 of Rs.15600-39100 + AGP of Rs.7000/- + 02 compounded increments vide OM dated 29.01.2015.

The matter was placed before the Board in its 39th meeting held on 05.04.2016 and 40th meeting of BoG held on 19.08.2016 and the Board decided to get the clarification from the MHRD, Govt. of India.

A High Level Committee was constituted by the Institute to look into the issues related to the grievances of the faculty & non-faculty members of the Institute. In one of the grievances of the faculty, the Committee had recommended that the increments so granted have been merged with the basic pay; whereas, it should have been shown separately since their increments were of non-compounded in nature.



Subsequently, the MHRD, Govt. of India vide its letter F.No.2-5/2017-TS.III dated 17.07.2017 issued the clarification in consultation with the Department of Legal Affairs, Ministry of Law & Justice, Govt. of India to all the NITs that the regularization of such Asstt. Professors may be carried out as per the terms and conditions of the appointment letter and Recruitment Rule prevailing at that point of time.

The matter was placed before the Board of Governors in its 43rd meeting held on 23.01.2018 for consideration and the Board decided as under:

"Further, the Board decided that the AGP of 04 Assistant professors at Sr. no.4-7, namely Dr. Giribabu Dyanamina, Dr. Jayaram Nakka, Dr. Joy Prakash Misra and Dr. Rajneesh be re-fixed to AGP Rs.6,000/- plus 02 non-compounding increments in place of AGP of Rs.7,000/- plus 02 increments in consonance with the terms and conditions of their appointment letters and Recruitment Rules prevailing at that point of time (MRR-2012) i.e. in the same Pay-Band and the same AGP of Rs.6,000/- plus 02 non-compounding increments as per the clarification issued by the Ministry vide MHRD letter F.No.2-5/2017-TS(III) dated 17.07.2017, and their date of regularization be modified and their service be confirmed accordingly."

Accordingly, vide office order dated 09.02.2018 their pay was re-fixed in the Pay Band-3 of Rs.15600-39100 + AGP of Rs.6000/- plus 02 non-compounded increments. However, in terms of orders dated 01.03.2018 passed by Hon'ble High Court of Punjab & Haryana, Chandigarh in the CWP No.5092 of 2018 – titled Dr. Jayaram Nakka and others Vs Union of India and others, the office order dated 09.02.2018 was put in abeyance till further orders vide order dated 02.04.2018.

The action taken report was placed before the Board of Governors in its 45th meeting held on 04.06.2018 vide Agenda Item No.45.18 and the Board decided as under:

"The Board noted the action taken by the Institute as per the decision of the BOG taken in its 43rd meeting held on 23.01.2018 and subsequent compliance of the orders of Hon'ble High Court.

After detailed deliberations, the Board decided that the AGP in said cases may be re-fixed after following the due procedure by issuing notice and providing them an opportunity of hearing. The Board



authorized the Director to consider the replies and personal hearing. The report thereon be put up to the Board in its next meeting.

In terms of the said BoG decision dated 04.06.2018, the office order dated 09.02.2018 was withdrawn vide fresh office order dated 06.07.2018.

In compliance to the decision of the Board and Hon'ble High Court, vide Notification No.Estt.-I/4834 dated 20.09.2018 enclosed as Annexure - 46.15(i) from pages 95 to 98, No.Estt-I/4835 dated 20.09.2018 enclosed as Annexure - 46.15(ii) from pages 98 to 102, and No.Estt.-I/4836 dated 20.09.2018 enclosed as Annexure - 46.15(iii) from pages 103 to 106, all 47 Assistant Professors (working on regular basis or on contract basis) were informed to appear during the period from 03.10.2018 to 05.10.2018 in person to present their case and also to submit their objections, if any, at least 03 days before the hearing.

The Committee considered the objections submitted by the said Assistant Professors, the relevant documents including terms and conditions of appointment letters, MRRs-2011 circulated vide MHRD, Govt. of India vide OM dated 14.03.2012 duly approved by the Board of Governors and clarification issued by the MHRD, Govt. of India vide OM F.No.2-5/2017-TS.III dated 17.07.2017. Further, the 02 non-compounded advance increments are to be considered in pay fixation as per DoPT OM No.1/1/2010-Estt.(Pay-I) dated 06.12.2012, FR-9(21)(a)(i) and Rule FR 27, GIO(9). The recommendations of the Committee are as under:

Sr. No.	Date of Personal Hearing	Nature of Appointment of Assistant Professors	Recommendations of the Committee
01.	03.10.2018 (07 Asstt. Professors)	Pay Fixation of Assistant Professors in the Pay Band-3 of Rs.15600-39100 + AGP Rs.6000/- + 02 Non-Compounded Advance Increments (for M.Tech.) and have been regularized in the AGP of Rs.7000/- on completion of Ph.D.	The committee having gone through all the relevant documents, objections of the concerned Assistant Professors and above stated observations is of the considered view that the Pay of all the above said Assistant Professors may be fixed on regularization of their services on acquiring the Ph.D. degree in the Pay Band-3 of Rs.15600-39100 + AGP of Rs.6000/- + 02 non-compounded increments <u>as per</u>



			<p>the formula/calculations proposed in Appendix-A) from the initial date of joining in terms of their appointment letters and Recruitment Rule prevailing at that point of time as well as MHRD, Govt. of India letter F.No.2-5/2017-TS.III dated 17.07.2017 and DoPT OM No.1/1/2010-Estt.(Pay-I) dated 06.12.2012, FR-9(21)(a)(i) and Rule FR 27, GIO(9).</p>
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02.	04.10.2018 (13 Asstt Professors)	<p>Pay Fixation of Assistant Professors in the Pay Band-3 of Rs.15600-39100 + AGP Rs.6000/- + 02 Non-Compounded Advance Increments (for M.Tech.) and <i>have been regularized in the AGP of Rs.6000/- after completing Ph.D. degree.</i></p>	<p>The committee having gone through all the relevant documents, objections of the concerned Assistant Professors and above stated observations is of the considered view that the Pay of all the above said Assistant Professors may be fixed in the Pay Band-3 of Rs.15600-39100 + AGP of Rs.6000/- + 02 non-compounded increments (as per formula/calculation proposed in Appendix-B) from the initial date of joining in terms of their appointment letters and Recruitment Rule prevailing at that point of time as well as MHRD, Govt. of India letter F.No.2-5/2017-TS.III dated 17.07.2017 and DoPT OM No.1/1/2010-Estt.(Pay-I) dated 06.12.2012, FR-9(21)(a)(i) and Rule FR 27, GIO(9).</p>
03.	05.10.2018 (27 Asstt. Professors on contract)	<p>Pay Fixation of Assistant Professors (on contract) in the Pay Band-3 of Rs.15600-39100 + AGP Rs.6000/- + 02 Non-Compounded Advance Increments</p>	<p>The committee having gone through all the relevant documents, objections of the concerned Assistant Professors (on contract) and above stated observations is of the considered view that the Pay of all the above said Assistant Professors</p>



		{for M.Tech.}	(on contract) may be fixed in the Pay Band-3 of Rs.15600-39100 + AGP of Rs.8000/- + 02 non-compounded advance increments (as per formula/calculations proposed in Appendix-C) from the initial date of joining in terms of their appointment letters and Recruitment Rule prevailing at that point of time as well as MHRD Govt. of India letter F.No.2-5/2017-TS.III dated 17.07.2017 and DoPT OM No.1/1/2010-Est.(Pay-I) dated 06.12.2012, FR-9(21)(a)(i) and Rule FR 27, GIO(9).
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The copy of the minutes of the committee meeting dated 03.10.2018, dated 04.10.2018 and dated 05.10.2018 is enclosed as Annexure - 46.15 (iv) from pages 107 to 122

The Board may consider and approve the recommendations of the Committee for fixation of Pay of Assistant Professors recruited against Advt. No.14 of 2012 & Advt. No.05 of 2013.

ANNEXURE - 46.15.(i)**NATIONAL INSTITUTE OF TECHNOLOGY
KURUKSHETRA - 136 119**

No. Estt.-I/ 4834

Dated: 20/09/18

NOTICE

In response to this Institute Advt. No.14 of 2012/Advt. No.05 of 2013 and offer of appointment, you were appointed on contract basis for a period of three years to the post of Assistant Professor in the Pay Band-3 of Rs.15600-39100 + AQP of Rs.6000/-. As per appointment letter your services will be regularized only on acquiring the Ph.D. Degree within the specified period of three years or extended period for up to additional two years, as the case may be and your pay was fixed accordingly. At the time of fixation of your pay, you were granted 02 compounded increments for M.Tech. degree; whereas, as per Clause-24(vi) of Annexure-I of NIT Faculty Recruitment Rules-2011 notified by the Ministry of Human Resource Development, Govt. of India, the increments (for M.Tech. degree) are to be non-compounded in nature. The said Clause-24(vi) is reproduced below:

"During the contract period, the appointee will be put in pay band PB-3 with at least 2 non-compounded increments (for M.Tech. degree). He will also be entitled to the usual increments and allowances; and to all other benefits such as P.F., Pension, future gratuity etc. at par with the facilities extended to regular faculty."

Thereafter, on completion of Ph.D. degree your services were regularized to the post of Assistant Professor from the date of acquiring of Ph.D. degree in Pay Band-3 of Rs.15600-39100 + AQP of Rs.7000/- + 02 compounded increments vide OM dated 29.01.2015.

The matter was placed before the Board in its 39th meeting held on 05.04.2016 and 40th meeting of BoG held on 19.08.2016 and the Board decided to get the clarification from the MHRD, Govt. of India.

A High Level Committee was constituted by the Institute to look into the issues related to the grievances of the faculty & non-faculty members of the Institute. In one of the grievances of the faculty, the Committee had recommended that the increments so granted have been merged with the basic pay, whereas, it should have been shown separately since their increments were of non-compounded in nature.

Subsequently, the MHRD, Govt. of India vide its letter R.No.2-5/2017-TS.III dated 17.07.2017 (copy enclosed) issued the clarification in consultation with the Department of Legal Affairs, Ministry of Law & Justice, Govt. of India to all the NITs that the regularization of such Assistant Professors may be carried out as per the terms and conditions of the appointment letter and Recruitment Rule prevailing at that point of time.



(Contd...P/2...)

The matter was placed before the Board of Governors in its 43rd meeting held on 23.01.2018 for consideration and the Board decided as under:

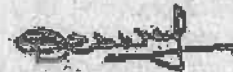
"Further, the Board decided that the AGP of 04 Assistant professors at Sr. no.4-7, namely Dr. Giribabu Dyanamina, Dr. Jayaram Nakka, Dr. Joy Prakash Misra and Dr. Rajneesh be re-fixed to AGP Rs.6,000/- plus 02 non-compounding increments in place of AGP of Rs.7,000/- plus 02 increments in consonance with the terms and conditions of their appointment letters and Recruitment Rules prevailing at that point of time (MRR-2012) i.e. in the same Pay-Band and the same AGP of Rs.6,000/- plus 02 non-compounding increments as per the clarification issued by the Ministry vide MHRD letter F.No.2-5/2017-TS(III) dated 17.07.2017, and their date of regularization be modified and their service be confirmed accordingly."

Accordingly, vide office order dated 09.02.2018 your pay was re-fixed in the Pay Band-3 of Rs.15600-39100 + AGP of Rs.6000/- plus 02 non-compounded increments. However, in terms of orders dated 01.03.2018 passed by Hon'ble High Court of Punjab & Haryana, Chandigarh in the CWP No.5092 of 2018 - titled Dr. Jayaram Nakka and others Vs Union of India and others the office order dated 09.02.2018 was put in abeyance till further orders vide order dated 02.04.2018.

The action taken report was placed before the Board of Governors in its 45th meeting held on 04.06.2018 and the Board decided that the AGP may be re-fixed after following the due procedure by issuing notice and providing them an opportunity of hearing. In terms of the said BoG decision dated 04.06.2018, the office order dated 09.02.2018 was withdrawn vide fresh office order dated 06.07.2018.

In view of the above, you are hereby served with this Notice as to why your pay not be re-fixed on regularization of your services on acquiring the Ph.D. degree in the Pay Band-3 of Rs.15600-39100 + AGP of Rs.6000/- + 02 non-compounded increments from the initial date of joining in terms of your appointment letter and Recruitment Rule prevailing at that point of time as well as MHRD, Govt. of India, letter F.No.2-5/2017-TS(III) dated 17.07.2017.

Therefore, you are hereby informed to appear before the Director of the Institute on 09.10.2018 at 10.30 a.m. in person to present your case and also you may submit your objections, if any, at least 03 days before the said date in support of your defense.



Registrar Incharge

To

1. Dr. Jayaram Nakka, Assistant Professor, Elect. Engg. Deptt.
2. Dr. Joy Prakash Misra, Assistant Professor, Mech. Engg. Deptt.
3. Dr. Rajneesh, Assistant Professor, Mech. Engg. Deptt.
4. Dr. Giribabu Dyanamina, Assistant Professor, Elect. Engg. Deptt.
5. Dr. Bhanu Pratap, Assistant Professor, Elect. Engg. Deptt.
6. Dr. Sudhanshu Choudhary, Assistant Professor, ECE Deptt.
7. Dr. Mantosh Biswas, Assistant Professor, Computer Engg. Deptt.

F.No.2-5/2017 - TS.III
GOVERNMENT OF INDIA
MINISTRY OF HUMAN RESOURCE DEVELOPMENT
DEPARTMENT OF HIGHER EDUCATION

New Delhi, the 17th July, 2017

To

The Director
Motilal Nehru National Institute of Technology, Allahabad
Uttar Pradesh

Subject: Clarification regarding confirmation of Assistant Professors who were appointed in NITs on contract as per provisions contained in Model recruitment Rule (MRR) for faculties in NITs - regarding.

Sir,

This Ministry had received a reference from MNNIT, Allahabad seeking clarifications regarding applicability of the provisions of NIT Faculty Recruitment Rules, 2011 on Assistant Professors who were appointed in the Institute on contract as per provisions contained in above said Rules prior to the implementation of 4-Tier Flexible Faculty Structure. These Asst. Professors were not having Ph.D. degree at the time of their contractual recruitment following the provisions of 3 Tier System for Faculty recruitment in NITs.

2. One of the conditions of the contract signed between the appointees and the Institute was that "as the appointee do not possess a Ph.D. degree which is an essential requirement, the post is offered initially for a period of three years which can be further extended by another two years on the recommendations of a valid Selection Committee. In the mean time the appointee will have to acquire Ph.D. degree, failing which the contract may not be extended beyond the period of five years. However, his/her services would be automatically regularised on the same post in the same Pay Band and the same AGP from the date of his/her acquiring the Ph.D. degree within the stipulated period."


3. Therefore, a clarification was sought by MNNIT, Allahabad whether such faculty can be regularised as per the rules and conditions of the appointment letter / contract or not in view of the fact that 4-Tier Flexible Faculty Structure is in vogue.

4. This matter was examined in this Ministry in consultation with D/o Legal Affairs, M/o Law & Justice. The regularisation of such Assistant professors (mentioned in Institute's letter dated 7th February, 2017) may be carried out as per the terms and conditions of the appointment letter and Recruitment rule prevailing at that point of time.

Amr

6. The Board of Governors of the Institute may take further necessary action in this matter.

Yours faithfully,


(Anil Kumar Singh)
Under Secretary to the Government of India
Ph: 23364897

Copy for Information to: The Directors of 30 NITs other than MNIT, Allahabad:

NATIONAL INSTITUTE OF TECHNOLOGY
KURUKSHETRA - 136 ANNEXURE - 46.15.(ii)

No. Estt.-I/ 4835

Dated: 20/09/18

NOTICE

In response to this Institute Advt.No.14 of 2012/Advt. No.05 of 2013 and offer of appointment, you were appointed on contract basis for a period of three years to the post of Assistant Professor in the Pay Band-3 of Rs.15600-39100 + AGP of Rs.6000/-. As per appointment letter your services will be regularized only on acquiring the Ph.D. Degree within the specified period of three years or extended period for up to additional two years, as the case may be and your pay was fixed accordingly. At the time of fixation of your pay, you were granted 02 compounded increments for M.Tech. degree; whereas, as per Clause-24(vi) of Annexure-1 of NIT Faculty Recruitment Rules-2011 notified by the Ministry of Human Resource Development, Govt. of India, the increments (for M.Tech. degree) are to be non-compounded in nature. The said Clause-24(vi) is reproduced below:

"During the contract period, the appointee will be put in pay band PB-3 with at least 2 non-compounded increments (for M.Tech. degree). He will also be entitled to the usual increments and allowances, and to all other benefits such as P.F., Pension, future gratuity etc. at par with the facilities extended to regular faculty."

The matter was placed before the Board in its 39th meeting held on 05.04.2016 and 40th meeting of BoG held on 19.08.2016 and the Board decided to get the clarification from the MHRD, Govt. of India.

A High Level Committee was constituted by the Institute to look into the issues related to the grievances of the faculty & non-faculty members of the Institute. In one of the grievances of the faculty, the Committee had recommended that the increments so granted have been merged with the basic pay; whereas, it should have been shown separately since their increments were of non-compounded in nature.

Subsequently, the MHRD, Govt. of India vide its letter F.No.2-5/2017-TS(II) dated 17.07.2017 (copy enclosed) issued the clarification in consultation with the Department of Legal Affairs, Ministry of Law & Justice, Govt. of India to all the NITs that the regularization of such Assistant Professors may be carried out as per the terms and conditions of the appointment letter and Recruitment Rule prevailing at that point of time.

The matter was placed before the Board of Governors in its 43rd meeting held on 29.01.2018 for consideration and the Board decided as under:

"Further, the Board decided that the AGP of 04 Assistant professors at Sr. no.47, namely Dr. Giribabu Dyanamra, Dr. Jayaram Nakka, Dr. Joy Prakash Misra and Dr. Rajneesh be re-fixed to AGP Rs.6,000/- plus 02 non-compounding increments in place of AGP of Rs.7,000/- plus 02 increments in consonance with the terms and conditions of their appointment letters and Recruitment Rules prevailing at that point of time (MRR-2012) i.e. in the same Pay-Band and the same AGP of Rs.6,000/- plus 02 non-compounding increments as per the clarification issued by the Ministry vide MHRD letter F.No.2-5/2017-TS(II) dated 17.07.2017, and their date of regularization be modified and their service be confirmed accordingly."

(Contd...P/2...)

Accordingly, vide office order dated 09.02.2018 your services were regularized in the Pay Band-3 of Rs.15600-39100 + ACP of Rs.6000/- plus 02 increments and your pay was fixed vide letter dated 23.02.2018. However, in terms of orders dated 02.04.2018 passed by Hon'ble High Court of Punjab & Haryana, Chandigarh in the CWP No.7303 of 2018 - titled Rajesh Kumar and others Vs Union of India and others, the letter dated 23.02.2018 was withdrawn vide Office Order dated 25.04.2018. Further, as directed by Hon'ble High Court of Punjab & Haryana, Chandigarh vide orders passed in the CWP No.7303 of 2018 for the re-fixation of pay the Institute is to follow the terms of CWP No.5092 of 2018.

In view of the above, you are hereby served with this Notice as to why your pay not to be re-fixed in the Pay Band-3 of Rs.15600-39100 + ACP of Rs.6000/- + 02 non-compounded increments from the initial date of joining in terms of your appointment letter and Recruitment Rule prevailing at that point of time as well as MHRD, Govt. of India letter F.No.2-5/2017-TS.III dated 17.07.2017.

Therefore, you are hereby informed to appear before the Director of the Institute on 04.10.2018 at 10.30 a.m. in person to present your case and also you may submit your objections, if any, at least 03 days before the said date in support of your defense.


Registrar Incharge

To

1. Dr. Shashi Bhushan Singh, Asstt. Professor, Elect. Engg. Deptt.
2. Dr. Pradeep Kumar, Assistant Professor, Elect. Engg. Deptt.
3. Dr. Baldevanath Bag, Assistant Professor, Elect. Engg. Deptt.
4. Dr. Tejavathu Ramesh, Assistant Professor, Elect. Engg. Deptt.
5. Dr. Lalit Thakur, Assistant Professor, Mech. Engg. Department.
6. Dr. Rajesh, Assistant Professor, Mech. Engg. Deptt.
7. Dr. Chandrashekara M., Assistant Professor, Mech. Engg. Deptt.
8. Dr. Gaurav Verma, Assistant Professor, ECE Department.
9. Dr. Pankaj Verma, Assistant Professor, ECE Department.
10. Dr. Gaurav Saini, Assistant Professor, ECE Department.
11. Dr. Ashutosh Nandi, Assistant Professor, ECE Department.
12. Dr. Sudhakar Singh Chauhan, Asstt. Professor, ECE Department.
13. Dr. Gyanendra Kumar Verma, Assistant Professor, Computer Engg.

F.No.2-5/2017 - TS.III
GOVERNMENT OF INDIA
MINISTRY OF HUMAN RESOURCE DEVELOPMENT
DEPARTMENT OF HIGHER EDUCATION

New Delhi, the 17th July, 2017

To

The Director
Motilal Nehru National Institute of Technology, Allahabad
Uttar Pradesh

Subject: Clarification regarding confirmation of Assistant Professors who were appointed in NITs on contract as per provisions contained in Model recruitment Rule (MRR) for faculties in NITs - regarding.

Sir,

This Ministry had received a reference from MNNIT, Allahabad seeking clarifications regarding applicability of the provisions of NIT Faculty Recruitment Rules, 2011 on Assistant Professors who were appointed in the Institute on contract as per provisions contained in above said Rules prior to the implementation of 4-Tier Flexible Faculty Structure. These Asst. Professors were not having Ph.D. degree at the time of their contractual recruitment following the provisions of 3 Tier System for Faculty recruitment in NITs.

2. One of the conditions of the contract signed between the appointees and the Institute was that "as the appointee do not possess a Ph.D. degree which is an essential requirement, the post is offered initially for a period of three years which can be further extended by another two years on the recommendations of a valid Selection Committee. In the mean time the appointee will have to acquire Ph.D. degree, failing which the contract may not be extended beyond the period of five years. However, his/her services would be automatically regularised on the same post in the same Pay-Band and the same AGP from the date of his/her acquiring the Ph.D. degree within the stipulated period."

3. Therefore, a clarification was sought by MNNIT, Allahabad whether such faculty can be regularised as per the rules and conditions of the appointment letter/ contract or not in view of the fact that 4-Tier Flexible Faculty Structure is in vogue.

4. This matter was examined in this Ministry in consultation with D/o Legal Affairs, M/o Law & Justice. The regularisation of such Assistant professors (mentioned in Institute's letter dated 7th February, 2017) may be carried out as per the terms and conditions of the appointment letter and Recruitment rule prevailing at that point of time.

Amr

6. The Board of Governors of the Institute may take further necessary action in this matter.

Yours faithfully,

(Anil Kumar Singh)

Under Secretary to the Government of India
Ph: 23384897

Copy for Information to: The Directors of 30 NITs other than MNIT, Allahabad.

ANNEXURE - 46.15.(iii)**NATIONAL INSTITUTE OF TECHNOLOGY
KURUKSHETRA - 136 119**

No. Estt.-1/ L/8 36

Dated: 20/09/18

NOTICE

In response to this Institute Advt. No.14 of 2012/Advt. No.06 of 2013 and offer of appointment, you were appointed on contract basis for a period of three years to the post of Assistant Professor in the Pay Band-3 of Rs.15600-39100 + AGP of Rs.6000/-. As per appointment letter your services will be regularized only on acquiring the Ph.D. Degree within the specified period of three years or extended period for up to additional two years, as the case may be and your pay was fixed accordingly. At the time of fixation of your pay, you were granted 02 compounded increments for M.Tech. degree; whereas, as per Clause-24(vi) of Annexure-I of NIT Faculty Recruitment Rules-2011 notified by the Ministry of Human Resource Development, Govt. of India, the increments (for M.Tech. degree) are to be non-compounded in nature. The said Clause 24(vi) is reproduced below:

"During the contract period, the appointee will be put in pay band PB-3 with at least 2 non-compounded increments (for M.Tech. degree). He will also be entitled to the usual increments and allowances, and to all other benefits such as P.F., Pension, future gratuity etc. at par with the facilities extended to regular faculty."

A High Level Committee was constituted by the Institute to look into the issues related to the grievances of the faculty & non-faculty members of the Institute. In one of the grievances of the faculty, the Committee had recommended that the increments so granted have been merged with the basic pay, whereas, it should have been shown separately since their increments were of non-compounded in nature.

Subsequently, the MHRD, Govt. of India vide its letter P.No.2-5/2017-TS.III dated 12.07.2017 (copy enclosed) issued the clarification in consultation with the Department of Legal Affairs, Ministry of Law & Justice, Govt. of India to all the NITs that the regularization of such Assistant Professors may be carried out as per the terms and conditions of the appointment letter and Recruitment Rule prevailing at that point of time.

Accordingly, vide letter dated 23.02.2018, your pay was fixed in the Pay Band-3 of Rs.15600-39100 + AGP of Rs.6000/- plus 02 non-compounded increments. However in terms of orders dated 02.04.2018 passed by Hon'ble High Court of Punjab & Haryana,

(Contd...P/2...)



Chandigarh in the CWP No.7303 of 2018 - titled Rajesh Kumar and others Vs. Union of India and others, the letter dated 23.02.2018 was withdrawn vide Office Order dated 25.04.2018. Further, as directed by Hon'ble High Court of Punjab & Haryana, Chandigarh. vide orders passed in the CWP No.7303 of 2018 for the re-fixation of pay the Institute is to follow the directions passed by Hon'ble High Court in the CWP No.5092 of 2018.

In view of the above, you are hereby served with this Notice as to why your pay not be re-fixed in the Pay Band-3 of Rs.15600-39100 + AGP of Rs.6000/- + 02 non-compounded increments from the initial date of joining in terms of your appointment letter and Recruitment Rule prevailing at that point of time as well as MHRD, Govt. of India letter P.No.2-5/2017-TS.III dated 17.07.2017.

Therefore, you are hereby informed to appear before the Director of the Institute on 05.10.2018 at 10.30 a.m. in person to present your case and also you may submit your objections, if any, at least 03 days before the said date in support of your defense.


Registrar Incharge

To

1. Sh. Ajay Kr. Prabhakar, Asstt. Prof. (on contract), Civil Engg. Deptt.
2. Sh. Nipen Kr. Das, Asstt. Prof. (on contract), Civil Engg. Deptt.
3. Dr. Atina Ram Gupta, Asstt. Prof. (on contract), Elect. Engg. Deptt.
4. Dr. Modi P. R. Prasad, Asstt. Prof. (on contract), Elec. Engg. Deptt.
5. Sh. Kiran Kumar Jeladi, Asstt. Prof. (on contract), Elect. Engg. Deptt.
6. Dr. Asidapu Mahesh, Asstt. Prof. (on contract), Elect. Engg. Deptt.
7. Dr. Shivam, Asstt. Prof. (on contract), Elect. Engg. Deptt.
8. Sh. Sandeep Kakran, Asstt. Prof. (on contract), Elect. Engg. Deptt.
9. Dr. Amit Kumar, Asstt. Prof. (on contract), Elect. Engg. Deptt.
10. Dr. Rahul Sharma, Asstt. Prof. (on contract), Elect. Engg. Deptt.
11. Sh. Satnam Singh, Asstt. Prof. (on contract), Mech. Engg. Deptt.
12. Sh. Mukesh Kumar, Asstt. Prof. (on contract), Mech. Engg. Deptt.
13. Sh. V. S. N. Reddy B, Asstt. Prof. (on contract), Mech. Engg. Deptt.
14. Sh. Vikram Singh, Asstt. Prof. (on contract), Computer Engg. Deptt.
15. Sh. Mahendra Kr. Mishra, Asstt. Prof. (on contract), Computer Engg. Deptt.
16. Sh. Santosh Kumar, Asstt. Prof. (on contract), Computer Engg. Deptt.
17. Ms. Bharati Sinha, Asstt. Prof. (on contract), Computer Engg. Deptt.
18. Sh. Anoop Kr. Patel, Asstt. Prof. (on contract), Computer Engg. Deptt.
19. Sh. Kirti Bhushan, Asstt. Prof. (on contract), Computer Engg. Deptt.
20. Sh. Ankit Kumar Jain, Asstt. Prof. (on contract), Computer Engg. Deptt.
21. Sh. C.B. Eshan Singh, Asstt. Prof. (on contract), Computer Engg. Deptt.
22. Sh. Vijay Verma, Asstt. Prof. (on contract), Computer Engg. Deptt.
23. Dr. Trailokya Nath Sasamal, Asstt. Prof. (on contract), ECE Deptt.
24. Ms. Shweta Meena, Asstt. Prof. (on contract), ECE Deptt.
25. Dr. Chhagan, Asstt. Prof. (on contract), ECE Deptt.
26. Sh. Dhruv Kumar Sharma, Asstt. Prof. (on contract), ECE Deptt.
27. Sh. Vikas Kumar, Asstt. Prof. (on contract), MEO

F.No.2-5/2017 - TS.III
GOVERNMENT OF INDIA
MINISTRY OF HUMAN RESOURCE DEVELOPMENT
DEPARTMENT OF HIGHER EDUCATION

New Delhi, the 17th July, 2017

To

The Director
Motilal Nehru National Institute of Technology, Allahabad
Uttar Pradesh

Subject: Clarification regarding confirmation of Assistant Professors who were appointed in NITs on contract as per provisions contained in Model recruitment Rule (MRR) for faculties in NITs - regarding.

Sir,

This Ministry had received a reference from MNMIT, Allahabad seeking clarifications regarding applicability of the provisions of NIT Faculty Recruitment Rules, 2011 on Assistant Professors who were appointed in the Institute on contract as per provisions contained in above said Rules prior to the implementation of 4-Tier Flexible Faculty Structure. These Asst. Professors were not having Ph.D. degree at the time of their contractual recruitment following the provisions of 3 Tier System for Faculty recruitment in NITs.

2. One of the conditions of the contract signed between the appointee and the Institute was that "as the appointee do not possess a Ph.D. degree which is an essential requirement, the post is offered initially for a period of three years which can be further extended by another two years on the recommendations of a valid Selection Committee. In the mean time the appointee will have to acquire Ph.D. degree, failing which the contract may not be extended beyond the period of five years. However, his/her services would be automatically regularised on the same post in the same Pay-Band and the same AOP from the date of his/her acquiring the Ph.D. degree within the stipulated period."

3. Therefore a clarification was sought by MNMIT, Allahabad whether such faculty can be regularised as per the rules and conditions of the appointment letter / contract or not in view of the fact that 4-Tier Flexible Faculty Structure is in vogue.

4. This matter was examined in this Ministry in consultation with D/o Legal Affairs, M/o Law & Justice. The regularisation of such Assistant professors (mentioned in Institute's letter dated 7th February, 2017) may be carried out as per the terms and conditions of the appointment letter and Recruitment rule prevailing at that point of time.

Amr

6. The Board of Governors of the Institute may take further necessary action in this matter.

Yours faithfully,


(Anli Kumar Singh)

Under Secretary to the Government of India
Ph: 23984897

Copy for information to: The Directors of 30 NITs other than MNIT, Allahabad.

ANNEXURE - 46.15.(iv)

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

Recommendations made by the Committee in its meeting held on 03.10.2018 at 10.30 a.m. in office of the Director, NIT, Kurukshetra for Pay Fixation of the Assistant Professors recruited against Advt. No.14 of 2012 & Advt. No.05 of 2013 in Pay Band-3 of Rs.15600-19100 + Rs.6000/- AGP and regularized in the AGP of Rs.7000/- after completion of Ph.D.

Present :

- | | |
|--|----------|
| 1. Dr. Satish Kumar,
Director,
NIT, Kurukshetra. | Chairman |
| 2. Dr. (Mrs.) Minati Baral,
Professor, Chemistry Department,
Dean (Faculty Welfare) &
Secretary, AC&FAR,
NIT, Kurukshetra. | Member |
| 3. Dr. Suginder Deswal,
Registrar Incharge,
NIT, Kurukshetra. | Member |

The following Assistant Professors appeared before the Committee for hearing on 03.10.2018:

1. Dr. Jayaram Nekk, Assistant Professor, Elect. Engg. Deptt.
2. Dr. Joy Perikash Mishra, Assistant Professor, Mech. Engg. Deptt.
3. Dr. Rajneesh, Assistant Professor, Mech. Engg. Deptt.
4. Dr. Gurbabu Dyanamina, Assistant Professor, Elect. Engg. Deptt.
5. Dr. Bhanu Pratap, Assistant Professor, Elect. Engg. Deptt.
6. Dr. Sudhanahu Choudhary, Assistant Professor, ECE Deptt.
7. Dr. Manish Biswas, Assistant Professor, Computer Engg. Deptt.

The Assistant Professors as mentioned at Sr.No.6 & 7 have submitted their objections and the same have been considered by the Committee at the time of hearing.

After detailed deliberation, the committee had made following observations:

1. The Institute had recruited 65 Assistant Professors during the year 2012-2013 following the MRRs received vide from the MHRD, Govt. of India vide OM dated 14.03.2012 duly approved by the Board. The minimum qualification and experience requirements for faculty positions of NITs (under the standard 3 tier rigid faculty

structure] have been prescribed in the MRRs. It is categorically mentioned in the appointment letters of the Assistant Professors who have recruited against the Advt. No.14 of 2012 & Advt. No.05 of 2013 that they shall be governed under the NIT Act, 2007/Statutes/Rules of NIT Kurukshetra, framed and amended from time to time relating to service conditions and any other matters/conditions not specified in the appoint letter.

2. The candidates recommended by the Selection Committee possessing the M.Tech. qualification were appointed as Assistant Professor (on contract) in the PB-3 and AGP of Rs.6000/- + 02 increments (for M.Tech.); whereas, those possessing the Ph.D. qualification were appointed as Assistant Professor in the PB-3 and AGP of Rs.7000/- (without any increment). In the MRRs it is mentioned that two advance increments shall be admissible at the time of recruitment for the post of Assistant Professor (on contract) with AGP of Rs.6000/- having the essential qualification M.Tech. whereas nothing is mentioned for the grant of any advance increment admissible at the time of recruitment in the case of Assistant Professor (on probation on a regular post) in the PB-3 and AGP of Rs.7000/- having Ph.D. as essential qualification.
3. Para 24(vi) of NIT Faculty Recruitment Rules-2011 notified by the MHRD vide OM dated 14.03.2012 and approved by Board of Governors in its 28th meeting held on 20.07.2012 states that during the contract period, the appointee will be put in pay band PB-3 with at least 2 non-compounded increments (for M.Tech. degree). He will also be entitled to the usual increments and allowances, and to all other benefits such as P.F., Pension, future gratuity etc. at par with the facilities extended to regular faculty.
4. On completion of Ph.D. degree, the services of said Assistant Professors appointed (on contract) with AGP Rs.6000/- were regularized inadvertently due to lack of clarity to the post of Assistant Professor from the date of acquiring of Ph.D. degree in Pay Band-3 of Rs.16600-39100 + AGP of Rs.7000/- + 02 compounded increments vide OM dated 29.01.2015. This created Pay Anomaly with the Assistant Professors (on regular basis) appointed in AGP of Rs.7000/- with Ph.D. qualification through the same Advertisement and Selection Procedure. This has caused filing of Court Cases (CWP 4701 of 2016 titled Awnish Kumar Tripathi and Others Vs Union of India and Others).
5. The matter was placed before the Board in its 39th meeting held on 05.04.2016 and 40th meeting of BoG held on 19.08.2016 and the Board decided to get the clarification from the MHRD, Govt. of India.

6. A High Level Committee was constituted by the Institute to look into the issues related to the grievances of the faculty & non-faculty members of the Institute. In one of the grievances of the faculty, the Committee had recommended that the increments so granted have been merged with the basic pay; whereas, it should have been shown separately since their increments were of non-compounded in nature.
7. Subsequently, the MHRD, Govt. of India vide its letter F.No.2-5/2017-TS.III dated 17.07.2017 issued the clarification in consultation with the Department of Legal Affairs, Ministry of Law & Justice, Govt. of India to all the NITs that the regularization of such Assistant Professors may be carried out as per the terms and conditions of the appointment letter and Recruitment Rule prevailing at that point of time i.e. NIT Faculty Recruitment Rules-2011 notified by the MHRD vide OM dated 14.03.2012 in the same band and same AGP. Further, the financial upgradation/promotion is admissible through selection procedure on the recommendations of statutory Selection Committee as per Recruitment Rules prevailing at that point of time.
8. The matter was placed before the Board of Governors in its 43rd meeting held on 23.01.2018 for consideration and the Board decided as under:

"Further, the Board decided that the AGP of 04 Assistant professors at Sr. no.4-7, namely Dr. Giribabu Dyanamina, Dr. Jayaram Nakka, Dr. Joy Prakash Mishra and Dr. Rajneesh be re-fixed to AGP Rs.5,000/- plus 02 non-compounding increments in place of AGP of Rs.7,000/- plus 02 increments in consonance with the terms and conditions of their appointment letters and Recruitment Rules prevailing at that point of time (MRR 2012) i.e. in the same Pay Band and the same AGP of Rs.5,000/- plus 02 non-compounding increments as per the clarification issued by the Ministry vide MHRD letter F.No.2-5/2017-TS(III) dated 17.07.2017, and their date of regularization be modified and their service be confirmed accordingly."

9. Accordingly, vide office order dated 09.02.2018 the pay of such Assistant Professors was re-fixed in the Pay Band-3 of Rs.15600-39100 + AGP of Rs.6000/- plus 02 non-compounded increments. However, in terms of orders dated 01.03.2018 passed by Hon'ble High Court of Punjab & Haryana, Chandigarh in the CWP No.6092 of 2018 - titled Dr. Jayaram Nakka and others Vs Union of India and others the office order dated 09.02.2018 was put in abeyance till further orders vide order dated 02.04.2018.

10. The action taken report was placed before the Board of Governors in its 45th meeting held on 04.06.2018 vide agenda item no. 45.18 and the Board decided as under :

The Board noted the action taken by the Institute as per the decision of the BOG taken in its 43rd meeting held on 23.01.2018 and subsequent compliance of the orders of Hon'ble High Court.

*After detailed deliberations, the Board decided that the AGP in said cases may be re-fixed after following the due procedure by issuing notice and providing them an opportunity of hearing. The Board authorized the Director to consider the replies and personal hearing. The report thereon be put up to the Board in its next meeting.**

In terms of the said BoG decision dated 04.06.2018, the office order dated 09.02.2018 was withdrawn vide fresh office order dated 06.07.2018. The Hon'ble High Court was informed through Affidavit on 20.07.2018. The Hon'ble High Court passed the order on 31.07.2018 in the CWP No.5092 of 2018- titled Jayaram Nakka & Others Vs Union of India, & Others that the present petition is disposed of having been rendered infructuous.

11. Accordingly, as per decision of the Board of Governors with reference to BoG 45.18 and in the light of decision of Hon'ble High Court, such Assistant Professors were informed vide letter dated 20.09.2018 to appear before the Director of the Institute during the period from 03.10.2018 to 05.10.2018 in person to present their case and objections, if any, at least 03 days before the said date in support of their defence.

12. The committee considered the objections submitted, the relevant documents, including the terms and conditions of appointment, MRR-2011 circulated vide MHRD, Govt. of India OM dated 14.03.2012 duly approved by the Board of Governors and clarification issued by the MHRD, Govt. of India vide OM F.No.2-5/2017-TS.II dated 17.07.2017. Further, the 02 non-compounded advance increments are to be considered in pay fixation as per DoPT OM No.1/1/2010-Estt (Pay-I) dated 06.12.2012, RR-9(21)(a)(i) and Rule RR-27, G.O(9). It was observed that there was inadvertent error while fixing the pay and regularization of said Assistant Professors regarding the following :

- (i). Nature of 02 advance increments (for M.Tech.) by considering the increments as compounded instead non-compounded in nature; and
- (ii) Up-gradation to AGP of Rs.7000/- from AGP of Rs.6000/- while regularizing after completion of Ph.D. degree.

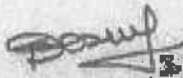
The illustration of "existing pay fixation" of said Assistant Professors vis-a-vis of Assistant Professors (regular basis) appointed in AGP of Rs.7000/- with Ph.D. qualification, and anomaly arose thereon, has

been shown in Appendix-A. Further, the pay fixation of said Assistant Professors by considering the advance increments as non-compounded one and AGP of Rs.6000/- as per the above mentioned relevant documents has also been shown in Appendix-A

Recommendations:

The committee having gone through all the relevant documents, objections of the concerned Assistant Professors and above stated observations is of the considered view that the Pay of all the above said Assistant Professors may be fixed on regularization of their services on acquiring the Ph.D. degree in the Pay Band-3 of Rs.15600-39100 + AGP of Rs.6000/- + 02 non-compounded increments (as per the formula/calculations proposed in Appendix-A) from the initial date of joining in terms of their appointment letters and Recruitment Rule prevailing at that point of time as well as MHRD, Govt. of India letter F.No.2-5/2017-T9.III dated 17.07.2017 and DoPT OM No.1/1/2010-Estt.(Pay-I) dated 06.12.2012, FR-9(21)(a)(i) and Rule FR 27, GIO(9).

The meeting ended with vote of thanks to the chair.


3/10/18
(Surinder Deswal)


3/10/18
(Minati Baral)


3/10/18
(Satish Kumar)

Appendix - A

Pay Fixation of Assistant Professors in the Pay Band-3 of Rs.15600-39100 + AGP Rs.6000/- + 02 Non-Compoundable Advance Increments (for M.Tech.) and have been regularized in the AGP of Rs.7000/-

No. of Assistant Professors : 07

Existing Pay Fixation as per the formula given below:

Total Pay = Basic Pay (Pay + AGP + A.I. + 02 Advance Increments) + DA on (Basic Pay including 2 Advance Increments)

Date of Increment	Pay (Initial Pay)	AGP	02 Increments	Annual Increment (3% of Basic Pay)	Basic Pay (2+3+4+5)	DA @ of 50% (for illustration) on (6) or (2+3+4+5)	Total Pay (6+7)	Asst. Prof. (regular) appointed in AGP of Rs.7000/- with Ph.D. Total Pay
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	
01.07.2013	15600	6000	1300	00	22900	11450	34350	33900
01.07.2014	15600	6000	1300	690	23590	11795	35385	34920
20.09.2014 (Ph.D.)	15600	7000	1300	00	23900	11950	35850	NA
01.07.2015	15600	7000	1300	720	24620	12310	36930	34950

Proposed Pay Fixation as per the formula given below:

Total Pay = Basic Pay (Pay + AGP + A.I.) + DA on Basic Pay + 02 Non-Compoundable Advance Increments

Date of Increment	Pay (Initial Pay)	AGP	Annual Increment (3% of 2+3)	Basic Pay (2+3+4)	DA @ of 50% (for illustration) on (5) or (2+3+4)	02 Non-Compoundable Increments	Total Pay (5+6+7)	Difference in Total Pay (Table 1 - Table 2)	Asst. Prof. (regular) appointed in AGP of Rs.7000/- with Ph.D. Total Pay
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)		
01.07.2013	15600	6000	00	21600	10800	1300	33700	(-) 650	33900
01.07.2014	15600	6000	650	22250	11125	1300	34675	(-) 710	34920
20.09.2014 (Ph.D.)	15600	6000	650	22250	11125	1300	34675	(-) 710	NA
01.07.2015	15600	6000	670	22270	11135	1300	34705	(-) 225	34950

Note : The above proposal of Pay Fixation is as per MHRD, Govt. India Om P.No.2-5/2017-TS.III dated 17.07.2017, Recruitment Rules, DoPT OM OM No 1/1/2010-Est.(Pay.) dated 06.12.2012, FR-9(21)(a)(i) and Rule FR 27, GIO(9).

[Signature]

[Signature]

[Signature]

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

Recommendations made by the Committee in its meeting held on 04.10.2018 at 10.30 a.m. in office of the Director, NIT, Kurukshetra for Pay Fixation of the Assistant Professors recruited against Advt. No.14 of 2012 & Advt. No.05 of 2013 in Pay Band-3 of Rs.15600-19100 + Rs.6000/- AGP and regularized with AGP of Rs.6000/- after completing the Ph.D. degree.

Present :

- | | |
|--|----------|
| 1. Dr. Satish Kumar,
Director,
NIT, Kurukshetra. | Chairman |
| 2. Dr. (Mrs.) Minati Baral,
Professor, Chemistry Department,
Dean (Faculty Welfare) &
Secretary, ACoFAR,
NIT, Kurukshetra. | Member |
| 3. Dr. Surinder Deswal,
Registrar Incharge,
NIT, Kurukshetra. | Member |

The following Assistant Professors appeared before the Committee for hearing on 04.10.2018:

1. Dr. Shashi Bhushan Singh, Asstt. Professor, Elect. Engg. Deptt.
2. Dr. Pradeep Kumar, Assistant Professor, Elect. Engg. Deptt.
3. Dr. Baldyanath Bag, Assistant Professor, Elect. Engg. Deptt.
4. Dr. Tejavathu Ramesh, Assistant Professor, Elect. Engg. Deptt.
5. Dr. Lalit Thakur, Assistant Professor, Mech. Engg. Department.
6. Dr. Rajesh, Assistant Professor, Mech. Engg. Deptt.
7. Dr. Chandrashekara M., Assistant Professor, Mech. Engg. Deptt.
8. Dr. Gaurav Verma, Assistant Professor, ECE Department.
9. Dr. Pankaj Verma, Assistant Professor, ECE Department.
10. Dr. Gaurav Saini, Assistant Professor, ECE Department.
11. Dr. Ashutosh Nandi, Assistant Professor, ECE Department.
12. Dr. Sudhakar Singh Chauhan, Asstt. Professor, ECE Department.
13. Dr. Gyanendra Kumar Verma, Assistant Professor, Computer Engg.

The Assistant Professors as mentioned at Sr. No.3 & Sr.No.13 were absent from the Personal Hearing. The Asstt. Prof. as mentioned at Sr. No.03 has been relieved from the services of this Institute on resignation,

 n 

The committee considered their objection and heard the above candidates in person. After detailed deliberation, the committee had made following observations:

1. The Institute had recruited 85 Assistant Professors during the year 2012-2013 following the MRRs received vide from the MHRD, Govt. of India vide OM dated 14.03.2012 duly approved by the Board. The minimum qualification and experience requirements for faculty positions of NITs (under the standard 3 tier-rigid faculty structure) have been prescribed in the MRRs. It is categorically mentioned in the appointment letters of the Assistant Professors who have recruited against the Advt. No.14 of 2012 & Advt. No.05 of 2013 that they shall be governed under the NIT Act, 2007/Statutes/Rules of NIT Kurukshetra, framed and amended from time to time relating to service conditions and any other matters/conditions not specified in the appoint letter.
2. The candidates recommended by the Selection Committee possessing the M.Tech. qualification were appointed as Assistant Professor (on contract) in the PB-3 and AGP of Rs.6000/- + 02 Increments (for M.Tech.); whereas, those possessing the Ph.D. qualification were appointed as Assistant Professor in the PB-3 and AGP of Rs.7000/- (without any increment). In the MRRs it is mentioned that two advance increments shall be admissible at the time of recruitment for the post of Assistant Professor (on contract) with AGP of Rs.6000/- having the essential qualification M.Tech. whereas nothing is mentioned for the grant of any advance increment admissible at the time of recruitment in the case of Assistant Professor (on probation on a regular post) in the PB-3 and AGP of Rs.7000/- having Ph.D. as essential qualification.
3. Para 24(vi) of NIT Faculty Recruitment Rules-2011 notified by the MHRD vide OM dated 14.03.2012 and approved by Board of Governors in its 28th meeting held on 20.07.2012 states that during the contract period, the appointee will be put in pay band PB-3 with at least 2 non-compounded increments (for M.Tech. degree). He will also be entitled to the usual increments and allowances, and to all other benefits such as P.F., Pension, future gratuity etc. at par with the facilities extended to regular faculty.
4. However, the pay fixation of said Assistant Professors was fixed/calculated by considering the 02 Advance Increments (for M.Tech.) as compounded advance increments instead of non-compounded advance increments inadvertently due to lack of clarity.
5. The matter was placed before the Board in its 39th meeting held on 05.04.2016 and 40th meeting of BoG held on 19.08.2016 and the Board decided to get the clarification from the MHRD, Govt. of India.

[Signature]

[Signature]

[Signature]

6. A High Level Committee was constituted by the Institute to look into the issues related to the grievances of the faculty & non-faculty members of the Institute. In one of the grievances of the faculty, the Committee had recommended that the increments so granted have been merged with the basic pay; whereas, it should have been shown separately since their increments were of non-compounded in nature.
7. Subsequently, the MHRD, Govt. of India vide its letter F.No.2-5/2017-TS.III dated 17.07.2017 issued the clarification in consultation with the Department of Legal Affairs, Ministry of Law & Justice, Govt. of India to all the NITs that the regularization of such Assistant Professors may be carried out as per the terms and conditions of the appointment letter and Recruitment Rule prevailing at that point of time i.e. NIT Faculty Recruitment Rules-2011 notified by the MHRD vide OM dated 14.03.2012.
8. The matter was placed before the Board of Governors in its 43rd meeting held on 23.01.2018 for consideration and the Board decided as under:

"Further, the Board decided that the AGP of 04 Assistant professors at Sr. no.4-7, namely Dr. Gribabu Dyanamina, Dr. Jayaram Nakka, Dr. Joy Prakash Mishra and Dr. Rajneesh be re-fixed to AGP Rs.6,000/- plus 02 non-compounding increments in place of AGP of Rs.7,000/- plus 02 increments in consonance with the terms and conditions of their appointment letters and Recruitment Rules prevailing at that point of time (MRR-2012) i.e. in the same Pay Band and the same AGP of Rs.6,000/- plus 02 non-compounding increments as per the clarification issued by the Ministry vide MHRD letter, F.No.2-5/2017-TS(III) dated 17.07.2017, and their date of regularization be modified and their service be confirmed accordingly."

9. Accordingly, vide office order dated 23.02.2018 the pay of such Assistant Professors was re-fixed in the Pay Band-S of Rs.15600-39100 + AGP of Rs.6000/- plus 02 non-compounded increments. However, in terms of orders dated 02.04.2018 passed by Hon'ble High Court of Punjab & Haryana, Chandigarh in the CWP No. 7303 of 2018 - titled Dr. Rajesh Kumar and others Vs Union of India and others the office order dated 23.02.2018 was withdrawn vide office order dated 25.04.2018.
10. As per decision of the Board of Governors with reference to BoG 45.18 and in the light of decision of Hon'ble High Court, such Assistant Professors were informed vide letter dated 20.09.2018 to appear before the Director of the Institute during the period from 03.10.2018 to 05.10.2018 in person to present their case and objections, if any, at least 03 days before the said date in support of their defence.

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11. The Committee considered the objections submitted by the Assistant Professors, the relevant documents including terms and conditions of appointment letters, MRRs-2011 circulated vide MHRD, Govt. of India vide OM dated 14.03.2012 duly approved by the Board of Governors and clarification issued by the MHRD, Govt. of India vide OM F.No.2-5/2017-TS.III dated 17.07.2017. Further, the 02 non-compounded advance increments are to be considered in pay fixation as per DoPT OM No.1/1/2010-Estt. (Pay-I) dated 06.12.2012, FR-9(21)(a)(i) and Rule FR 27, GIO(9). It was observed that there was inadvertent error while fixing the pay of said Assistant Professors by considering the 02 advance increments (for M.Tech.) as compounded increments instead of non-compounded one. The illustration of "existing pay fixation by considering advance increments as compounded one" and "Pay fixation by considering advance increments as non-compounded one" is appended as Appendix-B

Recommendations:

The committee having gone through all the relevant documents, objections of the concerned Assistant Professors and above stated observations is of the considered view that the Pay of all the above said Assistant Professors may be fixed in the Pay Band-3 of Rs.15600-39100 + AGP of Rs.6000/- + 02 non-compounded increments (as per formula/calculation proposed in Appendix-B) from the initial date of joining in terms of their appointment letters and Recruitment Rule prevailing at that point of time as well as MHRD, Govt. of India letter F.No.2-5/2017-TS.III dated 17.07.2017 and DoPT OM No.1/1/2010-Estt.(Pay-I) dated 06.12.2012, FR-9(21)(a)(i) and Rule FR 27, GIO(9).

The meeting ended with vote of thanks to the chair.


(Surinder Deswal)


(Minati Baral)


(Satish Kumar)

Appendix - B

Pay Fixation of Assistant Professors in the Pay Band-3 of Rs.15600-39100 + AGP Rs.6000/- + 02 Non-Compounded Advance Increments (for M.Tech.) and have been regularized in the AGP of Rs.6000/- after completing Ph.D. degree.

No. of Assistant Professors - 13

Existing Pay Fixation as per the formula given below:

Total Pay = Basic Pay (Pay + AGP + A.L. + 02 Advance Increments) + DA on (Basic Pay including 2 Advance Increments)

Date of Increment	Pay (Initial Pay)	AGP	02 Increments	Annual Increment (3% of Basic Pay)	Basic Pay (2+3+4+5)	DA @ of 50% (for illustration) on (6) or (2+3+4+5)	Total Pay (6+7)
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
01.07.2013	15600	6000	1300	00	22900	11450	34350
01.07.2014	15600	6000	1300	690	23590	11795	35385
01.07.2015	16290	6000	1300	710	24300	12150	36450

Proposed Pay Fixation as per the formula given below:

Total Pay = Basic Pay (Pay + AGP + A.L.) + DA on Basic Pay + 02 Non-Compounded Advance Increments

Date of Increment	Pay (Initial Pay)	AGP	Annual Increment (3% of Basic Pay)	Basic Pay (2+3+4)	DA @ of 50% (for illustration) on (5) or (2+3+4)	02 Non-Compounded Increments	Total Pay (5+6+7)	Difference in Total Pay in Rupees (Table 1 Table-2)
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	
01.07.2013	15600	6000	00	21600	10800	1300	33700	(-) 650
01.07.2014	15600	6000	660	22260	11125	1300	34675	(-) 710
01.07.2015	16290	6000	670	22920	11460	1300	35680	(-) 770

Note : The above proposal of Pay Fixation is as per MHRD, Govt. India Om F.No.2-5/2017-TS.III dated 17.07.2017, Recruitment Rules, DoPT OM OM No.1/1/2010-Estt (Pay) dated 06.12.2012, FR-9(21)(a)(i) and Rule FR 27, GIO(9).

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

Recommendations made by the Committee in its meeting held on 05.10.2018 at 10.30 a.m. in office of the Director, NIT, Kurukshetra for Pay Fixation of the Assistant Professors (on contract) recruited against Advt. No.14 of 2012 & Advt. No.05 of 2013 in Pay Band-3 of Rs.15600-19100 + Rs.6000/- AGP.

Present :

- | | |
|--|----------|
| 1. Dr. Satish Kumar,
Director,
NIT, Kurukshetra. | Chairman |
| 2. Dr. (Mrs.) Minati Baral,
Professor, Chemistry Department,
Dean (Faculty Welfare) &
Secretary, ACoFAR,
NIT, Kurukshetra. | Member |
| 3. Dr. Surinder Deswal,
Registrar Incharge,
NIT, Kurukshetra. | Member |

The following Assistant Professors (on contract) appeared before the Committee for hearing on 05.10.2018:

1. Sh. Ajay Kr. Prabhakar, Asstt. Prof. (on contract), Civil Engg. Deptt.
2. Sh. Nipen Kr. Das, Asstt. Prof. (on contract), Civil Engg. Deptt.
3. Dr. Atina Ram Gupta, Asstt. Prof. (on contract), Elect. Engg. Deptt.
4. Dr. Modi P. R. Prasad, Asstt. Prof. (on contract), Elec. Engg. Deptt.
5. Sh. Kiran Kumar Jaladi, Asstt. Prof. (on contract), Elect. Engg. Deptt.
6. Dr. Aeldapu Mahesh, Asstt. Prof. (on contract), Elect. Engg. Deptt.
7. Dr. Shivam, Asstt. Prof. (on contract), Elect. Engg. Deptt.
8. Sh. Sandeep Kakran, Asstt. Prof. (on contract), Elect. Engg. Deptt.
9. Dr. Amit Kumar, Asstt. Prof. (on contract), Elect. Engg. Deptt.
10. Dr. Rahul Sharma, Asstt. Prof. (on contract), Elect. Engg. Deptt.
11. Sh. Satnam Singh, Asstt. Prof. (on contract), Mech. Engg. Deptt.
12. Sh. Mukesh Kumar, Asstt. Prof. (on contract), Mech. Engg. Deptt.
13. Sh. V.S.N.Reddy B, Asstt. Prof. (on contract), Mech. Engg. Deptt.
14. Sh. Vikram Singh, Asstt. Prof. (on contract), Computer Engg. Deptt.
15. Sh. Mahendra Kr. Murmu, Asstt. Prof. (on contract), Computer Engg. Deptt.
16. Sh. Santosh Kumar, Asstt. Prof. (on contract), Computer Engg. Deptt.
17. Ms. Bharati Sinha, Asstt. Prof. (on contract), Computer Engg. Deptt.
18. Sh. Anoop Kr. Patel, Asstt. Prof. (on contract), Computer Engg. Deptt.
19. Sh. Kriti Bhushan, Asstt. Prof. (on contract), Computer Engg. Deptt.
20. Sh. Ankit Kumar Jain, Asstt. Prof. (on contract), Computer Engg. Deptt.
21. Sh. C.B.Bhan Singh, Asstt. Prof. (on contract), Computer Engg. Deptt.
22. Sh. Vijay Verma, Asstt. Prof. (on contract), Computer Engg. Deptt.
23. Dr. Trailokya Nath Sasamal, Asstt. Prof. (on contract), ECE Deptt.





24. Ms. Shweta Meena, Asstt. Prof. (on contract), ECE Deptt.
 25. Dr. Chhagan, Asstt. Prof. (on contract), ECE Deptt.
 26. Sh. Dheeraj Kumar Sharma, Asstt. Prof. (on contract), ECE Deptt.
 27. Sh. Vikas Kumar, Asstt. Prof. (on contract), Mech. Engg. Deptt.

The Assistant Professors (on contract) as mentioned at Sr. No.12 was absent from Personal Hearing.

The committee considered their objections and heard the above candidates in person. After detailed deliberation, the committee had made following observations:

1. The Institute had recruited 85 Assistant Professors during the year 2012-2013 following the MRRs received vide from the MHRD, Govt. of India vide OM dated 14.03.2012 duly approved by the Board. The minimum qualification and experience requirements for faculty positions of NITs (under the standard 3 tier rigid faculty structure) have been prescribed in the MRRs. It is categorically mentioned in the appointment letters of the Assistant Professors who have recruited against the Advt. No.14 of 2012 & Advt. No.05 of 2013 that they shall be governed under the NIT Act, 2007/Statutes/Rules of NIT Kurukshetra, framed and amended from time to time relating to service conditions and any other matters/conditions not specified in the appoint letter.
2. The candidates recommended by the Selection Committee possessing the M.Tech. qualification, were appointed as Assistant Professor (on contract) in the PB-3 and ACP of Rs.6000/- + 02 increments (for M.Tech.); whereas those possessing the Ph.D. qualification were appointed as Assistant Professor in the PB-3 and ACP of Rs.7000/- (without any increment). In the MRRs it is mentioned that two non-compounded advance increments shall be admissible at the time of recruitment for the post of Assistant Professor (on contract) with ACP of Rs.6000/- having the essential qualification M.Tech. whereas nothing is mentioned for the grant of any advance increment admissible at the time of recruitment in the case of Assistant Professor (on probation on a regular post) in the PB-3 and ACP of Rs.7000/- having Ph.D. as essential qualification.
3. Para 24(vi) of NIT Faculty Recruitment Rules, 2011 notified by the MHRD vide OM dated 14.03.2012 and approved by Board of Governors in its 28th meeting held on 26.07.2012 states that during the contract period, the appointee will be put in pay band PB-3 with at least 2 non-compounded increments (for M.Tech. degree). He will also be entitled to the usual increments and allowances, and to all other benefits such as P.F., Pension, future gratuity etc. at par with the facilities extended to regular faculty.
4. However, the fixation of said Assistant Professors (on contract) was made/calculated by considering 02 Advance Increments (for M.Tech.) as compounded advance increments instead of non-compounded advance increments inadvertently due to lack of clarity.

5. A High Level Committee was constituted by the Institute to look into the issues related to the grievances of the faculty & non-faculty members of the Institute. In one of the grievances of the faculty, the Committee had recommended that the increments so granted have been merged with the basic pay; whereas, it should have been shown separately since their increments were of non-compounded in nature.
6. Subsequently, the MHRD, Govt. of India vide its letter F.No.2-5/2017-TS(III) dated 17.07.2017 issued the clarification in consultation with the Department of Legal Affairs, Ministry of Law & Justice, Govt. of India to all the NITs that the regularization of such Assistant Professors may be carried out as per the terms and conditions of the appointment letter and Recruitment Rule prevailing at that point of time i.e. NIT Faculty Recruitment Rules-2011 notified by the MHRD vide OM dated 14.03.2012.
7. The matter was placed before the Board of Governors in its 49th meeting held on 23.01.2018 for consideration and the Board decided as under:

Further, the Board decided that the AGP of 04 Assistant professors, at Sr. no.4-7, namely Dr. Giribabu Dyanamina, Dr. Jayaram Nakta, Dr. Joy Prakash Misra and Dr. Rajneesh be re-fixed to AGP Rs.6,000/- plus 02 non-compounding increments in place of AGP of Rs.7,000/- plus 02 increments in consonance with the terms and conditions of their appointment letters and Recruitment Rules prevailing at that point of time (MRR-2012) i.e. in the same Pay-Band and the same AGP of Rs.6,000/- plus 02 non-compounding increments as per the clarification issued by the Ministry vide MHRD letter F.No.2-5/2017-TS(III) dated 17.07.2017, and their date of regularization be modified and their service be confirmed accordingly."
8. Accordingly, vide office order dated 09.02.2018 the pay of such Assistant Professors was re-fixed in the Pay Band-3 of Rs.15600-39100 + AGP of Rs.6000/- plus 02 non-compounded increments. However, in terms of orders dated 02.04.2018 passed by Hon'ble High Court of Punjab & Haryana, Chandigarh in the CWP No. 7393 of 2018 - titled Dr. Rajesh Kumar and others Vs Union of India and others the office order dated 23.02.2018 was withdrawn vide office order dated 25.04.2018.
9. Accordingly, as per decision of the Board of Governors with reference to BoG 45/18 and in the light of decision of Hon'ble High Court, such Assistant Professors were informed vide letter dated 20.09.2018 to appear before the Director of the Institute during the period from 03.10.2018 to 05.10.2018 in person to present their case and objections, if any, at least 08 days before the said date in support of their defence.







10. The Committee considered the objections submitted by the Assistant Professors (on contract), the relevant documents including terms and conditions of appointment letters, MRRs-2011 circulated vide MHRD, Govt. of India vide OM dated 14.03.2012 duly approved by the Board of Governors and clarification issued by the MHRD, Govt. of India vide OM F.No.2-5/2017-TS.III dated 17.07.2017. Further, the O2 non-compounded advance increments are to be considered in pay fixation as per DoPT OM No.1/1/2010-Estt. (Pay-I) dated 06.12.2012, FR-9(21)(a)(i) and Rule FR 27, GIO(9). It was observed that there was inadvertent error while fixing the pay of said Assistant Professors (on contract) by considering the O2 advance increments (for M.Tech.) as compounded increments instead of non-compounded one. The illustration of "existing pay fixation by considering advance increments as compounded one" and "Pay fixation by considering advance increments as non-compounded one" is shown in Appendix-C.

Recommendations:

The committee having gone through all the relevant documents, objections of the concerned Assistant Professors (on contract) and above stated observations is of the considered view that the Pay of all the above said Assistant Professors (on contract) may be fixed in the Pay Band-3 of Rs.15600-89100 + AOP of Rs.6000/- + O2 non-compounded advance increments (as per formula/calculations proposed in Appendix-C) from the initial date of joining in terms of their appointment letters and Recruitment Rule prevailing at that point of time as well as MHRD, Govt. of India letter F.No.2-5/2017-TS.III dated 17.07.2017 and DoPT OM No.1/1/2010-Estt. (Pay-I) dated 06.12.2012, FR-9(21)(a)(i) and Rule FR 27, GIO(9).

The meeting ended with vote of thanks to the chair.


(Surinder Deswal)


(Minati Bala)


(Satish Kumar)

Appendix - C

Pay Fixation of Assistant Professors (on contract) in the Pay Band-3 of Rs.15600-39100 + AGP Rs.6000/- + 02 Non-Compounded Advance Increments (for M.Tech.)

No. of Assistant Professors : 27

Existing Pay Fixation as per the formula given below:

Total Pay = Basic Pay (Pay + AGP + A.I. + 02 Advance Increments) + DA on (Basic Pay including 2 Advance Increments)

Date of Increment	Pay (Initial Pay)	AGP	02 Increments	Annual Increment (3% of Basic Pay)	Basic Pay (2+3+4+5)	DA @ of 50% (for illustration) on (6) or (2+3+4+5)	Total Pay (6+7)
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
01.07.2013	15600	6000	1300	00	22900	11450	34350
01.07.2014	15600	6000	1300	690	23590	11795	35385
01.07.2015	16290	6000	1300	710	24300	12150	36450

Proposed Pay Fixation as per the formula given below:

Total Pay = Basic Pay (Pay + AGP + A.I.) + DA on Basic Pay + 02 Non-Compounded Advance Increments

Date of Increment	Pay (Initial Pay)	AGP	Annual Increment (3% of Basic Pay)	Basic Pay (2+3+4)	DA @ of 50% (for illustration) on (5) or (2+3+4)	02 Non-Compounded Increments	Total (5+6+7)	Difference in Total Pay in Rupees (Table 1 - Table-2)
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	
01.07.2013	15600	6000	00	21600	10800	1300	33700	(-) 650
01.07.2014	15600	6000	650	22250	11125	1300	34675	(-) 710
01.07.2015	16250	6000	670	22920	11460	1300	35680	(-) 770

Note: The above proposal of Pay Fixation is as per MHRD, Govt. India Om F.No.2-5/2017-TS.II dated 17.07.2017, Recruitment Rules, DoT OM OM No.1/1/2010-Estt.(Pay-I) dated 06.12.2012, FR-9(21)(a)(i) and Rule FR 27, G.O(9).

F.No.10-3/2019-TS.III
Government of India
Ministry of Human Resource Development
Department of Higher Education
Technical Section-III

Shastri Bhawan, New Delhi,
Dated, the 28th March, 2019

To,

The Director,
National Institute of Technology, Kurukshetra,
Haryana

Subject: Advice sought by NIT, Kurukshetra regarding pay fixation of Assistant Professors as per NIT faculty Recruitment Rules.

Sir,

I am directed to refer to your communication No. Estt -I/5909 dated 06.12.2018 on the subject cited above and to say that the matter regarding pay fixation of faculty is purely administrative in nature and Institute specific for which Board of Governors of the Institute is the apex decision making body.

Pay &
height

2. Therefore, it is requested to kindly consider the matter as per rules & regulations issued by this Ministry and extant relevant instructions of Govt. of India and place the same before its Board of Governors (BoG) for taking a decision.

Yours faithfully,



(Anil Kumar Singh)

Under Secretary to the Govt. of India

Tel: 23384897

F.No.2-5/2017 - TS.III
GOVERNMENT OF INDIA
MINISTRY OF HUMAN RESOURCE DEVELOPMENT
DEPARTMENT OF HIGHER EDUCATION

New Delhi, the 17th July, 2017

To

The Director
Motilal Nehru National Institute of Technology, Allahabad
Uttar Pradesh

Subject: Clarification regarding confirmation of Assistant Professors who were appointed in NITs on contract as per provisions contained in Model recruitment Rule (MRR) for faculties in NITs - regarding.

Sir,

This Ministry had received a reference from MNNIT, Allahabad seeking clarifications regarding applicability of the provisions of NIT Faculty Recruitment Rules, 2011 on Assistant Professors who were appointed in the Institute on contract as per provisions contained in above said Rules prior to the implementation of 4-Tier Flexible Faculty Structure. These Asst. Professors were not having Ph.D. degree at the time of their contractual recruitment following the provisions of 3 Tier System for Faculty recruitment in NITs.

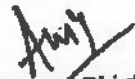
2. One of the conditions of the contract signed between the appointees and the Institute was that "as the appointee do not possess a Ph.D. degree which is an essential requirement, the post is offered initially for a period of three years which can be further extended by another two years on the recommendations of a valid Selection Committee. In the mean time the appointee will have to acquire Ph.D. degree, failing which the contract may not be extended beyond the period of five years. However, his/her services would be automatically regularised on the same post in the same Pay Band and the same AGP from the date of his/her acquiring the Ph.D. degree within the stipulated period."

3. Therefore, a clarification was sought by MNNIT, Allahabad whether such faculty can be regularised as per the rules and conditions of the appointment letter / contract or not in view of the fact that 4-Tier Flexible Faculty Structure is in vogue.

4. This matter was examined in this Ministry in consultation with D/o Legal Affairs, M/o Law & Justice. The regularisation of such Assistant professors (mentioned in Institute's letter dated 7th February, 2017) may be carried out as per the terms and conditions of the appointment letter and Recruitment rule prevailing at that point of time.

6. The Board of Governors of the Institute may take further necessary action in this matter.

Yours faithfully,


(Anil Kumar Shigh)

Under Secretary to the Government of India
Ph: 23384897

Copy for information to: The Directors of 30 NITs other than MNNIT, Allahabad.

**NATIONAL INSTITUTE OF TECHNOLOGY
KURUKSHETRA-136119**

No. NITK 43rd BOG/ 717

Dated: 09/02/2018

The Board of Governors of the Institute at its 43rd meeting held on 23.01.2018 has decided under:

- 43.26 To consider the regularization and confirmation of Assistant Professors recruited at AGP of Rs.6000/- plus 02 increments in the Institute on contract basis for a period of three years under the standard 3 tier rigid faculty structure.**

"After detailed deliberations, the Board decided that the AGP of 03 Assistant professors at Sr. no. 1-3, namely Dr. Sudhansu Choudhary, Dr. Bhanu Pratap and Dr. Mantosh Biswas be re-fixed to AGP Rs. 6,000/- plus 02 non-compounding increments in place of AGP Rs. 7,000/- plus 02 increments in consonance with the terms and conditions of their appointment letters and Recruitment Rules prevailing at that point of time (MRR-2012), i.e. in the same Pay-Band and the same AGP of Rs. 6,000/- plus 02 non-compounding increments as per the clarification issued by the Ministry vide MHRD letter F.No. 2-5/2017-TS(III) dated 17.07.2017, and their date of regularization and confirmation be modified accordingly.

Further, the Board decided that the AGP of 04 Assistant professors at Sr. no. 4-7, namely Dr. Giribabu Dyanamina, Dr. Jayaram Nakka, Dr. Joy Prakash Misra and Dr. Rajneesh be re-fixed to AGP Rs. 6,000/- plus 02 non-compounding increments in place of AGP Rs. 7,000/- plus 02 increments in consonance with the terms and conditions of their appointment letters and Recruitment Rules prevailing at that point of time (MRR-2012), i.e. in the same Pay-Band and the same AGP of Rs. 6,000/- plus 02 non-compounding increments as per the clarification issued by the Ministry vide MHRD letter F.No. 2-5/2017-TS(III) dated 17.07.2017, and their date of regularization be modified and their service be confirmed accordingly.

Further, the regularization and confirmation of services of such Assistant Professors shall be carried out as per the terms and conditions of their appointment letters and Recruitment Rules prevailing at that point of time (MRR-2012), i.e. in the same Pay-Band and the same AGP of Rs. 6,000/- plus 02 increments as per the clarification issued by the Ministry vide MHRD letter F.No. 2-5/2017-TS(III) dated 17.07.2017."

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

Encl: Agenda Item

Dmy
Registrar (I/C)

Deputy Registrar (GA & L)

SLG (RST) 15/2/18
EGA 1

13/02/18

**NATIONAL INSTITUTE OF TECHNOLOGY
KURUKSHETRA-136119**

No. NITK / 45th BOG / 3321

Dated: 28/06/2018

The Board of Governors of the Institute at its 45th meeting held on 04.06.2018 has decided under:

BoG 45.18 To note the action taken with reference to agenda item No.43.26 for regularization and confirmation of Assistant Professors recruited at AGP of Rs.6000/- plus 02 increments in the Institute on contract basis for a period of three years under the standard 3 tier rigid faculty structure.

"The Board noted the action taken by the Institute as per the decision of the BOG taken in its 43rd meeting held on 23.01.2018 and subsequent compliance of the orders of Hon'ble High Court. After detailed deliberations, the Board decided that the AGP in said cases may be re-fixed after following the due procedure by issuing notice and providing them an opportunity of hearing. The Board authorized the Director to consider the replies and personal hearing. The report thereon be put up to the Board in its next meeting."

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

Encl: Agenda Item

Deputy Registrar (GA & L)

Registrar (I/C)

cc Devt
28-6-18

BoG 51.13 To consider the final settlement of the service benefits of Dr. V. K. Bansal, Ex-Lecturer (Senior Scale) as per CCS (Pension) Rule, 1972 regarding.

Vide letter No.NIT/HMR/Admn/PF-765(Vol-2)/2019/6400-6402 dated 21.06.2019 enclosed as Annexure – 51.13 (i) on page 164 , the Registrar, NIT, Hamirpur communicated to NIT, Kurukshetra the decision of their Board of Governors taken in its 37th meeting held on 03.05.2019 vide agenda item No. BOG/MIN/37/2019-05/04-A-I for placing the services of Dr. Vijay Kumar Bansal, Associate Professor, Civil Engineering Department under the Old Pension Scheme which is as under:-

“As Dr. V. K. Bansal was in CPF and to entitle him for Old Pension Scheme, he has to first regularize his Old Pension Scheme in his previous department i.e. NIT, Kurukshetra by depositing amount as per Hon’ble Court order. Once it has been regularized at NIT, Kurukshetra, his terminal benefits will be transferred to NIT, Hamirpur to take him on board the Old Pension Scheme”.

Vide letter No.GA-I/7024 dated 10.09.2001 against the Advertisement No. 02/2001, Sh. Vijay Kumar Bansal was appointed to the post of Lecturer in the Pay Scale of Rs. 8000-13500 for Civil Engineering Department on regular basis by NIT, Kurukshetra (Formerly Regional Engineering College, Kurukshetra). He joined his duty on 19.09.2001(FN). He was confirmed to the post of Lecturer w.e.f.05.02.2005 vide Office Order No.GA-I/PF/2513 dated 04.03.2008. Further, vide letter No.GA-I/CAS/795 dated 24.01.2008, Sh. Vijay Kumar Bansal, Lecturer was placed in the Senior Scale of Rs.10000-15200 w.e.f.24.01.2008 under the Career Advancement Scheme in terms of the Board of Governors decision taken in its 13th meeting held on 24.01.2008.

The application of Dr. Vijay Kumar Bansal for the post of Assistant Professor, Civil Engineering Department was forwarded to the NIT, Hamirpur vide Endst. No. CED/NITK/1600-01 dated 13.10.2008. His interview was scheduled on 26.02.2009 by NIT, Hamirpur for the post of Assistant Professor, Civil Engineering Department for which vide Ref. No.Estt-I/PF/1105 dated 16.02.2009 enclosed as Annexure – 51.13 (ii) on page 165 , No Objection Certificate was issued to him by NIT, Kurukshetra. Dr. Vijay Kumar Bansal was appointed to the post of Assistant Professor, Civil Engg. Department in the Pay Scale of Rs. 12000-420-18300 by NIT, Hamirpur vide appointment letter No.NIT-HMR-Admn-Apptt-282-2009-3688-92 dated 07.08.2009.

Vide Office Order No. Estt-I/7664 dated 01.09.2009 enclosed as Annexure – 51.13 (iii) on page 166 , the resignation of Dr. Vijay Kumar Bansal from the post of Lecturer, Civil Engineering Department was accepted by NIT, Kurukshetra. Accordingly, vide Institute letter No.CED/09/1401 dated 01.09.2009 enclosed as Annexure – 51.13 (iv) on page 167 , Dr. Vijay Kumar Bansal was relieved w.e.f.01.09.2009(AN) from the services of NIT, Kurukshetra to enable him to join the services of NIT, Hamirpur. He joined the services of NIT, Hamirpur on 02.09.2009(FN). Thereafter, as per rules prevailing at that time, vide letter No.Estt-I/PF/2705 dated 13.05.2010 enclosed as Annexure – 51.13 (v) on page 168 , the following service benefits were released to Dr. Vijay Kumar Bansal for the period of services rendered by him with NIT, Kurukshetra:-

1. Leave encashment of un-utilized Earned Leave = half of E/L credited in his account i.e. $120/2 = 60$ days.
2. CPF as credited in his account.
3. Remaining salary, if any.

Further, the Registrar, NIT, Hamirpur vide their office letter No.NIT/HMR/Admn/PF-765/2015/6794-96 dated 15.09.2015 and subsequent letter No. NIT/HMR/Admn/PF-765/2013/8390-91 dated 26.10.2016 has requested to NIT, Kurukshetra to transfer the total contribution along with interest to NIT, Hamirpur in respect of Dr. Vijay Kumar Bansal towards his services rendered by him with NIT, Kurukshetra. He has also requested to transfer the amount of his gratuity to NIT, Hamirpur so that his services may be counted for pensionary benefits by NIT, Hamirpur.

In terms of the judgment dated 26.03.2012 passed by Hon'ble High Court of Punjab & Haryana, Chandigarh in the CWP No.12522 of 2005, 3969 of 2005 & 4262 of 2006 as well as the MHRD, Govt. of India OM F.No.26-9/2005-TS.III dated 11.02.2013, the NIT, Kurukshetra vide Notification No.Gen.-1/Legal/Pension/816 dated 12.02.2013 enclosed as Annexure – 51.13 (vi) from pages 169 to 170 has implemented the Pension-cum-GPF Scheme for its employees who have joined the services of the Institute on or before 31.12.2003.

It is mentioned here that Dr. Vijay Kumar Bansal served with NIT, Kurukshetra to the post of Lecturer, Civil Engineering Department on permanent basis w.e.f.19.09.2001(FN) to 01.09.2009(AN) (less than 10 years) and left the NIT,

Kurukshetra on 01.09.2009(AN) by submitting his technical resignation and all the services benefits have been released to him by the NIT, Kurukshetra as per rules prevailing at that time.

As the Pension-cum-GPF Scheme has been implemented to the employees of the NIT, Kurukshetra with retrospective effect, the case of Dr. V.K.Bansal, Ex-Lecturer (Senior Scale) of this Institute needs to be re-opened as his case is covered under Rule-37 of CCS (Pension) Rules, 1972 *enclosed as Annexure – 51.13 (vii) from pages 171 to 181* as he had joined the services of NIT, Kurukshetra on 19.09.2001(FN) i.e. before 31.12.2003.

In view of the above, it is proposed that the following prorated retirement benefits in respect of Dr. V.K.Bansal may be transferred to NIT, Hamirpur for the period which he has rendered with NIT, Kurukshetra from 19.09.2001(FN) to 01.09.2009(AN) as per Rule-37 of CCS (Pension) Rule, 1972:

1. Retirement Gratuity.
2. Encashment of Earned Leave.
3. Service Gratuity.
4. Monthly Pension or lump sum amount of Pension is not applicable to Dr. V.K.Bansal as he has rendered less than 10 years of service with NIT, Kurukshetra.

The aforesaid service benefits may be transferred to NIT, Hamirpur subject to deposit the payment of CPF & Leave Encashment amount along with interest upto date to the NIT, Kurukshetra by Dr. V.K.Bansal which he has already received.

Further, it is also proposed that the similar case, if any, may also be dealt with in terms of Rule-37 of CCS (Pension) Rule, 1972 for pensionary benefits.



राष्ट्रीय प्रौद्योगिकी संस्थान हमीरपुर
हमीरपुर (हि.प्र.) - 177 005 (भारत)
NATIONAL INSTITUTE OF TECHNOLOGY HAMIRPUR
HAMIRPUR (H.P.) - 177 005 (INDIA)
(An Institute of National Importance under Ministry of HRD)



N.I.T. KURUKSHETRA

Diary No....5.128....

Dated...25/06/19...

Dated: 21-6-2019

No. NIT/HMR/Admn/PF-765(Vol-2)/2019/ 6400-6402
To

Dr. Vijay Kumar Bansal
Associate Professor (CED),
NIT Hamirpur (HP)

Subject: Request for placing under Old Pension Scheme.

On the subject cited matter, it is informed that the matter was placed before 17th meeting of Board of Governors held on 03/05/2019 vide item No.BOG/MIN/37/2019-05/04-A-I and the decision of Board is mentioned hereunder:-

"As Dr. V. K. Bansal was in CPF and to entitle him for Old Pension Scheme, he has to first regularize his Old Pension Scheme in his previous department i.e. NIT Kurukshetra by depositing amount as per Hon'ble Court order. Once it has been regularized at NIT Kurukshetra, his terminal benefits will be transferred to NIT Hamirpur to take him on board the Old Pension Scheme"

REGISTRAR-21/06/19
NIT Hamirpur (HP)

Copy to:-

1. The Director, National Institute of Technology, Kurukshetra (Haryana) 136119 for information please.
2. PS to Director for kind information of the Director, please.



राष्ट्रीय प्रौद्योगिकी संस्थान, कुरुक्षेत्र

(मानित विश्वविद्यालय)

NATIONAL INSTITUTE OF TECHNOLOGY

(DEEMED UNIVERSITY)

KURUKSHETRA - 136 119 (HARYANA) INDIA

PBX No. 01744-233100, 233200

Gram : NITKU FAX : 01744-238050

Ref. No. ESH-I/PF/1105

Dated 16/2/09

NO OBJECTION & EXPERIENCE CERTIFICATE

CP-19
Certified that Dr. Vijay Kumar Bansal is in the employment of this Institute as a Lecturer in Civil Engineering Department since 19.9.2001. At present he is drawing the Basic Pay of Rs. 11625/- in the Pay Scale of Rs. 10,000-325-15200 (Sr. Scale).

This Institute has No Objection to his attending an interview for the post of Assistant Professor at Hamirpur on 26th February, 2009. In case of his selection, he will be relieved as per rules of the Institute.


Deputy Registrar (GA&L)
for Director

o/c
16/2/09 2/12/08

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

101

No. Estt.-II 7664

Dated: 1/9/09

OFFICE ORDER

Consequent upon his selection for the post of Assistant Professor in the Deptt. of Civil Engineering in NIT Hamirpur, the resignation of Dr. V.K. Bansal, Lecturer, Civil Engineering Department has been accepted by the competent authority of NIT, Kurukshetra by waiving off three months short notice period.

Dr. V.K. Bansal will be relieved from the services of NIT, Kurukshetra w.e.f. 1.9.2009 (AN) subject to handing over the charge to the Chairman of the Department to enable him to join the new assignment at NIT Hamirpur.


Deputy Registrar (GA&L)
for Director.

9/10/09 2/11/09

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

1. Dr. V.K. Bansal, Lecturer, Civil Engg. Department to hand over the complete charge to the Chairman, Civil Engg. Department on 1.9.2009.
2. Chairman, Civil Engg. Department.
3. Deputy Registrar(Accounts)
4. Estate Section.

N.I.T. KURUKSHETRA

- 104 -

**CIVIL ENGINEERING DEPARTMENT
NATIONAL INSTITUTE OF TECHNOLOGY,
KURUKSHETRA-136 119**

No. CED/09/ 1401

Dated: 01.09.2009

Subject : Relieving of Dr. V K Bansal, Lecturer, CED.

With reference to Office Order No.. Estt.-I/7664 dated 01.09.2009, Dr. V K Bansal, Lecturer in Civil Engineering Department is hereby relieved from his duties on 01.09.2009 (AN) to enable him to join as Assistant Professor in Civil Engg. Department, NIT Hamirpur.

It is further to inform that he has handed over the charge of the department and nothing is due against him.

Baldev Setia 01.09.09
(Baldev Setia)
Chairman

**Dr. V K Bansal,
Lecturer in Civil Engineering,
NIT, Kurukshetra.**

Copy to:

1. DS to Director for kind information of the Director
2. Director, NIT, Hamirpur
3. DR (GA & L)
4. DR(Acs.)
5. Estate Officer

DR
03/09/09

D.S. (G.S.H.)
01/09/09
1

NATIONAL INSTITUTE OF TECHNOLOGY
KURUKSHETRA-136119.

No. Estt-I/PF/ 2705

Dated : 13/5/10

As a consequence of resignation of Dr. V.K. Bansal, Ex- Lecturer, Civil Engineering Department of this Institute on 1.9.2009(AN), the Director is pleased to accord his approval to release the following payment to him after deducting Licence Fee, water charges and penal rent intimated by the Estate Section :-

1. Leave encashment of un-utilized of Earned Leave = half of the E/L credited in his account i.e. $120/2 = 60$ days.
2. CPF as credited in his account.
3. Remaining salary, if any.


Deputy Registrar (GA&L)

for Director

13/5/10

Deputy Registrar (Accounts)

~~43~~ 43
Annexure A

**NATIONAL INSTITUTE OF TECHNOLOGY
KURUKSHETRA-136119**

No. Gen-1/Legal/Pension / 816

Dated: 12/2/13

NOTIFICATION

Subject: Implementation of Pension-cum-GPF Scheme for the employees of NIT Kurukshetra, Jalandhar and Silchar-implementation of the Hon'ble High Court of Punjab and Haryana judgments dated 26th & 28th March, 2012.

It is an immense pleasure to the employees of the Institute that the Director (NITs), Government of India, Ministry of Human Resource Development, Department of Higher Education, New Delhi vide letter No. F.26-9/2005-TS.III dated 11th February, 2013 has conveyed the approval of the Government of India for the implementation the Pension-cum-GPF Scheme for the employees of the NIT Kurukshetra.

In view of the above decision of the MHRD, the Pension-cum-GPF Scheme is hereby implemented in this Institute with immediate effect

This issues with the approval of competent authority.

To

1. All Deans.
2. Heads of all teaching Departments.
3. Heads of all Sections
4. Deputy Registrar (Accounts).
5. PA to Director for kind information of Director
6. All Notice Boards of the Institute.


REGISTRAR I/C

726 2
11/2/13

-616-

18

**NATIONAL INSTITUTE OF TECHNOLOGY
KURUKSHETRA-136119**

Advertisement No 19 /2012

PUBLIC NOTICE

The Hon'ble Punjab and Haryana High Court at Chandigarh in CWP No. 12522/2005, 3969/2005 and 4262/2006 have passed directions on 26th March, 2012 that "in respect of such persons, who were contributory to CPF and who have also withdrawn the benefits, they could be given an option to re-deposit the amount drawn by them with interest @ 12% per annum within a specific period and all such persons, who exercise such option shall be admitted to the pension scheme of the Central Civil Services (Pension) Rules 1972."

In view of the above directions of the Hon'ble High Court, notice is given to all concerned who were in regular employment of this Institute (formerly known as Regional Engineering College, Kurukshetra) and were covered under Contributory Provident Fund (CPF) scheme of the Institute to exercise their option regarding adoption of Pension Scheme as per CCS (Pension) Rules, 1972.

The option shall reach to the Registrar of the Institute latest by 26.6.2012 positively. However, actual implementation of this option shall be subject to the outcome of review petition/LPA, if any, filed by Government of India in this regard. The prescribed option format as well as detailed decision of the Hon'ble High Court is available on the website of the Institute www.nitkkr.ac.in.

[Signature] 02/06/12
REGISTRAR I/C

RULE 37]

CLASSES OF PENSIONS AND CONDITIONS

95

Fundamental Rules or Article 459 of the Civil Service Regulations; and

- (b) to a Government servant who, on being declared surplus, opts for voluntary retirement in accordance with the provisions of [Special Voluntary Retirement Scheme relating to Voluntary Retirement of surplus employees].

2[37. Pension on absorption in or under a corporation, company or body

(1) A Government servant who has been permitted to be absorbed in a service or post in or under a Corporation or Company wholly or substantially owned or controlled by the Central Government or a State Government or in or under a Body controlled or financed by the Central Government or a State Government, shall be deemed to have retired from service from the date of such absorption and subject to sub-rule (3) he shall be eligible to receive retirement benefits if any, from such date as may be determined, in accordance with the orders of the Central Government applicable to him].

EXPLANATION.— Date of absorption shall be—

- (i) in case a Government employee joins a corporation or company or body on immediate absorption basis, the date on which he actually joins that corporation or company or body;
- (ii) in case a Government employee initially joins a corporation or company or body on foreign service terms by retaining a lien under the Government, the date from which his unqualified resignation is accepted by the Government.

(2) The provisions of sub-rule (1) shall also apply to Central Government servants who are permitted to be absorbed in joint sector undertakings, wholly under the joint control of Central Government and State Governments / Union Territory Administrations or under the joint control of two or more State Governments / Union Territory Administrations.

(3) Where there is a pension scheme in a body controlled or financed by the Central Government in which a Government servant is absorbed, he shall be entitled to exercise option either to count the service rendered under the Central Government in that body for pension or to receive [] retirement benefits for the service rendered under

1. Substituted vide G.I., Dept. of P. & P.W., Notification F.No. 38/80/08-P. & P.W., dated the 21st December, 2012, published as GSR 928 (E) in the Gazette of India Extraordinary, dated the 26th December, 2012.

2. Substituted by G.I., Dept. of P. & P.W., Notification No. 4/42/91-P. & P.W., (D), dated the 25th June, 1997, published as S.O. No. 1775 in the Gazette of India, dated the 19th July, 1997.

3. Omitted vide G.I., Dept. of P. & P.W., Notification F.No. 38/80/08-P. & P.W., dated the 21st December, 2012, published as GSR 928 (E) in the Gazette of India Extraordinary, dated the 26th December, 2012.

the Central Government in accordance with the orders issued by the Central Government.

EXPLANATION.— Body means Autonomous Body or Statutory Body.]

For detailed orders on permanent transfer of Government servants to Public Sector Undertakings and Autonomous Bodies of Centre and States and vice versa, etc., see Appendix-7.

GOVERNMENT OF INDIA'S DECISION

(1) **Grant of *pro rata* retirement benefits on permanent absorption in ESI Corporation.**—1. At present, *pro rata* retirement benefits are admissible to the Central Government employees who are permanently absorbed in Autonomous Bodies controlled or financed wholly or substantially by the Central Government. The Staff Side made a suggestion in the National Council (JCM) that *pro rata* retirement benefits may be granted to all Central Government employees who have been or may be absorbed permanently in Autonomous Bodies like Employees' State Insurance Corporation which are not controlled or financed wholly or substantially by the Central Government, if the employees have been permitted to forward their application for such absorption by the Department concerned.

2. This question has been considered in detail but it has not been found possible to accept the demand of the Staff Side that the *pro rata* retirement benefits should be granted to Central Government employees who are absorbed in Autonomous Bodies not controlled or financed wholly or substantially by the Central Government. In this connection, attention is invited to the provisions of Rule 37 of the CCS (Pension) Rules, 1972. Since the criterion is satisfied in the case of ESIC in view of the statutory provisions of the ESI Act which confers on the Central Government the power to constitute or supersede the Corporation, to appoint Principal Officer, to accord approval to Recruitment Rules and to approve the budget, etc., the benefits in terms of the provision of Rule 37 of the CCS (Pension) Rules, are clearly available to the Central Government employees absorbed by ESIC. Accordingly, it is hereby clarified that the Central Government employees who have been and may be permanently absorbed therein, shall be eligible for retirement benefits as admissible under the orders in force from time to time according to the dates of their permanent absorption.

3. These orders shall not apply in the case of Medical Officers who after having rendered service in the Central Health Scheme (Ministry of Health) were transferred to ESIC and have been allowed the benefit of pension on combined service basis, by payment of pensionary liability by Ministry of Health for the period of service rendered under Central Government.

[G.I., Dept. of Per. & A.R., O.M. No. F. 27 (16)-PU/79, dated the 27th September, 1980.]

(2) **Entitlement to family pension should be indicated in the pension calculation sheet.**— Please see Government of India's Decision (3) below Rule 61.

[37-A. Conditions for payment of pension on absorption consequent upon conversion of a Government Department into a Public Sector Undertaking

(1) On conversion of a department of the Central Government into a Public Sector Undertaking, all Government servants of that Department shall be transferred *en masse* to that Public Sector Undertaking, on terms of foreign service without any deputation allowance till such time as they get absorbed in the said undertaking, and such transferred Government servants shall be absorbed in the Public Sector Undertaking with effect from such date as may be notified by the Government.

(2) The Central Government shall allow the transferred Government servants an option to revert back to the Government or to seek permanent absorption in the Public Sector Undertaking.

(3) The option referred to in sub-rule (2) shall be exercised by every transferred Government servant in such manner and within such period as may be specified by the Government.

(4) The permanent absorption of the Government servants as employees of the Public Sector Undertaking shall take effect from the date on which their options are accepted by the Government and on and from the date of such acceptance, such employees shall cease to be Government servants and they shall be deemed to have retired from Government service.

(5) Upon absorption of Government servants in the Public Sector Undertaking, the posts which they were holding in the Government before such absorption shall stand abolished.

(6) The employees who opt to revert to Government service shall be redeployed through the surplus cell of the Government.

(7) The employees including quasi-permanent and temporary employees but excluding casual labourers, who opt for permanent absorption in the Public Sector Undertaking shall, on and from the date of absorption, be governed by the rules and regulations or bye-laws of the Public Sector Undertaking.

(8) A permanent Government servant who has been absorbed as an employee of a Public Sector Undertaking and his family shall be eligible for pensionary benefits (including commutation of pension, gratuity, family pension or extraordinary pension), on the basis of combined service rendered by the employee in the Government and in the Public Sector Undertaking in accordance with the formula for calculation of such pensionary benefits as may be in force at the time of his retirement from the Public Sector Undertaking or his death or at his option, to receive benefits for the

1. Substituted *vide* G.I. Dept. of P. & P.W., Notification F. No. 38/80/08-P. & P.W., dated the 21st December, 2012, published as GSR 928 (E) in the Gazette of India Extraordinary, dated the 26th December, 2012.

service rendered under the Central Government in accordance with the orders issued by the Central Government.

“EXPLANATION.— The amount of pension or family pension in respect of the absorbed employee on retirement from the Public Sector Undertaking or on death shall be calculated in the same way as calculated in the case of a Central Government servant retiring or dying, on the same day.”

(9) The pension of an employee under sub-rule (8) shall be calculated on fifty per cent of emoluments or average emoluments, whichever is more beneficial to him.

(10) In addition to pension or family pension, as the case may be, the employee who opts for pension on the basis of combined service shall also be eligible to dearness relief as per industrial Dearness Allowance pattern.

(11) The benefits of pension and family pension shall be available to quasi-permanent and temporary transferred Government servants after they have been confirmed in the Public Sector Undertaking.

(12) A permanent Government servant absorbed in a Public Sector Undertaking or a temporary or quasi-permanent Government servant who has been confirmed in the Public Sector Undertaking subsequent to his absorption therein, shall be eligible to seek voluntary retirement after completing ten years of qualifying service with the Government and the Public Sector Undertaking taken together, and such person shall be eligible for pensionary benefits on the basis of qualifying service.

(13) The Central Government shall create a Pension Fund in the form of a trust and the pensionary benefits of absorbed employees shall be paid out of such Pension Fund.

(14) The Secretary of the administrative Ministry of the Public Sector Undertaking shall be the Chairperson of the Board of Trustees which shall include representatives of the Ministries of Finance, Personnel, Public Grievances and Pensions, Labour, concerned Public Sector Undertaking and their employees and experts in the relevant field to be nominated by the Central Government.

(15) The procedure and the manner in which pensionary benefits are to be sanctioned and disbursed from the Pension Fund shall be determined by the Government on the recommendation of the Board of Trustees.

(16) The Government shall discharge its pensionary liability by paying in lump sum as a one-time payment to the Pension Fund the pension or service gratuity and retirement gratuity for the service rendered till the date of absorption of the Government servant in the Public Sector Undertaking.

(17) The manner of sharing the financial liability on account of payment of pensionary benefits by the Public Sector Undertaking shall be determined by the Government.

(18) Lumpsum amount of the pension shall be determined with reference to Computation Table laid down in Central Civil Services (Commutation of Pension) Rules, 1981.

(19) The Public Sector Undertaking shall make pensionary contribution to the Pension Fund for the period of service to be rendered by the concerned employees under that undertaking at the rates as may be determined by the Board of Trustees so that the Pension Fund shall be self-supporting.

(20) If, for any financial or operational reason, the Trust is unable to discharge its liabilities fully from the Pension Fund and the Public Sector Undertaking is also not in a position to meet the shortfall, the Government shall be liable to meet such expenditure and such expenditure shall be debited to either the Fund or to the Public Sector Undertaking.

(21) Payments of pensionary benefits of the pensioners of a Government Department on the date of conversion of it into a Public Sector Undertaking shall continue to be the responsibility of the Government and the mechanism for sharing its liabilities on this account shall be determined by the Government.

(22) Nothing contained in sub-rules (13) to (21) shall apply in the case of conversion of the Departments of Telecom Services and Telecom Operations into Bharat Sanchar Nigam Limited [and Mahanagar Telephone Nigam Limited] in which case the pensionary benefits including family pension shall be paid by the Government.

(23) For the purposes of payment of pensionary benefits including family pension referred to in sub-rule (22), the Government shall specify the arrangements and the manner including the rate of pensionary contributions to be made by Bharat Sanchar Nigam Limited [and Mahanagar Telephone Nigam Limited] to the Government and the manner in which financial liabilities on this account shall be met.

(24) The arrangements under sub-rule (23) shall be applicable to the existing pensioners and to the employees who are deemed to have retired from the Government service for absorption in Bharat Sanchar Nigam Limited and Mahanagar Telephone Nigam Limited and shall not apply to the employees directly recruited by the Bharat Sanchar Nigam Limited and Mahanagar Telephone Nigam Limited for whom they shall devise their own pension schemes and make arrangements for funding and disbursing the pensionary benefits.

EXPLANATORY MEMORANDUM

Payment of pensionary benefits to all categories of the erstwhile employees of the Government (Group 'A', 'B', 'C' and 'D') absorbed in Mahanagar Telephone Nigam Limited who have opted for pension on combined service

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| 1. Inserted |] vide G.I., Dept. of P. & P.W., Notification No. 4/23/2013-P&PW (D), dated the 3rd March, 2014; published as G.S.R. 138 (E) in the Gazette of India, dated the 3rd March, 2014. |
| 2. Substituted | |

will be made by the Government in the same manner as in Bharat Sanchar Nigam Limited with effect from 1st October, 2000. Such erstwhile Government employees including those absorbed in Mahanagar Telephone Nigam Limited with effect from 1st November, 1998 and governed *vide* DoP&PW's, O.M. No. 4/18/87-P&PW (D), dated 5-7-1989 shall be brought within the purview of these rules with effect from 1st October, 2000. This is certified by the Department of Telecommunication that no one shall be adversely affected by giving retrospective effect to this notification.]

(25) Upon conversion of a Government Department into a Public Sector Undertaking,—

- (a) the balance of provident fund standing at the credit of the absorbed employees on the date of their absorption in the Public Sector Undertaking shall, with the consent of such undertaking, be transferred to the new Provident Fund Account of the employees in such undertaking;
- (b) earned leave and half pay leave at the credit of the employees on the date of absorption shall stand transferred to such undertaking;
- (c) the dismissal or removal from service of the Public Sector Undertaking of any employee after his absorption in such undertaking for any subsequent misconduct shall not amount to forfeiture of the retirement benefits for the service rendered under the Government and in the event of his dismissal or removal or retrenchment the decisions of the undertaking shall be subject to review by the Ministry administratively concerned with the undertaking

(26) In case the Government disinvests its equity in any public sector undertaking to the extent of fifty-one per cent or more, it shall specify adequate safeguards for protecting the interest of the absorbed employees of such Public Sector Undertaking.

(27) The safeguards specified under sub-rule (26) shall include option for voluntary retirement or continued service in the undertaking or retirement benefits on terms applicable to Government employees or employees of the Public Sector Undertaking as per option of the employees and assured payment of earned pensionary benefits with relaxation in period of qualifying service, as may be decided by the Government.]

1[37-B. Conditions for payment of pension on absorption consequent upon conversion of a Government Department into a Central Autonomous Body.—

(1) On conversion of a department of the Central Government into an Autonomous Body, all Government servants of that Department shall

1. Inserted *vide* G.I., Dept. of P. & P.W. Notification P. No. 38/80/08-P. & P.W., dated the 21st December, 2012, published as GSR 928 (E) in the Gazette of India Extraordinary, dated the 26th December, 2012.

be transferred *en masse* to that Autonomous Body on terms of foreign service without any deputation allowance till such time as they get absorbed in the said body and such transferred Government servants shall be absorbed in the Autonomous Body with effect from such date as may be notified by the Government.

(2) The Central Government shall allow the transferred Government servants an option to revert back to the Government or to seek permanent absorption in the Autonomous Body.

(3) The option referred to in sub-rule (2) shall be exercised by every transferred Government servant in such manner and within such period as may be specified by the Government.

(4) The permanent absorption of the Government servants of the Autonomous Body shall take effect from the date on which their options are accepted by the Government and on and from the date of such acceptance, such employees shall cease to be Government servants and they shall be deemed to have retired from Government service.

(5) Upon absorption of Government servants in the Autonomous Body, the posts which they were holding in the Government before such absorption shall stand abolished.

(6) The employees who opt to revert to Government service shall be re-deployed through the surplus cell of the Government.

(7) The employees including quasi-permanent and temporary employees but excluding casual labourers, who opt for permanent absorption in the Autonomous Body shall on and from the date of absorption, be governed by the rules and regulations or bye-laws of the Autonomous Body.

(8) A permanent Government servant who has been absorbed as an employee of an Autonomous Body and his family shall be eligible for pensionary benefits (including commutation of pension, gratuity, family pension or extraordinary pension) on the basis of combined service rendered by him in the Government and Autonomous Body in accordance with the formula for calculation of such pensionary benefits as may be in force at the time of his retirement from the Autonomous Body / death or at his option to receive benefits for the service rendered under the Central Government in accordance with the orders issued by the Central Government.

EXPLANATION.— The amount of pension or family pension in respect of the absorbed employee on retirement from Autonomous Body or death shall be calculated in the same way as would be the case with a Central Government servant retiring or dying, on the same day.

(9) The pension of an employee under sub-rule (8) shall be calculated at fifty per cent of emoluments or average emoluments, whichever is more beneficial to him.

and is verified