

**NATIONAL INSTITUTE OF TECHNOLOGY
KURUKSHETRA-136119**

**AGENDA
OF
BOARD OF GOVERNORS MEETING**



**28th MEETING
TO BE HELD ON 20.07.2012**

(i)

**NATIONAL INSTITUTE OF TECHNOLOGY
KURUKSHETRA-136119**

Agenda : For the 28th meeting of Board of Governors.

Place : Meeting Hall,
BrahMOS Aerospace, DRDO,
16, Cariappa Marg, Kirby Place,
Delhi Cantt., New Delhi-110 010.

Day, date and time : Friday, the 20th July, 2012
at 02.30 PM

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28.2	To confirm the minutes of the 27 th meeting of the Board of Governors held on 13.03.2012.	3-10
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(ii)

28.9	To ratify the action taken by the Hon'ble Chairperson (Acting), Board of Governors for constitution of Adhoc Selection Committee for appointment of Assistant Professors / Teaching Assistants on contract basis for a period of one year.	37
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28.15	To consider promotion to the post of Professors under CAS after implementation of 6 th CPC.	75-90
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28.18	To consider recommendations of the Committee constituted for mapping of the existing Non-faculty employees with the Re-structured posts as per directions of the MHRD.	165-176
28.19	To consider grant of Extraordinary Leave for three years to Dr. R. C. Bhattacharjee, Professor, Civil Engineering Department or to allow his Voluntary retirement from the services of the Institute.	177-181
28.20	To consider allocation of Security services of the Institute to Haryana Ex-Services League (HESL).	182-193
28.21	To consider the MHRD letter dated 16 th April, 2012 regarding 198 units of Solar Geysers (Solar Water Heating System) purchased by NIT, Kurukshetra.	194-203
28.22	To consider the creation of 6 th position of Dean in the Institute.	204
	Any other item	

(iv)

**NATIONAL INSTITUTE OF TECHNOLOGY
KURUKSHETRA-136119**

Tabled Agenda : For the 28th meeting of
Board of Governors.

Place : Meeting Hall,
BrahMOS Aerospace, DRDO,
16, Cariappa Marg, Kirby Place,
Delhi Cantt., New Delhi-110 010.

Day, date and time : Friday, the 20th July, 2012
at 02.30 PM

Item No.	Subject	Page No.
28.23	To consider and approve the minutes of the 25 th meeting of the Finance Committee, National Institute of Technology, Kurukshetra held on 20.07.2012.	205-208

Item: 28.1 To note the nomination of Chairperson Board of Governors of the Institute.

The Deputy Secretary (NITs), Government of India, Ministry of Human Resource Development, Department of Higher Education, New Delhi vide order No. F.22-13/2007-TS.III, dated 19th June, 2012 (copy enclosed as **Appendix-I** on page **02**) has informed that the President of India in her capacity as the Visitor of the National Institutes of Technology (NITs) is pleased to nominate Padmashri Dr. A. Sivathanu Pillai, Distinguished Scientist & Chief Controller (R&D), DRDO, & CEO and MD BrahMOS Aerospace, New Delhi as Chairperson, Board of Governors (BOG), National Institute of Technology, Kurukshetra (Haryana) for a period of three years with effect from 08.06.2012 i.e. the date of nomination by the Hon'ble Visitor.

The Board may note the nomination of Padmashri Dr. A.Sivathanu Pillai as Chairperson, BOG, NIT Kurukshetra for a period of three years w.e.f. 08.06.2012.

The Board may kindly note.

APPENDIX-I

No.F.22 – 13 / 2007 – TS.III
Government of India
Ministry of Human Resource Development
Department of Higher Education

PE	CCN	PT	EO	SO	MO	PS	PIO
GA	IA	SO	EO	SO	PS	PIO	PIO

Shastri Bhawan, New Delhi,
dated, the 19th June, 2012

ORDER

The President of India in her capacity as the Visitor of the National Institutes of Technology (NITs), in terms of the provisions contained under the National Institutes of Technology Act 2007, is pleased to nominate **Dr. A. Sivathanu Pillai**, Distinguished Scientist & Chief Controller (R&D) & CEO & MD, BrahMOS Aerospace, DRDO, Delhi Cantt., New Delhi as **Chairperson of the Board of Governors (BoG) of National Institute of Technology, Kurukshetra (Haryana)**, for a period of three years w.e.f. 08.06.2012 i.e. the date of nomination by the Hon'ble Visitor.

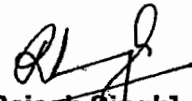
2. The terms and other conditions will be as per the provisions contained in the National Institutes of Technology Act, 2007 and the First Statutes of the NITs in this regard.


[Rajesh Singh]
Deputy Secretary (NITs)

Dr. A. Sivathanu Pillai,
Distinguished Scientist & Chief Controller (R&D),
CEO & MD, BrahMOS Aerospace, DRDO,
16, Caariappa Marg, Kirby Place,
Delhi Cantt., New Delhi – 110010.

Copy to:

1. Prof. Anand Mohan, Director, NIT – Kurukshetra, Haryana – 136119.
2. The Directors of all the National Institutes of Technology (NITs) – as per list.
3. Joint Secretary to the President of India, President's Secretariat, New Delhi with reference to President Secretariat's I.D. Note No.29(13)(ii)/2010-CA(II) dated 08.06.2012.
4. PS to Hon'ble Minister of Human Resource Development.
5. PS to Hon'ble Minister of State (HRD).
6. PSO to Secretary, Department of Higher Education, MHRD, Shastri Bhawan, New Delhi.
7. Guard File.


[Rajesh Singh]
Deputy Secretary (NITs)
Tel: 23073687

Item 28.2 To confirm the minutes of the 27th meeting of the Board of Governors held on 13.03.2012.

The minutes of the 27th meeting of the Board of Governors held on 13.03.2012 were circulated to all the members of the Board vide letter No. NITK/BOG 27th/1430 dated 20.03.2012 and Endst. No. NITK/BOG 27th/1431 dated 20.03.2012. A copy of the minutes is enclosed as Appendix - II from pages 4 to 10.

No comments have been received from any member.

The Board of Governors may please confirm the minutes of the 27th meeting of the BOG held on 13.03.2012 as circulated to the members.

**NATIONAL INSTITUTE OF TECHNOLOGY
KURUKSHETRA-136119**

Minutes of the 27th meeting of the Board of Governors, National Institute of Technology, Kurukshetra held on 13th March, 2012 at 11.30 AM at the NIT Transit House, New Delhi.

Present:

1. Prof. Anand Mohan in Chair
Chairperson (Acting), BOG
& Director, National Institute of Technology
Kurukshetra
2. Shri R. D. Sahay Member
Joint Secretary (T)
Representative of Special Secretary (T)
Department of Higher Education
Ministry of Human Resource Development
Govt. of India, Shastri Bhawan, New Delhi-110 001
3. Sh. A.N. Jha Member
Joint Secretary & Financial Adviser
Department of Higher Education
Ministry of Human Resource Development
Government of India
Shastri Bhawan
New Delhi. 110 001
4. Dr. Hari Mohan Prasad Member
Director
Academy of Foreign Languages & Cultural Cooperation
Magadh University
Bodh Gaya (Bihar)
5. Dr.(Mrs.) Sudesh Mukhopadhyay Member
Flat No. 702, Tower-12
Orange County, Valley View Estate
Gwal Pahari, Faridabad Road
Gurgaon
6. Dr. V.K. Sehgal Member
Professor
Civil Engineering Department
N.I.T., Kurukshetra

[Handwritten signature]



7. Dr. Rishi Pal Chauhan
Assistant Professor
Department of Physics
N.I.T., Kurukshetra

Member

Ms. Shashi Gulati, IAS, Special Secretary, Forest Department, Haryana could not attend the meeting.

Prof. Anand Mohan, Hon'ble Chairperson (Acting), BOG and Director whole heartedly welcomed the Hon'ble members of the Board. He mentioned that fruitful suggestions of the BOG have been very useful in improving the administrative and academic functioning of the Institute and further added that NIT, Kurukshetra is the first NIT to implement the 'minimum actual teaching weeks' for all the courses in each semester. He also apprised the Board that end semester examination results are being declared within maximum 17 days from the last day of examination which is another good achievement of the Institute. This is particularly beneficial to the passing out final year students and facilitates their employment / higher studies. The BOG appreciated the commendable efforts of the Director.

The Hon'ble Chairperson (Actg.), BOG & the Director further informed the house about holding the 9th Convocation of the Institute on 27th March, 2012 and mentioned that Padmshri Dr. A. Sivathanu Pillai, Distinguished Scientist & Chief Controller, Research & Development, DRDO & Chief Executive Officer & Managing Director, BrahMos Aerospace, New Delhi has consented to be the Chief Guest. He also mentioned that Dr. Chandra Shekhar, Director, Central Electronics Engineering Research Institute (CEERI), Pilani shall be the Guest of Honour. He extended his humble invitation to the Hon'ble members of the BOG to grace the occasion of 9th Convocation of the Institute.

- 27.1 To confirm the minutes of the 26th meeting of the Board of Governors held on 21.10.2011.**

The Board confirmed the minutes of the 26th meeting of the Board of Governors held on 21.10.2011 as circulated to the members.



- 27.2 To note the action taken report on the minutes of the 26th meeting of the Board of Governors held on 21st October, 2011.**

The Board noted and approved the action taken report on the minutes of the 26th meeting of the Board of Governors held on 21st October, 2011 with the following observation:-

Regarding Agenda Item 26.2: In view of the report of the Director and the fact that the BOG had already granted the *post-facto* approval to the fund reallocation for purchase of solar geysers, the Board resolved that a displeasure along with non-recordable warning be issued to the all concerned employees of the Institute.

- 27.3 To consider and approve the minutes of the 18th meeting of the Senate, National Institute of Technology, Kurukshetra held on 01.11.2011.**

The Board approved the minutes of the 18th meeting of the Senate, National Institute of Technology, Kurukshetra held on 01.11.2011 as appended with the agenda item.

- 27.4 To ratify action taken by the Hon'ble Chairperson (Acting), BOG for promotion to the post of Professor under Career Advancement Scheme (CAS).**

The Board ratified the action taken by the Hon'ble Chairperson (Acting), BOG for promotion to the post of Professor under Career Advancement Scheme (CAS).

- 27.5 To ratify action taken by the Hon'ble Chairperson (Acting), BOG to grant further extension to Sh. Brish Bhan Mittal, Executive Engineer (Civil) on contract basis in Construction Cell.**

The Board ratified the action taken by the Hon'ble Chairperson (Acting), BOG to grant the extension to Sh. Brish Bhan Mittal, Executive Engineer (Civil) on contract basis in the Construction Cell of the Institute.

RBH



- 27.6 To ratify the action taken by the Hon'ble Chairperson, BOG for extension of contractual staff on short-term contract basis for the Construction Cell of the Institute.**

The Board ratified the action taken by the Hon'ble Chairperson (Acting), BOG for granting the extension to contractual staff on short-term contract basis for the Construction Cell of the Institute.

- 27.7 To ratify the action taken by the Hon'ble Chairperson, BOG for extension of services of Sh. Lalit Kumar, Junior Engineer (Civil) on contract basis for the Construction Cell of the Institute.**

The Board ratified the action taken by the Hon'ble Chairperson (Acting), BOG to grant the extension to Sh. Lalit Kumar, Junior Engineer (Civil) on contract basis for the Construction Cell of the Institute.

- 27.8 To ratify the action taken by the Hon'ble Chairperson, BOG for extension of services of Sh. S. C. Dewan, Clerk on contract basis for the Construction Cell of the Institute.**

The Board ratified the action taken by the Hon'ble Chairperson (Acting), BOG to grant the extension of service to Sh. S. C. Dewan, Clerk on contract basis for the Construction Cell of the Institute.

- 27.9 To ratify action taken by the Hon'ble Chairperson (Acting), BOG for grant of extension to Dr. K. K. Sharma, Medical Officer on contract basis in the Health Centre of the Institute.**

The Board ratified the action taken by the Hon'ble Chairperson (Acting), BOG for grant of extension to Dr. K. K. Sharma, Medical Officer on contract basis in the Health Centre of the Institute.

- 27.10 To ratify the action taken by the Hon'ble Chairperson (Acting) BOG in approving the proposal of the Institute for the extension of Contractual period of Security Officer.**

The Board ratified the action taken by the Hon'ble Chairperson (Acting) BOG in approving the proposal of the Institute for the extension of Contractual period of Security Officer.



The Board further decided that in future all the proposals of the Institute for the extension / appointments of contractual appointments be reported to the Board as single agenda item.

27.11 To consider the requirement of Faculty and Non-faculty staff on the basis of students strength for the current year 2011-12.

The Board approved the requirement of Faculty and Non-faculty staff on the basis of students strength for the current year 2011-12. The Board further desired that the proposal of Faculty and Non-faculty staff requirements for the current year 2011-12 be sent to the MHRD for approval.

27.12 To consider the CBI Reports dated 30.9.2011 regarding Departmental action against Dr. Baldev Setia, Professor, Civil Engineering Department, NIT, Kurukshetra.

The Board considered the CBI Reports and decided that the regular departmental action be initiated as per CCS Conduct Rules.

27.13 To consider sanction for prosecution against Dr. T. K. Garg, Ex-Professor, Mechanical Engineering Department of the Institute.

The Board decided to accord the sanction of prosecution against Dr. T. K. Garg, Ex-Professor, Mechanical Engineering Department of the Institute.

27.14 To re-consider revocation of suspension order of Dr. S. C. Gupta, Associate Professor (the then Lecturer), Mechanical Engineering Department.

The Board considered the matter in totality and resolved that it has no merit and thus does not warrant any further review of the decision already taken by the Board and implemented by the Institute.

27.15 To consider payment of Retirement Gratuity to the employees of the Institute on the day of retirement.

The Board decided that the Retirement Gratuity to the employees of the Institute be paid on the day of retirement only after the receipt of 'No Dues Certificates'.



27.16 To consider filling up Non-teaching promotional posts on the existing Non-Teaching Service Rules 1984.

The matter regarding filling up Non-teaching promotional posts was considered by the Board. The representatives of the MHRD informed to the Board that the Cadre Restructuring as well as the Recruitment Rules for NITs are being approved shortly. Therefore, the Board decided that the process of filling up of Non-teaching promotional posts be initiated only after the receipt of the Cadre Restructuring and Recruitment Rules from the MHRD.

27.17 To approve Annual Report and Audited Statement of Accounts and Audit Report of the Institute for the year 2010-2011.

The Board approved the Annual Report and Audited Statement of Accounts and Audit Report of the Institute for the year 2010-2011.

27.18 To ratify the action taken by the Hon'ble Chairperson (Acting), BOG in approving the proposal of the Institute for engaging EPABX Operator and Cook-cum-Caretakers on long contract.

The Board ratified action taken by the Hon'ble Chairperson (Acting), BOG in approving the proposal of the Institute for engaging EPABX Operator and Cook-cum-Caretakers on long contract. However, the Board desired that the duration of contract period be mentioned in the agenda item.

27.19 To consider and approve the minutes of the 19th meeting of the Senate, National Institute of Technology, Kurukshetra held on 28.02.2012.

The Board approved the minutes of the 19th meeting of the Senate, National Institute of Technology, Kurukshetra held on 28.02.2012 as appended with the agenda item.

27.20 To note the nomination of faculty members on the BOG and to consider nomination of Board of Governors on the Finance Committee of NIT, Kurukshetra.

The Board noted the nomination of Prof. S.K. Sharma, Mechanical Engineering Department w. e. f. 14.3.2012 and Dr. Rishi Pal Chauhan,



Assistant Professor, Physics Department w. e. f. 28.02.2012 for a period of two years as nominee of the Senate on the Board of Governors.

27.21 To consider release of retiral benefits up to the age of 60 years.

The Board approved to release the superannuation benefits up to the age of 60 years in respect of Sh. R. K. Sharma, the then Director of Sports, Sh. Zile Singh, the then Lecturer, Physical Education, and Sh. R. P. S. Lohchab, the then Registrar of the Institute subject to handing over of the charge, vacation of office, accommodation, and receipt of 'No Dues Certificates'.

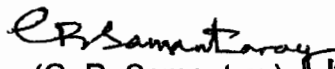
27.22 To consider proposal for raising the age of retirement of Director.

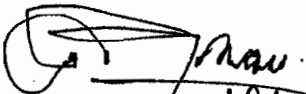
The Board approved the proposal of raising the age limit of retirement of the Director of the Institute up to 70 years.

27.23 To consider and approve the minutes of the 24th meeting of the Finance Committee, National Institute of Technology, Kurukshetra held on 12.03.2012.

The Board approved the minutes of the 24th meeting of the Finance Committee, National Institute of Technology, Kurukshetra held on 12.03.2012 as appended with the agenda item.

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


(G. R. Samantray) 19/03/12
Registrar (Incharge)-cum-Secretary
BOG, NIT, Kurukshetra


(Anand Mohan) 19/3/12
Chairperson (Acting), BOG &
Director, NIT, Kurukshetra

Item 28.3 To note the action taken report on the minutes of the 27th meeting of the Board of Governors held on 13th March, 2012.

The action taken report on the minutes of the 27th meeting of the Board of Governors held on 13th March, 2012 is given below:-

Item No.	Subject	Action Taken
27.1	<p>To confirm the minutes of the 26th meeting of the Board of Governors held on 21.10.2011.</p> <p>The Board confirmed the minutes of the above meeting.</p>	No further action is required.
27.2	<p>To note the action taken report on the minutes of the 26th meeting of the Board of Governors held on 21st October, 2011.</p> <p>The Board approved the action taken report.</p> <p>Regarding agenda item 26.2 (solar geysers): the Board resolved to issue displeasure along with non-recordable warning to the all concerned employees of the Institute.</p>	Board's displeasure along with non-recordable warning to all concerned employees of the Institute have been issued.
27.3	<p>To consider and approve the minutes of the 18th meeting of the Senate, National Institute of Technology, Kurukshetra held on 01.11.2011.</p> <p>The Board approved the minutes of the 18th Senate Meeting.</p>	No further action is required.
27.4	<p>To ratify action taken by the Hon'ble Chairperson (Acting), BOG for promotion to the post of Professor under Career Advancement Scheme (CAS).</p> <p>The Board ratified the action taken.</p>	No further action is required.

27.5	<p>To ratify action taken by the Hon'ble Chairperson (Acting), BOG to grant further extension to Sh. Brish Bhan Mittal, Executive Engineer (Civil) on contract basis in Construction Cell.</p> <p>The Board ratified the action taken.</p>	No further action is required.
27.6	<p>To ratify the action taken by the Hon'ble Chairperson, BOG for extension of contractual staff on short-term contract basis for the Construction Cell of the Institute.</p> <p>The Board ratified the action taken.</p>	No further action is required.
27.7	<p>To ratify the action taken by the Hon'ble Chairperson, BOG for extension of services of Sh. Lalit Kumar, Junior Engineer (Civil) on contract basis for the Construction Cell of the Institute.</p> <p>The Board ratified the action taken.</p>	No further action is required.
27.8	<p>To ratify the action taken by the Hon'ble Chairperson, BOG for extension of services of Sh. S. C. Dewan, Clerk on contract basis for the Construction Cell of the Institute.</p> <p>The Board ratified the action taken.</p>	No further action is required.
27.9	<p>To ratify action taken by the Hon'ble Chairperson (Acting), BOG for grant of extension to Dr. K. K. Sharma, Medical Officer on contract basis in the Health Centre of the Institute.</p> <p>The Board ratified the action taken.</p>	No further action is required.

27.10	To ratify the action taken by the Hon'ble Chairperson (Acting) BOG in approving the proposal of the Institute for the extension of Contractual period of Security Officer. The Board ratified the action taken.	No further action is required.
27.11	To consider the requirement of Faculty and Non-faculty staff on the basis of student strength for the current year 2011-12. The Board approved the requirement of faculty and non-faculty staff as proposed and desired that the proposal be sent to the MHRD for approval.	The proposal of the Institute in respect of requirement of faculty and non-faculty staff on the basis of student strength for the year 2011-12 has been sent to the MHRD for approval.
27.12	To consider the CBI Reports dated 30.9.2011 regarding Departmental action against Dr. Baldev Setia, Professor, Civil Engineering Department, NIT, Kurukshetra. The Board considered the CBI Reports, and decided that the regular departmental action be initiated as per CCS Conduct Rules.	The matter has been referred to the Counsel of the Institute for preparing the 'Show Cause Notice'.
27.13	To consider sanction for prosecution against Dr. T. K. Garg, Ex-Professor, Mechanical Engineering Department of the Institute. The Board decided to accord the sanction of prosecution against Dr. T. K. Garg.	The decision of the Board regarding sanction of prosecution against Dr. T.K. Garg has been conveyed to Joint Secretary and CVO, Vigilance Section, MHRD, New Delhi.

27.14	To re-consider revocation of suspension order of Dr. S. C. Gupta, Associate Professor (the then Lecturer), Mechanical Engineering Department. The Board resolved that the case has no merit and thus does not warrant any further review of the decision already taken by the Board and implemented by the Institute.	No further action is required.
27.15	To consider payment of Retirement Gratuity to the employees of the Institute on the day of retirement. The Board decided that the Retirement Gratuity to the employees of the Institute be paid on the day of retirement only after the receipt of 'No Dues Certificates'.	The decision of the Board has been implemented.
27.16	To consider filling up Non-teaching promotional posts on the existing Non-Teaching Service Rules 1984. The Board decided that the process of filling up of Non-teaching promotional posts be initiated only after the receipt of the Cadre Restructuring and Recruitment Rules from the MHRD.	The matter will be taken up after the receipt of Cadre Restructuring and Recruitment Rules from the MHRD.
27.17	To approve Annual Report and Audited Statement of Accounts and Audit Report of the Institute for the year 2010-2011. The Board approved the Annual Report.	The approved Annual Report, Audited Statement of Accounts and Audit Report of the Institute for the year 2010-11 has been sent to the MHRD for placing the same before the Parliament.

27.18	<p>To ratify the action taken by the Hon'ble Chairperson (Acting), BOG in approving the proposal of the Institute for engaging EPABX Operator and Cook-cum-Caretakers on long contract.</p> <p>The Board ratified the action taken.</p>	No further action is required.
27.19	<p>To consider and approve the minutes of the 19th meeting of the Senate, National Institute of Technology, Kurukshetra held on 28.02.2012.</p> <p>The Board approved the minutes of the 19th meeting of the Senate.</p>	No further action is required.
27.20	<p>To note the nomination of faculty members on the BOG and to consider nomination of Board of Governors on the Finance Committee of NIT, Kurukshetra.</p> <p>The Board noted the nomination of Prof. S.K. Sharma and Dr. Rishi Pal Chauhan as faculty member on the BOG.</p>	No further action is required.
27.21	<p>To consider release of retiral benefits upto the age of 60 years.</p> <p>The Board approved to release the superannuation benefits up to the age of 60 years in respect of Sh. R. K. Sharma, Sh. Zile Singh, Sh. R. P. S. Lohchab subject to handing over the charge, office, accommodation and receipt of 'No Dues Certificates'.</p>	The superannuation benefits upto the age of 60 years in respect of Sh. Zile Singh and Sh. R.P.S. Lohchab has been released. However, the superannuation benefits in respect of (late) Sh. R.K. Sharma will be released only after the receipt of 'No Dues Certificate' from all concerned.

27.22	To consider proposal for raising the age of retirement of Director. The Board approved the proposal of raising the age limit of retirement of the Director of the Institute up to 70 years.	The decision of the Board has been conveyed to the MHRD for further necessary action at their end.
27.23	To consider and approve the minutes of the 24th meeting of the Finance Committee, National Institute of Technology, Kurukshetra held on 12.03.2012. The Board approved minutes of the 24 th FC meeting.	No further action is required. However, the detailed action taken report on the minutes of the 24 th meeting of the FC will be reported to the FC in its next meeting.

The Board may please note the action taken on the 27th meeting of the Board of Governors held on 13.03.2012.

Item 28.4 To consider and approve the minutes of the 20th meeting of the Senate, National Institute of Technology, Kurukshetra held on 10.05.2012.

The minutes of the 20th meeting of the Senate of National Institute of Technology, Kurukshetra held on 10.05.2012 under the Chairmanship of Director, NIT, Kurukshetra are enclosed as Appendix - III pages from 18 to 23. The agenda of the 20th meeting of the Senate is enclosed as Annexure to item 28.4.

The recommendations of the above Senate meeting may kindly be approved by the BOG.

**NATIONAL INSTITUTE OF TECHNOLOGY
KURUKSHETRA-136119**

Minutes of the 20th special meeting of the Senate of National Institute of Technology, Kurukshetra held on 10th May, 2012 at 4.30 p.m in the Senate Hall of the Institute.

The following were present:

- | | |
|---|----------|
| 1. Prof. Anand Mohan
Director
NIT, Kurukshetra | Chairman |
| 2. Dr. V K Sehgal
Professor & Dean (Faculty Welfare)
Civil Engineering Department
NIT, Kurukshetra | Member |
| 3. Dr. S K Sharma
Professor & Dean (Students' Welfare)
Mechanical Engineering Department
NIT, Kurukshetra | Member |
| 4. Dr. A K Gupta
Professor & Dean (Academic)
Electronics & Comm. Engg. Department
NIT, Kurukshetra | Member |
| 5. Dr. (Ms.) Minati Baral
Professor & Head
Chemistry Department
NIT, Kurukshetra | Member |
| 6. Dr. D K Soni
Professor & Head
Civil Engineering Department
NIT, Kurukshetra
(Dr. D.K Soni was present but did not sign). | Member |
| 7. Dr. Kuldeep Kumar
Professor & Head
Mathematics Department
NIT, Kurukshetra | Member |
| 8. Dr. N K Gupta
Professor
Civil Engineering Department
NIT, Kurukshetra | Member |

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|--|--------|
| 9. Dr. S S Rattan
Professor
Mechanical Engineering Department
NIT, Kurukshetra | Member |
| 10. Dr. K S Sandhu
Professor
Electrical Engineering Department
NIT, Kurukshetra | Member |
| 11. Dr. Sudhir Kumar
Professor & Head
Mechanical Engineering Department
NIT Kurukshetra | Member |
| 12. Dr. Baldev Setia
Professor
Civil Engineering Department
NIT, Kurukshetra | Member |
| 13. Dr. Rajender Kumar
Professor & Head
Department of Humanities & Social Sciences
NIT, Kurukshetra | Member |
| 14. Dr. Diwan Singh
Professor
Civil Engineering Department
NIT, Kurukshetra | Member |
| 15. Dr. S K Madan
Professor
Civil Engineering Department
NIT, Kurukshetra | Member |
| 16. Dr. H K Sharma
Professor
Civil Engineering Department
NIT, Kurukshetra | Member |
| 17. Dr. (Ms.) Lillie Dewan
Professor & Head
Electrical Engineering Department
NIT, Kurukshetra | Member |
| 18. Dr. S N Sachdeva
Professor
Civil Engineering Department
NIT, Kurukshetra | Member |

- | | |
|--|--------|
| 19. Dr. Dixit Garg
Professor
Mechanical Engineering Department
NIT, Kurukshetra | Member |
| 20. Dr. S.K. Mahna
Professor
Physics Department
NIT, Kurukshetra | Member |
| 21. Dr. B K Kaushik
Professor & Head
Physics Department
NIT, Kurukshetra | Member |
| 22. Dr. P J Philip
Professor
Department of Humanities & Social Sciences
NIT, Kurukshetra | Member |
| 23. Dr. J K Quamara
Professor
Physics Department
NIT, Kurukshetra | Member |
| 24. Dr. Surjit Angra
Professor
Mechanical Engineering Department
NIT Kurukshetra | Member |
| 25. Dr. G L Pahuja
Professor
Electrical Engineering Department
NIT Kurukshetra | Member |
| 26. Dr. K K Singh
Professor & Prof. I/C Acad. Affairs & Senate
Civil Engineering Department
NIT Kurukshetra | Member |
| 27. Dr. Subodh Ranjan
Professor
Civil Engineering Department
NIT Kurukshetra | Member |
| 28. Dr. (Ms.) Ratna Dahiya
Professor
Electrical Engineering Department
NIT Kurukshetra | Member |

- | | |
|---|-----------------|
| 29. Dr. Anupam Mittal
Professor
Civil Engineering Department
NIT, Kurukshetra | Member |
| 30. Dr. Dinesh Khanduja
Professor
Mechanical Engineering Department
NIT Kurukshetra | Member |
| 31. Dr. R.K. Sharma
Professor
Electronics & Comm. Engineering Department
NIT Kurukshetra | Member |
| 32. Dr. O.P Sahu
Professor & Head
Electronics & Comm. Engg. Department
NIT, Kurukshetra | Member |
| 33. Dr. S M Gupta
Professor. & COE
Civil Engineering Department
NIT Kurukshetra | Member |
| 34. Dr. Arun Goel
Professor
Civil Engineering Department
NIT, Kurukshetra | Member |
| 35. Dr. Dinesh Kumar
Professor
Chemistry Department
NIT, Kurukshetra | Member |
| 36. Dr. D.P. Singh
Professor
Chemistry Department
NIT, Kurukshetra | Member |
| 37. Dr. Jitender Chhabra
Associate Professor & Head
Computer Engineering Department
NIT, Kurukshetra | Special Invitee |
| 38. Sh.G.R.Samantray
Registrar I/C & Secretary, Senate
NIT, Kurukshetra | Secretary |

The following members could not attend the meeting

1. Dr. Chandra Shekhar
Director
Central Electronics Engg. Research Institute (CEERI)
Pilani (Raj.) Member
2. Prof. (Ms.) Shashikala Achyut Gangal
ISRO Chair Professor
Department of Electronics Science
University of Pune,
Pune-411 007 Member
3. Prof. Rajendra Rai
Head of the Department
Department of Economics
Faculty of Social Sciences
Banaras Hindu University
Varanasi-221 005 Member
4. Dr. V K Arora
Professor & Dean (P&D)
Civil Engineering Department
NIT, Kurukshetra Member
5. Dr. A Swarup
Professor & Dean (Research & Consultancy)
Electrical Engineering Department
NIT, Kurukshetra Member
6. Dr. Brahmjit Singh
Professor
Electronics & Comm. Engg. Department
NIT, Kurukshetra Member
7. Dr. R C Bhattacharjee
Professor
Civil Engineering Department
NIT, Kurukshetra Member
8. Dr. R S Bhatia
Professor
Electrical Engineering Department
NIT Kurukshetra Member

Item 20.1:

To consider and approve decisions taken in 39th and 40th meetings of Standing Committee on Senate Affairs (SCSA)

The Senate approved the decisions taken in 39th and 40th meetings of Standing Committee on Senate Affairs. Prof. Subodh Ranjan pointed out that the total credits for the revised M.Tech scheme are 62 instead of 60 as mentioned in the minutes of 40th meeting of SCSA. It was pointed out by Prof. K.K. Singh that in Item 2 of 40th SCSA meeting, the date of starting of M.Tech programs is not mentioned in the minutes. It was decided that both the M.Tech programs will be started w.e.f. the academic session 2012-13 and the minutes of 40th SCSA meeting stand corrected accordingly.

Item 20.2:

Approval to starting of new M.Tech programs in i) Embedded System Design ii) Renewable Energy Systems

The Senate approved the starting of M.Tech courses in: i) Embedded System Design and ii) Renewable Energy Systems along with other provisions as proposed under Item 20.2.


G.R. Samnratray 10/05/12
Registrar I/C & Secretary, Senate
NIT, Kurukshetra

Item 28.5 To ratify the action taken by the Hon'ble Chairperson (Acting), Board of Governors for engagement of the Medical Officer on short contract.

A walk-in-interview was conducted on 22.3.2012 for the post of Medical Officer on contract basis. The adhoc selection committee recommended the following in order of merit at consolidated salary of ₹ 38,430/-:-

1. Dr. Daya Nand Gupta
2. Dr. P.R. Pruthi

The Hon'ble Chairperson (Acting), BOG accorded approval in anticipation of the approval of the Board for the appointment of Dr. D.N. Gupta as Medical Officer (Copy enclosed as Appendix – IV at page 25). Dr. D.N. Gupta was appointed as Medical Officer on contract basis for a period of six months at consolidated salary of ₹ 38,430/ per month and he joined on 30.3.2012.

The Board may ratify the action taken by the Hon'ble Chairperson (Acting), Board of Governors.

No. Estt.-I/

Dated : 16/3/12

Subject : Appointment of Medical Officer in the Health Centre of the Institute on short term contract.

There is one post of Senior Medical Officer and another post of Medical Officer in the Health Centre of the Institute. Dr. K.K. Nagpal, Senior Medical Officer retired from the services of the Institute on 30.9.2005 and Dr.(Mrs) S. Mangwana, Lady Medical Officer retired on 31.8.2006. Since then both the regular posts are lying vacant.

To cope up with the work in the Health Centre the Institute is appointing Medical Officer on short term contract basis. The Board of Governors of the Institute in their 23rd meeting held on 18.10.2010 decided as under :-

"The Board observed that there should be a good doctor for providing the medical facilities to the students, staff and their families. The doctor be appointed by following the proper procedure. If need, tie up with the good hospitals at Chandigarh should be made as per requirement.

In the meantime the Board ratified the decision taken by the Chairperson, BOG, for engagement of the Medical Officer on short contract. Further to fill up the post of Medical Officer, fresh advertisement be issued at the earliest".

Keeping in view of the decision of the Board the Institute is not in a position to fill up the post of Medical Officer due to non availability of recruitment rules from the MHRD.

Dr. K.K. Sharma is working as Medical Officer on contract basis in the Health Centre of the Institute. He will attain the age of 60 years on 25.3.2012. Therefore he has been appointed upto 25.3.2012. An advertisement for walk-in-interview on 22.3.2012 for the appointment of Medical Officer on contract basis may be allowed to publish in the regional Newspapers i.e. Dainik Jagran and Punjab Kesri.

As per clause 28(3) of the statutes of NITs, the Chairperson, Board of Governors may constitute Adhoc Selection Committee for making appointment on contract basis provided that such constitution of committee shall be reported to the Board for confirmation.

The following Adhoc Selection Committee may be constituted for the recruitment of the above post:-

- | | | |
|----|--------------------------------------|----------|
| 1. | Director | Chairman |
| 2. | C.M.O, LNJP Hospital, KKR | Member |
| 3. | Prof.-in-Charge(Health Centre), NITK | Member |
| 4. | Registrar Incharge | Member |

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

Submitted for approval please.

The Hon'ble Chairperson(Acting)
Board of Governors & Director
NIT, Kurukshetra.

RPSS
Registrar Incharge

*Approved, be reported
in next BOG.*

Item 28.6 To ratify the action taken by the Hon'ble Chairperson (Acting) BOG for approving extension in the contractual tenure of Dental Surgeon engaged on Part-time basis.

The Board of Governors in its 15th meeting held on 18.5.2009 ratified the following minutes of the Finance Committee meeting held on 21.2.2009:

The Finance Committee recommended to the Board that Dental Surgeon be engaged on part-time basis for 4 hours i.e. from 8.30 a.m. to 12.30 p.m. in a day at the remuneration of Rs.8000/- consolidated per month.

In view of the above decision of the Board, the Institute floated an advertisement No. 31/2010 for the appointment of Dental Surgeon on part-time basis. A walk-in-interview was conducted on 13.10.2010 for the recruitment of Dental Surgeon by a adhoc selection committee constituted under clause 28(3) of the Statutes. On the basis of recommendations of the Adhoc Selection Committee, Dr. Sharda Aggarwal, Dental Surgeon was appointed on Part-time basis for 4 hours daily in the morning OPD of the Health Centre for one year on a consolidated salary of Rs.8000/- per month under clause 28(2) of the Institute. Dr. Sharda Aggarwal joined her duty on 30.10.2010. The term of one year was expired on 29.10.2011. So, the term was extended for further six months i.e. upto 30.4.2012.

Under clause 28(2), the contractual appointment may be made for a period of not exceeding 3 years. She had worked for 1.5 years till now. So, keeping in view the above provision as well as for the benefits of Students & Staff, the matter was submitted to the Hon'ble Chairperson (Acting) BOG for further extension of contractual period for further six months w.e.f. 1.5.2012 to 31.10.2012. The Hon'ble Chairperson (Acting), BOG approved the proposal of the Institute on 17.4.2012, in anticipation of the approval of the Board.

In view of the above approval, the present term of contract of Dr. Sharda Aggarwal has been further extended for period of six months w.e.f. 1.5.2012 to 31.10.2012 under clause 28(2) of the Statutes.

The Board may ratify the decision taken by the Hon'ble Chairperson (Acting) BOG.

Item: 28.7 To ratify the action taken by the Hon'ble Chairperson, BOG for engagement of contractual staff on contract basis for Construction Cell of the Institute.

The Walk-in-interview were conducted for the following contractual posts on 11.5.2012 in the office chamber of the Director by the Adhoc Selection Committee duly constituted by the Hon'ble Chairperson, BOG.

1. Executive Engineer (Civil) = 01
2. Assistant Engineer (Elect.) = 01
3. Junior Engineer (Civil) = 01
4. Head Clerk = 01

The Adhoc Selection Committee recommends the names in order of merit as under: -

Sr. No	Name of the post	Name of the selected candidate in order of merit
1.	Executive Engineer (Civil)	1. Shri Vijender Singh 2. Shri Amrit Lal Kamboj
2.	Assistant Engineer (Elect.)	1. Shri Narender Singh Kundu
3.	Junior Engineer (Civil)	1. Shri Jay Prakash Yadav 2. Shri Amit Kalra
4.	Head Clerk	1. Shri Narender Kumar Dhamija

The recommendations of the Adhoc Selection Committee are enclosed as **Appendix – V** from pages **29 to 32**.

The Hon'ble Chairperson (Acting), BOG in anticipation of the approval of the Board approved the recommendations of the Adhoc Selection Committee meetings in order of merit for the appointment of Sh. Vijender Singh as Executive Engineer (Civil) at consolidated salary of ₹ 34650/- per month, Sh. Narender Singh Kundu as Assistant Engineer (Elect.) at consolidated salary of ₹ 22935/- per month, Sh. Jay Prakash Yadav as Junior Engineer (Civil) at consolidated salary of ₹ 22275/- per month and Sh. Narender Kumar Dhamija as Head Clerk at consolidated salary of ₹ 22275/- per month on contract basis in the Construction Cell for a period of six months (copy enclosed as **Appendix – VI** at page **33**).

Sh. Vijender Singh, Executive Engineer (Civil) did not join the post and hence the offer of appointment was made to Sh. Amrit Lal Kamboj at serial No. 2 at consolidated salary of ₹ 34650/- per month (copy enclosed as **Appendix – VII** at page **34**). He joined his duty on 25.6.2012.

Sh. Narender Singh Kundu, Assistant Engineer (Elect.) did not join the duty.

Sh. Jay Prakash Yadav, Junior Engineer (Civil) and Sh. Narender Kumar Dhamija, Head Clerk joined duty on 28.5.2012 and 25.5.2012 respectively.

The Board may ratify the action taken by the Hon'ble Chairperson (Acting), BOG for engagement of contractual staff on contract basis for the Construction Cell of the Institute.

Minutes of the Meeting of the Adhoc Selection Committee held on 11.05.2012 at 10.30 A.M. in the office chamber of the Director of the Institute.

Present:

- | | | |
|----|--|----------|
| 1. | Prof. Anand Mohan,
Director, NIT, Kurukshetra | Chairman |
| 2. | Er. Niranjan Singh,
Chief Engineer, CPWD, Chandigarh | Member |
| 3. | Dr. K.K. Singh,
Chairman (E, C & EM), NIT, Kurukshetra | Member |
| 4. | Dr. Ashwani Jain,
Prof. I/c (Estate & Const.), NIT, Kurukshetra | Member |
| 5. | Sh. G.R. Samantaray,
Registrar Incharge, NIT, Kurukshetra | Member |

Recruitment to the post of Executive Engineer (Civil) on short-term contract basis in Construction Cell of the Institute

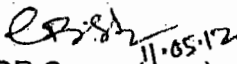
In response to advertisement No. 08/2012 published in "Dainik Jagran" dated 04.05.2012, the following candidates appeared for Interview for the post of Executive Engineer (Civil): -

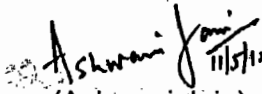
Sh./Ms.

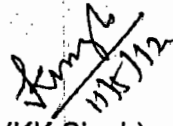
1. Amrit Lal Kamboj
2. Vijender Singh

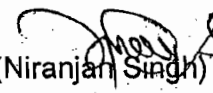
The Committee recommends the following in order of merit at the consolidated salary of Rs. 34650/- per month initially for a period of six months or till further order whichever is earlier.


1. Stri Vijender Singh
2. Stri Amrit Lal Kamboj


(GR Samantaray) 11.05.12


(Ashwani Jain) 11/5/12


(KK Singh) 11/5/12


(Niranjan Singh) 11/5/12


(Anand Mohan) 11/5/12

NATIONAL INSTITUTE OF TECHNOLOGY, KURUKSHETRA

Minutes of the Meeting of the Adhoc Selection Committee held on 11.05.2012 at 11.30 A.M. in the office chamber of the Director of the Institute.

Present:

- | | | |
|----|--|----------|
| 1. | Prof. Anand Mohan,
Director, NIT, Kurukshetra | Chairman |
| 2. | Er. Niranjan Singh,
Chief Engineer, CPWD, Chandigarh | Member |
| 3. | Dr. K.K. Singh,
Chairman (E, C & EM), NIT, Kurukshetra | Member |
| 4. | Dr. Ashwani Jain,
Prof. I/c (Estate & Const.), NIT, Kurukshetra | Member |
| 5. | Sh. G.R. Samantaray,
Registrar Incharge, NIT, Kurukshetra | Member |

Recruitment to the post of Junior Engineer (Civil) on short-term contract basis in Construction Cell of the Institute

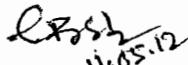
In response to advertisement No. 08/2012 published in "Dainik Jagran" dated 04.05.2012, the following candidates appeared for Interview for the post of Junior Engineer (Civil): -

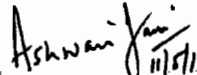
Sh./Ms.

1. Naresh Kumar
2. Jay Prakash
3. Amit Kalra


The Committee recommends the following in order of merit at the consolidated salary of Rs. 22275/- per month initially for a period of six months or till further order whichever is earlier.


1. Shri Jay Prakash Yadav
2. Shri Amit Kalra


11.05.12
(GR Samantaray)


11/5/12
(Ashwani Jain)


11/5/12
(KK Singh)


11/5/12
(Niranjan Singh)


11/5/12
(Anand Mohan)

NATIONAL INSTITUTE OF TECHNOLOGY, KURUKSHETRA

Minutes of the Meeting of the Adhoc Selection Committee held on 11.05.2012 at 4.00 P.M. in the office chamber of the Director of the Institute.

Present:

- | | | |
|----|--|----------|
| 1. | Prof. Anand Mohan,
Director, NIT, Kurukshetra | Chairman |
| 2. | Dr. B.K. Mohapatra, Registrar,
Lal Bahadur Sastri Sanskrit Vidyapeeth,
New Delhi | Member |
| 3. | Dr. K.K. Singh,
Chairman (E, C & EM), NIT, Kurukshetra | Member |
| 4. | Dr. Ashwani Jain,
Prof. I/c (Estate & Const.), NIT, Kurukshetra | Member |
| 5. | Sh. G.R. Samantaray,
Registrar Incharge, NIT, Kurukshetra | Member |

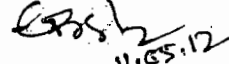
Recruitment to the post of Head Clerk on short-term contract basis in Construction Cell of the Institute


In response to advertisement No. 08/2012 published in "Dainik Jagran" dated 04.05.2012, the following candidate appeared for Interview for the post of Head Clerk: -

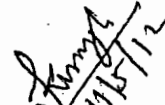
1. Sh. Narender Kumar Dhamija

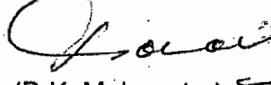
The Committee recommends the following at consolidated salary of Rs. 22,275/- per month initially for a period of six months or till further order whichever is earlier.

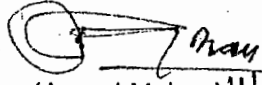
1. Shri Narender Kumar Dhamija


11.05.12
(GR Samantaray)


11/5/12
(Ashwani Jain)


11/5/12
(KK Singh)


(B.K. Mohapatra)


(Anand Mohan) 11/5/12

Subject: Engagement of contractual staff on contract basis for the Construction Cell of the Institute.

The Walk-in-interview were conducted for the following posts on 11.5.2012 in the office chamber of the Director by the Adhoc Selection Committee duly constituted by the Hon'ble Chairperson, BOG.

1. Executive Engineer (Civil)
2. Assistant Engineer (Elect.)
3. Junior Engineer (Civil)
4. Head Clerk

The Adhoc Selection Committee recommends the names in order of merit as under: -

Sr. No	Name of the post	Name of the selected candidate
1.	Executive Engineer (Civil)	1. Shri Vijender Singh 2. Shri Amrit Lal Kamboj
2.	Assistant Engineer (Elect.)	1. Shri Narender Singh Kundu
3.	Junior Engineer (Civil)	1. Shri Jay Prakash Yadav 2. Shri Amit Kalra
4.	Head Clerk	1. Shri Narender Kumar Dhamija

Flag 'A'
Flag 'B'
Flag 'C'
Flag 'D'

The Hon'ble Chairperson (Acting), BOG is requested to kindly approve the recommendations of the Adhoc Selection Committee Meeting in order of merit so that the following persons may be given appointment for a period of six months from the date of joining: -

Sr. No	Name of the post	Name of the selected candidate	Consolidated salary
1.	Executive Engineer (Civil)	Shri Vijender Singh	₹ 34650/- per month
2.	Asstt Engineer (Elect.)	Shri Narender Singh Kundu	₹ 22935/- per month
3.	Junior Engineer (Civil)	Shri Jay Prakash Yadav	₹ 22275/- per month
4.	Head Clerk	Shri Narender Kumar Dhamija	₹ 22275/- per month

Submitted for kind approval, please. The matter will be reported to the Board in its next meeting.

R. Samant
Registrar Incharge 16/05/12
16/5/12 16/5/12

The Hon'ble Chairperson (Acting),
Board of Governors & Director,
NIT, Kurukshetra

*Approved in anticipation
& ratification in next BOS.*

17/5/12
Fair letters are placed below for approval and signatures, dt. 21/5/12
D. C. (S. H.) 21/5/12
D. C. (A. 2) 21/5/12

Issued vide No.
C&H-II/2512-13 dt 21/5

PUC at page-107

Sh. Vijender Singh was offered appointment for the post of Executive Engineer (Civil) on contract basis in Construction Cell vide letter No. Estt.-I/2510 dated 21.5.2012 and he was asked to report for duty by 28.5.2012.

The Chairman (E,EM &C) has intimated that Mr. Vijender Singh who was offered the post of Executive Engineer(Civil) was to join/report on duty by 28.5.2012. In addition, he was also telephonically contacted on 28.5.2012 to inform about his acceptance of offer. He was also informed about the offer on e-mail account suggested by him as above on 28.5.2012. Till now there is no intimation from him about acceptance of offer of the Institute. Keeping in view the urgent need of the Executive Engineer in the Estate/construction Cell Section: It is proposed that the next person in the panel of selection ^{may be allowed to} be offered the position.

In view of the recommendations of Chairman (E, EM &C), next candidate Sh. Amrit Lal Kamboj may be considered for appointment as Executive Engineer (Civil) on contract basis in construction Cell for a period of six months or till further orders whichever may be earlier at consolidated salary of Rs. 34,650/- pm.

Submitted for approval please.

DS(GA)

A may be approved pl.

31/5/12

31/5/12

Director's Office
Received on: 11/6/12
Time: 4:00 PM
NIT, KURUKSHETRA.

S

~~DS(GA)~~
B

The above proposal at 'A' may please be approved.

31.05.12

Director

02/6/12

DS(GA)

Fais letter is added, pl.

4/6/12

DS(ESH)

4/6/12

~~DS(GA)~~

09/06/12

Item 28.8 To ratify the action taken by the Hon'ble Chairperson (Acting), Board of Governors for approving the proposal to advertise the backlog reserved vacancies of Assistant Professor under Special Recruitment Drive to fill up the backlog reserved vacancies for SC, ST and OBC as on 01.01.2008 and PWD as on 15.11.2009.

The Deputy Secretary (Admn.) Government of India, Ministry of Human Resource Development, Department of Higher Education, New Delhi vide letter No. A-14014/3/2008 E.II dated December, 2011 requested to re-launch the Special Recruitment Drive to fill up the backlog reserved vacancies for SC, ST and OBC as on 1.11.2008 and Persons with Disabilities as on 15.11.2009 by 31.3.2012. Further, the Joint Secretary, Government of India, Ministry of Human Resource Development, Department of Higher Education, New Delhi vide DO letter No. F.1-33/2008(SCT) dated 10th January, 2012 requested to look into the matter for necessary compliance of the instructions issued by the Hon'ble Minister of Human Resource Development for re-launching the Special Recruitment Drive for SC, ST, OBC and PWD. Furthermore, the Hon'ble Minister of HRD vide letter dated 20.12.2011 also requested for re-launching the Special Drive.

In this regard, the Institute vide letter No. Gen-1/653 dated 03.02.2012 sought advice from the MHRD whether the Institute can advertise to fill up the reserved vacancies for SC/ST/OBC and PWD as per old Recruitment Rules of the Institute. Further, the Institute vide letter No. Gen-1/798 dated 10.02.2012 informed the MHRD that the Institute is unable to advertise the backlog vacant positions due to non-availability of New Recruitment Rules (as per Sarangi Committee) for teaching and non-teaching posts.

The Joint Secretary, Government of India, MHRD vide DO letter No.A-14014/3/2008-E.II dated 17th April, 2012 requested that the detailed status with regard to filling up of the identified backlog vacancies may be submitted alongwith reasons/difficulties, if any, faced in non-filling of the identified backlog vacancies by the target date. The Institute accordingly informed the MHRD that the Institute is unable to advertise the backlog vacant positions due to non-availability of new Recruitment Rules.

The Deputy Secretary (NITs), Government of India, Ministry of Human Resource Development, New Delhi vide letter No. F.33-7/2011-TS.III dated 14th March, 2012 informed the acceptance of the recommendations of the Saranagi Committee for implementation of CAS and Model Recruitment Rules of Faculty in NITs as modified by the Standing Committee of the Council of NITs.

Keeping in view the Model Recruitment Rules of the Faculty, a proposal was submitted to the Hon'ble Chairperson (Acting), Board of Governors to fill up the backlog vacancies on the basis of Model Recruitment Rules. The Hon'ble Chairperson (Acting), BOG and Director approved the proposal on 14.05.2012 in anticipation of the approval of the Board.

In view of the above approval, the Institute has advertised 55 vacancies for SC, ST, OBC and PWD vide advertisement No. 14/2012. The applications have been received and further process is being initiated to fill up these vacancies.

The Board may ratify the decision taken by the Hon'ble Chairperson (Acting) BOG.

Item 28.9 To ratify the action taken by the Hon'ble Chairperson (Acting), Board of Governors for constitution of Adhoc selection committee for appointment of Assistant Professors/ Teaching Assistants on contract basis for a period of one year.

The total faculty strength of the Institute is 298. Out of 298 at present 115 regular faculty members are in position and 183 posts of Professors, Associate Professors and Assistant Professors are lying vacant in the Institute.

To cope up with the work, to run the classes smoothly and to tide over serious shortage of faculty to handle UG & PG teaching load, the Institute appoints Assistant Professors/ Teaching Assistants on contract basis through walk-in-interview against vacant posts of Professors, Associate Professors and Assistant Professors.

An advertisement for walk-in-interview on 6.7.2012 for appointment of Assistant Professors/Teaching Assistants on contract basis in the Departments of Civil Engg., Electrical Engg., Mechanical/Industrial Engg. & Management Engg. Electronics & Communication Engg., Computer/IT Engg., Physics, Chemistry, Mathematics, Hum. & Social Sciences (English, Economics & Management), Business Administration (MBA) and Computer Applications was published in the various newspapers at DAVP rates.

As per Clause 28(3) of the First Statutes, for making appointments on contract basis, the Chairperson, Board of Governors shall constitute such adhoc Selection Committee, as the circumstances of each case may require; Provided that such constitution of committee shall be reported to the Board for confirmation.

The Hon'ble Chairperson (Acting), BOG in anticipation of the approval of Board approved the constitution of adhoc selection committee as under:-

- | | | |
|----|---------------------------------------|----------|
| 1. | Director or his nominee | Chairman |
| 2. | Concerned Head of Department | Member |
| 3. | One Expert from outside the Institute | Member |
| 4. | One Expert from the Institute | Member |

The Board may ratify the action taken by the Hon'ble Chairperson (Acting), Board of Governors.

Item 28.10 To ratify the action taken by the Hon'ble Chairperson (Acting), Board of Governors in CWP No. 13225 of 2009 titled Dr. Vikas Choudhary, Lecturer (Selection Grade) versus National Institute of Technology and others regarding counting of past service for the grant of Lecturer (Sr. Scale and Selection Grade).

Dr. Vikas Choudhary, Lecturer (Selection Grade) in Hum. & Social Sciences Department had filed a CWP No 13225 of 2009 in the Hon'ble High Court of Punjab & Haryana at Chandigarh regarding counting of his past services rendered as Lecturer in Commerce in M.M. College, Fatehabad from 7.12.1990 to 20.3.1997 for the grant of Lecturer (Senior Scale and Selection Grade) in this Institute.

On 18.10.2011 the Hon'ble Punjab & Haryana High Court, Chandigarh decided the petition in favour of Dr. Vikas Choudhary (Copy enclosed as Appendix -VIII from pages 40 to 50). The said judgement was received in the office on 14.11.2011. The concluding para of the judgement is as under:-

"Thus, to say that the petitioner did not apply through proper channel is rather not borne out from the official record. Therefore, to deny the benefit of grant of senior scale and selection grade on the ground that the petitioner did not apply through proper channel is both discriminatory and arbitrary. The averments in para 4 of the reply that the petitioner never objected to the non grant of senior scale and selection grade w.e.f. 30.9.2004 is also contrary to the record. The petitioner duly made representations dated 5.8.2004 and dated 16.12.2008 which was duly replied by the respondent institute vide letter dated 2.4.2009. He is fully entitled to get the past service benefit for the purpose of senior scale and selection grade. In spite of the same, the respondent Institute, rejected the request of the petitioner for grant of senior scale and selection grade. Therefore, the petitioner has been made to run from pillar to post for the grant of senior scale and selection grade, for which he is otherwise entitled. He has been made to approach this Court for no fault of his. Accordingly, the present petition is allowed with Rs. 20,000/- as costs. The respondent-institute is directed to count the past service rendered by the petitioner in MM College, Fatehabad for the purpose of grant senior scale and selection grade, respectively, with 9% interest from the date when it was due to him with all consequential benefits till payment".

As per the above decision of the Hon'ble Punjab & Haryana High Court, Chandigarh vide MHRD letter dated 7.12.2011 (received on 19.12.2011), Institute was requested to get in touch with the Assistant Solicitor General of the Hon'ble Punjab & Haryana High Court, Chandigarh to obtain advise in regard to

the action to be taken on the order dated 18.10.2011 of the Hon'ble High Court. In this regard, the Assistant Solicitor general was requested vide letter dated 29.12.2011 to kindly advice for further action in the matter. The ASG marked our letter to Sh. Amit Jhanji Central Govt. Counsel at the Hon'ble High Court of Punjab & Haryana, Chandigarh for further necessary action in the matter. Sh. Amit Jhanji filed LPA for the said case in the Division Bench of the Hon'ble High Court of Punjab & Haryana, Chandigarh. The said LPA was heard on 26.4.2012 and next date of hearing has been fixed for 17.7.2012. In the meantime on 12.4.2012, the Institute received a notice from the Hon'ble Punjab & Haryana High Court, Chandigarh for contempt of court. The case was heard on 18.5.2012. After hearing the case on 18.5.2012, the case was adjourned for 30.8.2012.

In the above case for taking further action in the matter, Legal opinion was obtained from Sh. A.S. Virk, Institute Standing Counsel, **Punjab & Haryana High Court, Chandigarh. The Institute Standing Counsel advised that the order dated 18.10.2011 of Hon'ble High Court allowing the petition has to be complied with, unless any stay is granted by LPA Bench in the LPA filed by the Institute.**

As per decision of the Hon'ble Punjab & Haryana High Court, Chandigarh dated 22.10.2011, the past service rendered by Dr. Vikas Choudhary from 7.12.1990 to 20.3.1997 as Lecturer at MM. College, Fatehabad has been counted for the purpose of grant senior scale and selection grade, respectively, with Rs. 20,000/- as costs and 9% interest from the date when it was due to him with all consequential benefits till payment by the Hon'ble Chairperson(Acting), BOG in anticipation of the approval of the Board. Accordingly he has been granted Senior Scale of Rs. 10000-325-15200 w.e.f. 9.10.1998 and Selection Grade of Rs. 12000-420-18300 w.e.f 30.9.2004 by counting his qualifying service as Lecturer (Selection Grade) w.e.f. 1.7.2004 and his pay has been re-fixed vide letter No. Estt.-I/2160 dated 1.5.2012. He has been re-designated as Associate Professor in the pay band of Rs. 37400-67000 +9000 w.e.f 1.7.2007 vide office order No. Estt.-I/2619 dated 28.5.2012.

The Board may ratify the action taken by the Hon'ble Chairperson (Acting), Board of Governors.

D.P. 17128 17060 REFER TO SE W - 11
REPORT OF THE DIRECTOR 5/11/11

IN THE HIGH COURT OF PUNJAB AND HARYANA AT CHANDIGARH.

1. National Institute of Technology Kurukshetra through its Registrar National Institute of Technology Kurukshetra - 136118 (Haryana)
2. Director National Institute of Technology, Kurukshetra 136119. (Haryana)
3. Union of India through its Secretary Ministry of Human Resource Development New Delhi 110001
4. All India Council of Technical Education through its Secretary Jai Singh Garden Sports Complex J.P. Estate New Delhi 110002

N.I.T. KURUKSHETRA

Dy. No. 4231		Date. 19/11/11	
R	DPD	DAD	CVO
E	M	Ec	Co
Hu	CW	WS	SW
PE	CCN	PT	PCE
GA	A	SO	EO
			DS
			PIS
			PIC

OS/CA/9
19/11/11

SUBJECT :- CIVIL WRIT PETITION No. 13225 of 2008.
Dr. Neel Chandhary.

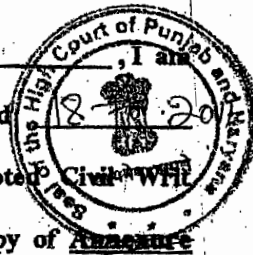
Petitioner(s)

Versus
National Institute of Technology
Kurukshetra & others

Respondent(s)

Sir,

In the continuation of this Courts order dated _____ directed to forward herewith a copy of order dated _____ passed by the Hon'ble High Court in the above noted Petition, for immediate strict compliance, alongwith a copy of _____



P -

Given under my hand and the seal of This Court on 22nd day of Oct 2011.

BY ORDER OF THE PUNJAB AND HARYANA HIGH COURT, CHANDIGARH.

Superintendent (WRITS)

for Assistant Registrar

22/10/11

NTK
-1-12

IN THE HIGH COURT OF PUNJAB & HARYANA AT
CHANDIGARH.

FILED TODAY
No. _____
24 AUG 2009
396054
Dealing Assistant

REFILED TODAY
No. _____
396054
26 AUG 2009
10:16
READER TO
JOINT REGISTRAR

C.W.P. NO. 1325 OF 2009

Dr. Vikas Choudhary S/o. Shri K.K. Choudhary, resident of H.No.902, Sector
13, Urban Estate, Kurukshetra (Haryana)

...Petitioner

VERSUS

- 1. National Institute of Technology, Kurukshetra through its Registrar,
National Institute of Technology, Kurukshetra-136119 (Haryana).
- 2. Director, National Institute of Technology, Kurukshetra-136119
(Haryana)
- 3. Union of India through its Secretary, Ministry of Human Resource
Development, New Delhi-110001.
- 4. All India Council of Technical Education through its Secretary, Indira
Gandhi Sports Complex, I.P. Estate, New Delhi-110002.

...Respondents

Civil Writ Petition under Article 226/227 of the
Constitution of India for issuance of a writ of
certiorari quashing the

Ray

✓

~~On the facts stated and submissions made above, it is respectfully~~
prayed that this Hon'ble Court may be pleased to:

- a) Summon the records of the case;
- b) Issue a writ of certiorari quashing the letter dated 02.04.2009 (Annexure-P/13) and 04.05.2009 (Annexure-P/15) whereby counting of past service of the petitioner for grant of senior-scale and selection grade has been declined;
- c) Issue a writ of mandamus directing the respondents to count past service rendered by the petitioner in MM College, Fatehabad, as Lecturer in Commerce (from 07.12.1990 to 20.03.1997) for grant of senior-scale and selection grade w.e.f. 27.07.1998 and 27.07.2003 respectively with all consequential

benefits, and pay arrears of salary with interest @
18% per annum;

- d) Issue any other writ, order or direction which this Hon'ble Court deems fit and proper in the facts and circumstances of the case.
- e) Dispense service of advanced notices on the respondents;
- f) Award costs of the petition in favour of the petitioner;
- g) Exempt filing of certified copies of the Annexures;

IN THE HIGH COURT OF PUNJAB AND HARYANA AT
CHANDIGARH

CWP No. 13225 of 2009
Date of decision: 18.10.2011

Dr. Vikas Choudhary Petitioner

Versus

National Institute of Technology, Kurukshetra and others.....Respondent(s)

Coram: Hon'ble Ms Justice Nirmaljit Kaur

Present: Mr. Tribhuvan Dahiya, Advocate
for the petitioner

Mr. Varun Gupta
for respondents No. 1 to 3
None for respondent No. 4

1. Whether Reporters of local papers may be allowed to see the judgement?
2. To be referred to the Reporter or not?
3. Whether the judgement should be reported in the Digest?

Nirmaljit Kaur, J.

Prays for issuance of a writ of in the nature of certiorari quashing the letter dated 02.04.2009 (P13) and 04.05.2009 (P15) vide which the request of the petitioner for counting of past service for grant of senior scale and selection grade has been declined.

The petitioner was appointed as Lecturer in Commerce in Mansarovar Memorial College, Bahawalpur (M.M. College) vide letter dated 07.01.2009. He was appointed as lecturer on a permanent post on the 07.01.2009 by an advisory selection committee as per procedure

Justice Department
Govt of Punjab
13/07/2009

of Haryana. The petitioner was M.Com (First Class) with M.Phil which were the qualifications prescribed by the University Grants Commissioner and the Kurukshetra University for appointment as Lecturer at that time. The post of Lecturer of Commerce upon which the petitioner was appointed, carried a pay scale of Rs.2200-4000, as prescribed by the UGC. The petitioner remained on probation for a period of one year and was confirmed as Lecturer thereafter. The petitioner was later on selected as Lecturer in Humanities in the respondent Institute, earlier known as Regional Engineering College, Kurukshetra. It was a regular selection on the recommendation of a duly constituted selection committee as per the procedure laid down for which the petitioner had applied through proper channel. Thereafter, the petitioner resigned as Lecturer of Commerce in MM College. His resignation was accepted by the Principal vide letter dated 20.03.1997 (P3) and he was relieved of his duties as lecturer in commerce on the same day. The petitioner's Provident Fund from his former employer (MM College) was officially transferred to the respondent Institute vide draft dated 02.05.1998. After acceptance of resignation, the petitioner joined as lecturer in Humanities in the respondent Institute. The petitioner's pay and date of increment were protected by giving him benefit of his past service rendered in MM College, Fatehabad as Lecturer vide letter dated 30.04.1997 (P4). Accordingly, his pay was fixed at Rs.2650/- which was within the pay scale of Rs.2200-4000. The respondents issued Career Progression Scheme (CAS) P5 for promotion of lecturer to senior scale on the basis of fulfillment of the laid down conditions and counting of past service. The same was made applicable w.e.f. 27.07.1998. The respondents were fully bound and entitled to grant of senior scale and the same was

CWP No. 13225 of 2009

notified vide office order dated 29.10.2004 (P7). The petitioner was, however, not given the benefit of past service which made him eligible for grant of senior scale w.e.f. 27.07.1998 on completion of five years service as lecturer with M.Phil. On attaining the requisite experience and fulfilling all other qualifications/conditions, the petitioner applied for being placed in the scale of Lecture (selection grade) under the Career Advancement Scheme. The petitioner was selected by the Selection Committee for being placed in lecturer (selection grade) of Rs.12000-18300 vide office order dated 24.01.2008 (P11). Vide this order, once again the petitioner was placed in the lecturer (selection grade) without granting him the benefit of past service rendered in MM College, which made him eligible for grant of selection grade w.e.f. 27.07.2003 on completion of five years service as lecturer (senior scale).

The University Grants Commissioner vide letter dated 27.11.1990 (P6) revised the guidelines for counting past service of lecturers for the purpose of grant of senior scale and selection grade under the Career Advancement Scheme. The petitioner, who had obtained M.Phil in Commerce in the year 1990, became eligible for placement in the senior scale as lecturer w.e.f. 27.07.1998 on counting of the service (from 07.12.1990 to 20.03.1997) rendered by him as lecturer in commerce in MM College Fatehabad. The respondent Institute however, did not do so. The petitioner, who fulfils all the conditions for grant of senior scale as per the Scheme dated 30.01.2004 (P5) appeared for interview for placement in the senior scale. The petitioner, accordingly, represented the Director vide representation dated 16.12.2008 (P12) to grant him past service benefit for

CWP No. 13225 of 2009

declined vide letter dated 02.04.2009 (P13) only on the ground that the petitioner did not apply for the appointment as lecturer in the respondent institute through proper channel. His second representation was also declined vide letter dated 04.05.2009 (P15).

Reply has been filed by the respondent Institute. The aforesaid facts are not disputed. The only objection raised by the respondent-Institute, while declining the relief to the petitioner, is that the petitioner never applied through proper channel to the respondent-Institute. Rather, he applied directly as an independent candidate. As such, he was considered by the respondent Institute as an independent/direct candidate and not the one already working in any Government Organisation.

Heard.

Attention of this Court has been invited to interview letter dated 03.02.1997 (P18). As per the said letter, the petitioner was required to bring the certain documents in order to show that he had applied through proper channel. The same are as under:-

1. Original Certificates in support of your Academic/Professional Qualification and for Specialisation (If applicable) and Character Certificate from the Institution last attended.
2. Original Certificate indicating date of birth (proof of age)
3. Last Pay Drawn Certificate with details like pay, DP, DA/ADA and the date of next increment.
4. Original Certificate of Experience from your employer.
5. In case, your application has not been forwarded by your employer, No Objection Certificate from your present employer, in the absence of which you will

CWP No. 13225 of 2009

interviewed.

6. Attested copies of the Degree or Diploma and other- in case you have not attached the same with your application.

7. Indian Postal Order for the amount specified in the advertisement in case it has not been sent along with the application.

The petitioner duly produced the No Objection Certificate dated 26.02.1997(P19) as well as last pay drawn certificate dated 26.02.1997 (P20) from his former employer (MM College Fatehabad). Thus, it cannot be said that the petitioner did not apply through proper channel. He was considered by the respondent Institute as candidate already working as lecturer in the Government aided College. As per the interview letter dated 03.02.1997 (P18), the candidates whose application for the post, has not been forwarded by their respective employers, were required to bring 'Last Pay drawn' certificate as well as 'No Objection Certificate' from the employers and only on submission of these certificates, such candidates were to be interviewed. On the basis of production of these documents, the petitioner was duly considered as candidate already working as lecturer in other institute *i.e.* MM College, Fatehabad and it was on account of this fact that the petitioner's pay was protected as per the Last Pay Drawn Certificate submitted by the petitioner before interview. In fact, the petitioner's provident fund from his former employer (MM College Fatehabad) was also officially transferred to the respondent Institute. The said application carried the endorsement of the College authorities dated 27.03.1998 and the Director High Education. The same has been placed on record as P-21 along the replication.

WP No. 13225 of 2009

There is no doubt that the petitioner was fully qualified and is entitled for counting his past service rendered in the MM College Fatehabad towards grant of senior scale and selection grade. The objection of the respondent-institute is unfair and arbitrary on the face of it. The petitioner was allowed to be interviewed only in case, he brought the original No Objection Certificate from his previous employer (MM College, Fatehabad) and in the absence of the application forwarded by the former employer, no objection certificate was required to be produced. The petitioner admittedly produced the same and it was only thereafter he was interviewed.

Thus, to say that the petitioner did not apply through proper channel is rather not borne out from the official record. Therefore, to deny the benefit of grant of senior scale and selection grade on the ground that the petitioner did not apply through proper channel is both discriminatory and arbitrary. The averments in para 4 of the reply that the petitioner never objected to the non grant of senior scale and selection grade w.e.f. 30.09.2004 is also contrary to the record. The petitioner duly made representations dated 05.08.2004 (P8) and dated 16.12.2008 (P12) which was duly replied by the respondent institute vide letter dated 02.04.2009 (P13). He is fully entitled to get the past service benefit for the purpose of senior scale and selection grade. In spite of the same, the respondent-Institute, rejected the request of the petitioner for grant of senior scale and selection grade. Therefore, the petitioner has been made to run from pillar to post for the grant of senior scale and selection grade, for which, he is otherwise entitled. He has been made to approach this Court for no fault of his. Accordingly, the present petition is allowed with Rs.20,000/- as costs. The respondent-institute is directed to count the past service rendered by the

CWP No. 13225 of 2009

petitioner in MM College Fatehabad for the purpose of grant of senior scale and selection grade, respectively, with 9% interest from the date when it was due to him with all consequential benefits till payment.

sp
(Nirmaljit Kaur)
Judge

18.10.2011
mohan

Raj
Malik

Refer To Parvata



PUNJAB AND HARYANA HIGH COURT

17/28
120/2
10/10/11

11/10/11

Item 28.11 To note the appointment of Part-time Chief Vigilance Officer of the Institute.

The Section Officer (Vig.), Government of India, Ministry of Human Resource Development, Department of Higher Education, Vigilance Section, New Delhi vide letter No.C-34014/2/2012-Vig., dated 20th March, 2012 has informed that the Competent Authority of the Ministry has approved the name of Prof. Subodh Ranjan, Professor, Civil Engineering Department, as Part-time Chief Vigilance Officer of NIT, Kurukshetra. for a period of three years from the date he assumes the charge. A copy of the letter is enclosed as Appendix -IX on page 52.

In view of the above directions, **Prof Subodh Ranjan, Professor, Civil Engineering Department has been appointed as Part-time Chief Vigilance Officer of this Institute w.e.f. 12.04.2012.**

The Board may kindly note the appointment of Chief Vigilance Officer of this Institute.

CONFIDENTIAL

No. 1186		Date 30/3/12				
DPD	DA	DAg	CVO	CgE	C	
MA	Co	Ph	Co	Ma		
HU	C	WS	SW	PC	PS	EDC
PE	CCN	PT	PCE	PRG	LMO	L
GA	A	SO	EO	DS	PIS	PIC

No.C-34014/ 2/2012-Vig.
 Government of India
 Ministry of Human Resource Development
 (Department of Higher Education)
 Vigilance Section

Room No.232'C', Shastri Bhawan,
 New Delhi, dated the 20th March, 2012.

To

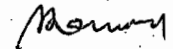
The Director,
 National Institute of Technology,
 Kurukshetra -136119

Subject :- Appointment of part time Chief Vigilance Officer in National Institute of Technology, Kurukshetra – regarding.


Sir,


The undersigned is directed to refer to the endorsement of National Institute of Technology, Kurukshetra's letter No.Gen-1/3753/CVP/7044 dated 23/12/2011 on the above mentioned subject. The Competent Authority has approved the name of Prof. Subodh Ranjan Professor, Civil Engineering Department for the appointment as part time Chief Vigilance Officer in National Institute of Technology, Kurukshetra for a period of three years from the date he assumes the charge. It is requested that suitable order in this regard may be issued under intimation to the Ministry.

Yours faithfully,



(M.K. Sharma)
 Section Officer (Vig.)

R
 For use pl.

 24/3/12


 28/03/12
 r.s.(Gen.)
 Gen-II
 29/3/12

Item 28.12 To consider maintaining All India Character of faculty and Non-Faculty Staff of the Institute

The Deputy Secretary (NITs), Government of India, Ministry of Human Resource Development, Department of Higher Education, Technical Education Bureau, New Delhi vide letter No. F.23-12/2009-TS.III (Pt.II) dated 27th April, 2012 (copy enclosed as **Appendix-X** at page **54**) has advised to all NITs to maintain All India character of its faculty and non-faculty staff. For the purpose, he has also conveyed the approval of the Standing Committee of the Council of NITs for taking affirmative action to achieve a target of atleast 50% faculty and 25% non-faculty members from amongst the candidates outside the home State. It has further been suggested that the recruitment of faculty should be done in such a manner so as to avoid inbreeding within the Institute.

The Institute has invited applications for the post of Assistant Professors in various Departments of the Institute under Special Recruitment Drive for SC/ST/OBC/PwD vide advertisement No. 14/2012. The recruitment process for filling up these posts is under progress. The recruitment for various non-faculty post(s) is also to be made in near future.

In view of the above, the directions issued by the MHRD vide the aforesaid letter dated 27th April, 2012 may be adopted.

The Board may consider and decide.

MOST IMMEDIATE

No.F.23 – 12 / 2009 – TS.III (Pt.II)
Government of India
Ministry of Human Resource Development
Department of Higher Education
Technical Education Bureau

Shastri Bhawan, New Delhi,
dated, the 21st April, 2012

To

The Directors
of all the National Institutes of Technology (NITs).

R

Subject:- Action points arising out of the minutes of the 1st meeting of the Standing Committee of the Council of National Institutes of Technology (NITs) held on 15.11.2011 – regarding.

Sir,

As you are aware, the first meeting of the Standing Committee of the Council of National Institutes of Technology (NITs) was held on 15.11.2011 at India Habitat Centre, New Delhi under the Chairmanship of Dr. R.A. Mashelkar, CSIR Bhatnagar Fellow, National Chemical Laboratory, Dr. Homi Bhabha Road, Pune. The Minutes of the meeting were circulated and placed before the 3rd meeting of the Council of NITs held on 18.11.2011.

2. One of the agenda points for the aforesaid meeting was for NITs to maintain All – India character of its faculty and non – faculty staff. NITs are Centrally-funded Institutes and boast an all-India character of its students; but because of some historical and geographical reasons, the faculty and support staff still largely belongs to the home State. BoGs and Directors are often learnt to be under pressure from specific groups to encourage home State candidates.

3. The Standing Committee of the Council of NITs in its last meeting held on 15.11.2011 approved the proposal for circulation amongst all the NITs to take affirmative action to achieve a target of atleast 50% faculty and 25% non-faculty members from amongst candidates outside the home State. Similarly, recruitment of faculty should be done in such a manner so as to avoid inbreeding within the Institute. The advertisement to all posts must be made in national dailies including regional ones and employment news.

4. Action taken in this regard may please be intimated to this Ministry.

Yours faithfully,



[Rajesh Singh]
Deputy Secretary (NITs)
Tel: 23073687

For work 08/04/12
09/05/12

09/05/12
2/7/12
Spennell

Item 28.13 To consider the grant of Special Casual Leave to the faculty members of the Institute.

The Board of Governors of the Institute in their 25th meeting held on 22.6.2011 has decided as under:

“The Board approved that the Statutory Central Civil Services (Leave) Rules be implemented for the employees of the Institute.

In this regard, it is submitted that under Clause 35 of the 1st Statutes issued by the MHRD, the provision has been made that the leave for all the employees of the Institute shall be governed by the Central Civil Services (Leave) Rules, 1972.

It is pertinent to mention here that Board in its 17th meeting held on 9.9.2009 has already allowed amendments in the CCS (Leave) Rules 1972 and also that the implementation of all subsequent amendments of the Leave Rules as issued by the Government of India, Ministry of Personnel, Public Grievances and Pensions, Department of Personnel and Training, New Delhi from time to time. As per the directions/modifications issued by the Ministry of Personnel, Public Grievances & Pensions, Department of Personnel & Training, New Delhi from time to time, the Special Casual leaves are granted to the Central Government employees for the following purposes only:

1. Differently abled Central Government Servants with disabilities for participating in the conference/seminars/training/workshop related to Disability and Development related/disability related programs.
2. Central Government Servants with disabilities for specific requirements relating to the disability of the official.
3. Various Family Welfare Schemes.

Further, as per the CCS (Leave) Rules 1972, the special casual leave is permissible for a period of not exceeding 30 days in a calendar year for participation in Sports & Cultural activities, family planning, ex-servicemen, union/association activities and other miscellaneous activities. But these rules do not mention about the grant of special casual leave to the faculty members for activities like conducting examinations/projects/thesis evaluation, attending seminars, conferences, workshops etc. and expert committee meetings in Academic Institutions/Government Organizations/Public Sector Undertakings.

In the above context, it may be mentioned that prior to conversion of the Institute as NIT, there was a provision of 11 days academic leaves for the above purposes (As per Bye Laws of REC). When the Institute was converted to NIT, the MHRD, New Delhi vide Office Memorandum No. F.20-46/2003-TRS.III, dated 9th November, 2003 issued certain services conditions. As per which the Institute adopted Leave Rules prevalent in IIT Delhi where the provision of Special Casual Leave exists for the above purposes. A copy of the Leave Rules of IIT Delhi is enclosed as **Appendix- XI** from page **57 to 59**.

Further, some NITs namely NIT Tiruchirapalli, VNIT Nagpur and MNNIT Allahabad have already made provisions of Special Leave Casual which are being granted to their faculty members for the above purposes. The relevant information in this regard is appended as **Appendix-XII** from page **60 to 66**. It is worth mentioning here that there is a provision of Special Casual Leaves for 15 days in NIT Tiruchirapalli, 08 days in VNIT Nagpur, 15 days in MNNIT Allahabad and 15 days in IIT Delhi.

The Board may consider allowing the Institute for grant of 15 days Special Casual Leave for the above purposes as per existing provisions already available in few NITs as well as IIT Delhi.

CHAPTER 7
LEAVE RULES, RULES REGARDING FACULTY DEVELOPMENT,
SECONDMENT FACULTY EXCHANGE, DEPUTATION ETC. *

7.1 LEAVE RULES – PROVISION IN THE STATUTES

Statute 17 provides that employees of the Institute shall be entitled to vacation and leave as laid down in Schedule 'D' of the Statute.

Schedule 'D' provides for various kinds of leave mentioned below :

- | | |
|-------------------------|--------------------------|
| (a) Casual leave | (b) Special Casual leave |
| (c) Special leave | (d) Half-pay-leave |
| (e) Commuted leave | (f) Earned leave |
| (g) Extraordinary leave | (h) Maternity leave |
| (i) Hospital leave | (j) Quarantine leave |
| (k) Leave not due | (l) Sabbatical leave |
| (m) Paternity leave | |

Schedule 'D' also gives details of various other matters concerning leave e.g. right to leave, authority empowered to sanction leave, commencement and termination of leave, combination of leave, grant of leave beyond retirement/resignation, conversion of one kind of leave to another kind, increment during leave, rejoining of duty, vacation and leave salary, limit of total absence and commutation of leave etc.

Statutes also provide that when an employee joins the Institute from any of the other Institutes or Central University, the leave to his credit on the date immediately before the date of such joining shall be carried forward and credited to his leave account in the Institute, subject to the prescribed limit of accumulation of leave.

7.2 DECISIONS OF THE BOARD WITH REGARD TO LEAVE

Besides the provisions in the Statutes, the following decisions have been taken by the Board from time to time on the subject :

7.2.1 Half-day Casual Leave

Employees of the Institute can be granted half day casual leave.

7.2.2 Special Casual Leave

Clause 14 (1) of Schedule D provides that Special Casual Leave, not counting towards ordinary casual leave, may be granted to a member of the staff when he is ...

- (1) summoned to serve as a Juror or Assessor or to give evidence before a court of law as a witness in a civil or a criminal case in which his private interests are not at issue;
- (2) deputed to attend a reference library of other institutes or conferences and scientific gatherings of learned and professional societies in the interest of the Institute;
- (3) required to be absent for any other purposes approved by the Board of Governors.

The periods of such leave admissible in a year shall ordinarily not exceed fifteen days but should, however, be sufficient to cover the period of absence necessary. The conditions under which such leave will be granted, if necessary, be laid down by the Board.

The Board of Governors have approved granting of Special Casual Leave to :

- (1) staff for attending official meetings in outside organizations i.e. for selections, academic planning, research management, coordinating committee meetings, invited lectures, conducting of Ph.D. oral examinations.
- (2) any staff member who is to present a paper or is to function as an office bearer of the conference etc. (office bearer of the conference includes chairman of a session, general reporter of a session, member of executive committee etc.)
- (3) any staff member who wishes to attend a conference etc. but who is neither presenting a paper nor is an office bearer of the conference etc.

The Board has also decided that :

- i) Before the sanction of Special Casual Leave, it should be ensured & certified that due to grant of Special Casual Leave, teaching & research commitments and other work of the Institute will not be adversely affected, and
- ii) the power to sanction Special Casual Leave may be delegated to respective Head of Department/Centre in the case of Faculty and Dy. Director (F) in the case of Heads of Departments/Centres.

Unnigal
2012

- iii) the number of days for which a staff member is deputed to attend international conferences/seminars/workshops be not counted towards Special Casual Leave since the period of such absence cannot be covered within 15 days.
- iv) Faculty members deputed by the Institute in connection with Institute work will be treated on duty and the period will not count towards Special Casual Leave.

Special Casual Leave may also be granted to :

- (4) re-employed disabled Military pensioners when called upon to attend Resurvey Medical Board to assess their disability element.
- (5) staff members for participation in sporting events of National or International importance.
- (6) employees for participation in any National Programme at par with the Central Government decision from time to time.
- (7)
 - i) upto 6 days to an employee who undergoes sterilization operation;
 - ii) upto 14 days to a female employee who undergoes non-puerperal sterilization, and
 - iii) for the day of insertion in case of woman employees who have IUCD insertion.
- (8) A faculty member could be permitted to go outside the Institute on Special Casual Leave for four days in any one month (non-cumulative) either for Sponsored Projects or for Consultancy or for both, but without affecting his classes or other academic work in the Institute. This will be in addition to the 15 days of Special Casual Leave that he/she is authorized vide Clause 14 of Schedule 'D' of the Statues.

The record of Special Casual Leave granted to the Faculty/Staff will be maintained, in the manner similar to that for Casual Leave, as :

- (i) For all Faculty members/except Dy. Director, Deans and Heads of Deptts./Centres.....Heads.
- (ii) For Heads.....Office of Dy. Director (F).
- (iii) For Dy. Directors and Deans.....Office of Director.

W. S. G. S.
10.05.72



विश्वेश्वरय्या राष्ट्रीय प्रौद्योगिकी संस्थान,
नागपूर - 440 010 (भारत)
VISVESVARAYA NATIONAL INSTITUTE OF TECHNOLOGY,
NAGPUR-440 010 (INDIA)

PABX-091-0712-2222828
2223710,2226750,223633
02236331,2236332,22316
362224123

091-0712-2223969 (O)
091-0712-2223230 (R)

No.Estt/B/ 3 238

Dt.

2 5 MAY 2012

SPEED POST

To,
I/c Registrar
National Institute of Technology,
Kurukshetra-136119
Haryana

Sub.:- Provision for the grant of Special Casual Leaves to the Faculty and Non-Faculty Staff.

N.I.T. KURUKSHETRA

Ref.:- Letter dated 26.03.2012

Dy. No.. 22-73		Date.. 31/05/12	
R	DPD	DAW	COV
E	M	Ca	IP
Hu	CW	WC	PC
PE	CON	PT	PCE
GA	A	ISO	EO
			DS
			PIS
			PIC

Sir,

With reference to above, it is stated that, as per NIT Statute, CCS (Leave) Rules 1972 is applicable to employees of NITs and accordingly leave cases are been regulated and sanctioned. No special casual leave is being sanctioned to non-teaching employees of this Institute. However, employees in teaching cadre are sanctioned Special Casual Leave as per the rules framed by BoG, for attending academic duties. The Special Casual Leave is to the extent of number of Casual Leave in a year. At present faculty member can avail 8 days Special Casual Leave in a year for attending academic work at IITs, NITs, Central Universities, Institute of national importance, National Research Labs etc.

Yours sincerely,

REGISTRAR

[Handwritten signature]
29/05/12

[Handwritten signature]
31/05/12
D. S. Gen.
Gen-II



NATIONAL INSTITUTE OF TECHNOLOGY, TIRUCHIRAPALLI
TAMILNADU-620 015

Tel. No. 0431-2503051, 2501801 Fax: 0431-2500133 Website: www.nitt.edu

Lr. No.NITT/Estt./Unit-I/4 - 15/2012-2013/44

Dated: 16/05/2012

To

The Registrar

The N.I.T,

KURUKSHETRA - 136 119

Sir,

N.I.T. KURUKSHETRA

Dy. No.	1937	Date	16/05/12
R	DPD	DAC	DAB
E	M	EL	CL
HU	CV	MS	ISW
PE	CCN	PT	PGE
GA	A	SO	EO
			DS
			PIS
			PIC

Sub: Provision for the grant of Special Casual Leave to the Faculty and Non – Faculty Staff.

Ref: Your letter No Gen I/ 3722/1626 dt 26/03/2012

With reference to your letter cited I am to forward herewith a copy of the Special Casual Leave provisions followed in NIT, Trichy herewith for your information.

Yours Faithfully

Registrar

(Handwritten)
2.2/05/12

(Handwritten)
D.S. (Gen. I)
Gen. II

- iii. Saturdays, Sundays, restricted holiday and holidays, whether intervening, prefixed or suffixed, shall not be counted as Casual Leave.
- iv. CL should not be granted for more than 5 days at any time, except under special circumstances.
- v. CL can be taken for half a day also.
- vi. LTC can also be availed during CL.
- vii. CL cannot be combined with joining time.
- viii. Officials joining during the middle of a year may avail of CL proportionately or to the full extent at the discretion of the competent authority.
- ix. Half-day's CL should be debited to the CL account for each late attendance. However, late attendance upto one hour for not more than two occasions in a month can be condoned by the competent authority, if convinced that it is due to unavoidable reasons.
- x. Employees who have got only half day's leave at credit when applying for half-day CL for the afternoon of a day should ensure that they attend office the next day since CL can not be combined with EL. However, if due to sickness other compelling grounds he/she is not able to attend the next day combining with EL can be permitted as an exception.

7.1.5. Special Casual Leave (SCL)

- i Special Casual Leave, not counting towards ordinary Casual Leave, may be granted to a member of the staff when he/she is:
 - a) Summoned to serve as Juror or Assessor or to give evidence before a court of law as a witness in a civil or a criminal case in which his/her private interests are not at issue.

- b) Deputed to attend a reference library of another Institute or conferences and scientific gatherings of learned and professional societies in the interest of the Institute.
 - c) Required to be absent for any other purpose approved by the Board of Governors.
- ii. SCL may also be granted for other purposes, as approved by the Board from time to time. The Special CL can be granted up to a maximum of 15 days in a calendar year. In case it exceeds the 15 days' limitation, the cases of those staff have to be placed before the Board for further consideration. SCL may be granted for donating blood to recognized Blood Banks on working day (for that day only).
- iii. The Director is empowered to examine the purposes for which absence can be treated as "ON DUTY" and purposes for which SCL can be granted. The Director is also empowered to examine the possibility of advising the staff members to fix up programmes like conduct of Viva-Voce for Ph.D on Saturdays or on holidays
- iv. The additional purposes for which the SCL can be granted, are specified below:
- a) To attend committee meetings, invited lectures without remuneration which are not treated as on duty.
 - b) To conduct Ph.D. Viva or an Examination
 - c) To present a paper in a conference or just to attend a conference.
- v. Faculty members deputed by the institute in connection with the institute work will be treated as on duty and the period will not count towards SCL
- vi. The absence of the faculty members in their efforts towards funds raising and building of corpus funds etc. will be regulated under SCL.

- vii. SCL shall be granted for other academic purposes from time to time subject to the approval of the Board.
- viii. For participation in Sports Events, SCL is admissible up to a maximum of 30 days in a calendar year like Coaching or Training camps of all India coaching or training schemes.
- ix. To give special lectures with honorarium, the faculty member must take leave at credit. No SCL is admissible
- x. SCL may also be granted to re-employed disabled Military Pensioners when called upon to attend Resurvey Medical Board to assess their disability element.
- xi. SCL is admissible upto a maximum of 10 days in any one year for participating in inter-Ministerial and inter-Departmental tournaments and sporting events.
- xii. SCL may also be granted to sportsperson getting seriously injured or being hospitalized during Sporting events subject to the overall ceiling of 30 days in a calendar year.
- xiii. SCL is admissible to 30 days in one calendar year for participation in cultural activities like dance, drama, music, poetic symposium etc., of an All India, or Inter-state character organized by or on behalf of the Central Secretariat Sports Control Board or on its behalf. SCL will not be admissible for practice or for participation in cultural activities organized locally.
- xiv. SCL is admissible to employees participating in dancing and singing competitions at Regional, National or International level, organized by Govt. of India / Govt. Sponsored Bodies subject to maximum of 15 days in a calendar year.
- xv. SCL upto a maximum of 15 days in a year is admissible for visit in connection with the consultancy and sponsored research activities.
- xvi. SCL upto a maximum of 12 days in a year is admissible to the office bearers of recognized Unions/ Association to attend meetings.

- xvii. SCL shall be granted to the staff of the Institute when they are unable to attend office due to natural calamities/bandh etc. subject to the approval of the authorities. SCL granted to be reported to the Ministry.
- xviii. Combination of Casual Leave or regular leave (ex. EL, HPL, etc.) with SCL is permissible but combination of both CL and regular leave with SCL is not permissible.
- xix. LTC can also be availed of during special casual leave.
- xx. For Family Planning:

a) Male Employee:

- i. Maximum of 6 working days admissible for vasectomy operation. If he undergoes the said operation for second time due to failure of the first, another 6 days will be admissible on the production of medical certificate.
- ii. Maximum of 21 days for undergoing recanalization operation.
- iii. Maximum of 7 days if his wife undergoes tubectomy, laparoscopy or salpingectomy operation. The leave should follow the date of operation.

b) Female Employee:

- i. Maximum of 14 days admissible for tubectomy/laparoscopy. If she undergoes the said operation for a second time due to failure of the first, maximum of 14 days will be admissible for the second time.
- ii. Maximum of 14 days admissible for salpingectomy operation after Medical Termination of Pregnancy (MTP).
- iii. Admissible for one day on the day of IUCD/IUD insertion/re-insertion.
- iv. Maximum of 21 days admissible for undergoing recanalization operation.
- v. Admissible for one day on the day of operation when her husband undergoes vasectomy operation.

7.1.6 Special Leave:

Special leave may be granted when a staff member wishes to attend conferences/seminars/symposia/practical training etc. in or out of India upto 15 days in a calendar year



मोतीलाल नेहरू राष्ट्रीय प्रौद्योगिकी संस्थान इलाहाबाद

इलाहाबाद - २११००४ (भारत)

Motilal Nehru National Institute of Technology Allahabad

Allahabad - 211 004 (India)

Phone : Direct in Dialling : 91-532-227+Ext. No.

Fax : 0532-2545341, 2545077 Website : <http://www.mnnit.ac.in>

No. 17 /Reg. Office/F-31

Dated: April 19, 2012

To,

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

1473 Date: 24/04/12

R	ICPO	DAC	Ad	ICVO	ChE	D
E	M	SC	Co	Ph	Ch	Md
Hi	ICW	NS	SW	PC	PS	EDC
PE	ICM	IT	ICE	PRO	LMO	IL
CA	A	IC	RO	DS	PIS	FIC

Subject: Provision for the grant of Special Causal Leave to the Faculty & Non Faculty Staff.

Sir,

Please refer to your letter No. Gen I/3722/1626 dated 26.03.2012 on the above mentioned subject. In this connection it is to inform you that as per provisions of the First Statutes of National Institute of Technology, all the Institute employees are governed by CCS (Leave) Rules 1972, and as per provisions approved by the Board of Governors, the maximum annual limit of Special Casual Leave are 15 days, for the purpose of attending National / International Conference / Seminar / Workshop / Symposium / Technical Collaboration / Training Programme / Short Term Course / Winter / Summer / School etc as well as for the purpose mentioned in the CCS (Leave) Rules, 1972.

Thanking you,

[Signature]
19/04/12
[Sarvesh K. Tiwari]
Registrar [Oftg.]

[Signature]
23/04/12

[Signature]
D.S.(Gen.)
Gen. II

Item 28.14 To consider the request of Shri Rajender Kumar, Ex-Assistant Professor, Electronics & Communication Engineering Department for joining the service on account of decision passed by the Hon'ble Punjab and Haryana High Court at Chandigarh on 27.03.2012 in CWP No. 5616/2011.

The Board of Governors of the Institute in their 23rd meeting held on 18.10.2010 decided as under:

“The Board considered the report of Dr. S.P.Jain, Dean (P&D) and PEE, Chairperson of the Committee constituted to enquire into the expenditure incurred in conducting the course RTCS-09 organized from 09.03.2009 to 22.03.2009 by the Co-ordinators of the Course, Shri Rajender Kumar and Ms. Poonam Jindal, Assistant Professors of the Department of ECE.

The Board observed that serious financial irregularities including criminal forgery has been committed by Shri Rajendra Kumar, Assistant Professor alongwith Ms. Poonam Jindal in submitting the expenditure incurred in conducting the course RTCS-09 organized from 09.03.2009 to 22.03.2009 the course. However, Ms. Poonam Jindal, one of the co-ordinators of the course had denied about her signature on various bills and documents and said that her signature has been forged.

The Board decided that the probation of Shri Rajendra Kumar be terminated and a notice to this effect be served to him immediately. Ms. Poonam Jindal be also asked to explain as to why not disciplinary action be taken against her on the charges as per the report. The Board also decided to lodge FIR with the local police against Shri Rajendra Kumar for the above said act of criminal forgery and financial irregularities as stated above.”

In view of the above decision of the Board, Shri Rajender Kumar, Assistant Professor was issued a Show Cause Notice vide letter No. Estt-1/PF/2 dated 03.01.2011. Sh. Rajender Kumar vide his letter dated 23.1.2011/24.1.2011 submitted his short reply to the show cause notice. The reply was placed before the Board of Governors in its 24th meeting held on 07.02.2011. The Board decided as under:

“The Board considered the explanation and representation dated 28.1.2011 submitted by Shri Rajender Kumar alongwith the enquiry report submitted by the Committee headed by Dr. S.P.Jain: The Board also considered the above decision.

The Board made it very clear that Sh. Rajender Kumar was on probation. Under the terms of appointment it was mentioned that during the period of probation or extended period of probation, his services are liable to be terminated by either side without assigning any reason on one month's notice in writing or on payment of one month's pay and allowances in lieu thereof. In his explanation he has mis-represented the facts which was not accepted by the Board. It is proved that serious financial irregularities including financial forgery has been committed by Sh. Rajender Kumar on conducting the RTCS-09 Course.

Therefore the Board decided to terminate the services with immediate effect. He be also paid one month's salary in lieu of notice period. Letter to this effect be issued by the Director immediately."

In view of the above decision of the Board, the services of Sh. Rajender Kumar, Assistant Professor, ECE Department was terminated vide office letter No. Estt-I/PF/637 dated 11.02.2011

Mr. Rajender Kumar challenged the said Office Order before the Punjab & Haryana High Court at Chandigarh by filing CWP No. 5616 of 2011. The Institute submitted his reply for the said CWP through our legal counsel at Chandigarh. After hearing both the parties on 27.03.2012, the Hon'ble Punjab and Haryana High Court at Chandigarh allowed the writ petition and directed that the petitioner (Sh. Rajender Kumar) is entitled to be reinstated in service with full back wages with cost assessed at Rs.10,000/- against the respondents. A copy of the orders passed by the Hon'ble High Court on 27.03.2012 is enclosed as Appendix XIII from page 69 to 74.

Now, Shri Rajender Kumar vide his letter dated 30.03.2012 has requested to allow him to join the service with immediate effect.

In the above context, it is pertinent to mention here that the Institute obtained legal opinion from Shri Amarjit Singh Virk, Advocate and Standing Counsel of the Institute at Hon'ble Punjab and Haryana High Court at Chandigarh on the above matter and as per legal advice, the Institute has already filed a Letter Patent Appeal (LPA) before the Double Bench of Hon'ble Punjab and Haryana High Court at Chandigarh against the said decision passed by the Hon'ble Single Bench of the High Court on 27.03.2012. However, the hearing of the said LPA has not been fixed by the Hon'ble High Court till date.

The Board may consider and decide.

IN THE HIGH COURT OF PUNJAB AND HARYANA
AT CHANDIGARH

Civil Writ Petition No.5616 of 2011 (O&M)
Date of decision:27.03.2012

Rajender Kumar son of Ramashrya Prasad, Former-Assistant
Professor, Electronics and Communication Engineering Department,
National Institute of Technology (NIT), Kurukshetra.

...Petitioner

versus

National Institute of Technology (Deemed University), Kurukshetra,
Haryana, through its Registrar, and others.

....Respondents

CORAM: HON'BLE MR. JUSTICE K. KANNAN

Present: Mr. P.S. Bajwa, Advocate, for the petitioner.

Mr. A.S. Virk, Advocate, for the respondents.

1. Whether reporters of local papers may be allowed to see the judgment ? **Yes.**
2. To be referred to the reporters or not ? **Yes.**
3. Whether the judgment should be reported in the digest ? **Yes.**

K.Kannan, J. (Oral)

1. The writ petition challenges the order of termination of service passed by the National Institute of Technology, Kurukshetra on 11.02.2011 (Annexure P-33) purporting to terminate the services of the petitioner after paying a month's salary in lieu of notice. The order of termination was issued to take effect immediately on the ground that a notice to show cause against termination calling upon

Civil Writ Petition No.5616 of 2011 (O&M)

to petitioner to explain certain financial irregularities elicited a reply and since the reply was not satisfactory, the petitioner's services was being terminated without any further enquiry since he was in a period of probation. The issue that arises for consideration is whether the order of termination of the so-called probationer is a termination simpliciter or it is stigmatic which could have been passed without involving the petitioner in a detailed enquiry.

2. It is an admitted case that the petitioner had been appointed as a Lecturer on 09.07.2007 and the order of appointment provided for 2 years period of probation. The petitioner would contend that the statute governing the National Institute of Technology provided only for a period of one year of probation and since he had completed one year period on 09.07.2008, he could not be treated as a person on probation. In any event, even as per the terms of the initial appointment, the probation period extended on 09.07.2009 and the continuation of a job beyond that period ought not to have been taken as still in a status as a probationer.

3. To a contention raised by the petitioner that he could not be treated as a probationer and still further that the order passed was in any event stigmatic and, therefore, it could not have been passed without involving the petitioner in an enquiry, it is contended in reply that National Institute of Technology had its own bye-laws and there was no fixed period of probation prescribed. On the completion of two years' period, the matter was placed for

Civil Writ Petition No.5616 of 2011 (O&M)

confirmation of the services of the petitioner in the post as Lecturer before the Board of Governors, but at that time, it was informed by the Chairman that an enquiry regarding overstaying of Winter School RTCS-09 and WSCNT-08 was being conducted and it was believed that the petitioner, who had been entrusted with the expenditure in organizing and conducting winter school, had indulged in certain improprieties. It was also observed by the Committee that he had been discourteous, impolite and had used derogatory language against the officers of the Institute and so a disciplinary action should be taken against him. It was also brought out through the minutes of the meeting of the Board of Governors that his ACR for the year 2007-08 and 2008-09 "were OK". It is stated by the respondents that the Board of Governors had initially decided to extend the period of probation but since the enquiry had not been completed and when he had still not been confirmed and when the matter was brought up after a fact finding by the Committee indicting him, the Board decided to issue a notice to show cause why disciplinary action should not be taken against him on the charges as per the report. It is contended by the respondents that the Board had also decided to lodge FIR with the local police against the petitioner for some acts of criminal forgery and financial irregularities which the report had brought about. Accordingly, the petitioner had been served with a notice on 03.01.2011 and the reply had been given by the petitioner on 23.01.2011. The Board

Civil Writ Petition No.5616 of 2011 (O&M)

proceeded to immediately pass the impugned order making reference to the fact finding report, the alleged acts of the petitioner's improprieties and financial irregularities including criminal forgery. The order of termination also sets out the fact that the reply given by the respondents was not acceptable and that in the reply, the petitioner had misrepresented the facts which were not accepted by the Board. The Board had observed in the impugned order that serious financial irregularities including financial forgery had been committed by the Board in conducting RTCS-09.

4. It requires no forensic exercise to discern that the order is stigmatic in character. The order that rejects an explanation and reaffirms its own assessment that the petitioner had been guilty of "financial forgery" (sic) is not a complimentary expression, in the least. On the other hand, it makes a very serious imputation on the financial integrity of an employee.

5. With the language so strongly expressed in the impugned letter, it will be puerile on the part of the respondents to contend that the order came to be passed without an enquiry only because the petitioner was still a probationer and it was possible to terminate the services. The law is well established that even a probationer could not be terminated from service without a full-fledged enquiry if such termination is stigmatic in character. If the motivation for termination is an assessment of misconduct, which assessment is based on a report made behind the back of the

Civil Writ Petition No.5616 of 2011 (O&M)

petitioner, then the order of termination cannot be issued, as held by the Hon'ble Supreme Court in Nehru Yuva Kendra Sangathan Versus Mehbub Alam Laskar-2008 (2) SCC 479. The Hon'ble Supreme Court was typically considering the case of termination of a probationer where an enquiry report had been obtained behind the back and even though the order did not spell out that they were acting on the basis of such report, the Court observed that it could go behind the order to find what was the motivation or what act precipitated the order of termination. The Court held that such an order cannot stand in the eye of law. In a still recent decision in Union of India Versus Mahaveer C. Singhvi-2010(8) SCC 220, the Hon'ble Supreme Court held that termination of service on the ground of information collected in an enquiry behind the back of the petitioner is bad in law. I am not going into the question whether the petitioner could have been kept as a probationer beyond a period of two years or one year from the date of appointment, as per the terms and conditions of employment prescribed under the statute NIT. I am also not prepared to examine an issue of whether the respondent-Institute had a right to extend the period of probation. I am assuming for a moment that even if the petitioner were to be a probationer, the order of termination in the manner that has been done is impermissible in law without joining the petitioner in a full-fledged enquiry. The termination is illegal and it is quashed.

Civil Writ Petition No.5616 of 2011 (O&M)

6. The writ petition is allowed and the petitioner is entitled to be reinstated in service with full back wages with cost assessed at Rs.10,000/- against the respondents.

**(K.KANNAN)
JUDGE**

27.03.2012
sanjeev

Item 28.15 To consider promotion to the post of Professors under CAS after implementation of 6th CPC.

Meetings of the Selection Committee for promotion to the post of Professor under CAS as per AICTE & UGC Rules-2010 were held on 7.1.2011 and 8.1.2011. The recommendations of the Selection Committee were placed before the Board of Governors in their 25th Meeting held on 22.6.2011. The Board decided the matter be sent to the MHRD for seeking the Ministry's permission for the said promotions under CAS. The MHRD, Govt. of India, New Delhi vide letter No. Estt.-I/4562 dated 12.8.2011 (Copy enclosed as Appendix – XIV from pages 77 to 78) was requested to consider and pass necessary order regarding the cases of promotion to the post of Professor under CAS.

The Govt. of India, MHRD, New Delhi vide letter F.No.10-16/2011-TS-III dated 22nd November, 2011 (Copy enclosed as Appendix – XV page 79) stated that the faculty members who became eligible for CAS during the 5th Pay Commission regime and were recommended by the Selection Committee may be given the benefit of promotion under CAS as applicable with reference to 5th CPC scales. The same promotion will be notionally effective w.e.f. 30.06.2009/01.07.2009; but the financial benefit will be allowed from 22.06.2011. As regards, the 05(five) other faculty members who have become eligible for CAS after implementation of 6th CPC scales, the Institute is advised to reconsider their cases in the light of the recommendations of Sarangi Committee constituted for CAS related matters.

In response to the letter referred to above a request was made to the MHRD vide letter No. Estt.-I/123 dated 10.1.2012 (Copy enclosed as Appendix - XVI pages 80 to 81) that the CAS interviews were held on 7th & 8th January, 2011 at that time Sarangi Committee report did not exist. Therefore bringing the above referred promotions within the ambit of Sarangi Committee report would mean applying it retrospectively.

The MHRD vide letter F. No. 10-16/2011-TS.III dated 27.4.2012 has informed that :

"This Ministry vide its letter No. 33-7/2011-TS.III dated 14th March, 2012 (Copy enclosed as Appendix - XVII pages 82 to 85) has since issued guidelines regarding promotion of faculty members under CAS in-various NITs. You may, therefore, implement the promotions to the post of Professors under CAS, for which the interviews were held in January, 2011 provided the same are in conformity with the recent guidelines issued by this Ministry on 14th March, 2012. Otherwise the Institute will have to initiate fresh CAS promotions in accordance with the revised guidelines issued by this Ministry".

Accordingly a committee comprising of two Deans was constituted at the Institute level to examine the issue in detail whether the promotion of faculty members made under CAS in January, 2011 are as per 6th CPC and in conformity with the recent guidelines issued by the Ministry on 14th March, 2012. The Committee has submitted its report vide letter No. Dean (FW) dated 6.6.2012 (Copy enclosed as Appendix - XVIII pages 86 to 90).

The aforesaid committee after examining the issue has concluded that the candidates have essential qualifications and relevant experience, close to conformity with the Draft Recruitment Rules of MHRD and the case of promotion of faculty members under CAS has merit.

In view of the above, the Board may kindly consider the promotion of Professors under CAS after implementation of the 6th CPC.

NATIONAL INSTITUTE OF TECHNOLOGY
KURUKSHETRA-136119.

No. Estt.-I/ 4562

Dated : 12/08/11

Shri Rajesh Singh
Deputy Secretary, Government of India
Ministry of Human Resource Development
Department of Secondary & Higher Education
Shastri Bhawan, New Delhi-110 001.

Subject: Request for granting permission for making appointments to the post of Professors based on CAS selection committee recommendations for which interviews conducted on 7th & 8th January, 2011 under the Chairmanship of the then Director Incharge.

Sir,

With reference to the above mentioned subject, I am giving the following facts for your kind consideration and necessary orders of the MHRD.

1. The matter of promotion to the post of Professors under CAS as per old rules of AICTE / MHRD and new UGC regulations dated 30.6.2010 was approved by the Hon'ble Chairperson, BOG on 15.9.2010 which was subsequently approved by the BOG at its 23rd meeting held on 18.10.2010.
2. As per above approval of the Hon'ble Chairperson, BOG, the Institute was allowed to go ahead with the promotions to the post of Professors under CAS for faculty members who were (i) eligible as on 30.6.2009 as per old rules of AICTE / MHRD as well as new candidate who became eligible on the basis of (ii) the guidelines of MHRD vide letter F. No. 23-1/2008-TS.II dated 18.8.2009.
3. Accordingly, the selection committee meeting for promotion to the post of Professor under CAS was fixed on 30.10.2010 (i.e. one day before the end of tenure on 31.10.2010 of the then Director) as per convenience of the Visitor's nominee. However, these selection committee meetings could not be held due to publication of news in some newspapers quoting reference of the MHRD letter dated 19.7.2004 that '*Heads / Chairmen of autonomous Bodies should not conduct selection / promotions three months before the conclusion of their terms in the office*' (copy enclosed).
4. Subsequently, the interviews for promotion to the post of Professors under CAS were held on 7th and 8th January, 2011 under the Chairmanship of the then Director Incharge (appointed on 1st Nov, 2010). In the meantime the MHRD issued letter No.F.22035/2010-TS.III dated 12th January, 2011 which was received in the Institute on 18.1.2011 advising all the Heads/Chairmen to refrain from initiating any action to make selections/promotions two-three months before the expiry of their term or retirement. Thus, in the present

ep-207

case, the term of the then Director Incharge who chaired the Selection Committee Meetings on 7th & 8th January, 2011 was less than three months due to his superannuation on 31.3.2011.

5. The recommendations of the selection committee were placed before BOG in its 24th meeting held on 7.2.2011 and the BOG decided that in view of the MHRD letter No. F.22-35/2010-TS.III dated 12.1.2011, the matter of promotion under CAS be deferred till the appointment of the regular Director.
6. Later above deferred matter of selections/promotions to the post of Professor under CAS was placed before the 25th meeting of BOG held on 22.6. 2011 in which the Regular Director was present. The BOG decided that the matter of promotions under CAS be deferred and the matter be sent to the MHRD for seeking the Ministry's permission for the said promotions under CAS (copy of 25th BOG resolution in this regard is enclosed for ready reference).

CP-289

In view of the above, the MHRD may kindly consider and pass necessary orders regarding the above cases of promotion to the post of Professors under CAS.

Yours faithfully,

[Signature]
11.08.11
Registrar Incharge
12/8/11

Encl.: as above.

May, please see before issue.

[Signature]
11.08.11
12

Director
[Signature]
12/8/11

F.No.10 - 16 / 2011 - TS.III
Government of India
Ministry of Human Resource Development
Department of Higher Education
..*.*

New Delhi, the 22nd November, 2011

To

The Director,
National Institute of Technology - Kurukshetra,
Haryana - 136119.

R
29/11/11

Subject:- Request for granting permission for making appointments to the post of Professor based on CAS Selection Committee recommendations for which the interviews conducted on 7th & 8th January, 2011 under the Chairmanship of the then Director Incharge - regarding.

Sir,

2 of 292
I am directed to refer to your communication No.Estt.-1/4562 dated 12.08.2011 on the subject mentioned above and to state that the faculty members who became eligible for CAS during the 5th Pay Commission regime and were recommended by the Selection Committee may be given the benefit of promotion under CAS as applicable with reference to 5th CPC scales. In respect of 5th CPC cases, the promotion will be notionally effective w.e.f. 30.06.2009 / 01.07.2009; but the financial benefit will be from 22.06.2011.

2. As regards, the 05 (five) other faculty members who have become eligible for CAS after implementation of 6th CPC scales, the Institute is advised to reconsider their cases in light of the recommendations of Sarangi Committee constituted for CAS related matters.

Yours faithfully,

Rajesh Singh

[Rajesh Singh]
Deputy Secretary (NITs)
Tel: 23073687

Rajesh Singh
29/11/11

D.S. (Estt.)
Estt.

No. Estt.-/ 123

Dated: 10/1/12

Shri Rajesh Singh
Deputy Secretary (NITs),
Govt. of India, Ministry of Human Resource Development,
Department of Higher Education,
New Delhi- 110001

Subject: Request for granting approval for appointments as Professor under CAS for remaining 5 candidates who became eligible for CAS after implementation of 6th CPC.

Reference: Letter No. F. No. 10-16/2011-T.S. III, dated 22nd Nov., 2011 of MHRD, New Delhi (copy enclosed).

Sir,

We are very much grateful to the MHRD for the above referred letter giving concurrence for the appointments at the post of Professor for candidates who were eligible for CAS in 5th pay commission regime for which the interviews were conducted on 7th & 8th January, 2011 under the Chairmanship of the then Director Incharge. However, vide the aforesaid letter, the Institute has been advised to reconsider the cases of remaining 5 candidates (who became eligible for CAS after implementation of 6th CPC) in the light of recommendations of 'Sarangi Committee'.

Further, I may submit that reconsideration of the above 5 cases in the light of Sarangi Committee recommendations would be discriminatory, and it shall deprive these candidates of promotional benefits which has already been given in other NITs in view of the following facts.

1. The benefits of CAS promotions for candidates who became eligible for promotion to the post of Professor after implementation of 6th CPC have already been given in some NITs as per MHRD letter no. F. No. 23-1/2008-TS.II dated 18.8.2009.
2. The interviews for the above referred 5 candidates were held only on the basis of inviting applications from eligible candidates in compliance to the

letter no. F. No. 23-1/2008-T.S.II, dated 18.8.2009 of MHRD, New Delhi whose Clause 2 (c) states that (copy enclosed):

"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/-pm."

3. The interviews for these 5 candidates for promotion as Professor under CAS were held on 7th & 8th January, 2011 and at that time 'Sarangi Committee' report did not exist. Therefore bringing the above referred promotions within the ambit of 'Sarangi Committee' report would mean applying it retrospectively.
4. The BOG of NIT, Kurukshetra at its 25th Meeting held on 22.6.2011 vide item no. 25.27 has already considered the matter of CAS promotions to the post of Professor for these candidates and the BOG desired that the MHRD permission for appointments be obtained.

In view of the above, it is humbly and earnestly requested that the MHRD may kindly consider the entire matter and pass necessary orders regarding the promotion of remaining 5 candidates as Professor under CAS.

Yours faithfully,

Encl.: as above.

[Signature]
10/11/12
Registrar Incharge

May, please see before issue.

Director

[Signature]
10/11/12

No.F.33 – 7 / 2011 – TS.III
Government of India
Ministry of Human Resources Development
Department of Higher Education
~~*~*

Shastri Bhawan, New Delhi,
dated, the 14th March, 2012

To

The Directors
of all the National Institutes of Technology (NITs)

Subject: Promotion of faculty members of NITs under the Career Advancement Scheme (CAS) – issue of necessary guidelines thereof – regarding.

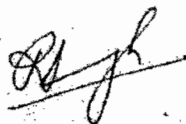
Sir / Madam,

I am directed to refer to the various communications issued by this Ministry on the rules and regulations for promotion under Career Advancement Scheme (CAS) for faculty members of the National Institutes of Technology (NITs). The Ministry has received a number of representations from the faculty members of the NITs on the implementation of CAS. The issue had also been discussed in meetings of the Board of Governors (BoGs) of NITs, wherein concerns have been expressed.

2. In order to resolve the issue, a Committee (under the Chairmanship of Prof. Sunil Kr. Sarangi, Director, NIT-Rourkela) was constituted for removal of pay anomalies. The report submitted by this Committee was examined in the Ministry. It was felt that the instant issue was intricately linked with the Recruitment Rules for faculty posts.

3. In order to approach the instant issue from a holistic perspective and in the backdrop of a need for Recruitment Rules, it was considered necessary to examine these two issues afresh. Accordingly, a Special Committee was set up under the Chairmanship of Prof. Sarangi, Director, NIT – Rourkela vide this Ministry's order F.No.24-1/2010-TS.III dated 27.07.2011 and 23.08.2011. The Sarangi Committee after detailed examination of the aforesaid issues submitted its report to Standing Committee of the Council of NITs in its meeting held on 15.11.2011 under the Chairmanship of Dr. R.A. Mashelkar. The Council of NITs in its 3rd meeting held on 18.11.2011 resolved to accept the recommendations of the Sarangi Committee for implementation of CAS & Recruitment Rules of faculty in NITs, as modified by the Standing Committee.

4. Subsequent to the resolution of the NIT Council, representations have been received in the Ministry from several NITs regarding the decisions taken for removal of anomalies, faculty promotions, condition of service, etc. These representations have since been examined in the Ministry in consultation with certain Chairpersons of the BoGs and Directors of NITs. After due deliberations, the following general and specific guidelines are prescribed:



- a. Career Advancement Scheme (CAS) is an integral part of a rigid staff structure where the number of posts at any given level is limited. Such a scheme provides an avenue through which a qualified employee climbs to the higher rung of the career ladder, even if there is no vacancy. It, however, will not be treated as mere formality as the purpose of the scheme was for development of merit and not eligibility based promotions.
- b. For a faculty member to gain advancement under CAS, he or she must satisfy the approved criteria under three broad heads: (i) a critical number of years in the lower level or designation and/or AGP, (ii) cumulative academic performance during the service period at the current level in terms of teaching and research output as well as sharing institutional responsibility, and (iii) proficiency and knowledge in one's chosen field of research and teaching. Superior record in all these three fronts qualifies a faculty member for advancement to a higher level.
- c. CAS has been in operation in Institutions under guidelines provided by AICTE and UGC. It is clarified that those norms and procedures are not applicable to NITs. CAS in NITs will be governed by guidelines and regulations defined by the Ministry of HRD and the Council of NITs.
- d. The Directors will be assisted by an in-house Advisory Committee on Faculty Recruitment (ACoFAR). Necessary details of this Committee are provided in the Recruitment Rules for faculty positions.
- e. Any distinction between faculty recruited against vacant positions and those promoted under CAS will be abolished completely. It is clarified emphatically that unlike the UGC system, there is no distinction in qualification or achievement between internal and external candidates while assessing their suitability for higher post as in the practice prevalent in the IIT system.
- f. All recommendations of the Selection Committee shall take effect only from the date of approval of the recommendations by the Board or any later date as decided by the Board. There shall be no retrospective implementation of recommendations in any case (either financial or notional).
- g. The constitution of the Selection Committee, the procedure and criteria of selection shall be same for internal and external candidates. There shall not be a separate or special interview for CAS selection; interviews should be conducted along with candidates for direct recruitment against vacancies, if any.
- h. All Professors irrespective of the mode of selection should start at the basic pay of Rs.43,000/- and AGP of Rs.10,000/- on or after 01.01.2006.
- i. When a vacancy occurs in the higher posts and there are serving faculty members with corresponding designation under CAS, they must be adjusted as per the respective seniority list before fresh advertisements are published. For a faculty member, there should be no distinction drawn between a CAS post or an direct selection post. Reservation principles for categories specified (viz. SC / ST / OBC) should be honoured.



- j. Under special circumstances, if an Institute is looking for new faculty at Professor or Associate Professor level with expertise not available within the Institute, the Board of Governors (on recommendations of the ACoFAR) can earmark a vacant position exclusively for external recruitment.
- k. Any promotion or enhancement of Pay Band or Grade Pay, already implemented by the Institute should be got reviewed / examined by the Board by a duly constituted Selection Committee immediately. Any increment paid over the beginning of the scale of Associate Professor to those Assistant Professors who did not complete 3 years, is to be recovered from future pay.
- l. The orders issued by the Ministry following the 6th Central Pay Commission provides minimum number of years of service to go to a higher AGP or a higher designation, e.g. 3 years from AGP Rs.6,000/- to Rs.7,000/- or from AGP Rs.7,000/- to AGP Rs.8,000/- etc. These are to be implemented only through the formal selection process. A formal Selection Committee (as per the NIT Act, 2007 and the Statutes of NITs) must examine the candidature and ensure that an enhancement is recommended on the strength of academic contribution expected of a faculty member of an Institution of National Importance.
- m. The minimum duration prescribed by the Pay Commission for eligibility to move to higher AGPs are applicable only to performing faculty delivering quality academic output. A faculty member, apart from satisfying the minimum duration requirement, must meet academic and related standards set out in Recruitment Rules before being considered by the Selection Committee. Actual selection will depend on academic (research, teaching, writing and academic administration) performance.
- n. The eligibility criteria (number of years in lower AGP) should be seen as necessary but not sufficient condition for upgradation of AGP or change of designation. Any upgradation can be done only on recommendation of a duly constituted Selection Committee after formal interview. The process for AGP upgradation should be as serious and dignified as that for change of designation. A candidate must convince the Selection Committee that he or she engaged in scholastic pursuits (teaching, research and management) to deserve an upgradation after his / her last advancement.
- o. Existing faculty members without Ph.D. degree must direct (at least 50% of their time during semester days) and during vacations and holidays towards completing their Ph.D. A faculty member without Ph.D. will not earn any enhancement of AGP, unless he acquires a Ph.D. degree. The Directors of NITs may ensure that such faculty members are reasonably free from non academic duties to ensure that their Ph.D. gets completed before they are considered for enhanced AGP. A concerted effort must be made to make all faculty members of all NITs obtain Ph.D. degrees.
- p. In case of upgradation of AGP of Professors to HAG scale, personal interview shall be dispensed with. The Selection Committees constituted as per the Statutes for the selection of Faculty, shall make their recommendations on



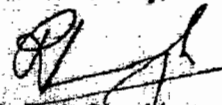
the strength of published work, patents, sponsored projects, consultancy, continuing and distance education, Ph.D. guidance and contribution to the administration of the Institute, including service in other comparable institutions if on sanctioned leave, etc. as submitted by the candidates.

- q. All Institutes shall strive to conduct annual selection processes regularly. In case of Institutes that have not conducted CAS interviews for 3 years or more, Selection Committees may, as a onetime measure, examine scholastic contribution of internal candidates made after the last interview and recommend a salary and AGP they would have earned now, had the Selection Committee met at the appropriate time.
- r. A copy of the RRs (including the relevant performance criteria for different posts and AGPs) shall be made available to the members of the Selection Committees. Ministry of HRD shall, through an appropriate communication, brief the Visitor's nominees (in the Selection Committee) to guide the Selection Committees to adopt norms that are prevalent in other Institutes of National Importance.
- s. All NITs will be required to adopt the 4-tier flexible faculty structure (presently operating in IITs, IIMs, IISERs and NITIE) within a time frame to be determined by Council of NITs.

6. In view of the above, it is requested that the above guidelines may be adopted by the respective BoGs so as to undertake promotion under CAS while adhering to the basic principles of Government rules & regulations and relevant instructions. In case, any further difficulties are noticed within one year of the issue of these guidelines, the same may be placed before the Special Committee constituted by MHRD (vide order F.No.33 - 7 / 2011 - TS.III dated 14th March, 2012) for a decision thereupon.

7. This issues with the approval of the competent authority.

Yours faithfully,



(Rajesh Singh)
Deputy Secretary (NITs)
Tel: 23073687
Fax: 23384345

Copy to:-

- (i) PSO to Secretary (HE).
- (ii) PSO to Special Secretary (TE), MHRD.
- (iii) Director (Finance), MHRD.



NATIONAL INSTITUTE OF TECHNOLOGY
KURUKSHETRA – 136119

Letter No. DEAN (FW)/

Dated: 06.06.2012

Ref: Letter No. Estt.-I/2233 dated 04.05.2012

Subject: Examination of issues of CAS promotion of faculty members in conformity with recent MHRD guidelines

The committee has the following observations with regard to (a) MHRD letter F.No.10-16/2011-TS.III dated 27.04.2012 and (b) MHRD letter No. F.33-7/2011 –TS.III dated 14.03.2012 .

1. CAS interviews were held in January 2011 , as per the UGC regulations 2010 following 6th CPC .
2. The selection committee recommendations could not be considered by the BOG , as per the advice of MHRD (Refer letter dated 27.04.2012) .
3. These cases were continuously taken up with MHRD and recently it was conveyed (vide letter dated 27.04.2012) that these cases be examined whether these are in conformity with the recent MHRD guidelines (vide letter dated 14.03.2012) .
4. The recent MHRD guidelines (dated 14.03.2012) have not been adopted by the Institute BOG by now , which is the governing condition (item no. 6 of MHRD letter dt. 14.03.2012) . In a natural way , the recent MHRD guidelines seemed to be inoperative for these five cases of CAS promotion .
5. All the five candidates had the following at the time of interview :
 - (a) Ph.D. degree
 - (b) 10/13 years of experience
 - (c) 3 years of experience at Associate Professor level

All the candidates therefore fulfill the essential qualification and relevant experience prescribed by the new MHRD guidelines (dt. 14.03.2012 – Annexure I) .

6. These candidates were found eligible after scrutiny , fulfilling other essential requirements based on API score, as per UGC regulations 2010, which takes into account the continuous academic contribution and performance of the candidates . (copy of the Screening Committee Report dated 05.01.2011 enclosed)
7. These cases get excluded from the Draft Recruitment Rules (as per Annexure - I, item 6 - Saving of letter dated 14.03.2012 of MHRD), because the selection process for these cases had already been completed in January 2011 .

The committee examined the issues in detail and concludes the following :

- (a) The candidates have essential qualifications and relevant experience , close to conformity with the Draft Recruitment Rules of MHRD (observation 5 above).
- (b) The case of promotion of above faculty members under CAS has merit (observations 6 & 7 above) .

A Swarup
06/06/12
(A Swarup)
Member

V K Sehgal
06, 06/12
(V K Sehgal)
Chairman

DIRECTOR

'R'
Pl. examine reports
of per rules.
06/06/12

The report is examined in detail.
The Committee may be requested to
give specific comments. 06/06/12

Comments attached

V K Sehgal
07, 06/12
Dean (Faculty Welfare) &

Contd.

The specific comment of the committee :

The case of promotion of the five faculty members is recommended for consideration .

A Swarup
07/06/12
(A Swarup)
Member

V K Sehgal
07.06.12
(V K Sehgal)
Chairman

DIRECTOR *R*
For consideration by BOG :
at its next meeting
07/06/12

07/06/12

OFFICE OF THE DEAN OF ACADEMICS
NATIONAL INSTITUTE OF TECHNOLOGY
KURUKSHETRA 136119

No Dean (P & D)/ 2010/

Dated: 05.01.2011

Reference No. Estt.-I/CAS/8014 dated 30.12.10

Subject: To screen the applications received from the faculty for promotion to the posts of Professor under CAS

With reference to above, and based on the API scores as verified by the respective Heads of the Departments and keeping in view the eligibility conditions as laid down in Table II A and Table III of the Appendix III of the UGC regulations 2010, following are the recommendations of the committee in regard to eligibility for Promotion to the position of Professor.

Promotion from Associate Professor to Professor (From AGP of Rs 9000/- to AGP of Rs 10000/-)

Dept	Name	Date on which AGP of Rs 9000/- granted	Catg. I API Score (Minimum required is 75)	Catg. II API Score (Minimum required is 15)	Catg. I + Catg. II API score (Minimum required is 100)	Catg. III API Score over the assesment period of 4 yrs (Minimum required is 160)	Number of publications(minimum 5)condition satisfied (yes or no)	Whether eligible (E) or not eligible (NE)	Date of Eligibility for promotion
Electrical Engg	L M Saini	01.01.06	265	135	400	262.6	yes	E	01.01.2010
Civil Engg	S.K Patidar	01.01.06	100	25	125	225.5	yes	E	01.01.20

									10
DO	Ashwani Jain	01.01.06	110	25	135	199	yes	E	01.01.2010
Mechanical Engg	P C Tiwari	01.01.06	88	25	113	516	yes	E	01.01.2010
DO	Hari Singh	01.01.06	105	25	130	463	yes	E	01.01.2010

V K Sehgal
05.01.11
(V K Sehgal)
Member

S P Jain
05/1/11
(S P Jain)
Member

R K Bansal
05/1/2011
(R K Bansal)
Chairman

DIRECTOR

[Signature]
06/1/11

[Signature]
6/1/11

D. S. (E. C. T.)
6/1/11
E. C. T. 1

Item 28.16 To consider filling up of Faculty Positions including 65 additional sanctioned Faculty posts by the MHRD in accordance with the Uniform Recruitment Rules for faculty positions in NITs.

In pursuance of the OBC reservation policy of Govt. of India, the students strength under the Graduate as well as Post-graduate courses were increased during 2010-11. So for the creation of faculty and non-faculty staff, a proposal was submitted to the Board in its 24th meeting held on 7.2.2011. The Board decided as under:

“The Board approved the faculty and non-faculty strength of the Institute on the basis of students’ strength for the year 2010-11 as per details furnished in the agenda item. “

In view of the above decision of the Board, a proposal was submitted to the Government of India, Ministry of Human Resource Development, Department of Higher Education, New Delhi vide letter No. Gen-1/3703/5373 dated 14.9.2011. In response to the above proposal, the Deputy Secretary (NITs), Government of India, Ministry of Human Resource Development, Department of Higher Education, New Delhi vide letter No. F.10-9/2011-TS.III dated 17th May, 2012 has conveyed the approval of the Government of India for the creation of 65 additional faculty on the basis of actual students strength for the year 2010-11. Now the total faculty of the Institute has been increased from 233 to 298. A copy of the letter is enclosed as Appendix - XIX at page 93.

Further, the Government of India, MHRD New Delhi has also informed that the Institute may initiate steps for filling up the additional sanctioned faculty posts in accordance with the Uniform Recruitment Rules (RRs) for faculty positions in NITs placed on the website of the Ministry vide letter No. 33-7/2011-TS.III dated 14.03.2012. The Uniform RR are at present with the Ministry of Law and Justice for vetting before its notification/publication in the Official Gazette. Any modification in the RRs will be notified in Official Gazette. The Institute is advised to take into account the final Notified Uniform Recruitment Rules before the final recruitment of the faculty positions.

The Institute has downloaded the Uniform Recruitment Rules from the website of the MHRD. A copy of the same is enclosed as Appendix - XX from page 93 to 121.

In this connection it is submitted that a Committee of Deans was constituted at the Institute level to examine the Uniform Recruitment Rules (RRs) keeping in view the qualifications and experience of the existing Faculty members who were otherwise qualified for promotion as per earlier recruitment rules prior to the implementation of Uniform Recruitment Rules by the MHRD. The Committee of

Deans has suggested the following relaxations in the other essential requirements for different positions for consideration of the Board as a one time arrangements.

Other Essential Requirements for the post of

Associate Professor

- i) One Ph.D. as Principal Supervisor preferably completed/ongoing.
- ii) One project preferably completed/ R &D product developed.
- iii) Two new laboratory experiments introduced, where appropriate.

Professor

Two Ph.Ds. guided in career as sole supervisor plus one ongoing or at least 10 research papers in impact factor national / international journals in case of exceptionally qualified candidates without Ph.D. supervision.

Following during the past four years:

- i) Two papers in SCI Journals or national / international journal of high repute.
- ii) One sponsored project / consultancy assignment of high standard.
- iii) One self-financed / Institute financed or two Govt. sponsored short-term courses / conferences / workshops etc. organized as coordinator / resource person.
- iv) Two new lab experiments / design experiment introduced, where appropriate.

Professor HAG Scale

- i) Four Ph.D. guided in career preferably as Sole / Principal Supervisor plus one ongoing.
- ii) One high Value sponsored project/ consultancy assignment.
- iii) Two self-financed/ three Govt. sponsored short-term courses/ workshops/ seminars/ lecture series organized as coordinator/ resource person.
- iv) Three lab experiments/ design experiments introduced, where applicable.

The Board may consider and approve the filling up of Faculty Positions including 65 additional sanctioned Faculty posts by the MHRD in accordance with the Uniform Recruitment Rules for faculty positions in NITs with relaxations in the essential requirements for different faculty positions.

NIT KURUKSHETRA

1919

Date: 22/05/12

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Ph	Ch	Ma
PC	PS	EDC
PRO	LMO	L
TEO	DS	PIC

No.F.10-9 / 2011 - TS.III
Government of India
Ministry of Human Resource Development
Department of Higher Education

New Delhi, the 22nd May, 2012

To,
The Director,
National Institute of Technology,
Kurukshetra -136 119

Subject: Restructuring of faculty Cadres in NITs – Creation of faculty posts – regarding.

Sir,

The proposal of National Institute of Technology, Kurukshetra regarding creation of faculty posts has been examined in consultation with the Integrated Finance Division in this Ministry. The actual students' strength of the Institute for the year 2010-11 is 3578. In accordance with the student:faculty ratio of 12:1, the entitlement of faculty posts for NIT-Kurukshetra is 298. The present approved faculty strength of the Institute is 233. In view of the above, sanction of the competent authority is hereby conveyed for the creation of **additional sixty five (65) faculty posts** as mentioned below:-

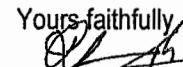
Faculty Posts

Sl. No.	Name of the posts	Bay Band & AGP	No. of posts to be created
(i)	Professor	Rs.37400-67000 with AGP of Rs.10000	10
(ii)	Associate Prof.	Rs.37400-67000 with AGP of Rs.9000	19
(iii)	Assistant Prof.	Rs.15600-39100 with AGP of Rs.6000	36
	Total		65 (Sixty Five)

2. It is clarified that the total faculty posts should not exceed the total entitlement of the Institute i.e. Professor-43, Associate Professor-85 and Asstt. Prof.-170 (Total = 298), as a result of the creation of the above mentioned 65 faculty posts. It is also advised that while actually filling up the additional faculty posts being sanctioned, the temporary arrangement made in respect of visiting faculty etc. should be discontinued.

3. The Institute may initiate steps for filling up of the additional sanctioned faculty posts in accordance with the uniform Recruitment Rules (RRs) for faculty positions in NITs placed on the website of this Ministry vide its letter No. 33-7/2011-TS.III dtd.14.3.2012. The uniform RR's are at present with the Ministry of Law & Justice for vetting before its Notification/Publication in the Official Gazette. Any modification in the RR's will be notified in Official Gazette. The Institute is advised to take into account the final Notified Uniform Recruitment Rules before the final recruitment of the faculty positions.

4. This issues with the approval of the competent authority in this Ministry.

Yours faithfully,

(Rajesh Singh)
Deputy Secretary (NITs)
Tel:23070177

R
For was, old marked.
Copy to:-

- (i) Chairman (Board of Governors), National Institute of Technology, Kurukshetra
- (ii) IFD, Department of Higher Education, Ministry of Human Resource Development, New Delhi.
- (iii) PSO to Secretary (HE), MHRD.
- (iv) PSO to Special Secretary, Department of Higher Education, MHRD.

22/5/12
22/5/12

No.F.33 – 7 / 2011 – TS.III
Government of India
Ministry of Human Resources Development
Department of Higher Education

Shastri Bhawan, New Delhi,
dated, the 14th March, 2012

To

The Directors
of all the National Institutes of Technology (NITs)

Subject: Promotion of faculty members of NITs under the Career Advancement Scheme (CAS) – issue of necessary guidelines thereof – regarding.

Sir / Madam,

I am directed to refer to the various communications issued by this Ministry on the rules and regulations for promotion under Career Advancement Scheme (CAS) for faculty members of the National Institutes of Technology (NITs). The Ministry has received a number of representations from the faculty members of the NITs on the implementation of CAS. The issue had also been discussed in meetings of the Board of Governors (BoGs) of NITs, wherein concerns have been expressed.

2. In order to resolve the issue, a Committee (under the Chairmanship of Prof. Sunil Kr. Sarangi, Director, NIT-Rourkela) was constituted for removal of pay anomalies. The report submitted by this Committee was examined in the Ministry. It was felt that the instant issue was intricately linked with the Recruitment Rules for faculty posts.

3. In order to approach the instant issue from a holistic perspective and in the backdrop of a need for Recruitment Rules, it was considered necessary to examine these two issues afresh. Accordingly, a Special Committee was set up under the Chairmanship of Prof. Sarangi, Director, NIT – Rourkela vide this Ministry's order F.No.24-1/2010-TS.III dated 27.07.2011 and 23.08.2011. The Sarangi Committee after detailed examination of the aforesaid issues submitted its report to Standing Committee of the Council of NITs in its meeting held on 15.11.2011 under the Chairmanship of Dr. R.A. Mashelkar. The Council of NITs in its 3rd meeting held on 18.11.2011 resolved to accept the recommendations of the Sarangi Committee for implementation of CAS & Recruitment Rules of faculty in NITs, as modified by the Standing Committee.

4. Subsequent to the resolution of the NIT Council, representations have been received in the Ministry from several NITs regarding the decisions taken for removal of anomalies, faculty promotions, condition of service, etc. These representations have since been examined in the Ministry in consultation with certain Chairpersons of the BoGs and Directors of NITs. After due deliberations, the following general and specific guidelines are prescribed:



- a. Career Advancement Scheme (CAS) is an integral part of a rigid staff structure where the number of posts at any given level is limited. Such a scheme provides an avenue through which a qualified employee climbs to the higher rung of the career ladder, even if there is no vacancy. It, however, will not be treated as mere formality as the purpose of the scheme was for development of merit and not eligibility based promotions.
- b. For a faculty member to gain advancement under CAS, he or she must satisfy the approved criteria under three broad heads: (i) a critical number of years in the lower level or designation and/or AGP, (ii) cumulative academic performance during the service period at the current level in terms of teaching and research output as well as sharing institutional responsibility, and (iii) proficiency and knowledge in one's chosen field of research and teaching. Superior record in all these three fronts qualifies a faculty member for advancement to a higher level.
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- d. The Directors will be assisted by an in-house Advisory Committee on Faculty Recruitment (ACoFAR). Necessary details of this Committee are provided in the Recruitment Rules for faculty positions.
- e. Any distinction between faculty recruited against vacant positions and those promoted under CAS will be abolished completely. It is clarified emphatically that unlike the UGC system, there is no distinction in qualification or achievement between internal and external candidates while assessing their suitability for higher post as in the practice prevalent in the IIT system.
- f. All recommendations of the Selection Committee shall take effect only from the date of approval of the recommendations by the Board or any later date as decided by the Board. There shall be no retrospective implementation of recommendations in any case (either financial or notional).
- g. The constitution of the Selection Committee, the procedure and criteria of selection shall be same for internal and external candidates. There shall not be a separate or special interview for CAS selection; interviews should be conducted along with candidates for direct recruitment against vacancies, if any.
- h. All Professors irrespective of the mode of selection should start at the basic pay of Rs.43,000/- and AGP of Rs.10,000/- on or after 01.01.2006.
- i. When a vacancy occurs in the higher posts and there are serving faculty members with corresponding designation under CAS, they must be adjusted as per the respective seniority list before fresh advertisements are published. For a faculty member, there should be no distinction drawn between a CAS post or a direct selection post. Reservation principles for categories specified (viz. SC / ST / OBC) should be honoured.



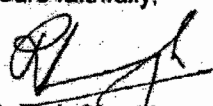
- j. Under special circumstances, if an Institute is looking for new faculty at Professor or Associate Professor level with expertise not available within the Institute, the Board of Governors (on recommendations of the ACoFAR) can earmark a vacant position exclusively for external recruitment.
- k. Any promotion or enhancement of Pay Band or Grade Pay, already implemented by the Institute should be got reviewed / examined by the Board by a duly constituted Selection Committee immediately. Any increment paid over the beginning of the scale of Associate Professor to those Assistant Professors who did not complete 3 years, is to be recovered from future pay.
- l. The orders issued by the Ministry following the 6th Central Pay Commission provides minimum number of years of service to go to a higher AGP or a higher designation, e.g. 3 years from AGP Rs.6,000/- to Rs.7,000/- or from AGP Rs.7,000/- to AGP Rs.8,000/- etc. These are to be implemented only through the formal selection process. A formal Selection Committee (as per the NIT Act, 2007 and the Statutes of NITs) must examine the candidature and ensure that an enhancement is recommended on the strength of academic contribution expected of a faculty member of an Institution of National Importance.
- m. The minimum duration prescribed by the Pay Commission for eligibility to move to higher AGPs are applicable only to performing faculty delivering quality academic output. A faculty member, apart from satisfying the minimum duration requirement, must meet academic and related standards set out in Recruitment Rules before being considered by the Selection Committee. Actual selection will depend on academic (research, teaching, writing and academic administration) performance.
- n. The eligibility criteria (number of years in lower AGP) should be seen as necessary but not sufficient condition for upgradation of AGP or change of designation. Any upgradation can be done only on recommendation of a duly constituted Selection Committee after formal interview. The process for AGP upgradation should be as serious and dignified as that for change of designation. A candidate must convince the Selection Committee that he or she engaged in scholastic pursuits (teaching, research and management) to deserve an upgradation after his / her last advancement.
- o. Existing faculty members without Ph.D. degree must direct (at least 50% of their time during semester days) and during vacations and holidays towards completing their Ph.D. A faculty member without Ph.D. will not earn any enhancement of AGP, unless he acquires a Ph.D. degree. The Directors of NITs may ensure that such faculty members are reasonably free from non academic duties to ensure that their Ph.D. gets completed before they are considered for enhanced AGP. A concerted effort must be made to make all faculty members of all NITs obtain Ph.D. degrees.
- p. In case of upgradation of AGP of Professors to HAG scale, personal interview shall be dispensed with. The Selection Committees constituted as per the Statutes for the selection of Faculty, shall make their recommendations on



the strength of published work, patents, sponsored projects, consultancy, continuing and distance education, Ph.D. guidance and contribution to the administration of the Institute, including service in other comparable institutions if on sanctioned leave, etc. as submitted by the candidates.

- q. All Institutes shall strive to conduct annual selection processes regularly. In case of Institutes that have not conducted CAS interviews for 3 years or more, Selection Committees may, as a onetime measure, examine scholastic contribution of internal candidates made after the last interview and recommend a salary and AGP they would have earned now, had the Selection Committee met at the appropriate time.
- r. A copy of the RRs (including the relevant performance criteria for different posts and AGPs) shall be made available to the members of the Selection Committees. Ministry of HRD shall, through an appropriate communication, brief the Visitor's nominees (in the Selection Committee) to guide the Selection Committees to adopt norms that are prevalent in other Institutes of National Importance.
- s. All NITs will be required to adopt the 4-tier flexible faculty structure (presently operating in IITs, IIMs, IISERs and NITIE) within a time frame to be determined by Council of NITs.
6. In view of the above, it is requested that the above guidelines may be adopted by the respective BoGs so as to undertake promotion under CAS while adhering to the basic principles of Government rules & regulations and relevant instructions. In case, any further difficulties are noticed within one year of the issue of these guidelines, the same may be placed before the Special Committee constituted by MHRD (vide order F.No.33 - 7 / 2011 - TS.III dated 14th March, 2012) for a decision thereupon.
7. This issues with the approval of the competent authority.

Yours faithfully,


(Rajesh Singh)
Deputy Secretary (NITs)
Tel: 23073687
Fax: 23384345

Copy to:-

- (i) PSO to Secretary (HE).
(ii) PSO to Special Secretary (TE), MHRD.
(iii) Director (Finance), MHRD.



Ministry of Human Resources Development
Department of Higher Education
(Technical Education Bureau)

----- X -----

MODEL RECRUITMENT RULES FOR FACULTY OF NITs

1. **Short title and commencement** : These rules may be called the NIT Faculty Recruitment Rules, 2011. These shall come into force from the date of their notification which will follow their acceptance by the Board of Governors of the concerned Institute.
2. **Definitions** : In these rules, unless the context otherwise requires;
 - a) "Act" means NIT Act, 2007.
 - b) "Statutes" means the First Statutes of the NITs and the Statutes subsequently framed by the respective NIT or framed by the Ministry of Human Resource Development.
 - c) "Service Rules" means Service Rules of the respective NIT
 - d) "Faculty" means the Professor, Associate Professor and Assistant Professor of the NITs.
3. **Method of Recruitment and other matters** : The method of recruitment and other matters relating to the post of Faculty shall be specified in the Schedule annexed to these rules.
4. **Deputation/Contractual Appointments** : Faculty, who are appointed on contractual basis, shall be for a fixed period not exceeding five years. Faculty without Ph.D. degree shall be recruited on contract basis only.
5. **Disqualification** : No person,
 - (i) Who had entered into or contracted a marriage with a person having a spouse living; or
 - (ii) Who having a spouse living, has entered into or contracted a marriage with any person.shall be eligible for appointment to the said post;

provided that the Board of Governors may, if satisfied that such marriage is permissible under the personal law applicable to such a person and the other party to the marriage and that there were other grounds for so doing, exempt any person from the operation of this rule.
6. **Saving** : Nothing in these rules shall affect reservations, relaxations of the age limit and other concessions required to be provided for the candidates belonging to the Scheduled Castes, Scheduled Tribes, Other Backward Classes, Ex-servicemen and other special categories of persons in accordance with the orders issued by the Central Government from time to time in this regard. These rules shall also not affect the recruitments already made or for which recruitment process has already commenced; but any

appointment or promotion to higher post proposed to be made or made subsequent to the notification of these Recruitment Rules will be governed by these Recruitment Rules.

7. **Other conditions of service** : The other conditions of service of the Faculty for which no specific provisions have been made in these rules shall be regulated in accordance with such rules as are, from time to time, applicable as per the First Statutes of the NITs and the subsequent amendments. For matters not covered by the Statutes, the corresponding Central Government Rules shall be applicable.
8. **Qualifications and other requirements of Selection** : Qualifications and other requirements of selection for various faculty posts are given in detail in the annexures contained in attached schedule.
9. **Amendment to Recruitment Rules** : These rules may be amended by the Board of Governors of the respective NIT for reasons to be recorded in writing. The amended rules shall not be applied retrospectively and shall take effect only after they are approved by the Ministry of Human Resource Development.

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SCHEDULE
Recruitment Rules (RRs) for the Post of Assistant Professor,
Associate Professor and Professor of NITs.

1. **Name of Posts** :
Assistant Professor / Associate Professor / Professor of NITs.
2. **Number of Posts** :
As per norms fixed by the Govt. of India
3. **Classification** :
Group – A (Pay Bands PB3 and PB4)
4. **Whether Selection post or non-Selection post:**
By Direct Recruitment
5. **Age limit for Direct Recruitment :**
Age barriers expressed in terms of "Age preferably below n' years" for various posts are given in Annexures. Fresh appointment beyond the age of 60 years is discouraged except in the case of faculty with exceptionally brilliant research career and with ongoing or approved externally funded research projects.
6. **Educational and other Qualification required for Direct Recruits :**
Given in Annexures – I & II.
7. **Whether age and educational qualifications prescribed for Direct Recruits will also apply in Case of promotees :**
There shall be no distinction between external and internal candidates with regard to the requirements of qualification and experience. An internal candidate is deemed to be recruited directly, irrespective of his position against a vacancy, i.e. whether he is recruited against a vacancy or supernumerary under career advancement. Limitation on age bar and specialization, however, will be applicable to external candidates only.
8. **Period of probation, if any :**
One year. It may be extended by the respective BoG, on recommendation of the Director.
9. **Method of Recruitment:**
 - a) Whether by Direct Recruitment or

- b) By promotion/ by deputation and percentage of vacancies to be filled up by various methods:

All posts will be filled up by direct recruitment (including recruitment of internal candidates without a clear vacancy for career advancement) failing which on deputation from institutions of comparable standing, failing which on contract for a maximum tenure of five (05) years. Assistant Professors without Ph.D. degree will be recruited on contract basis only.

10. **In case of recruitment by promotion/ deputation/ absorption, grades on which promotion/ deputation/ absorption to be made applicable :**

Not applicable.

11. **Basic principles of Faculty recruitment:**

- a) A Ph.D. degree shall be the minimum qualification for a regular faculty position in NIT. Candidates with M. Tech. degrees may be appointed as Assistant Professors, on contract basis only. The Institutes will strive to provide necessary facilities to such contract faculty to complete their own Ph.D. either within the Institutes (if facilities exist) or outside. Any deficiency in extension of such facility, however, will not be a ground for award of regular post without a Ph.D. degree.
- b) All recruitment and pay-fixation shall be done by the BoGs of the Institutes only on the recommendations of duly constituted Selection Committees. There shall be no scope of fixing of altering pay (pay in pay-band or grade pay) outside the Selection Committee. The Selection Committee shall be the only entity empowered to consider the past services and qualifications of a candidate.
- c) Recommendations of the Selection Committee will be arrived at by discussions within the Committee. Contents of such discussions and details of transactions within the Committee will not form a part of permanent records or minutes.

12. **Distribution of posts among departments / centres and designations:**

While there is no rigid formula for distribution of sanctioned posts among the departments and centres within an Institute, Annexure V gives a recipe for distributing sanctioned faculty posts among various departments of an Institute. But the BOG, on the recommendation of the director, shall dynamically allocate sanctioned faculty positions among the departments taking into consideration academic programmes of various departments, existing quality of faculty, expected retirements and availability of bright candidates.

There will be three designations – Professor, Associate Professor and Assistant Professor. At present, all NITs have been granted a three tier “rigid” faculty distribution among the three designations – P:AsP:AP = 1: 2: 4, with a Career Advancement Scheme where faculty may move to higher pay (AGP)

and designation in the absence of a clear vacancy. Details of CAS provisions are given later in this schedule.

Institutes may, however, opt through a resolution of the Board and concurrence of the Council of NITs (or the Standing Committee of the Council on behalf of the Council) the 4 tier flexible faculty cadre announced by the Ministry vide its order of 18th August, 2009.

13. Qualifications and Experience:

Qualifications and experience required for various posts as well as the selection procedure are listed in Annexures – I to IV for both the 3 tier rigid faculty structure as well as the 4 tier flexible faculty structure. While all the NITs follow the 3 tier structure at the moment, it is expected that most of the Institutes will follow the 4 tier flexible cadre structure in due course with the approval of the Ministry

14. Faculty from industry without Ph.D. degree:

There shall be necessary provision for inducting faculty from industry (or comparable organisations) with substantial professional and R&D experience, but not having a Ph.D. degree. For candidates with good number (say 10) of publications in leading journals of the field, the candidates being the lead author, the requirement of Ph.D. degree may be waived. In all other cases, such a candidate may be taken on contract till he completes the Ph.D. degree.

15. Policy on avoiding in-breeding:

Most leading universities of the world, including the best Institutes of India have an explicit or implicit policy of not inducting their own students into the faculty. To avoid such in-breeding, the NITs will follow the following policies:

- a) Candidates who have obtained or are expected to obtain their most recent degree (Ph.D. or M.Tech.) from the Institute will normally not be considered for recruitment, except where there is a 3 years' gap (approximately) between leaving the Institute and the expected date of joining.
- b) This is not applicable to candidates who are already members of the faculty, either regular or on contract, and are pursuing a higher degree in the Institute.
- c) In special cases, where the department (at the time of short-listing) or the Selection Committee feels that an exception needs to be made (for reasons such as severe shortage of faculty in a given academic field or exceptionally brilliant candidate or any other), the reasons for such exceptions are to be recorded in writing and put up to the Board of Governors for approval. The Board, if convinced, may confirm the selection. Such appointments will not serve as precedence.

16. Multiple attempts:

In order to keep the number of candidates interviewed within practical limits, Scrutiny Committee may, if it deems fit, reject a candidate on his third or further attempt, if the candidate has failed to win the same post in two previous attempts, (either in scrutiny or selection stage), even if he meets the short-listing criteria, except when there is significant new achievement justifying an exception.

17. Functioning of the Selection Committees:

While the Scrutiny Committee and Selection Committee will use all information available to them and be as quantitative as possible, their recommendations will reflect a collective decision based on accumulated professional experience which is often not possible to quantify. Committees will not be obliged to record the details of their individual reasoning process.

18. Auxiliary Faculty Positions:

Norms for appointment of adjunct, honorary, chair, emeritus, contractual, visiting, ad hoc and temporary faculty are given in Annexure – VI.

19. Seniority of Faculty:

Personal prospects as well as responsibilities assigned by the Administration in an Institute of higher learning should be decided on academic merit and performance, rather than by service seniority. However, in cases where "seniority" is an issue, the following will be the deciding factors in decreasing order of importance: (i) Designation (ii) AGP, (iii) Pay in Pay Band (iv) Date of BoG meeting in which current AGP was sanctioned (iv) Position in the merit list prepared by the Selection Committee, (vi) Seniority in lower AGP or 5th CPC (vii) Date of Birth.

20. Career Advancement Scheme:

A Career Advancement Scheme (CAS) is an essential component of a rigid faculty structure, whereby an individual faculty member can move to a higher designation and/or pay (AGP) in the absence of a clear vacancy. The CA Scheme of NITs is distinct and is fundamentally different from those of UGC, AICTE or similarly placed agencies.

A CAS promotion may be given to a serving faculty member on satisfying two essential criteria simultaneously:

- a) Completion of specified number of years of service in the same institute in a lower designation or AGP, AND
- b) Being selected by a valid Selection Committee using the same criteria, procedure and common interview as prescribed for directly recruited candidates (internal or external) and being included in a common panel.

There shall be no legal or social distinction between a faculty member selected against a clear vacancy or in the absence of one under CAS. Both are deemed to be directly recruited. There shall be no retrospective promotion, neither real nor notional.

If and when a vacancy occurs in the higher posts and there are serving faculty members with corresponding designation under CAS, they must be adjusted as per the respective seniority list before fresh advertisements are published. Under special circumstances, if an Institute is looking for new faculty at Professor or Associate professor level with expertise not available within the Institute, the Board of Governors (on recommendations of the ACoFAR) can set aside a vacant position exclusively for external recruitment.

In the case of up-gradation of Professors to HAG scale, personal interview may be dispensed with. The Selection Committees [formed as per provisions of the Statutes] shall make their recommendation on the strength of publication, books, patents sponsored projects, industrial consultancy, Ph.D. guidance, and contribution to Institute's administration as submitted by the candidate.

21. Transition from rigid to flexible Cadre Structure:

When an Institute adopts the 4 tier flexible cadre structure, every faculty member will continue with his current designation and pay in the pay band. The AGP will be reset to its new values (Rs.10500.00 for professor and Rs.9500.00 for Associate Professor) as appropriate to the new structure. Neither a selection process nor a personal interview will be necessary.

In some cases, the pay in the pay band may be below the minimum applicable to a particular designation i.e. Rs.43000.00 for Associate Professor and Rs.48000.00 for Professor. As a one-time measure, incumbents will be permitted to continue with their existing pay in pay band. A faculty member may, however, request appearance before a Selection Committee for up-gradation of pay in the pay band to the minimum value compatible with his AGP. The pay in the pay band will be corrected with prospective effect if so recommended by the Selection Committee and approved by the BoG.

22. Maintaining National character of NITs:

As decided by the Council the institute shall strive to recruit 50% faculty not domicile of that state in which the Institute is located.

23. Miscellaneous:

A copy of these regulations including the academic criteria specified for various posts and selection procedure in Annexure – I to IV will be made available to every member of the Selection Committee before start of interviews.

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**Prescribed Minimum Qualification and Experience for
Faculty Positions of
NATIONAL INSTITUTES OF TECHNOLOGY**

(Under the standard 3 tier rigid faculty structure)

Designation, Pay Band and Academic Grade pay	Essential Qualification	Relevant Experience	Other essential requirements (Expected to be amended upwards with time, as the NIT system achieves higher standards)	Additional Desirable requirements	Age : Preferably below
Assistant Professor (On contract) Grade Pay Rs.6000.00 PB3 + 2 increments	M. Tech.	None	None	Advanced state of Ph.D. work in a reputed institute.	30 years
Assistant Professor Grade Pay: 7000.00	Ph. D.	None	One paper accepted for publication in an SCI journal	Two SCI Journal papers or one patent; may be based on Ph.D. work.	35 years
Assistant Professor Grade Pay Rs.8000.00	Ph. D.	3 years after Ph.D. or 6 years total (not counting Ph.D. enrolment period) after obtaining M. Tech. degree.	2 papers in SCI journals outside Ph. D. work. One ongoing sponsored project for candidates from academia. Two experimental or computational projects added to teaching laboratories where appropriate.	One Ph. D. supervision ongoing; One Patent; Experience in industry or R & D lab. of repute; M. Tech., M. Sc. or B. Tech. project supervision on live industrial problems.	N. A.
Associate Professor Grade Pay Rs.9000.00 PB4	Ph. D.	6 years after Ph.D., or 9 years total (not counting Ph.D. enrolment period) out of which 3 years should be after Ph.D. and as assistant professor or equivalent in a reputed institute, laboratory or industry	4 papers in SCI journals; One Ph. D. guided as sole or principal supervisor. Two projects ongoing or one ongoing plus one completed. One self financed or two Govt. sponsored short-term courses offered. Two experiments or computational projects added to teaching laboratories where appropriate.	One or more patents; Supervising one or more students for Ph. D.; Strong liaison with industry; Offering courses through application of ICT.	N. A.

Designation, Pay Band and Academic Grade pay	Essential Qualification	Relevant Experience	Other essential requirements (Expected to be amended upwards with time, as the NIT system achieves higher standards)	Additional Desirable requirements	Age : Preferably below
Professor Grade Pay Rs.10,000.00 PB-4	Ph. D.	10 years after Ph.D. or 13 years (not counting Ph.D. enrolment period) total out of which 7 years to be after Ph.D. including 3 years at Associate professor level.	Two Ph.D.s guided in career as sole or principal supervisor, plus one ongoing. The following during the past 4 years: (i) 3 papers in SCI journals; (ii) One high value sponsored or consultancy project; (iii) Two self financed or four Govt. sponsored short-term courses as coordinator and main teacher, (iv) Two experiments or computational design projects added to teaching laboratories where appropriate.	One or more Patents; Supervised more than three students for Ph. D.; Preparing E-Learning material. At least one self-financed short-term course offered every year. Strong liaison with industry. Offering significant support to institute management; High value sponsored or consultancy projects.	
Professor HAG scale	Ph. D.	Six year as Professor with AGP 10000.00 or higher in an institute of national importance.	4 Ph. D.s guided in career as sole or principal supervisor plus at least one full time resident student continuing. The following during the past six years: (i) 4 papers in SCI journals; (ii) 2 high value sponsored or consultancy projects, plus one ongoing, (iii) 3 self financed or 5 Govt. sponsored short-term courses offered as coordinator and main teacher, (iv) Three experiments or computational projects added to teaching laboratories. (v) Significant contribution to institute management through personal initiatives in responsible positions.	Truly significant contribution in one area – publications, writing of text books or reference books, sponsored projects, consultancy and support to industry, E-learning packages, creative contribution to institute's welfare.	N. A.

Annexure II

**Prescribed Minimum Qualification and Experience for
Faculty positions of
NATIONAL INSTITUTES OF TECHNOLOGY**

(Under proposed four tier flexible faculty structure)

Designation, Pay Band and Academic Grade pay	Essential Qualification	Relevant Experience	Other essential requirements	Additional Desirable requirements	Age limit (Desirable)
Assistant Professor (On contract) Grade Pay Rs.6000.00 PB3 + 2 increments	M. Tech.	None	None	One publication in an SCI journal; Advanced State of Ph.D. work in a reputed Institute.	30 years
Assistant Professor (On contract) Grade Pay: 7000.00	Ph. D.	None	None	Two papers in SCI journals or one patent; may be based on Ph.D. work.	35 years
Assistant Professor Grade Pay Rs.8000.00	Ph. D.	3 years after Ph.D. or 6 years total (not counting Ph.D. enrolment period) after obtaining M. Tech. degree.	2 papers in SCI journals outside Ph. D. work. One ongoing sponsored project for candidates from academia. Two experimental or computational projects added to teaching laboratories where appropriate.	One Ph. D. supervision ongoing; 1 Patent; Experience in industry or R & D lab. of repute; M. Tech., M. Sc. or B. Tech. project supervision on live industrial problems.	N. A.
Associate Professor Grade Pay Rs.9500.00	Ph. D.	6 years after Ph.D. out of which 3 years should be at the level of Assistant Professor or equivalent in a reputed university, R & D Lab. or relevant industry.	6 papers in SCI journals; One Ph. D. guided as sole or principal supervisor plus one continuing. Two projects ongoing or one ongoing plus one completed. Two self financed or three Govt. sponsored short-term courses offered as coordinator and main teacher. Four experiments or computational projects added to teaching laboratories where appropriate.	1 or more patents; Supervising two or more students for Ph. D.; Strong liaison with industry; Offering courses through application of ICT.	N. A.

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Designation, Pay Band and Academic Grade pay	Essential Qualification	Relevant Experience	Other essential requirements	Additional Desirable requirements	Age limit (Desirable)
Professor Grade Pay Rs.10,500.00 PB-4	Ph. D.	10 years after Ph.D.	Three Ph. D. degrees guided in career. The following during the past 4 years: (i) 4 papers in SCI journals; (ii) One high value sponsored or consultancy project; (iii) Two self financed or four Govt. sponsored short-term courses offered as coordinator and main teacher; (iv) Four experiments or computational design projects with added to teaching laboratories where appropriate.	Two or more Patents; Supervised more than three students for Ph. D.; Preparing E-Learning material. At least one self-financed short-term course offered every year. Strong liaison with industry. Offering significant support to institute management; High value sponsored or consultancy projects.	N. A.
Professor HAG Scale	Ph. D.	Six years as Professor with AGP 10000.00 or 10,500.00 in an institute of national importance.	5 Ph. Ds guided as sole or principal supervisor plus at least one full time resident student continuing. The following during the past six years: (i) 5 papers in SCI journals; (ii) 2 significant sponsored or consultancy projects, plus one ongoing; (iii) 3 self financed or 5 Govt. sponsored short-term courses offered as coordinator and main teacher; (iv) Three experiments or computational projects added to teaching laboratories. (v) Significant contribution to institute management through personal initiative in responsible positions.	Truly significant contribution in one area – publications, writing of text books or reference books, sponsored projects, consultancy and support to industry, E-learning packages, creative contribution to institute's welfare.	N. A.

**Recruitment Rules for faculty positions in
NATIONAL INSTITUTES OF TECHNOLOGY**

Common Essential Requirements

[For both 3-tier rigid and 4-tiers flexible systems]

1. Superior academic record at all levels from high school onwards.
2. First class in B. Tech. / M. Sc. and in M. Tech.
3. All degrees from reputed institutions, preferably from institutions of national importance or university departments in India or abroad.
4. Good oral and written presentation skills.
5. Strong command over fundamental subjects.
6. The following shall be considered as essential requirements, without which a faculty member will be deemed unfit for promotion or selection even if he has met or exceeded the prescribed qualification, experience and performance criteria.

<p>Teaching (For teachers of same or different institute)</p>	<ol style="list-style-type: none"> a) At least 3 theory subjects (semester long) for each year of post-Ph.D. experience in a teaching institution. b) Commensurate volume of written material for assisting students-lecture notes, problem sheets ppts etc. shared with the students. c) Consistently good (better than Institutes average) score in student feedback on courses taught. [Institutes shall introduce computerized student feedback system and make the summary results available on the internal web site or equivalent publication.] d) Question papers for different exams set by the faculty members to be examined by Selection Committee. e) Introduction of new courses or revision of existing syllabi. f) No adverse record in teaching e.g. negligence in classes or exams.
<p>Institute and professional Activity (For teachers of same or different institute)</p>	<ol style="list-style-type: none"> a) Reasonable record of responsibility and creative performance in management of the organization (commensurate with length of service)- responsibility of Dean, HOD, Chairman or Members of Committees. b) Support to extra academic activity of students – NCC, NSS, Sports, Cultural, Music and Quiz etc. c) Organization of student functions. d) Warden ship of hostels and work towards improvement of living conditions of the students. e) Leadership and guiding students in scientific and technical work outside class room. f) Assisting management in construction, maintenance, ICT, Lawns & Gardens and providing services in the institute. g) Assisting management in record keeping, website management, document preparation, management of convocation etc. h) Departmental activities – T&P, Seminars, projects, Library etc. i) Collaboration with other Institutions in India and

	abroad. j) Organising conferences, symposia and activities of professional societies. k) Strictly no adverse record of negligence or dishonesty in discharging one's responsibility.
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A faculty member is not expected to excel in all the fields, but he must contribute in at least two areas with visible contribution to each. Poor record under any of the above items, in terms of dishonesty, negligence, harassing beneficiaries, indifference or not taking up a responsibility will be viewed seriously by the selection committees. When an assignment is given by the administration, the faculty member must show initiative and work proactively towards improvement of his work environment instead of simply holding on to a position.

It is also expected that faculty members will take positive initiatives to be visible at the Institute-level so that they win the trust of the higher management and get assignments to contribute to institutional progress.

Notes:

It is expected that the NITs recruit faculty who have earned their degrees from Institutes of high-standing in India or abroad. The Scrutiny Committee and the Selection Committee are expected to judge the quality of the training that the candidates received during their own academic careers from the standards of the Institutes from where they earned their degrees. It will be within the power and responsibility of these Committees to reject candidates from Institution of low-standing even if their degrees and grades are above the required level. This consideration is applicable to candidates at Assistant Professor level.

1. A single individual is not expected to meet all the essential performance criteria listed in the tables of Annexure-I and II. **But in the judgment of the Selection Committee, the sum total of his contribution should exceed the sum total of the essential requirements given in the table above in terms of scholastic effort necessary.**
2. Experience will be counted only when it is earned in a reputed institute, university, industry or laboratory on a job relevant to the department to which a candidate is applying. Experience shall normally mean the experience earned after award of M. Tech. degree.
3. The Selection Committee shall consider publications in journals of reasonable standing, ignoring publication in very weak journals. Professional judgment of experts in this matter shall not be questioned.
4. A publication shall normally mean publications which are covered by the Science Citation Index (SCI) where ever applicable. Papers accepted for publication and actually published will be seen to be at par.
5. In case of joint publications and joint Ph.D. guidance in an institution where there is no concept of "Principal Supervisor", the Scrutiny Committee and the Selection Committee shall assign fractional credit. The Committee's decisions on such matters shall be final in respective domains.
6. In Institutes without significant postgraduate or doctoral programme, as a temporary measure, the selection committees may consider and evaluate

publication of text books, sponsored projects from funding agencies, formal lecture notes, M. Tech and M.S. projects guided and collaborative work with industry as scholastic work in lieu of experience in guiding Ph. Ds.

7. The "essential qualifications "and" other essential requirement" given in Annexure-I and II are bear minimum for eligibility to be considered for promotion. An average faculty member is expected to generate performance output higher than the minimum prescribed in the tables in Annexures I and II.
8. Scholastic achievement and length of service and other essential but not necessary requirements shall form the criteria for promotion. But in matters of fresh selection, other considerations such as expertise of candidates vs. need of the department shall form dominant considerations.
9. There is no distinction between the requirements for "appointment against vacancy" and "promotion under CAS", nor there shall be any distinction in the status of the two types of faculty members. A selection process shall cover both internal and external candidates, both being examined together by the same committee, the only exceptions being limiting a selection only to external candidates at entry level of Assistant Professor, and to internal candidates (under CAS) when there is no vacancy in a particular department.
10. If suitable candidates are not available for positions of Professor or Associate Professor, the positions may, at the discretion of the Board, be utilized for recruiting faculty in lower positions.

**PROCEDURE FOR SELECTION OF FACULTY
IN NIT SYSTEM**

Today there is great diversity among the selection procedures being followed in institutions of higher learning in our country. Different systems have evolved in different institutes in response to their emphasis on research and teaching, historical and geographical factors. The procedure outlined here has generally, but not exactly, been followed in most IITs. The procedure is prescribed as a guideline, without insisting that it be followed religiously. Boards of Governors may opt for alternative procedures after examining their merit vis-a-vis the base line procedure given below.

1. The Director will create an "Advisory Committee on Faculty Recruitment (ACoFAR)" with a senior member of the faculty as the Chairman. Normally, he should be the Dean (Faculty Welfare); but Director shall have the discretion to assign the responsibility to Dy. Director or another senior Professor or handle it himself. The Chairman of ACoFAR shall be authorized to communicate with departments, candidates and experts on the advice of Director. In addition, the Committee shall discharge the following functions:
 - a) Examine and advise on distribution of faculty positions among various departments;
 - b) Proactively search for faculty candidates in India and abroad.
 - c) Assist the Director in examining, short listing criteria and preparing panels of short listed candidates submitted by departments;
 - d) Examine and recommend proposals for deviation in age, formal qualifications, industry experience or any other criterion or guideline;
 - e) Reservation of positions for specialization or sub-specialisation and rank of faculty to be inducted; and
 - f) Proactively search for candidates from reserved categories, and if not available after repeated attempts, prepare proposals for de-reservation in accordance with the relevant rules & regulations.
2. The Institute will create a panel of experts and update it on annual basis. The list will be prepared by taking inputs from departments. Director may also add extra names or delete some from the list. Normally the experts should be drawn from NITs, IITs, IIMs, IISERs, IISc, University departments, major R&D Laboratories (CSIR, ICAR, DAE, ISRO, DRDO etc) and major industry. The list, along with postal and electronic addresses, designations, specialization and other relevant particulars of proposed experts is to be placed before the Senate and then the BoG for their approval. Every higher authority shall have the power to add and delete names. In addition, fellows of INAE and the 3 science academies will be automatically included in the panel. Every attempt should be made to ensure that major specializations of each department are adequately represented in the panel.
3. While the above is a permanent list, upgraded periodically, preferably every year, the BOG, at its discretion, may permit Director to choose experts for every single selection process from the full panel or from specific sub panels.
4. As per NIT Act, the visitor shall nominate one member to the selection committee. It is observed in practice that being present in all sessions of a selection process (that

spreads over two to four weeks) becomes hard on the distinguished professors who serve as visitor's nominees, and they are often unwilling to spare the time. The Ministry will recommend to the Hon'ble Visitor to nominate a panel of five distinguished persons in different subject areas to serve as Visitor's nominees and permit institutes to invite them as per their availability and convenience.

5. The director will send a copy of the panels approved by the Secretariat of the Council of NITs for records.
6. It is extremely important that the suggested panel of experts is examined critically by the Board and the Ministry and any member with a questionable integrity is removed.
7. Prior to a selection process, the Director will choose experts from the approved panels ensuring a reasonable distribution among specialisations, and to the extent possible, diversity of background, place of work etc.
8. In addition to the expert members of the selection committee, the Director, as Chairman of the Committee, may invite observers from SC/ST and minority communities or any other person of repute to instill confidence in the minds of the candidates and of the Institute community.
9. On advice of the Director, the Chairman, ACoFAR will seek from the Departments the specific specializations where new faculty is to be recruited. The HoDs will consult senior faculty colleagues and prepare the proposals to the Institute, which will be collated by the Chairman, ACoFAR and placed before the Director for approval. The Director is expected to review the proposals critically and finalize the draft advertisement including specializations, critical dates, newspapers of advertisement and other details.
10. Serving regular faculty members shall be eligible to apply for higher positions in their own departments irrespective of their specializations, if they satisfy other advertised criteria.
11. Application may be received on paper, on-line or both, depending on the technological resources of the respective Institute. In addition, the Institute will consider applications received against standing advertisement, if any, and unsolicited applications.
12. While applications received within the advertised closing date shall definitely be considered, late applications (upto the interview time) may be considered at the discretion and convenience of the administration.
13. In addition to the advertisements, all sections of the institute administration - Director, members of ACoFAR, HoDs and all faculty members will make proactive effort to attract applications from prospective candidates, without making any commitment of selection. Such efforts will include postal and email correspondence, telephonic talks and public announcement when there is an opportunity.
14. Applications, when received, will be organized, relevant information summarized, and sent to the departments by the Registry, for short listing. The objectives of short listing are two folds:-
 - (a) to reject applications that do not meet advertised criteria and

- (b) to select the best candidates from the remaining list so that the number of candidates to be called for interview with the experts remains within manageable limits.
15. Departments will make attempt to set "short listing criteria" that can be easily implemented. But, considering the multiple attributes that need to be considered, it may become necessary to make case by case exceptions. In all such cases the general short listing criteria and the reasons for exception, if any, are to be recorded in writing. Short listing criteria may include, among others, such conditions as:
- (i) superior academic record – all through first class career or higher grades in B.Tech/M.Sc/M.Tech, higher than advertised criteria,
 - (ii) reputation of institutions from where the candidate has obtained his degrees,
 - (iii) number of unsuccessful attempts for the same post [Candidates who have been rejected in the past may be called only if there is a good reason, the reason to be recorded in writing.]
 - (iv) specialisation, including micro specialisation,
 - (v) professional service record - reputation of organization where experience has been earned, nature of job, current activities etc.
16. The Departments' recommendations shall be placed before the Director for the final short-listing. The final list of candidates to meet the Selection Committee will be arrived at in a combined meeting of the Director, the ACoFAR, the HoD and at least three senior faculty members of the Department. In case of a lack of unanimity among the members, the director's decisions shall be final for the purpose of calling a candidate to the interview. The different viewpoints, however, will be recorded in writing and placed before the selection committee who may record their own comments for information of the BOG. The decision of the Board on the selection shall be final and binding.
17. In addition to formal application, candidates will be required to submit reprints/preprints of publications and list of referees. The PIC will organize collection of references and review of publications by independent referees for short listed candidates, both internal and external.
18. The short listed candidates will be invited by the Chairman, ACoFAR or the Registrar for personal interview with the selections committee constituted in accordance with the NIT Act and the statutes of the respective institutes. In addition, the individual institutes may seek seminar presentation in the departments, and/or any other form of academic interaction with the faculty. All such interaction will be open to the faculty and students of the institute and will be well publicized in advance to invite a decent audience. The feedback of the faculty will be communicated to the selection committee by the HoD. Candidates located outside the country or otherwise not in a position of attending personal interview, may be interviewed over video conferencing or be selected in absentia at the discretion of the selection committee.
19. On completion of the interview, the selection committee will record its final recommendations with signature of every member present. The Director, as chairman of the committee will be responsible for writing the recommendation. There shall be no scope for retaining individual view points or details of discussion. Any member(s) with a dissenting opinion may, however, record their observations. On a separate page(with a reference in the main page that will be presented by the Director to the BoG with his own comments on the observations.

20. The Selection Committee shall employ the same yard stick to evaluate all candidates for a post or AGP – external, internal, with or without a clear vacancy, and shall prepare a common panel of recommended candidates. Out of this panel, the vacant posts will be filled on the basis of merit without consideration of external or internal candidates.

The Selection Committee, at its discretion, may recommend to retain the panel for a maximum period of one year or next round of selection for the department, whichever comes earlier, so that vacancies caused during this period can be filled in order of merit. On completion of this period, only the internal candidates will be given promotion under CAS to be adjusted against future vacancies caused by retirement, resignation or creation of new posts, any time in future.

21. Recommendations of the selection committees will be placed before the BoG, along with details of sanctioned posts, reservation categories etc, for final approval and subsequent issue of appointment orders by the Registrar.
22. If a meeting of the BoG is not scheduled within a short period from the meeting of the selection committee, the director, with approval of the Chairman BoG, may seek the approval of members by circulation. While recommendation of the selection committee is awaiting approval of the BoG, the director may, at his discretion, inform successful candidates, but with a clear line stating that such information is awaiting approval of competent authority and is not legally binding.
23. All appointments - regular or CAS, internal or external, will be effective from the date of the Board meeting or any later date fixed by the Board. There shall, however, be no pre-dating of an appointment.
24. The following provisions will govern the selection and service conditions of new faculty recruited without a Ph. D. degree
- (i) If sufficient numbers of meritorious candidates with Ph. D. degree are not available in any discipline or sub-discipline, candidates with M. Tech degree may be recruited as Assistant Professor on contract with AGP of Rs.6000.00 only.
 - (ii) The contract will be initially for a period of three years, extendable by two more years only on recommendation of a valid Selection Committee.
 - (iii) Such faculty, after joining the departments, must be enrolled in the Institute's own Ph. D. programme or be deputed to another Institute at the discretion of the Director, after considering the internal facilities available and the expertise needed in the department. The Institute will make available to the faculty the required equipments, consumables and travel support.
 - (iv) During the contract period, if an incumbent shows poor progress on his Ph. D. work or dereliction of duty in teaching, the contract may be terminated prematurely after an enquiry by the ACoFAR, with at least one external expert. Necessary clauses to this effect must be built into the contract at the beginning of the appointment.
 - (v) On award of Ph. D. degree, an incumbent will be given regular position with effect from the date of original contract appointment with probation of one year after regularisation. For all future records, the starting point of service will be the date on which the contract service started originally.

- (vi) During the contact 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.

Annexure V

Distribution of Faculty Posts among Departments

Every institute shall have only a finite member of faculty posts sanctioned by the ministry. The distribution of these positions among the departments will be flexible to dynamically maximize the number of faculty in position at any given time. It should be appreciated that institutes will be losers and the cause of education will be hampered if faculty positions which could be filled up in other departments are kept vacant simply because current market scenario is making faculty unavailable in a specific department. Instead of keeping vacant positions, if additional faculty are inducted in other departments, they will contribute to (a) elective courses in teaching, particularly those electives that are subscribed to by students across many departments, (b) research, (c) continuing education, (e) institute, hostel and SAC management etc. A vacant faculty post serves no one. At the same time, it is the responsibility of the Director, and of the Board, to ensure that no department starves of faculty when candidates are available and posts are used up elsewhere.

The following table may be taken as a guide for computing "normal faculty strength" in any department.

B Tech Programme (Annual Intake < 50)	= x
B Tech Programme (Annual Intake > 50)	= 1.5 x
Dual degree with existing M. Tech. specialization	= 0.1 x
Dual degree with exclusive M. Tech. specialization	= 0.2 x
Additional B Tech Programme(Each programme)	= 0.5 x
M Tech programme(Each programme)	= 0.5 x
M.Sc. (2 years) programme	= 0.5 x
M.Sc (5 years) programme	= x
MBA Programme (Annual Intake <50)	= x
MBA programme (Annual Intake >50)	= 1.5 x
MCA (3 Years) Programme	= x
Common theory courses for 1 st & 2 nd years (per subject)	= 0.2 x
Common practical courses for 1 st & 2 nd years (per course)	= 0.1 x
Total	= nx

$$x = [\text{Sanctioned faculty strength}] \div n$$

The normal strength of every department shall be computed based on the above scheme, additional factors taken into consideration, rounded and approved by the Institute Senate to serve as a guideline for all future recruitment. In case of serious disagreement among members the Senate, the decision of the BOG shall be binding.

The above prescription is based on a principle of equal sharing of teaching responsibility among all faculty members irrespective of rank. In contrast with the prescription of AICTE, professors of NIT are expected to take up a larger share of the teaching job, particularly in large classes and in common fundamental subjects. This principle has the merit of providing better education in basic subjects, It frees younger faculty to pursue research, particularly those who are enrolled in Ph.D programmes. Experienced faculty are also expected to spend less time in preparing for classes and spend the rest of the time in institute management.

Additional factors shall include, but will not be limited to, expected student strengths in common courses, open electives, being normally offered by the department, common subjects among M Tech specializations, strength of M Tech courses etc. In general, departments and centers can be classified into two or three groups depending on the above formula and faculty strength calculated for each group.

Annexure VI

Adjunct, Honorary, Chair, Emeritus, Contractual, Visiting,

Ad hoc and Temporary Faculty

In addition to its regular faculty, an institute may augment its intellectual capital by hiring additional scholastic resource through different types of secondary faculty positions. Such faculty members contribute significantly to the department in terms of sharing teaching tasks and enhancing research output. Academic contributions and decisions (e.g. award of grades) of such faculty members shall have the same legal validity as those of regular faculty members. The primary purpose of hiring adjunct, honorary, chair, emeritus and visiting faculty is to receive the honor of hosting distinguished professionals and academicians, and not off-loading of routine teaching activity. In contrast, the primary purpose behind hiring ad hoc, temporary or contractual faculty is to provide routine teaching services, particularly when adequate number of regular faculty are not available.

The appointing authority of adjunct, honorary and chair professors shall be the senate while that for emeritus professors and contractual faculty shall be the BOG considering that in the latter case Government money needs to be spent on salary. Director may appoint ad hoc and temporary faculty, who need to be given appointment at short notice and do not constitute a long term responsibility of the institute. The following guidelines will give the administrative details of hiring additional faculty.

(a) Adjunct Faculty

Reputed scientists, engineers, physicians, advocates, artists, civil servants, bankers and other professionals, both serving and retired (from active service), can be inducted as Adjunct faculty. They will bring reputation to the institute, add valuable expertise and practical knowledge and complement the knowledge pool of existing faculty. The following will be some broad guide lines for selection of adjunct faculty.

- (i) They must be persons of repute, comparable to at least the top one third of the regular faculty in professional expertise and reputation in their own fields and organizations.
- (ii) Adjunct faculty will supervise student projects at all levels - UG to Ph.D., carry out sponsored research and consultancy, and teach courses, all these activities either independently or in collaboration with a regular faculty. They may also be members of departmental committees, if their professional experience becomes useful. While teaching courses, they may take responsibility of a full semester-long course or only a part thereof in collaboration with a regular faculty. The degree of involvement will be worked out mutually by the adjunct faculty and the Institute.
- (iii) Adjunct faculty will be appointed by the senate on recommendation of a committee headed by the director. Duration of appointment shall be between 1 and 5 years.
- (iv) Adjunct faculty will be provided with office room, secretarial services and other facilities depending on their involvement in academic activities.

- (v) They shall receive no salary, fee nor any other compensation for their services. All direct expenses such as travel, accommodation, preparation of lecture material etc shall be reimbursed at actuals.
- (vi) Adjunct faculty may receive financial support at the discretion of the director to attend conferences in India or abroad for presenting their work done in the institute, if in the opinion of the director, he has contributed significantly to the institute's academic programme.

Honorary Faculty

Institutes may honour distinguished academicians including its own retired faculty members by conferring on them the status of "Honorary Faculty". This status will be same as adjunct faculty except that:-

- (i) Honorary faculty will be drawn from distinguished persons retired from active service, including the Institute's own retired faculty, who commit to be engaged in substantial scholastic activity using facilities of the Institute and contribute academic services to the institute without compensation.
- (ii) Duration of appointment shall be "for 5 years" or "for life".
- (iii) Directors of institutes appointed by the visitor in accordance with the provisions of NIT Act and statutes will automatically be "Honorary faculty for life" on completion of their tenure of service, irrespective of their level of engagement in institute activity in future.

Chair Professors

The Board may create a position of chair professor in a given department with or without a fixed specialization from money donated by an external agency or person. If sufficient funds are available to pay full salary and other benefits from the interest money, a new faculty post with terms identical to regular posts may be created. On the other hand, if limited funds are available, an existing regular faculty position or a secondary position under adjunct, honorary, visiting or contractual categories may be declared as an external chair where the donation received from the external agency will provide such benefits as top-up salary, travel grant or any other benefit to the incumbent.

Professor Emeritus

Faculty superannuating from service in NITs and comparable institutions may be inducted by the Board as Professor Emeritus for a maximum period of 3 years. This provision is limited to faculty with suitable externally sponsored projects or comparable activities, in addition to shouldering normal teaching responsibilities. Such appointment shall be made against sanctioned faculty posts only.

Faculty on Contract

When regular faculty positions cannot be filled, to Board at its discretion, may fill up sanctioned faculty positions "on contract", where the terms of separation will be far easier than those of regular faculty. Other facilities and mode of selection, to the extent possible, will be same as those for regular faculty. Examples of contractual faculty will include Assistant Professors without Ph.D. degree under the 3 tier system or Assistant Professors during the first 3 years after Ph.D. under the 4 tier system, faculty considered

in absentia, and distinguished professors and engineers/scientists who have retired from other organisations.

Visiting Faculty

Academic personnel from universities, institutes, R&D labs, industry or Government in India or abroad, including those on sabbatical leave from other institutions or retired, may be inducted into the institutions for brief periods (Maximum 2 years), with or without remuneration. Such faculty members are expected to work full time taking academic responsibilities at par with regular faculty members. They may be appointed by Director on recommendation of the Head of the department, and a counterpart faculty member in the department who will serve as a host. Visiting faculty may be provided with mutually agreed honorarium and facilities (e.g. residential accommodation) on discretion of Director.

Ad. hoc appointments

To meet urgent need of faculty or to retain a brilliant candidate, the Director is empowered to make ad hoc appointment against sanctioned posts at all levels. Such appointment can be done for a maximum duration of 12 months, and shall not be extended even with breaks. A reasonable pay band, pay and AGP may be worked out, and increment may also be given as per rules. This pay shall not be binding on the selection committee, which may make its own decision, the formal appointment, if at all, shall carry its own pay unrelated to the ad hoc pay. Facilities such as residential accommodation, travel etc, normally available to faculty members, may be extended at discretion of Director. The director will make his decision basing on the recommendation of a small committee of senior faculty colleagues which will include at least one internal Board member, and one external subject expert. A Ph.D. degree with a superior academic career is a minimum requirement for ad hoc appointment at Assistant Professor level. Commensurate work experience in institutions of repute is necessary for higher posts.

Temporary Faculty

The director may recruit "Temporary faculty" against sanctioned posts to tide over serious shortage of faculty to handle UG & PG teaching load. This will be possible only in departments where the number of faculty in position, not counting teachers on long leave, is below 0.75 x normal strength. The candidates need to have at least a Master's degree in Engineering or a doctorate in science/humanities with first class(60% marks or (GPA 6.5/10) at both bachelor's and master's level. Selection can be made on recommendation of a committee of faculty members that must include at least one internal board member and one faculty member of another department. Presence of an external subject expert is not essential.

Duration of appointment shall be one semester to start, and may be extended on semester to semester basis on recommendation of the HOD. Maximum duration of appointment in the entire career of a person shall be limited to 5 semesters. A consolidated remuneration, proportional to the assigned duties may be worked out on mutual agreement. The temporary faculty may be permitted to work full time or part time depending on the remuneration paid to him. In addition to the consolidated remuneration, director may, at his discretion, extend residential accommodation, telephone, travel and other facilities.

Item 28.17 To consider filling up of Non-faculty positions including 73 additional sanctioned Non-faculty Posts by the MHRD in accordance with the Uniform Recruitment Rules for Non-faculty positions in NITs.

In pursuance of the OBC reservation policy of Govt. of India, the students strength under the Graduate as well as Post-graduate courses were increased during 2010-11. So for the creation of faculty and non-faculty staff, a proposal was submitted to the Board in its 24th meeting held on 7.2.2011. The Board decided as under:

“The Board approved the faculty and non-faculty strength of the Institute on the basis of students’ strength for the year 2010-11 as per details furnished in the agenda item. “

In view of the above decision of the Board, a proposal was submitted to the Government of India, Ministry of Human Resource Development, Department of Higher Education, New Delhi vide letter No. Gen-1/3703/5373 dated 14.9.2011.

In response to the above proposal, the Deputy Secretary (NITs), Government of India, Ministry of Human Resource Development, Department of Higher Education, New Delhi vide letter No. F.10-9/2011-TS.III dated 12th June, 2012 has conveyed the approval of the Government of India for creation of 73 additional Non-faculty on the basis of actual students strength for the year 2010-11. Now the total Non-faculty of the Institute has been increased from 256 to 328. A copy of the letter is enclosed as Appendix - XXI from page 124 to 126. Further, the Government of India, MHRD, New Delhi has also informed that the Institute may initiate steps for filling up of the additional sanctioned Non-faculty posts in accordance with the Uniform Recruitment Rules (RRs) for faculty positions in NITs placed on the website of the Ministry vide letter No. 33-2/2012-TS.II dated 30.05.2012. The Uniform RR are at present with the Ministry of Law and Justice for vetting before its notification/publication in the Official Gazette. Any modification in the RR will be notified in Official Gazette. The Institute is advised to take into account the final Notified Uniform Recruitment Rules before the final recruitment of the faculty positions.

The Institute has downloaded the Uniform Recruitment Rules from the website of the MHRD. A copy of the same is enclosed as Appendix – XXII from page 127 to 164.

In this context a Committee of Deans was constituted at the Institute level to examine the Uniform Recruitment Rules (RRs) keeping in view the qualifications and experience of the existing employees. For providing scope of

promotion of existing Non-faculty staff through direct recruitment, whereas applicable, the Committee of Deans has suggested the following relaxations in the essential requirements for different Non-faculty posts for consideration of the Board as a one time arrangements:

- i) Technician/Sr. Technician/Technician (SG-II)/Work Assistant/Sr. Work Assistant/Work Assistant(SG-II)

Essential requirement of 60% marks in matriculation be relaxed to 45%.

- ii) Superintendent/ Sr. Superintendent/ Superintendent (SG-II)

Requirement of first class (Hons.) Bachelors Degree be relaxed to 'Bachelors Degree'.

- iii) Accountant

Requirement of first class Bachelors Degree in Commerce with Accountancy/ Finance be relaxed to 'Bachelors Degree' in Commerce with Accountancy/ Finance.

- iv) Technical Assistant/ Sr. Technical Assistant/ Technical Asstt. (SG-II)

Requirement of first class Diploma be relaxed to 'Diploma in Engineering'.

The Board may consider and approve the above relaxations in the essential requirements for different positions for the recruitment of above Non-faculty posts as only one time arrangement and the institute may be allowed to advertise the direct recruitment posts of non-faculty with above relaxation.

Director's Office
Received on 22/6/2012
Time... 4:06 PM
NIT, KURUKSHETRA.

-124-

APPENDIX-XXI
Most Immediate / By Fax

No.F.10-9 / 2011 – TS.III
Government of India
Ministry of Human Resource Development
Department of Higher Education

New Delhi, the 22th June, 2012

To,
The Director,
National Institute of Technology,
Kurukshetra -136 119

Subject: Restructuring of Non-faculty Cadres in NITs – Creation of non-faculty posts – regarding.

Sir,

The proposal of National Institute of Technology, Kurukshetra regarding creation of non-faculty posts has been examined in consultation with the Integrated Finance Division in this Ministry. The actual students' strength of the Institute for the year 2010-11 is 3578. In accordance with the student:faculty ratio of 12:1, the entitlement of faculty posts for NIT-Kurukshetra is 298. The present approved faculty strength of the Institute is 233. Further, in accordance with the existing instructions, the faculty : non-faculty ratio of NITs is 1:1.1. The entitlement of non-faculty posts for the Institute is 328 and the total non faculty posts in position are 255. The corresponding non-faculty strength is, therefore, being revised to 328. In view of the above, sanction of the competent authority is hereby conveyed for the creation of **seventy three (73) non-faculty posts** as mentioned below:-

Non-faculty Posts :

Sl No.	Name of Post	No. of posts to be created	PB/GP
A	Officers		
1.	Deputy Registrar	01	PB 3/₹7600
2.	Assistant Registrar	03	PB 3/₹5400
3.	Executive Engineer	01	PB 3/₹6600
4.	Asstt. Librarian	01	PB3/₹6000
5.	Sr. Medical Officer	01	PB 3/₹7600+NPA
6.	Medical Officer	03	PB 3/₹5400+NPA
7.	SAS Officer	02	PB 3/₹6000
8.	Pr. Technical Officer	01	PB 3/₹7600
9.	Sr. Scientific Officer	02	PB 3/₹6600
10.	Sr. Technical Officer	01	PB 3/₹6600
11.	Scientific Officer	02	PB 3/₹5400
12.	Security Officer	01	PB 3/₹5400
Sub Total		19	
B	Technical (Higher)		
13.	Technical Assistant/Junior Engineer/SAS Assistant/ Sr. Pharmacist	10	(PB2/₹4200)
14.	Senior Technical Assistant / Assistant Engineer/Senior SAS Assistant	25	(PB2/₹4600)
15.	Technical Assistant (Selection Grade II)/SAS Assistant (SG II)/ AE (SG II)	17	(PB2/₹4800)

16	Technical Assistant (Selection Grade I) /SAS Assistant (SG I)	9	(PB2/₹5400)
	Sub Total	61	
C	Technical Lower		
17.	Technician/Laboratory Assistant/ Lab Work Assistant	-34*	(PB1/₹2000)
18.	Senior Technician/Senior Laboratory Assistant/Senior Work Assistant	27	(PB1/₹2400)
19.	Technician (SG II)/ Laboratory Assistant (SG II)/Work Assistant (SG I)/ Pharmacist	15	(PB 1/₹2800)
20.	Technician (SG I)/ Laboratory Assistant (SG I)/Work Assistant (SG I)	09	(PB 2/₹4200)
	Sub Total	17	
D	Admin Higher		
21.	Superintendent/Accountant/ Secretary	-22**	(PB 2/₹4200)
22.	Senior Superintendent/ Sr. Accountant/ Sr. Accountant/ Sr. Secretary/Steno SGI	5	(PB 2/₹4600)
23.	Superintendent /Accountant / Secretary (SG-II)	07	(PB 2/₹4,800)
24.	Superintendent (SG-I)/ Accountant (SG I) / Secretary (SG I)	10	(PB 2/₹5400)
	Sub total	Nil	
E.	Admin Lower		
25.	Junior Assistant	-29**	(PB 1/₹2000)
26.	Senior Assistant/Stenographer	10	(PB 1/₹2400)
27.	Sr. Stenographer/ Assistant (SG II)	09	(PB 1/₹2800)
28.	Stenographer (SG II)/ Assistant (SG I)	20	(PB 2/₹4200)
	Sub total	10	
F	Supporting		
29.	Attendant/ Security Guard/ / Mali/ Care Taker (Sr.)	-61**	(PB 1/₹1800)
30.	Security Guard/ St. Attendant/ Mali / CT (Higher Scale)	14	(PB 1/₹1900)
31.	Attendant/ Security Guard /Mali / Care Taker (SG-II)	09	(PB 1/₹2000)
32.	Attendant/ Security Guard /Mali / Care Taker (SG-I)	04	(PB 1/₹2400)
	Sub Total	-34	
	Total (Net Additions)	73	

**(-) sign indicates that at present the actual strength is more than the entitled staff strength and the excess staff will be adjusted against other equivalent or higher posts till they are suitable redeployed/ promoted or wasted out.

2. The total non-faculty posts of the Institute should not exceed the total entitlement of the Institute i.e. 328 as a result of the creation of additional 73 non-faculty posts as mentioned above.

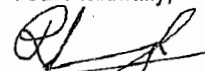
3. The Institute may initiate steps for filling up of the additional sanctioned non-faculty posts in accordance with the uniform Recruitment Rules (RRs) for non-faculty positions in NITs placed on the

Di P

website of this Ministry vide its File No. 33-2/2012-TS.III dtd.30.05.2012. The uniform RRs are at present with the Ministry of Law & Justice for vetting before its Notification/Publication in the Official Gazette. Any modification in the RRs will be notified in Official Gazette. The Institute is advised to take into account the final Notified Uniform Recruitment Rules before the final recruitment of the Non-faculty positions.

4. This issues with the approval of the competent authority in this Ministry.

Yours faithfully,



(Rajesh Singh)

Deputy Secretary (NITs)

Tel: 23073687

Copy to:-

- (i) Chairman (Board of Governors), National Institute of Technology, Kurukshetra.
- (ii) IFD, Department of Higher Education, Ministry of Human Resource Development, New Delhi.
- (iii) PSO to Secretary (HE), MHRD.

**Model Recruitment Rules (RRs) for Non – Faculty
posts in National Institutes of Technology (NITs)**

Model Recruitment Rules for the post of "Registrar" in NITs

1.	Name of the Post	Registrar
2.	Number of posts	01
3.	Classification	Group – A
4.	Scale of pay (Grade Pay, Band Pay)	PB – 4 (₹37400 – 67000) with Grade Pay of ₹10000/-
5.	Whether Selection Post or non-Selection Posts	Selection
6.	Age limit for direct recruits	Preferably below 57 years
7.	Educational and other qualifications required for direct recruits	<p>Essential: Masters' degree in any discipline with at least 55% marks or its equivalent grade 'B' in the UGC 7 point scale from a recognized University/Institute.</p> <p>Experience:</p> <p>i) At least 15 years' experience as Assistant Professor in the AGP of ₹7000/- and above or with 8 years of service in the AGP of ₹8000/- and above including Associate Professor along with experience in educational administration, or</p> <p>ii) Comparable experience in research establishment and/or other institutions of higher education, or</p> <p>iii) 15 years of administrative experience, of which 8 years shall be as Deputy Registrar or equivalent.</p> <p>Desirable</p> <p>i) Qualification in area of Management / Engineering / Law.</p> <p>ii) Experience in handling computerized administration / legal / financial / establishment matters.</p>
8.	Whether age and educational qualifications prescribed for direct recruits	Yes, as per col. 6 & 7.
9.	Period of probation, if any	Not Applicable
10.	Method of Recruitment : whether by direct recruitment or by promotion or by deputation or transfer & percentage of the vacancies to be filled by various methods	Direct recruitment, failing which on deputation or contract basis for tenure of up to 5 years or till attaining the age of 62 years whichever is earlier, or as fixed by Govt. of India by orders issued in this regard from time to time.
11.	In case of recruitment. by deputation /transfer, grades from which deputation/ transfer to be made	<p>Deputation or on Contract basis</p> <p>Officers under the Central / State Governments / Universities / Recognized Research Institutes or Institutes of national importance or Govt. laboratory or PSU:-</p> <p>a) i) Holding analogous post or ii) With at least 3 years regular service in posts with GP of ₹8700/- as per 6th Central Pay Commission or equivalent; and</p> <p>b) Possessing educational qualification and experience as prescribed in Col. 7.</p>
12.	If DPC exists, what is its composition	Not applicable
13.	Circumstances in which UPSC is to be consulted in making recruitment	Not Applicable

Model Recruitment Rules for the post of "Deputy Registrar" in NITs

1.	Name of the Post	Deputy Registrar
2.	Number of posts	As per sanctioned strength
3.	Classification	Group - A
4.	Scale of pay (Grade Pay, Band Pay)	PB-3 (₹15600 - 39100) with Grade Pay of ₹7600/-. After eight years of service as Deputy Registrar with Grade Pay of ₹7600/- an incumbent will automatically move to the higher Grade Pay of ₹8700/- with the same designation.
5.	Whether Selection Post or non-Selection Posts	Selection
6.	Age limit for direct recruits	Preferably Below 45 years
7.	Educational and other qualifications required for direct recruits	<p>Essential: Masters' degree in any discipline with at least 55% marks or its equivalent Grade 'B' in the UGC 7 point scale from a recognized University / Institute.</p> <p>Experience:</p> <p>i) 9 years' experience as Assistant Professor in the AGP of ₹6000/- and above with experience in educational administration, <i>or</i></p> <p>ii) Comparable experience in research establishment and/or other institutions of higher education, <i>or</i></p> <p>iii) 5 years of administrative experience as Assistant Registrar or equivalent.</p> <p>Desirable</p> <p>i) Qualification in area of Management / Engineering / Law.</p> <p>ii) Experience in handling computerized administration / legal / financial / establishment matters.</p> <p>iii) A Chartered or Cost Accountant degree or diploma for the post of Deputy Registrar (Finance and Accounts) or Deputy Registrar (Internal Audit).</p>
8.	Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotees	Age : No Educational Qualification: Yes
9.	Period of probation, if any	2 years
10.	Method of Recruitment : whether by direct recruitment or by promotion or by deputation or transfer & percentage of the vacancies to be filled by various methods	75% Direct Recruitment 25% on promotion failing which by deputation / contract failing in both by direct recruitment.
11.	In case of recruitment by promotion/ deputation, grades from which promotion/ deputation to be made	<p>Promotion: Assistant Registrar with a regular service at least 10 years, with at least 5 years with GP of ₹6600/-</p> <p>Deputation: Officers from the Central / State Government or Institutes of national importance or Universities / University level Institution or PSU / Industry :</p> <p>a) i) holding analogous post or ii) With at least 5 years' service in posts in the GP pay of ₹6600/- as per Central Pay Commission or its equivalent and having experience in administration, establishment and accounts matters.</p> <p>b) Possessing educational qualification as prescribed in Col. 7.</p>
12.	If DPC exists, what is its composition	As per the provision contained in the NIT Act, 2007, First Statutes and the subsequent Statutes.
13.	Circumstances in which UPSC is to be consulted in making recruitment	Not Applicable

Model Recruitment Rules for the post of "Assistant Registrar" in NITs

1.	Name of the Post	Assistant Registrar
2.	Number of posts	As per sanctioned strength
3.	Classification	Group – A
4.	Scale of pay (Grade Pay, Band Pay)	PB – 3 (₹15,600 – 39,100) with Grade Pay of ₹5400/-. After eight years of service as Assistant Registrar with GP of ₹5400/-, an incumbent will be assessed by the DPC for moving to the higher GP of ₹6600/- with the same designation.
5.	Whether Selection Post or non-Selection Posts	Selection
6.	Age limit for direct recruits	Not exceeding 35 years
7.	Educational and other qualifications required for direct recruits	<p>Essential: Masters' degree in any discipline with at least 55% marks or its equivalent Grade 'B' in the UGC 7 point scale from a recognized University / Institute with excellent academic record.</p> <p>OR</p> <p>Employees of the institute serving as Superintendent SG-II) or Secretary (Selection Grade II) for at least 6 years at Grade Pay of ₹4800/- or higher with Master's degree, and exemplary performance record. [Age bar not applicable; no relaxation in educational qualifications.]</p> <p>Desirable</p> <p>i) Qualification in area of Management / Engineering / Law. ii) Experience in handling computerized administration / legal / financial / establishment matters. iii) A Chartered or Cost Accountant degree or diploma for the post of Assistant Registrar (Finance and Accounts).</p>
8.	Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotees	Age: No Educational qualification: yes
9.	Period of probation, if any	2 Years
10.	Method of Recruitment : whether by direct recruitment or by promotion or by deputation or transfer & percentage of the vacancies to be filled by various methods	75% Direct recruitment, failing which by deputation. 25% by Promotion failing which by deputation/ contract, failing which in both, by direct recruitment.
11.	In case of recruitment. by promotion/ deputation /transfer, grades from which promotion/ deputation/ transfer to be made	<p>Promotion: From the post of Superintendent (SG-I) or Secretary (SG-I) through prescribed test and interview.</p> <p>Deputation: Officers from the Central/ State Governments or Institute of national importance or Universities / University level Institution or PSU: a) Holding analogous post, and b) Possessing educational qualification and experience as prescribed in Col. 7.</p>
12.	If DPC exists, what is its composition	As per the provision contained in the NIT Act, 2007, First Statutes and the subsequent Statutes.
13.	Circumstances in which UPSC is to be consulted in making recruitment	Not Applicable

Model Recruitment Rules for the post of "Librarian" in NITs

1.	Name of the Post	Librarian
2.	Number of posts	01
3.	Classification	Group – A
4.	Scale of pay (Grade Pay, Band Pay)	PB – 4 (₹37,400 – 67,000) with AGP of ₹10000/-
5.	Whether Selection Post or non-Selection Posts	Selection
6.	Age limit for direct recruits	Preferably below 55 years
7.	Educational and other qualifications required for direct recruits	<u>Essential:</u> (i) Master's Degree in Library Science / Information Science / documentation with CGPA of 6.5 in 10 point scale or at least 60% marks or its equivalent grade of 'B' in the UGC seven point scale and consistently good academic record set out in these Regulations. (ii) At least ten years as a <u>Deputy Librarian</u> in the library of a <u>technical university</u> , educational institute of national importance, or any other large technical library at least five years being spent on a post with AGP of ₹8700/- or an equivalent post. (iii) Evidence of innovative library service and organization of published work.
8.	Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotees	Not Applicable
9.	Period of probation, if any	One year
10.	Method of Recruitment whether by direct recruitment or by promotion or by deputation or transfer & percentage of the vacancies to be filled by various methods	100% Direct Recruitment, failing which on deputation / contract.
11.	In case of recruitment by promotion/deputation/absorption, grades from which promotion/ deputation/ transfer to be made	<u>Deputation:</u> Officers from the Central/ State Government or Institutes of national importance or Universities / University level Institution or PSU / Industry : a) i) holding analogous post or ii) With at least 5 years' service in posts in the AGP pay of ₹9000/- as per Central Pay Commission or its equivalent and having experience in administration, establishment and accounts matters. b) Possessing educational qualification as prescribed in Col. 7.
12.	Composition of DPC or Selection Committee	As per the provision contained in the NIT Act, 2007, First Statutes and the subsequent Statutes.
13.	Circumstances in which UPSC is to be consulted in making recruitment	Not Applicable

Model Recruitment Rules for the post of "Deputy Librarian" in NITs

1.	Name of the Post	Deputy Librarian
2.	Number of posts	As per sanctioned strength
3.	Classification	Group – A
4.	Scale of pay (Grade Pay, Band Pay)	PB – 3 (₹15,600 – 39,100/-) with AGP of ₹8000/-. After Five years of service as Deputy Librarian with AGP of ₹8000/-, an incumbent will automatically move to the higher GP of ₹9000/- with the same designation.
5.	Whether Selection Post or non-Selection Posts	Selection
6.	Age limit for direct recruits	Preferably below 45 years; age bar relaxed for employees of NIT serving as Assistant Librarian.
7.	Educational and other qualifications required for direct recruits	Essential: (i) Master's Degree in Library Science/ Information Science / Documentation with CGPA of 6.5 in 10 point scale or at least 60% of the marks or its equivalent grade of 'B' in the UGC seven point scale and a consistently good academic record. (ii) Ten years experience as an Assistant University Librarian/out of which at least 5 years to be in a post with AGP of ₹7000/- or an equivalent post. (iii) Evidence of innovative Library Service and organization of published work and professional commitment, computerization of library.
8.	Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotees	Age: No Educational qualification: yes
9.	Period of probation, if any	One year
10.	Method of Recruitment whether by direct recruitment or by promotion or by deputation or transfer & percentage of the vacancies to be filled by various methods	75% Direct recruitment, failing which by deputation. 25% by Promotion failing which by deputation / contract, failing which in both, by direct recruitment.
11.	In case of recruitment, by promotion/deputation/absorption, grades from which promotion/ deputation / absorption to be made.	Promotion: From Assistant Librarian with a regular service of at least 10 years with relevant experience out of which at least 5 years should be with GP of ₹7000/-, through prescribed test and interview. Deputation: Officers from the Central / State Government or Institutes of national importance or Universities / University level Institution or PSU : a) i) holding analogous post or ii) With at least 5 years' service in posts in the GP of ₹6600/- as per Central Pay Commission or its equivalent and having experience in administration, establishment and accounts matters. b) Possessing educational qualification and experience as prescribed in Col. 7.
12.	If DPC exists, what is its composition	As per the provision contained in the NIT Act, 2007, First Statutes and the subsequent Statutes.
13.	Circumstances in which UPSC is to be consulted in making recruitment	Not Applicable

Model Recruitment Rules for the post of "Assistant Librarian" in NITs

1.	Name of the Post	Assistant Librarian
2.	Number of posts	As per sanctioned strength
3.	Classification	Group – A
4.	Scale of pay (Grade Pay, Band Pay)	PB – 3 (₹15,600 – 39,100) with AGP of ₹6000/-. After Five years of service as Deputy Librarian with AGP of ₹6000/-, an incumbent will automatically move to the higher GP of ₹7000/- with the same designation.
5.	Whether Selection Post or non-Selection Posts	Selection
6.	Age limit for direct recruits	Not exceeding 35 years; age bar not applicable to employees of NIT serving as Library and Information Assistant (Selection Gr. II) for at least 6 years with GP of ₹4800/-.
7.	Educational and other qualifications required for direct recruits	<p>Essential:</p> <p>(i) Master's Degree in Library Science / Information Science / Documentation Science or an equivalent professional degree with CGPA of 6.5 in 10 point scale or at least 60% marks (or an equivalent grade in a point scale wherever grading system is followed) and a consistently good academic record with superior knowledge of computerized library service.</p> <p>(ii) Qualifying in the national level test conducted for the purpose by the UGC or any other agency approved by the UGC.</p> <p>(iii) However, candidates, who are or have been awarded Ph.D. degree in accordance with the University Grants Commission (Minimum Standards and Procedure for Award of Ph.D. Degree) Regulations 2009, shall be exempted from the requirement of the minimum eligibility condition of NET / SLET / SET for recruitment and appointment Assistant Librarian.</p> <p>Desirable: PG Diploma in Library Automation and Networking or PGDCA or equivalent.</p>
8.	Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotees	Age: No Educational qualification: yes
9.	Period of probation, if any	2 years
10.	Method of Recruitment : whether by direct recruitment or by promotion or by deputation or transfer & percentage of the vacancies to be filled by various methods	75% Direct recruitment, failing which by deputation. 25% by Promotion failing which by deputation / contract, failing which in both, by direct recruitment.
11.	In case of recruitment, by promotion/deputation/absorption, grades from which promotion/deputation/ absorption to be made	<p>Promotion: Promotion from the post of Library & Information Assistant (SG-I) of the NITs through prescribed test and interview.</p> <p>Deputation: Officers from the Central/ State Governments or Institutes of national importance or Universities / University level Institution or PSU : a) Holding analogous post, and b) Possessing educational qualification and experience as prescribed in Col. 7.</p>
12.	If DPC exists, what is its composition	As per the provision contained in the NIT Act, 2007, First Statutes and the subsequent Statutes.
13.	Circumstances in which UPSC is to be consulted in making recruitment	Not Applicable

**Model Recruitment Rules for the post of
"Principal Scientific / Technical Officer (General / ICT / Research)" in NITs**

1.	Name of the Post	Principal Scientific/ Technical Officer
2.	Number of posts	As per sanctioned strength
3.	Classification	Group – A
4.	Scale of pay (Grade Pay, Band Pay)	PB – 3 (₹15,600 – 39,100/-) with Grade Pay of ₹7600/-
5.	Whether Selection Post or non-Selection Posts	Selection
6.	Age limit for direct recruits	Not exceeding 45 years
7.	Educational and other qualifications required for direct recruits	Principal Scientific/ Technical Officer Essential: i) B.E. / B.Tech. or M.Sc. / MCA Degree in relevant field with first class or equivalent grade (6.5 in 10 point scale or 60% marks) and consistently excellent academic record. Experience: 20 years industrial, research, ICT or other relevant experience of which at least 5 years should be at the level of Senior Scientific/ Technical Officer or equivalent with GP of ₹8700/-.
8.	Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotees	Yes Age bar will be relaxed. 6600
9.	Period of probation, if any	2 years
10.	Method of Recruitment whether by direct recruitment or by promotion or by deputation or transfer & percentage of the vacancies to be filled by various methods	100% by direct recruitment, failing which by deputation / contract.
11.	In case of recruitment by deputation /transfer, grades from which deputation/ transfer to be made	Deputation: Officers from the Central / State Governments or Institute of national importance or Universities / University level Institution or PSU : a) i) holding analogous post or ii) With at least 5 years' service in posts with GP of ₹6600/- as per 6 th Central Pay Commission or its equivalent. and b) Possessing educational qualification and experience as prescribed in Col. 7.
12.	If DPC exists, what is its composition	As per the provision contained in the NIT Act, 2007, First Statutes and the subsequent Statutes.
13.	Circumstances in which UPSC is to be consulted in making recruitment	Not Applicable

**Model Recruitment Rules for the post of
"Senior Scientific / Technical officer (General / ICT / Research)" in NITs**

1.	Name of the Post	Senior Scientific / Technical officer
2.	Number of posts	As per sanctioned strength
3.	Classification	Group – A
4.	Scale of pay (Grade Pay, Band Pay)	PB – 3 (₹15,600 – 39,100/-) with Grade Pay of ₹6600/-. After Five years of service as Senior Scientist and Technical Officer with GP of ₹6600/-, an incumbent will automatically move to the higher GP of ₹7600/- with the same designation.
5.	Whether Selection Post or non-Selection Posts	Selection
6.	Age limit for direct recruits	Not exceeding 40 years
7.	Educational and other qualifications required for direct recruits	Senior Scientific / Technical Officer (General) Essential: i) B.E. / B.Tech. or M.Sc. / MCA Degree in relevant field with first class or equivalent grade (6.5 in 10 point scale) and <u>consistently excellent academic record</u> , Experience: Ten years industrial research, ICT or other relevant experience with application so as to meet the needs of an NIT, at least five years of which should be in the <u>post carrying GP of ₹6600/- or equivalent post.</u>
8.	Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotees	Qualification: Yes Age bar: No
9.	Period of probation, if any	2 years for direct recruits
10.	Method of Recruitment whether by direct recruitment or by promotion or by deputation or transfer & percentage of the vacancies to be filled by various methods	75% Direct recruitment, failing which by deputation. 25% by Promotion failing which by deputation / contract, failing which in both, by direct recruitment.
11.	In case of recruitment by deputation /transfer, grades from which deputation/ transfer to be made	Deputation: Officers from the Central/ State Governments or Institute of national importance or Universities / University level Institution or PSU : a) i) holding analogous post or ii) With at least 5 years' service in posts with GP of ₹5400/- as per 6th Central Pay Commission or its equivalent ; and b) Possessing educational qualification and experience as prescribed in Col. 7. Promotion: Scientific / Technical Officer with regular service of 10 years, out of which 5 years to be with GP of ₹5400/-.
12.	If DPC exists, what is its composition	As per the provision contained in the NIT Act, 2007, First Statutes and the subsequent Statutes.
13.	Circumstances in which UPSC is to be consulted in making recruitment	Not Applicable

**Model Recruitment Rules for the post of
"Scientific / Technical Officer (General / ICT / Research)" in NITs**

1.	Name of the Post	Scientific / Technical Officer
2.	Number of posts	As per sanctioned strength
3.	Classification	Group – A
4.	Scale of pay (Grade Pay, Band Pay)	PB – 3 (₹15,600 – 39,100/-) with Grade Pay of ₹5400/-. After Five years of service as Scientist and Technical Officer with GP of ₹5400/-, an incumbent will automatically move to the higher GP of ₹6600/- with the same designation.
5.	Whether Selection Post or non-Selection Posts	Selection
6.	Age limit for direct recruits	Not exceeding 35 years.
7.	Educational and other qualifications required for direct recruits	Scientific / Technical Officer Essential: i) B. E. /B. Tech or M. Sc /MCA Degree in relevant field with first class or equivalent grade (6.5 in 10 point scale) and consistently excellent academic record. OR ii) Employees of the Institute serving as Technical Asst. (Selection Gr. II) for at least 6 years (Grade Pay ₹4800/-) or higher in the institute. (Age bar not applicable; relaxation in qualification or academic standard) Desirable: Work experience in relevant field, e.g. maintenance of Scientific equipment, system administration, software development, fabrication and support to research.
8.	Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotees	Qualification: Yes Age bar: No
9.	Period of probation, if any	2 years for direct recruit
10.	Method of Recruitment whether by direct recruitment or by promotion or by deputation or transfer & percentage of the vacancies to be filled by various methods	75% Direct recruitment, failing which by deputation. 25% by Promotion failing which by deputation / contract, failing which in both, by direct recruitment.
11.	In case of recruitment, by promotion/ deputation /transfer, grades from which promotion/ deputation/ transfer to be made	Promotion Promotion from the post of Technical Assistant (Selection Grade.I) of the NITs through prescribed test and interview. Deputation or Contract basis: Officers of the Central / State / PSU / Statutory or Autonomous organizations or University/Institutions of national importance: a) Holding analogous post or b) Possessing educational qualification and experience as prescribed in Col. 7.
12.	If DPC exists, what is its composition	As per the provision contained in the NIT Act, 2007, First Statutes and the subsequent Statutes.
13.	Circumstances in which UPSC is to be consulted in making recruitment	Not Applicable

**Model Recruitment Rules for the post of
"Principal Students Activity & Sports (SAS) Officer" in NITs**

1.	Name of the Post	Principal Students Activity & Sports (SAS) Officer
2.	Number of posts	As per sanctioned strength
3.	Classification	Group - A
4.	Scale of pay (Grade Pay, Band Pay)	PB - 4 (₹37,400 - 67,000/-) with Grade Pay of ₹10000/-
5.	Whether Selection Post or non-Selection Posts	Selection
6.	Age limit for direct recruits	Preferably Below 50 years
7.	Educational and other qualifications required for direct recruits	<p>Essential:</p> <p>(i) First Class Master's Degree in Physical Education or in Sports Science with at least 60% marks (or equivalent grade wherever grading system is followed) with a consistently good academic record; Record of having represented the University/College at the inter-University/Inter-Collegiate competitions or State and/or national championships; Qualifying in the national-level test conducted for the purpose by the UGC or any other agency approved by the UGC and passed the physical fitness test conducted in accordance with these regulations.</p> <p>OR</p> <p>First Class Master's Degree in Fine Arts or Performing/Visual Arts, Journalism and Mass Communication or First Class Master's degree in Arts or Science or Bachelor's degree in engineering followed by a diploma of at least one year's duration in Fine Arts or Visual / Performing Arts.</p> <p>ii) Record of strong involvement and proven track record of participating in sports, drama, music, films, painting, photography, journalism, event management or other student / event management activities during college/university studies.</p> <p>iii) Record of organizing such events as student convener or in later part of life.</p> <p>Desirable: Experience in guiding groups of students in creative activities.</p> <p>Experience: Relevant experience of 20 years in post as SAS Officer or higher including 10 years of experience as Senior SAS Officer or equivalent having strong involvement and proven track record in teaching and organizing sports, drama, music, films, painting, photography, Journalism, event management or other student activities.</p>
8.	Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotees	Not Applicable
9.	Period of probation, if any	2 years
10.	Method of Recruitment whether by direct recruitment or by promotion or by deputation or transfer & percentage of the vacancies to be filled by various methods	100 % Direct Recruitment failing which through deputation or contract basis.
11.	In case of recruitment by promotion/ deputation /transfer, grades from which promotion/ deputation/ transfer to be made	<p>Deputation or Contract basis:</p> <p>Officers from the Central / State Government or Institutes of national importance or Universities / University level Institution or PSU :</p> <p>a) i) Holding analogous post or ii) With at least 10 years' regular service in posts in with AGP of ₹8000/- or GP of ₹7600/- as per 6th Central Pay Commission or equivalent; OR 5 years' service should be with AGP of ₹9000/- or GP of ₹8700/-.</p> <p>b) Possessing educational qualification and experience as prescribed in Col. 7.</p>
12.	If DPC exists, what is its composition	As per the provision contained in the NIT Act, 2007, First Statutes and the subsequent Statutes.
13.	Circumstances in which UPSC is to be consulted in making recruitment	Not Applicable

**Model Recruitment Rules for the post of
"Senior Students Activity & Sports (SAS) Officer SAS" in NITs**

1.	Name of the Post	Senior Students Activity & Sports (SAS) Officer
2.	Number of posts	As per sanctioned strength
3.	Classification	Group - A
4.	Scale of pay (Grade Pay, Band Pay)	PB - 3 (₹15,600 - 39,100/-) with Grade Pay of ₹8000/-. After Five years of service as SAS Officer with AGP of ₹8000/-, an incumbent will automatically move to the higher GP of ₹9000/- with the same designation.
5.	Whether Selection Post or non-Selection Posts	Selection
6.	Age limit for direct recruits	Not exceeding 45 years
7.	Educational and other qualifications required for direct recruits	<p>Essential:</p> <p>(i) First Class Master's Degree in Physical Education or in Sports Science with at least 60% marks (or equivalent grade in a point scale wherever grading system is followed) with a consistently good academic record; Record of having represented the University/College at the inter-University/Inter-Collegiate competitions or State and/or national championships; Qualifying in the national-level test conducted for the purpose by the UGC or any other agency approved by the UGC and passed the physical fitness test conducted in accordance with these regulations.</p> <p>OR</p> <p>First Class Master's Degree in Fine Arts or Performing/Visual Arts, Journalism and Mass Communication or First Class Master's degree in Arts or Science or Bachelor's degree in engineering followed by a diploma of at least one year's duration in Fine Arts or Visual / Performing Arts.</p> <p>ii) Record of strong involvement and proven track record of participating in sports, drama, music, films, painting, photography, journalism, event management or other student / event management activities during college/university studies.</p> <p>iii) Record of organizing such events as student convener or in later part of life.</p> <p>Desirable: Experience in guiding groups of students in creative activities.</p> <p>Experience: Relevant experience of 10 years in post as SAS Officer or instruction or equivalent post in University/ Institute of National importance/Central / State Govt. or similar organization having strong involvement and proven track record in organizing teaching sports, drama, music, films, painting, photography, Journalism, event management or other student activities.</p>
8.	Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotees	Qualification: Yes Age bar: No
9.	Period of probation, if any	2 years
10.	Method of Recruitment whether by direct recruitment or by promotion or by deputation or transfer & percentage of the vacancies to be filled by various methods	75% Direct recruitment, failing which by deputation. 25% by Promotion failing which by deputation / contract, failing which in both, by direct recruitment.
11.	In case of recruitment by promotion/ deputation /transfer, grades from which promotion/ deputation/ transfer to be made	<p>Promotion: SAS Officer with regular service of 10 years, out of which 5 years to be with AGP of ₹7000.00 or equivalent post.</p> <p>Deputation: Officers from the Central / State Government or Institutes of national importance or Universities / University level Institution or PSU :</p> <p>a) i) holding analogous post or ii) With at least 5 years' service in posts in the AGP of ₹7000/- or equivalent or 10 years' service with AGP of ₹6000/- (or GP of ₹5400/-) as per 6th Central Pay Commission; and b) Possessing educational qualification and experience as prescribed in Col. 7.</p>
12.	If DPC exists, what is its composition	As per the provision contained in the NIT Act, 2007, First Statutes and the subsequent Statutes.
13.	Circumstances in which UPSC is to be consulted in making recruitment	Not Applicable

**Model Recruitment Rules for the post of
"Students Activity & Sports (SAS) Officer" in NITs**

1.	Name of the Post	Students Activity & Sports (SAS) Officer
2.	Number of posts	As per sanctioned strength
3.	Classification	Group – A
4.	Scale of pay (Grade Pay, Band Pay)	PB – 3 (₹15,600 – 39,100/-) with Grade Pay of ₹6000/-. After five years of service as SAS Officer with AGP of ₹6000/-, an incumbent will automatically move to the higher GP of ₹7000/- with the same designation.
5.	Whether Selection Post or non-Selection Posts	Selection
6.	Age limit for direct recruits	Not exceeding 35 years
7.	Educational and other qualifications required for direct recruits	<p>Essential:</p> <p>(i) First Class Master's Degree in Physical Education or Master's Degree in Sports Science with at least 60% marks (or equivalent grade in a point scale wherever grading system is followed) with a consistently good academic record; Record of having represented the University/College at the inter-University/Inter-Collegiate competitions or State and/or national championships; Qualifying in the national-level test conducted for the purpose by the UGC or any other agency approved by the UGC and passed the physical fitness test conducted in accordance with these regulations.</p> <p>OR</p> <p>First Class Master's Degree in Fine Arts or Performing/Visual Arts, Journalism and Mass Communication or First Class Master's degree in Arts or Science or Bachelor's degree in engineering followed by a diploma of at least one year's duration in Fine Arts or Visual / Performing Arts.</p> <p>ii) Record of strong involvement and proven track record of participating in sports, drama, music, films, painting, photography, journalism, event management or other student / event management activities during college/university studies.</p> <p>iii) Record of organizing such events as student convener or in later part of life.</p> <p>Desirable:</p> <p>Experience in guiding groups of students in creative activities.</p>
8.	Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotees	Qualification: Yes Age bar: No
9.	Period of probation, if any	2 years
10.	Method of Recruitment whether by direct recruitment or by promotion or by deputation or transfer & percentage of the vacancies to be filled by various methods	75% Direct recruitment, failing which by deputation. 25% by Promotion failing which by deputation/ contract, failing which in both, by direct recruitment.
11.	In case of recruitment. by promotion/ deputation /transfer, grades from which promotion/ deputation/ transfer to be made	<p>Promotion</p> <p>Promotion from the post of SAS Assistant (Selection Grade. I) of the NITs through prescribed test and interview</p> <p>Deputation or Contract basis:</p> <p>Officers of the Central /State or similar services / semi-Govt. / PSU / Statutory or Autonomous organizations or University / Institutions of national importance:</p> <p>a) Holding analogous post, and</p> <p>b) Possessing educational qualification and experience as prescribed in Col. 7.</p>
12.	If DPC exists, what is its composition	As per the provision contained in the NIT Act, 2007, First Statutes and the subsequent Statutes.
13.	Circumstances in which UPSC is to be consulted in making recruitment	Not Applicable

Model Recruitment Rules for the post of "Superintending Engineer" in NITs

1.	Name of the Post	Superintending Engineer
2.	Number of posts	As per sanctioned strength
3.	Classification	Group - A
4.	Scale of pay (Grade Pay, Band Pay)	PB - 4 (₹37,400 - 67,000) with Grade Pay of ₹8700/-
5.	Whether Selection Post or non-Selection Posts	Selection
6.	Age limit for direct recruits	Preferably Below 50 years
7.	Educational and other qualifications required for direct recruits	<p>Essential:</p> <p>i) First class degree or equivalent grade in Engineering in relevant field from a recognized University / Institute. ii) 15 years' experience in relevant field as Engineer / (GP of ₹5400/-) or higher level from CPWD, State PWD or semi-Govt. / PSU / Statutory or Autonomous organization / University / Institutions of national importance/ reputed organization under Central / State Govt. of which 5 years should be as Senior Executive Engineer in the GP of ₹7600/- or its equivalent.</p> <p>Desirable:</p> <p>i) Knowledge of Computer-aided Design (CAD) and latest Management Technology/other relevant software. ii) Proven track record of handling construction projects / consultancy in organizations of repute. iii) Experience of working with high tension lines, electrical maintenance planning and execution of electrical works or civil engineering, Designing and estimation, construction management etc., as relevant to his specialization.</p>
8.	Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotees	Not Applicable
9.	Period of probation, if any	2 years
10.	Method of Recruitment whether by direct recruitment or by promotion or by deputation or transfer & percentage of the vacancies to be filled by various methods	100% Direct Recruitment failing which through deputation or contract basis (including short term contract)
11.	In case of recruitment by promotion/ deputation /transfer, grades from which promotion/ deputation/ transfer to be made	<p>Deputation or on Contract basis</p> <p>Officers of the Central PWD / State PWD or similar services / semi-Govt. / PSU / Statutory or Autonomous organization, University / Institutions of national importance / reputed organization under Central / State Govt.,</p> <p>a) i) holding analogous post or ii) with at least 10 years' regular service as Executive Engineer in the PB - 3 with GP of ₹6600/- as per the 6th Central Pay Commission or equivalent; and b) Possessing educational qualification and experience as prescribed in Col. 7.</p>
12.	If DPC exists, what is its composition	As per the provision contained in the NIT Act, 2007, First Statutes and the subsequent Statutes.
13.	Circumstances in which UPSC is to be consulted in making recruitment	Not Applicable

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Model Recruitment Rules for the post of "Executive Engineer" in NITs

1.	Name of the Post	Executive Engineer
2.	Number of posts	As per sanctioned strength
3.	Classification	Group – A
4.	Scale of pay (Grade Pay, Band Pay)	PB – 3 (₹15,600 – 39,100/-) with Grade Pay of ₹6600/-. After five years of service as Executive Engineer with GP of ₹6600/-, an incumbent will automatically move to the higher GP of ₹7600/- with the same designation.
5.	Whether Selection Post or non-Selection Posts	Selection
6.	Age limit for direct recruits	Not exceeding 40 years
7.	Educational and other qualifications required for direct recruits	Essential: (i) First class degree or equivalent grade in Engineering (Electrical / Civil / Communication) from a recognized University / Institute. ii) 5 years' experience in relevant field as Engineer / Asst. Engineer (in PB-3 and GP of ₹5400/-) from CPWD / State PWD or similar organized services / semi-Govt. / PSU / Statutory or Autonomous organization / Universities / reputed Institute or organizations under Central / State Govt. Desirable: Knowledge of Computer-aided Design (CAD) and latest Management Technology / other relevant software. i) Proven track record of handling projects / works in reputed organization of relevant magnitude and qualities. ii) Experience of working with high tension lines, electrical maintenance planning and execution of electrical works or civil engineering, Designing and estimation, construction management etc., as relevant to the profession.
8.	Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotees	Qualification: Yes Age bar: No
9.	Period of probation, if any	2 years
10.	Method of Recruitment whether by direct recruitment or by promotion or by deputation or transfer & percentage of the vacancies to be filled by various methods	75% Direct recruitment, failing which by deputation. 25% by Promotion failing which by deputation / contract, failing which in both, by direct recruitment.
11.	In case of recruitment, by promotion/ deputation /transfer, grades from which promotion/ deputation/ transfer to be made	Promotion: Engineer with regular service of 10 years, out of which 5 years to be with GP of ₹5400/- or equivalent post. Deputation: Officers of the CPWD / State PWD or similar organized / services / semi-Govt. / PSU / Statutory or Autonomous organization, University, Institute of national importance etc:- a) i) holding analogous posts or ii) with at least 5 years' regular service in posts in the PB-3 with GP of ₹5400/- Assistant Executive Engineer / Assistant Engineer as per 6 th Central Pay Commission or equivalent; and b) Possessing educational qualification and experience as prescribed in Col. 7.
12.	If DPC exists, what is its composition	As per the provision contained in the NIT Act, 2007, First Statutes and the subsequent Statutes.
13.	Circumstances in which UPSC is to be consulted in making	Not Applicable

Model Recruitment Rules for the post of "Executive Engineer" in NITs

1.	Name of the Post	Executive Engineer
2.	Number of posts	As per sanctioned strength
3.	Classification	Group – A
4.	Scale of pay (Grade Pay, Band Pay)	PB – 3 (₹15,600 – 39,100) with Grade Pay of ₹5400/-. After five years of service as Engineer with GP of ₹5400/-, an incumbent will automatically move to the higher GP of ₹6600/- with the same designation.
5.	Whether Selection Post or non-Selection Posts	Not Applicable
6.	Age limit for direct recruits	Not exceeding 35 years
7.	Educational and other qualifications required for direct recruits	Essential: First class Bachelor's degree or equivalent grade in Engineering (Electrical / Civil Engineering) from a recognized University / Institute. OR An institute employee serving as Asst. Engineer (SGII) for at least 6 years with "excellent" service record for past five years. [Age limit will be relaxed]. Desirable: Experience in handling large construction projects; knowledge of Computer-aided Design (CAD) and latest Management Technology/other relevant software applications.
8.	Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotees	Qualification : Yes Age bar : No
9.	Period of probation, if any	2 years
10.	Method of Recruitment whether by direct recruitment or by promotion or by deputation or transfer & percentage of the vacancies to be filled by various methods	75% Direct recruitment, failing which by deputation. 25% by Promotion failing which by deputation / contract, failing which in both, by direct recruitment.
11.	In case of recruitment. by promotion/ deputation /transfer, grades from which promotion/ deputation/ transfer to be made	Promotion Promotion from the post of Assistant Engineer (Selection Grade. I) of the NITs through prescribed test and interview Deputation: a) Officers of the CPWD / State PWD or similar organized services / semi-Govt. / PSU / Statutory or Autonomous organization / University, Institutes of national importance, holding analogues post on regular basis; or b) Possessing educational qualification and experience as prescribed in Col. 7.
12.	If DPC exists, what is its composition	As per the provision contained in the NIT Act, 2007, First Statutes and the subsequent Statutes.
13.	Circumstances in which UPSC is to be consulted in making recruitment	Not Applicable

Model Recruitment Rules for the post of "Senior Medical Officer" in NITs

1.	Name of the Post	Senior Medical Officer
2.	Number of posts	As per sanctioned strength
3.	Classification	Group – A
4.	Scale of pay (Grade Pay, Band Pay)	PB – 3 (₹15,600 – 39,100) with Grade Pay of ₹7600/- + NPA as per rules
5.	Whether Selection Post or non-Selection Posts	Selection
6.	Age limit for direct recruits	Not exceeding 40 years
7.	Educational and other qualifications required for direct recruits	Essential: MBBS Degree or equivalent qualification included in any one of the Schedules to the Indian Medical Council Act, 1956 (102 of 1956) and must be registered in a State Medical Register or Indian Medical Register. or ii) Post Graduate qualification, preferably MD, in General medicine from a reputed medical education institute. Experience: For MBBS degree holders, experience of 5 years as Medical officer in a hospital or dispensary.
8.	Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotees	Not Applicable
9.	Period of probation, if any	2 years
10.	Method of Recruitment whether by direct recruitment or by promotion or by deputation or transfer & percentage of the vacancies to be filled by various methods	100% Direct Recruitment failing which through deputation or contract basis
11.	In case of recruitment, by promotion/ deputation /transfer, grades from which promotion/ deputation/ transfer to be made	Deputation or Contract basis: Officers of the Central / State or similar services / semi-Govt. / PSU / Statutory or Autonomous organizations or University / Institutions of national importance: a) i) Holding analogous post or ii) With at least 5 years' regular service in posts in the PB-3 with GP of ₹5400/- as per 6 th Central Pay Commission or equivalent, b) Possessing educational qualification and experience as prescribed in Col. 7.
12.	If DPC exists, what is its composition	As per the provision contained in the NIT Act, 2007, First Statutes and the subsequent Statutes.
13.	Circumstances in which UPSC is to be consulted in making recruitment	Not Applicable

Note:

i) The Medical qualifications possessed by the candidates should have the recognition of the Medical Council of India.

ii) Completion of compulsory Rotating Internship Certificate, [Registration Certificate, an official document showing name of College / Institution from where degree/diploma has been done and official document showing name of the institution from where experience has been gained are required].

Model Recruitment Rules for the post of "Medical Officer" in NITs

1.	Name of the Post	Medical Officer
2.	Number of posts	As per sanctioned strength
3.	Classification	Group - A
4.	Scale of pay (Grade Pay, Band Pay)	PB - 3 (₹15,600 - 39,100/-) Grade Pay of ₹5400/- + NPA as per rules
5.	Whether Selection Post or non-Selection Posts	Not Applicable
6.	Age limit for direct recruits	Not exceeding 35 years
7.	Educational and other qualifications required for direct recruits	Essential: MBBS Degree or equivalent qualification included in any one of the Schedules to the Indian Medical Council Act, 1956 (102 of 1956) and must be registered in a State Medical Register or Indian Medical Register. Desirable : Post Graduate qualification, preferably MD, in General medicine.
8.	Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotees	Not Applicable
9.	Period of probation, if any	2 years
10.	Method of Recruitment whether by direct recruitment or by promotion or by deputation or transfer & percentage of the vacancies to be filled by various methods	100% Direct Recruitment failing which through deputation or contract basis (including short term contract).
11.	In case of recruitment by promotion/ deputation /transfer, grades from which promotion/ deputation/ transfer to be made	Deputation: Officers of the Central / State Govt. or similar organized services / semi-Govt. / PSU / Statutory or Autonomous organization / University / Institutes of national importance a) Holding analogous post on regular basis; b) Possessing the educational qualification as prescribed in Column No. 7.
12.	If DPC exists, what is its composition	As per the provision contained in the NIT Act, 2007, First Statutes and the subsequent Statutes.
13.	Circumstances in which UPSC is to be consulted in making recruitment	Not Applicable

Note:

- i) The Medical qualifications possessed by the candidates should have the recognition of the Medical Council of India.
- ii) Completion of compulsory Rotating Internship Certificate, [Registration Certificate, an official document showing name of College / Institution from where degree / diploma has been done and official document showing name of the institution from where experience has been gained are required.]
- iii) After five years of service as Medical Officer with GP of ₹5400/-, an incumbent may be assessed by the DPC for the higher GP of ₹6600/- with the same designation.

Model Recruitment Rules for the post of "Security Officer" in NITs

1.	Name of the Post	Security Officer
2.	Number of posts	As per sanctioned strength
3.	Classification	Group – A
4.	Scale of pay (Grade Pay, Band Pay)	PB-3 (₹15,600 – 39,100/-) Grade Pay of ₹5400/-
5.	Whether Selection Post or non-Selection Posts	Not Applicable
6.	Age limit for direct recruits	Not exceeding 35 years
7.	Educational and other qualifications required for direct recruits	<p>Essential:</p> <p>i) Bachelor degree from a recognized University / Institute which 5 years' experience in Supervising position in Army / Central paramilitary Forces in Govt. organization / educational / Private organization.</p> <p>ii) Preference will be given to the persons who have served in the Army / Central Paramilitary Forces or such unformed services and possessing a valid Arms license.</p> <p>Desirable:</p> <p>i) Training and handling emergency situation like Fire Fighting, Rescue Operations, Floods, Earthquake etc.</p> <p>ii) Possessing a Diploma certificate in Security operations / Fire safety and disaster manager from a University / Institute / reputed organization.</p>
8.	Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotees	Not Applicable
9.	Period of probation, if any	2 years
10.	Method of Recruitment whether by direct recruitment or by promotion or by deputation or transfer & percentage of the vacancies to be filled by various methods	100% Direct Recruitment failing which through deputation or contract basis (including short term contract)
11.	In case of recruitment, by promotion/ deputation /transfer, grades from which promotion/ deputation/ transfer to be made	<p>Deputation (Contract Basis)</p> <p>Officers of the Central / State Govt. / PSU / Statutory or Autonomous organization / University / Institutes of national importance:</p> <p>a) Holding analogous post on regular basis; or</p> <p>b) Possessing educational qualification and experience as prescribed in Col. 7.</p>
12.	If DPC exists, what is its composition	As per the provision contained in the NIT Act, 2007, First Statutes and the subsequent Statutes.
13.	Circumstances in which UPSC is to be consulted in making recruitment	Not Applicable

Note: After five years' of service as Security Officer with GP of ₹5400/- an incumbent may be assessed by the DPC for the higher GP of ₹6600/- with the same designation.

Model Recruitment Rules for the post of "Junior Assistant" in NITs

1.	Name of the Post	Junior Assistant
2.	Number of posts	As per sanctioned strength
3.	Classification	Group – C
4.	Scale of pay (Grade Pay, Band Pay)	PB : 1 (₹5,200 – 20,200/-) with Grade Pay of ₹2000/-
5.	Whether Selection Post or non-Selection Posts	Not Applicable
6.	Age limit for direct recruits	Below 27 years
7.	Educational and other qualifications required for direct recruits	10+2 in any discipline with a minimum Typing speed of 35 w.p.m. and proficiency in Computer Word Processing and Spread Sheet. Desirable: Proficiency in other computer skills; stenography skills.
8.	Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotees	Not Applicable
9.	Period of probation, if any	2 years
10.	Method of Recruitment whether by direct recruitment or by promotion or by deputation or transfer & percentage of the vacancies to be filled by various methods	100% Direct Recruitment through an examination to be conducted by the Institute.
11.	In case of recruitment. by promotion/ deputation /transfer, grades from which promotion/ deputation/ transfer to be made	Not Applicable
12.	If DPC exists, what is its composition	As per the provision contained in the NIT Act, 2007, First Statutes and the subsequent Statutes.
13.	Circumstances in which UPSC is to be consulted in making recruitment	Not Applicable

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Model Recruitment Rules for the post of "Senior Assistant" in NITs

1.	Name of the Post	Senior Assistant
2.	Number of posts	As per sanctioned strength
3.	Classification	Group – C
4.	Scale of pay (Grade Pay, Band Pay)	PB – 1 (₹5,200 – 20,200/-) with Grade Pay of ₹2400/-.
5.	Whether Selection Post or non-Selection Posts	Selection (first time) / deputation later 50% by promotion and 50% by selection.
6.	Age limit for direct recruits	33 years
7.	Educational and other qualifications required for direct recruits	10+2 in any discipline with a minimum Typing speed of 35 w.p.m. and proficiency in Computer Word Processing and Spread Sheet. Desirable: Proficiency in other computer skills; stenography skills, Bachelor's degree in direct recruitment (selection) Experience: 6 years at the level of Junior Asst.
8.	Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotees	Qualification and experience: Yes Age bar: Relaxed
9.	Period of probation, if any	2 years for direct recruits only.
10.	Method of Recruitment whether by direct recruitment or by promotion or by deputation or transfer & percentage of the vacancies to be filled by various methods	By promotion, failing which by deputation, failing in both by direct recruitment.
11.	In case of recruitment. by promotion/ deputation /transfer, grades from which promotion/ deputation/ transfer to be made	Promotion Junior Assistant with 6 years' regular service at Grade pay of ₹2000/- selected on the basis of trade test, interview and service record, as specified under these regulations. Deputation: Officers of the Central / State Govt. or similar organized services / Semi-Govt. / PSU / autonomous organization / University / Institute of national importance: a) i) Holding analogous post; ii) 6 years' regular service with Grade Pay of ₹2000/- as Junior Assistant or its equivalent post.
12.	If DPC exists, what is its composition	As per the provision contained in the NIT Act, 2007, First Statutes and the subsequent Statutes.
13.	Circumstances in which UPSC is to be consulted in making recruitment	Not Applicable

Model Recruitment Rules for the post of "Assistant (Selection Grade-II)" in NITs

1.	Name of the Post	Assistant (Selection Grade – II)
2.	Number of posts	As per sanctioned strength
3.	Classification	Group – C
4.	Scale of pay (Grade Pay, Band Pay)	PB : 1 (₹5,200 – 20,200/-) with Grade Pay of ₹2800/-
5.	Whether Selection Post or non-Selection Posts	Selection first time only and later only 50% by promotion and 50% by selection
6.	Age limit for direct recruits	39 years
7.	Educational and other qualifications required for direct recruits	10+2 in any discipline with a minimum Typing speed of 35 w.p.m. and proficiency in Computer Word Processing and Spread Sheet. Bachelor's Degree in case of direct recruitment. Desirable: Proficiency in other computer skills; stenography skills Experience: 6 years at the level of Senior Assistant
8.	Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotees	Qualification & Experience: Yes Age bar: Relaxed.
9.	Period of probation, if any	2 years for direct recruits only.
10.	Method of Recruitment whether by direct recruitment or by promotion or by deputation or transfer & percentage of the vacancies to be filled by various methods	By promotion, failing which by deputation, failing in both by direct recruitment.
11.	In case of recruitment. by promotion/ deputation /transfer, grades from which promotion/ deputation/ transfer to be made	Promotion Senior Assistant with 6 years' regular service with Grade pay of ₹2400/- selected on the basis of trade test, interview and service record, as specified under these regulations. Deputation: Officers of the Central / State Govt. or similar organized services / Semi-Govt. / PSU / autonomous organization / University / Institute of national importance: - i) Holding analogous post; ii) 6 years' regular service with Grade Pay of ₹2400/- as Senior Assistant or its equivalent post.
12.	If DPC exists, what is its composition	As per the provision contained in the NIT Act, 2007, First Statutes and the subsequent Statutes.
13.	Circumstances in which UPSC is to be consulted in making recruitment	Not Applicable

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Model Recruitment Rules for the post of "Stenographer" in NITs

1.	Name of the Post	Stenographer
2.	Number of posts	As per sanctioned strength
3.	Classification	Group – C
4.	Scale of pay (Grade Pay, Band Pay)	PB – 1 (₹5,200-20,200) with Grade Pay of ₹2400/-
5.	Whether Selection Post or non-Selection Posts	Selection
6.	Age limit for direct recruits	Below 27 years
7.	Educational and other qualifications required for direct recruits	Essential: 12 th standard pass or equivalent from a recognized Board or University. Minimum speed in short hand 80 w.p.m. in Stenography. Desirable Proficiency in Computer Word processing and spread sheet with advance skills.
8.	Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotees	Not Applicable
9.	Period of probation, if any	2 years
10.	Method of Recruitment : whether by direct recruitment or by promotion or by deputation or transfer & percentage of the vacancies to be filled by various methods	100% Direct Recruitment through examinations to be conducted by the Institute.
11.	In case of recruitment. by promotion/ deputation /transfer, grades from which promotion/ deputation/ transfer to be made	Not Applicable
12.	If DPC exists, what is its composition	As per the provision contained in the NIT Act, 2007, First Statutes and the subsequent Statutes.
13.	Circumstances in which UPSC is to be consulted in making recruitment	Not Applicable

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Model Recruitment Rules for the post of "Senior Stenographer" in NITs

1.	Name of the Post	Senior Stenographer
2.	Number of posts	As per sanctioned strength
3.	Classification	Group – C
4.	Scale of pay (Grade Pay, Band Pay)	PB – 1 (₹5,200-20,200) with Grade Pay of ₹2800/-.
5.	Whether Selection Post or non-Selection Posts	Selection(first time) / deputation later 50% by promotion and 50% by direct recruitment
6.	Age limit for direct recruits	33 years
7.	Educational and other qualifications required for direct recruits	Essential: 12 th standard pass or equivalent from a recognized Board or University. Minimum speed in short hand 100 w.p.m. in Stenography. Desirable: Bachelor's degree in case of direct recruitment. Proficiency in Computer Word processing and spread sheet with advance skills.
8.	Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotees	Qualification and experience: Yes Age bar: Relaxed
9.	Period of probation, if any	2 years for direct recruits only.
10.	Method of Recruitment whether by direct recruitment or by promotion or by deputation or transfer & percentage of the vacancies to be filled by various methods	By promotion, failing which by deputation, failing in both by direct recruitment.
11.	In case of recruitment by promotion/ deputation /transfer, grades from which promotion/ deputation/ transfer to be made	Promotion: Stenographer with 6 years' regular service with Grade pay of ₹2400/- selected on the basis of trade test, interview and service record, as specified under these regulations. Deputation: Officers of the Central / State Govt. or similar organized services / Semi-Govt. / PSU / autonomous organization / University / Institute of national importance: - i) Holding analogous post; ii) 6 years' regular service with Grade Pay of ₹2400/- as Stenographer or its equivalent post.
12.	If DPC exists, what is its composition	As per the provision contained in the NIT Act, 2007, First Statutes and the subsequent Statutes.
13.	Circumstances in which UPSC is to be consulted in making recruitment	Not Applicable

**Model Recruitment Rules for the post of
"Stenographer Selection Grade-II" in NITs**

1.	Name of the Post	Stenographer Selection Grade-II
2.	Number of posts	As per sanctioned strength
3.	Classification	Group – B
4.	Scale of pay (Grade Pay, Band Pay)	PB – 2 (₹9,300-34,800) with Grade Pay of ₹4200/-
5.	Whether Selection Post or non-Selection Posts	Selection(first time) / deputation later 50% by promotion and 50% by direct recruitment
6.	Age limit for direct recruits	39 years
7.	Educational and other qualifications required for direct recruits	Essential: 12 th standard pass or equivalent from a recognized Board or University. Minimum speed in short hand 100 w.p.m. in Stenography. Bachelor's degree in case of direct recruitment. Desirable: Proficiency in Computer Word processing and spread sheet with advance skills.
8.	Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotees	Qualification and experience: Yes Age bar: Relaxed
9.	Period of probation, if any	2 years for direct recruits only.
10.	Method of Recruitment whether by direct recruitment or by promotion or by deputation or transfer & percentage of the vacancies to be filled by various methods	By promotion, failing which by deputation, failing in both by direct recruitment.
11.	In case of recruitment. by promotion / deputation / transfer, grades from which promotion / deputation / transfer to be made	Senior Stenographer with 6 years' regular service with Grade pay of ₹2800/- selected on the basis of trade test, interview and service record, as specified under these regulations. Deputation: Officers of the Central / State Govt. or similar organized services / Semi-Govt. / PSU / Autonomous organization / University / Institute of national importance:- i) Holding analogous post; ii) 6 years' regular service with Grade Pay of ₹2800/-as Senior Stenographer or its equivalent post.
12.	If DPC exists, what is its composition	As per the provision contained in the NIT Act, 2007, First Statutes and the subsequent Statutes.
13.	Circumstances in which UPSC is to be consulted in making recruitment	Not Applicable

**Model Recruitment Rules for the post of
"Technician, Laboratory Assistant, Work Assistant" In NITs**

1.	Name of the Post	Technician, Laboratory Assistant, Work Assistant
2.	Number of posts	As per sanctioned strength
3.	Classification	Group – C
4.	Scale of pay (Grade Pay, Band Pay)	PB – 1 (₹5,200 – 20,200) with Grade Pay of ₹2000/-
5.	Whether Selection Post or non-Selection Posts	Not Applicable
6.	Age limit for direct recruits	Below 27 years
7.	Educational and other qualifications required for direct recruits	B.Sc. Degree in relevant field from a recognized University/Institute (Laboratory Assistant). Or Senior secondary (10+2) from a recognized board and ITI Course of one year or higher duration in appropriate trade (Technician or Work Assistant). Or Matric with at least 60% marks and ITI Certificate of 2 year's duration in appropriate trade (Technician or Work Assistant). Or Diploma in Engineering of three years' duration from a recognized Polytechnic / Institute (Technician, Work Assistant).
8.	Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotees	Not Applicable
9.	Period of probation, if any	2 years
10.	Method of Recruitment : whether by direct recruitment or by promotion or by deputation or transfer & percentage of the vacancies to be filled by various methods	100% Direct Recruitment
11.	In case of recruitment, by promotion/deputation/absorption, grades from which promotion/ deputation/ absorption to be made	Not applicable
12.	If DPC exists, what is its composition	As per the provision contained in the NIT Act, 2007, First Statutes and the subsequent Statutes.
13.	Circumstances in which UPSC is to be consulted in making recruitment	Not Applicable

**Model Recruitment Rules for the post of
"Senior Technician, Senior Laboratory Assistant, Senior Work Assistant" in NITs**

1.	Name of the Post	Senior Technician, Senior Laboratory Assistant, Senior Work Assistant
2.	Number of posts	As per sanctioned strength
3.	Classification	Group – C
4.	Scale of pay (Grade Pay, Band Pay)	PB – 1 (₹5,200 – 20,200) with Grade Pay of ₹2400/-
5.	Whether Selection Post or non-Selection Posts	Selection
6.	Age limit for direct recruits	Not exceeding 33 years.
7.	Educational and other qualifications required for direct recruits	B.Sc. Degree in relevant field from a recognized University/Institute (Laboratory Assistant). Or Senior secondary (10+2) from a recognized board and ITI Course of one year or higher duration in appropriate trade (Technician or Work Assistant). Or Matric with at least 60% marks and ITI Certificate of 2 year's duration in appropriate trade (Technician or Work Assistant). Or Diploma in Engineering of three years' duration from a recognized Polytechnic / Institute (Technician, Work Assistant). Experience: 6 years' experience in handling laboratory equipment and engineering equipment and carrying out laboratory experiment in any University / College / Research Institute / State Government / Central Government / Government Undertaking / PSU / Institution of nation importance / Reputed Private Industry / Organization.
8.	Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotees	Qualification and experience: Yes Age bar: Relaxed
9.	Period of probation, if any	2 years for direct recruits
10.	Method of Recruitment whether by direct recruitment or by promotion or by deputation or transfer & percentage of the vacancies to be filled by various methods	By promotion, failing which by deputation, failing in both by direct recruitment.
11.	In case of recruitment, by promotion/deputation/absorption, grades from which promotion/deputation/ absorption to be made	Promotion: Technician, Laboratory Assistant, Work Assistant, Driver with 6 years' regular service at Grade pay of ₹2000/- selected on the basis of trade test, interview and service record, as specified under these regulations. Deputation: Officers of the Central / State Govt. or similar organized services / Semi-Govt. / PSU / autonomous organization / University / Institute of national importance: a) i) Holding analogous post; ii) 6 years' regular service with Grade Pay of ₹2000/- as Junior Assistant or its equivalent post.
12.	If DPC exists, what is its composition	As per the provision contained in the NIT Act, 2007, First Statutes and the subsequent Statutes.
13.	Circumstances in which UPSC is to be consulted in making recruitment	Not Applicable

Model Recruitment Rules for the post of "Technician (Selection Grade-II), Laboratory Assistant (Selection Grade-II), Work Assistant (Selection Grade-II)" in NITs

1.	Name of the Post	Technician (Selection Grade-II), Laboratory Assistant (Selection Grade-II), Work Assistant (Selection Grade-II)
2.	Number of posts	As per sanctioned strength
3.	Classification	Group – C
4.	Scale of pay (Grade Pay, Band Pay)	PB-1 (₹5,200 – 20,200) with Grade Pay of ₹2800/-
5.	Whether Selection Post or non-Selection Posts	Selection
6.	Age limit for direct recruits	Not exceeding 39 years.
7.	Educational and other qualifications required for direct recruits	B.Sc. Degree in relevant field from a recognized University / Institute (Laboratory Assistant). Or Senior secondary (10+2) from a recognized board and ITI Course of one year or higher duration in appropriate trade (Technician or Work Assistant) Or Matric with at least 60% marks and ITI Certificate of 2 year's duration in appropriate trade (Technician or Work Assistant). Or Diploma in Engineering of three years' duration from a recognized Polytechnic / Institute (Technician, Work Assistant). Experience : 12 years' experience in handling laboratory equipment and engineering equipment and carrying out laboratory experiment in any University / College / Research Institute / State Government / Central Government / Government Undertaking / PSU / Institution of nation importance / Reputed Private Industry / Organization of which at least 6 years at level of Senior Technician or equivalent.
8.	Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotees	Qualification and experience: Yes Age bar: Relaxed
9.	Period of probation, if any	2 years for direct recruits
10.	Method of Recruitment whether by direct recruitment or by promotion or by deputation or transfer & percentage of the vacancies to be filled by various methods	By promotion, failing which by deputation, failing in both by direct recruitment.
11.	In case of recruitment, by promotion/deputation/absorption, grades from which promotion/deputation/ absorption to be made	Promotion: Senior Technician, Senior Laboratory Assistant, Senior Work Assistant, Senior Driver with 6 years' regular service at Grade pay of ₹2400/- selected on the basis of trade test, interview and service record, as specified under these regulations. Deputation: Officers of the Central / State Govt. or similar organized services / Semi-Govt. / PSU / autonomous organization / University / Institute of national importance: a) i) Holding analogous post; ii) 6 years' regular service with Grade Pay of ₹2400/- as Junior Assistant or its equivalent post.
12.	If DPC exists, what is its composition	As per the provision contained in the NIT Act, 2007, First Statutes and the subsequent Statutes.
13.	Circumstances in which UPSC is to be consulted in making recruitment	Not Applicable

**Model Recruitment Rules for the post of
"Superintendent / Accountant" in NITs**

1.	Name of the Post	Superintendent / Accountant
2.	Number of posts	As per sanctioned strength
3.	Classification	Group – C
4.	Scale of pay (Grade Pay, Band Pay)	PB – 2 (₹9,300 – 34,800/-) with Grade Pay of ₹4200/-
5.	Whether Selection Post or non-Selection Posts	Not Applicable
6.	Age limit for direct recruits	Not exceeding 30 years.
7.	Educational and other qualifications required for direct recruits	<p>Essential : Superintendent : i) First class (Hons.) Bachelor's Degree or equivalent grade from a recognized University or Institute in any discipline (In universities without a system of Honours degree, equivalent number of courses) Or ii) Master's Degree from a recognized University or Institute with excellent academic record. ii) Knowledge of Computer applications viz. Word processing, Spread Sheet.</p> <p>Accountant: i) First class Bachelor's Degree in Commerce with Honours in Accountancy / Finance or equivalent in grade from a recognized University or Institute. Or Master's Degree in Commerce / MBA (Finance) from a recognized University or Institute with excellent academic record. ii) Knowledge of Computer applications viz. word processing, Spread Sheet and computer-based accounting software.</p>
8.	Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotees	Not Applicable
9.	Period of probation, if any	2 years
10.	Method of Recruitment whether by direct recruitment or by promotion or by deputation or transfer & percentage of the vacancies to be filled by various methods	100% Direct Recruitment
11.	In case of recruitment, by promotion/ deputation /transfer, grades from which promotion/ deputation/ transfer to be made	Not Applicable
12.	If DPC exists, what is its composition	As per the provision contained in the NIT Act, 2007, First Statutes and the subsequent Statutes.
13.	Circumstances in which UPSC is to be consulted in making recruitment	Not Applicable

Model Recruitment Rules for the post of "Senior Superintendent" in NITs

1.	Name of the Post	Senior Superintendent
2.	Number of posts	As per sanctioned strength
3.	Classification	Group – B
4.	Scale of pay (Grade Pay, Band Pay)	PB – 2 (₹9,300 – 34,800/-) with Grade Pay of ₹4600/-
5.	Whether Selection Post or non-Selection Posts	Selection
6.	Age limit for direct recruits	Not exceeding 36 years.
7.	Educational and other qualifications required for direct recruits	<p><u>Essential:</u> <u>Superintendent:</u> i) First class (Hons) Bachelor's Degree or equivalent grade from a recognized University or Institute in any discipline (In universities without a system of Honours degree, equivalent number of courses) Or i) Master's Degree from a recognized University or Institute with excellent academic record. ii) Knowledge of Computer applications viz. Word processing, Spread Sheet.</p> <p><u>Experience:</u> 6 years' experience as Superintendent.</p>
8.	Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotees	Qualification and experience: Yes Age bar: Relaxed
9.	Period of probation, if any	2 years for direct recruits only.
10.	Method of Recruitment whether by direct recruitment or by promotion or by deputation or transfer & percentage of the vacancies to be filled by various methods	By promotion, failing which by deputation, failing in both by direct recruitment.
11.	In case of recruitment by promotion/ deputation /transfer, grades from which promotion/ deputation/ transfer to be made	<p><u>Promotion:</u> Superintendent or Accountant with 6 years' regular service with Grade pay of ₹4200/- selected on the basis of trade test, interview and service record, as specified under these regulations.</p> <p><u>Deputation:</u> Officers of the Central / State Govt. or similar organized services / Semi-Govt. / PSU / autonomous organization / University / Institute of national importance: i) Holding analogous post; ii) 6 years' regular service with Grade Pay of ₹4200/- as Superintendent or its equivalent post.</p>
12.	If DPC exists, what is its composition	As per the provision contained in the NIT Act, 2007, First Statutes and the subsequent Statutes.
13.	Circumstances in which UPSC is to be consulted in making recruitment	Not Applicable

**Model Recruitment Rules for the post of
"Superintendent (Selection Grade - II) in NITs**

1.	Name of the Post	Superintendent (Selection Grade - II)
2.	Number of posts	As per sanctioned strength
3.	Classification	Group - B
4.	Scale of pay (Grade Pay, Band Pay)	PB - 2 (₹9,300 - 34,800/-) with Grade Pay of ₹4800/-
5.	Whether Selection Post or non-Selection Posts	Selection
6.	Age limit for direct recruits	Not exceeding 42 years.
7.	Educational and other qualifications required for direct recruits	Essential: Superintendent: i) First class (Hons.) Bachelor's Degree or equivalent grade from a recognized University or Institute in any discipline (In universities without a system of Honours degree, equivalent number of courses) Or i) Master's Degree from a recognized University or Institute with excellent academic record. ii) Knowledge of Computer applications viz. Word processing, Spread Sheet. Experience: 6 years' experience as Senior Superintendent.
8.	Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotees	Qualification and experience: Yes Age bar: Relaxed
9.	Period of probation, if any	2 years for direct recruits only.
10.	Method of Recruitment whether by direct recruitment or by promotion or by deputation or transfer & percentage of the vacancies to be filled by various methods	By promotion, failing which by deputation, failing in both by direct recruitment.
11.	In case of recruitment by promotion/ deputation / transfer, grades from which promotion / deputation / transfer to be made	Promotion: Senior Superintendent with 6 years' regular service with Grade pay of ₹4600/- selected on the basis of trade test, interview and service record, as specified under these regulations. Deputation: Officers of the Central / State Govt. or similar organized services / semi-Govt. / PSU / autonomous organization / University / Institute of national importance: a) i) Holding analogous post; ii) 6 years' regular service with Grade Pay of ₹4600/- as Senior Superintendent or its equivalent post.
12.	If DPC exists, what is its composition	As per the provision contained in the NIT Act, 2007, First Statutes and the subsequent Statutes.
13.	Circumstances in which UPSC is to be consulted in making recruitment	Not Applicable

42
1976
10 98
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Model Recruitment Rules for the post of "Secretary" in NITs

1.	Name of the Post	Secretary
2.	Number of posts	As per sanctioned strength
3.	Classification	Group – B
4.	Scale of pay (Grade Pay, Band Pay)	PB – 2 (₹9,300 – 34,800/-) with Grade Pay of ₹4200/-.
5.	Whether Selection Post or non-Selection Posts	Not Applicable
6.	Age limit for direct recruits	Not exceeding 30 years.
7.	Educational and other qualifications required for direct recruits	Essential: 12 th standard pass or equivalent from a recognized Board or University. Minimum speed of 100 w.p.m. in Stenography.
8.	Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotees	Not Applicable
9.	Period of probation, if any	2 years
10.	Method of Recruitment whether by direct recruitment or by promotion or by deputation or transfer & percentage of the vacancies to be filled by various methods	100% Direct Recruitment through examination to be conducted by the Institute.
11.	In case of recruitment. by promotion/ deputation /transfer, grades from which promotion/ deputation/ transfer to be made	Not Applicable
12.	If DPC exists, what is its composition	As per the provision contained in the NIT Act, 2007, First Statutes and the subsequent Statutes.
13.	Circumstances in which UPSC is to be consulted in making recruitment	Not Applicable

Model Recruitment Rules for the post of "Senior Secretary" in NITs

1.	Name of the Post	Senior Secretary
2.	Number of posts	As per sanctioned strength
3.	Classification	Group – B
4.	Scale of pay (Grade Pay, Band Pay)	PB – 2 (₹9300-34800) with Grade Pay of ₹4600/-.
5.	Whether Selection Post or non-Selection Posts	Selection
6.	Age limit for direct recruits	Not exceeding 36 years
7.	Educational and other qualifications required for direct recruits	Essential: 12 th standard pass or equivalent from a recognized Board or University. Minimum speed of 100 w.p.m. in Stenography.
8.	Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotees	Qualification and experience: Yes Age bar: Relaxed
9.	Period of probation, if any	2 years for direct recruits only.
10.	Method of Recruitment whether by direct recruitment or by promotion or by deputation or transfer & percentage of the vacancies to be filled by various methods	By promotion, failing which by deputation, failing in both by direct recruitment.
11.	In case of recruitment. by promotion/ deputation /transfer, grades from which promotion/ deputation/ transfer to be made	Promotion Secretary with 6 years' regular service at Grade pay of ₹4200/- selected on the basis of trade test, interview and service record, as specified under these regulations. Deputation: Officers of the Central / State Govt. or similar organized services / Semi-Govt. / PSU / autonomous organization / University / Institute of national importance: a) i) Holding analogous post; ii) 6 years' regular service with Grade Pay of ₹4200/- as Secretary or its equivalent post.
12.	If DPC exists, what is its composition	As per the provision contained in the NIT Act, 2007, First Statutes and the subsequent Statutes.
13.	Circumstances in which UPSC is to be consulted in making recruitment	Not Applicable

**Model Recruitment Rules for the post of
"Secretary (Selection Grade – II) " in NITs**

1.	Name of the Post	Secretary (Selection Grade – II)
2.	Number of posts	As per sanctioned strength
3.	Classification	Group – B
4.	Scale of pay (Grade Pay, Band Pay)	PB – 2 (₹9300 – 34800) with Grade Pay of ₹4800/-.
5.	Whether Selection Post or non-Selection Posts	selection
6.	Age limit for direct recruits	Not exceeding 42 years
7.	Educational and other qualifications required for direct recruits	Essential: 12 th standard pass or equivalent from a recognized Board or University. Minimum speed of 100 w.p.m. in Stenography.
8.	Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotees	Qualification and experience: Yes Age bar: Relaxed
9.	Period of probation, if any	2 years for direct recruits only.
10.	Method of Recruitment whether by direct recruitment or by promotion or by deputation or transfer & percentage of the vacancies to be filled by various methods	By promotion, failing which by deputation, failing in both by direct recruitment.
11.	In case of recruitment, by promotion/ deputation /transfer, grades from which promotion/ deputation/ transfer to be made	Promotion Senior Secretary with 6 years' regular service at Grade pay of ₹4600/- selected on the basis of trade test, interview and service record, as specified under these regulations. Deputation: Officers of the Central / State Govt. or similar organized services / Semi-Govt. / PSU / autonomous organization / University / Institute of national importance: a) i) Holding analogous post; ii) 6 years' regular service with Grade Pay of ₹4600/- as Senior Secretary or its equivalent post.
12.	If DPC exists, what is its composition	As per the provision contained in the NIT Act, 2007, First Statutes and the subsequent Statutes.
13.	Circumstances in which UPSC is to be consulted in making recruitment	Not Applicable

**Model Recruitment Rules for the post of
"Technical Assistant / Junior Engineer / SAS Assistant / Senior Pharmacist" in NITs**

1.	Name of the Post	Technical Assistant / Junior Engineer / SAS Assistant / Senior Pharmacist
2.	Number of posts	As per sanctioned strength
3.	Classification	Group – B
4.	Scale of pay (Grade Pay, Band Pay)	PB – 2 (₹9,300 – 34,800/-) with Grade Pay of ₹4200/-.
5.	Whether Selection Post or non-Selection Posts	Not Applicable
6.	Age limit for direct recruits	Not exceeding 30 years.
7.	Educational and other qualifications required for direct recruits	<p>Essential: First class Bachelor's (Honours) Degree in Sciences in relevant subject or equivalent grade from a recognized University / Institute (Technical Assistant). Or First class Diploma in Engineering in relevant field with excellent academic record (Technical Assistant / Junior Engineer). Or Post-graduate degree in science or B.E. / B.Tech. in relevant field from a recognized University or Institute (Technical Assistant / Junior Engineer). Or (i) First Class Bachelor's Degree in Physical Education or in Fine Arts (performing / visual arts) or Science or Arts from a recognized University or Institution. (ii) Strong record of participation in college activities including arts (paints, photographs, drama, dance, music), event management, journalism etc.(SAS Assistant) Or (i) 10+2 or equivalent in Science subjects from recognized Board or University. (ii) 2 Years' Diploma with First class and minimum 6 months' internship in Pharmacy from an Institute recognized by the Pharmacy Council of India; and (iii) Registered as Pharmacist with State Pharmacy Council (Sr. Pharmacist). Or Desirable: i) PGDCA or equivalent from a recognized Institution.</p>
8.	Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotees	Not Applicable
9.	Period of probation, if any	2 years
10.	Method of Recruitment whether by direct recruitment or by promotion or by deputation or transfer & percentage of the vacancies to be filled by various methods	100% Direct Recruitment.
11.	In case of recruitment. by promotion/ deputation /transfer, grades from which promotion/ deputation/ transfer to be made	Not applicable
12.	If DPC exists, what is its composition	As per the provision contained in the NIT Act, 2007, First Statutes and the subsequent Statutes.
13.	Circumstances in which UPSC is to be consulted in making recruitment	Not Applicable

Model Recruitment Rules for the post of "Senior Technical Assistant / Assistant Engineer / Senior SAS Assistant / Pharmacist (Selection Grade II)" in NITs

1.	Name of the Post	Senior Technical Assistant / Assistant Engineer/ Senior SAS Assistant / Pharmacist (Selection Grade II)
2.	Number of posts	As per sanctioned strength
3.	Classification	Group – B
4.	Scale of pay (Grade Pay, Band Pay)	PB – 2 (₹9,300 – 34,800/-) with Grade Pay of ₹4600/-.
5.	Whether Selection Post or non-Selection Posts	Not Applicable
6.	Age limit for direct recruits	Not exceeding 36 years.
7.	Educational and other qualifications required for direct recruits	<p>Essential: First class Bachelor's (Honours) Degree in Sciences in relevant subject or equivalent grade from a recognized University / Institute (Technical Assistant). Or First class Diploma in Engineering in relevant field with excellent academic record (Technical Assistant / Junior Engineer). Or Post-graduate degree in science or B.E. / B.Tech. in relevant field from a recognized University or Institute (Technical Assistant / Junior Engineer). Or (i) First Class Bachelor's Degree in Physical Education or in Fine Arts (performing/visual arts) or Science or Arts from a recognized University or Institution. (ii) Strong record of participation in college activities including arts (paints, photographs, drama, dance, music), event management, journalism etc. (SAS Assistant). Or (i) 10+2 or equivalent in Science subjects from recognized Board or University. (ii) 2 Years' Diploma with First class and minimum 6 months' internship in Pharmacy from an Institute recognized by the Pharmacy Council of India; and (iii) Registered as Pharmacist with State Pharmacy Council/ [Pharmacist (Selection Grade II)].</p> <p>Desirable: i) PG Diploma in Library Automation and Networking or PGDCA or equivalent from a recognized Institution. Experience: 6 years as Technical Assistant,/ Junior Engineer/ SAS Assistant/Sr. Pharmacist</p>
8.	Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotees	Qualification and experience: Yes Age bar: Relaxed
9.	Period of probation, if any	2 year for direct recruits
10.	Method of Recruitment whether by direct recruitment or by promotion or by deputation or transfer & percentage of the vacancies to be filled by various methods	Promotion failing which through deputation (including short term contract) failing both by direct recruitment.
11.	In case of recruitment. by promotion/ deputation /transfer, grades from which promotion/ deputation/ transfer to be made	<p>Promotion: Technical Assistant/ Jr. Engineer/SAS Assistant/LIA with 6 years' regular service with Grade pay of ₹4200/- selected on the basis of trade test, interview and service record, as specified under these regulations.</p> <p>Deputation or on Contract basis: Officers under the Central / State Governments / Universities recognized Research Institutes or Institutes of national importance or Govt. laboratory or PSU:- a) i) Holding analogous post or ii) With at least 6 years' regular service in posts with GP of ₹4200/- as per 6th Central Pay Commission or equivalent. b) Possessing educational qualification and experience as prescribed in Col.7.</p>
12.	If DPC exists, what is its composition	As per the provision contained in the NIT Act, 2007, First Statutes and the subsequent Statutes.
13.	Circumstances in which UPSC is to be consulted in making recruitment	Not Applicable

Model Recruitment Rules for the post of "Technical Assistant (Selection Grade-II) / Assistant Executive Engineer / SAS Assistant (Selection Grade-II) / Pharmacist (Selection Grade I)" in NITs

1.	Name of the Post	Technical Assistant (Selection Grade-II) / Assistant Executive Engineer / SAS Assistant (Selection Grade – II) / Pharmacist (Selection Grade – I)
2.	Number of posts	As per sanctioned strength
3.	Classification	Group – B
4.	Scale of pay (Grade Pay, Band Pay)	PB – 2 (₹9,300 – 34,800/-) with Grade Pay of ₹4800/-.
5.	Whether Selection Post or non-Selection Posts	Not Applicable
6.	Age limit for direct recruits	Not exceeding 42 years.
7.	Educational and other qualifications required for direct recruits	<p>Essential: First class Bachelor's (Honours) Degree in Sciences in relevant subject or equivalent grade from a recognized University / Institute (Technical Assistant). Or First class Diploma in Engineering in relevant field with excellent academic record (Technical Assistant / Junior Engineer). Or Post-graduate degree in science or B. E. / B. Tech. in relevant field from a recognized University or Institute (Technical Assistant/Junior Engineer). Or i) First Class Bachelor's Degree in Physical Education or in Fine Arts (performing/visual arts) or Science or Arts from a recognized University or Institution. ii) Strong record of participation in college activities including arts (paints, photographs, drama, dance, music), event management, journalism etc.(SAS Assistant) Or (i) 10+2 or equivalent in Science subjects from recognized Board or University. (ii) 2 Years' Diploma with First class and minimum 6 months' internship in Pharmacy from an Institute recognized by the Pharmacy Council of India; and (iii) Registered as Pharmacist with State Pharmacy Council. [Pharmacist (Selection Grade I)]</p> <p align="center">Or</p> <p>Desirable: i) PGDCA or equivalent from a recognized Institution.</p>
8.	Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotees	Qualification and experience: Yes Age bar: Relaxed
9.	Period of probation, if any	2 years for direct recruits
10.	Method of Recruitment whether by direct recruitment or by promotion or by deputation or transfer & percentage of the vacancies to be filled by various methods	Promotion failing which by deputation (including short term contract) failing both by direct recruitment.
11.	In case of recruitment. by promotion/ deputation /transfer, grades from which promotion/ deputation/ transfer to be made	<p>Promotion: Senior Technical Assistant/ Assistant Engineer / Senior SAS Assistant / Senior LIA with 6 years' regular service with Grade pay of ₹4600/- selected on the basis of trade test, interview and service record, as specified under these regulations.</p> <p>Deputation or on Contract basis: Officers of the Central / State Govt. or similar organized services / Semi-Govt. / PSU / autonomous organization / University / Institute of national importance: - i) Holding analogous post; ii) 6 years' regular service with Grade Pay of ₹4600/- as Senior Technical Assistant or its equivalent post.</p>
12.	If DPC exists, what is its composition	As per the provision contained in the NIT Act, 2007, First Statutes and the subsequent Statutes.
13.	Circumstances in which UPSC is to be consulted in making recruitment	Not Applicable

Model Recruitment Rules for the post of "Security Guard/Attendant/Mali(Higher Scale)" in NITs

1.	Name of the Post	Security Guard / Attendant / Mali (Higher Scale)
2.	Number of posts	As per sanctioned strength
3.	Classification	Group – C
4.	Scale of pay (Grade Pay, Band Pay)	PB – 1 (₹5,200 – 20,200/-) with Grade Pay of ₹1800/-.
5.	Whether Selection Post or non-Selection Posts	Not Applicable
6.	Age limit for direct recruits	Between 18 – 27 years of age
7.	Educational and other qualifications required for direct recruits	Essential: Matriculation or ITI or equivalent pass from a recognized Board or Institute. Desirable: Preference will be given to persons having training in Army or Para – Military Services and possessing a valid Arms License for service as Security Guard.
8.	Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotees	Not Applicable
9.	Period of probation, if any	2 years
10.	Method of Recruitment : whether by direct recruitment or by promotion or by deputation or transfer & percentage of the vacancies to be filled by various methods	100% Direct Recruitment
11.	In case of recruitment. by promotion/ deputation /transfer, grades from which promotion/ deputation/ transfer to be made	Not Applicable
12.	If DPC exists, what is its composition	As per the provision contained in the NIT Act, 2007, First Statutes and the subsequent Statutes.
13.	Circumstances in which UPSC is to be consulted in making recruitment	Not Applicable

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Item 28.18 To consider recommendations of the Committee constituted for mapping of the existing Non-faculty employees with the Re-structured posts as per directions of the MHRD.

The Joint Secretary, Government of India, Ministry of Human Resource Development, Department of Higher Education, New Delhi vide letter No. F.23-18/2008-TS.III, dated 17th March, 2010, requested to work out the details of the entitlement of various Non-teaching Posts as per the structure mentioned in the Annexure, enclosed with the letter dated 17th March, 2010 (copy enclosed as Appendix – XXIII from page 167 to 173) following the approved Student-Teacher-Non-teaching Staff ratio of 12:1:1.1. Further, for the implementation of the above directions of the MHRD, the Government of India, MHRD arranged a meeting of representatives of all the NITs at NIT Rourkela during 5th – 6th April, 2010 and further at NIT Calicut on 30.04.2010 and 01.05.2010. In these meetings, it was decided to submit the re-structuring of the Institute to the MHRD by 20.05.2010.

The Deputy Educational Advisor (NITs), MHRD vide letter F.23-18/2008-TS.III dated 7th June, 2010, 22.06.2012, and 30.06.2010 requested to submit the re-structuring immediately. In response to the instructions of the MHRD, the Institute submitted the re-structuring of Non-Faculty Cadres vide office letter No. Gen-1/3866/5993 dated 21.9.2010. However, the Section Officer the Government of India, MHRD, New Delhi vide letter No. F.10-9/2011-TS.III dated 24th June, 2011 desired some more information on the requisite format. So, in response to letter dated 24th June, 2011, the revised proposal for re-structuring of Non-faculty cadres was submitted to the MHRD vide letter No. Gen-1/3703/5373 dated 14.09.2011

In response to the above proposal, the Deputy Secretary (NITs), Government of India, Ministry of Human Resource Development, Department of Higher Education, New Delhi vide letter No. F.10-9/2011-TS.III dated 12th June, 2012 has conveyed the approval of the Government of India for the creation of 73 additional Non-faculty on the basis of actual students' strength for the year 2010-11. Now the total Non-faculty strength has increased from 255 to 328. A copy of the letter is enclosed as Appendix - XXIV from page 174 to 176.

Further, for mapping of the existing employees with the re-structured posts, a Committee was constituted at the Institute level as letter dated 17.03.2010 referred above. The Committee has submitted its recommendations. A copy of the recommendations is enclosed with the agenda as Annexure to item 28.18.

The salient features of the recommendations are as under:

1. The mapping has been done on the basis of non-teaching staff position as on 01.07.2012.
2. The adjustment of each employee in the higher ladders of each Cadre has been made on the basis of Model Recruitment Rules, available on the website of the MHRD at www.mhrd.gov.in

3. While preparing the mapping of the existing employees, the Qualifications prescribed for the post (s) in the Model Recruitment Rules and the qualifications possessed by the incumbent has been considered and have been accordingly adjusted in the upper ladders of the respective cadre. However, the existing employees who do not possess the requisite qualifications have been mapped in the upper ladders as per their MACP Grade Pay.
4. The existing Officers have been adjusted against the new pay scale of the post(s) on the basis of required qualifications and experience of the Recruitment Rules. The post of Librarian has been assumed by rounding faculty strength 298 to 300, as the post of Librarian can exist only when the faculty strength is 300 or more. Further, for the existing Officers, the service on contract has also been counted for determining their total experience.
5. In the case of ministerial and technical posts, existing incumbents who were directly recruited to the services of the Institute to a post with the pre-revised scale higher than Rs.4500-7000(now GP 2800) have been placed in the higher cadre and the rest in the lower cadre.
6. The employees who had already availed three/four promotions or three upward movements have not been considered for adjustment against the higher ladder as suggested in the Scheme. However, they have been mapped with the re-structured posts as per their current MACP Grade Pay.
7. The employees who had not availed any promotion in their career of service have been considered for adjustment against the upper ladders of the respective cadre subject to fulfilling the qualifications prescribed for the respective ladder post. The percentage of marks/first division has not been insisted upon for the existing employees. For this adjustment, the current cadre, time of entry to the Cadre, time spent in the current cadre and current position of such employees have been considered and six years service rendered by the employee in each ladder has been counted irrespective of their movement on account of MACP.
8. As a one time measure, those employees who already have GP of Rs.4600 or higher have been adjusted under higher cadre. They were deemed to start their appointment in the higher cadre from the date when they entered GP of Rs.4200 or equivalent post.

The Committee has recommended the new designation and Grade Pay to the existing employees of the Institute as per above criteria. The new designation and pay scale including GP for the existing employees in the restructured model will be implemented prospectively w.e.f. the date of approval by the BOG. Further, it is proposed that the Institute may be allowed to fill up the resultant vacancies under Direct Recruitment Quota as per the Model Recruitment Rules considering the vacancies as identified by the aforesaid Committee after adjusting / mapping of the existing employees with the restructured posts.

The Board may kindly consider and approve.

No.F. 23-18 /2008-TS-III
Government of India
Ministry of Human Resource Development
Department of Higher Education

New Delhi, the 17th March, 2010

To

The Director,
of All the National Institutes of Technology (NITs)

Subject: Restructuring of Non Faculty Cadres In National Institutes of Technology (NITs)

Sir/Madam,

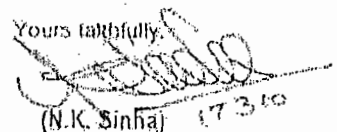
As you are aware, consequent upon the conversion of the erstwhile Regional Engineering Colleges (RECs) into NITs, the scales of pay of Non-teaching posts in these institutes were mapped to the Central Government pattern on 'as is where is basis'. Therefore, the scales of pay being operated in the NITs varied from institute to institute. In this background and keeping in view the requirements of the additional core administrative, financial and technical posts in NITs for catering to the on-going capacity expansion in these institutes on account of implementation of OSC recommendation for OBC reservation in admission, an urgent need was felt for a comprehensive restructuring of the Non-teaching posts in NITs. Accordingly, this Ministry had set up a Committee of NIT Directors, for studying the requirements of Non-teaching staff in the NITs and to suggest a uniform pattern that can be followed in all the NITs.

2. Based on the Recommendations made by the above mentioned Committee of Directors of NITs and in conformity with the *Student-Teaching-Non-teaching ratio of 12:1:1* approved by the Ministry of Finance, it has been decided that the Non-teaching Cadre Structure as per the details mentioned in Annexure may be adopted by the National Institutes of Technology.

3. You are requested to work out the details of the entitlement of various Non-teaching posts as per the structure mentioned in the Annexure following the approved *Student-Teacher-Non-teaching staff ratio of 12:1:1*. The proposed Non-teaching Staff Structure may be adopted after obtaining the approval of the BoG of the Institute and for the new posts required to be created / upgraded consequent to adoption of the new Structure, necessary proposal may be sent to this Ministry. No new posts should be created or any posts upgraded and filled up in the institute without the prior approval of this Ministry.

4. Anomalies / difficulties, if any, of implementation of the restructured cadre of Non-teaching staff may be referred to the Ministry of Human Resource Development.

Yours faithfully,



(N.K. Sinha)

17/3/10

Joint Secretary to the Government of India

Tel : 23387781

Encl : As above.

Copy forwarded for information and necessary action to the Chairman, BoG of all the NITs.

Copy to.

- i) PSs to Hon'ble HRM./MOS (HRD)
- ii) PSO to Secretary (HE)
- iii) Sr. PPS to AS (HE)
- iv) PS to AS & FA

RESTRUCTURED NON TEACHING CADRES IN NITSDistribution of Posts

Non-Teaching Officers (Admn, Lib, Sports & Students Activity, Scientific, Engineering, Medical, Security)	10% of faculty strength
Technical Staff	30% of faculty strength in Higher Cadre 30% of faculty strength in Lower Cadre
Ministerial Staff	8% of faculty strength in Higher Cadre 17% of faculty strength in Lower Cadre
Supporting Staff	45% of faculty strength
TOTAL	110% of faculty strength

DETAILS OF NON TEACHING OFFICERS(i) Administration

Post	Approved Pay Band and Grade Pay	Remarks
Registrar	PB 4: GP of Rs 10000	These pay would be allowed only for those possessing the qualifications and experience as prescribed by UGC from time to time.
Deputy Registrar	PB 3: GP of Rs 7600	
Assistant Registrar	PB 3: GP of Rs 5400	

(ii) Library

Post	Approved Pay Band and Grade Pay	Remarks
Librarian	PB 4: ACP of Rs 10000	As the erstwhile REC's were affiliated colleges, the highest available post in the Libraries in these Institutes was <i>College Librarian</i> in the pre-revised scale of Rs.8000-13500 which is equivalent to the post of Assistant Librarian in the Central Universities. Accordingly, the existing post of <i>College Librarian</i> in NITs may be re-designated as <i>Assistant Librarian</i> and given the corresponding pay of PB 3 with ACP of Rs.6000. Further, the post of Librarian may however be created only in NITs with faculty strength equivalent or more than 300.
Deputy Librarian	PB 3: ACP of Rs 8000	
Assistant Librarian	PB 3: ACP of Rs 6000	

(ii) Ministerial Staff:

Administrative (Lower Cadre):

	Approved Pay Band and Grade Pay
Junior Assistant	PB 1; GP 2000
Senior Assistant	PB 1; GP 2400
Assistant (Selection Grade II)	PB 1; GP 2800
Assistant (Selection Grade I)	PB 2; GP 4200

Administrative (Higher Cadre):

	Approved Pay Band and Grade Pay
Superintendent/Accountant	PB 2; GP 4200
Senior Superintendent	PB 2; GP 4600
Superintendent (Selection Grade II)	PB 2; GP 4800
Superintendent (Selection Grade I)	PB 2; GP 5400

Stenographers (Lower Cadre)

	Approved Pay Band and Grade Pay
Stenographer	PB 1; GP 2400
Senior Stenographer	PB 1; GP 2800
Stenographer (Selection Grade II)	PB 2; GP 4200
Stenographer (Selection Grade I)	PB 2; GP 4600

Stenographers (Higher Cadre)

	Approved Pay Band and Grade Pay
Secretary	PB 2; GP 4200
Senior Secretary	PB 2; GP 4600
Secretary (Selection Grade II)	PB 2; GP 4800
Secretary (Selection Grade I)	PB 2; GP 5400

Pharmacists

	Approved Pay Band and Grade (Rs.)
Pharmacist	PB 1; GP 2800
Senior Pharmacist	PB 1; GP 4200
Pharmacist (Selection Grade II)	PB 2; GP 4600
Pharmacist (Selection Grade I)	PB 2; GP 4800

(ii): Supporting staff

	Approved Pay Band and Grade (Rs.)
Security Guard/ Attendant/ Mali (Higher Scale)	PB 1; GP 1800 ✓
Senior Security Guard/ Attendant/ Mali/ Care taker	PB 1; GP 1900 ✓
Security Guard /Attendant/Mali/ Care taker (Selection Grade II)	PB 1; GP 2000 ✓
Security Guard/ Attendant / Mali/ Care taker (Selection Grade I)	PB 1; GP 2400 ✓

Mapping of the existing Non-Teaching posts other than Officers

i) In the case of ministerial and technical posts, existing incumbents who were directly recruited to the services of the Institute to a post with the pre-revised scale higher than Rs.4500-7000 may be placed in the higher cadre and the rest in the lower cadre.

ii) Placement in higher stages of promotional ladder will be applicable only to such employees who have not already availed three promotions or upward movement at the time of introduction of the new structure. For this purpose, any sort of promotion, regular or personal, which an employee might have got after his entry into the service of the Institute on direct recruitment basis, before introduction of the new structure, shall be counted. The mapping of REC scales to nearest scale in central pattern will however not be treated as upward or downward movement. Upward movement in the ladder in lower and higher cadres of the Non Officers posts will however be strictly after a minimum residency of ten years in the lower grade, and further subject to the conditions of the Modified Assured Career Progression (MACP) Scheme of the Central Government.

Conditions apply:

i) The scheme will be implemented prospectively with the approval of the Board of Governors of the Institutes. No retrospective effect will be given under any circumstances.

ii) No further option for fixation of pay in the 6th CPC pay will be given to the employees consequent to the implementation of the scheme.

iii) The Scheme will be implemented with reference to the revised pay (of the existing employees) as per the 6th CPC. Therefore, before implementation of the scheme, individual NITs is required to get the pay of the existing non-teaching staff pay vetted from the Ministry as per 6th CPC.

EMPLOYMENT OF THE EXISTING NON TEACHING OFFICERS

The existing Non-teaching Officers who possess the educational qualifications and experience prescribed for the respective posts by the Committee of NIT Directors or those specifically mentioned above may be allowed the revised pay approved for the posts in the new Restructured Cadres. Percentage of marks in educational qualifications prescribed may not however be insisted in respect of the existing Officers. The existing Officers who do not possess the requisite educational qualifications and experience will continue with the same designation and the existing pay. In such cases, such post(s) will remain unfilled till the present incumbent (s) becomes eligible for the post with the revised pay or till his/her superannuation.

NON-TEACHING POSTS OTHER THAN OFFICERS

(i) Technical staff:

Lower Cadre:

Technician, Laboratory Assistant, Work Assistant	PB 1; GP 2000
Senior Technician, Senior Laboratory Assistant, Senior Work Assistant	PB 1; GP 2400
Technician (Selection Grade-II), Laboratory Assistant (Selection Grade-II), Work Assistant (Selection Grade-II)	PB 1; GP 2800
Technician (Selection Grade-I), Laboratory Assistant (Selection Grade-I), Work Assistant (Selection Grade-I)	PB 2; GP 4200

Higher Cadre:

Technical Assistant/ Junior Engineer/ SAS assistant	PB 2; GP 4700
Senior Technical Assistant/ Assistant Engineer/Senior SAS Assistant	PB 2; GP 4600
Technical Assistant (Selection Grade II), Assistant Executive Engineer, SAS assistant (SG II)	PB 2; GP 4500
Technical Assistant (Selection Grade I), Executive Engineer, SAS assistant (Selection grade I)	PB 2; GP 5400

(iii) Students Activity & Sports

Post	Approved Pay Band and Grade Pay	Remarks
Principal SAS Officer	PB 4; AGP of Rs 10000	The post of Principal SAS officer may be created only in NITs with faculty strength equivalent or more than 300.
Senior SAS officer	PB 3; AGP of Rs.8000.	
SAS officer	PB 3; AGP of Rs.6000	

(iv) Scientific and Technical Services

Post	Approved Pay Band and Grade Pay	Remarks
Principal Scientific/ Technical officer	PB 3; GP of Rs 7600	
Senior Scientific /Technical officer	PB 3; GP of Rs 6600.	
Scientific/ Technical officer	PB 3; GP of Rs 5400.	

(v) Engineering Service

Post	Approved Pay Band and Grade Pay	Remarks
Suptd. Engineer	PB 4; GP of Rs 8700	Subject to adoption of RRs as in CPWD.
Executive Engineer	PB 3; GP of Rs.6600	Subject to adoption of RRs as in CPWD.

(vi) Medical

Post	Approved Pay Band and Grade Pay	Remarks
Medical Officer	PB 3; GP of Rs 5400	These posts may preferably be filled up by deputation or contract.
Senior Medical Officer	PB 3; GP of Rs 7600	

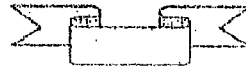
(vii) Security-Officer

Post	Approved Pay Band and Grade Pay	Remarks
Security Officer	PB 3; GP of Rs 5400	

iv) Each Non-teaching Cadre shall have 4 designations, one at the entry level and the rest promotional. Recruitment to any cadre will normally be done only at the entry level post. The distribution of posts among the 3 lower posts of each cadre shall be in the ratio of 4:3:2. Upward movement from the lower to the higher levels (i.e. from the entry level to the 3rd level in the cadre) shall normally through vacancy based promotion. However, on completion of 10 years' of service in a post, benefits of the next higher level shall be granted, following the requirements and the procedures recommended by the Committee of NIT Directors and further subject to the conditions of the Modified and Assured Career Progression (MACP) Scheme for the employees of the Central Government. The posts at the 4th level will however be available purely through MACP.

v) No NIT shall concurrently run any other promotion scheme.

vi) The educational qualifications, experience, recruitment procedure etc may be as recommended by the Committee of NIT Directors or those specifically mentioned in this Scheme..



DIRECTOR'S OFFICE 22/6/2012
Received
Time... 174 4.00 PM
NIT, KURUKSHETRA. S

APPENDIX XXIV
Most Immediate By Fax

No.F.10-9/2011 - TS.III
Government of India
Ministry of Human Resource Development
Department of Higher Education

New Delhi, the 12th June, 2012

To,
The Director,
National Institute of Technology,
Kurukshetra -136 119


Subject: Restructuring of Non-faculty Cadres in NITs - Creation of non-faculty posts - regarding.

Sir,

The proposal of National Institute of Technology, Kurukshetra regarding creation of non-faculty posts has been examined in consultation with the Integrated Finance Division in this Ministry. The actual students' strength of the Institute for the year 2010-11 is 3578. In accordance with the student:faculty ratio of 12:1, the entitlement of faculty posts for NIT-Kurukshetra is 298. The present approved faculty strength of the Institute is 233. Further, in accordance with the existing instructions, the faculty : non-faculty ratio of NITs is 1:1.1. The entitlement of non-faculty posts for the Institute is 328 and the total non faculty posts in position are 255. The corresponding non-faculty strength is, therefore, being revised to 328. In view of the above, sanction of the competent authority is hereby conveyed for the creation of seventy three (73) non-faculty posts as mentioned below:-

Non-faculty Posts :

Sl No.	Name of Post	No. of posts to be created	PB/GP
A	Officers		
1.	Deputy Registrar	01	PB 3/₹7600
2.	Assistant Registrar	03	PB 3/₹5400
3.	Executive Engineer	01	PB 3/₹6600
4.	Asstt. Librarian	01	PB3/₹6000
5.	Sr. Medical Officer	01	PB 3/₹7600+NPA
6.	Medical Officer	03	PB 3/₹5400+NPA
7.	SAS Officer	02	PB 3/₹6000
8.	Pr. Technical Officer	01	PB 3/₹7600
9.	Sr. Scientific Officer	02	PB 3/₹6600
10.	Sr. Technical Officer	01	PB 3/₹6600
11.	Scientific Officer	02	PB 3/₹5400
12.	Security Officer	01	PB 3/₹5400
	Sub Total	19	
B	Technical (Higher)		
13.	Technical Assistant/Junior Engineer/SAS Assistant/ Sr. Pharmacist	10	(PB2/₹4200)
14.	Senior Technical Assistant / Assistant Engineer/Senior SAS Assistant	25	(PB2/₹4600)
15.	Technical Assistant (Selection Grade II)/SAS Assistant (SG II)/ AE (SG II)	17	(PB2/₹4800)



16	Technical Assistant (Selection Grade I) /SAS Assistant (SG I)	9	(PB2/₹5400)
Sub Total		61	
C	Technical Lower		
17.	Technician/Laboratory Assistant/ Lab Work Assistant	-34*	(PB1/₹2000)
18.	Senior Technician/Senior Laboratory Assistant/Senior Work Assistant	27	(PB1/₹2400)
19.	Technician (SG II)/ Laboratory Assistant (SG II)/Work Assistant (SG I)/ Pharmacist	15	(PB 1/₹2800)
20.	Technician (SG I)/ Laboratory Assistant (SG I)/Work Assistant (SG I)	09	(PB 2/₹4200)
Sub Total		17	
D	Admin Higher		
21.	Superintendent/Accountant/ Secretary	-22**	(PB 2/₹4200)
22.	Senior Superintendent/ Sr. Accountant/ Sr. Accountant/ Sr. Secretary/Stereo SGI	5	(PB 2/₹4600)
23.	Superintendent /Accountant / Secretary (SG-II)	07	(PB 2/₹4,800)
24.	Superintendent (SG-I)/ Accountant (SG I) / Secretary (SG I)	10	(PB 2/₹5400)
Sub total		Nil	
E.	Admin Lower		
25.	Junior Assistant	-29**	(PB 1/₹2000)
26.	Senior Assistant/Stnographer	10	(PB 1/₹2400)
27.	Sr. Stenographer/ Assistant (SG II)	09	(PB 1/₹2800)
28.	Stenographer (SG II)/ Assistant (SG I)	20	(PB 2/₹4200)
Sub total		10	
F	Supporting		
29.	Attendant/ Security Guard/ / Mali/ Care Taker (Sr.)	-61**	(PB 1/₹1800)
30.	Security Guard/ St. Attendant/ Mali / CT (Higher Scale)	14	(PB 1/₹1900)
31.	Attendant/ Security Guard /Mali / Care Taker (SG-II)	09	(PB 1/₹2000)
32.	Attendant/ Security Guard /Mali / Care Taker (SG-I)	04	(PB 1/₹2400)
Sub Total		-34	
Total (Net Additions)		73	

**(-) sign indicates that at present the actual strength is more than the entitled staff strength and the excess staff will be adjusted against other equivalent or higher posts till they are suitable redeployed/ promoted or wasted out.

2. The total non-faculty posts of the Institute should not exceed the total entitlement of the Institute i.e. 328 as a result of the creation of additional 73 non-faculty posts as mentioned above.

3. The Institute may initiate steps for filling up of the additional sanctioned non-faculty posts in accordance with the uniform Recruitment Rules (RRs) for non-faculty positions in NITs placed on the

website of this Ministry vide its File No. 33-2/2012-TS.III dtd.30.05.2012. The uniform RRs are at present with the Ministry of Law & Justice for vetting before its Notification/Publication in the Official Gazette. Any modification in the RRs will be notified in Official Gazette. The Institute is advised to take into account the final Notified Uniform Recruitment Rules before the final recruitment of the Non-faculty positions.

4. This issues with the approval of the competent authority in this Ministry.

Yours faithfully,



(Rajesh Singh)

Deputy Secretary (NITs)

Tel: 23073687

Copy to:-

- (i) Chairman (Board of Governors), National Institute of Technology, Kurukshetra.
- (ii) IFD, Department of Higher Education, Ministry of Human Resource Development, New Delhi.
- (iii) PSO to Secretary (HE), MHRD.

Item 28.19 To consider grant of Extraordinary Leave for three years to Dr. R. C. Bhattacharjee, Professor, Civil Engineering Department or to allow his Voluntary retirement from the services of the Institute.

Dr. R.C. Bhattacharjee, Professor, Civil Engineering Department of this Institute vide letter dated 24.5.2012 (Copy enclosed as Appendix - XXV from pages 179 to 181) has stated that he has been offered the post of Professor and Dean (the highest administrative position) at the Middle East College, Muscat, Oman. He has stated that he joined in the Institute on 14.8.1981 and rendered about 31 years of service to the Institute in various capacities viz Dean, HOD, CVO, President-Clubs, Prof-In-Charge (Estate), Supdt.-In-Chief (Exams), Warden etc. Dr. Bhattacharjee has requested to grant three years Extraordinary Leave w.e.f. 28.8.2012 to enable him to avail this opportunity. He has further requested that if EOL is not admissible to him, he may be granted Voluntary Retirement w.e.f. 1.9.2012 and the entire benefits due to Voluntary retirement after retaining contribution towards pension may be made to him and three months notice may be counted from 24.5.2012. The HOD has forwarded and recommended his request.

The Board of Governors of the Institute in their 25th meeting held on 22.06.2011 has decided that Extraordinary Leave, lien and Deputations to the employees of the Institute be allowed as per provisions contained under Department of Personnel & Training (DOPT) rules of Govt. of India.

As per the First statutes of NITs, the employee of the Institute shall be governed by the Central Civil Services (leave) rules 1972 wherein no separate provision of Extraordinary leave exists for teaching faculty for accepting an invitation to a teaching post or fellowship or on assignment of technical/academic work of importance. However, this provision exists in IIT, Delhi.

As per Central Govt. Rules he is eligible for seeking voluntary retirement on completion of 20 years qualifying service and three months notice period is required for Voluntary Retirement. Dr. Bhattacharjee has given advance notice w.e.f. 24.5.2012 and requested for Voluntary retirement w.e.f. 1.9.2012 in case the extraordinary leave is not sanctioned.

As per Clause 24 of NIT Act, 2007 the Board is the appointing authority in the case of faculty of the Institute.

In view of the above, the Board may consider the entire matter and decide.

From: **Dr. R C Bhattacharjee**
Professor of Civil Engineering
National Institute of Technology
Kurukshetra-136119

No. CED/2012/988
Date: May 24, 2012

To
The Director
National Institute of Technology
Kurukshetra-136119

Forwarded & recommended
(R)
Jhsan
24/5/2012

THROUGH PROPER CHANNEL

Subject: **Extraordinary Leave for 03 years w.e.f. 28.08.2012**

Sir,

I am pleased to inform you that the Middle East College, Muscat, Oman has offered me (copy enclosed) the post of Professor & Dean (the highest administrative position) effective from September 01, 2012. The Middle East College is the biggest higher education Institution (students' strength is about 4500) in Oman working in private-public partnership and offering UG & PG Degrees in Engineering & Technology.

The above offer is considered very prestigious in Oman's education system and it is indeed a great opportunity for me and my Institute (NITK) to extend our expertise overseas. In this regard, it is informed that I joined this Institute on 14.08.1981 and served it with heart and soul for about 31 years. During the tenure of my service, I contributed in various capacities e.g. Dean, HOD, CVO, President-Clubs, Prof-In-Charge (Estate), Supdt.-In-Chief (Exams), Warden etc. My distinguished contribution in Institutional capacity building; and resolving chronic service related problems of Non-teaching staff are widely acclaimed.

Further, it is informed that in the Water Resources specialization of Civil Engg. Deptt. at present we have the full strength and only one faculty member of Environmental Engg. specialization of the Deptt. is on EOL.

In view of the above, I request you to kindly grant me **03 years Extraordinary leave w.e.f. 28.08.2012**, enabling me to avail this opportunity and thus allowing me to serve my Institute (NITK) for the remaining about 04 years of my full service tenure. If, however, the EOL is not admissible to me, which would be very painful to me, I **may be granted voluntary retirement w.e.f. 01.09.2012** and paid the entire benefits due to voluntary retirement after retaining the contribution towards pension, and in this un-fateful eventuality, my **03 months notice period may please be counted from today.**

Thanking you,

Yours faithfully,

(R.C Bhattacharjee)
24/05/12

Placed before me on 29/5/12

29/5/12

A'

'R'
Pl. puts up notes on 'A'
rules
24/5/12



كلية الشرق الأوسط
Middle East College

Dr. R C Bhattacharjee
India

MECIT/HR/2012/685
Date: May 20, 2012

Dear Dr Bhattacharjee,

Middle East College, in partnership with Coventry University, UK offers career oriented academic degree programmes in the field of Engineering and Information Technology. The College is the biggest private higher education institution in the Sultanate of Oman having representation from private bodies and government.

The College is pleased to offer you a position as **Professor & Dean** at MECIT. Please find the terms & conditions of employment stated below.

Joining Date	September 01, 2012
Remuneration (per month)	
Basic:	R.O. 1500.000
Housing:	R.O. 900.000
Utility:	R.O. 100.000
Responsibility Allowance:	R.O. 500.000
Total:	<u>R.O. 3000.000</u>

Annual Leave

60 days paid leave on completion of 11 months of continuous service. Business class air tickets for self and family (wife and two children below 18 Yrs) from Muscat to hometown and back by the shortest route /or to the nearest international airport.

Medical facilities

Medical insurance coverage for self and family (wife and 2 children up to age of 18 years) as per the insurance policies of the College.

School fees subsidy

Schooling expenses for 1 child under the age of 18 up to R.O. 3000 per annum at actuals (*schools based in Oman only*).

Transport

College vehicle (car) and driver is provided to Dean of the institution.



وحدة المعرفة مسقط Knowledge Oasis Muscat
ص. ب. ٧٩ الرمز البريدي P.O. Box 79, PC 124,
الرسيل (سلطنة عمان) Al Rusayl (Oman)
هاتف: +968 24446028 Phone: +968 24446028,
فاكس: +968 24446028 Fax: +968 24446028,
C.R. No: 1/656406/6 CR No: 1/656406/6



كلية الشرق الأوسط
Middle East College

Terms

Your employment will be covered by Oman labour laws and will be subject to approvals from the Ministry of Higher Education (MOHE) & Ministry of Manpower (visa / PASI).

We welcome and wish you a memorable career with us. If the above stated position and terms are acceptable by you, kindly communicate your acceptance within 2 calendar days of receiving this offer and sign the employer copy of this offer letter and send it to us. To avoid delay it is advised that your acceptance is confirmed over email to the id given below. For further queries, please do not hesitate to contact Talent Management Office by Email at recruiting@mecit.edu.om

Thanking you,



Lefeer Muhammed
Managing Director

(EMPLOYEE COPY)

Employee's Signature

Item 28.20 To consider allocation of Security services of the Institute to Haryana Ex-Services League (HESL).

At present the Security Services of the Institute are being looked after by the Diamond Personnel Security Agency, New Delhi under the outsourcing policy approved by the Board. This practice is being adopted since 2010. From the past experience, it has been observed that agencies engaged for the purpose, generally, deploy security guards who have either no training or not properly trained and inexperienced. This has been causing several security lapses in the past creating difficulties for smooth functioning of the institute. It is because such agencies do not have proper mechanism of training the guards and more importantly either they do not deposit the EPF amount or deposit less than the actual amount of the EPF.

Recently, to avoid such type of practices, Kurukshetra University Kurukshetra (KUK) has engaged the security services of Haryana Ex-Services League whose guards are highly trained, experienced and dedicated. This league is registered under Govt. of India, Ministry of Defence. The league has all retired personnel from all three armed forces (Army, Air Force and Navy). It has been reported by Kurukshetra University Authorities that though there is marginal increase in financial burden but there is considerable improvement in the security environment of the KUK campus.

In view of the above, it is submitted that the Institute may be allowed to engage the security personnel from the HESL on the following grounds:

- 1) The agency is registered under Ministry of Defence (Govt. of India)
- 2) All the security personnel employed by them are Ex-Servicemen.
- 3) All the security guards are well trained and experienced.
- 4) They are more security conscious and capable to handle situation more intelligently.
- 5) They are well disciplined due to their defence background.
- 6) They are supervised by Retd. Junior Commissioned Officer Ranks.
- 7) There is rare chance of manipulating EPF of the employees.
- 8) This league is providing satisfactory services to Haryana Electricity Board since last 5 years and to the KUK from the last one year.
- 9) The rest reliever will be provided by the League itself. So, this will reduce the total strength of Security Guards required for the security purposes..

In this context, the League has also submitted a written request to the Institute. A copy of the request is enclosed as Appendix - XXVI from page 183 to 193. By allocating the security service to the HESL, the cost will increase by an approximate amount of Rs. 90,000/- per month in comparison to the present expenditure. Further, as a one time measure, Rs. one lac will be the additional expenditure on account of providing Walky-Talky system to the HESL.

The Board may consider and decide.

HARYANA EX-SERVICES LEAGUE - KURUKSHETRA

Major I.J. Sharma (Retd.),
President
Tel. : 01744-226046
92530 28827

H.No. 415
Sector-13, Urban Estate
Kurukshetra-136 118

HESL/GC/KKR

30 May 2012

To

The Director
National Institute of Technology
Kurukshetra

R / Chairman (E C & E M)
20/5/12

PROVIDING OF SECURITY SERVICES THROUGH THE HARYANA EX-SERVICES LEAGUE IN NATIONAL INSTITUTE OF TECHNOLOGY KURUKSHETRA

Respected Sir,

1. It is a matter of great honour to introduce to you the Haryana Ex-Services League Rohtak (herein after referred to as the Haryana League) which is operating in the Haryana State under the flagship of Indian Ex-Services League New Delhi with an object to assist Ex-Servicemen/women and their dependents in matters relating to pensions, allowances, grants, war gratuities, re-settlement and re-habilitation in close cooperation with the State Government and other official and non-official Agencies and Organizations. The parent body of the Haryana League i.e. the Indian Ex-Services League, New Delhi has been recognized by the Ministry of Defence, Govt of India vide their letter No 2(2)/RECGN/IESL/KSB/A/2000 dated 04.01.2011(copy enclosed at Flag 'A').Further it is pertinent to mention that the Indian Ex-Services League is one of two Ex-Servicemen Associations which have been recognized by the Ministry of Defence, Govt of India. (copy enclosed at Flag 'B').

2. The Haryana League has been registered on 18.11.1969 under the Societies Registration Act XXI of 1860 as amended by the Punjab Amendment Act, 1957 and functions as a non-political organization & likewise activities of all its bodies at lower levels are strictly confined to the matters of non-political nature. The income and property of the Haryana League is applied solely towards the promotion of the aims and objects of the Haryana League, i.e. welfare of the Ex-servicemen and their dependents, etc and accordingly, it has been registered under section 12AA of the Income Tax Act, 1961 for granting exemption to pay income tax under section 11 of the Income Tax Act (Flage 'C'). The Haryana League manages its work & administration through Executive Committee duly constituted and described under the Memorandum of the Association, Rules and Regulations. As explained above, the Haryana League provides re-employment to the Ex-servicemen and provides different kinds of services on the DGR Rates to the Govt.Organisations/Autonomous Bodies. Haryana Vidyut Nigam as well as CCS Haryana Agriculture University and Kurukshetra University Kurukshetra are some of our esteemed customers. For compliance of statutory requirements, the Haryana League has also got registered with different statutory organizations for the welfare of Ex-servicemen. The details are given as under :-

S.No	Statutory Ogranisations	Registration No
1.	EPFO	HR/RTK/21691
2.	ESIC	13/27075/101
3.	CET-STC	AABAT2040FST003

HARYANA EX-SERVICES LEAGUE - KURUKSHETRA

Major I.J. Sharma (Retd.),
President
Tel. : 01744-226046
92530 28827

H.No. 415
Sector-13, Urban Estate
Kurukshetra-136 118

3. Sir, It is brought to your kind notice that there has been marked improvement in the security environment of the Campus of K.U.K from the time these duties have been entrusted to Haryana Ex-services League. Haryana Ex-services League provides highly trained, experienced and dedicated manpower of Ex-servicemen only on DGR rates which are revised on 01 Oct and 01 Apr every year. Please refer to Flag 'B'

4. The revised DGR rates applicable with effect from 01 Apr 2012 are not yet available. As such the DGR rates applicable from 01 Oct 2011 are enclosed herewith for different categories of Security Personnel. The rates applicable with effect from 01 Apr 2012 are likely to increase the wages of security guard by Rs. 500/- and security supervisors by Rs. 1000/- per month per head.

5. In view of the above, you are requested to give us an opportunity to serve your esteemed Institute at an early date.

Encls (09)

I.J. Sharma
Major
(I J Sharma)
Major(Retd)
Distt President
HESL Kurukshetra

No. 2(2)/RECGN/IESL/KSB/A/2000

GOVERNMENT OF INDIA
MINISTRY OF DEFENCE

New Delhi the, 4th Jan'2001

To,
The Indian Ex-Services League,
9, Nyaya Marg,
Chanakya Puri,
New Delhi-110021

Subject: Recognition of Indian Ex-Services League

Sir,

I am directed to convey the sanction of the Government to the recognition of Indian Ex-services League, 9, Nyaya Marg, Chanakya Puri, New Delhi w.e.f. the date of issue of this letter subject to the terms and conditions laid down in this Ministry's letter No. 9(37)/92/US(WE)/D(Res) dated 31.1.1996.

Yours faithfully,

(V.K. MEHTA)
(V.K. MEHTA) 4/1/2001

UNDER SECRETARY TO THE GOVT. OF INDIA

Copy to:

1. Director General Resettlement, R.K.Puram, New Delhi
2. Secretary, Kendriya Sainik Board, R.K.Puram, New Delhi
3. Army HQrs/AG(CW-3)
4. NHQ/Dte. Of Ex-servicemen
5. Air HQrs/ Dte of Personnel Services
6. Dir(Pension)
7. US(Pen-C)/US(Pen-A)/US(Pen/Sers)/D(PGC)
8. Guard File/Folder

O.M. No. 18 (115)/81/D (Reg)

APPX 'A'
(Ref to Para 3 of IESL
Letter No IESL/RKS/VIP/
509-1/09 dt 21 Jan 09)

AS COMMITTEE OF PARLIAMENT 1981 - 82 (SEVENTH LOK SABHA)
REPORT - RESOLUTION OF EX-SERVICEMEN - PRESENTED TO
LOK SABHA ON 20 APRIL 1982

ACTION TAKEN BY THE GOVERNMENT

Sr. No. 116 (Para 6, 69)

The Ministry of Defence fully shares the concern of the Estimating Committee in regard to multiplicity of ex-servicemen associations :

For bringing about a united and effective organization ^{of} ex-servicemen, the Ministry of Defence has been dealing only with the Indian Ex-servicemen league, which is the premier organization of ex-servicemen. Similarly, instructions have been issued to the States to deal with the affiliate association of Indian Ex-servicemen league at the State and District Levels.

(Ministry of Defence O.M. No. 18 (115)/81/D (Reg) dt. 4-12-82)

Flag

2nd Annual Conference - 09

RECOGNIZED GOVERNMENT ESM ORGANISATIONS

Government of India
Ministry of Defence
Kndriya Sainik Board
West Block-4, RK Puram
New Delhi-110 016
17 Sep. 2001

2 (2) 40/KSL/A
Director
Dte of Sainik Welfare
Punjab Sainik Bhawan
Sector 21-D
Chandigarh.

RECOGNITION OF EX-SERVICEMEN ASSOCIATIONS

1. Refer your letter No. 12/26/4W-97 / 4825 dated 06 Sep. 2001 to Secy, KSB.
2. As of now there are only two ESM Associations which have been given recognition by the Ministry of Defence who have met the criterion as laid by the Ministry of Defence. These associations are Air Force Association and Indian Ex-Services League. These two organisations whose central offices had applied for recognition have their branches/ sub offices spread all over the country in various /UTs. To that extent the branch offices of these two recognised associations are also deemed to be recognised by the MOD.

Sd/-
(Kuldeep Kumar)
Wg. Cdr
W & CO

□□□

10/10

41A

No.9 (37/92/US (WE) /D (Res)
Government of India,
Ministry of Defence,
New Delhi-110011
31 January, 1996.

Director General Resettlement,
West Block IV, Wing 5,
R.K.Puram,
NEW DELHI-110066

Subject: Recognition of ex-Servicemen's Associations.

Sir,

I am directed to state that various associations of ex-Servicemen have been representing to the Govt. for according them recognition. Their request for recognition has been under consideration of this Ministry for some time. It has since been decided that the ex-Servicemen's Associations that are non-political in character and fulfill the prescribed conditions may be considered for recognition. The term 'recognition' in the context of ex-Servicemen Associations will not imply any right to negotiate but will only allow such Associations to project the problems/grievances of the ex-Servicemen.

2. The Associations will be accorded recognition subject to their fulfillment of following conditions:

2.1. The Association should be registered under the Societies Registration Act, 1860.

2.2. The Association should have been formed with aims and objectives of promoting the common interests of ex-Servicemen and should have well defined bye-laws and rules approved by the Registrar of the Societies under the Societies Registration Act, 1860.

2.3. The Association should have a minimum membership of one lakh ex-Servicemen. However, the Associations exclusively of Naval ex-Servicemen or exclusively of Air Force ex-Servicemen may have a minimum membership of 10,000 ex-Servicemen. War Widows Associations and Disabled War Veterans Associations will be exempted from the criterion of minimum membership.

2.4. The ex-Servicemen Association should be of All India Character and should have adequate number of branches at State and District level.

2.5. The Composite Associations representing ex-Servicemen should have a balanced tra-

all ranks, i.e. Officers, JCOs, and OR and equivalent ranks of the Navy and the Air Force.

2.6 The Association shall have only ex-Servicemen, notified by the Department of Personnel & Training from time to time, as its members and submit the list of members and Office bearers to the DGR annually after the Annual General Meeting.

2.7 The Association shall have duly elected body office bearers from amongst its members only, valid for specified period.

2.8 Any amendment in the constitution /bye-laws of the Association, after its recognition under these rules, shall be made only with the prior approval of the Government, the recognition is to be continued thereafter.

2.9 The Association shall submit an undertaking affirming its faith in democratic principles and bind itself to resort only to the lawful activities representing the ex-Servicemen's problems.

2.10 The Association shall not raise issues in the interest of any caste, tribe or religious denomination.

2.11 The Association shall not maintain any political fund or lend itself to the propagation of the views of any political party or a member of such party.

2.12 The annual accounts of the Association will be audited by a Chartered Accountant.

2.13 The Association shall submit a copy of the audited accounts as well as its annual report to the DGR every year for scrutiny.

2.14 The Association shall not publish any periodical magazines or bulletin without the previous approval of the Government. If already publishing a periodical, magazine or bulletin, it will cease to publish them if directed by the Government to do so, on the ground that the publication thereof is prejudicial to the interests of the Central Government, the Government of any State or any Government authority, or good relations between the Government of India and the Government of a foreign State. It shall regularly supply copies of each of the periodical, magazine or bulletin published by it to the DGR and the Government.

2.15 The Association shall not address communication to or enter into correspondence with any foreign authority except through the Government which shall have the right to withhold it.

2.16 The communications addressed by the Association or any office bearers on its behalf to the Government or Government authority shall not contain any disrespectful or improper language.

3. The Associations including the existing ones, desirous of being considered for recognition, may apply to the Director General Resettlement, West Block IV, Wing 5, R.K.Puram, New Delhi-110066, with documentary proof in support and fulfillment of the conditions of recognition as mentioned above alongwith Memorandum of Understanding, Constitution, Bye-laws, Name & Addresses of Office bearers, membership, certificate of registration by the Registrar of Societies.

3.1 Verification of the membership for the purpose of recognition of ex-Servicemen Association shall be done through the Director General Resettlement.

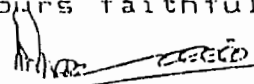
3.2 The recognition of the Association shall be subject to the continued observance and fulfillment of the conditions and criteria laid down in these guidelines in letter and spirit and can be withdrawn by the Government if any of the Associations fail to so comply with these conditions.

3.3 Authorised signatories of a recognised Association will alone be submitting letters/representations to the Government on matters of common interest of its members. The association shall, however, not espouse or support the cause of individual ex-Servicemen.

3.4 The recognition would not entitle an Association for any kind of financial or other assistance from the Government.

4. The recognition of an Association representing re-employed ex-Servicemen in any organisation shall be governed by the rules and regulations of recognition applicable to the organisation where the ex-Servicemen have been so re-employed.

5. The above guidelines for recognition of the ex-Servicemen Associations may please be brought to the notice of all concerned. Any matter relating to the resolution of dispute, relaxation, or interpretation of the provisions of this letter or any matter incidental thereto shall be referred to the Government for arbitration/ruling and its decision shall be final and binding on all parties.

Yours faithfully,

(S.K. CHOURASIA)
DIRECTOR

C.C. to:

The Chiefs of the three Services.

Annexure 'B'

20 Dec 2006 2:30PM

HEGL

01244250005

P. 2

GOVERNMENT OF INDIA
INCOME TAX DEPARTMENT
OFFICE OF THE COMMISSIONER OF INCOME TAX,
ROHTAK

- 1. Name of the Applicant: Haryana Ex - Service League
15 & 16, Sainik Rest House
Civil Road, Rohtak
- 2. Dates of Hearing: As Per records
- 3. Date of Order: 16. 11. 2006

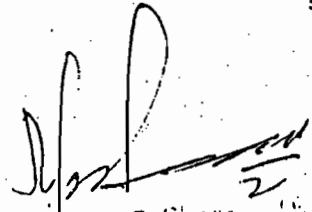
Order under section 12 AA of the Income Tax Act 1961

Haryana Ex - Services League, 15 & 16 Sainik Rest House, Civil Road, Rohtak has filed an application under section 12A (a) of income-tax Act 1961 Form No. 10 A 29.05 2006 for grant of registration under the income tax Act 1961. The Society is stated to have been established on 18.11. 1969. The application filed by the society which is late, however, the society does not claim the registration with retrospective effect. Hence, the registration u/s 12AA is granted w.e.f 01.04.2006.

2 The Society / Trust / Non- Profiting Company has been registered under section 12A.A of the Income Tax Act. 1961 and its registration has been recorded at Serial No145-H in the register of application under section 12AA maintained in this Office.

3 The income of the aforementioned Society /Trust / Non- Profiting Company shall qualify for exemption under section 11 of the Income tax Act, 1961 subject to the fulfillment of the following conditions:-

- (i) Registration under section 12A (a) of the Income-tax Act 1961 read with sub - section 12AA (1) (b) does not confer any right of the exemption upon the applicant under section 11, 12, and 13 of the Income - tax Act, 1961. This exemption from taxation will be available only if the Assessing officer is satisfied about the genuineness of activities, promised or claimed to have been carried in each financial year relevant to the Assessment Year as per its objects for which it has been established.
- (ii) The Trust/ Society/Non-profit Company will apply its income, or accumulate for application, wholly and exclusively to the objects for which it is established.
- (iii) The Trust /society/Non-Profiting Company will not invest or deposit its funds (Other than voluntary contributions received and maintained in the form of jewellery, furniture etc) for any financial year otherwise than in any one or more of the forms or modes as specified in sub - section (5) of section 11 of the Income Tax Act 1961.


Cdr. M.S. Sharma (Head)
Noida
Joint Project Branch

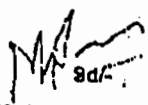
- (iv) The Trust/ society / Non-profitng Company shall maintain books of account regularly and sha'll get these audited in accordance with the provisions o section 12A(b) of the Income Tax Act 1961. Separate accounts in the respect of each activity as specified in Memorandum shall he maintained. A copy of such account shall be submitted to the Assessing Officer. A public notice of the activities carried on shall be dully displayed at the Regd. Office of the Trust/ Society.
- (v) The Trust/ Society / Non profitng Company will regularly file its return of Income before the Income Tax Authority in accordance with the provisions of the Income Tax Act 1961.

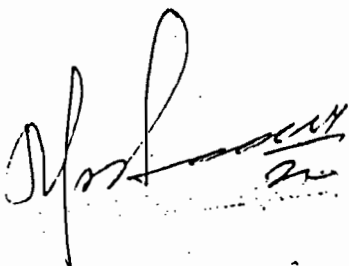
Sd/-
(G. S. Panwar)
Commissioner of Income-tax
Rohtak

F.No CIT/R'IK/Hq(Admn)/Trust-145-11/2006-07/ 1096 dated 16.11.2006

Copy to:-

1. The President, Haryana Ex - Services League, 15 & 16 Sainik Rest House, Civil Road, Rohtak (By registered post)
2. The Addl. Commissioner of Income Tax, Rohtak Range, Rohtak
3. The Asstt. Commissioner of Income-tax, Rohtak Circle, Rohtak
4. The Secretary, CBDT, North Block, New Delhi.
5. The Director of Income-tax (RSP&PR), New Delhi.
6. All Commissioners of Income-tax in Haryana Region.
7. All Assessing Officers in Rohtak Charge.


(Mahender Singh)
Income-tax Officer, HQ (Admn.),
C/o Commissioner of Income-tax,
Rohtak.



COMPUTATION OF WAGES FOR OPERATION SURAKSHA

F-206/12

S.No	Description	Rates	Security Guard without arms	Security Guard with arms	Supervisor	Remarks
1.	Basic wages +Variable DA		4446.00	5174.00	6669.00	
2.	Employee's provident fund	12% of basic + VDA	533.52	620.88	800.28	
3.	Employee's deposit linked insurance (EDLI)	0.5% of basic+VDA	22.23	25.87	33.35	
4.	Administrative charges	1.11% of basic+VDA	49.35	57.43	74.03	
5.	House Rent allowance	10 % of basic +VDA	444.60	517.40	666.90	
6.	Uniform outfit allowance	7% of basic +VDA	311.22	362.18	466.83	
7.	Uniform washing allowance	3% of basic +VDA	133.38	155.22	200.07	
8.	Total	Sum of 1 to 7	5940.30	6912.98	8910.18	
9.	Weekly off/ National Holidays & other Holidays	28.98% of S.No 08	1721.49	2003.38	2582.17	Relievers (1 for every 6 Guards) will be provided by HESL
10.	Total cost per head	Sum of 8 & 9	7661.79 @	8916.36 @	11492.35 @	
11.	Service Charge	Negotiable not less than total cost per head	1072.65	1248.29	1608.92	
12.	Sum Total	Sum of 10 & 11	8734.44	10164.65	13101.27	
13.	Service Tax	12.36% of sum total	1079.57	1256.35	1619.31	
14.	Final Total	Sum of 12 & 13	9814.00	11421.00	14721.00	
			Actual entitlement of individual Rs. $\frac{7661.79 \times 6}{7} =$ Rs. 6567.00	Actual entitlement of individual Rs. $\frac{8916.36 \times 6}{7} =$ Rs. 7642.00	Actual entitlement of individual Rs. $\frac{11492.35 \times 6}{7} =$ Rs. 9850.00	

- 193 -



PLACE :- KURUKSHETRA
DATE :- 30 MAY 12

Jharna
May
(J. Sharma)
Major (V) IA
Distt. President
HESL, Kurukshetra

Item 28.21 To consider the MHRD letter dated 16th April, 2012 regarding 198 units of Solar Geysers (Solar Water Heating System) purchased by NIT, Kurukshetra.

The funds for procurement of 198 units of Solar Water Heating System were allocated by the then Director from Plan Grant (OBC) without prior approval of the Finance Committee / BOG where the office has recommended the availability of funds on desire of the then Director (as per the report of the BOG Sub-Committee appointed to enquire into the matter). The BOG Sub-committee found the following officers / officials responsible for lapses in the purchase of Solar Geysers (a copy of the report is enclosed as Appendix - XXVII from page 196 to 202):-

- i) The then Director and all members of the Construction Cell.
- ii) The office Staff who on being desired by the then Director signed that the fund is available.

However, post-facto approval of the above re-allocation was granted by the BOG at its 20th (Spl.) meeting held on 15.03.2010.

In the mean time High Power Committee constituted at the Institute level suggested that the payments may be released only after inspection of quality and verification of the specifications of material supplied by the firm. Due to some discrepancy, the payment to the firm could not be released.

In pursuance of the decision of the BOG taken at its 24th meeting held on 07.02.2011 the said firm was requested to remove all discrepancies and report. The work of removal of discrepancies was done by the said firm during May-July 2011. The matter was again placed before the Board in its 25th meeting held on 22.6.2011 and it was resolved that 50% payment shall be released after taking concurrence of the MHRD.

In view of the above decision of the Board, the matter was referred to MHRD vide letter No. R/CC/5509 dated 20.09.2011.

Further, the Board of Governors in its 26th meeting held on 21.10.2011 while confirming the minutes of the 25th meeting of the Board decided as under:

"The Board confirmed minutes of the 25th meeting of the Board of Governors held on 22.6.2011 with the following observations:

For Agenda item 25.3: the Board authorized the Director to look into the report of the inquiry committee constituted by the Board regarding procurement of Solar Geysers and decided whether the matter merits for the departmental inquiry. This matter may be reported to the Board."

In view of the decision of the Board, the Hon'ble Director inquired the issue and the report of the Director was placed before the Board of Governors in its 27th meeting held on 13.3.2012. The Board has decided as under:

"The Board noted and approved the action taken report on the minutes of the 26th meeting of the Board of Governors held on 21st October, 2011 with the following observation:

Regarding Agenda item 26.2: In view of the report of the Director and the fact that the BOG had already granted the post-facto approval to the fund reallocation for purchase of Solar Geysers, the Board resolved that a displeasure along with non-recordable warning be issued to the all concerned employees of the Institute."

In view of the above decision of the Board, all the erring officers / officials had already been informed about the displeasure of the Board and non-recordable warning has been issued accordingly.

In response to the Institute letter No. R/CC/5509 dated 20.09.2011, referred above, the Deputy Secretary (NITs), MHRD vide letter No. F.10-2/2012.TS.III dated 16th April, 2012 (copy enclosed as Appendix - XXVIII at page 203 has informed the following decision of the MHRD:

"The Institute be advised to firm up the action against the erring officials after considering their replies to the show cause memos and frame a first stage advice proposal against them after seeking the approval of their competent authorities and moot the same to the Central Vigilance Commission through CVO of the Institute. If need be, CVO MHRD may be consulted. As regards release of payment to the company which supplied the systems, it is an administrative matter and it is for the competent authority in the Institute to have a take on that after ensuring the removal of the discrepancies in the quantity and specification of the material supplied by the firm. Meanwhile, no payment should be made to the firm."

The Board may consider the matter and make decision on the issue.

Report of the

Committee constituted to investigate into the purchase of solar geysers.

Members :

- | | |
|------------------------|----------|
| 1 Dr Hari Mohan Prasad | Chairman |
| 2 Dr R K Bansal | Member |
| 3 Sri Navin Soi | Member |

The Committee held meetings on 1-7-10 , 2-8-10 , and 6-9-10 , scrutinised the file , other documents and papers made available to the Committee by the office of NITK , made queries in person from Sri G R Samantre , Registrar Incharge , Sh. J L Moudgil , Stores Officer and Sh. D K Kaushik AE (Elect.) .

The Committee makes the following observations :the purchase of Solar Geysers serious lapses have been found on the following Points : (I) Fund Availability , (2) Planning , and (3) Procedure

A Lapses in Fund availability

In fact , There was no fund available for the purchase of solar geysers .

Mr Kaushik , A E (Elect) moves on 3 -11 -09 , ' as discussed with the Director , the funds may be allotted ' .

In response , the Accounts Assistant writes On 6-11-09 that this amount is , 'neither budgeted nor included in the list sent to MHRD . He further adds that current budget allocation is already booked for on going construction work .

DS A -11 and DR A also sign and forward it to Registrar on the same date .

The Registrar comments that the amount required is huge and the entire funds are committed for ongoing construction work .

The whole office is sure that there is no fund for the purchase of solar geysers and the existing fund is committed for on going construction work .

Now , interestingly and surprisingly the Scene begins to change :

The Registrar writes again on 13 -11-09 that as the Director desires , it may be re-examined .

The Accounts Assistant who has strongly and categorically denied on 6-11-09, also changes his stand and writes on 18-11-09 , 'As desired by the competent authority , funds are available under the head : plan grant(OBC).

On the same day , DS A and DR A sign .

On the same day , the Acting Registrar writes , 'since the funds are available under plan grant , it may be utilised for purchase of solar water heaters' .

On the same day orders are passed by the Director for purchase of the geysers .

(Please see the efficiency of NITK office , how fast it works ? . But the efficiency and urgency disappeared after the orders were passed . The geysers have not been fully installed as yet .)

It is really funny , surprising and stunningly shocking that though there has been no change in the status of the fund between 6-11-09 and 8-11-09 , yet the fund which was not available becomes available . This happened because the Director desired . How does a fund which does not exist become available ? . The fund for geyser was not budgeted and the fund available with the Institute was totally committed for ongoing construction on 6-11-09 . The same status continued to be so on 18-11-09 also .A fund is available when it has been allotted for the purpose . It can not become available because someone desires it .Both the Registrar and the Account Assistant use the word desire which is fully indicative of the fact that the Director desired and the office said yes .

One of the Members of the Committee referred to the letter no A / Acs /NP /1002 dated 28-10 2009 wherein the Director has sent his request , “ we may be allowed in principle to take above mentioned new works within the current financial year 2009-10 for which financial support for Rs 4423.00 lacs may be accorded “ . In the list works for which he has asked for fund , he has also mentioned solar geysers at no 9 .

But for the existing fund of Rs 1260 . 15 , the Director himself writes , “ We are having unspent balance plan (OBC) of Rs 1260 . 15 lacs on on 30-9-2009 which is fully committed for the ongoing works . The Director also is clear and sure that the existing fund is only for construction work .

In the letter in reply from MHRD dated 29 October 2009 , it is written that , “ Therefore the Institute is allowed to take up new construction related activities by utilising the funds already available with it “ .

Thus , by no stretch of imagination , it can be assumed that the fund of Rs 1265.15 lacs available was allowed by MHRD to be used for any purpose other than construction related activities , not at all for solar geysers . This was clear in the mind of the office . That is why , nobody , neither the Assistant nor the Accounts people nor the Registrar nor even the Director has mentioned about it on file any where .

No logic can prove that solar geyser is a construction activity . Then all items like chair , table , other furniture , cot , utensils , fans , almirahs , etc are also construction related activities

Thus it is now clear from every point of view that there was no fund available for the purchase of solar geysers .

It is a blatant case of fund diversion

B Lapses in Planning

Whenever government purchases are made and more so when it is a purchase of around two crores , it is expected that there will be proper planning for it .

The committee or cell dealing with the purchase should have called a meeting, discussed various points related to type, size, capacity, load, etc of the item to be purchased and after coming to a conclusion details justifying the choice should have been recorded in the proceedings.

Similarly, there should have been a discussion about the details of the firms concerned, their repute, output, turnover, after sales service, location etc and justification about selecting a particular firm should have been given in the proceedings book.

In this case, there is no record, no meeting, no proceeding record, no discussion, no justification.

198 number of containers each having capacity of 500~~7~~ litres were ordered. Had the Institute planned to purchase 800/1500 /3000 capacity litres containers, the total number required would have been fewer and the total cost involved in the purchase would have been much less than what has been spent.

Relevant questions are : who made the planning ?, who checked the planning ? who prepared the specifications for the purchase ? , who checked them? , and why containers of higher capacity were not purchased? . If it was a question of load, why proper load assessment about the buildings were not made by the expert ? .

Similarly, who took the decision to purchase the geysers from the particular firm . ? Many such questions remain vague . On being asked , in the meeting on 2-8-10 , Mr D K Kaushik , the Assistant Engineer who moved the file said ‘ ‘ the head clerk moved the file and all members of the Construction Cell signed and the orders were finalised by the Director ‘ ‘

It can be summed up that , things as they are , the whole purchase work has been done in a casual , arbitrary and ill - planned manner .

A proper planning would have saved much money . **The Institute money has been wasted .**

C Lapses in Procedure

There have been grave lapses in the procedure of the purchase of solar geysers. The Building and Works Committee in its 11th meeting held on 28-7-2009 approved the cost estimate for the purchase of solar geyser. In fact , this decision should have been approved first by the Finance Committee and then by the Board of Governors . There was some confusion about presenting it before the Finance Committee , but in any case this must have received the administrative approval and expenditure sanction from the Board . It was brought before the Board in its meeting on 15-3-2010 though more than one meetings had been held between the 11th meeting of the Building and Works Committee and the 20th BOG meeting .

In fact , the purchase order which was signed on 18 -11-09 , much before the proper and required approval of the Board had been taken .If there was acute emergency the approval of the Chairman should have been taken in anticipation of the Board's approval .Even this was not done .

In the 20th meeting of the Board where it was brought for ratification . Sri N Mohan Das , representative of MHRD expressed serious concern on the procedural lapses and did not agree for ratification of the same .

If in the meeting all such details had been made available or clearly presented , I believe , many other members ~~including me~~ would have also given note of dissent .

Procedural lapses are more glaring in many other ways . Normally , the purchase proposals for furniture and electrical gadgets and appliances are moved by the concerned Departments /Sections through STORES SECTION for approval by the competent authority .

Here , in this purchase the whole process has been done by the Construction Cell . In the report of Dr Krishna Gopal Committee three of its Members , S K Sharma , DR Accounts , Mr J L Moudgil , Stores Officer and Mr R P S Lohchab , Registrar , write that in their opinion the file should have moved through Stores Section . Strangely enough , Dr Krishna Gopal , in his note , writes , ' even if file had routed through Stores Section before placing order , no change would have occurred

except for a delay ^{of} few days . How can Mr Krishna Gopal predict about the mind of others ? Our impressions after personal query in the meeting on 2-8-10 was that probably there could have been some changes had the file been routed through Stores Section . Some relevant matters would have been discussed .

The truth is that proper procedure was not adopted . The Comprehensive Stores and Purchase Rules 2008 of NITK also suggests that purchases be made through Purchase Committee or Purchase Finalization Committee . In this purchase of solar geysers also , a purchase committee should have been constituted and it should have worked through Stores Section . This was not done . In fact , Construction Cell high-jacked the work of Purchase Committee and Stores Section .

This is a grave , glaring violation of procedure and norms .

Now , from the facts enumerated above , it is evident that in the purchase of solar geysers grave lapses of fund diversion , arbitrary planning resulting in wastage of money and procedure violation have taken place .

The Director and all members of the Construction Cell are fully responsible for it .

The office staff who on being desired by the Director signed that the fund is available are also considerably responsible .

Navin Soi
06.09.2010
(Navin Soi)

Member

My comments are annexed on next page
Dr R K Bansal
6/9/2010
(Dr R K Bansal)
Member

H. M. Prasad
6.9.2010
(Dr Hari Mohan Prasad)

Chairman

Comments

I do not agree with the majority of findings in this report.

1. The funds for Solar Geysers were looked only after getting a reply from Director (N.I.T's, M.H.R.D, New Delhi in response to Director N.I.T Kurukshetra's letter dated 28/10/2009.

2. Regarding Planning also Sh. D.K. Kaushik A.E (Elect) when he was called by the Committee, explained that the Solar Geysers were purchased after getting Justification from C.P.W.D and other sources.

The Capacity was Chosen after looking into Convenience in maintenance and for structural reasons. The store officer also said, there would not have been any change in the purchase, except that he might have suggested, Geysers of higher capacity

James
6/9/2010

James
6/9/2010
(R.K. BANSAJ)
Member of the
Committee constituted
to investigate the
purchase of Solar

F.No.10-2/2012-TS-III
Government of India
Ministry of Human Resource Development
Department of Higher Education

Shastri Bhawan, New Delhi
Dated the 16th April, 2012.

To

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

R1

Subject: - Concurrence of the MHRD for release of payments to M/s EMMVEE Solar System Pvt. Ltd., Bangalore for 198 units of "Solar Water Heating System" to NIT, Kurukshetra.

Sir,

I am directed to refer to your letter No. R/CC/5509 dated 20.09.2011 on the subject mentioned above and to say that the matter was examined in the Ministry in consultation with the Vigilance Section / Chief Vigilance Officer of this Ministry and it has been decided that the Institute be advised to firm up the action against the erring officials after considering their replies to the show cause memos and frame a first stage advice proposal against them after seeking the approval of their competent authorities and moot the same to the Central Vigilance Commission through CVO of the Institute. If need be, CVO, MHRD may be consulted.

2. As regards release of payment to the company which supplied the systems, it is an administrative matter and it is for the competent authority in the Institute to have a take on that after ensuring the removal of the discrepancies in the quantity and specification of the material supplied by the firm. Meanwhile, no payment should be made to the firm.

3. An early compliance in the matter may kindly be intimated to this Ministry.

Yours faithfully,


(RAJESH SINGH)

Deputy Secretary to the Government of India

R1
for work as mentioned.
Q
25/4/12

Item 28.22 To consider the creation of 6th position of Dean in the Institute.

The Finance Committee at its 24th meeting held on 12.3.2012 decided as under:

“The Finance Committee resolved that the remuneration be paid only to the Deans as per Agenda item No. 22.6 of 22nd meeting of the Finance Committee held on 30.03.2011. The Institute may consider for re-designation of Chairman (E, C & EM) as Dean (E, C & EM) and place it before the Board of Governors meeting.”

The above decision of the Finance Committee was ratified by the Board in its 27th meeting held on 13.3.2012.

In view of the above decision of the Finance Committee, it is proposed that the Board may consider allowing the Institute for creation of another Dean i.e. 6th position of Dean under clause 19 of the Statutes of NIT Act 2007.

The Board may consider and decide.

Item 28.23 To consider and approve the minutes of the 25th meeting of the Finance Committee, National Institute of Technology, Kurukshetra held on 20.07.2012.

The minutes of the 25th meeting of the Finance Committee, National Institute of Technology, Kurukshetra held on 20.07.2012 are enclosed at Appendix - XXIX (pages 206 to 208). The agenda of the 25th meeting of the Finance Committee is enclosed as Annexure to Item 28.23.

The Board of Governors may kindly approve the minutes of the 25th meeting of the Finance Committee, National Institute of Technology, Kurukshetra held on 20.07.2012.

**NATIONAL INSTITUTE OF TECHNOLOGY
KURUKSHETRA - 136119**

Minutes of 25th Meeting of the Finance Committee, NIT, Kurukshetra held on 20.07.2012 at 11.00 a.m at BrahMos Aerospace, 16, Cariappa Marg, Kirby Place, Delhi Cantt., New Delhi - 110 010.

Present:

1. Padmashri Dr. A. Sivathanu Pillai
Distinguished Scientist &
Chief Controller (R&D), DRDO &
CEO & MD, BrahMos Aerospace
16, Cariappa Marg, Kirby Place,
Delhi Cant., New Delhi - 110 010. Chairperson

2. Prof. Aand Mohan Member
Director
National Institute of Technology
Kurukshetra

3. Sh. Rajesh Singh Solanki Member
Under Secretary (NITs)
Representative of Additional Secretary (Tech.)
Department of Higher Education
Ministry of Human Resource Development
Govt. of India, Shastri Bhawan
New Delhi - 110 001

4. Sh. Navin Soi Member
Director (Finance)
Representative of Joint Secretary & Financial Advisor (IFD)
Department of Higher Education
Ministry of Human Resource Development
Govt. of India, Shastri Bhawan
New Delhi - 110 001

5. Sh. G.R. Samantaray Member-Secretary
Registrar (Incharge)
National Institute of Technology
Kurukshetra

Before the Agenda was taken up, Prof. Anand Mohan, Director, NIT, Kurukshetra extended warm welcome to Hon'ble Chairperson, Finance Committee & Board of Governors & all other members present in the Finance Committee.

RSM

The Finance committee made recommendations/took decisions as under:

Item 25.1 To confirm the minutes of 24th Meeting of the Finance Committee, National Institute of Technology, Kurukshetra held on 12.03.2012

The Finance Committee confirmed the minutes of the 24th meeting of the Finance Committee held on 12.03.2012.

Item 25.2 To note follow up action taken on the 24th Meeting of the Finance Committee held on 12.03.2012.

The Finance Committee noted the follow up action taken by the Institute on the 24th meeting of the Finance Committee held on 12.03.2012.

Item 25.3 To consider the enhancement of the Honorarium to External Experts @ Rs.3,000/- per sitting.

The Finance Committee resolved to recommend to the Board the enhancement of the honorarium to the external experts @ Rs.3,000/- per sitting.

Item 25.4 To consider and approve the recommendations of the Committee regarding granting interest bearing House Building Advance (HBA) to the employees of the Institute.

The Finance Committee recommended to create a Corpus Fund of Rs.2.00 crores out of "Institute Development fund (Consultancy share)" at prescribed interest rates as per Govt. of India rules from time to time.

Item 25.5 To consider and approve the Annual Accounts of the National Institute of Technology, Kurukshetra for the year 2011-12.

The Finance Committee approved the Annual Accounts of the National Institute of Technology, Kurukshetra for the year 2011-12. However, the Hon'ble Chairperson desired that the presentation on analytical comparison of funds in-flow and out-flow as other reputed NITs be presented at the Finance Committee in future.

Item 25.6 To consider possible expansion and proposal for various technical/operational alternatives for improved functioning and services of Centre of Computing and Networking (CCN)

The Finance Committee approved the proposal of estimated expenditure of CCN in tune of Rs. 6.47 crores out of Plan Grant. It was also resolved that complete project report for CCN duly approved by the Director be submitted to the Hon'ble Chairperson.



Further, the representative of MHRD desired that the ratio of manpower should be within 1:1.1 and the post of System Manager, Network Engineer and Web Engineer should be filled on long term contract basis. The AMC and other technical requirements should be outsourced through the reputed companies/agencies.

Item 25.7 Any other Item

To consider consolidated budgetary requirements for celebrating 'Golden Jubilee Year' of the Institute.

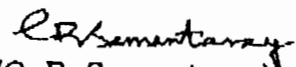
The Finance Committee approved the allocation of Rs.106.00 lakhs for the Golden Jubilee Celebration of the Institute and resolved that the amount be utilized out of chargeable head 'Student activity Fee' and 'Institute Development Fund (Students)' at 50:50 ratio.


The Finance Committee authorized the Director to allocate the funds for various Departments and Sections considering the technical relevance and suitability of the programs.

It is also resolved that the Institute may constitute a Core Committee for year long Golden Jubilee Celebration to work out a detailed focus plan considering technical relevance and suitability.

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


(Anand Mohan)
Director
NIT, Kurukshetra


(G. R. Samantaray)
Registrar (I/c) & Member Secretary
NIT, Kurukshetra


(A. Sivathanu Pillai)
Hon'ble Chairperson
FC & BOG, NIT, Kurukshetra

25/7/12