

**NATIONAL INSTITUTE OF TECHNOLOGY
KURUKSHETRA-136119**

**AGENDA
FOR
BOARD OF GOVERNORS MEETING**



**37th MEETING
TO BE HELD ON 05.06.2015**

**NATIONAL INSTITUTE OF TECHNOLOGY
KURUKSHETRA-136119**

Agenda : 37th meeting of
Board of Governors

Place : Committee Room (New Building)
Shri Lal Bahadur Shastri Rashtriya Sanskrit
Vidyapeetha
Qutub Institutional Area, New Delhi - 110016

Day, date and time : Friday, the 5th June, 2015
at 10.00 a.m.

Item No.	Subject	Page No.
37.1	To confirm the minutes of the 36 th meeting of the Board of Governors held on 08.05.2015.	1 - 15
37.2	To note the action taken report for item No. 36.9 on the minutes of 36 th meeting of the Board of Governors held on 08.05.2015.	16 - 32
37.3	To consider enhancement of the honorarium to the external Experts.	33 - 38
37.4	To consider the establishment of a 'Centre for Skill Development' in the Institute and appointment of its Coordinator.	39 - 48
37.5	To place on record along with appreciation to the contributions by Dr. A. Sivathanu Pillai as Hon'ble Chairperson, Board of Governors, NIT Kurukshetra.	49 - 50
	Any other item	

Item 37.1 To confirm the minutes of the 36th meeting of the Board of Governors held on 08.05.2015

The minutes of the 36th meeting of the Board of Governors held on 08.05.2015 were circulated to all the members of the Board vide letter No. NITK / 36th BOG / 1893 dated 26.05.2015 and Endst. No. NITK / 36th BOG / 1894 dated 26.05.2015 with the request to send their comments, if any. A copy of the minutes is enclosed as (**Annexure – 37.1.i from pages 2 to 15**).

This special meeting (37th) of the BoG may consider confirming the minutes of the 36th meeting of the Board of Governors held on 08.05.2015 as circulated to the members at a shorter notice.

NATIONAL INSTITUTE OF TECHNOLOGY
KURUKSHETRA-136119

No. NITK / 36th BOG / 1893

Dated: 26.5.2015

1. Dr. A. Sivathanu Pillai
Former Distinguished Scientist & C.C. (R&D), DRDO
Former CEO & MD, BrahMos Aerospace,
Hon'ble Chairperson, BOG, NIT, Kurukshetra
Block-II, Room No. 258,
Department of Mechanical Engineering
Indian Institute of Technology Delhi
New Delhi-110 016
Chairperson
2. Prof. Anand Mohan,
Director
National Institute of Technology
Kurukshetra-136119
Member
3. Shri Sanjeev Sharma
Director (NITs)
Representing Joint Secretary (Tech. Education),
Department of Higher Education
Ministry of Human Resource Development
Government of India, Shastri Bhawan
New Delhi-110 015
Member
4. Shri Rajesh Singh
Director (Fin.)
Representing Joint Secretary & Financial Adviser
Department of Higher Education
Ministry of Human Resource Development
Government of India, Shastri Bhawan
New Delhi-110 015
Member
5. Dr. Yash Paul Singh Berwal
Additional Director (Engg.)
Representing Director General,
Technical Education Department,
Govt. of Haryana
Chandigarh-160 009
Member
6. Dr. Chandra Shekhar
Director
Central Electronics Engineering Research Institute
Pilani (Rajasthan)- 333 031
Member

7. Prof. M.K. Surappa
Director
Indian Institute of Technology Ropar,
Ropar (Punjab) -140 001
Member
8. Dr. C.R. Mariappan
Assistant Professor
Department of Physics
National Institute of Technology,
Kurukshetra-136 119
Member
- ✓ 9. Dr. Shyam Narayan,
Registrar-cum-Secretary, BOG
National Institute of Technology,
Kurukshetra-136 119
Secretary

Subject: Minutes of 36th meeting of the Board of Governors, held on 8th May, 2015 at 11.30 a.m. in the Committee Room (New Building), Shri Lal Bahadur Shastri Rashtriya Sanskrit Vidyapeetha, Qutub Institutional Area, New Delhi-110016.

Sir / Madam

Kindly find enclosed herewith Minutes of the 36th meeting of the Board of Governors of this Institute, which have duly been authenticated by the Hon'ble Chairperson, Board of Governors along with a copy of the Tabled Agenda.

It is requested that comments, if any, on the above referred minutes may kindly be sent to the undersigned within 15 days. If no comments are received within this period, it would be presumed that you agree with the minutes as recorded, and action will be initiated to implement the same.

Encl: As above


(Shyam Narayan)
Registrar-cum-Secretary
Board of Governors
Phones: 01744-233208(O)
FAX: 01744-238050

Endst. No. NITK / BOG 36th/

Dated: 26.05.2015

Copy of the minutes of the 36th meeting of the Board of Governors held on 8th May, 2015 at 11.30 a.m. alongwith a copy of Tabled Agenda is sent to the following:

1. Prof. (Ms.) Sneha Anand
Professor & Head Centre for Biomedical Engineering
Indian Institute of Technology Delhi,
Hauz Khas,
New Delhi-110 016

2. Smt. Dheera Khandelwal, IAS,
Principal Secretary to the Government,
Technical Education, Haryana,
Chandigarh-160 009
3. Director (NITs),
Department of Higher Education,
Ministry of Human Resource Development, Govt. of India,
Shastri Bhawan,
New Delhi-110015

sd/-
(Shyam Narayan)
Registrar-cum-Secretary
Board of Governors
Phones: 01744-233208(O)
FAX: 01744-238050

**NATIONAL INSTITUTE OF TECHNOLOGY
KURUKSHETRA-136119**

Minutes of the 36th meeting of the Board of Governors, National Institute of Technology, Kurukshetra held on 8th May, 2015 at 11.30 a.m. in the Committee Room (New Building), Shri Lal Bahadur Shastri Rashtriya Sanskrit Vidyapeetha, Qutub Institutional Area, New Delhi-110016.

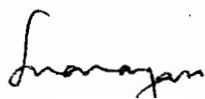
Following were present:

1. Dr. A. Sivathanu Pillai
Former Distinguished Scientist & C.C. (R&D), DRDO &
Former CEO & MD, BrahMos Aerospace &
Hon'ble Chairperson, BOG, NIT, Kurukshetra
Block-II, Room No. 258, Department of Mechanical Engg.
Indian Institute of Technology Delhi
New Delhi-110 016
Chairperson
2. Prof. Anand Mohan,
Director
National Institute of Technology
Kurukshetra-136 119
Member
3. Shri Sanjeev Sharma
Director (NITs)
Representing Joint Secretary (Tech. Education),
Department of Higher Education
Ministry of Human Resource Development
Government of India, Shastri Bhawan
New Delhi-110 015
Member
4. Shri Rajesh Singh
Director (Fin.)
Representing Joint Secretary & Financial Adviser
Department of Higher Education
Ministry of Human Resource Development
Government of India, Shastri Bhawan
New Delhi-110 015
Member
5. Dr. Yash Paul Singh Berwal
Additional Director (Engg.)
Representing Director General,
Technical Education Department,
Govt. of Haryana
Chandigarh-160 009
Member

- | | | |
|----|---|-----------|
| 6 | Dr. Chandra Shekhar
Director
Central Electronics Engineering Research Institute
Pilani (Rajasthan)-333 031 | Members |
| 7. | Prof. M. K. Surappa
Director
Indian Institute of Technology Ropar,
Ropar (Punjab)-140 001 | Member |
| 8. | Dr. C. R. Mariappan
Assistant Professor
Department of Physics
National Institute of Technology,
Kurukshetra-136 119 | Member |
| 9. | Dr. Shyam Narayan,
Registrar-cum-Secretary, BOG
National Institute of Technology,
Kurukshetra-136 119 | Secretary |

As per the Government of Haryana letter No.U-188/14/1130 dated 31.12.2014 and the MHRD letter No.F.10 – 21 / 2008 – TS.III dated 27th January, 2015 (Annexure-I) "*Shri Sandeep Garg, IAS, Director General, Technical Education, Government of Haryana is the member of the Board*". However, in his place Dr. Yash Paul Singh Berwal, Additional Director (Engg.), Technical Education Department, Govt. of Haryana, Chandigarh attended the meeting for which a communication was received on email dated 07.5.2015 (Annexure – II).

Smt. Dheera Khandelwal, IAS, Principal Secretary to the Government, Technical Education, Haryana, Chandigarh and Prof. (Ms.) Sneha Anand Professor & Head Centre for Biomedical Engineering Indian Institute of Technology Delhi, Hauz Khas, New Delhi – 110 016 could not attend the meeting.



Before the start of the deliberations the Hon'ble Chairperson, Board of Governors welcomed all the members and discussed the progress of the Institute.

The Board of Governors took the following decisions:

- 36.1 To confirm the minutes of the 35th meeting of the Board of Governors held on 06.01.2015.**

The Board confirmed the minutes of the 35th meeting of the Board of Governors held on 06.01.2015 as circulated to the members.

- 36.2 To note the action taken report on the minutes of the 35th meeting of the Board of Governors held on 06.01.2015.**

The Board noted and approved the action taken report on the minutes of the 35th meeting of the Board of Governors held on 06.01.2015.

- 36.3 To consider the issue for implementation of Biometric Attendance System in the Institute.**

The Board noted the action taken by the Institute on the issue of implementation of Biometric Attendance System in the Institute.

- 36.4 To consider requirement of additional faculty and Non-faculty posts on the basis of students strength for the year 2014-15.**

The Board recommended the proposal of the Institute regarding requirement of additional Faculty and Non-faculty posts on the basis of students' strength for the year 2014-15 as per norms issued by the MHRD i.e. 12:1:1.1. A proposal be sent to the MHRD for sanction of the posts.

- 36.5 To consider the Report of the Committee regarding Regular Departmental Action for Major Penalty against Dr. H. K. Sharma, Professor, Department of Civil Engineering, NIT Kurukshetra.**

Sharma

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The Board examined the report of the committee as well as the CBI report in detail. The Board noted that the CBI in its report on page No. 28 had stated, '*no evidence has come forth to prove any quid-quo-pro between the accused public servants and the accused office bears of the Trustee. Thus there is lack of evidence to prove the allegations against the accused public servants i.e. Dr. H.K. Sharma*'. Therefore, the Board partially agreed with the CBI advice and recommended initiating the minor penalty proceedings under Rule of 16 of the CCS (CCA) Rules, 1965. Therefore, the Board decided that Dr. H. K. Sharma be issued a charge sheet asking him to reply within 10 days. The Board authorized the Registrar of the Institute to sign the charge sheet. The matter be placed before the Board alongwith reply of Dr. H. K. Sharma.

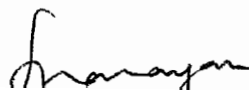
36.6 To consider the Technical resignation of Dr. Sanjay Sharma.

The Board accepted the resignation of Dr. Sanjay Sharma from the services of NIT, Kurukshetra.

36.7 To re-consider the revision of pay scale of Head Mali as per orders dated 04.02.2015 of Hon'ble Punjab & Haryana High Court in CWP No.3289 of 1995 (O&M) filed by Sh. Morahi Lal , Head Mali (now retired).

In compliance of the orders dated 04.02.2015 of Hon'ble Punjab & Haryana High Court, Chandigarh in CWP No. 3289 of 1995 (O&M), the Board re-considered the case in detail and the earlier decision of the Board of Governors taken in its 81st meeting vide item No. 81.12 held on 17.02.1993 in which the case of Shri Morahi Lal, Head Mali for granting pay scale of Rs. 950-1400 was rejected on the recommendations of the Finance Committee at its 65th meeting held on 28.09.1992.

The Board noted that the Regional Engineering College, Kurukshetra had its own Service Bye Laws, Retirement, Gratuity and CPF Rules, Conduct & Disciplinary Rules and Non-Teaching Service Rules - 1984 and was



functioning under the administrative control of Technical Education Department, Government of Haryana. The Rules of Kurukshetra University, Kurukshetra and Haryana Agriculture University, Hisar based on which Shri Morahi Lal had represented for grant of pay scale of Rs. 950-1400 were not applicable in REC, Kurukshetra as REC, Kurukshetra had its own Rules for its employees. Therefore, his request was not accepted.

The Board also noted that Shri Morahi Lal, Head Mali had been granted the pay scale of Rs.950-1500 w.e.f. 01.05.1990 personal to him without change of his designation and nature of duties as per decision of the Board of Governors in its 77th meeting held on 23.02.1991 and 86th meeting held on 23.01.1996 which was communicated vide Notification No. GA-I/2675 dated 29.02.1996.

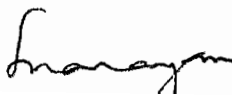
After discussion on the case, the Board re-iterated the earlier decisions taken in the 77th & 86th meetings of the Board of Governors of Regional Engineering College, Kurukshetra held on 23.02.1991 and 23.01.1996 respectively.

Further, the Board resolved that a speaking order be issued to Shri Morahi Lal, Head Mali (Retired).

36.8 To consider writing of Annual Confidential Reports of the employees of National Institute of Technology, Kurukshetra.

The Board authorized the Director to decide the Reporting / Review / Accepting Officers for writing the ACR of the employees. The Board observed that normally there should be two stages in writing the ACR, namely Reporting Officer and Reviewing Officer. However, in case there is much difference between the comments of the Reporting Officer and Reviewing Officer, there may be Accepting Officer for the ACR.

36.9 To consider fixation of minimum pay in the Pay Band-3 (Rs.15600-39100) with AGP of Rs. 7000/- in respect of Assistant Professor.



The Board noted that some NITs have fixed higher minimum pay in PB-3 in respect of the Assistant Professors recruited in PB-3 & AGP of Rs. 7000 which has created frustration amongst the Assistant Professors with AGP of Rs. 7000/- recruited in NIT Kurukshetra. Therefore, the Board requested the Director to write to MHRD to take up the issue for decision by the Council of NITs without waiting for confirmation of the minutes.

36.10 To report the approval accorded by the Hon'ble Chairperson, Board of Governors.

The Board noted the approval accorded by the Chairperson, BoG, as detailed in the agenda.

36.11 To consider the confirmation of Senior Medical Officer and Medical Officer.

The Board considered and approved the confirmation of Senior Medical Officer and Medical Officer as proposed in the agenda. For future confirmation of the employees, the procedure prescribed in the DOPT rules be followed. The Board authorized the Director to constitute a committee in this regard and the recommendations of the committee be placed in the BoG meeting.

36.12 To consider engagement of at least 90% Ex-Servicemen security guards and up to 10% security guards from State Govt. owned Ex-Police personnel, Armed constabularies and Home Guards.

The Board considered and did not agree with the proposal of the Institute for the engagement of at least 90% Ex-Servicemen security guards and up to 10% security guards from State Govt. owned Ex- Police personnel, Armed constabularies and Home Guards. Only the Ex-servicemen be engaged as Security Guards.





36.13 To consider and approve start of M. Tech. programme in 'Molecular Engineering and Advanced Chemical Analysis' offered by Chemistry Department.

The Board considered the proposal of the Institute and approved in principle the start of the new M. Tech. Programme by the Chemistry Department. However, the Board desired that the nomenclature of the M. Tech. Programme be changed to M. Tech. in 'Molecular Engineering' instead of 'Molecular Engineering and Advanced Chemical Analysis'. The Board further resolved that the syllabus contents be modified accordingly.

36.14 To consider and approve start of M. Tech programme in Cyber Security offered by Computer Engineering Department.

The Board considered and approved the proposal of the Institute to start the M. Tech. programme in Cyber Security offered by Computer Engineering Department.

36.15 Comprehensive Audit of the Institute.

The Director apprised the Board that the Comprehensive Audit of the Institute was carried out by the Departmental Visiting Committee during 24-26 April, 2015. The Comprehensive Audit Report of the Institute was discussed in detail and noted by the Board. The Board decided that necessary action be taken on the Report. The Board also decided that the course structure / syllabus revision be done having bench mark with other Institutions of the country. For revising the syllabus, each Board of Studies should have one additional invited expert from Industries / R&D organizations.

36.16 To consider the confirmation of Shri Ajeet Singh Yadav as Security Officer.

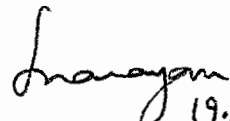
The Board considered and authorized the Director to take decision after taking special report for the remaining part of the two years period of probation. The decision may be reported to the BoG.

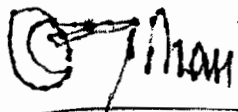
Any other item

36.17 To consider and approve the minutes of 31st meeting of the Finance Committee, National Institute of Technology, Kurukshetra held on 08.05.2015.

The Board confirmed the minutes of the 31st meeting of the Finance Committee of National Institute of Technology Kurukshetra held on 08.05.2015.

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


(Shyam Narayan) 19.5.15
Registrar-cum-Secretary
BOG, NIT Kurukshetra


(Anand Mohan) 19/5/15
Director


(A. Sivathanu Pillai) 28/5/15
Hon'ble Chairperson
BOG, NIT Kurukshetra



No.F.10 – 21 / 2008 – TS.III
Government of India
Ministry of Human Resource Development
Department of Higher Education

Shastri Bhawan, New Delhi,
dated, the 27th January, 2015

Subject:- Constitution of the Board of Governors of National Institute of Technology, Kurukshetra (Haryana) – State Government's nominees on the Board of Governors – regarding.

In continuation of this Ministry's Orders of even number dated 21st April, 2009 and 26th July, 2012, the undersigned is directed to convey the nomination of following as nominees of the Government of Haryana on the Board of Governors of National Institute of Technology, Kurukshetra (Haryana) under Section 11 (d) of the National Institutes of Technology, Science Education and Research Act, 2007:

Nomination under	Name and Designation of nominated persons	Will serve as
Section 11 (d) of NITSER Act, 2007	Smt. Dheera Khandelwal, IAS, Principal Secretary to the Government, Technical Education, Haryana or her nominee not below the rank of Additional Director.	Member [till 30.12.2017]
	Shri Sandeep Garg, IAS, Director General, Technical Education Department, Government of Haryana.	

2. The nomination shall be valid for a period of three years w.e.f. 31.12.2014 [i.e. the date of nomination by the Government of Haryana] or until further orders, whichever occurs earlier and the casual vacancy shall be filled up in accordance with the provisions of Section 11 of the Act.

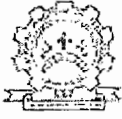

[Rajesh Singh Solanki]
Under Secretary (NITs)

BOGs:

1. Dr. A Sivanthanu Pillai, Chairperson, BOG, NIT – Kurukshetra.
2. Prof. Anand Mohan, Director, NIT – Kurukshetra.
3. Smt. Dheera Khandelwal, IAS, Principal Secretary, Technical Education, Government of Haryana.
4. Shri Sandeep Garg, IAS, Director General, Technical Education, Government of Haryana.
5. Dr. Chandra Shekhar, Director, Central Electronics Engineering Research Institute – Pilani (Rajasthan).
6. Prof. (Ms.) Sneha Anand, Professor & Head, Centre for Biomedical Engineering, IIT – Delhi.
7. The Director, Indian Institute of Technology – Ropar (Punjab).
8. The Registrar, NIT, Kurukshetra – with a request to kindly update the information on the website of the Institute.
9. PS to Additional Secretary (TE), Department of Higher Education, MHRD.
10. PS to Joint Secretary & Financial Adviser, MHRD.


[Rajesh Singh Solanki]
Under Secretary (NITs)
Tel: 23385935

PA
03/2/15



registrar . <registrar@nitkkr.ac.in>

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36th Meeting of BOG of NIT, Kurukshetra to be held on 08th May 2015 at 11:30 AM – regarding

Dr.Y.P.S Berwal <addidir12@gmail.com>

Thu, May 7, 2015 at 5:23 PM

To: registrar@nitkkr.ac.in

Sir,

Kindly refer your letter No. NITK/36th BOG/1467 dated 23.04.2015 on the subject noted above.

In this connection, it is intimated that Dr. Yash Paul Singh Berwal, Additional Director (Engg.) of this Department will attend the 36th Meeting of BOG of NIT, Kurukshetra to be held on 08th May 2015 at 11:30 AM at Committee Room, Shri Lal Bahadur Shastri Rashtriya Sanskrit Vidyapeetha, Qutub Institutional Area, New Delhi-110016 on behalf of Director General, Technical Education, Haryana, Panchkula.

It is for your kind information, please.

—Regards—

Dr. Y.P.S. Berwal
Additional Director (Engg.)

 NIT Meeting.pdf
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From

The Director General,
Technical Education Department,
Haryana, Panchkula.

To

The Registrar,
National Institute of Technology,
Kurukshetra.

Memo No. 342

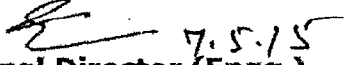
/AD-I Dated: 07.05.15

**Subject: 36th Meeting of BOG of NIT, Kurukshetra to be held on
08th May 2015 at 11:30 AM – regarding.**

Kindly refer your letter No. NITK/36th BOG/1467 dated
23.04.2015 on the subject noted above.

In this connection, it is intimated that Dr. Yash Paul Singh
Berwal, Additional Director (Engg.) of this Department will attend the 36th
Meeting of BOG of NIT, Kurukshetra to be held on 08th May 2015 at 11:30
AM at Committee Room, Shri Lal Bahadur Shastri Rashtriya Sanskrit
Vidyapeetha, Qutub Institutional Area, New Delhi-110016 on behalf of
Director General, Technical Education, Haryana, Panchkula.

It is for your kind information, please.


Additional Director (Engg.)
for Director General, Technical Education
Haryana, Panchkula

Item 37.2 To note the action taken report for item No. 36.9 on the minutes of 36th meeting of the Board of Governors held on 08.05.2015

The action taken report on the minutes of 36th meeting of the Board of Governors held on 08.05.2015 is given below:

Item No.	Subject	Action Taken
36.9	<p>To consider fixation of minimum pay in the Pay Band-3 (Rs.15600-39100) with AGP of Rs. 7000/- in respect of Assistant Professor.</p> <p>The Board noted that some NITs have fixed higher minimum pay in PB-3 in respect of the Assistant Professors recruited in PB-3 & AGP of Rs.7000 which has created frustration amongst the Assistant Professors with AGP of Rs.7000/- recruited in NIT Kurukshetra. Therefore, the Board requested the Director to write to MHRD to take up the issue for decision by the Council of NITs without waiting for confirmation of the minutes.</p>	<p>As per decision of the Board, a letter has been written to MHRD vide letter No.Estt.-I/ 3702 / 1900 dated 26.05.2015 copy enclosed (Annexure – 37.2.i from pages 17 to 32).</p>

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

No. Estt.-I / 3702 / 1900

Dated: 26.5.2015

Director (NITs)
Room No. 528, 'C' Wing
Department of Higher Education
Ministry of Human Resource Development
Government of India, Shastri Bhawan
New Delhi-110 015

Dear Sir,

The NIT Kurukshetra recruited candidates having Ph. D. as Assistant Professors in the years 2012 and 2013 in PB-3 and AGP Rs. 7000 in accordance with the Model Recruitment Rules (MRR) received in the year 2012. The Institute also recruited candidates having M. Tech. qualification as Assistant Professors in PB-3 and AGP Rs. 6000 in accordance with the same MRR. The Assistant Professors in the AGP of Rs. 6000 who were M. Tech. were given two increments in the PB-3 in accordance with the MRR. The Assistant Professors in the Grade Pay of Rs. 7000 were not given any increment as nothing was mentioned in the MRR. Consequently, the pay in PB-3 of the Assistant Professors in AGP of Rs.7000 who were Ph.D. became less than the pay in the PB-3 of the Assistant Professors in the AGP of Rs.6000 with only M. Tech. qualification.

Therefore, the Assistant Professors in the AGP of Rs. 7000 requested for grant of 7 non-compounded increments in accordance with clause 2(a) of the MHRD letter F.No.23-1/2008-TS.II dated 18.8.2009. An agenda was placed in the 29th Finance Committee meeting of the Institute held on 04.06.2014. The Finance Committee discussed the matter and recommended to the Board. However the Finance Committee further advised that approval on the issue be obtained from the MHRD. Accordingly, a letter No. Estt.-I / 5391 dated 25.07.2014 was sent to the MHRD (Annexure - I).

The Institute again received representation from the Assistant Professors in AGP of Rs. 7000 requesting to grant 7 non-compounded increments in accordance with clause 2(a) of the MHRD letter. F.No.23-1/2008-TS.II dated 18.8.2009. The issue was again discussed in the 36th meeting of the Board of Governors held on 08.05.2009. The Board discussed the matter and noted that some NITs have fixed higher minimum pay in PB-3 in respect of the Assistant Professors recruited in PB-3 and AGP of Rs.7000 which creates frustration amongst the Assistant Professors with AGP of Rs.7000/- recruited in NIT Kurukshetra. The Board requested the Director to write to MHRD to take up the issue for decision in the Council of NITs without waiting for confirmation of the minutes.

In view of the above decision of the BoG, the issue is being forwarded to you with the request to kindly examine the issue of grant of 7 non-compounded increments to the Assistant Professors (PB-3 & AGP Rs. 7000) possessing the degree of Ph. D. in the relevant discipline with clause 2(a) of the MHRD letter F.No.23-1/2008-TS.II dated 18.8.2009 and obtain the decision of the Council of NITs.

I shall be grateful for your early necessary action in the matter.

Thanking you,

Yours faithfully,



(Anand Mohan)
Director

26/5/15

Encl.: as above.

**NATIONAL INSTITUTE OF TECHNOLOGY
KURUKSHETRA-136119**

No. Estt.-I / 5391

Dated: 25.07.2014

Sh. Rajesh Singh Solanki
Under Secretary (NITs),
Government of India,
Ministry of Human Resource Development,
Department of Higher Education,
Shastri Bhavan,
New Delhi-110001

Subject: Approval of MHRD on the pay anomalies arising out of the implementation of Model Recruitment Rules (MRRs)

Sir,

The Institute recruited 85 Assistant Professors during 2012 and 2013 following the MRRs received vide MHRD letter No.F.33-7/2001-TS.III dated 14.03.2012 duly approved by the Board. The minimum qualification and experience requirements for faculty positions of NITs (under the standard 3 tier rigid faculty structure) have been prescribed in the MRRs.

The candidates recommended by the Selection Committee possessing the M.Tech qualification were appointed as Assistant Professor (on contract) in the PB-3 and AGP of Rs. 6000/- + 2 increments and those possessing the Ph.D qualification were appointed as Assistant Professor in the PB-3 and AGP of Rs. 7000/- (without any increment). In the MRRs it is mentioned that two advance increments shall be admissible at the time of recruitment for the post of Assistant Professor (on contract) with AGP of Rs. 6000/- having the essential qualification M.Tech whereas nothing is mentioned for the grant of any advance increment admissible at the time of recruitment in the case of Assistant Professor (on probation on a regular post) in the PB-3 and AGP of Rs. 7000/- having the essential qualification Ph.D.

The initial pay fixation of the Assistant Professors was as follows:

- | | |
|--|---|
| (1) Assistant Professors (on contract) with Qualification of M.Tech | - PB-3 (Rs. 15600-39100) + AGP 6000/- + 2 increments=Rs. 15600/- + Rs. 1300/- (Two non-compounded increments) + AGP Rs. 6000/- = Rs. 22,900/- |
| (2) Assistant Professors (on probation on a regular post) with Qualification of Ph.D | - PB-3 (Rs. 15600-39100) + AGP 7000/- (without any increment)
Pay fixed at basic pay of Rs. 15600/-+AGP 7000/- = 22,600/- |

The admissibility of advance increments at the time of recruitment for the post of Assistant Professor (on probation on a regular post) with AGP of Rs. 7000/-, is not mentioned in the Model Recruitment Rule. Therefore, the initial pay fixation for the post of Assistant Professor (on probation on a regular post) have been made at the minimum of the pay band-3 of Rs. 15600-39100+AGP 7000/- (without any increment) i.e. 15600+AGP 7000/-.

From the above comparison it comes out that the persons appointed as Assistant Professors (on contract) with M.Tech. qualification are getting more pay than the persons appointed as Assistant Professors (on probation on a regular post) with Ph.D. qualification.

The Institute has received representations from the Assistant Professors appointed on probation on a regular post in various Departments in PB-3+AGP 7000/- regarding the above pay anomalies. In these representations, they have mentioned that their initial pay may be fixed after allowing seven non-compounded advance increments as per Clause 2(a) of letter F.No.23-1/2008-TS.II dated 18.08.2009 issued by the MHRD, Government of India, quoted below.

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

Therefore, to remove this pay anomaly the matter was placed before the Finance Committee in its 29th meeting held on 04.06.2014 for consideration and making suitable recommendations to the Board.

The Board of Governors of the Institute in its 33rd meeting held on 04.06.2014 has decided as under:

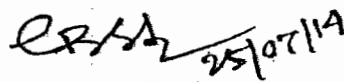
"The Board decided that approval on the issue be obtained from the MHRD".

A copy of the agenda and the minutes is enclosed as Annexure-A for kind reference.

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

Thanking you.

Yours faithfully,


Deputy Registrar (GA & Legal)

Encl: As above

%

**NATIONAL INSTITUTE OF TECHNOLOGY
KURUKSHETRA – 136119**

No. NITK / FC 29th / 848

Dated: 04.07.2014

NOTIFICATION

Any Other Item

**To consider pay anomalies arising out of the implementation
of Model Recruitment Rules (MRRs)**

The Board of Governors of the Institute in its 33rd meeting held on
04.06.2014 has decided as under:-

*"The Board decided that approval on the issue be obtained from
the MHRD".*

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


Deputy Registrar (Accounts)

✓ 1. Deputy Registrar (GA & L)

Item 29.10: To consider pay anomalies arising out of the implementation of Model Recruitment Rules (MRRs).

The Institute recruited 85 Assistant Professors during 2012 and 2013 following the MRRs received vide MHRD letter No.F.33-7/2001-TS III dated 14.03.2012 duly approved by the Board. The minimum qualification and experience requirements for faculty positions of NITs (under the standard 3 tier rigid faculty structure) have been prescribed in the MRRs.

The candidates recommended by the Selection Committee possessing the M.Tech qualification were appointed as Assistant Professor (on contract) in the PB-3 and AGP of Rs. 6000/- + 2 increments and those possessing the Ph.D qualification were appointed as Assistant Professor in the PB-3 and AGP of Rs. 7000/- (without any increment). In the MRRs it is mentioned that two advance increments shall be admissible at the time of recruitment for the post of Assistant Professor (on contract) with AGP of Rs. 6000/- having the essential qualification M.Tech. whereas nothing is mentioned for the grant of any advance increment admissible at the time of recruitment in the case of Assistant Professor (on probation on a regular post) in the PB-3 and AGP of Rs. 7000/- having the essential qualification Ph.D (copy enclosed as Annexure W on page 53) Subsequently, three persons appointed as Assistant Professor (on contract) in PB-3 and AGP Rs. 6000/- with M.Tech. qualification completed their Ph.D degree after joining. Consequent upon their acquiring Ph.D. degree, they were regularized as Assistant Professor in PB-3 and AGP of Rs. 7000/- on probation w.e.f. the date of completion of Ph.D.

The initial pay fixation of the Assistant Professors was as follows:

- | | |
|---|---|
| (1) Assistant Professors
(on contract) with
Qualification of M.Tech | - PB-3 (Rs. 15600-39100) + AGP 6000/- + 2 increments Rs. 15600+Rs. 1300 (Two non-compounded increments) +5000= Rs. 22,900/- |
| (2) Assistant Professors
(on probation on a
regular post)
with Qualification of Ph.D | - PB-3 (Rs. 15600-39100) + AGP 7000/- (without any increment)
Pay fixed at basic pay of Rs. 15600+AGP 7000/- = 22,600/- |

The grant of any advance increment admissible at the time of recruitment for the post of Assistant Professor (on probation on a regular post) with AGP of Rs. 7000/-, is not mentioned in the Model Recruitment Rule. Therefore, the initial pay fixation for the post of Assistant Professor (on probation on a regular post)

have been made at the minimum of the Pay Band-3 of Rs. 15600-39100+AGP 7000/- (without any increment) i.e. 15600+AGP 7000/-.

From the above comparison it comes out that the persons appointed as Assistant Professors (on contract) with M.Tech. qualification are getting more pay than the persons appointed as Assistant Professors (on probation on a regular post) with Ph.D. qualification.

The Institute has received representations from the Assistant Professors appointed on probation on a regular post in various Departments in PB-3+AGP 7000/- regarding the above pay anomalies. In these representations, they have mentioned that their initial pay may be fixed after allowing seven non-compounded advance increments as per Clause 2(a) of letter F.No.23-1/2008-TS.II dated 18.08.2009 issued by the MHRD, Government of India, quoted below (copy enclosed as Annexure X from page 54 to 58).

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

Further, they have also mentioned that other NITs (like NIT Goa and NIT Uttarakhand etc.) are offering seven non-compound Ph.D increments to newly appointed Assistant Professor (Regular) in PB-3 (Rs. 15600 39100 with AGP Rs. 7000/-). In this regard copy of the office order of NIT, Goa and Uttarakhand submitted by them is also enclosed as Annexure Y from page 59 to 61.

The matter is placed before the Finance Committee for consideration and making suitable recommendations to the Board.

**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.

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

Shastri Bhawan, New Delhi
Dated: 18th August, 2009

To

The Director,
All Centrally Funded Technical Institutions

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

Sir,

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

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

(i) Lecturers

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

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(ii) Assistant Professors

- (1) To be appointed in PB-3 with AGP of Rs. 8000/-p.m. For direct recruits, minimum pay in the Pay Band to be fixed at Rs. 3000/-.
- (2) For appointment as Assistant Professor, one should have a Ph.D. with first class or equivalent in the appropriate branch with a very good academic record throughout and at least three years' industrial/research/teaching experience, excluding however, the experience gained while pursuing Ph.D.

(iii) Associate Professors

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

(iv) Professors

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

2. For other Centrally Funded Technical Institutions.

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

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

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

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

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

8. **Other service conditions:**

- (i) Annual increment will be at the rate of 3% of the pay as per the CCS (RP) Rules, 2008 (pay in the pay band plus applicable AGP).
- (ii) Pay in the pay band and Academic Grade Pay shall not exceed the limits set in the CCS (RP) Rules, 2008 i.e. Rs.80000/-.
- (iii) A cumulative Professional Development Allowance for Rs.3 lakhs for every block period of 3 years (Rs. One lakh per year) may be made available to every member of the faculty on reimbursable basis to meet the expenses for participating in both national and international conferences, paying the membership fee of various professional bodies and contingent expenses.
- (iv) Revised pay scales will be effective from 1.1.2006 and other allowances from 1.9.2006 and pay of existing incumbents will be fixed as per the formula given in the CCS (RP) Rules, 2008 and the Fixation Table given in Annex-I of Ministry of Finance OM No.1/1/2008-IC dated 30th August, 2008. This is further subject to the proviso that the revised pay of existing incumbents as on 1.1.2006 will not be less than the minimum pay at the entry level for direct recruits in each category in the case of IITs, IIMs, IISc, IISERs and NITIE. This would effectively mean that:
 - a) Assistant Professors in the pre-revised scale of Rs.12,000 - Rs.18,300 with basic pay ranging from Rs.12,000/- to Rs.15,780/- p.m. will be placed at the minimum of Rs.30,000/- p.m. For those incumbents with pre-revised basic pay of more than Rs.15780/-, their revised pay will be determined by multiplying the existing pay as on 1.1.2006 by a factor of 1.86 and rounding off the multiple figure to the next multiple of 10 as given in Rule 7 (1)(a)(i) of the CCS (RP) Rules, 2008.
 - b) In the case of Associate Professors in the pre-revised scale of Rs.16,400 - Rs.20,000 with basic pay ranging from Rs.16,400/- to Rs.18,200/- p.m., the minimum will be fixed at Rs.42,800. For those incumbents with pre-revised pay of more than Rs.18200/-, the revised pay will be as per Fixation Table corresponding to pre-revised pay scale of S-26 as given in Annexure-I of Ministry of Finance's O.M.No.1/1/2008-IC dated 30th August, 2008.

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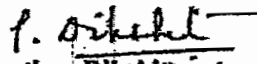
c) In the case of Professors in the pre-revised scale of Rs.18400-22400 with basic pay ranging from Rs.18400 to Rs.20400 p.m. will be placed at the minimum of Rs.48000/-. For those incumbents with pre-revised pay of more than Rs.20400/-, the revised pay will be as per Fixation Table corresponding to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

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

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

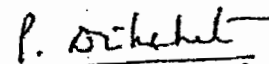
10. Anomalies, if any, in the implementation of this order may be brought to the notice of the Department of Higher Education, Ministry of Human Resource Development.

Yours faithfully,


(Pratima Dikshit)
Director (TC)

Copy to:-

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


(Pratima Dikshit)
Director (TC)



NATIONAL INSTITUTE OF TECHNOLOGY GOA

Farmagudi, Ponda, Goa - 403 401 INDIA.

Website: www.nitgoa.ac.in
Email : director@nitgoa.ac.in
Prof. C.K.I. Reddy
Director

Phone: 0832-2404222
Fax : 0832-2404203

No: NITG/2013/ 563

18 May 2013

APPOINTMENT ORDER

- Ref: i) Advt. No. NITGOA/208/1/2013
ii) Interview dated 09.05.2013

With reference to the interview had with the Selection Committee on 09.05.2013 Dr. Velavan Kathirvelu is appointed as Assistant Professor in PB - 3 (Rs.15,600 - 39,100) with AGP Rs.7000 on the following terms and conditions:-

1. **PROBATION:** He will be on initial probation for a period of one year from the date of joining, which may be extended or curtailed at the discretion of the Competent Authority. During the period of probation, his services are liable to be terminated without notice or without assigning any reason if his performance is found to be not satisfactory or if the Institute is satisfied that he was ineligible for recruitment to the service / post in the first instance itself. On completion of the period of probation or any extension thereof, his appointment will be continued up to 5 years and on completion, his appointment will be regularized subject to his noteworthy performance.
2. **Allowances** (He is offered 7 Non Compounded increments) and his initial pay is fixed at Rs 20,350/- in the above Pay Band with Academic Grade pay of Rs. 7000 i.e basic pay of Rs.27,350/- per month. In addition, he will be entitled to such allowance like; Dearness Allowance, House Rent Allowance and Transport Allowance as applicable to NIT Goa at Farmagudi, Ponda from time to time.
3. Also entitled for Professional Development Allowance (PDA) as applicable to NIT Goa at Farmagudi, Ponda from time to time.
4. Entitlement and applicability of Leave, LTC, Medical and retirement Benefits, age of superannuation etc will be governed by the central Govt. Rules in force from time to time.
5. The Pay Band, AGP and Pay offered are based on an evaluation of his qualification, experience, performance in the interview etc. and no claim for a higher remuneration or terms and conditions for appointment will be entertained.
6. If he desire to leave the Institute he will be required to give one months notice during probation and three months notice after completion of probation.
7. He will be initially posted to work at NIT Goa facilities at Farmagudi, Ponda but the appointment carries with it the liability to serve at any office of NIT Goa that may be established in the future.

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NATIONAL INSTITUTE OF TECHNOLOGY GOA

Farmagudi, Ponda, Goa - 403 401 INDIA.

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Email: director@nitgoa.ac.in
Prof. G. N. C. Reddy
Director

Phone: 0832-2404222
Fax: 0832-2404203

8. If this offer is acceptable to him, he is directed to report for duty on or before 30th May 2013 to the undersigned with the following documents:

- i) Certificate in proof of date of birth, qualifications and experience in original
- ii) Recent community certificate issued by the competent authority, in original in case he/she belongs to SC/ST/OBC category.
- iii) Certificate of fitness obtained from a Physician not below the rank of a Civil Surgeon
- iv) Recent Character and conduct certificate obtained from a Gazetted Officer, MLA or MP
- v) Relieving order from the employer if employed at present

In case of any false statement / information or suppression of any relevant information or production of invalid certificate, his services will be terminated without assigning any reasons and without prejudice to such further action as may be taken under the provision of the Indian penal code for production of false certificates

9. His appointment will be subject to satisfactory verification of his character and antecedents, which will be done in the due course of time. Till such time his appointment is treated as provisional.
10. His appointment will be subject to his being found medically fit by a civil surgeon or district Medical officer or equivalent status. Form in which Medical Certificate of fitness is to be obtained is enclosed. Fees for the medical examination shall be borne by him.
11. The appointment will be governed by the general terms and condition of services applicable to employees of N.I.T., Goa as in force and as amended from time to time.

If the offer of appointment is acceptable to him on the aforesaid terms and condition, he is requested to sign and return the copy of this order as token of his acceptance to us immediately and report for duty on or before 30th May 2013 failing which it will be presumed that he is not willing to take up the appointment and the offer will stand withdrawn without making any further communication to him.

(Signature)
Director

Copy to:
Dr. VELAVAN KAT-HIRVELU
19 VAZHAPATTU STREET
KURJVINATHAM, BAHOUR VIA
PUDJCHERRY-607402 kvelu76@yahoo.com

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राष्ट्रीय प्रौद्योगिकी संस्थान, उत्तराखण्ड
NATIONAL INSTITUTE OF TECHNOLOGY, UTTARAKHAND
 Temporary Campus-Government Polytechnic Srinagar (Garhwal), Distt. Pauri Garhwal, Uttarakhand-24
 Phone: 01346-250792, 251249 (O), 01346-251095 (Tele Fax)
 E-Mail: nitutarukhand@gmail.com, Website: www.nituk.com

Ref. No.- NITUK/ESTT/2013/628

Date: 28/06/2013

OFFICE ORDER

As approved by the Chairman, Board of Governors on 31 May 2013, following persons are here appointed to the post of Assistant Professor from the day they join their posts, in the pay band PB3- Rs. 15600-39100 and AGP of Rs. 7000, in the departments and with their initial pay mentioned against their names. The category under which the appointment is being made is as mentioned against each name. All other allowances will be admissible to them as per Government of India Rules. The appointment is on probation for a period of 12 months.

S.N.	Name of the Person	Appointment Category	Name of the Department/ Discipline	Initial Pay in the Pay Band PB3
1.	Dr. Nitin Sharma	Open	Mathematics	Rs. 20,360/- + AGP Rs. 7,000
2.	Dr. Pardeep Kumar	Open	Chemistry	Rs. 20,360/- + AGP Rs. 7,000
3.	Dr. Deepak Kumar Behera	Open	Humanities	Rs. 20,360/- + AGP Rs. 7,000
4.	Dr. Anirban Mukherjee	Open	Humanities	Rs. 20,360/- + AGP Rs. 7,000
5.	Dr. Renu Bhadola	Open	English	Rs. 20,360/- + AGP Rs. 7,000

The appointment is subject to terms and conditions mentioned in annexure

DIRECTOR

Copy forwarded for information & necessary action, as applicable

1. All above named persons. They shall forward their joining report through Dean (Academic) to the Director in the format enclosed.
2. HoDs:
3. Registrar, DR (Accounts), AR (Estt.)

DIRECTOR

Item 37.3 To consider enhancement of the honorarium to the external Experts.

The Finance Committee in its 20th meeting held on 22.9.2010, under any other item recommended to the Board that the sitting fee for the members of BoG, FC, Senate and BWC committees be enhanced from Rs.2000/- to Rs.3000/- per sitting and the sitting fees for the other meetings be enhanced from Rs.1500/- to Rs.2000/- copy enclosed (**Annexure - 37.3.i on page 35**).

The minutes of the 20th meeting of Finance committee held on 22.9.2010 were ratified by the Board in its 23rd meeting held on 18.10.2010. The Board ratified the minutes and decided that enhanced sitting allowance for the Hon'ble Chairperson and members of the statutory bodies like Board of Governors, Finance Committee, Senate and Building & Works Committee shall come into effect from today i.e. 18.10.2010 copy enclosed (**Annexure - 37.3.ii on page 36**).

The Board further decided that the sitting allowance for the external members of various selection committees/sub-committees of the BOG and outside experts for delivering expert lectures will be Rs.2000/- per sitting w.e.f. today i.e. 18.10.2010.

On the recommendations of the Finance Committee in its 25th meeting held on 20.7.2012 copy enclosed (**Annexure - 37.3.iii on page 37**), the Board of Governors, in its 28th meeting held on 20.07.2012,

approved the enhancement of honorarium to the external Experts at the rate of Rs. 3000/- per sitting copy enclosed (**Annexure - 37.3.iv on page 38**).

Now, it is proposed to enhance the honorarium for the Hon'ble Chairperson and members of the statutory bodies like Board of Governors, Finance Committee, Senate and Building & Works Committee and for the external members of various selection committees / sub-committees of the Board of Studies and outside experts for delivering expert lectures from Rs. 3000/- to Rs. 5000/- per sitting.

The Board may consider and decide.

Item 20.4 To consider the installation of new ACs in Computer Centre of ECE

The Finance Committee recommended to the Board that the funds to the tune of Rs. 10.00 lakh be allowed for installation of ACs in Computer Centre of ECE and with the following justifications/breakup of expenditure:

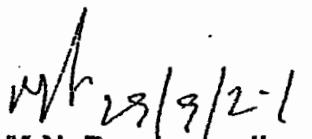
Specification of 2 Ton Split AC	-	13 Nos. @ Rs. 42000/-	= Rs. 540000/-
Specification of 1.5 Ton Split AC	-	3 Nos. @ Rs. 35000/-	= Rs. 105000/-
5 KVa Voltage Stabilizer	-	16 Nos. @ Rs. 5000/-	= Rs. 80000/-
Installation charges	-	16 Nos. @ Rs. 1500/-	= Rs. 24000/-
AMC for three years	-		Rs. 225000/-

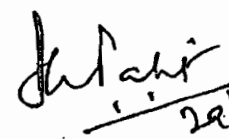
Total **Rs. 974000/-**

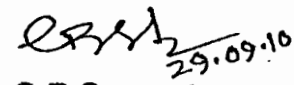
Item 20.5 Any other item with the permission of the Chair:

The Finance Committee recommended to the Board that the sitting fees for the members of the BOG, FC, Senate and BWC Committees be enhanced from Rs. 2000/- to Rs. 3000/- per sitting and the sitting fees for the other meetings be enhanced from Rs. 1500/- to Rs. 2000/-.

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


Dr. M.N. Bandyopadhyay,
Director,
NIT Kurukshetra


Prof. J K Palit,
Chairperson,
Board of Governors &
Finance Committee,
NIT, Kurukshetra.


Sh. G R Samantray
Registrar & Member Secretary (Actg.),
NIT Kurukshetra

- 23.32 To consider and ratify minutes of 20th meeting of the Finance Committee, National Institute of Technology, Kurukshetra held on 22.09.2010.**

The Board ratified the minutes of 20th meeting of the Finance Committee, National Institute of Technology, Kurukshetra held on 22.09.2010 as per details furnished in the agenda item.

The Board further decided that the enhanced sitting allowance for the Hon'ble Chairperson and members of the statutory bodies like Board of Governors, Finance Committee, Senate and Building & Works Committee shall come into effect from today i.e. 18.10.2010.

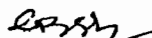
The Board further decided that the sitting allowance for the external members of various selection committees/sub-committees of the BOG and outside experts for delivering expert lectures will be ₹ 2000/- per sitting w.e.f. today.

- 23.33 To note minutes of the 6th meeting of the Standing Committee of the Board held on 25th September, 2010.**

The Board noted the minutes of the 6th meeting of the Standing Committee of the Board held on 25th September, 2010 as per details furnished in the agenda item.

- 23.34 To note the nomination of faculty member on the BOG and to consider nomination of Board of Governors on the Finance Committee of NIT, Kurukshetra.**

The Board noted the nomination of Dr. V.K. Sehgal, Professor, CED, NIT, Kurukshetra and Dr. Subodh Ranjan, Associate Professor, CED, NIT, Kurukshetra as faculty members nominated by the Senate on the BOG under Section 11(f) of NITs Act, 2007. The representative of the MHRD were of the view that the nomination of faculty members will be as per decision of the Senate taken in its 14th meeting held on 14th March, 2010. Due honour should be given to the decision of the Senate. Therefore, the



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.



to ratify the Board's displeasure along with non-recordable warning issued to Dr. M. N. Bandyopadhyay, the then Director of the Institute.

The Board noted and approved the action taken report on the minutes of the 27th meeting of the Board of Governors held on 13th March, 2012 with the above observation.

- 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 Board noted the minutes of the 20th meeting of the Senate, National Institute of Technology, Kurukshetra held on 10.05.2012 as appended with the agenda 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.**

The Board ratified the action taken by the Hon'ble Chairperson (Acting), Board of Governors for engagement of the Medical Officer for a period of six months.

- 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 ratified the action taken by the Hon'ble Chairperson (Acting), BOG for granting extension in the contractual tenure of Dental Surgeon engaged on part-time basis for a period of six months w.e.f. 1.5.2012 to 31.10.2012.

- 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 Board ratified the action taken by the Hon'ble Chairperson, BOG for engagement of contractual staff on contract basis for Construction Cell of the Institute for a period of six months.

- 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 Professors 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 Board ratified the action taken by the Hon'ble Chairperson (Acting), Board of Governors for approving the proposal of the Institute to advertise the backlog reserved vacancies of Assistant Professors under Special Recruitment Drive for SC, ST and OBC as on 01.01.2008 and PWD as on 15.11.2009 based on Model Recruitment Rules notified by the MHRD.

Item 37.4 To consider the establishment of a 'Centre for Skill Development' in the Institute and appointment of its Coordinator.

It is submitted that 'Skill Development' is a National priority of Government of India for the empowerment of youth and improving their employability potential. In order to promote this national initiative, the Institute conducted a 'One day Workshop on Skill Development' on January 09, 2015 which was inaugurated by Shri J. P. Rai, Director General, National Skill Development Agency, Government of India, New Delhi. The workshop was addressed by three other eminent experts in the area of Skill Development. This workshop was participated by students and faculty members of the Institute. In addition, the faculty members from other NITs in the region also attended the workshop.

As an outcome of the workshop, the expert panel recommended establishment of a 'Centre for Skill Development' in the Institute for periodically conducting the skill development activities for the students of the Institute as well as for the students of nearby institutions and also reach out to the youth in the society. The summary of the recommendations of the workshop is enclosed (**Annexure - 37.4.i from pages 42 to 45**).

After considering the recommendations of the skill development workshop, the Director constituted a committee vide letter No.R/108/1939 dated 28.05.2015 to identify a suitable faculty member who

can be entrusted the task of establishing a 'Centre for Skill Development' in the Institute. Copy of the letter is enclosed (Annexure - 37.4.ii on page 46) .

The committee has recommended as below:

1. The Institute may establish a 'Skill Development Centre' as per recommendation of the aforesaid workshop.
2. Prof. P J Philip may be appointed as Coordinator of the 'Skill Development Centre' after his superannuation on 30.6.2015 to utilize his long experience in the area for the benefit of students.
3. The Coordinator of the 'Skill Development Centre' shall be equivalent to a Professor's post on Contract with maximum age limit of 70 years.
4. Modalities of working of Centre can be as below:
 - a) The Coordinator will report to the Director and will carry out all the required functions to establish and run the Centre.
 - b) The Coordinator will be entitled for Professor's grade accommodation in the NIT campus.
 - c) The Coordinator will be responsible to carry out following activities:
 - i. Identification of the skill training needs of the students / faculty / staff and conducting relevant programs in consultation with National / State level agencies.
 - ii. Coordinating with National Skill Development Agency.
 - iii. Any other activity assigned by the Director
5. The BoG may consider allocating a grant of Rs.5.00 lacs / annum initially to meet the working expenses of the Centre.

A copy of the report of the committee is enclosed (**Annexure - 37.4.iii from pages 47 to 48**).

It is proposed that the Coordinator of the 'Centre for Skill Development' be initially appointed on contract for two years which may be further extended by Director. Also, the annual grant for the centre may be allocated out of Institute Development Fund (IDF).

The Board may consider and decide.

**REPORT ON THE WORKSHOP ON SKILL DEVELOPMENT HELD ON
JANUARY 9, 2015**

Introduction

India is among the youngest nations on the globe as 54 per cent of the country's population is under 25 years of age. This 'Demographic Dividend' can transform the nation if we succeed in tapping the implicit potential. Otherwise, the writing is on the wall: it is a 'Demographic Dynamite' waiting to explode! The one crucial factor that would determine whether we seize this moment in history as our own or fritter it away is how we deal with the education of the youth and convert them from mere population to human resource. Initiatives on education will have to address both access and quality. The complexity of issues in the face of a large population cannot be underestimated. However, this is a challenge that has to be taken up if India is to derive benefit from the opportunity its unique demography offers.

The 'Make in India' and 'Skill India' initiatives of the Government of India are directed at taking up the above challenge. These two initiatives are complementary to each other and, to a considerable extent, would determine the future of this country. 'Skill India' is aimed at equipping the youth with the necessary skills that would make them productive and hence earn them a living and be able to contribute to the overall development of the country.

Workshop on Skill Development

In order to understand the concept of skill development and the various thrust areas as envisaged in the national initiative, a One-day Workshop on Skill Development was organized on January 9, 2015, in the Institute. The program exposed the participating faculty and students of the

Institute and a few faculty members from other NITs to various aspects of skill development.

The workshop had very eminent Resource Persons, including the Director General, NSD

Program

10:00 am to 11:00 am	<i>Inaugural Session</i> Shri J.P. Rai Director General, National Skill Development Agency Government of India, New Delhi was the Chief Guest. Prof. Anand Mohan , Director, NIT Kurukshetra presided.
11:00 am to 11:45 am	<i>Technical Session I</i> Resource Person: Prof. Mukti Mishra President, Centurion University of Technology & Management, Odisha
11:45 am to 12:30 pm	<i>Technical Session II</i> Resource Person: Shri Vishwesh Kulkarni President, Yashaswi Group Pune.
12:30 pm to 1:15 pm	<i>Technical Session III</i> Resource Person: Shri K.S. Jamestin Former Director (HR) ONGC
1:15 pm to 2:00 pm	Panel Discussion

Outcome of the Workshop on Skill Development

- A paradigm shift from education based on inputs towards education based on learning outcomes is taking place.
- The emphasis, increasingly, is changing from what a student is taught to what he has learned and what he has understood and what he can do with that learning and understanding.
- The outcome of a learning process has to be knowledge, skill and competencies.

Knowledge – What remains with a student from learning

Skill – Ability to do something well

Competency – ability to use knowledge & skills in discharging responsibilities.

- India is the talent capital of the world; but in terms of skills, we are hugely lacking.
- This had to be corrected if India was to achieve its ambitious goal of becoming a developing country.
- Recognizing this need, the Government of India has adopted “Skill Development” as a national priority over the next 10 years.
- A detailed road-map has been chalked out and initiatives to provide an institutional base for “Skill Development” are under way.
- Four categories of “Skill Development” have been identified:
 1. Skills for fresh entrants to the job market
 2. Re-skilling or skill up-gradation of those already engaged in a job
 3. Recognition & certification of skills acquired through informal means.
 4. Skill acquired through formal education courses (Diploma/Degree and above)
- As an engineering institution of higher learning, NIT Kurukshetra and other NITs represented here come under the fourth category.

- In view of the government's initiatives on skill development, we need to frame a skill development-centered engineering education, the outcome of which will be an engineer who has the necessary knowledge, the skills and the competencies to successfully handle a job.
- The engineering curriculum should equip a student with soft skills in addition to technical skills.

Recommendation

As a contribution to the national skill development initiative, a **Centre for Skill Development** be established in the Institute which could cater to the requirements of the Institute as well as other institutions and also reach out to the youth in the society who are unable to be part of the formal education system.

Director

unachgal

20.01.15

Dean (P & D)

For consideration pl.

P J Philip 19.1.2015

Dean (SW) & Coordinator of the Workshop

19/1/15

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

No. R / 108 / 1939

Dated: 28.05.2015

After considering the recommendations of the Skill Development Workshop held on 9th January 2015 at the Institute, the Director is pleased to appoint a Committee of the following persons to identify a suitable faculty member who can be entrusted the task of establishing Skill Development Centre in the Institute:

- | | |
|--|----------|
| 1. Prof. V. K. Sehgal, Dean (Planning & Development) | Chairman |
| 2. Prof. A. Swarup, Dean (Faculty Welfare) | Member |

The above Committee may recommend the name of suitable faculty member considering his / her past experience, contribution to teaching & research and proficiency in communication skill.

The Committee may further recommend the modalities of working of the Skill Development Centre of the Institute keeping in view the improvement in employability of the students.

This issues with the approval of the Director.



(Shyam Narayan)
Registrar

Copy to:

1. Dean (Planning & Development)
- ✓ 2. Dean (Faculty Welfare)
3. Sr. Secretary to Director for kind information of the Director

National Institute of Technology Kurukshetra

01-06-2015

Reference: Letter no. R/ 108 / 1939, dated 28-05-2015 regarding identification of suitable faculty member to establish 'Skill Development Centre' in the Institute.

With reference to the above mentioned letter the Committee had its meetings on May 29th and June 1st to deliberate on the matter. The members noted that 'Skill Development' is a National Priority for empowerment of youth and improving their employability potential. The Institute also conducted a 'One day Workshop on Skill Development' on January 09, 2015 and as an outcome it was recommended to establish 'Skill Development Centre' in the Institute to nurture the Core Skills, Professional Skills, and Soft Skills of the students.

The members considered the specific expertise of the faculty members with special reference to their contributions in Skill Development and related field. The committee identified that Prof. P J Philip has a long experience at NIT Kurukshetra in teaching the courses of Communication Skills in English, Advanced Communication skills in English, Principles of Management, Industrial Sociology, and conduct of Soft Skills workshops, etc. In addition to this, Prof. Philip has made substantial contributions to research, Ph. D. guidance, and he has very successfully conducted Institute level functions like Workshops, Seminars, and Institute Convocations. Further, his qualities of oration and inter personal skills are truly exceptional.

In view of the above, the committee makes following recommendations for consideration:

1. The Institute may establish a 'Skill Development Centre' as per recommendation of the aforesaid workshop.
2. Prof. P J Philip may be appointed as Coordinator of the 'Skill Development Centre' after his superannuation on 30.6.2015 to utilize his long experience in the area for the benefit of students.
3. The Coordinator of the 'Skill Development Centre' shall be equivalent to a Professor's post on Contract with maximum age limit of 70 years.
4. Modalities of working of Centre can be as below:
 - a) The Coordinator will report to the Director and will carry out all the required functions to establish and run the Centre.

- b) The Coordinator will be entitled for Professor's grade accommodation in the NIT campus.
- c) The Coordinator will be responsible to carry out following activities:
- i. Identification of the skill training needs of the students / faculty / staff and conducting relevant programs in consultation with National / State level agencies.
 - ii. Coordinating with National Skill Development Agency.
 - iii. Any other activity assigned by the Director
5. The BoG may consider allocating a grant of Rs.5.00 lacs / annum initially to meet the working expenses of the Centre.

Submitted for kind consideration.

A. Swarup
01/06/15
(A. Swarup)

V. K. Sehgal
01.06.15
(V. K. Sehgal)

Director

R
For BoG
01/06/15

Item 37.5 To place on record along with appreciation to the contributions by Dr. A. Sivathanu Pillai as Hon'ble Chairperson, Board of Governors, NIT Kurukshetra

Dr. A. Sivathanu Pillai, former Distinguished Scientist & Chief Controller (R&D), DRDO & former CEO & MD, BrahMos Aerospace, New Delhi, was appointed as Chairperson, Board of Governors, NIT Kurukshetra, by the Hon'ble President of India, in her capacity as the Visitor of the National Institute of Technology (NITs), for a period of three years w.e.f. 08.06.2012 i.e. the date of nomination by the Hon'ble Visitor.

Under the esteemed guidance and leadership of Dr. Pillai, the Institute made remarkable progress in academic development, additional recruitment / promotion of faculty members, and infrastructure. With his visionary thoughts, four interdisciplinary schools of PG and Research viz, School of Renewable Energy and Efficiency, School of VLSI Design and Embedded Systems, School of Nanotechnology and School of Bio-Medical Engineering were established. In addition, the institute has recently planned to start Two new M. Tech. programs – M. Tech. in Molecular Engineering and M. Tech. in Cyber Security. The Comprehensive Audit of the Institute by the Departmental Visiting Committee has been completed. The External Review Committee for the external review of the Institute has been approved by the BoG and proposed for approval by the Standing Committee of the Council of NITs. The facilities of the Health Center of the institute have been upgraded, security system of the institute has been reviewed and upgraded for effective

surveillance and monitoring. Construction of 600 capacity new girls' hostel is at advanced stage and foundation stone of 300 capacity multipurpose hostel has been laid. Six storied building for the four Schools along with additional class rooms and faculty chamber has been approved the BoG for which the construction will start shortly. Two new Gates of the Institute have been constructed which have given more visibility and identity to the Institute.

The Board may record appreciation for Hon'ble Dr. A. Sivathanu Pillai for his valued guidance, leadership and mentorship to the Institute as well as for his outstanding contributions as Chairperson, Board of Governors, NIT Kurukshetra.

Item 37.6 To consider amendment to House Allotment Rules

The House Allotment Committee met on 04.06.2015 and recommended following amendment to the House Allotment Rules (**Annexure-37.6.i on page 52**).

In the amended House Allotment Rules, faculty (or officers) drawing different grade pay have been considered eligible for a given category of houses. For example for DBU, DBL, DA and AD (B) houses, the faculty (or officers) of Grade Pay of Rs. 6000/- (or 5400/- PB-III) & 7000/- (or 6600/-) both are eligible. Similarly for C & AD(A) type houses, the faculty (or officers) having grade pay of Rs. 8000/- (or 7600/-) and Rs. 9000/- (or 8700/-) both are eligible and also for DBU type houses, pool officers, Research Associates/Research Fellows and faculty (or officers) having Grade Pay of Rs. 6000/- (or 5400/- in PB-III) are eligible. This has led to a situation where a faculty (or officer) with a lower grade pay is allotted the requested house while a faculty (or officer) drawing higher grade pay is deprived of the same.

In view of above, it is proposed that for a given category of houses, faculty (or officers) having higher grade pay be considered senior to the faculty (or officers) having lower grade pay. For this the faculty (or officers) in grade pay of Rs. 6000/- will be at par in grade pay Rs. 5400/- (PB-III), 7000/- at par in grade pay Rs. 6600/-, 8000/- at par in grade pay Rs. 7600/- and 9000/- at par in grade pay Rs. 8700/-. The seniority of faculty (or officers) drawing same grade pay may be determined on the basis of length of service in that grade pay.

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

The proposed amendment to the House Allotment Rules is placed before the Board for consideration and approval.

Item To consider amendment to House Allotment Rules

In the amended House Allotment Rules, faculty (or officers) drawing different grade pay have been considered eligible for a given category of houses. For example for DBU, DBL, DA and AD (B) houses, the faculty (or officers) of Grade Pay of Rs. 6000/- (or 5400/- PB-III) & 7000/- (or 6600/-) both are eligible. Similarly for C & AD(A) type houses, the faculty (or officers) having grade pay of Rs. 8000/- (or 7600/-) and Rs. 9000/- (or 8700/-) both are eligible and also for DBU type houses, pool officers, Research Associates/Research Fellows and faculty (or officers) having Grade Pay of Rs. 6000/- (or 5400/- in PB-III) are eligible. This has led to a situation where a faculty (or officer) with a lower grade pay is allotted the requested house while a faculty (or officer) drawing higher grade pay is deprived of the same.

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

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Spence
5/6/15

[Signature]
4/6/15

**NATIONAL INSTITUTE OF TECHNOLOGY
KURUKSHETRA-136119**

TABLED AGENDA

Agenda : **37th meeting of
Board of Governors**

Place : **Committee Room (New Building)
Shri Lal Bahadur Shastri Rashtriya Sanskrit
Vidyapeetha
Qutub Institutional Area, New Delhi - 110016**

Day, date and time : **Friday, the 5th June, 2015
at 10.00 a.m.**

Item No.	Subject	Page No.
37.6	To consider amendment to House Allotment Rules	51 - 52
	Any other item	