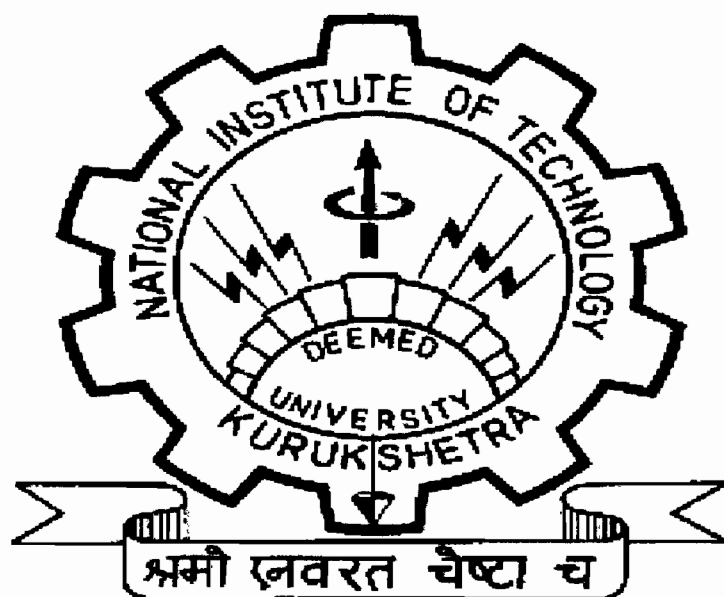


**NATIONAL INSTITUTE OF TECHNOLOGY  
(DEEMED UNIVERSITY)  
KURUKSHETRA**

**AGENDA  
OF  
BOARD OF GOVERNORS MEETING**



**4<sup>th</sup> MEETING  
TO BE HELD ON 8.12.2003.**

**NATIONAL INSTITUTE OF TECHNOLOGY,  
(DEEMED UNIVERSITY)  
KURUKSHETRA**

**Agenda** : For the 4<sup>th</sup> meeting of  
the Board of Governors.

**Place** : Board Room,  
National Institute of Technology,  
Kurukshetra.

**Date & Time** : **8.12.2003 at 11.30 A.M.**

<b>Item</b>	<b>Subject</b>	<b>Page No.</b>
4.1	To note assumption of charge as Director, National Institute of Technology (Deemed University), Kurukshetra by Dr. S N Mahendra, Professor, Electrical Engineering Department, Banaras Hindu University, Varansi in place of Dr. N P Mehta.	1
4.2	To confirm the minutes of the 3 <sup>rd</sup> meeting of the Board of Governors held on 6.10.2003.	2-17
4.3	To note the action taken on the minutes of the 3 <sup>rd</sup> meeting of the Board of Governors of National Institute of Technology, Kurukshetra held on 6.10.2003.	18-20
4.4	To consider terms & conditions of deputation of Dr. S N Mahendra who joined as Director, NIT, Kurukshetra.	21-26
4.5	To consider & ratify minutes of 2 <sup>nd</sup> meeting of the Finance Committee, National Institute of Technology, Kurukshetra held on 10.9.2003.	27-33
4.6	To note grant of Non-Productivity Linked Bonus (Adhoc Bonus) to non-teaching employees of the Institute for the year 2002-03 on the pattern of Central Government.	34-41
4.7	To note grant of Dearness Allowance to the employees of the Institute w.e.f. 1.7.2003 as applicable to the employees of the Central Government.	42-43
4.8	To note action taken by the Director in granting interest-free Festival Advance during the financial year 2003-04 to Class-III & IV employees of the Institute.	44

<b>Item</b>	<b>Subject</b>	<b>Page No.</b>
4.9	To note action taken by the Director in nominating one Professor and one Assistant Professor of the National Institute of Technology, Kurukshetra to serve on its Board of Governors.	45
4.10	To note the enhancement of uniform/washing allowance from Rs. 85/- P.M. to Rs.100/- P.M. to all Class-IV employees.	46-47
4.11	To approve Annual Report and Audit Report of the Institute for the year 2002-2003.	48-52
4.12	To consider and adopt the service conditions of the employees of Regional Engineering College, Kurukshetra upon their conversion as National Institute of Technology, Kurukshetra with Deemed University Status.	53-61
4.13	To consider retention of accommodation of the Institute by Dr. Vinay Kumar, Ex-Professor of the Mechanical Engineering Department after retirement and withholding his final settlement of accounts by the Institute.	62-65
4.14	To note constitution of one member Committee to find out the facts regarding final settlement of Miss Indu Nalwa, Ex-Lecturer, Humanities Department.	66
4.15	To consider the panel of External Experts in various subjects.	67-101
4.16	To consider furnishing the Director's residence and two Nos. residences for visiting faculty members at National Institute of Technology, Kurukshetra.	102
4.17	To consider payment of honorarium to the external experts of various Staff Selection Committees and to deliver expert lectures etc.	103
4.18	To consider compassionate appointments of dependents of deceased employees of the Institute.	104-107

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4.19	To consider the implementation of Career Advancement Scheme (CAS) as per latest instructions of Govt. of India and AICTE.	108-129
4.20	To consider implementation of Assured Career Progression (ACP) to the non-teaching employees of NIT, Kurukshetra.	130-132
4.21	To consider service conditions of the faculty members (teaching staff) as per latest instructions of the Govt. of India – Retirement on superannuation.	133-135
4.22	To consider filling up the post of Deputy Registrar (Academic) in the Institute.	136-137

Contd..

**NATIONAL INSTITUTE OF TECHNOLOGY,  
(DEEMED UNIVERSITY)  
KURUKSHETRA**

**Supplementary Agenda** : For the 4<sup>th</sup> meeting of the Board of Governors.

**Place** : Board Room,  
National Institute of Technology,  
Kurukshetra.

**Date & Time** : **8.12.2003 at 11.30 A.M.**

<b>Item</b>	<b>Subject</b>	<b>Page No.</b>
4.23	To consider the matter regarding absorption of Shri Amar Nath Sharma, Ex-Supervisor, ECE Department of the Institute in G.G.S.I.P. University, Delhi.	138-160
4.24	To consider Enquiry Report regarding death case/ promotion of Shri Moti Lal, Ex-Lecturer, NIT, Kurukshetra.	161-163
4.25	To consider and approve minutes of 2 <sup>nd</sup> meeting of the Senate, National Institute of Technology, Kurukshetra held on 29.11.2003.	164-181

Item 4.1 To note assumption of Charge as Director, National Institute of Technology (Deemed University), Kurukshetra by Dr. S.N. Mahendra, Professor, Electrical Engineering Department, Banaras Hindu University, Varanasi in place of Dr. N.P. Mehta.

The Government of India, Ministry of Human Resources Development, Department of Secondary and Higher Education, Shastri Bhawan, New Delhi vide D.O. letter No.20-16/2003-TS-III, dated 5<sup>th</sup> September, 2003 informed that the name of Dr. Som Nath Mahendra has been approved for appointment as Director of National Institute of Technology, Kurukshetra for a period of five year with effect from the date he takes over the charge in the grade of Rs. 18,400-500-22400 (minimum to be fixed at Rs. 19,400/-) per month in accordance with the terms and conditions laid down in the Memorandum of Association of NIT, Kurukshetra.

In view of the above directions, Dr. S.N. Mahendra has assumed the charge as Director of National Institute of Technology, Kurukshetra w.e.f. 11.11.2003 (FN).

The Board may note.

Item 4.2 To confirm the minutes of the 3<sup>rd</sup> meeting of  
the Board of Governors held on 6.10.2003.

The minutes of the 3<sup>rd</sup> meeting of the Board of Governors held on 6.10.2003 were circulated to all the members of the Board vide letter No. NITK/BOG/3<sup>rd</sup>/7189-96 dated 23/27.10.2003 and Endst. No. NITK/BOG/3<sup>rd</sup>/7197-98 dated 23/27.10.2003. The minutes are enclosed as Appendix I pages 4 to 16.

Dr. R S Sirohi, Director, IIT, Delhi vide letter No. IITD/D/M-697 dated November 2, 2003, Appendix II page 17 sent comments on Item 3.12 on the BOG minutes. The comments given by Dr. R S Sirohi, Director and the decision of the Board are given below:-

<u>BOG Item</u>	<u>Comments given by Dr. R S Sirohi, Director, IIT, Delhi</u>	<u>Decision taken by the BOG</u>
<u>Item 3.12:</u>  To note action taken by the Director in nominating one Professor and one Asstt. Prof. of the National Institute of Technology, Kurukshetra to serve on its Board of Governors.	Under Item 3.12 regarding nomination of one Professor and one Asstt. Prof. on the BOG of NITK, I have noted that both the members nominated do not have adequate period to service left to serve the Board for the full term. Therefore, it may be advisable to frame appropriate rules, which would indicate that no member would be nominated unless he/she has sufficient period of service left to serve the Board for the full term. You may kindly take necessary action accordingly.	The Board noted action taken by the Director in nominating following faculty members to serve as members on the Board:-  1. Dr. R K Arora 1.9.2003 to 31.1.2004 Professor , Dr. R K Arora is retiring Elect.Engg. on 31.1.2004 after Deptt., attaining the age of NITK superannuation (60 years)  2. Dr.VK Aggarwal 1.9.2003 to 30.11.2003 Asstt. Prof., Dr.V K Aggarwal is Mathematics retiring on 30.11.2003 Deptt., after attaining the age of NITK superannuation (60 years)

While communicating the minutes of the BOG 3<sup>rd</sup> meeting held on 6.10.2003, vide Item 3.18 it was inadvertently mentioned that the Board noted that Dr. Vinay Kumar, Ex-Professor of the Mechanical Engineering Department who retired after attaining the age of superannuation on 31.3.2003 was allowed Extraordinary Leave for 3 years w.e.f. 31.3.1999 to 26.3.2002 whereas he was allowed 4 years EOL w.e.f. 31.3.1999 to 31.3.2003 by the Board in its 2<sup>nd</sup> meeting held on 19.4.2003. This date may, therefore, please be read as w.e.f. 31.3.1999 to 31.3.2003. This typing mistake took place inadvertently which is regretted.

No other member of the Board has given any comments.

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

File No. BOG/4<sup>th</sup>/



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

**Minutes of the 3<sup>rd</sup> meeting of Board of Governors of  
National Institute of Technology (Deemed University),  
Kurukshetra held on 6.10.2003 at 3.30 P.M. in Conference  
Room No. 112, 1<sup>st</sup> Floor, MHRD, Shastri Bhawan, New Delhi.**

The following were present:-

- |    |   |          |
|----|---|----------|
| 1. | Prof. Bhushan Lall Dhoopar,<br>Hon'ble Chairman, Board of Governors,<br>NIT, Kurukshetra.   | In Chair |
| 2. | Shri V S Pandey, IAS,<br>Joint Secretary (T),<br>Govt. of India,<br>Ministry of Human Resource Development,<br>Department of Secondary & Higher Education,<br>Shastri Bhawan,<br>New Delhi. | Member   |
| 3. | Dr. R.S. Sirohi,<br>Director,<br>Indian Institute of Technology,<br>Hauz Khas,<br>New Delhi.  | Member   |
| 4. | Dr. N K Jain,<br>Joint Secretary,<br>University Grants Commission,<br>Bahadur Shah Zafar Marg,<br>New Delhi-110002.   | Member   |
| 5. | Dr. K. Subramanian,<br>Adviser-I,<br>All India Council for Technical Education,<br>Indira Gandhi Sports Complex,<br>I.P. Estate,<br>New Delhi-110002.                                       | Member   |
| 6. | Dr. R K Arora,<br>Professor,<br>Electrical Engineering Department,<br>NIT, Kurukshetra.   | Member   |

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- |    |   |                  |
|----|---|------------------|
| 7. | Dr. V K Aggarwal,<br>Assistant Professor,<br>Mathematics Department,<br>NIT, Kurukshetra. | Member           |
| 8. | Dr. N P Mehta,<br>Director,<br>NIT, Kurukshetra.  | Member-Secretary |

Shri Dharam Vir, IAS, Financial Commissioner & Principal Secretary to Govt. of Haryana, Technical Education Department and Er. Pawan Munjal, Managing Director, Hero Honda Motors Ltd., New Delhi could not attend the meeting.

Before the Board of Governors started deliberations, Dr. N P Mehta, Director of the Institute warmly welcomed the Hon'ble Chairman of the Board as well as other members of the Board.

Prof. B L Dhoopar, Hon'ble Chairman of the Board referred to the 1<sup>st</sup> meeting of the NIT Council held on 14.8.2003 under Chairmanship of Dr. M M Joshi, Hon'ble Human Resource Development Minister, Govt. of India. Prof. Dhoopar intimated that while addressing the members of the NIT Council, Dr. Joshi welcomed formation of the NITs and desired that the NITs should be world class Technical Institutions equal to the IITs. Prof. Dhoopar also intimated that the Govt. of India have already cleared Career Advancement Scheme for faculty members of the NITs. Prof. Dhoopar further intimated that Dr. Som Nath Mahendra, Professor of Electrical Engineering Department, Banaras Hindu University, Varanasi has since been selected the new Director of NIT, Kurukshetra. He has also been issued formal appointment letter and he has indicated the acceptance of the same. Dr. Mahendra visited the Institution in his personal capacity in the 4<sup>th</sup> week of September, 2003 and he is likely to take over as Director of the Institute shortly.

Shri V S Pandey, IAS, Joint Secretary to Govt. of India, MHRD intimated the Board that proposals already submitted by NIT, Kurukshetra to Govt. of India such as increase in intake of B.Tech Courses by way of rationalization, introduction of morning and evening shifts in the Institute

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to double the students strength, introduction of part-time M.Tech. programmes to be run on Saturdays & Sundays and increase in existing regular Postgraduate programmes will be considered by the Govt. of India during the next year.

The following decisions were taken:-

**Item 3.1                      To confirm minutes of the 2<sup>nd</sup> meeting of the  
Board of Governors held on 19.4.2003.**


The Board considered comments sent by Dr. R S Sirohi, Director, IIT, New Delhi and Dr. DVS Verma, Professor, Civil Engineering Department, NIT, Kurukshetra on the decision taken by the Board in their 2<sup>nd</sup> meeting held on 19.4.2003 on the agenda item 2.22. The Chairman of the Board clarified that "performance of individual in the Institute" required for judging suitability of candidates for extending benefits under the Career Advancement Scheme includes "academic performance of the individual". Accordingly, performance of the individual in the Institute including primarily his academic performance should be taken into account while considering benefits under Career Advancement Scheme.

**Item 3.2                      To note action taken on minutes of the 2<sup>nd</sup> meeting  
of the Board of Governors of National Institute  
of Technology, Kurukshetra held on 19.4.2003.**

The agenda item 3.2 was read along with the agenda item 3.10.

**Item 3.3                      To note grant of Dearness Allowance to the employees  
of the Institute with effect from 1.1.2003 on the State  
Government pattern.**

The Board noted action taken by the Director in granting Dearness Allowance to the employees of the Institute w.e.f. 1.1.2003 on the State Government pattern as per agenda item 3.3.



- Item 3.4**                    **To approve the draft Memorandum of Understanding between Govt. of India, Department of Secondary and Higher Education, Ministry of Human Resource Development and National Institute of Technology, Kurukshetra.**

The Board considered and approved the draft Memorandum of Understanding between Govt. of India and National Institute of Technology, Kurukshetra as per Appendix-IV enclosed with the agenda item 3.4

- Item 3.5**                    **To consider condemnation of Institute Staff Car Ambassador No. HR 07B - 1970 and purchase of new Staff Car in lieu thereof.**

The Board approved the Institute proposal to purchase a new Ambassador Car (Air-conditioned) with an estimated cost of Rs. 5.00 lacs out of Institute Development Fund (Institute share of Consultancy) without any financial liability on the Govt. of India after taking approval from the Govt. of India. The old Staff Car may be condemned as per rules and its sale proceeds be credited to Miscellaneous Income of the Institute.

- Item 3.6**                    **To consider and approve minutes of 1<sup>st</sup> meeting of the Senate, National Institute of Technology, Kurukshetra, held on 16.4.2003.**

The Board considered and approved minutes of 1<sup>st</sup> meeting of the Senate of NIT, Kurukshetra held on 16.4.2003 as per details furnished in the agenda item 3.6 along with the supplementary note bearing No. Dean/Acad/CBS-2/ dated 29.9.2003 as put up to the Board along with the agenda item with the modification that maximum number of students which can be supervised by a faculty member at any time at NIT, Kurukshetra will be as follows under Rule 7.5 of Ordinances & Regulations for Degree of Doctor of Philosophy:-


Professor	--	04
Assistant Professor	--	03
Lecturer	--	02

Further the Board made following observations which may not be implemented for the time being and be referred to the Senate in its next meeting:-

- (a) Maximum time limit to pass B.Tech. Course is 8 years as approved by the Senate which seems to be very long. It may be suitably reduced subsequently.
- (b) Total no. of credits for award of a degree, B.Tech/M.Tech. should be same for all the branches.
- (c)
  - (i) For a class of full strength, grades should be awarded based on the distribution of marks and suitable cut-offs for award of grades A,B,C,D and E. Norms for these cut-offs should be evolved.
  - (ii) Grade 'A' is given to a candidate getting 75% marks up to 100%. This may be increased subsequently as 75% is somewhat very low.
- (d) A student can sit in 5<sup>th</sup> semester if he has cleared the 1<sup>st</sup> semester examination. This seems to be quite a lenient preposition. It is desirable to prescribe semester GPA and CGPA for a student to continue in the programme.
- (e) The number of grades A, B, C, D and E which are five may be increased later on.

**Item 3.7                      To consider final settlement of accounts of Miss Indu Nalwa, Lecturer, Humanities Department on superannuation on 30.4.2003.**

The Board considered the case of Miss Indu Nalwa regarding final settlement of accounts on her retirement on superannuation i.e. 30.4.2003 and authorized the Chairman of the Board to constitute a Committee to find out the facts of the case and till then her final settlement of CPF (Institute share + interest thereon), Gratuity and Leave Encashment be retained. The Board, however, desired that her own share of CPF + interest thereon be released.



The Director and Member-Secretary explained to the Board for information that as per existing Bye-Laws of the Institute the amount of CPF at the credit of the subscriber shall not be subject to any deduction even to recover loss or damage sustained by the Institute through the subscriber's mis-conduct and negligence but when a sum becomes payable due to termination of service and death of the subscriber, the Institute is entitled to deduct there from any amount due under any liability incurred by the subscriber to the Institute but not exceeding, in any case, the total amount of any contributions credited to the amount of the subscriber by the Institute and of any interest which has accrued on such contributions. The Board was further intimated that the Director may for certain purposes sanction non-refundable advance out of his Provident Fund subscription to an employee who has completed 20 years of service (including broken period of service if any) or within 10 years before the date of his retirement on superannuation whichever is earlier.

The following explanatory notes are given for the information of members of Board of Governors:

- (i) A sum of Rs. 12.00 lacs as her own share of CPF + interest thereon was released to Miss Indu Nalwa as non-refundable advance for purchase of house at the time of her retirement when she was in service. She applied for the said non-refundable advance on 28.4.2003 and retired on 30.4.2003 but remained re-employed upto 30.6.2003.
- (ii) An additional amount of Rs. 1.00 lac as her own share of CPF was also released to her in August, 2003 with permission of the Chairman of the Board when she made a humble submission that her funds may be released otherwise she "will be a starvation case".
- (iii) In addition to gratuity and leave encashment, a sum of Rs. 7.50 lacs (app.) is lying in her CPF account which includes Rs. 5.20 lacs (app.) as Institute share of CPF + interest thereon and the remaining amount of Rs. 2.30 lacs (app.) as her

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own share + interest thereon. It is, therefore, evident that sufficient amount is lying in her CPF account and accordingly the Institute share has been retained as per directions of the BOG.

**Item 3.8            To note action taken by the Director in granting interest free Wheat Loan during the financial year 2003-04 to Class-III & IV employees of the Institute.**

The Board noted action taken by the Director in granting interest free Wheat Loan during the financial year 2003-04 to Class-III & IV employees of the Institute as per past practice. The Board, however, desired that the practice of granting Wheat Loan to the employees be stopped henceforth.

**Item 3.9            To consider & ratify minutes of the 2<sup>nd</sup> meeting of the Finance Committee, National Institute of Technology, Kurukshetra to be held in the Forenoon of 13.6.2003.**

The agenda item 3.9 was read along with the agenda item 3.25.

**Item 3.10           To note the action taken on the minutes of the 2<sup>nd</sup> meeting of the Board of Governors of National Institute of Technology, Kurukshetra held on 19.4.2003.**

The Board noted action taken on the minutes of the 2<sup>nd</sup> meeting of the Board of Governors of NIT, Kurukshetra held on 19.4.2003 as reported in the agenda item 3.10.

**Item 3.11           To note further extension in service term of Dr. N P Mehta as Director, National Institute of Technology, Kurukshetra.**

The Board noted extension in service term of Dr. N P Mehta as Director, NIT, Kurukshetra as approved by the Govt. of India for the period 21.5.2003 to 20.8.2003 and further for another period of three months

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beyond 21.8.2003 or till a new Director assumes charge as reported in the agenda item 3.11.

**Item 3.12      To note action taken by the Director in nominating one Professor and one Assistant Professor of the National Institute of Technology, Kurukshetra to serve on its Board of Governors.**

The Board noted action taken by the Director in nominating following faculty members to serve as members on the Board:-

- |     |   |   |
|-----|---|---|
| (1) | Dr. R K Arora,<br>Professor,<br>Elect. Engineering Department,<br>NIT, Kurukshetra.       | 1.9.2003 to 31.1.2004.<br>Dr. R K Arora is retiring on<br>31.1.2004 after attaining the<br>age of superannuation (60 yrs.)      |
| (2) | Dr. V K Aggarwal,<br>Assistant Professor,<br>Mathematics Department,<br>NIT, Kurukshetra. | 1.9.2003 to 30.11.2003.<br>Dr. V K Aggarwal is retiring on<br>30.11.2003 after attaining the<br>age of superannuation (60 yrs.) |

**Item 3.13      Travels grants to attend International Conferences abroad out of funds provided under TEQIP.**

The Board noted that funds to the tune of Rs. 7.5 crores have been released to the Institute under Technical Education Quality Improvement Programme during 1<sup>st</sup> year of the programme for (i) modernization of existing labs./workshops, (ii) staff and faculty development and (iii) procurement of books & other learning resources.

The Board also noted that out of these funds, a sum of Rs. 5.00 lacs has been ear-marked for travel abroad (Rs. 3.00 lacs for the faculty members to present papers in International Conferences overseas and Rs. 2.00 lacs in the form of un-assigned grant to develop collaborative programmes with Universities abroad).

The Board decided as under:-

- (a) The travel grant for paper presentation in International Conferences overseas may be utilized by a faculty member as




per UGC guidelines as per agenda item and as per TA/DA rates already approved by the Board of Governors of the Institute in their 2<sup>nd</sup> meeting held on 19.4.2003 subject to the condition that some funds are arranged by the concerned faculty members desirous to present papers in International Conferences overseas from other funding agencies like AICTE etc. While granting funds, the outside funding agency will judge quality of the research paper. The Institute will pay balance of funds as per UGC rules minus funds received from other funding agencies such as AICTE etc.

- (b) The Board authorized the Chairman of the Board to approve plans and guidelines/rules to utilize the un-assigned grant for developing collaborative programmes with Universities abroad on recommendations of the Director.
- (c) The non-plan grants of the Institute as provided in the Budget will be utilized for attending International Conferences abroad as per existing rules of the Institute.

**Item 3.14                      Participation of National Institute of Technology,  
Kurukshetra in Technical Education Quality  
Improvement Programme of Govt. of India  
   funded by World Bank.**

The Board noted participation of NIT, Kurukshetra in the Technical Education Quality Improvement Programme of Govt. of India funded by the World Bank as per details furnished in the agenda item 3.14.

The Board further noted that Dr. Krishan Gopal and Dr. A Swarup, both Professors of Electrical Engineering Department have been assigned to work and coordinate activities relating to TEQIP of the Institute including purchases required to be made out of the funds received for the programme.



- Item 3.15**            **To ratify action taken by the Hon'ble Chairman, BOG, NIT, Kurukshetra in allowing Dr. Baldev Setia, Assistant Professor in Civil Engineering Department to join the post of Director in AICTE, New Delhi on deputation basis for a period of one year w.e.f. 18.8.2003 (AN).**

The Board ratified action taken by the Chairman of the Board in allowing Dr. Baldev Setia, Assistant Professor of the Civil Engineering Department to join the post of Director in AICTE, New Delhi on deputation basis for a period of one year w.e.f. 18.8.2003 (AN) as mentioned in the agenda item 3.15.


- Item 3.16**            **To consider the request of Shri Sandeep Singhal, Lecturer in Mechanical Engineering Department for allowing him to join AICTE, New Delhi on deputation.**

As intimated by the Director & Member-Secretary of the Board, Shri Sandeep Singhal, Lecturer of the Mechanical Engineering Department has already been relieved on 29.9.2003 (AN) to join as Assistant Director in the AICTE, New Delhi on deputation basis for a period of one year as per usual terms & conditions of the deputation applicable under rules of the Institute. This was done after discussing the matter with the Chairman of the Board.

The Board ratified above action taken by the Director and the Member-Secretary in anticipation of the approval of the Board.

- Item 3.17**            **To consider the request of Dr. K K Aggarwal, Professor in Electronics & Communication Engg. Department for voluntary retirement.**

The Board noted that Dr. K K Aggarwal, Professor of Electronics & Communication Engineering Department of the Institute was on deputation as Vice-Chancellor of Guru Gobind Singh Indraprastha University, New Delhi for a period of five years and his deputation period is going to expire on 30.11.2003.



The Board accepted the request of Dr. K K Aggarwal for voluntary retirement as made vide his letter dated 8.8.2003 as per Institute's rules and as per position explained in the agenda item 3.17.

**Item 3.18            To consider the case of Dr. Vinay Kumar, Ex-Professor, Mechanical Engineering Department for retaining Institute's accommodation during Extraordinary Leave (without pay).**

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The Board noted that Dr. Vinay Kumar, Ex-Professor of the Mechanical Engineering Department who retired after attaining the age of superannuation on 31.3.2003 was allowed Extraordinary Leave for 3 years w.e.f. 31.3.1999 to 26.3.2002 by the Board in their last meeting held on 19.4.2003. The Board also noted that Dr. Vinay Kumar retained accommodation at the Institute Campus during the period of his EOL and he has not even vacated the Institute accommodation till now.


The Board decided that penal rent from Dr. Vinay Kumar be charged for retaining the Institute accommodation unauthorizedly during the period of his EOL and after retirement as per House Allotment Rules.

**Item 3.19            To review specialization/Courses of various M.Tech. Programs being run at this Institute.**

The Board decided that matter regarding review of specialization of courses of various M.Tech. programmes being run at the Institute be first considered by the Senate after it is thoroughly discussed in the Departments. The issue then be placed before the Board of Governors in its next meeting.

**Item 3.20            To review the deputation/Extraordinary Leave Rules of the Institute.**

This agenda item was withdrawn by the Director and Member-Secretary.



**Item 3.21            To consider payment of Service Tax on Consultancy.**

The Board decided that Service Tax on the Consultancy services being rendered by the Institute be paid to the Central Excise Division as per the Finance Act 1994 as mentioned in the agenda item 3.21.

The Board further decided that arrears, if required to be paid to the Central Excise Division, be recovered from those who received the benefit of Consultancy i.e. the Institute and the employees proportionately.

**Item 3.22            To consider opening a separate account in the SBI for the employees whose dues are not timely settled after retirement.**

The Board noted that sometimes final dues of the employees are partly held up at the time of their retirement from the Institute due to litigations, audit objections, actions of the retiring employees and some other administrative reasons etc. etc. The Board agreed with the Institute proposal that in such cases the amount so retained/withheld be deposited in a separate bank account in the SBI, NIT, Kurukshetra so that retained/withheld amount of the retired employees may be released to them along with interest as allowed by the Bank after their legal cases/no dues/disputes with the Institute are settled.

**Item 3.23            To approve action taken by the Institute in making recruitment of Lecturers on contractual basis against vacant teaching posts.**

The Board noted the position of vacant teaching posts in all teaching departments as indicated in the agenda item 3.23.

The Board approved action taken by the Institute in making recruitment of Lecturers on contract basis for 89 days at basic pay of Rs. 8000 + DA against the vacant teaching posts. Henceforth, these posts may be filled for longer period on contract on consolidated salary.



**Item 3.24                      To consider payment of interest to Prof. PV Gupta, Ex-Principal, REC, Kurukshetra (now NIT) on his CPF accumulations for the period 1.9.1993 to 31.12.1994.**


The Board agreed in principle that Prof. Gupta should be paid interest on CPF accumulations for the period 1.9.1993 to 31.12.1994 at the rate as applicable to other employees of the Institute at that time as a measure personal to him because the circumstances prevailing at that time were peculiar. The Board, however, desired that the amount of interest on CPF as mentioned above be released to Prof. Gupta after the issue of final settlement of Miss Indu Nalwa, Lecturer of the Humanities Department of the Institute who retired on 30.4.2003 is finally settled.

**Item 3.25                      To consider & ratify minutes of the Finance Committee, National Institute of Technology, Kurukshetra held on 10.9.2003.**

The Board ratified decision taken by the Finance Committee of National Institute of Technology, Kurukshetra held on 10.9.2003 on the FC agenda items 2.4, 2.13 and 2.14 only which relate to Annual Accounts of the Institute for the year 2002-03 and Budget Estimates for Undergraduate and Postgraduate Courses.

The Board desired that remaining decisions taken by the Finance Committee be put up to the Board in its next meeting for ratification.

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

  
( N P Mehta )  
Director & Member Secretary  
Board of Governors,  
NIT, Kurukshetra.



भारतीय प्रौद्योगिकी संस्थान दिल्ली  
INDIAN INSTITUTE OF TECHNOLOGY DELHI

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प्रो० आर.एस. सिरौही, पीएच.डी., एफएनएई, एफएनएससी  
निदेशक

Prof. R.S. SIROHI, Ph.D., FNAE, FNASc  
Director

पंजीकरण संख्या..... 5464  
दिनांक..... 11-11-03

IITD/D/11-11-03

November 2, 2003

Dear Dr. Mehta,

This has reference to the Minutes of the 3<sup>rd</sup> Meeting of the BOG of NITK held on, 6.10.2003.

Under Item 3.12 regarding nomination of one Professor and one Assistant Professor on the BOG of NITK, I have noted that both the members nominated do not have adequate period of service left to serve the Board for the full term. Therefore, it may be advisable to frame appropriate rules, which would indicate that no member would be nominated unless he/she has sufficient period of service left to serve the Board for the full term. You may kindly take necessary action accordingly.

With regards,

Yours sincerely,

R.S. Sirohi  
(R.S. Sirohi)

Dr. N.P. Mehta  
Director & Member-Secretary, BOG  
National Institute of Technology  
Kurukshetra 136 119

Mehta  
9/11

Item 4.3 To note the action taken on the minutes of the 3<sup>rd</sup> meeting of the Board of Governors of National Institute of Technology, Kurukshetra held on 6.10.2003.

The action on the minutes of the 3<sup>rd</sup> meeting of the Board of Governors held on 6.10.2003 has been taken as under:-

Item	Subject	Action Taken
3.1	To confirm minutes of the 2 <sup>nd</sup> meeting of the Board of Governors held on 19.4.2003.	No action is required.
3.2	To note action taken on minutes of the 2 <sup>nd</sup> meeting of the Board of Governors of National Institute of Technology, Kurukshetra held on 19.4.2003.	No action is required.
3.3	To note grant of Dearness Allowance to the employees of the Institute with effect from 1.1.2003 on the State Govt. pattern.	Action already taken. No further action is required.
3.4	To approve the draft Memorandum of Understanding between Govt. of India, Department of Secondary & Higher Education, Ministry of Human Resource Development and National Institute of Technology, Kurukshetra.	Action taken. MOU sent to GOI for further necessary action.
3.5	To consider condemnation of Institute Staff Car Ambassador No. HR 07B-1970 and purchase of new Staff Car in lieu thereof.	Action taken. Proposal sent to GOI for approval.
3.6	To consider and approve minutes of 1 <sup>st</sup> meeting of the Senate, National Institute of Technology, Kurukshetra held on 16.4.2003.	Action <sup>being</sup> taken.
3.7	To consider final settlement of accounts of Miss Indu Nalwa, Lecturer, Humanities Department on superannuation on 30.4.2003.	Action being taken.
3.8	To note action taken by the Director in granting interest free Wheat Loan during the financial year 2003-04 to Class-III & IV employees of the Institute.	Action taken.

Item	Subject	Action Taken
3.9	To consider & ratify minutes of the 2 <sup>nd</sup> meeting of the Finance Committee, National Institute of Technology, Kurukshetra to be held in the Forenoon of 13.6.2003 <u>(to be laid on the table).</u>	Action taken/ being taken.
3.10	To note the action taken on the minutes of the 2 <sup>nd</sup> meeting of the Board of Governors of National Institute of Technology, Kurukshetra held on 19.4.2003.	No action is required.
3.11	To note further extension in service term of Dr. N P Mehta as Director, National Institute of Technology, Kurukshetra.	Action has already been taken.
3.12	To note action taken by the Director in nominating one Professor and one Assistant Professor of the National Institute of Technology, Kurukshetra to serve on its Board of Governors.	Noted for compliance.
3.13	Travels grants to attend International Conferences abroad out of funds provided under TEQIP.	Action being taken.
3.14	Participation of National Institute of Technology, Kurukshetra in Technical Education Quality Improvement Programme of Government of India, funded by World Bank.	Action being taken.
3.15	To ratify action taken by the Hon'ble Chairman, BOG, NIT, Kurukshetra in allowing Dr. Baldev Setia, Assistant Professor in Civil Engineering Department to join the post of Director in AICTE, New Delhi on deputation basis for a period of one year w.e.f. 18.8.2003 (AN).	No action is required.
3.16	To consider the request of Shri Sandeep Singhal, Lecturer in Mechanical Engineering Department for allowing him to join AICTE, New Delhi on deputation.	No action is required.



Item	Subject	Action Taken
3.17	To consider the request of Dr. K K Aggarwal, Professor in Electronics & Communication Engineering Department for voluntary retirement.	Action taken.
3.18	To consider the case of Dr. Vinay Kumar, Ex-Professor, Mechanical Engineering Department for retaining Institute's accommodation during Extraordinary Leave (without pay).	Action being taken.
3.19	To review specialization/Courses of various M.Tech. Programs being run at this Institute.	Action is yet to be taken.
3.20	To review the deputation/Extraordinary Leave Rules of the Institute.	Item withdrawn.
3.21	To consider payment of Service Tax on Consultancy.	Action being taken.
3.22	To consider opening a separate account in the SBI for the employees whose dues are not timely settled after retirement.	Action taken.
3.23	To approve action taken by the Institute in making recruitment of Lecturers on contractual basis against vacant teaching posts.	Action noted.
3.24	To consider payment of interest to Prof. P.V. Gupta, Ex-Principal, REC, Kurukshetra (now NIT) on his CPF accumulations for the period 1.9.1993 to 21.12.1994.	Action pending.
3.25	To consider & ratify minutes of 2 <sup>nd</sup> meeting of the Finance Committee, National Institute of Technology, Kurukshetra held on 10.9.2003.	Action being taken.

---

The Board may note.

Item 4.4 To consider terms & conditions of deputation of Dr. S N Mahendra who joined as Director, NIT, Kurukshetra.

Dr. S N Mahendra, Professor of the Electrical Engineering Department, Institute of Engineering, Banaras Hindu University, Varansi joined the Institute on 11.11.2003. The BHU has sent terms & conditions of his deputation on foreign service with NIT, Kurukshetra vide their letter No. AB/15-P-92(L)/23027 dated 9.10.2003 (copy enclosed as Appendix III from page 23 to 26). The terms & conditions of his deputation as laid down by the BHU, Varansi regarding his pay, leave salary and pension contribution during deputation with the Institute read as under:-

Regarding Pay during deputation

The deputationist will draw in foreign service his grade pay in the parent department from time to time plus deputation (Duty) Allowance at 10% thereof subject to the maximum of Rs. 1000/- per month (pre-revised) and further subject to the condition that the grade pay together with the Deputation Allowance does not exceed the maximum of the scale in the foreign post.

OR

He will draw pay in the scale of the deputation post.

Regarding Leave Salary and Pension Contribution during deputation

Leave salary and Pension Contribution will be paid by the borrowing institution in terms of orders issued under Fundamental Rules 116 and 117.

- (a) Pension Contribution to be based on maximum of the pay as defined in FR 9 (21) plus Dearness Pay appropriate to such maximum as indicated in G.I., M.F., O.M. No. F.8(9)-E.III/81 dated 29.7.1982 (effective from 1.7.1982) - Annexure A.2 Rates of monthly contribution of pension, expressed as percentage of the maximum monthly pay of the post in the substantive/officiating grade, as the case may be, held by the officer at the time of proceeding on foreign service, reckoned in terms of years of service rendered at the parent institution and onward at the borrowing institution.

(b) Leave Salary contribution at 11% of pay drawn in foreign service.

It may be stated that Dr. Mahendra has opted for his grade pay in the parent department + deputation allowance thereon.

It is proposed that Dr. Mahendra may be allowed his grade pay drawn in his parent department + deputation allowance and foreign service contributions such as Leave Salary Contribution, Pension Contribution, Provident Fund Contribution etc. may be paid by NIT, Kurukshetra to the Banaras Hindu University as per rules of deputation on foreign service sent by the BHU vide their letter dated 9.10.2003 under reference. Accordingly the pay of Dr. Mahendra will be fixed by the Institute as per rules. Dr. Mahendra may also be allowed other benefits as indicated in the BHU letter dated 9.10.2003 under reference.

The Board may consider and decide.

*Director's status may NIT Govt*

Post & Tel Office: Banaras Hindu University  
Railway Station: Varanasi Cantt.



FAX: (91) 542-2368174  
Website: [www.bhu.ac.in](http://www.bhu.ac.in)  
Tel: (91) 542-2316801-3(PABX)

काशी हिन्दू विश्वविद्यालय  
वाराणसी २२१००५  
BANARAS HINDU UNIVERSITY  
VARANASI-221 005.

OFFICE OF THE REGISTRAR  
(ADMINISTRATION)

No. AB/15-P-92(L)/ 23027

राष्ट्रीय प्रौद्योगिकी संस्थान  
(मानित विश्वविद्यालय)  
Dated: October 07, 2003.  
9-10-03

✓ Dr. S.N. Mahendra,  
Professor,  
Department of Electrical Engineering,  
Institute of Technology,  
Banaras Hindu University.

पुस्तक-136119.553/  
पंजीकरण संख्या.....  
दिनांक.....12.11.03

Subject : Deputation to join the post of Director, National Institute of  
Technology (Deemed University), Kurukshetra.

Dear Sir,

Kindly refer to your application dated 12-09-2003 on the subject cited above. In this connection, I am directed to convey approval of your deputation for three years from the date you avail of it, to join the post of Director, National Institute of Technology (Deemed University), Kurukshetra.

Further, you are requested to send the acceptance of the terms and conditions of deputation on Foreign Service of this University (copy enclosed) by N.I.T., Kurukshetra at your earliest.

Yours faithfully,

Encl.: As above.

DR. REGISTRAR (ADMIN.)

No. AB/15-P-92(L)/

, of date:

COPY forwarded to the following for information & necessary action to :

1. The Chairman, Board of Governors, National Institute of Technology, Kurukshetra - 136 119.
2. The Director, Institute of Technology, Banaras Hindu University.
3. The Head, Department of Electrical Engg., I.T., Banaras Hindu University.
4. The Asstt. Registrar (Accts.), I.T. Finance Branch, Banaras Hindu University.
5. The Incharge, Electronic Data Cell, R.O. (Finance), Banaras Hindu University.
6. The Section Officer (S.B. & Pension), RO (Admin.), Banaras Hindu University.

DR. REGISTRAR (ADMIN.)

12/11  
DR (Admin)  
13/11  
SAI

OFFICE OF THE REGISTRAR  
(ADMINISTRATION)  
VARANASI-221005

TERMS AND CONDITIONS OF DEPUTATION ON FOREIGN SERVICE

1. The deputationist will draw in foreign service his grade pay in the parent department from time to time plus Deputation (Duty) Allowance at 10% thereof subject to the maximum of Rs. 1000/- per month (pre-revised) and further subject to the condition that the grade pay together with the Deputation Allowance does not exceed the maximum of the scale in the foreign post.

*Will draw pay in my own pay scale + deputation allowance*  
*S. S. S.*

OR

He will draw pay in the scale of the deputation post.

2. DEARNESS ALLOWANCE

As per rules of the borrowing institution or as per rules of the parent institution accordingly as he draws pay in the foreign post or his grade pay in the parent department.

3. LEAVE SALARY AND PENSION CONTRIBUTION

Leave Salary and Pension Contribution will be paid by the borrowing institution in terms of orders issued under Fundamental Rules 116 and 117.

- (a) Pension contribution to be based on maximum of the pay as defined in FR 9 (21) plus Dearness Pay appropriate to such maximum as indicated in G.I., M.F., O.M. No. F 8(9)-E.III/81 dated 29.07.1982 (effective from 01.07.1982) - Annexure A.2 Rates of monthly contribution of pension, expressed as percentage of the maximum monthly pay of the post in the substantive/officiating grade, as the case may be, held by the officer at the time of proceeding on foreign service, reckoned in terms of years of service rendered at the parent institution and onward at the borrowing institution.

- (b) Leave salary contribution at 11% of pay drawn in foreign service.

4. The borrowing institution will be liable to pay leave salary in respect of any disability leave arising from disability incurred by the deputationist in and through foreign service even though such disability manifests itself after termination of foreign service.

5. LOCAL ALLOWANCE LIKE COMPENSATORY (CITY) ALLOWANCE AND HRA

To be regulated under the rules of the borrowing institution. In the case of deputation to a State Government, the State Government concerned may, however, if they so desire, apply the Central Govt. rules to such a deputationist.

continued ....

owned or controlled by Government etc., is normally eligible to Compensatory (City) Allowance and House Rent Allowance where admissible under the rules of the borrowing institution, but the borrowing institution may at its discretion allow these allowances under the rules of the Central Government.

This para is as per G.I., M.H.A., O.M. No.F.1(14)-E III (B)/70 dated the 20th September, 1978.

6. LEAVE AND PENSION

During the period of deputation on temporary transfer the deputationist will continue to be governed by the leave and pension rules of the parent institution applicable to him before such transfer.

7. LEAVE TRAVEL CONCESSION

The deputationist will be entitled to leave travel concession as per rules of the borrowing or lending/parent institution, whichever is more advantageous to him and the cost of concession in either case will be borne by the borrowing institution.

8. PROVIDENT FUND BENEFITS

During the period of deputation, he will continue to subscribe to the Provident Fund of his parent institution to which he may be subscribing when he is placed on deputation, in accordance with the rules of such Fund.

If the deputationist is under the Contributory Fund Scheme the borrowing institution shall contribute Employer's contribution as per rules of the parent/lending institution/Government.

9. GROUP INSURANCE SCHEME

Recovery of GIS amount shall be made at source and remitted regularly by the borrowing institution, to the lending institution, as per rules of the parent institution.

10. MEDICAL CONCESSIONS

The deputationist will be entitled to these concessions under the rules of the borrowing institution, but not inferior to those which would have been admissible to his status in the parent institution.

11. JOINING TIME PAY AND TRANSFER T.A.

The deputationist will be entitled to T.A. and joining time both on joining the post on deputation and on reversion therefrom to the parent institution under the rules of the borrowing institution. The expenditure on this account will be borne by the borrowing institution.

For journeys in connection with his duties in the borrowing institution, the Travelling Allowance rules of the borrowing institution shall apply.

continuation page 3/-

12. The deputationist shall remain subject to the leave rules applicable to the parent institution.
13. The deputation will commence on the date on which he hands over charge of his post under the parent institution and end on the date on which he resumes charge of his post in the parent institution.

P.C. up & dy

REGISTRAR

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Item 4.5 To consider & ratify minutes of 2<sup>nd</sup> meeting of the Finance Committee, National Institute of Technology, Kurukshetra held on 10.9.2003.

The minutes of the 2<sup>nd</sup> meeting of Finance Committee of National Institute of Technology, Kurukshetra held on 10.9.2003 at 10.30 A.M. under the Chairmanship of Prof. B.L. Dhoopar, Chairman of the Board and Finance Committee. National Institute of Technology, Kurukshetra were placed before the Board of Governors in its 3<sup>rd</sup> meeting held on 6.10.2003. While considering the minutes of the 2<sup>nd</sup> meeting of the Finance Committee, the Board of Governors ratified Item Nos. 2.4, 2.13 & 2.14 only. The Board further desired that remaining decision taken by the Finance Committee taken in its 2<sup>nd</sup> meeting held on 10.9.2003 be put up to the Board in its next meeting for ratification. The minutes are enclosed as Appendix IV, pages 28 to 33

The Board may consider and ratify the minutes of the 2<sup>nd</sup> meeting except Item No. 2.4, 2.13 & 2.14 of the Finance Committee meeting held on 10.9.2003.



**NATIONAL INSTITUTE OF TECHNOLOGY  
KURUKSHETRA-136119**

**Minutes of the 2<sup>nd</sup> meeting of the Finance Committee,  
National Institute of Technology, Kurukshetra held on  
10.9.2003 at 10.30 A.M. in the Board Room of National  
Institute of Technology, Kurukshetra.**

**PRESENT :**

Prof. Bhushan Lall Dhoopar,  
Hon'ble Chairman, Board of Governors  
& Chairman, Finance Committee,  
NIT, Kurukshetra  
1134, Sector -28,  
Faridabad-121008(Haryana)

**Chairman**

Sh. R.C. Gaba,  
Assistant Financial Adviser,  
Representative of Director,  
(Integrated Finance Division)  
Government of India,  
Ministry of Human Resource Development,  
Shastri Bhawan, New Delhi.

**Member**

Dr. N.P. Mehta,  
Director,  
National Institute of Technology,  
Kurukshetra.

**Director-Member**

Sh. R.P. S. Lohchab  
Registrar  
National Institute of Technology,  
Kurukshetra

**Member-Secretary**

Sh. Chander Singh, IAS, the Financial Commissioner & Principal-Secretary to Government of Haryana, Finance Department or his representative, Sh. Dharam Vir, IAS, Financial Commissioner & Principal – Secretary to Government of Haryana, Technical Education Department, Prof. R.S. Sirohi, Director, IIT, New Delhi and Dr. G.L. Jambulkar, Deputy Education Adviser, Government of India, Ministry of Human Resource Development, New Delhi could not attend the Finance Committee meeting.

The Director-Member welcomed the Hon'ble Chairman, the Board of Governors & Finance Committee and the other members of the Finance Committee and the Registrar, Member-Secretary, took up the agenda items one by one.

The Finance Committee made recommendations/took decisions as under:-

**Item 2.1 To confirm minutes of 1st meeting of the Finance Committee, National Institute of Technology, Kurukshetra held on 8.11.2002.**

The minutes of the 1<sup>st</sup> meeting of the Finance Committee, National Institute of Technology, Kurukshetra held on 8.11.2002 were confirmed.

**Item 2.2 To note follow up action taken on the minutes of 1<sup>st</sup> meeting of the Finance Committee held on 8.11.2002.**

The Finance Committee noted that minutes of 1<sup>st</sup> meeting of the Finance Committee of National Institute of Technology, Kurukshetra held on 8.11.2002 have been ratified by the Board of Governors in their 2<sup>nd</sup> meeting held on 19.4.2003 and accordingly follow up action will be reported to the Finance Committee in its next meeting.

**Item 2.3 To note follow up action taken on minutes of 90<sup>th</sup> meeting of the Finance Committee held on 20.5.2002.**

The Finance Committee noted action taken by the Institute on the minutes of 90<sup>th</sup> meeting of the Finance Committee held on 20.5.2002.

**Item 2.4 To consider and approve Annual Accounts of National Institute of Technology, Kurukshetra for the year 2002-2003.**

The Finance Committee noted that Annual Accounts of the Institute for the year 2002-2003 have already been got approved from the Chairman, Board of Governors of the Institute as the same were urgently required to be handed over to the audit party which conducted the audit of the Institute for the year 2002-2003 in the month of June, 2003.

The Finance Committee recommended to the Board that action taken by the Chairman, Board of Governors be ratified.

**Item 2.5 To consider the rate of interest on CPF balances of the subscribers for the period from 1.4.2003 to 31.3.2004.**

The Finance Committee recommended to the Board of Governors that employees of NIT, Kurukshetra be paid interest on their CPF balances @ 8% per annum for the period from 1.4.2003 to 31.3.2004.

RP

**Item 2.6 To consider reimbursement of medical expenses to the staff members of National Institute of Technology, Kurukshetra.**

The Finance Committee recommended to the Board of Governors that reimbursement of medical expenses be made to the Institute employees as under and as per details furnished in the agenda item 2.6 after adjusting advance already allowed to the employees against their medical expenses:-

Sr. No.	Name of the employee & Designation S/Shri	Amount to be reimbursed Rs.
1.	Nand Kishore, Ex-Chowkidar	87,817-50
2.	Maya Ram, Estate Officer	1,77,021-00
3.	RPS Lohchab, Registrar	1,87,939-95
4.	S K Gupta, Foreman	1,19,683-95

**Item 2.7 To consider increase the limit of late fee fine.**

The Finance Committee recommended to the Board of Governors that late fee fine from the students be charged @ Rs.50/- per week for first four weeks and Rs. 100/- per week thereafter subject to a maximum of Rs. 500/- as mentioned in the agenda item 2.7. The Finance Committee further suggested that the amount so collected on account of late fee fine be utilized for the welfare of the students.

**Item 2.8 To consider payment of contribution for Central Coordination Cell cum Guest House for NITs in New Delhi.**

The Finance Committee recommended to the Board of Governors that a sum of Rs. 1.00 lac be paid to the Central Coordination Cell cum Guest House for NITs out of College Development Fund (Consultancy) as proposed in the agenda item 2.8.

**Item 2.9 To consider enhancement in fee and miscellaneous expenses to the Counsel in Hon'ble Supreme Court of India, New Delhi.**

The Finance Committee considered the enhancement in fee and miscellaneous expenses to the Counsels and recommended to the Board of Governors that fee of the Institute Consels be enhanced as under:

- |    |   |   |
|----|---|---|
| a) | Fee of the standing consels at Hon'ble court at Kurukshetra per case                      | Rs. 1500 + Rs.300/- as misc. expenses.    |
| b) | Fee to the standing consels at Hon'ble Punjab and Haryana High Court, Chandigarh per case | Rs. 4000/- + Rs. 700/- as misc. expenses. |
| c) | Fee to the standing consels at Hon'ble Supreme Court of India per case                    | Rs. 8000/- + Rs. 500/- as misc. expenses. |

**Item 2.10 To note recovery from Sh. Narain Singh, Ex-Clerk at the time of retirement due to legal case.**

The Finance Committee notes as under:

- (i) Sh. Narain Singh, Clerk raised some anomaly on the issue of implementation on Assured Career Progression and filed writ petition No. 16825 of 2001 alongwith others titled as Sh. Bhim Chand & Others verses State of Haryana & Others in the Hon'ble Punjab & Haryana High Court.
- (ii) The issue was decided in favour of the petitioners by the Hon'ble High court and in compliance sh. Narain Singh was paid arrears on account of ACP.
- (iii) Subsequently the Govt. of Haryana, one of the Defendants, filed SLP in Hon'ble Supreme Court of India against the decision of Hon'ble Punjab & Haryana High Court in the said petition no. 16825 of 2001.
- (iv) In the mean time, Sh. Narain Singh retired from the services of the Institute on superannuation on 30.4.2003.
- (v) The Institute has retained a sum of Rs. 50,000/-out of payable amount out of leave encashment of Sh. Narain Singh to effect recovery of the arrears paid to him in compliance with the decision of the Hon'ble High Court. The balance amount of leave encashment after a retaining the above said amount has already been released to Sh. Narain singh.

**Item 2.11 To note declaration made by Govt. of India to make National Institute of Technology, Kurukshetra as fully funded Institute of Govt. of India.**

The Finance Committee noted comments send by the Finance Department, Government of Haryana on the Finance Committee agenda item 2.11 vide their memo No. 59-A/6/02-3-FD-II/2579 dated 12.6.2003.

The Finance Committee also noted the declaration made by Govt. of India to make NIT, Kurukshetra as fully funded Institute of Central Government from the financial year 2003-2004.

The Finance Committee further noted that deficit against the State Government amounting to Rs. 26.32 lac as on 1.4.2002 has been wiped off by Transferring the said amount out of College Development Fund(students) as per past practice.

The Finance Committee noted with appreciation that there is no deficit against the State Government as on 31.3.2003 and there is a surplus balance of Rs. 3.07 lac against the Central Government on the said date.

**Item 2.12 To note the position of research schemes/projects sanctioned to the Principal-Investigators.**

The Finance Committee noted the latest position of Research Schemes/Projects as per details mentioned in the agenda item 2.12.

**Item 2.13 To consider the revised budget estimates for 2003-2004 and original budget estimates for 2004-2005 for undergraduate courses.**

The Finance Committee recommended to the Board that revised budget estimates for the year 2003-2004 and original budget estimates for the year 2004-2005 for the undergraduate courses amounting to Rs. 970.61 lacs and 1020.84 lacs respectively be approved as per details furnished in the agenda item 2.13.

Further, Sh. R.C. Gaba (Representative of the Integrated Finance Division) intimated that salary of the non-teaching staff should be frozen at the level of the year 2000-2001.

**Item 2.14 To consider the revised budget estimated for 2003-2004 and original budget estimates for 2004-2005 for postgraduate courses.**

The Finance Committee recommended to the Board that revised budget estimates for the year 2003-2004 and original budget estimates for the year 2004-2005 for the postgraduate courses amounting to Rs. 156.27 lacs and Rs. 170.65 lacs respectively be approved as per details furnished in the agenda item 2.14.

**Item 2.15 To consider reimbursement of medical expenses to the staff members of National Institute of Technology, Kurukshetra**

The finance Committee recommended to the Board that reimbursement of medical expenses amounting to Rs. 1,76,472/- and Rs. 1,69,062/- be made to Mrs. Pratibha Aggarwal, Lecturer in Civil Engg. Deptt. and Sh. N.K. Malhotra, Asstt. in Estate Section as per details furnished in the agenda item 2.15 after adjusting advance allowed, if any, to the employees.

**Item 2.16 To consider making payment of local journey to the Institute employees deputed for official work**

The Finance Committee noted that employees of the Institute are some time deputed to make urgent purchases in emergency/urgency from the local market and they use their own vehicles.

The Finance Committee recommended to the Board that such employees be paid @ Rs. 2/- per km subject to maximum of Rs. 150/- per month in each case for the local journey undertaken within a radius of 10 km of the Institute.

RM

**Item 2.17 To note outstanding audit objections appearing in the Inspection Report for the period from 1997-98 to 2001-2002**

The Finance Committee noted the agenda

- i) Twelve outstanding audit paras appearing in the inspection report for the year 1997-98 to 2001-2002 have been got settled by the Institute.
- ii) There is no outstanding audit para prior to 2000-2001.
- iii) Only five audit paras are still outstanding as per details furnished in annex with the agenda items.

The Finance Committee desired that vigorous efforts should be made by the Institute to get the remaining outstanding audit paras dropped.

**Item 2.18 To review the case of realization of penal rent from Sh. Balbir Singh from 12.7.88 to 21.2.1991**

The Finance Committee reviewed the issue relating to realization of penal rent from Sh. Balbir Singh and decided that decision already taken by the Finance Committee in its 1st meeting held on 8.11.2002 stands.

In future occupants of the Institute accommodation/employees should be made responsible to square up the matter relating to penal rent with the Institute as per House allotment rules of the Institute while on deputation or any kind of leave. The Institute should not at all involve with the outside agencies/foreign employers.

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



**(R P S LOHCHAB)**  
**REGISTRAR & MEMBER-SECRETARY**

Item 4.6 To note grant of Non-Productivity Linked Bonus (Ad-hoc Bonus) to non-teaching employees of the Institute for the year 2002-03 on the pattern of Central Government.

The Board of Governors of the Regional Engineering College, Kurukshetra in their 87<sup>th</sup> meeting held on 2.9.1996 approved the following recommendations of the Finance Committee of the Institute:-

"The Finance Committee noted that the Principal of the College is already authorized in anticipation of the Board's approval, to release DA/ADA to the College employees strictly in accordance with the Haryana Government Notification issued from time to time.

"The Finance Committee recommended to the Board that the Principal be also authorized, in anticipation of the Board's approval to grant interim relief, bonus, Higher Standard Pay Scale, modified Pay Scales, Medical Allowance, TA and other facilities (except pay Revision) to all teaching and non-teaching employees of the College on the State Government pattern, subject to availability of funds in the College Budget. These facilities may be granted only if the same are admissible to the College employees and only after State Government have issued orders for extending these facilities to its Employees."

To be reviewed  
by the Board  
if it is old

The Government of India, Ministry of Human Resource Development, Department of Secondary and Higher Education, New Delhi vide Office Memorandum No.F.20-41/2003-TS.III, dated 23<sup>rd</sup> October, 2003 (copy enclosed as Appendix V on pages 36 to 41) sanctioned 30 days emoluments as Non-PLB bonus for the accounting year 2002-03 with the condition that only those employees who were in service on 31.3.2003 and have rendered atleast six months of continuous service during the year 2002-03 will be eligible for payment on Central Government pattern.

The Institute has allowed payment of Non-PLB (ad-hoc-bonus) to the Class C and D groups employees of the Institute strictly in accordance with the above Office Memorandum of the MHRD.

The Board of Governors may note.



No.F.20-44/2003-TS-III

Government of India

Ministry of Human Resource Development  
Department of Secondary & Higher Education

New Delhi  
October 23, 2003

**OFFICE MEMORANDUM**

**Subject:- Grant of Non-Productivity Linked Bonus [Non-PLB] (Ad-Hoc Bonus) to Central Government Employees for the year 2002-2003- Extension of orders to Autonomous Bodies including the employees of the National Institutes of Technology (NITs).**

\*\*\*\*\*

Ministry of Finance has issued order vide OM No.14(5)/E.Coord I/2002 dated 7<sup>th</sup> October 2003 granting **30 days emoluments** as Non-PLB bonus for the accounting year 2002-2003 for employees of autonomous bodies partly or fully funded by the Central Government which (i) follow the pattern of emoluments identical to that of the Central Government and (ii) do not have any bonus or ex-gratia or incentive scheme in operation.

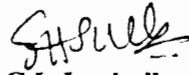
It has now been decided to extend this benefit to the employees of all NITs subject to the following terms & conditions:

- (i) Only those employees who were in service on 31.3.2003 and have rendered at least six months of continuous service during the year 2002-2003 will be eligible for payment under these orders. Pro-rate payment will be admissible to the eligible employees for period of continuous service during the year from six months to a full year, the eligibility period being taken in terms of number of months of service (rounded to the nearest number of months).
- (ii) The quantum of Non-PLB (ad-hoc bonus) will be worked out on the basis of average emoluments/calculation ceiling whichever is lower. To calculate Non-PLB (Ad-hoc bonus) for one day, the average emoluments in a year will be divided by 30.4 (average number of days in a month). This will thereafter be multiplied by the number of days of bonus granted. To illustrate, taking the calculation ceiling of Rs.2500 (where actual average emoluments exceed Rs.2500), Non-PLB (Ad-hoc bonus) for thirty days would work out to  $\text{Rs.}2500 \times 30 / 30.4 = \text{Rs.}2467.10$  (rounded off to Rs.2467/-)
- (iii) The casual labour who have worked in offices following 6 day week for at least 240 days for each year for 3 years or more (206 days in each year for 3 years or more in the case of offices observing 5 day week), will be eligible for this Non-PLB (Ad-hoc Bonus) payment. The amount of non-PLB (ad-hoc bonus) payable will be

(Rs.1200x30/30.4 i.e. Rs.1184.21 (rounded off to Rs.1184/-). In case where the actual emoluments fall below Rs.1200/- p.m., the amount will be calculated on actual monthly emoluments.

- (iv) All payments under these orders will be rounded off to the nearest rupee.
- (v) The clarificatory orders issued vide Ministry of Finance OM No.F.14(10)-E.Coord/88 dated 4.10.1988, as amended from time to time, would hold good.
- (vi) The expenditure on non-PLB (ad-hoc bonus) should be met from within the existing budgetary provisions of the respective organizations.

A copy of the aforesaid Office Memorandum is enclosed for information and guidance.

  
(Dr. G L Jambulkar)  
Deputy Educational Adviser  
Tel: 2338-4276

To

1.The Directors of all NITs

*Copy forwarded for information to:-*

- 1. Chairmen of BOGs of all NITs.
- 2. Accountant-Generals (AGs) of all States/UTs
- 3. IFD
- 4. All Divisional Heads in the Bureau of Technical Education
- 5. Guard File

NO.14(5)/E.Coord I/2002  
Government of India  
Ministry of Finance  
Department of Expenditure

New Delhi, the 7<sup>th</sup> October, 2003

**OFFICE MEMORANDUM**

Subject:- Grant of Non-PLB (ad-hoc bonus) to Central Government Employees for the year 2002-2003 - Extension of orders to Autonomous Bodies.

Orders have been issued vide this Ministry's Office Memorandum No.14[6]-E.Coord I/2003 dated 29.9.2003 authorizing 30 days emoluments as Non-PLB (ad-hoc bonus) for the accounting year 2002-2003 to the Central Government employees not covered by the Productivity Linked Bonus Schemes. The undersigned is directed to say that it has now been decided that the Non-PLB (ad-hoc bonus) so admissible subject to the terms and conditions laid down in the aforesaid orders, may be extended to the employees of autonomous bodies, partly or fully funded by the Central Government which (i) follow the pattern of emoluments identical to that of the Central Government and (ii) do not have any bonus or ex-gratia or incentive scheme in operation.

2. In case of doubt as to the operation of these orders, the clarificatory orders circulated vide this Ministry's O.M. No. 14(10)-E.Coord/88, dated 4.10.88, as amended from time to time, may be kept in view mutatis mutandis.

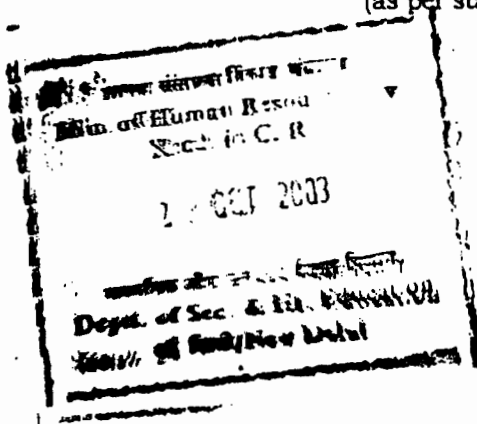
3. Any request for funding by the Government to meet the liability on account of Non-PLB (ad-hoc bonus) in respect of various organizations would not be considered by the Ministries concerned having regard to the stipulation of aforesaid O.M. dated 29.9.2003 that the expenditure on Non-PLB (ad-hoc bonus) should be met from within the existing budgetary provisions of the respective organizations. While the Autonomous Bodies not funded by the Central Government may also adopt these orders in respect of their employees, no liability for funding will in any case lie on the Central Government on this account.

( N.K. CHADHA )

UNDER SECRETARY TO THE GOVT. OF INDIA

To

All Ministries and Departments of the Government of India  
(as per standard distribution list)



संख्या- 14/(5)/संस्था-समन्वय I/2002

भारत सरकार  
वित्त मंत्रालय  
व्यय विभाग

नई दिल्ली, दिनांक 7 अक्टूबर, 2003


### कार्यालय ज्ञापन

**विषय:-** वर्ष 2002-2003 के लिए केन्द्रीय सरकारी कर्मचारियों को उत्पादकता असंबद्ध बोनस (तदर्थ बोनस) की मंजूरी आदेशों को स्वायत्तशासी निकायों के लिए लागू करना।

इस मंत्रालय के दिनांक 29.09.2003 के कार्यालय ज्ञापन सं. 14(6)संस्था समन्वय (I)/2003 द्वारा ऐसे केन्द्रीय सरकारी कर्मचारियों को, जो उत्पादकता से जुड़ी बोनस (पी.एल.बी.) स्कीम के अंतर्गत नहीं आते, लेखा वर्ष 2002-2003 के लिए 30 दिनों की परिलब्धियां उत्पादकता असंबद्ध बोनस (तदर्थ बोनस) के रूप में प्राधिकृत करने के आदेश जारी किए गए हैं। मुझे यह कहने का निदेश हुआ है कि अब यह निर्णय लिया गया है कि उपर्युक्त आदेशों में निर्धारित शर्तों के अधीन यथास्वीकार्य उत्पादकता असंबद्ध बोनस (तदर्थ बोनस) ऐसे स्वायत्तशासी निकायों के कर्मचारियों को भी दिया जाए जिनका वित्त-पोषण अंशतः अथवा पूर्णतः केन्द्र सरकार द्वारा किया जाता है और जो (i) केन्द्र सरकार के समान परिलब्धियों की पद्धति का अनुसरण करते हैं और (ii) जहां अन्य कोई बोनस या अनुग्रहपूर्वक राशि या प्रोत्साहन स्कीम प्रचालन में नहीं है।

2. इन आदेशों के प्रचालन के संबंध में कोई संदेह होने के मामले में इस मंत्रालय के समय-समय पर यथा-संशोधित दिनांक 04.10.1988 के का.ज्ञा.सं.एफ-4(10)/संस्था समन्वय/88 द्वारा परिचालित किए गए स्पष्टीकरण आदेशों को आवश्यक परिवर्तनों सहित ध्यान में रखा जाए।

3. विभिन्न संगठनों के संबंध में उत्पादकता असंबद्ध बोनस (तदर्थ बोनस) के कारण दायित्व की पूर्ति करने के लिए सरकार द्वारा वित्त पोषण किए जाने संबंधी किसी भी अनुरोध पर संबंधित मंत्रालयों द्वारा 29.09.2003 के कार्यालय ज्ञापन में दी गई शर्तों को ध्यान में रखते हुए विचार नहीं किया जाएगा। उत्पादकता असंबद्ध बोनस (तदर्थ बोनस) संबंधी व्यय को संबंधित संगठनों को अपने-अपने वर्तमान बजटीय प्रावधानों में से पूरा करना चाहिए। यदि ऐसे स्वायत्तशासी निकाय भी, जिनका वित्त-पोषण केन्द्र सरकार द्वारा नहीं किया जाता है, इन आदेशों को अपने कर्मचारियों के संबंध में भी लागू करते हैं तो इसके लिए वित्त-पोषण का कोई भी दायित्व किसी भी स्थिति में केन्द्र सरकार पर नहीं होगा।

  
(एन.के. चड्ढा)

अवर सचिव, भारत सरकार

सेवा में,

भारत सरकार के सभी मंत्रालय और विभाग (मानक वितरण सूची के अनुसार)।

(चन्दन)

NO.14(6)-E.Coord.1/2003  
Government of India  
Ministry of Finance & Company Affairs  
Department of Expenditure  
\*\*\*\*\*

New Delhi: the 29<sup>th</sup>, September, 2003

**OFFICE MEMORANDUM**

**Subject:- Grant of Non-Productivity Linked Bonus (Ad-Hoc bonus) to the Central Government Employees for the year 2002-2003.**  
\*\*\*\*\*

The undersigned is directed to convey the sanction of the President to the grant of Non-Productivity Linked Bonus (Ad-Hoc Bonus) equivalent to 30 days emoluments for the accounting year 2002-2003 to the Central Government employees in Group C and D and all non-gazetted employees in Group B, who are not covered by any Productivity Linked Bonus Scheme. The calculation ceiling of Rs.2500/- will remain unchanged. The payment will also be admissible to the Central Police and Para-military Personnel and personnel of Armed Forces. The orders will be deemed to be extended to the employees of Union Territory Administration, which will follow the Central Government pattern of emoluments and are not covered by any other bonus or ex-gratia scheme.

2. The benefit will be admissible subject to the following terms and conditions:-
  - (i) Only those employees who were in service on 31.3.2003 and have rendered at least six months of continuous service during the year 2002-2003 will be eligible for payment under these orders. Pro-rata payment will be admissible to the eligible employees for period of continuous service during the year from six months to a full year, the eligibility period being taken in terms of number of months of service (rounded to the nearest number of months).
  - (ii) The quantum of Non-PLB (ad-hoc bonus) will be worked out on the basis of average emoluments/calculation ceiling whichever is lower. To calculate Non-PLB (Ad-hoc bonus) for one day, the average emoluments in a year will be divided by 30.4 (average number of days in a month). This will thereafter be multiplied by the number of days of bonus granted. To illustrate, taking the calculation ceiling of Rs.2500 (where actual average emoluments exceed Rs.2500), Non-PLB (Ad-hoc bonus) for thirty days would work out to Rs.2500x30/30.4= Rs.2467.10 (rounded off to Rs.2467/-)
  - (iii) The casual labour who have worked in offices following 6 day week for at least 240 days for each year for 3 years or more (206 days in each year for 3 years or more in the case of offices observing 5 day week), will be eligible for this Non-PLB (Ad-hoc Bonus) payment. The amount of non-PLB (ad-hoc bonus) payable will be (Rs.1200x30/30.4 i.e. Rs.1184.21 (rounded off to Rs.1184/-). In cases where the actual emoluments fall below Rs.1200/- p.m., the amount will be calculated on actual monthly emoluments.
  - (iv) All payments under these orders will be rounded off to the nearest rupee.
  - (v) The clarificatory orders issued vide this Ministry's OM No.F.14(10)-E.Coord/88 dated 4.10.1988, as amended from time to time, would hold good.
3. The payment under these orders will be chargeable to the sub-head 'Salaries' in the relevant demand for grant of the organisation concerned.

4. The expenditure incurred on account of Non-PLB (Ad-Hoc Bonus) is to met from within the sanctioned budget provision of concerned Ministries/Departments for the current year.

5. In so far as the persons serving in the Indian Audit and Accounts Department are concernd, these orders are issued in consultation with the Comptroller and Auditor General of India.



(N.K. CHADHA)

UNDER SECRETARY TO THE GOVT. OF INDIA

To,

All Ministries/Departments of the Government of India as per standard list etc.

Copy (with usual no. of spare copies) forwarded to C&AG, UPSC etc. as per standard list.

Item 4.7 To note grant of Dearness Allowance to the employees of the Institute with effect from 1.7.2003 as applicable to the employees of the Central Government

The Board of Governors of the RECK in their meeting held on 14.7.1982 resolved as under : -

*Substitute  
a clause*

"Resolved that the Principal be authorized to release Dearness Allowance/Additional Dearness Allowance installments to the employees of the College strictly in accordance with the Haryana Government issued from time to time to this effect and to report the matter to the Board subsequently".

The Government of India, Ministry of Human Resource Development, Department of Secondary and Higher Education, New Delhi vide Office Memorandum No.F.20-18/2003-TS.III, dated 6<sup>th</sup> October, 2003 has sanctioned Dearness Allowance to its employees of NITs. w.e.f. 1.7.2003. The Office Memorandum is enclosed as Appendix VI pages 43 to -).

The Institute has allowed payment of Dearness Allowance to the employees of the Institute strictly in accordance with the above Office Memorandum of the Ministry with effect from 1.7.2003.

The Board of Governors may note.

*OK*

राष्ट्रीय प्रौद्योगिकी संस्थान  
(शांति विश्वविद्यालय)

फ़ोन-136119

पंजीकरण संख्या 13/0-03  
दिनांक

No.F.20-18/2003-TS-III

Government of India

Ministry of Human Resource Development  
Department of Secondary & Higher Education

New Delhi  
October 6, 2003

### OFFICE MEMORANDUM

**Subject:- Payment of Dearness Allowance (DA) to the employees of the National Institutes of Technology (NITs) as applicable to the employees of the Central Government.**

\*\*\*\*\*

Consequent upon conversion of all the seventeen Regional Engineering Colleges (RECs) located at Allahabad, Bhopal, Calicut, Durgapur, Hamirpur, Jaipur, Jalandhar, Jamshedpur, Kurukshetra, Nagpur, Rourkela, Silchar, Srinagar, Surat, Surathkal, Tiruchirappalli and Warangal as National Institutes of Technology (NITs) with **deemed university** status and their take over as fully funded Institutions of the Central Government, it has now been decided with the approval of the competent authority that DA rate as applicable to other Central Government employees shall be made applicable to the employees of the NITs w.e.f. 01-07-2003. Accordingly, the rate of DA for all the employees of NITs shall be **59% of their basic pay w.e.f. 1-7-2003** as per order issued vide **OM No. 1(6)/2003-E.II(B)/654 dated 5<sup>th</sup> September 2003** by the Ministry of Finance (Department of Expenditure), Government of India. Rate of DA prior to 1-7-2003 shall be regulated in accordance with the DA orders issued by the respective State Governments from time to time in respect of their employees.

(Dr. G L Jambulkar)

Deputy Educational Adviser

Tel: 2338-4276

To

1. The Directors of all NITs



Item 4.8 To note action taken by the Director in granting interest free Festival Advance during the financial year 2003-04 to Class III & IV employees of the Institute.

The Institute used to grant festival advance to the Class III & IV employees on the pattern of Kurukshetra University, Kurukshetra every year.

The Institute has granted festival advance (interest free loan) amounting to Rs. 800/- only to each Class III & IV employees of the Institute during the year 2003-04 as per past practice. This amount is recoverable within the current financial year.

The Board of Governors may note the action taken by the Director.

GAI/5182/

Item 4.9 To note action taken by the Director in nominating one Professor and one Assistant Professor of the National Institute of Technology, Kurukshetra to serve on its Board of Governors.

The Board of Governors of REC (now NIT) Kurukshetra in its 86<sup>th</sup> meeting held on 23.1.1996 decided as under:-

“The Board authorized the Principal to nominate faculty members on the Board of Governors, in anticipation of the approval of the Chairman, Board of Governors, as per College Bye-Laws/Rules. The matter may be reported to the Board of Governors in its next meeting for confirmation.”

As per new MOA and Rules of the National Institute of Technology (Decmed University), Kurukshetra, the Board of Governors of the Institute shall include one Professor and one Assistant Professor of the Institute by rotation. The faculty members are nominated on the basis of seniority for a period of one year.

The Board noted action taken in their 3<sup>rd</sup> meeting held on 6.10.2003 by the Director in nominating faculty members to serve as members on the Board as under:-

- |     |   |   |
|-----|---|---|
| (1) | Dr. R K Arora,<br>Professor,<br>Elect. Engineering Department,<br>NIT, Kurukshetra.       | 1.9.2003 to 31.1.2004.<br>Dr. R K Arora is retiring on<br>31.1.2004 after attaining the<br>age of superannuation (60 yrs.)      |
| (2) | Dr. V K Aggarwal,<br>Assistant Professor,<br>Mathematics Department,<br>NIT, Kurukshetra. | 1.9.2003 to 30.11.2003.<br>Dr. V K Aggarwal is retiring on<br>30.11.2003 after attaining the<br>age of superannuation (60 yrs.) |

As per latest instructions of the Govt. of India vide Office Memo No. F.20-11/2003-TS.III dated 12.11.2003 adopted by the Board, the faculty (teaching staff) of all NITs shall henceforth be allowed to serve up to the age of 62 years. Accordingly, Dr. R K Arora and Dr. V K Aggarwal will serve the Institution for another two years. They have, therefore, been nominated by the Director to continue members on the Board for a period of one year i.e. 1.9.2003 to 31.8.2004.

The Board may note.

Item 4.10 To note the enhancement of uniform/washing allowance from Rs. 85/- P.M. to Rs. 100/- P.M. to all Class IV employees.

The Haryana Govt. vide letter No. 9/4/88-2 PS dated 30.7.2003 (copy enclosed as Appendix VII page 47) has enhanced the uniform/washing allowance from Rs. 85/- P.M. (Rupees eighty five only) to Rs. 100/- P.M. (Rupees one hundred only) with immediate effect i.e. 30.7.2003 for all Class-IV employees.

The Non-teaching employees of the Institute are being governed by the rules/instructions of Haryana Government till the new service conditions on the Central Govt. take effect. Hence the Class-IV employees of the Institute have been allowed the above facility on the State Govt. pattern.

The Board may note.

GAIH/3025/

Copy of letter No.9/4/88-2 PS dated 30.7.2003 from the Financial Commissioner & Principal Secretary to Govt. Haryana, Printing & Stationery Department to all the Heads of Departments,

Subject : Revision of rate of uniform/washing allowance of all Class-IV employees.

Sir,

I am directed to invite your kind attention to the Govt. instructions issued vide circular letter No.9/4/88-2 PS, dated 15.3.96 on the subject noted above and to say that after careful consideration Government has decided to enhance the uniform/washing allowance of all Class-IV employees from Rs.85/-P.M.(Rs. Eighty five only) to Rs.100/-(Rs.One hundred only) with immediate effect.

This is issued with the concurrence of the Finance Department conveyed vide their U.O.No.3/28/81-3 FGI/2273, dt. 30.7.88.

DIRECTORATE OF AGRICULTURE HARYANA

Endst.No. 20901-20902 Estt.3(2)

Dated : 25/8/03

A copy is forwarded to :-

1. All-Officers/All Dy. Supdt. Directorate of Agri. Haryana
  2. All Sub-Offices in Agri. Deptt. Haryana
- for information and necessary action.

*[Signature]*  
Supdt. (E.III)

for Director of Agri. Haryana.



EC-I  
1/4/25/8/03

Item 4.11 To approve Annual Report and Audit Report of the  
Institute for the year 2002-2003.

As per the instructions of the Government of India, Ministry of Human Resource Development, Department of Secondary and Higher Education, New Delhi, Annual Report alongwith Audit Report and Annual Accounts of the Institute for the year 2002-03 duly certified by the Accountant General (Audit), Haryana are required to be sent to the Ministry duly approved by the Board of Governors for laying the same before the Parliament.

Copy of Annual Report for the year 2002-2003 alongwith Audit Report and Annual Accounts duly certified by the Accountant General (Audit), Haryana is placed as Annexure to item No. 4.11 of the main Agenda for perusal.

The Government of India, Ministry of Human Resource Development, Department of Secondary and Higher Education, New Delhi vide letter No. F.18-27/2003-TS-III, dated November 6, 2003 have sent a revised format for submission of Annual Reports of NITs which is also placed below as appendix - VIII, Pages, 49- 52 for consideration.

The Board may consider and approve and Annual Report and Audit Report of the Institute for the year 2002-2003 and the revised format of the Annual Report for the future preparation of the Annual Reports.

*Certain jobs should be phased out  
to contain manpower*

*For carrying out PG*

Registered

MOST IMMEDIATE

No.F.18-27/2003-TS-III  
Government of India  
Ministry of Human Resource Development  
Department of Secondary & Higher Education

\*\*\*\*\*

New Delhi, the November 06, 2003

To,

Directors of All NITs

राष्ट्रीय प्रौद्योगिकी संस्थान

(मानव विज्ञान विभाग)

फ़ोन-136119. ११११

पंजीकरण संख्या

दिनांक

Subject: Format for Submission of Annual Reports of NITs-reg.

Sir,

It has been noticed that the Annual Report of NITs have not been properly compiled. In consonance with the information requirements and proper presentation of the Annual Reports pertaining to NITs, the format of Annual Reports has been revised.

A set of revised format contents of Annual reports, which is standardised, and to be used for all NITs in future is enclosed.

It is requested that henceforth all NITs shall prepare the Annual Reports in the format/contents enclosed.

This issues with the approval of competent authority.

Yours faithfully,

*G.L. Jambhulkar*

(Dr. G.L. Jambhulkar)

Deputy Educational Adviser (NIT),

Tel: 23384276

Contents for the preparation of Annual report Of NITs

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  - 9.4 Laboratories
  - 9.5 Hospital, Post Office, Shopping Centre
  - 9.6 Physical Facilities
  - 9.7 Games & Sports Facilities
  - 9.8 Other Facilities like. Hostels, Messes, Staff Quarters, Administration etc.



**10.0            NOTABLE ACHIEVEMENTS**

- 10.1            Past Achievements**
- 10.2            Achievements took place during the Years**

**10.0            ANNEXURES**

- 11.1            Institute's Council**
- 11.2            Board of Governors**
- 11.3            Finance, Building and Works and other  
Committees**
- 11.4            Research Projects and Consultation Jobs**
- 11.5            Faculty Position**
- 11.6            Administrative and other Staff**
- 11.7            Staff Members deputed /Sponsored for  
Training, Learning**
- 11.8            Courses and Admissions**
- 11.9            Scholarships and Awards**
- 11.10           Training and Placement Statistics**
- 11.11           Finance and Accounts details**

Item: 4.12 To consider and adopt the Service Conditions of the Employees of Regional Engineering College, Kurukshetra upon their conversion as National Institute of Technology, Kurukshetra with Deemed University Status.

The Government of India, Ministry of Human Resource Development, Department of Secondary and Higher Education, New Delhi vide notification No.F.35-1/2002-TS.III, dated 14<sup>th</sup> May, 2003 (Copy enclosed as Appendix IX on pages 55 to 56) took over the full administrative and financial control of all the NITs, stating therein that the terms and conditions governing the Institutions and their employees would be issued separately.

Now the Government of India, Ministry of Human Resource Development, Department of Secondary and Higher Education, New Delhi vide letters Nos. F.20-46/2003-TS.III, dated November 9, 2003 and F.20-11/2003-TS.III, dated November 12, 2003 have issued the Service conditions of the employees of Regional Engineering Colleges upon their conversion as National Institute of Technology (NITs) with Deemed University Status on the following issues. The letters are placed below for perusal as appendix - X pages 57 to 61.

1. Period of probation on recruitment.
2. Leave Rules
3. Conduct and Disciplinary Rules
4. Medical Rules
5. Travelling Allowances & Duty Allowance
6. Leave Travel Concession
7. Performance Assessment System
8. Career Advancement Scheme(CAS)
9. Assured Career Progression(ACP)
10. Working Days
11. Holidays

*note*

12. Provision of Screening at the age of 58 years with composition of the Screening Committee and Schedule of Screening in respect of Non-teaching staff.

As per instructions issued by the Ministry in the above mentioned letters, the above provisions shall be effective after the necessary adoption by the Board of Governors.

The Board may consider and adopt the above service conditions as conveyed by the Ministry in respect of Teaching and Non-teaching staff members so that the same may be implemented in the Institute.

(TO BE PUBLISHED IN PART-I SECTION-I OF GAZETTE OF INDIA)

No.F.35-1/2002-TS.III  
Government of India  
Ministry of Human Resource Development  
Department of Secondary & Higher Education  
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राष्ट्रीय प्रौद्योगिकी संस्था

कुरुक्षेत्र-136119

(मानित विश्वविद्यालय)

पंजीकरण संख्या

दिनांक 19.5.2003

Shastri Bhawan, New Delhi  
the, 14<sup>th</sup> May, 2003

NOTIFICATION

The question of take-over the control of 14 National Institute of Technology and 3 Regional Engineering Colleges in the country, which were under the joint control of Central Government and State Governments, has been engaging attention of the Central Government for quite some time. After detailed consideration & examination of all aspects, the Central Government has decided to take-over total control of the following 14 National Institute of Technology and 3 Regional Engineering Colleges:-

- (i) Moti Lal Nehru National Institute of Technology, Allahabad.
- (ii) Maulana Azad National Institute of Technology, Bhopal
- (iii) National Institute of Technology, Calicut
- (iv) National Institute of Technology, Hamirpur
- (v) Malaviya National Institute of Technology, Jaipur
- (vi) Dr. B.R. Ambedkar National Institute of Technology, Jalandhar
- (vii) National Institute of Technology, Jamshedpur
- (viii) National Institute of Technology, Kurukshetra
- (ix) Visvesvaraya National Institute of Technology, Nagpur
- (x) National Institute of Technology, Rourkela
- (xi) National Institute of Technology, Silchar
- (xii) Sardar Vallabhbhai National Institute of Technology, Surat
- (xiii) National Institute of Technology Karnataka, Surathkal
- (xiv) National Institute of Technology, Warangal
- (xv) Regional Engineering College, Durgapur
- (xvi) Regional Engineering College, Srinagar
- (xvii) Regional Engineering College, Tiruchirappalli

2. Accordingly, the Central Government hereby takes-over the full administrative and financial control of the above Institutions with immediate effects. The Plan and Non-Plan expenditure of the above National Institutes of Technology and Regional Engineering Colleges would be borne entirely by the Central Government from the Financial Year 2003-2004 onwards.

-: 2 :-

3. The Terms and Conditions governing the Institutions and their employees should be issued separately.

(V.S. Pandey)

Joint Secretary to the Government of India

Tel: 23382298

The Manager,  
Government of India Press,  
Faridabad, Haryana (along with Hindi version)

Copy to :-

1. Secretary/Principal Secretary, Technical & Higher Education of all concerned States where NITs/RECs are located.
2. Directors, All National Institutes of Technology.
3. Principals, All Regional Engineering Colleges.
4. All Ministries/Departments of Government of India/Cabinet Secretariat.
5. All Chief Secretaries of State Governments U.Ts
6. AICTE
7. UGC
8. All Registrars of the Universities
9. Association of Indian Universities.
10. DPIO (Education)
11. IFD
12. Guard File

(V.S. Pandey)

Joint Secretary to the Government of India

No.F.20-46/2003-TS-III  
Government of India  
Ministry of Human Resource Development  
Department of Secondary & Higher Education

राष्ट्रीय प्रौद्योगिकी संस्थान  
(मानित विश्वविद्यालय)

कुलसूत्र-136119  
पंजीकरण संख्या.....  
दिनांक.....

New Delhi  
November 9, 2003

**OFFICE MEMORANDUM**

**Subject:- Service Conditions of the Employees of Regional Engineering Colleges upon their conversion as National Institutes of Technology (NITs) with deemed university status.**


\*\*\*\*\*

The Government had taken over the full administrative and financial control of all the seventeen Regional Engineering Colleges (RECs) [now converted as National Institutes of Technology with deemed university status] located at Allahabad, Bhopal, Calicut, Durgapur, Hamirpur, Jaipur, Jalandhar, Jamshedpur, Kurukshetra, Nagpur, Rourkela, Silchar, Srinagar, Surat, Surathkal, Tiruchirappalli and Warangal vide notification No. F.35-1/2002-TS-III dated 14<sup>th</sup> May 2003 and it was stated therein that the terms and conditions governing the Institutions and their employees would be issued separately. After careful consideration of various aspects of the existing rules & regulations it has been decided to introduce the following administrative measures so as to ensure uniformity in rules & regulations governing service conditions of the employees in NITs.

- (1) **Period of Probation on Recruitment:-** The period of probation of on fresh recruitment in NITs for both teaching and non-teaching employees shall be same as per practice in vogue in Indian Institute of Technology (IIT), Delhi;
- (2) **Leave Rules:-** Leave Rules including sabbatical leave for faculty in NITs shall be same as is prevalent in IIT, Delhi.
- (3) **Conduct & Disciplinary Rules:-** Conduct & Disciplinary Rules for employees of NITs shall be same as is prevalent in IIT Delhi.
- (4) **Medical Rules:-** The employees of NITs shall be entitled to reimbursement for medical attendance and treatment in the similar manner as is available to other Central Government employees under Medical Attendance Rules of the Government.
- (5) **Travelling Allowance & Daily Allowance:-** Payment of TA/DA to the employees of NITs shall be governed in the similar manner as is being regulated under Fundamental Rules (FR) & Supplementary Rules (SR) for other Central Government employees.

- (6) **Leave Travel Concession:-** The system of LTC will be same as per practice being followed in the Central Government in this regard. The existing practice of leave encashment facility being followed in some of the Institutes shall be dispensed with immediately.
- (7) **Performance Assessment System:-** The performance assessment system for the faculties of NITs shall be similar to assessment system being followed in IIT Roorkee.
- (8) **Career Advancement Scheme [CAS]:-** Separate order has already been issued vide OM No. F.20-18/2003-TS-III dated 15-09-2003 regarding implement of Career Advancement Scheme for the faculty.
- (9) **Assured Career Progression (ACP):-** The provision of the scheme of ACP issued by the Department of Personnel & Training, Govt. of India vide OM No.35034/1/97-Estt.(D) dated 9-8-1999 for employees of Central Government having no promotional avenues shall also be applicable to similarly placed employees of NITs.
- (10) **Working Days:-** NITs may adopt the practice of 5-days or 6-days week depending upon decision of its own Board of Governors subject to the stipulation of the minimum working hours as prescribed by All India Council for Technical Education (AICTE) in this regard i.e. @ 40 hrs per week.
- (11) **Holidays:-** NITs will adopt the same practices of holidays as is being observed by the IIT of the region in which the NIT is located.

**Date of effect:-** The above provisions shall be effective after necessary adoption by the respective BOGs of NITs.



(Dr. G L Jambulkar)  
Deputy Educational Adviser  
Tel: 2338-4276

To

1. The Directors of all NITs

No. No.F.20-11/2003-TS.III  
Government of India  
Ministry of Human Resource Development  
Department of Secondary & Higher Education

New Delhi  
November 12, 2003

**OFFICE MEMORANDUM**

**Subject: - Service Conditions of the Employees of Regional Engineering Colleges upon their conversion as National Institutes of Technology (NITs) with deemed university status- Retirement on Superannuation in respect of Non-Teaching Staff.**

\*\*\*\*\*

The Government had taken over the full administrative and financial control of all the seventeen Regional Engineering Colleges (RECs) [now converted as National Institutes of Technology with deemed university status] located at *Allahabad, Bhopal, Calicut, Durgapur, Hamirpur, Jaipur, Jalandhar, Jamshedpur, Kurukshetra, Nagpur, Rourkela, Silchar, Srinagar, Surat, Surathkal, Tiruchirappalli and Warangal* vide notification No. F.35-1/2002-TS-III dated 14<sup>th</sup> May 2003 and it was stated therein that the terms and conditions governing the Institutions and their employees would be issued separately.

**2. Retirement on Superannuation:** - After careful consideration of the existing provisions relating to retirement on superannuation in various NITs, it has been decided with the approval of the competent authority that henceforth the non-teaching staff of all NITs shall be allowed to serve up to the age of 60 years subject to their fulfilling the following terms & conditions.

**3. (i) Provision of Screening:** - A Screening Committee shall be constituted to assess the suitability of all non-teaching employees for their further continuation in service beyond 58 years of age.

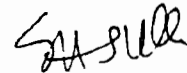
**(ii). Composition of the Screening Committee:** - The Screening Committee for the purpose shall consist of such members as form part of the Departmental Promotion Committee (DPC) constituted for regular promotion for the respective category of posts as well as one representative each from the Ministry of HRD and that of the IIT of the region in which the NIT is located. The Director and the Registrar of the Institute concerned shall remain personally responsible for the authenticity of data furnished to the Screening Committee and BOG in this regard.



(iii). **Schedule for Screening:** - To ensure timely processing of such cases for extension in the age of retirement, the meeting of the Screening Committee shall be held at least twice in a year preferably in the month of April and October every year so that all the cases of the non-teaching staff who are to complete 58 years of age in next cycle of the year are considered in the meeting. Cycle of the year for this purpose would mean that the meeting to be held in say October 2003 should consider cases pertaining to months of April 2004 to September 2004 while the meeting to be held in April 2004 are to consider cases pertaining to the months of October 2004 to March 2005 and likewise. This procedure shall be followed across all NITs including in those NITs where the existing age of retirement for non-teaching is already 60 years of age. However, such employees as have less than six months of service before their superannuation from the date of issue of this order shall be exempted from the purview of screening procedure.

4. **Consideration by BOG:** - The recommendation of the Screening Committee shall be placed before Board of Governors (BOGs) of the respective NITs which shall take a final view in this regard. Only those employees whose names are approved by the BOG shall be allowed to serve up to the age of 60 years while the remaining such employees shall retire at the age of 58 years of age.

5. **Date of Effect:** - This provision of retirement shall come into effect from the month in which it is adopted by the Board of Governors (BOGs) of the respective NITs.



(Dr. G L Jambhulkar)  
Deputy Educational Adviser  
Tel: 2338-4276

To

1. The Directors of all NITs

No.F.20-11/2003-TS-III

*Copy forwarded for information to: -*

1. Chairmen of BOGs of all NITs.
2. Registrars of all NITs
3. Accountant-Generals (AGs) of all States/UTs
4. PS to HRM./PS to MOS (HRD)
5. PS to ES / PS to AS / PS to JS (T)
6. IFD
7. All Divisional Heads in the Bureau of Technical Education
8. Guard File

  
(B K RAY)

Desk Officer

Tel: 2307-0177

Email: [nit@sb.nic.in](mailto:nit@sb.nic.in)

Item 4.13 To consider retention of accommodation of the Institute by Dr. Vinay Kumar, Ex-Professor of the Mechanical Engineering Department after retirement and withholding his final settlement of accounts by the Institute.

The Board of Governors in its 3<sup>rd</sup> meeting held on 6.10.2003 vide item No. 3.18 decided as under:-

The Board noted that Dr. Vinay Kumar Ex-Professor of the Mechanical Engineering Department who retired after attaining the age of superannuation on 31.3.2003 was allowed Extraordinary Leave w.e.f. 31.3.1999 to 31.3.2003 by the Board in the last meeting held on 19.4.2003. The Board also noted that Dr. Vinay Kumar retained accommodation at the Institute Campus during the period of his EOL and he has not even vacated the Institute accommodation till now.

The Board decided that penal rent from Dr. Vinay Kumar be charged for retaining the Institute Accommodation unauthorizedly during the period of his EOL and after retirement as per House allotment Rules.

The Estate Officer of the Institute has written several letters to Dr. Vinay Kumar to vacate the Institute accommodation. He also conveyed the above decision to Dr. Vinay Kumar at his Delhi address. The Estate Officer has also conveyed to Dr. Vinay Kumar the penal rent amounting to Rs. 17,95,400/- vide letter No. EO/3606/7776 dated 18.11.2003 (copy enclosed as Appendix -XI on page 63). Further he has also been asked vide letter No. GA-I/PF/7890-91 dated 20.11.03 to vacate the Institute accommodation immediately (copy enclosed as Appendix XII on page 64- 65). Despite this, Dr. Vinay Kumar is not vacating the Institute house. His final settlement of account which include his CPF (own share as well as Institute share), gratuity and leave encashment amounting to Rs. 11.85 lacs (app.) has been withheld on account of non-submission of "no dues certificates" and not vacating the Institute's accommodation by him.

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

File GAI/PF/VK/

*D. N. Chandra*

REGISTERED

NATIONAL INSTITUTE OF TECHNOLOGY  
(DEEMED UNIVERSITY)  
KURUKSHETRA-136119

No. EO/3606/ 7716

Date: November 18, 2003

Dr. Vinay Kumar,  
H. No. K-119, Hauz Khas,  
New Delhi-110006

Sub: Retention of House No. CC-9 – Penal Rent thereof.

Please refer to this office letter NO. EO/3606/7655-56 dated 11.11.2003 vide which the decision of Board of Governors was conveyed to you.

You are hereby informed vide this letter that the penal rent for unauthorized retention of Institute accommodation No. CC-9 is as per detail given below:

Penal Rent @ 100% of the basic pay Rs. 19,100/- PM w.e.f. 1.7.1999 to 30.6.2000	Rs. 2,29,200/-
Penal Rent @ 200% of the basic pay i.e. Rs. 38,200/-PM w.e.f. 1.7.2000 to 30.11.2003	Rs. 15,66,200/-
<b>Total:</b>	<b><u>Rs. 17,95,400/-</u></b>

Penal Rent @ 200% of basic pay will continue till the vacation of the accommodation of the Institute.

You are once again requested to vacate the House No. CC-9 immediately and hand over the same to the Institute authority.

  
ESTATE OFFICER

Copy to:

1. Dy. Registrar (GA) for information & record please.
2. Dy. Registrar (Acs.)
- ✓ 3. Steno to 'R' for kind information of the Registrar.
4. DS to 'D' for kind information of the Director

NATIONAL INSTITUTE OF TECHNOLOGY  
(DEEMED UNIVERSITY)  
KURUKSHETRA-136 119

By legal post

**APPENDIX- XII**

No.GA-I/PF/7880-91

Dated: 20/11/03

Dr.Vinay Kumar,  
House No.K-119,  
Hauz Khas,  
New Delhi-110006.

You were informed that the Board in its 2<sup>nd</sup> meeting allowed you Extra Ordinary Leave (without pay) w.e.f. 31.03.1999 to 31.03.2003. You retained the Institute accommodation unauthorisedly during the E.O.L. period. In this connection you were informed that the retention of your house by you will be put up before the Board of Governors. The Board of Governors in its 3<sup>rd</sup> meeting held on 06.10.2003 noted the retention of accommodation by you at the Institute Campus during the period of E.O.L. and not vacating the same till now.

The Board in its 3<sup>rd</sup> meeting held on 06.10.2003 decided that penal rent from you be charged for retaining the Institute accommodation unauthorisedly during the period of E.O.L. and after retirement as per House Allotment Rules. The Estate Officer vide his letter No.EO/3606/7655-56 dated 11.11.2003 again requested you to vacate the House No.CC-9 at the earliest and hand-over the same to the authority without further delay. Kindly note that the E.O.L. mentioned in the letter of Estate Officer dated 11.11.2003 is inadvertently as 31.03.1999 to 26.03.2002 but it is 31.03.1999 to 31.03.2003.


In spite of repeated request you have not vacated the house so far. The Estate Officer calculated the penal rent for your unauthorized retention of Institute accommodation No.CC-9 as Rs.17,95,100/- and the same has been conveyed to you vide letter No.EO/3606/7776 dated 18.11.2003. The accommodation is still in your possession and the penal rent would continue accumulating unless you vacate the same. It is in your own interest to vacate the accommodation immediately.

Contd. P/2

Your *NO DUES* from various departments are also still awaited. You are requested to settle these *NO DUES* too.

You had intimated that the cheque relating to the payment of your C.P.F. has been lost at your level. The State Bank of India, R.E.C. Kurukshetra has been advised to stop the payment of the cheque.

Until and unless you vacate the Institute's accommodation and settle the *NO DUES* of various departments your settlement of account after your retirement withheld by the Institute can not be released. You are advised to do the needful without further delay so that further action could be taken by the Institute.

  
Deputy Registrar (GA)  
o/c 2 for Director  
20/11/03 12/20/02

Copy to: -

The Estate Officer,  
N.I.T. Kurukshetra.

Item 4.14 To note constitution of one member Committee to find out the facts regarding final settlement of Miss Indu Nalwa, Ex-Lecturer, Humanities Department.

The Board of Governors in its 3<sup>rd</sup> meeting held on 6.10.2003 while considering the case of Miss Indu Nalwa's final settlement of accounts vide item No. 3.7 authorized the Chairman, Board of Governors to constitute a Committee to find out the facts of the case and desired that till then her final settlement of CPF, Gratuity and Leave Salary be retained. The Chairman, Board of Governors constituted a one man Committee in the case by appointing Dr.M.P. Kapoor, Director, Thapar Centre for Industrial Research & Development, Thapar Technology Campus, Post Box No. 68, Patiala-147001 (Punjab). Dr. Kapoor has been requested by the Institute to finalize the report within a period of one month. The Institute will provide secretarial assistance to the Committee in addition to an honorarium of Rs. 1000/- per day, TA and hospitality.

Board may note.

GAI/PF/

Item 4.15 To consider the panel of External Experts in various subjects.

Under Section 6(v) of the existing Bye-Laws of the Institute, the Director is required to maintain a panel of External Experts in various subjects as approved by the Board of Governors, to be revised after every two years. The External Experts for our Staff Selection Committee Meetings are to be appointed from this panel.

The term of the panel of External Experts expired on 18.11.2003. The Chairmen of the Teaching Departments of the Institute were requested to suggest the names of the External Experts by holding meeting of the respective Departmental Affairs Committee to consider the matter. Information received from them in this respect is available at Appendix XIII from pages 68 to 101.

The Board of Governors may consider and approve the panel of External Experts, as suggested above for a period of two years with effect from the date of this BOG meeting

File No. BOG/4th/

*Should be reviewed*

*No return, no from  
Top class Institute  
No quote of existing P.D  
student,*



DEPARTMENT OF ELECTRICAL ENGINEERING.  
Panel of External Experts approved by the DAC in its  
Meeting held on 24.9.2003.

Sr. No.	Name and Address	Specialization.
1.	Dr. D.P. Kothari, Deputy Director, Centre of Energy Studies, Indian Institute of Technology, Hauz Khas, New Delhi. 110 016.	Elect Machines & Drives, Power System.
2.	Dr. M.L. Kothari, Professor, Electrical Engineering Department, Indian Institute of Technology, Hauz Khas, New Delhi. 110 016,	Power System
3.	Dr. S.P. Seth, Professor, Electrical Engineering Department, Delhi College of Engineering, Kashmere Gate, Delhi.	Power System
4.	Prof. D. Tukaram, Electrical Engineering Department, Indian Institute of Sciences, Bangalore.	Power System
5.	Dr. J.D. Sharma, Electrical Engineering Department, Indian Institute of Technology, Roorkee. (Uttar Anchal)	Power System, System Engg.
6.	Dr. J.N. Sinha, Electrical Engineering Department, Banaras Hindu University, Varanasi.	Power System & HV Engg.

7. Dr. T.K. Basu, Power System, Signal Processing  
Electrical Engineering Department,  
Indian Institute of Technology,  
Kharagpur (West Bengal).
8. Dr. Prabhat Kumar, Power System  
Electrical Engineering Department,  
Aligarh Muslim University,  
Aligarh. (UP).
9. Dr. R.C. Chauhan, Power System  
Director,  
Sant Longowal Institute of Engineering & Technology,  
Longowal. (Panjab).
10. Professor S.C. Srivastava, Power System & Machines.  
Professor and Head,  
Electrical Engineering Department,  
Indian Institute of Technology,  
Kanpur (UP).
11. Prof. Arindam Ghosh, Power System & Control  
Electrical Engineering Department,  
Indian Institute of Technology,  
Kanpur.
12. Dr. M. Gopal Control System  
Electrical Engineering Department,  
Indian Institute of Tehnology,  
Hauz Khas, New Delhi. 110 016,
13. Dr. K.K. Biswas, Control System,  
Electrical Engineering Department, Computer Applications,  
Indian Institute of Technology,  
Hauz Khas, New Delhi. 110 016

14. Prof. M.J. Nigam, Control System  
Electronics & Computer Engg Department,  
Indian Institute of Technology,  
Roorkee. (Uttar Anchal).
16. Prof. R.N. Mishra, Control & Instrumentation,  
Electrical Engineering Department,  
Indian Institute of Technology,  
Roorkee. (Uttar Anchal).
17. Prof. M. Hanmandlu, Control & Power System,  
Electrical Engineering Department,  
Indian Institute of Technology,  
Roorkee (Uttar Anchal).
18. Prof. A.N. Jha, Control System  
Electrical Engineering Department.  
Indian Institute of Technology,  
Hauz Khas, New Delhi. 110 016,
19. Dr. D. Roy Chaudhary, Control System,  
Computer Engineering Department, Computer Applications,  
Delhi College of Engineering,  
Delhi.
20. Dr. Satya Sheel, Control System  
Director,  
National Institute of Technology,  
Allahabad. (UP).
21. Dr. R. Jha, Control System  
Professor,  
Control and Instrumentation Department,  
National Institute of Technology,  
Jalandhar (Panjab).

22. Dr. Y.P. Singh, Control System,  
Computer Engineering Department, Computer Applications,  
Banaras Hindu University,  
Varanasi (UP).
23. Dr. S.S. Jamuar, Instrumentation & Control  
Electrical Engineering Department,  
Indian Institute of Technology,  
Hauz Khas, New-Delhi. 110 016,
24. Dr. R. Senani, System Engg., Network System  
Acting Director,  
Netaji Subhash Institute of Technology,  
Dwarka, Phase-III,  
New Delhi.
26. Dr. S.C. Saxena, Instrumentation.  
Director,  
Thapar Institute of Engineering & Technology,  
Patiala.
27. Dr. S.P. Gupta, Drives & Control  
Electrical Engineering Department,  
Indian Institute of Technology,  
Roorkee. (Uttar Anchal).
28. Prof. S.N. Singh, Machines & Drives  
Professor and Head,  
Electrical Engg. Department,  
Institute of Technology,  
Banaras Hindu University,  
Varanasi. (U.P.).
29. Dr. V.G. Das, System Engineering,  
Professor and Head, Computer Applications,  
Physics and Computer Engg Department,  
D.E.I. Engineering Institute,  
Dayalbagh. Agra.



CONFIDENTIAL

DEPTT. OF MECH. ENGG.  
NATIONAL INSTITUTE OF TECHNOLOGY, KURUKSHETRA

No. MED/03/ 795  
Dated: 17.11.2003

PANEL OF EXPERTS

(A) THERMAL ENGINEERING SPECIALISATION

<u>S.No.</u>	<u>Name &amp; Address of Ext. Expert</u>	<u>Phones with Code No.</u>	
		<u>Office</u>	<u>Residence</u>
1.	Dr. R.S. Aggarwal, Professor, Mech. Engg. Deptt. Indian Institute of Tech, Hauz Khas, New Delhi-110016	011-26861977-86	011-26865270
2.	Dr. R.S. Gupta, Professor, Mech. Engg. Deptt. Panjab Engg. College, Chandigarh.		0172-548524
3.	Dr. J.K. Sharma, Principal, SJPMI Inst. of Engg. & Tech, Radaur (Yamuna Nr).	01732-284198	01732-283800
4.	Dr. S.K. Bhowmick, Principal, National Institute of Tech., Hamirpur (H.P)	01872-222308	
5.	Dr. V. Bowarm, Professor, Mech. Engg. Deptt. Indian Institute of Tech, Kanpur.	0512-2597429	0512-25985628
6.	Dr. C.P. Gupta, Professor Emeritus, Indian Institute of Tech., Roorkee.		

<u>S.No.</u>	<u>Name &amp; Address of Ext. Expert</u>	<u>Phones with Code No.</u>	
		<u>Office</u>	<u>Residence</u>
7.	Dr. R.K. Mallhotra, B.S.A, Institute of Tech. & Management, Faridabad.		
8.	Dr. K.N. Aggarwal, Mech. Engg. Deptt., Indian Institute of Tech., Roorkee.		
9.	Dr. N.K. Nayar, Professor, Mech. Engg. Deptt., Thapar Inst. of Engg. & Tech, Patiala.		
10.	Dr. S.M. Yahya, Professor, Mech. Engg. Deptt., Indian Institute of Tech., Hauz Khas, New Delhi-110016.	011-6861977-86	011-684567

(B) DESIGN ENGINEERING SPECIALISATION

1.	Dr. S.C. Jain, Prof. & Head, Mech. & Indl. Engg. Deptt. Indian Institute of Tech., Roorkee.	01332-272349- 265242	
2.	Dr. H.N. Chandrawat, Professor, Mech. Engg. Deptt. Thapar Inst. of Engg. & Tech., Patiala.	0175-2120070	
3.	Dr. S.P. Tayal, Professor, Deptt. of Mech. Engg. Guru Nanak Dev Engg. College, Ludhiana.		0161-2493346
4.	Dr. O.N. Kaul, Principal, Career Inst. of Tech. & Management, Faridabad.		0124-257944

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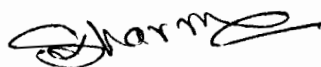


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29	<b>Prof. Manohar Lal</b> Director	School of Computer & Information Science, Indira Gandhi Open University DEC Building, Maidan Garhi, New Delhi-110068 Phone No.: 011-26511436 (O),25285570(R) Email-id: lalmanohar@hotmail.com.	Artificial Intelligence and Computer Networks
30	<b>Prof. Harish Karnick</b>	Department of Computer Science and Engineering, Indian Institute of Technology, Kanpur Phone No.: 0512-2597601 Email-id: hk@cse.iitk.ac.in	Automated & Commonsense Reasoning, Artificial Intelligence.

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DEPARTMENT OF APPLIED PHYSICS  
NATIONAL INSTITUTE OF TECHNOLOGY KURUKSHETRA

Panel of External Experts for Staff  
Selection Committee

<u>S.No.</u>	<u>Name &amp; Address</u>	<u>Specialisation(s)</u>
1.	Dr.G.K.Mehta Vice-Chancellor Allahabad University Allahabad.	Nuclear Physics and Experimental Physics
2.	Dr.RS Khandpur Deputy Director CEDT & Advisor DOE Centre for Electronics Design & Technology, Post Box No.10 A-34, Industrial Area, Phase-VIII SAS Nagar(Mohali)-160 059.	Instrumentation
3.	Dr.Vishwa Mittar Professor Deptt. of Physics Panjab University Chandigarh-160014.	Solid State Physics
4.	Dr.R.M.P.Chaudhary Professor of Physics IIT, Kharagpur.	Solid State Physics
5.	Dr.D.S.Srivastava Professor of Physics Deptt. of Physics Z.H.Engg. College, A.M.U Aligarh.	Experimental Physics
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9.	Dr.R Sharma Professor Deptt. of Physics Dr.Ambedkar Regional Engg.College Jalandhar.	Instrumentation, Solid State Physics/ Nuclear Physics



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11. Dr.RG Mendiratta  
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17. Dr.IS Verma  
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Item 4.16      **To consider furnishing the Director's Residence and two Nos. Residences for visiting faculty members at National Institute of Technology, Kurukshetra.**

The Government of India has upgraded Regional Engineering College, Kurukshetra to National Institute of Technology, Kurukshetra and the Deemed to be University status has been conferred on it. With this new orientation, the Government of India proposes to elevate this Institute as a World Class Teaching/Research Organization. The World Bank Project TEQIP has already been granted and many more projects are in the pipe line. With these positive developments, it is expected that large scale research and academic activities will take place in the Institute, thus inducting renowned academicians to join the Institute as Director, visiting Professors, Professors emeritus etc. Secondly, the status of the Head of the Institution has also been upgraded from Principal to Director. These incumbents viz. Director, Visiting Professors, Professors emeritus etc. will stay in the Institute for short period for discharging their intended responsibilities. Hence, it is desirable that these dignitaries be provided with semi-furnished accommodation on the campus to facilitate them hassle free movement.

Keeping the above in view, it is proposed that two numbers teaching houses may be set-aside for the visiting faculty and these houses may be moderately furnished with double beds, mattresses, pillows, bed-sheets, blankets/quilt, dressing table, sofa-set with center table, carpet(s) dinning table, study table with chairs, geysers, cooking range, LPG connection, TV, curtains, air-coolers etc. Similarly, the Director's residence may also be furnished with refrigerator, washing machine, micro-wave oven, A.C. for the drawing room (to be used for official purpose only), in addition to the above items proposed for the visiting faculty. Further, the residential office of the Director may be provided with a Cook-cum-Attendant for the purpose of attending and serving refreshments to the visitors/officials. The expenditure on account of furnishing the above 3 residences (Director's residence & 2 No. residences for visiting faculty) is proposed to be incurred out of the head of account 'College Development Fund (Consultancy share)'.

The Board of Governors may consider the above proposal and resolve suitably.

✓  
Respectful & grateful  
Dwarka Anand

**Item 4.17 To consider payment of honorarium to the external experts of various Staff Selection Committees and to deliver expert lectures etc.**

As per composition of the various Staff Selection Committees of the Institute for the posts of Professors, Assistant Professors, Lecturers and other equivalent posts, external experts are required to assist the Selection Committees. Some time some experts are invited to give expert lecture in a particular field. These external experts are presently paid TA/DA for attending the meetings with an honorarium of Rs. 200/- & 400/- in terms of recommendations of the Finance Committee made in 83<sup>rd</sup> meeting and ratified by the Board of Governors in its 90<sup>th</sup> meeting held on 25.11.98.

"The Finance Committee recommended to the Board of Governors that payment of honorarium to the External Experts of various Staff Selection Committees/Screening Committees be paid as under:

- |  |   |
|--|---|
| (a) If the work involved is for Half Day | Rs. 200/- as honorarium to be paid to each Expert + TA/DA as per admissibility. |
| (b) If the work involved is for Full Day | Rs. 400/- as honorarium to be paid to each Expert +TA/DA as per admissibility.  |

It has been observed that due to amount of honorarium being meager, the external experts feel reluctant in attending the meeting/ to attend other assignments/to deliver expert lectures etc.

In view of the difficulty faced by the Institute, it is proposed that in addition to payment of TA/DA admissible under the rules, the Institute may pay honorarium of Rs. 1000/- per day to the external experts for attending meeting(s) of the Staff Selection Committee for teaching and administrative posts, to deliver expert lectures etc. The external experts for attending Screening Committee meetings invited to assist in screening of suitable candidates for teaching and administrative posts may also be paid Rs. 1000/- per day in addition to TA/DA admissible under the rules.

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

*Series of  
Lecture for  
expert for  
only*

Item 4.18 To consider compassionate appointments of dependants of deceased employees of the Institute.

.. The Board of Governors in its 91<sup>st</sup> meeting held on 11.5.1999 decided as under :

"The Board desired that one dependent of the deceased employee of the Institute who dies while in service with the Institute be provided employment under Ex-gratia Scheme of the State Government strictly in terms of the latest instructions subject to availability of suitable post and fulfilling the prescribed qualifications and experience laid down for the post as per Institute's Rules."

The latest instructions of the Government of Haryana notified vide letter No.16/138/2001-5GS-II, dated 31<sup>st</sup> March, 2003 are as under :

With a view to assist the family of the deceased employee in tiding over the emergency situation, resulting from the loss of bread-earner by giving either of the following options :

- i) ex-gratia appointment on compassionate grounds to a member of the family who was completely dependent on the deceased employee and is in extreme financial distress due to the loss of the deceased, namely the government employee who dies in harness;
- ii) ex-gratia compassionate financial assistance to the family of the deceased, over and above all other benefits like ex-gratia grant due to his family to be paid @ Rs.2.5 lacs, in cash where the family of the deceased does not opt for ex-gratia employment

Since the Government of India, Ministry of Human Resource Development, Department of Secondary and Higher Education, New Delhi vide letter dated 14.5.2003 have taken over this Institute, the Institute has to adopt the service conditions as laid down by the Govt. of India from time to time. The following rules are prevailing in the Departments under the control of Govt. of India in connection with the compassionate appointments of dependants:

**Applicability**

The scheme is applicable to a dependant family member of a Government servant who dies in service (including death by suicide) or is retired on medical grounds before attaining the age of 55 years (57 years in the case of Group 'D' officials). Here the service includes extension in service also (but not re-employment).

**Dependants family members**

Dependant family members means (a) spouse; (b) son/daughter (including adopted son/adopted daughter) and (c) brother or sister in the case of unmarried Government servant at the time of his/her death in harness/retirement on medical grounds, as the case may be.

Concession of compassionate appointment is admissible to one dependant only.

- Exceptions : (1) In exceptional circumstances, with the prior approval of the Secretary of the Ministry/Department concerned, the appointment on compassionate grounds may be considered even when there is an earning member in the family of the deceased.
- (2) If the deceased was unmarried, one of the dependant brothers/sisters will be eligible for consideration, on giving an undertaking that he/she will look after the other family members who were dependants on the deceased Government servant.

**Posts to which appointment made**

The appointments may be made only in Group 'D' and Group 'C' posts.

**Appointing Authority**

As per applicability in the Institute, the relevant extract of the Central Government is as under :

Attached and Subordinate Offices - Heads of the Departments under  
Under Service Rules 2(10).

6/11

**Conditions**

- (i) Compassionate appointment can be made only against the direct recruitment quota
- (ii) Applicants should fulfil all eligibility conditions in Recruitment Rules.
- (iii) Compassionate appointments can be made only upto 5% of direct recruitment vacancies. No compassionate appointment can be made if there is no vacancy.

**Relaxations**

- (i) Age - Maximum age limit may be relaxed wherever necessary, but no relaxation is permissible in the minimum of 18 years. If the ward is below 18 years of age at the time of death of the Government servant and if he alone is available for employment, he should apply as soon as he attains 18 years.
- (ii) Qualifications - For Group 'D' post and LDC, qualifications may be temporarily relaxed by the Departments, subject to the condition that such relaxation will be permitted up to two years only. The appointee should get qualified within this period as otherwise his services are liable to be terminated. Widow appointed to a Group 'D' post will be exempted from the prescribed educational qualifications, if the duties can be performed satisfactorily.
- (iii) Procedure- Conditions in the recruitment procedure, viz., clearance from Surplus Cell, Recruitment through SSC, Employment Exchange etc. will be relaxed. Compassionate appointments are exempted from ban orders on filling up of vacant posts.

### **Reservations**

Person selected for compassionate appointment to be adjusted in the recruitment roster against the appropriate category i.e. SC/ST/BC/General Category, depending upon the category to which he belongs.

### **Procedure for appointment**

The proposal will be made in the prescribed form containing all particulars of the candidate and the specific relaxation required in age, qualifications etc. The Head of the Department will take into account all the circumstances of the family, the benefits such as CPF, gratuity etc. received, the existence of any earning member in the family on the one hand and on the other, size of the family, ages of children, essential needs, liabilities and the financial condition of the family. Financial benefits received need not necessarily be a ground for rejecting the proposal viz-a-vis other adverse factors urging acceptance.

### **Other provisions**

- (i) Widow in appointment after re-marriage- There is no bar against a widow appointed on compassionate grounds continuing in the appointment after re-marriage.
- (ii) Dependant of Group 'D' deceased considered for Group 'C' also- The appointment of the family member of a deceased Group 'D' employee need not be restricted to a Group 'D' post. Such a member, if qualified can be appointment to a Group 'C' post also.
- (iii) No consideration for change in post- Once the compassionate appointment is made, request for a change in the post, on compassionate grounds will not be entertained. The appointee will be treated like his colleagues for career advancement in the normal course.

Further amendments as and when issued by Govt. of India from time to time in this regard will be followed by the Institute.

The Board may consider and decide.



Item 4.19 To consider the implementation of Career Advancement Scheme (CAS) as per latest instructions of Govt. of India and AICTE

The case regarding implementation of Career Advancement Scheme was placed before the BOG in its 2<sup>nd</sup> meeting held on 19.4.2003 and the Board decided as under:-

"The Board approved the implementation of Career Advancement Scheme (CAS) as per Agenda Item and as per AICTE/GOI letters referred therein. The Board very strongly stressed that while implementing the Scheme, the main criteria must be 'performance of the individual in the Institute' not the mere fact that he/she fulfils the eligibility as per CAS. As a special case Hon'ble Chairman, Board of Governors very kindly agreed to Chair the Selection Committee meeting involving the promotion of Assistant Professor to Professor under CAS".

Does not  
hold good

While considering comments sent by Dr. R S Sirohi, Director, IIT, Delhi and Dr. D V S Verma, Professor, Civil Engineering Department, NIT, Kurukshetra on the decision taken by the Board in their 2<sup>nd</sup> meeting held on 19.4.2003 on the agenda item 2.22, the Chairman, BOG while discussing above issue in 3<sup>rd</sup> meeting of the BOG held on 6.10.2003 (Item 3.1) clarified that "performance of individual in the Institute" requires for judging suitability of candidates for extending benefits under the Career Advancement Scheme includes "academic performance of the individual". Accordingly, performance of the individual in the Institute including primarily his academic performance should be taken into account while considering benefits under Career Advancement Scheme.

2. The above decision could not be implemented because the Govt. of India, MHRD issued instructions in May, 2003 that no Recruitment/ Promotions under the Career Advancement Scheme and any other Scheme should be effected until the new service Rules are notified by the Ministry and any deviation to above will be viewed seriously. So keeping in view the above instructions the decision of BOG regarding Career Advancement Scheme could not be implemented till the new service rules are notified.

The Govt. of India vide their office memorandum No. F.20-18/2003-TS-III dated 15.9.2003 (copy enclosed as **APPENDIX XIV** from page **113** to **114** ) have conveyed decision of the Govt. of India to implement the CAS mentioning the composition of the Selection Committee for the purpose of promotion under the CAS.

**3. Consideration of some clarifications as referred to in the AICTE letter No. FD/PSSC/Clarif./2002/1 dated 3.1.2003 already considered by the Board in its 2<sup>nd</sup> meeting held on 19.4.2003.**

The AICTE vide letter dated 3.1.2003 as referred to above deals with certain issues where decision is to be taken by the Board of Governors of the respective NIT. These issues are as under:-

**(i) (Serial No. 15 of the AICTE letter dated 3.1.2003)**

**Seniority of persons recruited through Career Advancement Scheme vis-à-vis those recruited directly.**

The AICTE letter says that the matter should be put up before the Board of Governors of the individual Institute.

It may be stated that the AICTE vide its letter F.No. FD/PSSC/Clarif./2003/1 dated 19.9.2003 (copy enclosed as Appendix **xv** page **129** ) has clarified that direct recruitees will be considered senior to CAS promotees.

**(ii) (Serial No. 31 of the AICTE letter dated 3.1.2003.)**

**Whether the length of service as Selection Grade Lecturer is considered equivalent to the length of service as an Assistant Professor for the purpose of counting seniority as well as promotion.**

The AICTE letter says that the decision has to be taken by the Board of Governors of individual Institute.

(iii) (Serial No. 34 of the AICTE letter dated 3.1.2003)

Whether a faculty member who qualified for placement as Professor/Assistant Professor at the time of recruitment from any date after 1.1.1996 could be considered now for such placement retrospectively for re-fixing their pension in the revised scheme.

The AICTE letter says that this should be decided by the Board of Governors of the concerned Institute.

4. **Consideration of AICTE letter F.No. FD/PSSC/Clarif./2003/1 dated 10.9.2003 (copy enclosed as appendix XVI from pages 115 to 128).**

The AICTE vide its letter F.No. FD/PSSC/Clarif./2003/1 dated 10.9.2003 under reference has further issued clarifications on certain issues pertaining to pay scales and service conditions for the faculty members and revised Career Advancement Scheme (Annexure - I from pages 116 to 124 and Appendix - I. from pages 125 to 128 may be further referred to). In this connection attention of the Board is particularly invited to item Nos. 1, 2, 4, 6, 7, 8, 9, 12, 19, 21, 22, 23, 28 and 35 of the AICTE aforesaid letter dated 10.9.2003.

5. **Consideration of the AICTE letter No. F.No. FD/PSSC/Clarif./2003/1 dated 19.9.2003 (copy enclosed as appendix XV page 129).**

The AICTE letter dated 19.9.2003 under reference also deals with clarifications on certain issues pertaining to the CAS.

6. The following issues are accordingly placed before the Board:-

- (i) The matter regarding seniority of persons recruited through Career Advancement Scheme vis-à-vis those recruited directly may be decided by the Board.

However, as already mentioned in para 3(i) of the agenda item, the AICTE has clarified that direct recruitees will be considered senior to CAS promotees.

- (ii) The Board may decide whether the length of service as Selection Grade Lecturer is considered equivalent to the length of service as an Assistant Professor for the purpose of counting seniority as well as promotion.
- (iii) The Board may decide whether a faculty member who qualified for placement as Professor/Assistant Professor at the time of recruitment from any date after 1.1.1996 could be considered now for such placement retrospectively for re-fixing his pension in the revised scheme. In our Institute there is no pension scheme but re-fixation will have financial implications such as payment of arrears, pension and leave encashment on higher side.
- (iv) The Board may consider the AICTE letter dated 10.9.2003 under reference wherein the AICTE has issued certain clarifications on pay scheme and service conditions of the faculty members, particularly items No. 1, 2, 4, 6, 7, 8, 9, 12, 19, 21, 22, 23, 28 and 35 of the aforesaid AICTE letter dated 10.9.2003 and revised Career Advancement Scheme (Annexure – I and Appendix – I of the agenda item may be referred to).
- (v) As per instructions of Govt. of India as contained in their letter dated 15.9.2003 under reference the composition of the **\*Selection Committee** for promotion to the level of Professors, Assistant Professors and Lecturers under **CAS** as well as for **Direct Recruitment** shall be as follows:-

- |   |          |
|---|----------|
| 1. Director of the NIT                          | Chairman |
| 2. One nominee of UGC                           | Member   |
| 3. One nominee of AICTE                         | Member   |
| 4. Two experts nominated by BOG                 | Member   |
| 5. Two experts nominated by the Ministry of HRD | Member   |

**\*One of the experts nominated by the Board of Governors should be from a National Institute located outside the State.**

The Board may nominate two experts on the Selection Committee constituted by the Govt. of India as per their aforesaid letter dated 15.9.2003 for the purpose of CAS.

It may be further stated that as per instructions issued by the Govt. of India vide their aforesaid letter dated 15.9.2003, **"the effective date for giving benefit under CAS shall be the date on which the candidate becomes eligible for consideration under CAS or the date of implementation of the revised Scale of Pay in the Institute whichever is later. However, if a candidate is not found fit by the Selection Committee, he/she may be reconsidered for promotion under CAS only after two years and if found fit, the date of effect for giving benefit in this case shall be the date on which the BOG approves the recommendation of the Selection Committee".**

As per instructions of the Govt. of India as contained in their aforesaid letter dated 15.9.2003, promotion under CAS shall be effective after approval of recommendations of the Selection Committee by the Board of Governors of the NIT concerned.

- (vi) The Board may also consider the AICTE letter dated 19.9.2003 under reference which issued more clarifications on certain issues pertaining to the CAS.

The Board may decide various issues pertaining to the Career Advancement Scheme as mentioned in the agenda item.

No.F.20-18/2003-TS-III

Government of India

Ministry of Human Resource Development  
Department of Secondary & Higher EducationNew Delhi  
September 15, 2003OFFICE MEMORANDUM

SUBJECT: - Career Advancement Scheme (CAS) for faculty members in National Institutes of Technology (NITs)-Guidelines for Promotion Procedures

\*\*\*\*\*

Consequent upon conversion of all the seventeen Regional Engineering Colleges (RECs) located at Allahabad, Bhopal, Calicut, Durgapur, Hamirpur, Jaipur, Jalandhar, Jamshedpur, Kurukshetra, Nagpur, Rourkela, Silchar, Srinagar, Surat, Surathkal, Tiruchirappalli and Warangal as National Institutes of Technology (NITs) with deemed university status and their take over as fully funded Institutions under the Central Government vide *Notification No. F.35-1/2002-TS-III dated 14<sup>th</sup> May 2003*, the question of implementation of the Career Advancement Scheme (CAS) for teachers as approved by the Government vide letter No. F.35-2/99-TS-II dated 25<sup>th</sup> July 2001 and circulated by the All India Council for Technical Education (AICTE) for degree level Technical Institutions was under the consideration of the Ministry. Pursuant to the recommendation of the Expert Committee on Framing of Rules & Regulations for NITs as agreed to in the meeting of the Council of NITs, it has been decided with the approval of the competent authority to implement CAS in NITs for which the composition of the *\*Selection Committee* has been revised. Promotion under CAS shall be effective after approval of the recommendations of the Selection Committee by the Board of Governors (BOGs) of the NIT concerned.

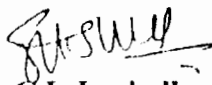
2. The composition of the *\* Selection Committee* for promotion to the level of Professors, Assistant Professors and Lecturers under CAS as well as for direct recruitment shall be as follows:-

- |      |   |          |
|------|---|----------|
| ✓ 1. | Director of the NIT                             | Chairman |
| 2.   | One nominee of UGC                              | Member   |
| 3.   | One nominee of AICTE                            | Member   |
| 4.   | Two experts* nominated by BOG                   | Member   |
| 5.   | Two experts nominated by<br>the Ministry of HRD | Member   |

(\* one of the experts nominated by the Board of Governors (BOG) should be from a National Institute located outside the State)

3. The **effective date** for giving benefit under CAS shall be the date on which the candidate becomes eligible for consideration under CAS or the date of implementation of the revised Scale of Pay in the Institute whichever is later. However, if a candidate is not found fit by the Selection Committee, he/she may be reconsidered for promotion under CAS only after two years and if found fit, the date of effect for giving benefit in this case shall be the date on which the BOG approves the recommendation of the Selection Committee.

4. The eligibility criteria and other terms & conditions for promotion under CAS shall be same as laid down by the AICTE in this regard.

  
(Dr. G. L. Jambulkar)  
Deputy Educational Adviser  
Tel: 2338-4276

To

1. Directors/Registrars of All NITs

*Copy forwarded for information to:-*

1. Chairmen of BOGs of all NITs.
2. AICTE/UGC
3. All Divisional Heads in the Bureau of Technical Education
4. Guard File

प्रो. बी.जी. नरेश कुमार  
सलाहकार -II  
Prof. B.G. Naresh Kumar  
ADVISOR-II

अखिल भारतीय तकनीकी शिक्षा परिषद  
ALL INDIA COUNCIL FOR TECHNICAL EDUCATION  
(A Statutory Body of Govt. of India by Parliament Act (52), 1992)

F.No. FD/PSSC/Clarif./2003/1

Date: 10.9.2003

To,  
Secretaries (Technical Education)  
All State Governments/ Union Territories

**Sub: Clarification on certain issues pertaining to Pay Scales and Service Conditions for teachers of Degree/Diploma level Technical Institutions.**


Sir,

From time to time the AICTE receives queries seeking clarification on different issues pertaining to Pay Scales and Service Conditions for teachers of Degree/Diploma level Technical Institutions.

The AICTE has constituted Expert Committee to give the clarification / anomalies pertaining to Pay Scales and Service Conditions of Teachers of Degree/ Diploma Level Technical Institutions. The decision of the Expert Committee on these issues is enclosed (Annexure I) for information and necessary action, if any.

This is issued with the approval of the Competent Authority.

Yours faithfully

  
(B.G. Naresh Kumar)  
Adviser (FD)

Encl: As above

Copy to:

1. All the Directors of Technical Education of All State Govts./ Union Territories for circulation amongst all Directors/ Principals of degree / diploma level Technical Institutions.
2. Principals of all national Institutes of Technologies.
3. All Vice- Chancellors of Universities/ Deemed Universities.
4. Secretary/ Additional Secretary / Union Public Service Commission (UPSC).
5. All Centrally funded Technical Institutions.
6. All Regional Officers of AICTE at Kolkata, Mumbai, Kanpur, Chennai, Chandigarh, Bhopal and Bangalore.
7. The Deputy Secretary (I), Dept. of Secondary and Higher Education, Ministry of HRD Govt. of India, Ghansi Bhawan, New Delhi.



Annexure - 1

Item No. 1: Eligibility for the Post of Lecturer in Computer Science & Engg. - relaxation in the requirement of 1<sup>st</sup> class

Item No. 2: Anomaly in the AICTE prescribed eligibility criteria for the post of Lecturer in Computer Science & Engg.

**Decision taken:**

The Committee agreed to the decision of AIB- IT i.e. B.E./ in any Engineering discipline or M.Sc., in Mathematics / Physics / Electronics / Computer Science and allied subjects and First Class M.Tech. / M.E. degree in Computer Science/ Information Technology.

Item No. 3: Clarification in respect of the qualification prescribed for appointment as Lecturer in MCA course.

**Decision taken:**

Bachelor's degrees in any discipline or M.Sc., in any branch along with First Class MCA degree are eligible for appointment as lecturer in MCA course.

Item No. 4: Counting of past services and pay protection at the time of recruitment by a Central Govt. organization in respect of a person coming from Pvt. Engg. College.

**Decision taken:**

It was observed by the expert committee that the UGC has framed guidelines for the counting of past service & pay protection etc. Hence it was decided that in the above matter, UGC guidelines may be followed.

Item No. 5: Consideration for inclusion of M.Sc., (Bio - Chemistry) and M.Tech (Bio- Technology) as the basic minimum qualifications for various levels of posts of teachers in the Pharmacy discipline in degree level technical institutions.

**Decision taken:**

The inclusion of M.Sc.,(Bio- Chemistry) or M.Tech. (Bio - Tech.) as the basic minimum qualifications for various posts of faculty in Pharmacy may be referred to the concerned Board of Governors (BOG)/Selection Committee in order to take appropriate decision.

Item No. 6: Modification of the eligibility Criteria for the post of Lecturer in the discipline of Comp. Sc. & Engg. and / or MCA

Decision taken:

Same as Item No. 1 & 2 above.

Item No. 7: Clarification on certain issues pertaining to Career Advancement scheme (CAS) for teachers of Degree level Technical Institutions.

Decision taken:

As per the revised CAS proposed by FD Bureau, placed at Appendix - 1.

*May adopt similar benefits* [ Item No. 8: Superannuating benefits on account of having Ph.D. before entering service.

Decision taken:

The committee has discussed the issue and it was decided to refer the matter to BOG in order to take appropriate decision

Item No. 9: Issue of deciding the nature of refresher courses being imparted by UGC and/or other technical institutions for the purpose of being considered under the Career Advancement Scheme (CAS) of AICTE.

Decision taken:

*To be adopted* The committee has discussed the issue of nature of refresher courses for CAS and it was decided as follows:

- (i) Issue of recognition of refresher courses is as per the discretion of the selection committee for CAS.
- (ii) In general the advanced course conducted by QIP (AICTE) UGC, ISTE, Universities and other recognized institutions etc shall be considered for CAS.

**Item No. 10: Anomaly in AICTE recommended pay scales for teachers of diploma level technical institutions (polytechnics)**

**Decision taken:**

The committee had discussed the issue at length and it was decided that the teachers who have been recruited prior to 1.1.1996, should be governed by the existing Recruitment Rules(RR's). So, the committee recommends relaxation of qualification for such teachers to consider them for CAS in the grade of Lecturer (i.e., from Lecturer to senior grade & from senior grade to selection grade) and also for those who were promoted before the implementation of revised AICTE pay scales & service conditions. (From the date of AICTE notification to the date of implementation of the same by the concerned State Govt/ Union Territory).

**Item No. 11: Consideration of the qualification of M.Tech., (Industrial Metallurgy) as eligible for promotion to the post of assistant professor in the dept. of Mechanical Engg.**

**Decision taken:**

Yes, if the candidate has basic degree in Mechanical Engg. i.e. B.E/B.Tech in Mech.

**Item No. 12: Effective date of applicability for uniform ~~implementation~~ implementation of Career Advancement Scheme (CAS) for faculty members of technical institutions.**

**Decision taken:**

The committee had discussed the issue and it was decided that in the above matter UGC guidelines should be followed (as decided in 44<sup>th</sup> EC).

**Item. No. 13: Requirement for framing of Pay Scale and Service Conditions for Workshop Instructors for diploma level technical institutions.**

**Decision taken:**

All these items pertain to Polytechnics/ Diploma level technical institutions whose approval and other controls have been fully delegated by the AICTE to the concerned State Govt./ Union Territory. Hence it was felt desirable by the Expert Committee that all these matters/ issues can be referred to the concerned State Govt. / Union Territory for their consideration and /or settlement of their cases.

**Item No. 14: Consideration of the short term courses under the QIP for the purpose of Career Advancement of Teachers of Pharmacy disciplines in respect of degree level technical institutions.**

**Decision taken:**

Same as item no. 9

**Item No. 15: Request for amending the eligibility criteria for the post of Lecturer in the discipline of Computer Science & Engg. in degree level technical institutions.**

**Decision taken:**

Same as per Item No. 1 & 2 above.

**Item No. 16: Counting of Industrial experience towards the grant of benefit under the career advancement scheme of AICTE.**

**Decision taken:**

CAS rules are very clear. CAS is applicable for those who have teaching experience.

**Item No. 17: Issue regarding relaxation of qualification for recruitment of teachers in Pharmacy discipline in degree level technical institutions.**

**Decision taken:**

Yes, if the Master of Science degree in Pharmaceutical from London is equivalent to M. Pharm as per AIU.

**Item No. 18: Inclusion of the qualification of Master of Information Technology (MIT) / MCA for teaching post in the discipline of Computer Science & Engg.**

**Decision taken:**

Same as per Item 1 & 2 above.

**Item No. 19: Framing of Career Advancement Scheme for Librarians and Physical Education Instructors (PEIs) in degree level technical institutions.**

**Decision taken:**

It was observed by the Expert Committee that the qualification requirement for the post of Librarians and Physical Education Instructors (PEIs) for technical institutions were decided by the AICTE as per the qualifications laid down by the UGC for the same posts.

Hence it was decided that in the above matters the requirements of the qualifications laid down by the UGC for these posts need to be followed.

**Item No. 20: Issue of recognition of Fellow Membership qualification of the Institute of Company Secretaries of India for appointment as Director/ Professor / Reader in AICTE approved management Institutions.**

**Decision taken:**

The committee has recommended the qualification of Institute of Company Secretary for the purpose of recruitment as Director / Professor/ Reader in AICTE approved institutions.

**Item No. 21: Consideration of the qualification of M.Sc degree in electronic science as equivalent to B. Tech./ B.E. degree for the purpose faculty recruitment in technical institutions.**

**Decision taken:**

Yes, if M.Sc., degree in Electronic Science is equivalent to B.E/ B. Tech. as per AIU.

**Item No. 22: Consideration of the qualification of M.Sc, (Physics) and M. Tech. (instrumentation) for the post of Lecturer in Instrumentation Engg. in technical Institutions.**

**Decision taken:**

The committee has recommended the same as it covered under the existing Recruitment Rules (RRs).

**Item No. 23: Consideration of the career advancement scheme of AICTE and conversion of Lecturer (selection grade) to Assistant Professor after attaining the Ph.D. degree.**

**Decision taken:**

The committee recommends considering the experience of selection grade Lecturer as equivalent to Assistant Professor after acquiring the Ph.D.

**Item No. 24: Issue regarding anomaly in the career advancement scheme for teachers under the UGC scheme and that under AICTE scheme - removal of discrepancies.**

**Decision taken:** Same as item No. 7.

**Item No. 25: Relaxation of AICTE prescribed eligibility requirement for the post of Librarians in engineering and Management Colleges.**

**Decision taken:**

As per the decision of 41<sup>st</sup> EC, the NET can be relaxed for candidates having First Class Master of Library Science (M. Lib).

**Item No. 26: Consideration for relaxing the requirement of Class from the point of view of Combined Grade Point Average (CGPA) for the post of lecturers in the discipline of Computer science in degree level technical institutions due to adoption of different cut off marks by various institutions.**

**Decision taken:**

The committee has not recommended the relaxation. The existing Recruitment Rules (RRs) are clear.

**Item No. 27: Consideration of fixing eligibility requirements for various teaching posts in degree level technical institutions in various interdisciplinary and newly emerging areas of E&T such as Environmental Engg.**

**Decision taken:**

The committee has recommended that a person with M. Tech. (Environmental) with Ph.D. in Environmental Studies/ Engg. would be eligible for the post of Assistant Professor in Civil Engg.

**Item No. 28 (a) : Consideration of the teaching experience at the level of Assistant Professor as equivalent to the level of Lecturer (selection grade) for the purpose of recruitment of professors in degree level technical institutions.**

**Decision taken:**

Same as per Item No. 23 above.

**Item No. 28 (b): Consideration of amendment in the AICTE prescribed minimum qualifications and experience for the post of Professors in degree level technical institutions.**

**Decision taken:**

In case of candidates having only Bachelors degree in Engg. / Tech. and completed Ph.D., the minimum qualifications & experience for the post of Professors in degree level technical Institutions should be as follows:

*'Ph.D. with First Class Bachelors degree in the appropriate branch of Engg / Tech. with 10 years experience in teaching industry/ research out of which 5 years should be at the level of Assistant Professor and /or equivalent.'*

**Item No. 29: Issue of recognition of various training programmes being imparted by different organization as equivalent to programmes approved by AICTE for the purpose of including the same in the Career Advancement Scheme (CAS).**

**Decision taken:**

• Same as Item No. 9.

**Item No: 30: Fixing of pay scales and service conditions for workshop instructors for diploma level technical institutions.**

**Decision taken:**

Please refer Item No. 13.

**Item No: 31: Issues regarding adoption of pay scales for the post of Principals, which is different from AICTE prescribed pay scales in the institute run by Govt. Tool Room and Training Center, Bangalore.**

**Decision taken:**

The Committee discussed the issue and finalized that deviation from existing RRs is not permissible. No scheme is available at present for financial assistance.

**Item No. 32: Consideration for inclusion of the qualification of M.Sc (Food Processing) / M.Sc. (Food Science & Tech.)/ MS (Food Tech.)/ M.Sc., (Food and Allied Sciences) etc. for various teaching posts in the discipline of Food Tech. in the degree level technical institutions.**

**Decision taken:**

As it is not mentioned in AICTE notification. It is up to the selection committee to decide the case.

**Item No. 33: Issue regarding reviewing of recruitment qualifications in the discipline of Arch. / Planning in degree level technical institutions in case of candidates having PG Planning with degree in Economics.**

**Decision taken:**

The committee has decided that it is up to the selection committee / Governing Body to decide the issue.

**Item No.34: Issue regarding qualifications for the post of principal in diploma level technical institutions from Pharmacy discipline.**

**Decision taken:**

As per AICTE Act - 1987 the Pharmacy discipline falls under the purview of Technical Education. Hence, the candidates from Pharmacy discipline should also be considered for the post of Principal of polytechnics provided if such institution has a Department of Pharmacy.



**Item No. 35: Consideration on the issue regarding relaxation of the condition of 5 years' experience at the level of Assistant Professor to 10 years teaching experience for promotion to the post of Professor in a University Departments/ Technological Universities.**

**Decision taken:..**

As the teachers in Universities / University Departments of Science / Humanities are Governed by UGC, where as in the same university Engineering faculty is governed by AICTE. Since the different experience criteria were fixed by UGC & AICTE, Engg. faculty in University / University Departments are facing lot of hardship.

In lieu of the above the committee recommends to treat Engg. faculty in par with Science/Humanities in terms of experience as per UGC. But at the same time to apply AICTE qualifications for the concerned posts.

**Item No.36: Consideration of the case for exemption from NET qualification in case of Ph.D. degree holders in the discipline of basic sciences and humanities for the post of Lecturers in degree level technical institutions.**

**Decision taken:**

Yes, the Ph.D. holders in the discipline of Basic Science & Humanities may be exempted from NET qualification for the post of Lecturer in degree level technical institutions.

**Item No: 37: Issue regarding relaxation of the qualification to various categories of teachers in degree level technical institutions to the promotion effected in between the period of AICTE notification on revised pay scales and service conditions and orders of respective state govt.**

**Decision taken:**

Same as per Item No. 10.

**Item No. 38: Issue regarding consideration of DOACC "B" level qualification as equivalent to MCA degree for the purpose of recruitment of Lecturers for MCA course in degree level technical institutions.**

**Decision taken:**

No, the equivalency has been given for the purpose of professional employment and not for the purpose of faculty recruitment in technical institution.

## Appendix-1

### Revised Career Advancement Schemes for Teachers of Degree Level Technical Institutions.

#### 1.1 General

- 1.1.0 Minimum length of service for eligibility to move into the grade of Lecturer (Senior Scale) would be four years for those with Ph.D., five years for those with M. Phil., M.Tech., and six years for others at the level of Lecturer, and for eligibility to move into the grade of Lecturer (Selection Grade)/Assistant Professor, the minimum length of service as Lecturer (Senior Scale) shall be uniformly five years.
- 1.1.1 For movement into grades of Professor, the minimum eligibility criterion would be Ph.D. Those without Ph.D. can go up to the level of Lecturer (Selection Grade)/Assistant Professor.
- 1.1.2 An Assistant Professor with a minimum of eight years of service in that grade will be eligible to be considered for appointment as a Professor.
- 1.1.3 The Selection Committees for Career Advancement shall be the same as those for Direct Recruitment for each category.

#### 1.2 Lecturer (Senior Scale):

A Lecturer will be eligible for placement in a senior scale through a procedure of selection if she/ he has:

- (i) Completed 6 years of service after regular appointment with relaxation of one year and two years respectively, for those with M.Phil, M.E.,/ M. Tech. and Ph.D.
- (ii) Participated in summer / winter schools of total duration of 4 weeks, or engaged in other appropriate continuing education programme of comparable quality as may be specified or approved by the All India Council for Technical Education (AICTE).

- (iii) Consistently satisfactory performance appraisal reports.

### **1.3 - Lecturer (Selection Grade):**

Lecturers in the Senior Scale who do not have Master's degree or equivalent published work, and who do not meet the scholarship and research standards, but fulfil the other criteria given below for the post of Assistant Professor, and have a good record in teaching and, preferably, have contributed in various ways such as to the corporate life of the institution, examination work, or through Research & extension activities, will be placed in the Selection Grade, subject to the recommendations of the Selection Committee which is the same as for promotion to the post of Assistant Professor. They will be designated as Lecturers in the Selection Grade. They could offer themselves for fresh assessment after obtaining Master's degree and/or fulfilling other requirements for promotion as Assistant Professor and if found suitable, could be given the designation of Assistant Professor.

### **1.4 Assistant Professor:**

1.4.1 A Lecturer in the senior scale will be eligible for promotion to the post of Assistant Professor if he/ she has:

- (i) Lecturers in the Senior Scale having Ph.D. degree with 3 years of experience in teaching / industry/ research at the level of Lecturer (including the period passed in the grade of Lecturer Senior Scale) or equivalent.

**OR**

Lecturer in the Senior Scale having Master's degree with 5 years of experience in teaching / industry/ research at the level of lecturer (including the period passed in the grade of Lecturer Senior Scale) or equivalent. Such candidates will be required to obtain Ph.D. degree within a period of 7 years from the date of his/her promotion to the post of Assistant Professor.

**AND**

- (ii) Made some mark in the areas of Scholarship and Research; as evidenced e.g. self assessment, report of referees, quality of publication, contribution to education /innovation, development of new courses and curricula and extension activities.

- (iii) After placement in the senior scale participated in winter/ summer schools (short-term courses) of total duration of 4 weeks, or engaged in other appropriate continuing education programmes of comparable quality as may be specified / approved by the AICTE.
- (iv) Possesses consistently good performance appraisal reports.

1.4.2 Promotion to the post of Assistant Professor will be through a process of selection by a selection committee to be set up under the statutes / ordinances of the concerned institute / university or other similar committees set up by the appointing authorities.

## 1.5 Professor:

1.5.1 In addition to the sanctioned position of Professors which must be filled up through direct recruitment through all India advertisement promotion may be made from the post of Assistant Professor after 8 years of service as Assistant Professor.

1.5.2 The selection committee for promotion to the post of Professors should be the same as that for direct recruitment for the promotion from Assistant Professor to Professor the following methods of promotion may be followed:

The candidate should present her/himself before the selection committee with some of the following:

- (a) Self-appraisal report (required).
- (b) Research Contribution - books, articles, etc published (at least 4 papers in Journals required). The best three written contribution of the teacher (as defined by her/him) may be sent in advance to the experts for reviewed before coming for the selection committee interview. The candidate should submit in three sets with the applications.
- (c) Seminars / conferences / workshops attended which should be at least 4 seminars/ conferences/ workshops at the national/ international level or must have attended

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notice to be  
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summer / winter schools (short term course) of total duration of 4 weeks.

- (d) Significant contribution towards teaching / academic environment / institutional corporate life.
- (e) Adequate extension and field research activity.
- (f) Development of course/ lecturer material / monographs, CDs / modern teaching tools including E- learning tools.
- (g) Participation in continuing education programme.
- (h) Any other academic contribution.

1.6 The requirement of consistent satisfactory performance appraisal report shall be the mandatory requirement for Career Advancement from Lecturer to Lecturer (Senior Scale) and from Lecturer (Senior Scale) to Lecturer (Selection Grade) /Assistant Professor.

For requirement of completing the courses would be as follows:

- (i) For Lecturer to Lecturer (Senior Scale), summer / winter school courses of total duration of 4 weeks would be compulsory.
- (ii) For Lecturer (Senior Scale) to Lecturer (Selection Grade)/ Assistant Professor, summer / winter school courses of total duration of 4 weeks would be compulsory.
- (iii) The senior teachers like Assistant Professor / Lecturer (Selection Grade) and Professors may opt to attend 4 seminars / conferences / workshops (National or International Level) in their subject area and present papers on those areas or attend AICTE approved summer / winter school courses to be offered by various approved institutions.

**Note:** Other terms and conditions of Career Advancement Scheme (CAS) will remain same as per the addendum issued vide Letter F.No. 1-65/CD/NEC/98-99 dated July 31<sup>st</sup> 2001.



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प्रो. बी.जी. नरेश कुमार

सलाहकार-II

Prof. B.G. Naresh Kumar

ADVISOR-II

अखिल भारतीय तकनीकी शिक्षा परिषद्

ALL INDIA COUNCIL FOR TECHNICAL EDUCATION

(A Statutory Body of Govt. of India by Parliament Act (52), 1987)

Date: 19.9.2003

F.No. FD/PSSC/Clarif./2003/1

To,

Secretaries (Technical Education)  
All State Governments/ Union Territories

**Sub: Clarification on certain issues pertaining to Career Advancement Scheme (CAS) for teachers of Degree Level Technical Institutions.**

Sir,

From time to time the AICTE receives queries seeking clarification on different issues pertaining to Career Advancement Scheme (CAS) for teachers of Degree Level Technical Institutions.

The Executive Committee of AICTE has taken the following decision in this regard (Item No. 44.04.03):

- (i) Issue of seniority of CAS promotees vis-à-vis Direct Recruittees.  
It was decided that Direct Recruittees will be considered senior to CAS Promotees.
- (ii) Incentives for higher qualifications in Career Advancement Scheme (CAS).
- (iii) Clarifications regarding Career Advancement Scheme (CAS) for teachers of Degree Level Technical Institutions.
- (iv) Issue regarding granting stagnation increments to the teachers of AICTE approved technical institutions.

The Executive Committee decided that the AICTE will follow the same rules and regulations, which are being followed by UGC in similar type of cases. AICTE may take necessary action accordingly.

This is issued with the approval of the Competent Authority.

Yours faithfully

  
(B.G. Naresh Kumar)  
Adviser (FD)

Copy to:

1. All the Directors of Technical Education of All State Govts./ Union Territories - for circulation amongst all Directors/ Principals of degree / diploma level Technical Institutions.
2. Principals of all National Institutes of Technologies.
3. All Vice- Chancellors of Universities/ Deemed Universities.
4. Secretary/ Additional Secretary / Union Public Service Commission (UPSC).
5. All Centrally funded Technical Institutions.
6. All Regional Officers of AICTE at Kolkata, Mumbai, Kanpur, Chennai, Chandigarh, Bhopal and Bangalore.
7. The Deputy Secretary (T), Dept. of Secondary and Higher Education, Ministry of HRD Govt. of India, Shastri Bhawan, New Delhi.

इंदिरा गांधी खेल परिसर, इन्द्रप्रस्थ एस्टेट, नई दिल्ली - 110 002

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टेलीफैक्स / Telefax : 011-23392562, 23392554, ई-मेल / E-mail : naresh\_gowda@vsnl.net

Item 4.20 To consider implementation of Assured Career Progression (ACP) to the Non-teaching employees of NIT Kurukshetra.

The Deputy Educational Adviser, Govt. of India, Ministry of Human Resources Development, New Delhi vide letter No. F.20-46/2003-TS-III dated 9.11.2003 (copy enclosed as Appendix XVII on pages 131 to 132 ) conveyed service conditions for the employees of Regional Engineering Colleges upon their conversion as National Institute of Technology with Deemed University status. In this letter, the condition at Sr.No. 9 relates to Assured Career Progression (ACP) as mentioned below:-

"The provision of the scheme of ACP issued by the Department of Personnel & Training, Govt. of India vide OM No. 35034/1/97-Estt.(D) dated 9.8.1999 for employees of Central Government having no promotional avenues shall also be applicable to similarly placed employees of NITs."

Earlier all the Non-teaching employees of this Institute were given the benefits of Assured Career Progression (ACP) as per policy of Haryana Govt. Notification No. GSR-4/Const./Art.309/98 dated 7.1.1998. The ACP Scheme on the State Govt. pattern has since been stopped for quite some time.

The Board may allow to grant ACP on the State Govt. pattern to the Non-teaching employees who were eligible during the transit period till the ACP scheme is made effective on the Central Govt. pattern after its adoption by the Board.

The Board may consider.

GA-II/ACP Pay scales/

*Pandey*  
*Depr*

No.F.20-46/2003-TS-III  
Government of India  
Ministry of Human Resource Development  
Department of Secondary & Higher Education

New Delhi  
November 9, 2003

**OFFICE MEMORANDUM**

**Subject:-** Service Conditions of the Employees of Regional Engineering Colleges upon their conversion as National Institutes of Technology (NITs) with deemed university status.

\*\*\*\*\*

The Government had taken over the full administrative and financial control of all the seventeen Regional Engineering Colleges (RECs) [now converted as National Institutes of Technology with deemed university status] located at *Allahabad, Bhopal, Calicut, Durgapur, Hamirpur, Jaipur, Jalandhar, Jamshedpur, Kurukshetra, Nagpur, Rourkela, Silchar, Srinagar, Surat, Surathkal, Tiruchirappalli and Warangal* vide notification No. F.35-1/2002-TS-III dated 14<sup>th</sup> May 2003 and it was stated therein that the terms and conditions governing the Institutions and their employees would be issued separately. After careful consideration of various aspects of the existing rules & regulations it has been decided to introduce the following administrative measures so as to ensure uniformity in rules & regulations governing service conditions of the employees in NITs.

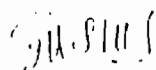
- (1) **Period of Probation on Recruitment:-** The period of probation of on fresh recruitment in NITs for both teaching and non-teaching employees shall be same as per practice in vogue in Indian Institute of Technology (IIT), Delhi;
- (2) **Leave Rules:-** Leave Rules including sabbatical leave for faculty in NITs shall be same as is prevalent in IIT, Delhi.
- (3) **Conduct & Disciplinary Rules:-** Conduct & Disciplinary Rules for employees of NITs shall be same as is prevalent in IIT Delhi.
- (4) **Medical Rules:-** The employees of NITs shall be entitled to reimbursement for medical attendance and treatment in the similar manner as is available to other Central Government employees under Medical Attendance Rules of the Government.
- (5) **Travelling Allowance & Daily Allowance:-** Payment of TA/DA to the employees of NITs shall be governed in the similar manner as is being regulated under Fundamental Rules (FR) & Supplementary Rules (SR) for other Central Government employees.



DISSEMINATION

- (6) **Leave Travel Concession:-** The system of LTC will be same as per practice being followed in the Central Government in this regard. The existing practice of leave encashment facility being followed in some of the Institutes shall be dispensed with immediately.
- (7) **Performance Assessment System:-** The performance assessment system for the faculties of NITs shall be similar to assessment system being followed in IIT Roorkee.
- (8) **Career Advancement Scheme [CAS]:-** Separate order has already been issued vide OM No. F.20-18/2003-TS-III dated 15-09-2003 regarding implement of Career Advancement Scheme for the faculty.
- (9) **Assured Career Progression (ACP):-** The provision of the scheme of ACP issued by the Department of Personnel & Training, Govt. of India vide OM No.35034/1/97-Estt.(D) dated 9-8-1999 for employees of Central Government having no promotional avenues shall also be applicable to similarly placed employees of NITs.
- (10) **Working Days:-** NITs may adopt the practice of 5-days or 6-days week depending upon decision of its own Board of Governors subject to the stipulation of the minimum working hours as prescribed by All India Council for Technical Education (AICTE) in this regard i.e. @ 40 hrs per week.
- (11) **Holidays:-** NITs will adopt the same practices of holidays as is being observed by the IIT of the region in which the NIT is located.

**Date of effect:-** The above provisions shall be effective after necessary adoption by the respective BOGs of NITs.

  
(Dr. G. L. Jambulkar)  
Deputy Educational Adviser  
Tel: 2338 4276

To

1. The Directors of all NITs

Item 4.21 To consider service conditions of the faculty members (teaching staff) as per latest instructions of the Govt. of India - Retirement on superannuation.

The Govt. of India, Ministry of Human Resource Development, Department of Secondary & Higher Education, New Delhi vide office memo No. F. 20-11/2003-TS.III dated 12.11.2003 (copy enclosed as Appendix XVIII from page 134 to 135 ) have conveyed their decision that consequent upon conversion of Regional Engineering Colleges as National Institutes of Technology with Deemed University Status the faculty (teaching staff) of all NITs shall henceforth be allowed to serve up to the age of 62 years and no extension of service shall be given thereafter. As per existing rules of NIT, Kurukshetra, the age of retirement of the faculty members on superannuation is 60 years.

New provision would come into effect from the month in which it is adopted by the Board of Governors of the new NIT. Eight members of the Board of Governors of the Institute including the Chairman of the Board have agreed with the issue and signed in the last week of November, 2003 by way of circulation. Therefore the retirement age of the faculty (teaching staff) of the Institute will be 62 years from November, 2003, the month in which the aforesaid instructions of the Govt. of India have been adopted by members of the Board as mentioned above.

The Board may note.

File No. GA-1/



No.F.20-11/2003-TS-III  
Government of India  
Ministry of Human Resource Development  
Department of Secondary & Higher Education

New Delhi  
November 12, 2003

OFFICE MEMORANDUM

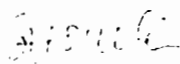
**Subject: - Service Conditions of the Employees of Regional Engineering Colleges upon their conversion as National Institutes of Technology (NITs) with deemed university status- Retirement on Superannuation in respect of Faculty (Teaching Staff).**

\*\*\*\*\*

The Government had taken over the full administrative and financial control of all the seventeen Regional Engineering Colleges (RECs) [now converted as National Institutes of Technology with deemed university status] located at Allahabad, Bhopal, Calicut, Durgapur, Hamirpur, Jaipur, Jalandhar, Jamshedpur, Kurukshetra, Nagpur, Rourkela, Silchar, Srinagar, Surat, Surathkal, Tiruchirappalli and Warangal vide notification No. F.35-1/2002-TS-III dated 14<sup>th</sup> May 2003 and it was stated therein that the terms and conditions governing the Institutions and their employees would be issued separately.

**2. Retirement on Superannuation:** - After careful consideration of the existing provisions relating to retirement on superannuation in various NITs, it has been decided with the approval of the competent authority that henceforth the faculty (teaching staff) of all NITs shall be allowed to serve up to the age of 62 years and no extension of service shall be given thereafter.

**3. Date of Effect:** - This provision shall come into effect from the month in which it is adopted by the Board of Governors (BOGs) of the respective NITs.

  
(Dr. G L Jambhulkar)  
Deputy Educational Adviser  
Tel: 2338-4276

To

1. The Directors of all NITs

DR (GA)  
886/17/11

No.F.20-11/2003-TS-III

*Copy forwarded for information to: -*

1. Chairmen of BOGs of all NITs.
2. Registrars of all NITs
3. Accountant-Generals (AGs) of all States/UTs
4. PS to HRM / PS to MOS (HRD)
5. PS to ES / PS to AS / PS to JS (T)
6. IFD
7. All Divisional Heads in the Bureau of Technical Education
8. Guard File



(B K RAY)

Desk Officer

Tel: 2307-0177

Email: [nit@sb.nic.in](mailto:nit@sb.nic.in)

Item 4.22 To consider filling up the post of Deputy Registrar  
(Academic) in the Institute.

The post of Deputy Registrar (Academic) fell vacant in October, 1998 on account of superannuation of the then Deputy Registrar(Academic). The Institute made efforts twice to fill up the post by way of advertisement in leading daily newspapers including information to all the leading Engineering Institutes. On both the occasions the post could not be filled up on account of non-eligibility of the candidates who applied for the said post.

A ban was imposed by the State and Central Government that no post be filled up till further orders. However, the work of the Academic Branch since 2001 was being run under the administrative and academic control of Professor In-charge, Academic Affairs and now by Dean (Academic) till date. From time to time it is being felt that due to the vacancy of Deputy Registrar (Academic), academic work gets effected and leads to either overloading the Dean (Academic) or the work gets delayed due to his absence being away on account of official duties as he happens to be Chairman of Applied Sciences Department, NIT, Kurukshetra. The pending work cannot be disposed of in his absence.

The Regional Engineering College, Kurukshetra has been upgraded as National Institute of Technology, Kurukshetra with effect from 26.6.2002 whereby the Status of Deemed University has been conferred to the Institute. By being so, the Institute has become independent in every respect relating to academic work such as Exams, evaluation of answer-sheets, declaration of results and other allied work. Thus by being Deemed University, the necessity to fill up the post of Deputy Registrar (Academic) has become necessary.

In view of the hardship being faced by the Institute and also looking into the difficulties of the students and to streamline the work of Academic Section, the Board may allow the Institute to fill up the vacant post of Deputy Registrar (Academic) with the following qualifications/experience on the pattern of IIT, Roorkee, pay scale and age :-

(i) PG Degree with at least 55% marks or its equivalent grade.

(ii) 8 years experience as Lecturer in a College or University including some experience in educational administration.

or

Comparable experience in research establishment and other Institutions of higher education.

or

8 years administrative experience as Assistant Registrar or in posts carrying pay scale of Assistant Registrar.

Pay Scale: Rs. 8000-13500 (likely to be revised on IIT pattern).

Max. Age: 50 years (55 years for internal Candidates).

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

- Item 4.23 To consider the matter regarding absorption of  
Shri Amar Nath Sharma, Ex-Supervisor, ECE Deptt.  
of the Institute in G.G.S.I.P. University, Delhi.

The Registrar of the Guru Gobind Singh Indraprastha University, Delhi vide letter No. GGSIPU/Registrar/2003/773 dated 24.10.2003 (copy enclosed as Appendix XIX pages 142 to 145) addressed to the Hon'ble Chairman, Board of Governors, National Institute of Technology, Kurukshetra has requested for sympathetic redressal of grievances of Sh. Amar Nath Sharma, Ex-Supervisor of ECE Department of the Institute now on deputation as Assistant Registrar in GGSIP University, Delhi. The Chairman of the Board has desired that the case of Sh. A.N. Sharma may be placed before the Board.

The detailed history relating to the case of Sh. A.N. Sharma is as under:-

1. Shri A.N. Sharma who was Supervisor in the Electronics & Communication Department of the Institute was allowed to proceed on deputation on the request of the Registrar, Guru Gobind Singh Indraprastha University, Delhi vide letter No. GA-II/7994-99 dated 30.8.2000 and relieved vide letter No. GA-II/8108 dated 4.9.2000 to join as Assistant Registrar in the above said University for a period of one year. Again on the request of the Registrar of the said University, he was given one year more extension in deputation period upto 4.9.2002. So the total period of deputation was 5.9.2000 to 4.9.2002. The deputation was allowed by the Board of Governors. He was to join back his parent Institute on 5.9.2002. Shri Sharma did not join back. Rather he was approaching through the Registrar of the said University for another one year more extension of deputation. Both the Registrar and Shri A.N. Sharma vide letter No. GA-II/6366-67 dated 24.9.2002 were informed that the request in extension period of Shri A.N. Sharma for another one year w.e.f. 5.9.2002 can not be acceded to and requested the Registrar of

the said University to spare Shri Sharma to join back his duty at NIT Kurukshetra within the stipulated period. In short Shri Sharma did not join the duty back of the Institute which he was required to do by 23.12.2002.

2. The following letters were written to the Registrar and Sh. Sharma to join his parent Institute but Sh. Sharma acted indifferently:-

(a) Letter No. GA-II/6366-67 dated 24.09.2002 to the Registrar, GGSIP University, Delhi with a copy to Shri Amar Nath Sharma.

(b) Letter No. GA-II/7217-18 dated 18.11.2002 to the Registrar with a copy to Sh. Amar Nath Sharma.

(c) Letter No. GA-II/7869-70 dated 20.12.2002 to the Registrar. GGSIP University, Delhi with a copy to Shri Amar Nath Sharma.

(d) Telegram dated 10.02.2003 to Sh. Amar Nath Sharma and copy sent by post vide Endst.No. GA-II/1006 dated 10.02.2003.

(e) Letter No. GA-II/1655 dated 20.03.2003 to Sh. Amar Nath Sharma.

(g) Letter No. GA-II/PF/2178 dated 22.4.2003 to Sh. Amar Nath Sharma.

3. Ultimately, Shri Amar Nath Sharma joined the Institute on 2.5.2003. As per report of the Chairman, Electronics & Communication Engineering Department of our Institute, Sh. Sharma proceeded on 4 days Casual leave from 6.5.2003 to 9.5.2003 and joined the department of our Institute on 12.5.2003. He again applied for four days Casual Leave i.e. from 13.5.2003 to 16.5.2003 suffixing 17<sup>th</sup> & 18<sup>th</sup> May, 2003. In the meantime, the Institute received a letter dated 7.5.2003 written by Sh. Sharma on the letter head of GGSIP University, Delhi under the designation of Assistant Registrar (Exams.) to the Director, NIT Kurukshetra which indicated that he joined back GGSIP University, Delhi. This was against all norms, rules & regulations of the Institute.



4. The Institute had no alternative except to request to the Registrar of GGSIP University, Delhi vide letter No. GA-II/3301-02 dated 4.6.2003 to direct Sh. Sharma who was willfully absent to turn up on duty to the Institute latest by 13.6.2003. It was clearly mentioned in the letter that in case he does not turn up for duty to the Institute by 13.6.2003, his post will be treated as vacant as per following Bye-laws of the Institute:-

"If a College employee overstays his/her leave, he/she shall forfeit his/her salary during the time of his/her remaining so absent, and if he/she overstays his/her leave for more than one week, his/her post shall be liable to be declared vacant."

5. A letter No. GGSIPU/ESTT./3873 dated 11.6.2003 received from the Registrar of GGSIP University, Delhi in which an allegation which may have reported by Sh. Sharma to the Registrar of the said University that he joined the Institute (NITK) under "heavy pressure" and "a threat to loss his job" are just baseless allegations and false statement to avoid main issue of his being willful absent from this Institute despite repeated instructions issued to him to join back the Institute. Further as regards his request made in his letter dated 11.6.2003 as referred to above for the extension of deputation period upto 4<sup>th</sup> September, 2003 it may be stated that Sh. Sharma had forfeited his claim after he joined back this Institute on 2.5.2003. It is clear that ample opportunities were given to Sh. Sharma. When he did not join back after repeated instructions, his post was declared vacant w.e.f. 14.6.2003 vide our letter No. GA-II/4325-26 dated 8.7.2003 (copy enclosed as Appendix XX pages 146 to 148) with a copy to Sh. A.N. Sharma.

6. It clearly shows that Sh. A.N. Sharma has been absent from this Institute wilfully on account of which the Institute had to take a drastic step to declare his post as vacant as referred above. He behaved in fraudulent manner with both the Institutes.

7. Sh. Sharma made an undated appeal attaching therewith his application dated 28.7.2003 (copy enclosed as Appendix XXI pages 149- 152 to the Hon'ble Chairman, Board of Governors of NIT Kurukshetra for setting aside the termination order. A cursory look of the appeal indicates that the same is full of allegations against the Institute's Director. Its reply was sent to the Registrar of the said University vide letter No. GA-II/5526-27 dated 22.8.2003 (copy enclosed as Appendix XXII pages 153 to 155 ). The facts given in that application by Shri Sharma almost were suiting to his requirement. The whole position has been explained in the Appendix XXIII pages 156 to 160 ) in an annotated form also.
8. The Registrar of the said University vide letter No. GGSIPU/Registrar/2003/711 dated 2<sup>nd</sup> September, 2003 again sent a representation of Shri Sharma dated 27.8.03 for sympathetic consideration. The Registrar was informed about the declaration of vacant of post of Shri Sharma w.e.f. 14.6.2003. In this letter he was also intimated that the case may be treated as closed.

Now the Registrar of the said University vide his letter dated 24.10.2003 under reference requested for sympathetic redressal of the grievances and granting appropriate relief from the Institute, side-by-side he also conveyed that the University has kept open the possibility to absorb him on permanent basis if the orders of declaring his post as vacant are set aside. In this connection it is mentioned that as per letter of the Registrar Shri Amar Nath Sharma is still on deputation and working as Assistant Registrar there whereas his post has been declared as vacant w.e.f. 14.6.2003 in NIT Kurukshetra.

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

File GAII/PF/ANS/

PROF. (DR.) NALIN K. SHASTREE  
S. G. S. I. P. (Sweden), U. R.  
REGISTRAR



1181-  
**APPENDIX- XIX**  
**Guru Gobind Singh**  
**Indraprastha University**  
Kashmere Gate, Delhi-110 006 (INDIA)  
Phones : Off 23863536 (D), F.PABX : 23869313-16  
Extn.-606/206, Fax-23865942  
Website : <http://ipu.ac.in>

GGSIUP/Registrar/2003/ 773  
Dated the 24<sup>th</sup> October, 2003

To

The Hon'ble Chairman  
National Institute of Technology  
Kurukshetra - 136119

राष्ट्रीय प्रौद्योगिकी संस्थान  
(मानव विज्ञान विभाग)  
कुरुक्षेत्र-136119.  
पंजीकरण संख्या..... 66  
दिनांक..... 11/11/03

Respected Sir,

I have been directed to forward a representation of Sh. A.N. Sharma, who is working as Assistant Registrar, in this University on a deputation from your organization, for a sympathetic redressal of his grievances and granting of an appropriate relief from your side. I have been further desired to request that being an old employee of your Institute, he needs a compassion since the present order of the NIT shall cause him enough hardship. I am also directed to convey that the University has kept open the possibilities to absorb him on a permanent basis, if your referred order is set aside.

An early reply, in this regard, shall be highly appreciated.

Yours sincerely,

(Prof. Nalin K. Shastree)

The case of redressal of grievance and granting relief to Sh. A.N. Sharma as mentioned in 'x' should be taken to the Board (meeting likely to be held in early December 2003) specifically mentioning of his absorption on permanent basis in GGS Indraprastha University as mentioned above "x" :

P. D. Sharma

15.11.03

Director - NIT Kurukshetra

Enclosure : earlier appeal dt 28.7.03

R  
S.M.  
19/11/03

19/11

DR. C. A. D.

- 143 -

To

The Registrar,  
GGS IP University,  
Kashmere Gate,  
Delhi -110006

Sub: Forwarding of request for setting aside the termination of undersigned to the Chairman, BOG, National Institute of Technology, Kurukshetra.

Sir,

Kindly forward my application to the Chairman BOG, National Institute of Technology, Kurukshetra for reconsidering the case of deputation of undersigned for setting aside the termination and give opportunity to join back at NIT Kurukshetra or extend the deputation/E O L. as earlier requested upto 04/09/2003 & till date.

Thanking you,

Yours faithfully

(A. N. Sharma)  
Asstt. Registrar (Exam)

Dated : 23/10/2003

To

The Hon'ble Chairman,  
National Institute of Technology,  
Kurukshetra - 136119

THROUGH PROPER CHANNEL

**SUBJECT : For setting aside the termination vide memo no. 4325**

**dt:8/7/03 declaring my post vacant w.e.f. 14/6/03**

Sir,

This is with reference to my services rendered at NIT, Kurukshetra, w.e.f. 1979, for which I had been carrying out my duties with devotion and entire satisfaction of my services, responsibilities I was deputed 'On Deputation' to GGS IP University, Delhi on the post of Assistant Registrar w.e.f. 04/09/99 where as I rendering my services as Asstt. Registrar till date.

It is mention that GGS IP University has been requesting NIT again and again for extending the period of my deputation /E O.L. upto 04/09/2003, finding the requirement and nature of responsibilities of my services at GGS IP University. The NIT, Kurukshetra vide its letter No. GA-11/5526-27, dt. 08/07/03 instead declared my substantive post in NIT as vacant w.e.f. 14/06/2003. Consequently on which I have made a request dated 27/08/2003, praying for setting aside the termination order and considering me as an employee of NIT by acceding to the request of GGS IP University of my deputation period upto 04/09/2003.

It is pertinent to refer letter of NIT, dated GA-II/DF/2178 dt 22.04.2003 in which it is mentioned that the disputed period of my services between NIT and GGS IP University will be decided later by competent authority, on my joining back to NIT.

6/5/03

1. That as per assurance by authorities of NIT I joined the National Institute of Technology on 02/05/2003. However as per advice from NIT that I take proper relieving from the Guru Gobind Singh Indraprastha University and then only I should join back the National Institute of Technology.
2. That according as per your direction, I returned to Guru Gobind Singh Indraprastha University for relieving, but the Registrar Guru Gobind Singh Indraprastha University again requested you to extend the period of my Deputation/E.O L up 4/9/03, to enable me to complete my pending work of important nature.

It is submitted that as my relieving from GGS IP University was not carried out as to join back my duties at NIT, Kurukshetra and so the matter of decision of my services had been floating between the two organizations i.e. my parent organization and the organization I was deputed as. I also requested Hon'ble Vice Chancellor, GGS IP University to absorb my services after completing my three years at GGS IP University.

Therefore it is again prayed to your kind self to have a sympathetic view on the situation of an employee, devoted and honest work and for no fault of mine, I have been served the termination order from my services which may kindly be reconsidered on humanitarians grounds and the period maybe condoned as Deputation/EOL or kindly allow me to join back at NIT.

Thanking you,

Yours faithfully,

(A. N. Sharma)

Asstt. Registrar (Exam)

NATIONAL INSTITUTE OF TECHNOLOGY  
(DEEMED UNIVERSITY)  
KURUKSHETRA - 136 119

No.GA-II/ 4325 26

Dated: 8/7/2003

The Registrar,  
Guru Gobind Singh  
Indraprastha University,  
Kashmere Gate,  
Delhi-110006.

This has reference to your letter No.GGSIPU/ESTT./3873 dated 11.06.2003, it is to inform you that on the request of the Registrar, Guru Gobind Singh Indraprastha University, Delhi and Shri Amar Nath Sharma, Supervisor, Electronics & Communications Engineering Department of this Institute, Shri A.N.Sharma was allowed to proceed on deputation vide letter No.-II/7994-99 dated 30.08.2000 and relieved vide letter No.GA-II/8108 dated 04.09.2000 to join as Assistant Registrar in the abovesaid University. Again on the request of the Registrar of the said University Shri Amar Nath Sharma was given one year more extension in deputation period upto 04.09.2002. So the total period of deputation of Shri Amar Nath Sharma is 05.09.2000 to 04.09.2002. He was to join back his parent Institute on 05.09.2002. Shri Sharma did not join back so far. Rather he was approaching through the Registrar of the said University for another one year more extension of deputation. Both the Registrar and Shri Amar Nath Sharma vide letter No.GA-II/6366-67 dated 24.09.2002 were informed that the request in extension period of Shri Amar Nath Sharma for another one year w.e.f 05.09.2002 can not be acceded to and requested the Registrar, Guru Gobind Singh Indraprastha University, Delhi to spare Shri Sharma to join back his duty at N.I.T.Kurukshetra within the stipulated period. A copy of letter dated 24.09.2002 was also endorsed to Shri Amar Nath Sharma wherein he was particularly informed that he was required to join back his duty at N.I.T.Kurukshetra within the stipulated period mentioned in the letter. Shri Amar Nath Sharma did not join the duty back to his parent Institute. He was again informed vide letter No.GA-II/7869-70 dated 20.12.2002 to join duty back immediately. Shri Amar Nath Sharma did not join his duty back which he was required to do by 23.12.2002.

Shri Amar Nath Sharma was again asked vide telegram dated 10.02.2003 to resume duty immediately at N.I.T.Kurukshetra. In spite of letters and telegram,

Contd.....P/2....

Shri Amar Nath Sharma has not reported back for duty which he was required by 23.12.2002. Instead, the Registrar of the said University has informed the Institute that Shri Sharma has appealed to the Hon'ble Chairman, Board of Governors, N.I.T. Kurukshetra for one year more extension in deputation period.

From the above it is clear that Shri Amar Nath Sharma did not care about the letters and telegram of this Institute vide which he was asked to join back his parent department.

As such Shri Amar Nath Sharma remained within the ambit of leniency of the authorities of N.I.T.Kurukshetra.

CP/368 | In the light of the above, he was finally informed to join back his parent Institute by 31.03.2003 vide this office letter No.GA-II/1655 dated 20.03.2003 (copy enclosed).  
CP/373 | In continuation of this office letter No.GA-II/1655 dated 20.03.2003 Shri Sharma was apprised leave rules of the Institute vide letter No.GA-II/2178 dated 22.04.2003 (copy enclosed).

CP/380 | In response to this office letter No.GA-II/2178 dated 22.04.2003, Shri Amar Nath resumed his duty back at N.I.T.Kurukshetra on 02.05.2003(AN) (copy of joining report attached).

CP/386 | The comments in the matter were also conveyed to the Desk Officer, M.H.R.D., Government of India, Department of Secondary & Higher Education, Shastri Bhawan, New Delhi vide this office letter No.GA-II/2662 dated 16.05.2003 (copy enclosed) as asked vide their letter No.F-9-5/2003 T.S.III dated 29.04.2003.

CP/390 | After joining back his duty on 02.05.2003, he proceeded on four day's Casual Leave from 06.05.2003 to 09.05.2003 and attended his duty on 12.05.2003. He again applied for four day's Casual Leave i.e. from 13.05.2003 to 16.05.2003 suffixing 17<sup>th</sup> & 18<sup>th</sup> May, 2003 and since then he is wilfully absents from his duty. It was also written to you vide this office letter No.GA-II/3301-02 dated 04.06.2003 to instruct Shri Amar Nath Sharma to join N.I.T.Kurukshetra by 13.06.2003 (copy enclosed).



In view of the position explained above, it is clear that Shri Amar Nath Sharma misquoted the facts to you that he joined this Institute under heavy pressure. In this way he defrauded both the Institutes. An employee can not work at two Institutes at a time. He is hardly serious to serve this Institute and might be having some plan in his mind to adjust himself somewhere else. Under these circumstances this Institute is not in a position to bear such a law-avoiding employee. Therefore the post held by Shri Amar Nath Sharma at this Institute has been declared vacant w.e.f.14.06.2003 and as such he is no more employee of N.I.T.Kurukshetra w.e.f.14.06.2003 in pursuance of the Institute letter No.GA-II/3301-02 dated 04.06.2003 (copy enclosed) and as per the bye-laws reproduced below: -

"If a College employee overstays his/her leave, he/she shall forfeit his/her salary during the time of his/her remaining so absent, and if he/she overstays his/her leave for more than one week, his/her post shall be liable to be declared vacant."

Further action in settling his dues will be taken as per the rules of this Institute. Kindly communicate the above contents and decision to Shri Amar Nath Sharma.

Copy to:

Shri Amar Nath Sharma  
C/o The Registrar,  
Guru Gobind Singh Indraprastha University,  
Kashmere Gate, Delhi-110006.

Director  
7/7/03  
12/7/03  
7/7/03  
7/7/03

The Registrar,  
GGS IP University,  
Kashmere Gate,  
Delhi -110006

27-07-03  
50 (500)

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**THROUGH PROPER CHANNEL**

28/7/03

Sub: Forwarding of my appeal to Hon'ble Chairman, B.O.G., NIT Kurukshetra

Sir,

Reference to the above said subject I am submitting copy of appeal for setting aside the termination and granting the interim stay by staying the termination orders passed by the Director, NIT, Kurukshetra, vide memo no. 4325, dated 08/07/2003 declaring my post vacant w.e.f. 14/06/2003.

Kindly forward my appeal to Hon'ble Chairman, B.O.G, NIT, Kurukshetra for kind consideration and setting aside the termination.

Thanking you,

Yours faithfully,

(Signature)  
28/7/03

(A.N.Sharma)  
Asstt. Registrar

To  
The Hon'ble Chairman,  
Board of Governor's,  
National Institute of Technology,  
Kurukshetra

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**THROUGH PROPER CHANNEL**

**Sub: Appeal for setting aside the termination and granting the interim stay by staying the termination orders passed by the Director, NIT, Kurukshetra, vide memo no 4325, dated 08/07/2003 declaring my post vacant w.e.f. 14/06/2003**

Hon'ble Sir,

With due reference in regards I may take the opportunity to turn down the following fact for kind consideration at your benevolent hands:

1. That I joined the prestigious REC (Now NIT Kurukshetra) on 22/10/1979 as Technician Grade "A", by virtue of my selection as such. That as a consequence of my selection to the higher post of supervisor I joined as such on 05/05/1995 in the department of Electronic Communication Computer Engineering.
2. That after putting in more than 20 years exemplary service, without any kind of blemish, my services as an Asstt. Registrar, were required by the Hon'ble Vice Chancellor, Guru Gobind Singh Indraprastha University, Kashmere Gate, Delhi - 110006.
3. That request of the Hon'ble Vice Chancellor, GGS IP University for sending me on deputation was acceded to by the then Hon'ble Chairman B.O.G., REC, Kurukshetra initially for a period of one year 05/09/2000 to 04/09/2001.
4. That as my services were further required by GGS IP University, Delhi, and so I was allowed an extension on deputation by the competent authority of REC, Kurukshetra, by a further period of one year i.e. from 05/09/2001 to 04/09/2002.
5. That since the GGS IP University came into existence only in the year 1999, so to put the administrative machinery of GGS IP University on proper track it needed the services of many experienced persons and I being the part of the administration, my services were further required there but unfortunately despite repeated requests I was not allowed an extension for the 3<sup>rd</sup> year, which was otherwise admissible under the rule and the same reads as under:

"An employee will be allowed deputation to a maximum period of three years during his entire service with the college, the deputation will only be allowed if it is in the interest of the College, the State Government or Government of India."

6. That from the above, it is evident that an employee can avail deputation upto a period of 3 years but, in my case I was not allowed to remain on deputation for the 3<sup>rd</sup> year for the reasons best known to the institutes administration.

7. That ultimately vide letter dated: 22/04/2003 I was asked by the administration NIT Kurukshetra to join my duty back in the NIT latest by 02/05/2003 failing which my post, as supervisor in NIT, would be treated as vacant.
8. That in sheer compliance of the order of the worthy Director NIT I reached there to resume my duty on 02/05/2003 after detail discussion with the Director under heavy pressure and threat of loss of my job I joined back on 02/05/2003 without being relieved by the GGS IP University, as per assurance by Director NIT for granting me E.O.L. upto 04/09/2003.
9. That I took casual leave for few days to handover my charge at GGS IP University (which was of sensitive nature in the Examination Branch). The charge to be handed over being voluminous and therefore as advised by the Director, NIT, Kurukshetra ; I applied E.O.L. upto 04/09/2003.
10. That to my surprise the E.O.L. as advised and promised by Director, NIT, Kurukshetra was not considered at all and vide letter dt 04/06/2003, I was asked to rejoin my duties at NIT, Kurukshetra by 13/06/2003.
11. That on receipt of the letter if 04/06/2003 referred to above I approached the Registrar, GGS IP University, who then wrote a letter to Director, NIT, Kurukshetra vide no. GGSIPU/ESTT/3873 dt. 11/06/2003 requesting to extend my deputation till 04/09/2003 and also mentioned that without being relieved from the GGS IP University my joining of duty on 02/05/2003 is not in accordance with law.
12. That the director NIT, Kurukshetra at this juncture could have either accepted or ignored the request of the Registrar, GGS IP University and I would have acted accordingly.
13. That however Director, NIT, Kurukshetra in a highly arbitrary manner without paying my attention to the letter from Registrar, GGS IP University, resorted to declaring my post vacant w.e.f. 14/06/2003 vide letter no 4325 dt: 08/07/2003 received on 10/07/2003 without any charge sheet or giving me an opportunity to act upon his (Director, NIT) decision in the letter of the Registrar, GGS IP University dated: 12/06/2003.

Sir,

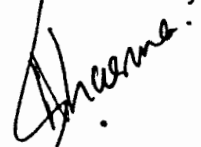
From the above it may kindly be observed that I was absolutely not on leave but on a deputation which was allowed to me in consonance with both the parties i.e. GGS IP University and NIT Kurukshetra. Bone of contention in my case is reliving me of my duties. You would agree sir, how a subordinate could join duty of his own, which could lead to insubordination. I do not deny the fact-I resumed back duty in the first instance on 02/05/2003 under pressure and on the assurance by Director, NIT to grant me E.O.L. Consequently invoking decision of B.O.G. leading to declaring my post vacant on account of absence for more than seven days does not apply in my case as I was never absent from duty but was on deputation on GGS IP University.

Respected Sir, I am reminded by a number of precedences such as of Sh. Umesh Sharma, Lecturer in Civil Engineering, Dr. K. K. Singh, Lecturer in Civil Engineering, Sh. Virender Singh, Clerk and Sh. Dharm Vir, Clerk etc. etc. in whose case the worthy Director, despite overstay for a pretty long period, has shown leniency and services of Sh. Umesh Sharma, Lecturer and Sh. Virender Singh, Clerk were terminated after a span of eight years and four years respectively. If I am not mistaken besides this Prof. Vinay Kumar, Mechanical Engineering Department, was allowed earned leave as due to him as extra ordinary leave for a period of three years, as admissible under the rules, but without any medical certificate he remained absent from duty for a longer period beyond three years. In his case too, leniency was shown and his services were absolutely not terminated and he was retired gracefully from service on 31/03/2003 on attaining the age of superannuation. It reflects that different parameters have been adopted in different cases and I have become prey to such an indifferent, harsh and discriminatory attitude.

Above all, as required under the rules and also as per decision of the " Apex Court of the Land - " ample opportunity is mandatory to be offered to an employee before terminating his/her services, that is issuance of charge sheet, reply there to from the aggrieved party, constitution of inquiry Committee constituted for the purpose to ascertain as to whether the case is fit for taking such a drastic step under punishment and appeal rules leading to termination of services. Unfortunately no proper procedure has been adopted in my case, brushing aside all established norms. Further more Terms and Conditions of my appointment, which asked for three months notice on either side for terminating the services has also not been followed.

In the light of my above humble submission I do hereby appeal your benign self earnestly to kindly look in to my case with comparison and pass good orders for setting aside the order of termination and granting the interim stay by staying the termination order so that I am not put on the road as an unemployed, which is bound to ruin my carrier.

Yours Faithfully,



[Amar Nath Sharma]  
Asstt. Registrar  
GGs IP University,  
Kashmere Gate, Delhi -110006

APPENDIX- XXII

REGISTERED

NATIONAL INSTITUTE OF TECHNOLOGY  
(DEEMED UNIVERSITY)  
KURUKSHETRA - 136 119

No. GA-II/4325-26

Dated: 28/7/2003

The Registrar,  
Guru Gobind Singh  
Indraprastha University,  
Kashmere Gate,  
Delhi-110006

Subject: Appeal of setting aside the termination and granting the interim stay by staying the termination orders passed by the Director, NIT, Kurukshetra, vide Memo No. 4325 dated 08.07.2003 declaring his post vacant w.e.f. 14.06.2003.

Sir,

CP/446

Please refer to your letter No. F 1 (1)(69)/2000/Estt/4627 dated 30.07.2003 on the subject cited as above vide which you enclosed the application of Shri Amar Nath Sharma dated 28.07.2003 along-with his undated appeal to the Hon'ble Chairman, B.O.G., NIT Kurukshetra for necessary action.

CP/398

In this connection at the outset it is made clear that the action taken by the Institute was as per Bye-Laws of the Institute mentioned in the letter No. GA-II/4325-26 dated 08.07.2003 in addition to other information mentioned in this letter. The Bye-laws mentioned in this letter is again given below:-

"If a College employee overstays his/her leave, he/she shall forfeit his/her salary during the time of his/her remaining so absent, and if he/she overstays his/her leave for more than one week, his/her post shall be liable to be declared vacant".

Shri Amar Nath Sharma in his appeal written that the Institute took action against him in arbitrary manner without giving him opportunity.

In this connection it is mentioned that the Institute had given him ample opportunities as is evident from the letters mentioned below but when Mr. Sharma crossed all the barriers of the Rules & Regulations and Bye-Laws of the Institute then the Institute had no alternative except to take drastic action against him vide letter No. GA-II/4325-26 dated 08.07.2003. Shri Sharma by his action de-frauded both the Institutes.

CP/398

456

The following letters were written to the Registrar and Shri Sharma to join his parent Institute but Shri Amar Nath Sharma acted indifferently: -

- cp/354 | 1. Letter No. GA-II/6366-67 dated 24.9.2002 to the Registrar, GGS IPU Delhi with a copy to Shri Amar Nath Sharma
- cp/357 | 2. Letter No. GA-II/7217-18 dated 18.11.2002 to the Registrar, with a copy to Shri Amar Nath Sharma.
- cp/359 | 3. Letter No. GA-II/7869-70 dated 20.12.2002 to the Registrar, GGS IPU Delhi with a copy to Shri Amar Nath Sharma.
- cp/363 | 4. Telegram dated 10.2.2003 to Shri Amar Nath Sharma and copy sent by post vide endsl. No. GA-II 1006 dated 10.2.2003.
- cp/368 | 5. Letter No. GA-II/1655 dated 20.3.2003 to Shri Amar Nath Sharma.
- cp/373 | 6. Letter No. GA-II/PI/2178 dated 22.4.2003 to Shri Amar Nath Sharma.

cp/380 | Ultimately Shri Amar Nath Sharma joined the Institute on 2.5.2003. As per report of the Chairman, EC & CF Department of the Institute, Sh. Sharma proceeded on 04 days Casual Leave from 6.5.2003 to 9.5.2003 and joined the department on 12.5.2003. He again applied for 4 days Casual Leave i.e. from 13.5.2003 to 16.5.2003 suffixing 17<sup>th</sup> & 18<sup>th</sup> May, 2003. In the meantime, the Institute received a letter dated 7.5.2003 written by Shri Sharma on the letter head of GGS IPU Delhi under the designation of Assistant Registrar (Exams.) to the Director, NIT Kurukshetra which indicated that he joined back GGS IPU Delhi. This was against all norms, rules & regulations of the Institute.

cp/389 |

cp/388 |

cp/390 | The Institute had no alternative except <sup>to</sup> request to the Registrar of GGS IPU vide letter No. GA-II/3301-02 dated 4.6.2003 to direct Shri Sharma who was wilfully absent to turn up on duty to the Institute latest by 13.6.2003. It was clearly mentioned in the letter that "in case he does not turn up for duty to the Institute by 13.6.2003, his post will be treated as vacant in view of the Bye-laws referred to in the enclosed letter".

cp/394 | Shri Sharma did not turn up to his duty. A letter No. GGS IPU/Est./3873 dated 11.6.2003 received from the Registrar in which an allegation which may have reported by Shri Sharma to the Registrar of the said University that he joined the Institute under heavy pressure and a threat to loss his job.

Contd.: P/3...

In this connection it is stated that there was no heavy pressure on him as stated by him side-by-side his casual leave and joining the Department and marking attendance in the Attendance Register indicates that the facts stated by Shri Sharma to the Registrar of the said University was a blatant lie. Further as requested in the above referred letter dated 11.06.2003 for the extension of deputation period upto 4<sup>th</sup> September, 2003, in this connection it is mentioned that Shri Sharma had forfeited his claim on joining the Institute and the concerned department of the Institute. Further the Institute is not bound to extend the deputation period according to the wishes of the employee.

From the above it is clear that ample opportunities were given to Shri Amar Nath Sharma. Almost in all the Institutes when an employee crosses all the barriers of the Rules & Regulations and Bye-laws of the Institute, the Institute has no alternative except to take drastic step against that employee. So is the case of Shri Amar Nath Sharma. The above is for your kind information. Kindly communicate this to Shri Amar Nath Sharma who pretends an employee of your Institute. The contents furnished by Shri Amar Nath Sharma in his letter dated 28.07.2003 under reference and comments of the Institute thereon are enclosed in an annotated form. Shri Sharma distorted most of the facts relating to his requirement.

Thanking you,

Enclosures: As above.

Copy by Registered post for -

Shri Amar Nath Sharma,  
C/o The Registrar,  
Jammu (Johnd Singh)  
Indraprastha University,  
Delhi-110006.

Deputy Registrar (TA)  
for Director  
21/8/03  
2/9

Yours faithfully,

*[Signature]*

20/3/04

(154)



**Regarding undated appeal of Shri Amar Nath Sharma attached  
with his application dated 28.7.2003**

Most of the facts mentioned by Shri Sharma distorted by him suiting to his requirement. These have been cleared below: -

Sr. No.	Facts mentioned by Shri A.N. Sharma.	Reply of the Institute
1.	That I joined the prestigious REC (Now NIT Kurukshetra on 22/10/1979 as Technician Grade 'A' by virtue of my selection as such. That as a consequence of my selection to the higher post of supervisor I joined as such on 05.05.1995 in the department of Electronics Communication & Computer Engineering.	This has nothing to do with his deputation case. The authorities of the Institute are not bound to act per wishes of the employee.
2.	That after putting in more than 20 years exemplary service, without any kind of blemish, my services as an Assistant Registrar, were required by the Hon'ble Vice-Chancellor, Guru Gobind Singh Indraprastha University, Kashmere Gate, Delhi 110006.	The Institute has nothing to say in this regard because it was between Shri Amar Nath Sharma and the Authorities of the said University
3.	That request of the Hon'ble Vice-Chancellor, GGSIP University for sending me on deputation was acceded to by the then Hon'ble Chairman, B.O.G., REC, Kurukshetra initially for a period of one year 05/09/2000 to 04/09/2001.	Shri A.N.Sharma on getting appointment letter from the said University requested for deputation which was approved by the Board initially for a period one year from 05.09.2000 to 04.09.2001.
4.	That as my services were further required by GGSIP University, Delhi, and so I was allowed an extension on deputation by the competent authority of REC, Kurukshetra, by a further period of one year i.e. from 05/09/2001 to 04/09/2002.	His extension in deputation was further extended by the Board for another one year from 05.09.2001 to 04.09.2002.
5	That since the GGSIP University came into existence only in the year 1999, so to put the administrative machinery of GGSIP University on proper track it needed the services of many experienced persons and I	In the first para the Institute has nothing to say because it seems to be the imagination of Shri A.N.Sharma. Regarding the rule of deputation quoted by Sh.A.N.Sharma he should have gone to in depth of the deputation rules of the Institute before quoting. The Institute is not bound to act as per wishes of the employee.

	<p>being the part of the administration, my services were further required there but unfortunately despite repeated requests I was not allowed an extension for the 3<sup>rd</sup> year, which was otherwise admissible under the rules and the same reads as under :-</p> <p>"An employee will be allowed deputation to a maximum period of three years during his entire service with the college, the deputation will only be allowed if it is in the interest of the College, the State Government or Government of India. "</p>	<p>Further extension in deputation period is not a matter of right.</p>
6.	<p>That from the above, it is evident that an employee can avail deputation upto a period of 3rd years but, in my case I was not allowed to remain on deputation for 3<sup>rd</sup> year for the reasons best known to the Institute's administration.</p>	<p>To give extension in deputation is not a matter of right.</p>
7.	<p>That ultimately vide letter dated 22/04/2003 I was asked by the administration NIT, Kurukshetra to join my duty back in the NIT latest by 02.05.2003 failing which my post, as Supervisor in NIT, would be treated as vacant.</p>	<p>The Institute had to request a number of time to the Registrar of the said University and Sh.A.N.Sharma that Sh.Sharma should join the Institute providing ample opportunity to Sh.Sharma and Sh.A.N.Sharma ultimately joined on 02.05.2003(AN). As admitted by Shri Sharma he was also asked to join his parent Institute.</p>
8.	<p>That in sheer compliance of the order of the worthy Director NIT I reached there to resume my duty on 02/05/2003 after detail discussion with the Director under heavy pressure and threat of loss of my job I joined back on 02/05/2003 without being relieved by the GGSIP University, as per assurance by Director NIT for granting me E.O.L. upto 04/09/2003</p>	<p>Sh.A.N.Sharma joined on 02.05.2003(AN). There was no pressure to him as mentioned by him. He has mentioned about E.O.L. which is even contrary to the correspondence made by Sh.Sharma, the Institute and the said University. No where E.O.L. was requested so this is an allegation against the Authorities of the Institute.</p>
9.	<p>That I took casual leave for few days to handover my charge at GGSIP University (which) was of</p>	<p>He took Casual Leave as intimated by the Chairman, Electronics &amp; Communications Department of this Institute and the Institute</p>

	sensitive nature in the Examination Branch). The charge to be handed over being voluminous and therefore as advised by the Director, NIT, Kurukshetra. I applied E.O.L. upto 04/09/2003.	explained to the Registrar of the said University vide letter No.GA-II/4325-26 dated 08.07.2003 on page 02 of this letter in the last paragraph. As mentioned by Sh.Sharma that he applied for E.O.L. upto 04.09.2003 is wrong.
10.	That to my surprise the E.O.L. as advised and promised by Director, NIT, Kurukshetra was not considered at all and vide letter dated 04/06/2003, I was asked to rejoin my duties at NIT Kurukshetra by 13.06.2003.	There was no advise to Sh.Sharma for E.O.L., the Institute requested the Registrar of the said University vide letter No.GA-II/3301-02 dated 04.06.2003 to direct Shri Sharma, who was willfully absent to turn-up for his duty to the Institute by 13.06.2003 alongwith proper relieving from the said University. In case he does turn-up for duty to the Institute his post will be treated as vacant in view of the bye-laws referred in the enclosed letter dated 22.04.2003. As per record there was no advice for EOL as alleged by Shri Sharma. It seems Shri Sharma does not know the difference between deputation and EOL.
11.	That on receipt of the letter if 04/06/2003 referred to above I approached the Registrar, GGSIP University, who then wrote a letter to Director, NIT, Kurukshetra vide No.GGSIPU/ESTT/3873 dated 11/06/2003 requesting to extend my deputation till 04/09/2003 and also mentioned that without being relieved from the GGSIP University my joining of duty on 02/05/2003 is not in accordance with law.	The letter dated 11.06.2003 was addressed to Dy.Registrar(GA), N.I.T.Kurukshetra and not to the Director, N.I.T.Kurukshetra. Shri Sharma was holding the post of Assistant Registrar in the said University and as mentioned by him that his joining duty on 02.05.2003 is not accordance with the law, this puts a question mark on the post of Assistant Registrar which he was holding. He not only joined duty and took Casual Leave but also marked attendance in the Attendance Register of the concerned Department of this Institute. By doing this he defrauded both the Institute. Virtually he was allowed to join duty that a good sense has prevailed in his mind and had the Institute known that he became a defrauded man, the Institute would have not allowed him to do so as mentioned by Shri Sharma.
12.	That the Director N.I.T.Kurukshetra at this juncture could have either accepted or ignored the request of the Registrar, GGSIP University and I would have acted accordingly.	The Director, NIT Kurukshetra is Head of the Institute and acts as per rules and regulations and bye-laws of this Institute. It does not behove a subordinate to advise the Director to act according to his wishes.
13.	That however Director, NIT Kurukshetra in a highly arbitrary manner without paying my attention to the letter from Registrar, GGSIP University,	Being a defrauded prima-facie case and evident mistake on the part of Shri Sharma, his post was declared vacant as per rules of the Institute. Sh.A.N.Sharma was issued several letters and provided ample opportunities to

<p>resorted to declaring my post vacant w.e.f. 14/06/2003 vide letter No.4325 dated 08/07/2003 received on 10/07/2003 without any charge sheet or giving me an opportunity to act upon his (Director, NITK decision in the letter of the Registrar, GGSIP University dated 12/06/2003.</p>	<p>join his duties/turn-up but Sh.Sharma never bothered to do so.</p>
<p>From the above it may kindly be observed that I was absolutely not on leave but on deputation which was allowed to me in consonance with both the parties i.e. GGS IPU and NIT Kurukshetra. Bone of contention in my case is relieving me of my duties. You would agree sir, how a subordinate could join duty of his own, which could lead to insubordination. I do not deny the fact-I resumed back duty in the first instance on 02/05/2003 under pressure and on the assurance by Director, NIT to grant me F.O.L. Consequently invoking decision of B.O.G. leading to declaring my post vacant on account of absence for more than seven days does not apply in my case as I was never absent from duty but was on deputation on GGS IP University.</p> <p>Respected Sir, I am reminded by a number of precedences such as of Shri Umesh Sharma, Lecturer in Civil Engineering, Dr. K.K. Singh, Lecturer in Civil Engineering, Sh. Virender Singh, Clerk and Sh. Dharm Vir, Clerk etc. etc. in whose case the worthy Director, despite overstay for a pretty long period, has shown leniency and services of Sh. Umesh Sharma, Lecturer and Sh. Virender Singh, Clerk were terminated after a span of eight years and four years respectively. If I am not mistaken besides this Prof. Vinay Kumar, Mechanical Engineering Department, was allowed earned leave as due to him as extra ordinary leave for a period of three years, as admissible under the rules, but without any medical certificate he remained</p>	<p>Shri Sharma was an employee of NIT Kurukshetra first and was just merely on deputation at GGS IPU Delhi. After the expiry of the deputation period, Shri Sharma were given ample opportunities to join the NIT Kurukshetra. If the said University was so dear to him he was also given an opportunity vide letter No. GA-II/1655 dated 20.3.2003 to serve that University and resign from the post of Supervisor for which lien was maintained in NIT Kurukshetra As mentioned by him that he was acting as Assistant Registrar in that University, it shows his performance in the said University because he could not understood for which Institute he was subordinate. Further as admitted by him that he joined duty on 2.5.2003 but it is wrong that he did that under pressure. As per record the Director, NIT Kurukshetra did not gave him assurance of EOL. When he joined the duty in the Institute and marked his attendance in the Attendance Registrar of his Department, he should have acted as per rules &amp; regulations of NIT Kurukshetra.</p> <p>The names of the persons mentioned by Shri Sharma has nothing to do with his case. He quoted the name of a Professor who is still bed-ridden, who was allowed the leave(s) by the Board which is the competent authority in his case, Shri A.N. Sharma should have known the facts about that Professor. Shri A.N. Sharma forced the Institute to adopt different parameters when he was given another opportunity to turn up on 13.6.2003 keeping aside the fact that he was absconder.</p>

absent from duty for a longer period beyond three years. In his case too, leniency was shown and his services were absolutely not terminated and he was retired gracefully from service on 31/03/2003 on attaining the age of superannuation. It reflects that different parameters have been adopted in different cases and I have become prey to such an indifferent, harsh and discriminatory attitude.

Above all, as required under the rules and also as per decision of the "Apex Court of the Land- " ample opportunity is mandatory to be offered to an employee before terminating his/her services, that is issuance of charge sheet, reply there to from the aggrieved party, constitution of inquiry committee constituted for the purpose to ascertain as to whether the case is fit for taking such a drastic step under punishment and appeal rules leading to termination of services. Unfortunately no proper procedure has been adopted in my case, brushing aside all established norms. Further more Terms and Conditions of my appointment, which asked for three months notice on either side for terminating the services has also not been followed.

In the light of my above humble submission I do hereby appeal your benign self earnestly to kindly look into my case with comparison and pass good orders for setting aside the order of termination and granting the interim stay by staying the termination order so that I am not put on the road as an unemployed, which is bound to ruin my carrier.

Ample opportunities were given to Shri A.N. Sharma. For a prima-facie absconder and de-frauded person issuance of charge-sheet/constitution of Inquiry Committee are not necessary. So is the case of Shri A.N. Sharma. Sh. Sharma's post was declared as vacant as per Bye-laws. Had he worried about his terms & conditions of his appointment letter of Supervisor of NIT Kurukshetra, he should not have absconded from his parent Institute and again went to GGS IPU Delhi without informing his parent Institute.

Shri Sharma even after absconding from duty was given an opportunity to turn up by 13.6.2003 which he did not do. So the Institute had to take a drastic action so that others may take a lesson from him.

  
**Deputy Registrar (GA)**  
**for Director**

Supp. item                      To consider inquiry report regarding death case/  
4.24                                      promotion of Sh. Moti Lal, Ex-Lecturer, NIT Kurukshetra.

Sh. Moti Lal, Ex-Lecturer, ECE Department of this Institute had expired on 28.9.1994. The Technical Education Department, Govt. of Haryana vide letter No. 40/54/94-4TE dated 6.5.1996 addressed to the Vice-Chancellor, Kurukshetra University, Kurukshetra, with a copy to the Principal, REC, Kurukshetra informed that the State Vigilance Bureau had desired that the Kurukshetra University, Kurukshetra to inquire into irregularities regarding promotion case of Sh. Moti Lal. Accordingly, Sh. K.C. Shenmar, IPS, IG(Retd.) Punjab Police and Fellow Punjab University was appointed by the Vice-Chancellor, Kurukshetra University, Kurukshetra to conduct inquiry in the death case/promotion of Sh. Moti Lal. After completing inquiry report in May, 97 Sh. Shenmar submitted his report to the Kurukshetra University, Kurukshetra on 5.6.1997.

Further a copy of the said inquiry report was sent by the Commissioner & Secretary to Govt. of Haryana, Technical Education Department to the Institute for placing the inquiry report before the Board of Governors for consideration and further necessary action. Accordingly, the inquiry report was placed before the BOG of the Institute in its 90<sup>th</sup> meeting held on 25.11.1998 and the Board decided as under:-

"The Board considered the inquiry report submitted by K.C. Shenmar, IPS IG(Retd.) Punjab Police regarding death of Sh. Moti Lal, Ex-Lecturer, Regional Engineering College, Kurukshetra.

The Board decided to file the said inquiry report".

Smt. Ketaki Rani, w/o late Sh. Moti Lal represented in April, 1999 that the report of Inquiry Committee may be communicated to her. Accordingly a letter was written to the Financial Commissioner and Secretary to Govt. of Haryana in April, 1999 itself seeking an advice in connection with the aforesaid request of Smt. Ketaki Rani. The State Govt. referred the request

of Smt. Ketaki Rani to its Law Department for advice and thereafter the following was communicated by the State Govt. to the Institute:-

"The Govt. is not bound to supply the copies of report. There will be no adverse legal consequences."

The above advice of the State Govt. was communicated to Smt. Ketaki Rani in August, 1999. Some more correspondence took place between the State Govt. and the Institution on the subject under reference.

Now the Financial Commissioner and Member Secretary to Govt. of Haryana, Technical Education Department vide his Memo No. 40/10/2003-4TE dated nil (received in the Institute on 9.11.2003) addressed to the Director, NIT Kurukshetra has enclosed a copy of inquiry no. 11 dated 19.6.1995 conducted by the State Vigilance Bureau, Haryana with an advise that further necessary action in the matter may be taken by the Institute.

The concluding para of the report (as contained in inquiry no. 11 dated 19.6.1995) is given below:-

पड़ताल के दौरान प्रलेखों/कथनों व की गई जाँच से यह पाया गया है कि शिकायत में लगाया गया आरोप निराधार पाया गया क्योंकि मोती लाल को सीनियर स्कूल जिस समय से बनता था दे दिया गया और उसकी बकाया धनराशि भी उसकी मौत के बाद उसकी पत्नी को दे दी गई है जैसा कि उसकी पत्नी ने अपने कथन में माना है। उसकी पत्नी को कालेज में नियुक्ति भी दे दी गई है। जाँच के दौरान यह भी पाया गया है कि मोती लाल के पदोन्नति के केस में विभाग द्वारा अनियमिताएं की जानी पाई गई हैं। इसलिए इन अनियमिताओं बारे उपकुलपति कुरुक्षेत्र यूनिवर्सिटी द्वारा जाँच करवाने जाने का सुझाव दिया जाता है।

Since an inquiry report as submitted by Sh. K.C. Shenmar has already been considered by our Board in its 90<sup>th</sup> meeting held on 25.11.1998 and filed, there seems to be no necessity to put up the case to the Kurukshetra University, Kurukshetra. Further as per report of the State

Next Defn

Vigilance Bureau Inquiry Officer, the charges leveled by Smt. Ketaki Rani, w/o Late Sh. Moti Lal are baseless. The payment of Senior Scale of late Sh. Moti Lal was made to Mrs. Ketaki Rani and other balance payments were also paid to her. She has been absorbed in service on compassionate ground in the Institute since 16.1.1995.

So, keeping in view of the above, there is no justification to re-open the case and the letter received from the Financial Commissioner & Principal Secretary, Govt. of Haryana, Technical Education Department, Chandigarh may be allowed to file.

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

Fiel GA-I/PF/Moti Lal/



Item 4.25 To consider and approve minutes of 2<sup>nd</sup> meeting of the Senate, National Institute of Technology, Kurukshetra held on 29.11.2003.

The minutes of 2<sup>nd</sup> meeting of the Senate of National Institute of Technology, Kurukshetra held on 29.11.2003 under the Chairmanship of the Director, NIT, Kurukshetra are enclosed as Appendix XXIV Pages from 165 to 181. The agenda of the Senate is enclosed as Annexure to Item 4.25 with the main agenda of the Board's meeting. It may be mentioned that keeping in view urgent/time bound action required to be taken on some issues, the Senate confirmed decisions taken on its agenda items 2.4, 2.5, 2.7 and 2.8 in its meeting held on 29.11.2003 itself.

The Board of Governors may consider and approve these minutes.

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

**Minutes of 2<sup>nd</sup> meeting of Senate of the National Institute of  
Technology, Kurukshetra held on 29.11.2003 at 11.30 A.M.  
in the Board Room of the Institute.**

The following were present:-

- |     |  |          |
|-----|--|----------|
| 1.  | Dr. S N Mahendra,<br>Director,<br>NIT, Kurukshetra.  | In Chair |
| 2.  | Prof. C.V. Ramakrishnan,<br>Professor,<br>Department of Applied Mechanics,<br>Indian Institute of Technology,<br>New Delhi-110016. | Member   |
| 3.  | Er. V K Sachdeva,<br>Executive Director,<br>The Saraswati Sugar Mills,<br>Yamuna Nagar-135001. (Haryana).                          | Member   |
| 4.  | Dr. Krishna Gopal,<br>Professor, EED & Dean (P&D), NITK.   | Member   |
| 5.  | Dr. D V S Verma,<br>Professor, CED, NITK.  | Member   |
| 6.  | Dr. R K Arora,<br>Professor, EED, NITK.  | Member   |
| 7.  | Dr. R K Bansal,<br>Professor, CED, NITK.   | Member   |
| 8.  | Dr. T K Garg,<br>Professor, MED & PTSW, NITK.  | Member   |
| 9.  | Dr. M K Soni,<br>Professor & Chairman, EED, NITK.  | Member   |
| 10. | Dr. S P Jain,<br>Professor, EED, NITK.   | Member   |
| 11. | Dr. V.K. Arora,<br>Professor & Chairman, CED<br>& Chief Warden, NITK.  | Member   |

- |     |  |                  |
|-----|--|------------------|
| 12. | Dr. V K Sehgal,<br>Professor<br>Civil Engineering Department, NITK.                            | Member           |
| 13. | Dr. S K Sharma,<br>Professor & Chairman, MED, NITK.  | Member           |
| 14. | Dr. K C Goyal,<br>Professor, MED, NITK.  | Member           |
| 15. | Dr. A K Gupta,<br>Professor, ECED, NITK.   | Member           |
| 16. | Dr. K S Kasana,<br>Professor, MED, NITK.   | Member           |
| 17. | Dr. K B Singh,<br>Professor & Chairman, Hum. Deptt., NITK.                                     | Member           |
| 18. | Dr. A Swarup,<br>Prof., Elect. Engg. Deptt., NITK.   | Member           |
| 19. | Dr. S K Chakarvarti,<br>Professor & Chairman, Physics Department<br>and Dean (Academic), NITK. | Member           |
| 20. | Dr. D V Singh,<br>Professor, Mathematics Department, NITK.                                     | Member           |
| 21. | Dr. V K Aggarwal,<br>Asstt. Prof. & Chairman,<br>Mathematics Department, NITK.                 | Member           |
| 22. | Prof. Umesh Ghanekar,<br>Asstt. Professor & Chairman,<br>ECE Department, NITK.                 | Member           |
| 23. | Prof. Brahamjit Singh<br>Asstt. Professor & Chairman,<br>Computer Engineering Deptt., NITK.    | Member           |
| 24. | Dr. V P Singh,<br>Assistant Professor,<br>Mech.Engg. Deptt., NITK                              | Special Invitee  |
| 25. | Shri R P S Lohchab,<br>Registrar, NITK.  | Member-Secretary |

24/

The Following members could not attend the meeting:-

1. Prof. S. Gupta,  
Principal,  
Nemi Chand College of Engineering,  
Israna,  
Distt. Panipat (Haryana).
2. Dr. M P Kapoor,  
Director,  
Thapar Centre for Industrial Research & Development,  
Thapar Technology Campus, Post Box No. 68,  
Patiala-147001 (Punjab).
3. Prof. Sameresh Kar,  
(Retired Professor, IIT Kanpur),  
House No. 501,  
IIT Campus,  
Kanpur-208016 (UP).
4. Er. Surya Kant,  
Vice-President,  
Tata Consultancy Services,  
PTI Building, 5<sup>th</sup> Floor, Parliament Street,  
New Delhi-I.
5. Prof. K R Sharma,  
(Former Prof. & Head, EE, IIT Kanpur),  
Vice-President, Samtel Colour Ltd.,  
Ghaziabad (UP).
6. Shri V K Raizada,  
(Former Member Rly. Board),  
Managing Director, IRWO,  
58, Rail Vihar, Sector 33, NOIDA (UP).
7. Dr. A K Bhatnagar,  
Petrotech Chair Professor,  
Department of Chemical Engineering,  
Indian Institute of Technology, Hauz Khas,  
New Delhi-110016.
8. Dr. N P Mehta  
Professor, MED, NITK.
9. Dr. O P Vermani,  
Assistant Professor & Chairman,  
Chemistry Department, NITK.

Before the agenda items were taken up for detailed discussion, Shri R P S Lohchab, Registrar & Member Secretary on behalf of the Institute, members of the Senate and on his own behalf extended hearty and warm welcome to Dr. S N Mahendra, the Director and Chairman of the Senate. Then Dr. S N Mahendra, the Director & Chairman of the Senate addressed the House.

The following decisions were taken:-

**Item 2.1                      To confirm the minutes of the 1<sup>st</sup> meeting of the  
Senate of the Institute held on 16.4.2003.**

While considering confirmation of minutes of the 1<sup>st</sup> meeting of the Senate held on 16.4.2003, the Senate also considered comments sent by Dr. Krishan Gopal, Dean (P&D) and Professor of the Electrical Engineering Department and Dr. R K Arora, Professor of the Electrical Engineering Department vide their letters dated 27.5.2003 and 23.5.2003 on the agenda item 1.2 and 1.5 respectively. The Senate took the following decisions:-

<b>Agenda Item</b>	<b>Decisions already taken by the Senate in its 1<sup>st</sup> meeting held on 16.4.2003.</b>	<b>Decision taken by the Senate in its 2<sup>nd</sup> meeting held on 29.11.2003.</b>
1.2	The Senate considered and noted the constitution as approved by Board of Governors in its 1 <sup>st</sup> meeting held on 19.10.2002. The Director informed that all Deans are ex-officio members of the Senate as per MOA/Rules approved for the Institute.	No change.
	The Senate decided that Professor-in-Charge (Senate), if any will be a special invitee on the Senate.	The Senate decided that Professor-in-Charge Senate, if required, may be from amongst the internal members of the Senate.
1.5	<b><u>R 3.5</u></b>  <b><u>(Ordinances &amp; Regulations for degree of Doctor of Philosophy.</u></b>	
	Relevant documents in support of eligibility for the concerned categories.	The clause mentioned against Rule 3.5 may be treated as redundant as it is implied that all relevant documents in support of eligibility for the concerned categories are invariably required.

RL

The Senate confirmed other minutes of 1<sup>st</sup> meeting of the Senate held on 16.4.2003 as per details furnished in the agenda item 2.1.

**Item 2.2                    To note the action taken on the minutes of the 1<sup>st</sup> meeting of the Senate of National Institute of Technology, Kurukshetra held on 16.4.2003.**

The Senate noted that follow-up action on the minutes of 1<sup>st</sup> meeting of the Senate held on 16.4.2003 will be reported to the Senate in its next meeting.

**Item 2.3                    To note the decision of Board of Governors of the Institute taken in its 3<sup>rd</sup> meeting held on 6.10.2003.**

The Senate noted decisions/observations of the Board of Governors of the Institute taken in its 3<sup>rd</sup> meeting held on 6.10.2003 as per details furnished in the Senate agenda item 2.3.

The Senate decided to constitute a Committee under Chairmanship of Dr. C V Ramakrishnan, Professor of Applied Mechanics, IIT, New Delhi to consider the issues mentioned from Sr. No. (a) to (e) of the Senate agenda item 2.3. The Senate authorized the Director of the Institute and Chairman of the Senate to nominate internal members (faculty) on the said Committee. The Senate requested the Committee to finalize its report at the earliest possible.

**Item 2.4                    To consider the Regulations regarding Convocation, award of degrees, medals, certificates and prizes, programme of presentation and citation, academic procession and use of academic costumes / robes.**

The Senate approved the proposed regulations regarding Convocation, award of degrees, medals, certificates & prizes, programme of presentation and citation, academic procession and use of academic costumes/robes as per details furnished in Annexure - I enclosed herewith.

ptl -

**Item 2.5                      To note the name of all students who have become qualified for the award of degrees of the Institute.**

The Senate considered details of the students who fulfil the requirement prescribed for various degrees of the Institute and have become qualified under the regulations for admission to such degrees as per details furnished in Appendix IV of the agenda item 2.5.

The Senate decided that all B.Tech./B.E./M.Tech. students as per details furnished in Appendix-IV of the agenda item 2.5 be awarded degrees of the Institute.

The Senate further decided that in addition to those students who qualify for the award of degrees before the Convocation may also be included in the list of students for the award of degrees.

**Item 2.6                      To consider the syllabi of B.Tech. 1<sup>st</sup> semester and 2<sup>nd</sup> semester (common to all branches) – from the academic session 2004-05 onwards.**

This item was deferred.

**Tabled  
Item 2.7                      To consider a proposal to award a medal along with cash prize of Rs. 5,000/- w.e.f. the year 2003 onwards to the topper of B.Tech., Electrical Engg. branch in the memory of Late Shri Shyam Sunder Dhingra, a student of this Institute, 1981-86 batch.**

The Senate noted with regret that Shri Shyam Sunder Dhingra (Roll No. 112/81), a brilliant alumni of the Institute who passed his B.Sc. Engg. in Electrical in the year 1986 has passed away. The Senate placed its sorrow on record.

The Senate agreed to introduce Shyam Sunder Dhingra Medal with cash prize out of interest to be earned from the funds to be received from the batch mates of Shri Shyam Sunder Dhingra as mentioned by Shri Ankur Gupta, IAS, batch mate of Shri Shyam Sunder Dhingra, now Managing Director of Haryana Agro Industries Limited, in his letter enclosed with the agenda item 2.7 subject to availability of funds from this year i.e.

2003. The Senate accordingly desired that the issue of funds for the purpose be taken up with Shri Ankur Gupta, IAS.

**Tabled  
Item 2.8**

**To consider Degree Formats to be awarded  
to the students of the Institute.**

The Senate noted that consequent upon the up-gradation of Regional Engineering College, Kurukshetra to National Institute of Technology, Kurukshetra with Deemed University status, the Institute has to print its own degree formats for award of various degrees to the students such as B.Tech., M.Tech. and Ph.D etc.

The Senate considered two formats of the degrees as placed with the tabled agenda item 2.8 and decided that the single page format having both Hindi and English script (language) on the same page indicating Institute's Logo in the middle of the page be adopted as per Annexures-II, III, IV and V enclosed herewith.

Keeping in view urgent/time bound action required to be taken on some issues, the Senate confirmed decisions taken on the agenda items 2.4, 2.5, 2.7 and 2.8 in the meeting itself.

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



**( R P S LOHCHAB )  
REGISTRAR & MEMBER SECRETARY**



**ANNEXURE-I**

**REGULATIONS REGARDING CONVOCATION, AWARD OF DEGREES, MEDALS, CERTIFICATES AND PRIZES, PROGRAMME OF PRESENTATION AND CITATION, ACADEMIC PROCESSION AND USE OF ACADEMIC COSTUMES/ROBES**

**1. CONVOCATION AND AWARD OF DEGREES**

- (i) The Convocation of the Institute will be held on a date fixed by the Chairman, BOG.
- (ii) The Dean (Academic) shall, from time to time, report to the Senate the names of all such persons who fulfill the requirements prescribed for various degrees of the Institute and have become qualified under the Regulations for admission to such degrees.
- (iii) A Candidate who has failed to attend the Convocation held may obtain his/her degree in absentia by submitting an application to the Dean (Academic). Such application shall be accompanied by a fee of Rs. 500/- in the form of the crossed Indian Postal Order/Draft in the name of the Director, National Institute of Technology, Kurukshetra-136119. On receipt of such application, the Dean (Academic), shall after satisfying himself that it is in order, issue the degree to the applicant.
- (iv) If the Convocation is not held due to unavoidable circumstances within one year from the passing of examination, the degrees may be awarded after completing necessary formalities.
- (v) Provisional Certificate may be issued by the Dean (Academic) to a candidate, who has fulfilled all the requirements for the award of degree, after obtaining the approval from the Chairman, Senate.
- (vi) Semester examination results may be declared by the Controller's Office after obtaining approval from the Director of the Institute.

**2. ACADEMIC PROCESSION**

Academic Procession will consist of the Chief Guest, Chairman Board of Governors, Director, Members of the Board of Governors and Senators. Registrar will lead the procession in the following order :-

Registrar

Senators in Two's

Deans in Two's

Members of Board of Governors in Two's

Director

Chairman Board of Governors

Chief Guest

### 3. AWARD OF MEDALS, CERTIFICATES AND PRIZES

**Medals to be awarded: -**

**(i) All Toppers in each discipline of B.Tech Degree Courses**

**(ii) Best All-Rounder**

Cash Prize of Rs. 250/- for the purchase of Books and a Certificate to be awarded.

**(iii) Dr. R. P. Singh Medal**

To be awarded to the Toppers of 2nd & 3rd year B.Tech Mechanical Engg. Students.

**(iv) Private Medal, if any as approved by the Senate and BOG**

**Merit Certificates & Prizes to be awarded: -**

(i) **Merit Certificates** to the 10% Toppers in each branch of B.Tech. alongwith exemption from Tuition fee and a Cash prize of Rs.100/- to each student.

(ii) **Institute Cash Prize** of Rs. 250/- for the purchase of Books to be awarded to the toppers of each branch in every semester B.Tech and the toppers of Major Project of B.Tech 8<sup>th</sup> Semester in each branch.

### 4. PROGRAMME OF PRESENTATION AND CITATION

(i) The Convocation will be declared open and closed by the Chairman BOG of the Institute.

(ii) The Degrees for B.Tech/M.Tech will be conferred by the Director. The Degrees for Ph.D. and higher and Medals will be awarded by the Chairman BOG of the Institute.

(iii) The programme of presentation of award of Degrees and Medals will be as under:

#### LEVEL

#### PRESENTATION

Ph.D

Dean (Academic)

M.Tech/B.Tech  
Medals & Prizes

Respective Chairmen of Departments  
Registrar

(iv) The scroll containing the record of Degrees will be signed by the Chairman, Board of Governors.

(v) The exhortation will be read by the Director.

*RH*

## 5. ACADEMIC COSTUMES/ROBES

- (i) In these Regulations 'Ordinary' Academic Costume includes a black cap and gown without hood or sash and 'Full' Academic Costume, which includes in addition a hood or sash.
- (ii) Members of the Senate and Board of Governors of the Institute and all those persons who will be receiving their degrees shall wear their Full Academic Costumes in Convocation of the Institute.
- (iii) The Chief Guest, Officers and Graduates of the Institute are entitled to wear Academic Costumes as follows: -

### (a) CHIEF GUEST'S GOWN

Superior Maroon Velvet with 4 inches Golden Lace on front folds bottom of sleeves. On shoulders with zari work fronts and tufts and zari work on the sleeves with tufts, without Monogram, Cambridge style, fully interlined special padding and material. Special Academic Cap of Superior Maroon Velvet with 1 inch Golden Lace and with Golden Tassel, Mortar band and with special material.

### (b) CHAIRMAN'S GOWN

Pure silk, hand woven, hand spun in Maroon colour with the Golden Lace on the front folds, bottom of sleeves, with ½ inch strip of green silk on the front folds and 3 strips on the sleeves in green silk. Oxford style, with two Institute Monograms, if available, fully interlined and with special padding and material. Cap of superior silk, hand woven, hand spun, with 1 inch Golden Lace. Mortar band with Golden Tassel.

Sash: Pure Silk, Hand Woven, Hand spun in Maroon Colour, Golden Lace on the bottom and with Golden Jhaller.

### (c) DIRECTOR'S GOWN

Maroon silk with 2 inches Golden Lace on the front folds round neck and on bottom of sleeves, with two strips of ½ inch wide green silk on the front folds and 3 strips ½ inch width of green silk the sleeves with two Institute Monograms, if available, in Golden zari work the fronts with hand made fluting; Oxford style, fully interlined with special padding and material. Academic cap of pure silk Maroon colour with 1 inch Golden Lace. Mortar band with Golden Tassel.

Sash: Pure Silk, Hand Woven, Hand pun in Maroon Colour, Golden Lace on the bottom and with Golden Jhaller.

PL

**(d) REGISTRAR'S GOWN**

Black Heavy silk with 2 inch silver lace on the front folds round the neck and on the bottom of the sleeves, bottom of the sleeves with ½ inch wide of green silk on the front folds and two strips ½ inch wide of green silk on the sleeves with two Monograms in silver zari work with hand made fluting with Institute Monograms, if available, in silver zari work with hand made fluting with special padding and material. Cap of black Velvet Mortar band ½ inch lace and Material.

**(e) SENATE MEMBERS GOWN**

Superior silk in Golden Yellow Colour with lacing of 3 inches Green Silk on front folds and with strips of green silk 1 inch whole on the sleeves with one Institute Monogram, if available, on the left front with hand made fluting. Oxford style and with special padding and material. For PhDs Pure Red silk will be used. Caps of superior Golden Yellow Velvet, Mortar band with 1 inch wide green silk border with Golden silk Tassel. For PhDs Red Velvet will be used.

**(f) DEPUTY REGISTRARS AND ASSISTANT REGISTRARS**

Whatever they are entitled by virtue of the degrees they hold or if they are non-graduates black gown only.

**(g) FOR BACHELOR'S DEGREE (B.TECH/B.E.) AWARDEES**

Gown	-	Black
Hood	-	White with Scarlet lining

**(h) FOR MASTER'S DEGREE (M.TECH.) AWARDEES**

Gown	-	Black
Hood	-	White with Golden lining

**(i) FOR DOCTORATE DEGREE (Ph.D) AWARDEES**

Gown	-	Black with Golden Lacing
Hood	-	Red and Silver Gray

- (iv) All candidate shall wear at the Convocation the Academic Costume of the degree to which they seek admission.



## 6. CONFERMENT OF HONORARY DEGREES

- (i) A member of the Senate or a member of the Board of Governors, may suggest the name of a person along with complete biodata for consideration by the Institute for the award of Degree of D.Litt./Doctor of Science/Doctor of Engineering as approved by the Senate. Such nominations will be put up to the Chairman of the Board for consideration. If the chairman is satisfied then he may appoint an Expert Committee to submit its recommendations in the matter.
- (ii) The Expert Committee may recommend to Senate that an Honorary Degree of D.Litt./Doctor of Science/Doctor of Engineering be conferred on the person on the ground that he/she is in their opinion, by reason of eminent position and academic and professional attainments, a fit and proper person for the award. The recommendations of the Expert Committee may be considered by the Senate and forward the same to the Chairman for approval. After the approval of the Chairman is received, the Director as Chairman of the Senate may confer on such person the Honorary Degree so recommended, without requiring him to undergo any examination.
- (iii) The Honorary Degree shall be conferred by the Institute either at Convocation or in absentia.

## 7. AWARD OF MEDALS/PRIZES AT THE ANNUAL ACADEMIC PRIZES DISTRIBUTION FUNCTION/CONVOCATION

### (i) **Award of Medal/Prize/Certificate to the topper in each B.Tech Degree Course**

The award will be given discipline wise in all the disciplines of B.Tech Degree Course as per rules of the Institute from time to time.

In the eventuality of a tie for award of Medal\*/Prize/Certificate in a class/discipline the tie would be broken by considering the candidate's performance on the basis of percentage of marks/CGPA obtained in all courses of the last two semesters. If, however, the tie still exists then it will be broken by considering the percentage of marks obtained in the entry level entrance examination.

\*The Medal weighing 50 gm (app.) of Silver.

### (ii) **Best All-Rounder Medal/Certificate**

It will be decided by the Proctor on the basis of performance in all the activities.

*RfL*

(iii) **Awards of Medal/Prize/Certificate to the topper in each M.Tech Degree Programme**

Medals to M.Tech students will be awarded discipline-wise and specialization-wise in all disciplines on the basis of the recommendation of the Chairman of the Department concerned.

(iv) **Private Medals**

(a) **Dr. R P Singh Medal**

Dr. R P Singh Medal will be awarded to the toppers of 2<sup>nd</sup> year and 3<sup>rd</sup> year in the discipline of B.Tech. Mech. Engg. only. The amount of the Medal will depend upon availability of interest to be earned on Rs. 10, 000/- to be deposited by Mrs. Singh.

(b) **Any other private medal**

Any other private medal as approved by the Senate from time to time may be also awarded.

P.K.

क्रम सं/Sl.No.

अनुक्रमांक/Roll No.

राष्ट्रीय प्रौद्योगिकी संस्थान  
कुरुक्षेत्र

एतद्वारा

बैचलर ऑफ इन्जिनियरिंग

की उपाधि  
निर्धारित पाठ्यक्रम एवं संबद्ध परीक्षा सफलतापूर्वक

को प्रदान करता है। जिन्होंने  
श्रेणी में उत्तीर्ण की है।

यह मुद्रित उपाधि

को प्रदत्त की गई।



**National Institute of Technology  
Kurukshetra**  
hereby confers the degree of  
**Bachelor of Engineering**

in

or

who has successfully completed the course of studies and passed the prescribed  
Examinations in Class.

Given this day, the  
the seal of the Institute.

of

20

under

Director/निदेशक

Chairman/

अध्यक्ष

Board of Governors

नियामक मण्डल

Registrar/कुलसचिव

क्रम सं/Sr.No.

अनुक्रमांक/Roll No.

राष्ट्रीय प्रौद्योगिकी संस्थान  
कुरुक्षेत्र

एतद्वारा

बैचलर ऑफ़ टैक्नोलोजी

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यह मुद्रित उपाधि

को प्रदत्त की गई।



**National Institute of Technology**

**Kurukshestra**

hereby confers the degree of  
**Bachelor of Technology**

in

on

who has successfully completed the course of studies and passed the prescribed  
Examinations in Class.

Given this day, the  
the seal of the Institute.

of

20 under

**Director/निदेशक**

**Chairman/  
Board of Governors**

अध्यक्ष  
नियामक मण्डल

**Registrar/कुलसचिव**



क्रम सं/Sr.No.

अनुक्रमांक/Roll No.

राष्ट्रीय प्रौद्योगिकी संस्थान  
कुरुक्षेत्र

एतद्वारा

मास्टर ऑफ़ टेक्नोलोजी

की उपाधि  
निर्धारित पाठ्यक्रम एवं संबद्ध परीक्षा सफलतापूर्वक

को प्रदान करता है। जिन्होंने  
श्रेणी में उत्तीर्ण की है।

यह मुद्रित उपाधि

को प्रदत्त की गई।



**National Institute of Technology  
Kurukshetra**  
hereby confers the degree of  
**Master of Technology**

in

or

who has successfully completed the course of studies and passed the prescribed  
Examinations in Class.

Given this day, the  
the seal of the Institute.

of

20

under

Director/निदेशक

Chairman/

अध्यक्ष

Board of Governors

नियामक मण्डल

Registrar/कुलसचिव

क्रम सं./Sr.No.

पंजी.सं./Regn.No.

राष्ट्रीय प्रौद्योगिकी संस्थान  
कुरुक्षेत्र

अभिपद की अनुशंसा पर

को उनके शोध प्रबन्ध

के लिए

डॉक्टर ऑफ फिलासफी  
की उपाधि से  
विभूषित करता है

यह मुद्रित उपाधि

को प्रदत्त की गई।



**National Institute of Technology  
Kurukshetra**  
on the recommendation of the Senate  
hereby confers the degree of  
**Doctor of Philosophy**

on  
for thesis entitled

Given this day, the  
the seal of the Institute.

of 20 under

Director/निदेशक

Chairman/  
Board of Governors

अध्यक्ष  
नियामक मण्डल

Registrar/कुलसचिव