

**NATIONAL INSTITUTE OF TECHNOLOGY
KURUKSHETRA -136119
AGENDA
OF
FINANCE COMMITTEE MEETING**



29th MEETING
To Be Held On Wednesday, June 04th 2014

**NATIONAL INSTITUTE OF TECHNOLOGY
KURUKSHETRA-136119**

Agenda: For the 29th meeting of the Finance Committee

Place: Meeting Hall, BrahMos Aerospace, 16, Cariappa Marg,
Kirby Place, Delhi Cantt., New Delhi

Date: 04.06.2014 at 11:00 am

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Item 29.1: To confirm the minutes of 28th Meeting of the Finance Committee, National Institute of Technology, Kurukshetra held on 15.10.2013

The minutes of the 28th Meeting of the Finance Committee held on 15.10.2013 were circulated to the members vide our letter No. Acs./28th FC/9495 dated 21.10.2013. No comment has been received from any of the members.

A copy of the minutes of 28th meeting of the Finance Committee held on 15.10.2013 is placed at Annexure – A on pages 2 to 4.

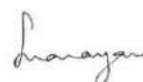
The Finance Committee may confirm the minutes of the 28th meeting of the Finance Committee held on 15.10.2013.

**NATIONAL INSTITUTE OF TECHNOLOGY
KURUKSHETRA - 136119**

Minutes of 28th Meeting of the Finance Committee, NIT, Kurukshetra held on 15.10.2013 at 11:00 a.m at BrahMos Aerospace, 16, Cariappa Marg, Kirby Place, Delhi Cantt., New Delhi - 110 010.

Present:

- | | | |
|----|--|------------------|
| 1. | Dr. A. Sivathanu Pillai
Distinguished Scientist &
Chief Controller (R&D), DRDO &
CEO & MD, BrahMos Aerospace
16, Cariappa Marg, Kirby Place,
Delhi Cantt., New Delhi - 110 010. | Chairperson |
| 2. | Prof. Anand Mohan
Director
National Institute of Technology
Kurukshetra | Member |
| 3. | Sh. Yogendra Tripathi, IAS
Joint Secretary & Financial Advisor (IFD)
Department of Higher Education
Ministry of Human Resource Development
Govt. of India, Shastri Bhawan
New Delhi - 110 001 | Member |
| 4. | Prof.(Ms.). Snch Anand
Professor & Head
Centre for Biomedical Engineering
Indian Institute of Technology
Delhi. | Member |
| 5. | Prof. M.K. Surappa
Director
Indian Institute of Technology
Ropar, Punjab. | Member |
| 6. | Dr. Shyam Narayan
Registrar
National Institute of Technology
Kurukshetra | Member-Secretary |



Ms. Amita Shrama, IAS, Addl. Secretary, Department of Higher Education, Ministry of Human Resource Development, Govt. of India, New Delhi could not attend the meeting.

At the outset, the Hon'ble Chairperson welcomed the members to the 28th meeting of the Finance Committee.

The agenda was taken up. The Finance Committee made recommendations/took decisions as under:

Item 28.1: To confirm the minutes of 27th Meeting of the Finance Committee, National Institute of Technology, Kurukshetra held on 22.08.2013.

The Finance Committee confirmed the minutes of the 27th Meeting of the Finance Committee held on 22.08.2013.

Item 28.2: To note follow up action taken on the 27th meeting of the Finance Committee held on 22.08.2013.

The Finance Committee noted the follow up action taken by the Institute on the 27th meeting of the Finance Committee held on 22.08.2013.

Item 28.3: To consider remuneration for Examination work to faculty, non-faculty & technical supporting staff members.

The examination work is an integral part of academic and administrative duty of faculty. Therefore, the Finance Committee felt that there is no merit in the proposal and hence declined to approve the proposal.

Item 28.4: To consider reimbursement of residential telephone /mobile/Internet/data card use to Group A staff and Faculty members.

The Finance Committee recommended to the Board of Governors for approving the reimbursement of residential/mobile/Internet/data card use to Group 'A' Staff and Faculty members as per office memorandum No.24(S)/E. Coord/2012 dated 11.05.2012 of Ministry of Finance, Govt. of India as per the agenda proposal.



Item 28.5: To grant the fixed medical allowance to Pensioners & Family Pensioners consequent to implementation of Pension.

The Finance Committee directed to collect the relevant data regarding fixed medical allowance to Pensioners & Family Pensioners from other NITs and to place the same before the next meeting of Finance Committee for consideration.

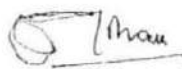
Item 28.6: To consider Revised Budget Estimates for the year 2013-14 and Budget Estimates for the year 2014-15.

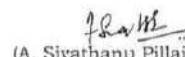
The Finance Committee approved the Revised Budget Estimates for the year 2013-14 and Budget Estimates for the year 2014-15. For future, the Finance Committee desired to incorporate the details in the agenda item on the original budget estimates, expenditures incurred as on date, etc.

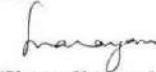
Item 28.7 To consider dual cheque signatory on all cheque payments and delegation of routine work to Accounts Section.

The Finance Committee approved to adopt the concept of dual signatory on all cheque payments with the Dy. Registrar (A/c) as the first signatory and Dy. Registrar (GA & Legal) or Registrar or Director as the second signatory. The system of bank transfer/RTGS/NEFT be evolved as more efficient mode of payments. The Finance Committee also approved the delegation of routine work of the account section as per proposed agenda item.

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


(Anand Mohan)
Director
NIT Kurukshetra

 17/10/13
(A. Sivathanu Pillai)
Hon'ble Chairperson
FC & BOG, NIT Kurukshetra.


(Shyam Narayan)
Registrar & Member Secretary
NIT Kurukshetra

Item 29.2: To note follow up action taken on the 28th meeting of the Finance Committee held on 15.10.2013.

The recommendations of the Finance Committee made in 28th meeting held on 15.10.2013 were approved by the Board of Governors in its 32nd meeting held on 03.01.2014. The action taken on the recommendations are reported at Annexure – B on page 6.

Annexure – B
Item: 29.2

Item	Subject	Action Taken
28.1	To confirm the minutes of 27 th Meeting of the Finance Committee, National Institute of Technology, Kurukshetra held on 22.08.2013	No further action is required.
28.2	To note follow up action taken on the 27 th meeting of the Finance Committee held on 22.08.2013.	No further action is required.
28.3	To consider remuneration for Examination work to faculty, non-faculty & technical supporting staff members.	As proposal was turned down by the FC, no action was required.
28.4	To consider reimbursement of residential telephone /mobile/Internet/data card use to Group A staff and Faculty members.	Action has been taken.
28.5	To grant the fixed medical allowance to Pensioners & Family Pensioners consequent to implementation of Pension.	As per decision of the FC, the relevant data regarding payment of fixed medical allowance to Pensioners & Family Pensioners has been obtained from NITs at Surat, Suratkal, Jalandhar. A separate agenda is being placed in the FC meeting.
28.6	To consider Revised Budget Estimates for the year 2013-14 and Budget Estimates for the year 2014-15.	The revised allocation for the year 2013-14 has been utilized.
28.7	To consider dual cheque signatory on all cheque payments and delegation of routine work to Accounts Section.	Decision has been implemented.

Item 29.3 :To grant the fixed medical allowance to Pensioners & Family Pensioners consequent to implementation of Pension.

The retired employees of the Institute have been granted fixed medical allowance w.e.f. 01.04.2003 as per decision of 23rd meeting of the Finance Committee held on 20.10.2011 (Annexure-i) which were approved by the BOG in its 26th meeting held on 21.10.2011. The pensioners are availing the facility of free medical Checkup, prescription and clinical test/X-ray etc as per decision of the 18th Finance Committee Meeting, agenda item No. 18.7 held on 15.03.2010. The 18th FC resolved that the ex-employees of the Institution will get free medical Checkup, prescription and clinical test/X-ray etc from the Health Centre but the cost of medicines will be borne by the concerned ex-employees. As decided by FC & BOG (Annexure-ii), they continue getting fixed medical allowance of Rs. 100/- only (Rupees one hundred only) per month as per earlier decision of the Finance Committee and the Board of Governors when revised to Rs. 300/- per month. However, the employees retired before 01.04.2003 are not getting fix medical allowance. The matter regarding grant of fixed medical allowance to retired employees was considered by the FC vide agenda item No. 28.5 in 28th FC meeting held on 15.10.2013 and resolved as under:

"The Finance Committee directed to collect the relevant data regarding fixed medical allowance to Pensioners & Family Pensioners from other NITs and to place the same before the next meeting of Finance Committee for consideration."

Accordingly, it was enquired from all the NITs regarding grant to fixed medical allowance to retired pensioners. The reply has been received from NITs at Suratkal, Surat and Jalandhar which are on annexure C,D & E respectively. These NITs are paying Rs. 300.00 per month w.e.f 01/09/2008, in addition to monthly pension to those Pensioners who have not opted for Medical facility in the Health Centre of the NIT as per Govt. Rule No. 4/25/2008-P&PW(D), Ministry of Personnel, Public Grievances & Pensions (Department of Pension & Pensioners' Welfare, New Delhi, Dated 26 May, 2010) (copy enclosed as Annexure F at page 15).

The Finance Committee may consider and give the suitable recommendation to Board of Governors.

Amended - (i)

Item 23.5 **To grant Fixed Medical Allowance to the retired employees of the Institute from 2003-04 i.e. from 1.4.2003- the date on which the Government of India, MHRD taken over the full administrative and financial control of NIT Kurukshetra.**

The Board of Governors in its 12th meeting held on 25.4.2007 ratified the following decision of the Finance Committee taken in its 10th meeting held on 21.3.2007 with regard to grant of Fixed Medical Allowance to the ex-employees of the Institute:

"The Finance Committee considered the proposal as mentioned in the agenda and recommended that fixed medical allowance of Rs.100/- per month may be allowed to an employee of the Institute w.e.f. 1.4.2007 who has since been retired after 1.1.2004 the date from which the Institute adopted service conditions on the Central Government Pattern."

On the basis of above decision of the Board, the Fixed Medical Allowance of Rs.100/- is being paid w.e.f. 1.4.2007 to the ex-employees of the Institute who had retired after 1.1.2004.

Further, the Board of Governors in its 21st meeting held on 2.6.2010 ratified the following decision of the Finance Committee taken in its 18th meeting held on 15.3.2010 with regard to increase of Fixed Medical Allowance:

"Resolved to recommend to the Board that the Fixed Medical Allowance to Ex-employees of the Institute be increased to Rs.300/- instead of Rs.100/- w.e.f 1.9.2008"

Now, the ex-employees of the Institute who had retired after 1.4.2003 are requesting for the grant of Fixed Medical Allowance w.e.f. 1.4.2003- the date on which the Government of India, MHRD taken over the full administrative and financial control of NIT Kurukshetra instead of 1.1.2004- the date from which the Institute adopted service conditions on the Central Government Pattern."

The Board of Governors in its 25th meeting held on 22.6.2011 ratified the following decision of the Finance Committee taken in its 22nd meeting held on 30.3.2011:

"Resolved to recommend to the Board that the financial implications may be ascertained and worked out. The Budgetary provision may be made afterwards from 1.4.2003 to 23.7.2005 accordingly.

The Finance Committee may consider and make suitable recommendations to the Board.

Item 23.5 To grant Fixed Medical Allowance to the retired employees of the Institute from 2003-04 i.e. from 1.4.2003 the date on which the Government of India, MHRD taken over the full administrative and financial control of NIT, Kurukshetra.

The Finance Committee approved the proposal for implementation of the Fixed Medical Allowance w.e.f. 01.04.2003 to all the retired employees of the Institute instead of 01.01.2004.

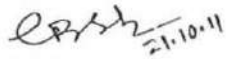
Item No 23.7 & 23.8 of the supplementary agenda has been withdrawn by the Member Secretary with due permission of the Chairperson of the Finance Committee.


Any other Item

Under any other agenda item the Finance Committee considered the proposal for condemnation of Institute Bus No. HR 07-PA 01C1 (52 Seater) and Staff Car No. HR-07 G 4777.

The Finance Committee resolved that the above mentioned vehicles be condemned as per rules of the Government of India.

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


Sh. G R Samantaray
Registrar & Member-Secretary (Actg.)
Finance Committee
NIT, Kurukshetra.


21.10.11

Prof. Anand Mohan
Chairperson (Actg.)
Board of Governors & Finance Committee
& Director
NIT, Kurukshetra.

Item;18.7 To consider extending facilities of free medical check up, prescription and clinical test/X-ray etc. to retired employees of the Institute.

Several retired employees of the Institute requested to extend medical facilities to them as per Central Government rules. At present we are paying a sum of Rs.100/- (Rupees One hundred only) per month to each of the retired employees w.e.f. 1.4.2007 in the terms of following decision taken by the Finance Committee in its 10th meeting held on 21.3.2007:

" The Finance Committee considered the proposal as mentioned in the agenda and recommended that fixed medical allowance of Rs.100/- per month may be allowed to an employees of the Institute w.e.f. 1.4.2007 who has since been retired after 1.1.2004 the date from which the Institute adopted service conditions on the Central Govt. pattern".

The above recommendations of the Finance Committee were ratified by the Board of Governors in its 12th meeting held on 25.4.2007.

It is proposed that facilities of free medical check up, prescription and clinical test/X-ray etc. may be extended to retired employees of the Institute in the Health Centre. These facilities involve only nominal financial implications. However, cost of medicines so prescribed by the Institute's Doctor(s) will be borne by the concerned ex-employees. They will continue to get fixed medical allowance of Rs. 100/- (One hundred only) per month as decided by the Finance Committee mentioned above.

The Finance Committee may consider and approve.

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

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

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

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

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

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

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

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

Contd.....

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- 12 -

Annexure C

ACB/6928
16/10/13

NATIONAL INSTITUTE OF TECHNOLOGY KARNATAKA, SURATHKAL

P.O. Srinivasnagar – 575 025, Mangalore, D.K.

No. 32/Pension/NITK/2013-14/A5

Date: 03-10-2013

To

The Deputy Registrar (Accounts)
National Institute of Technology
KURUKSHETRA – 136 119

Sir,

Sub: Payment of DA and FMA – Reg.

Ref: Your Letter No. Pension/2013/8540/Dt.27/09/2013

With reference to the above subject, the following information is furnished for your kind information.

1. Grant of Dearness relief to employed family pensioners from time to time as per Central Govt. Rule. Presently drawing DA @ 80%.
2. NITK Health Care facility is providing to all pensioners. Those who are not opted Medical facility, the fixed Medical Allowance of Rs. 300/= is ^{paid} paying along with their Monthly Pension as per Govt. Rule No. 4/25/2008-P&PW(D) Ministry of Personnel, Public Grievances & Pensions (Department of Pension & Pensioners' Welfare New Delhi, Dated 26 May 2010 (copy enclosed).

Pension cell

11/10/13

Deputy Registrar (Accounts)
Dy. Registrar (A/cs.)
National Institute of Technology
Karnataka, Surathkal
Post Srinivasnagar, Mangalore-575025

3/10/13
3/10



सरदार वल्लभभाई राष्ट्रीय प्रौद्योगिकी संस्थान, सूरत
SARDAR VALLABHBHAI NATIONAL INSTITUTE OF TECHNOLOGY, SURAT
 सरदार वल्लभभाई राष्ट्रीय प्रौद्योगिकी संस्था, सुरत

No.:A/cs./Pension/2013-14/140

2771

Am/7392
 25-10-13

Date:11/10/2013

17 OCT 2013

साधारण डाक
 ORDINARY POST

To

The Deputy Registrar (Accounts),
 National Institute of Technology,
 (Institution of National Importance)
KURUKSHETRA-136 119.

Sub : Payment of Dearness relief to Employed Family Pensioners

Dear Sir,

With reference to the above captioned subject, I have received your letter No. Pension/2013/8553 dated 27/09/2013. It is to inform you that we have given Dearness relief to employed family pension as per Central Government rules. We have also Medical reimbursement scheme as per Central Government rules and Rs.300/- fixed medical allowance to pensioners as per letter no.4/25/2008-P&PW(D) dated 26/05/2010 Government of India, Ministry of Personnel, Public Grievances & Pensions (Department of Pension & Pensioner's Welfare), 3rd Floor, Lok Nayak Bhawan, Khan Market, New Delhi-110 003 (Xerox Copy enclosed herewith).

Thanking you,

Pensioner's
 25/10

Yours faithfully,

Deputy Registrar (A/cs.)



डा. बी आर अम्बेडकर राष्ट्रीय प्रौद्योगिकी संस्थान, जालन्धर, 144011
Dr B R AMBEDKAR NATIONAL INSTITUTE OF TECHNOLOGY, JALANDHAR-144011

EPABX: 0181-2690-301,453

Fax: 0181-2690320, 2690932

NITJ/Pension/41/9734

To

The Deputy Registrar (Accounts)
National Institute of Technology
KURUKSHETRA

Dated 09.10.13

Subject:- Payment of Dearness Relief to Employed Family Pensioner.

The point raised under your letter No Pension/2013/8537 dated 27/9/2013 have been examined and the para wise comments/views on the subject are furnished below .

1. As per Government of India, Min of Personnel, Public Grievances & Pensions, department of Pension & Pensioners' welfare OM No. 45/73/97-P&PW(G) dated 2nd July 1999, the dearness relief is admissible to employed family pensioners and re-employed pensioners w.e.f.18/7/1997 provided they fulfill the condition as prescribed in Para4(I&II) of ibid OM.

As regards Medical Re-imbursement Scheme, there is no such provision in the CCS(Pension) Rules 1972. As per Government of India, Min of Personnel, Public Grievances & Pensions, department of Pension & Pensioners' welfare OM No. 45/57/97-P&PW(C) dated 19th Dec, 1997, the fixed medical allowance @ Rs100 has been granted to the pensioners. The rate of fixed medical allowance has further been revised to Rs300/- w. e. f. 1/9/2008 vide Govt. letter dated 26th may 2010)

3. Copy of above mentioned letters are enclosed as desired please.

Registrar
Dr. B. R. Ambedkar
National Institute of Technology
Gandhinagar-144011

Enclosures:

1. Government of India, Min of Personnel, Public Grievances & Pensions, department of Pension & Pensioners' welfare OM No. 45/73/97-P&PW(G) dated 2nd July 1999.
2. Government of India, Min of Personnel, Public Grievances & Pensions, department of Pension & Pensioners' welfare OM No. 45/57/97-P&PW(C) dated 19th Dec, 1997.
3. Government of India, Min of Personnel, Public Grievances & Pensions, department of Pension & Pensioners' welfare OM No4/25/2008-P&PW(D) dated 26th may 2010)

[illegible]

Amesure 'F'

NO.4/25/2008-P&PW(D)
GOVERNMENT OF INDIA
MINISTRY OF PERSONNEL, PUBLIC GRIEVANCES & PENSIONS
(DEPARTMENT OF PENSION & PENSIONERS' WELFARE)

3rd Floor, Lok Nayak Bhawan, Khan Market,
New Delhi-110 003, Dated the 26 May 2010.

OFFICE MEMORANDUM

Subject: Grant of Fixed Medical Allowance (FMA) to the Central Government Pensioners residing in areas not covered under CGHS.

The undersigned is directed to say that in pursuance of Government's decision on the recommendations of Fifth Central Pay Commission, the Govt. had issued instruction vide this Department's O.M. No.45/57/97-P&PW(C) dated 19.12.97 for grant of Fixed Medical Allowance @ Rs.100/- per month to the Central Government pensioners/family pensioners residing in areas not covered under Central Government Health Scheme administered by the Ministry of Health & Family Welfare and corresponding health schemes administered by other Ministries/Departments for their retired employees for meeting expenditure on their day-to-day medical expenses that do not require hospitalization. Further clarifications were issued vide this Department's O.M. Nos. 45/57/97-P&PW(C) dated 24.8.98, 30.12.98 and 18.8.99.

2. The demand for enhancement of FMA has been under consideration of the Government for some time past. Sanction of the President is hereby conveyed for enhancement of the amount of FMA from Rs.100/- to Rs.300/- per month. The other conditions for grant of FMA shall continue to be in force.

3. These orders will take effect from 01.09.2008.

4. These orders are Issued with the concurrence of the Ministry of Finance (Deptt. of Expenditure) vide their I.D. Note No 347/E.V/2010 dated 14.5.2010 and in consultation with the Comptroller and Auditor General of India vide their UO No. 36-Audit (Rules)/28-2-9 dated 26.5.2010.

6. Hindi version will follow.

(Raj Singh)
Director

To
All Ministries/Departments (as per mailing list)

Copy to:

1. NIC, for publishing on DOP&PW's Website www.pensionersportal.com.in under head 'circulars' sub head 'Fixed Medical Allowance'.

2. Hindi Section, Deptt. of Personnel and Training, North Block for Hindi version

Item 29.4 :To approve the Minutes of the 18th Meeting of the Building & Works Committee of National Institute of Technology, Kurukshetra held on 9.12.2013.

The Minutes of the 18th Meeting of the Building & Works Committee of National Institute of Technology, Kurukshetra held on 9.12.2013, under the Chairmanship of the Hon^{ble} Director, NIT, Kurukshetra were circulated to all the members for comments, if any, on 21.01.2014 and are enclosed as Appendix-I from page 1 to 6. The Agenda of the meeting is enclosed as Annexure G with the main Agenda of the Finance Committee meeting.

The Finance Committee may approve the minutes of the 18th meeting of Building & Works Committee held on 9.12.2013.

Item 29.5 :To consider making payment of Gratuity of Central Government pattern to the retirees/pensioners/family pensioners of the Institute.

The payment of Gratuity upto 15 months pay was made to the employees of the Institute as per Service Bye-Laws of the Institute (Formerly Regional Engineering College, Kurukshetra). Abstract of Service Bye-Laws for payment of Gratuity (copy enclosed as Annexure H from pages 19 to 20) is reproduced hereunder:

"An employee who has rendered satisfactory service shall, at the time of his retirement, be granted gratuity equal to a half month's actual pay which he was drawing at the time of retirement for each year's service. In case the employee dies before retirement, the gratuity shall be payable to the person whose name has been registered under these rules:

Provided that no gratuity shall be given to an employee of under 15 year's service, and that no gratuity shall accrue for any year over 30 year's service....."

The Regional Engineering College, Kurukshetra was converted into National Institute of Technology, Kurukshetra vide Notification dated 26.6.2002 w.e.f.26.06.2002 issued by the Government of India as Annexure I at page 21 and accordingly some service conditions continued to the employees as were applicable at the time of Regional Engineering College. As such the payment of Gratuity was continued as per Service Bye-Laws of the Institute even after 26.06.2002.

The Board in its 4th meeting held on 8.12.2003 decided to adopt the service conditions of the employees of Regional Engineering College, Kurukshetra upon their conversion as National Institute of Technology, Kurukshetra w.e.f. 01.01.2004 as Annexure J from pages 22 to 23.

An Agenda Item No.8.19 was placed before the Board of Governors in its 8th meeting held on 23.07.2005 to consider deduction of 10% of Basic Pay + Dearness Pay + Dearness Allowance out of Pay /Salary of the employees as CPF deduction & giving equal matching contribution on CPF and making payment of Gratuity on Central Govt. pattern:-

The Board decided as under:

"The Board decided that deduction of 10% of Basic Pay + DP as employees contribution towards CPF be made as per existing CPF rules of the Institute.

The Board further decided that retirement/death gratuity be paid to the employees as per Central Government pattern. Necessary amendment be accordingly made in the rules."

In view of the above decision with regard to retirement/death gratuity, the employees are being paid gratuity on the Central Government pattern from the date of decision of the Board.

The Vice President, Pensioner Welfare Association of NIT, Kurukshetra has demanded vide letter dated 23.04.2014 as Annexure K at page 24 that the 16½ months Gratuity benefit may be extended to all the retired/pensioners of the Institute.

The facility of Pension has been extended to all the employees of the Institute those who were appointed upto 31.12.2003 as per CCS (Pension) Rules, 1972 vide notification No. F.No. 26-9/2005-TS.III dated 11.2.2013 issued by the Government of India, Ministry of Human Resource Development, New Delhi as Annexure L at page 25.

A copy of the CCS (Pension) Rules, 1972 regarding Gratuity is enclosed as Annexure M from pages 26 to 28.

The matter is placed before the Finance Committee for suitable recommendation to the Board for consideration and decision with respect to the cut off date with effect from which the Retirement Gratuity/ Death Gratuity may be allowed to the retirees/pensioners/ family pensioners as per Central Government pattern.

Gratuity

Provided further that while sanctioning non-refundable advance, the temporary advance outstanding against him, if any, will not be taken into account. A subscriber may also be permitted by the Principal to convert the balance of any refundable advance outstanding against him into a non-refundable advance on his satisfying the conditions laid down for such advances.

- (2) On a written application from a subscriber to the Provident Fund and with the approval of the Board of Governors, the College may allow premium on the Life Insurance Policy of the subscriber to be paid out of the subscriber's share in his Provident Fund. In all such cases, the Life Insurance Policy, for which the premia are so paid, shall be assigned in favour of the College. On the retirement of the subscriber from the service of the College, the policy shall be reassigned to him by the College.

In case of maturity of the policy during the service of the subscriber in the College, the full amount of the policy shall be credited to the Provident Fund of the subscriber. In the case of the death of the subscriber during the service of the College, the full amount of the policy shall be paid to the person or persons entitled to the Provident Fund.

Gratuity

- (13) An employee who has rendered satisfactory service shall, at the time of his retirement, be granted gratuity equal to a half month's actual pay which he was drawing at the time of retirement for each year's service. In case the employee dies before retirement, the gratuity shall be

Gratuity

payable to the person whose name has been registered under these rules:

Provided that no gratuity shall be given to an employee of under 15 years' service, and that no gratuity shall accrue for any year over 30 years' service.

RESOLVED FURTHER that Rule 13 on Gratuity/

Contributory Provident Fund Benefit Rules, as further amended by Kurukshetra University, Kurukshetra, from 1.4.82 be adopted for this College (B.O.G. 61.21 of 24.4.84) Rule:-

"Provided further that where an employee dies while in service before completing 15 years' service or joins the service at an age when at the time of retirement, he cannot complete full fifteen years' service, he shall be granted gratuity proportionately. Gratuity shall be calculated on the basis of every completed year of service". (BOG 58.32 of 14.7.82)

Also provided further that where a person joins the service at an age when at the time of retirement he can complete fifteen years' service but for having proceeded on Extra Ordinary Leave (without pay) he cannot complete full 15 years active service, he shall be granted gratuity for the period of his active service at the time of his retirement i.e. after excluding the period of Extra Ordinary Leave (without pay) from his total service.

- (14) If an employee of the College who has served efficiently and faithfully dies before the age of retirement, the Board of Governors may, in case of real hardship, grant

No.F.32-1/99-TS.III
Government of India
Ministry of Human Resource Development
(Department of Secondary & Higher Education)

New Delhi, the 26th June, 2002

To

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

Sub: **Conversion of Regional Engineering College, Kurukshetra as the National Institute of Technology, Kurukshetra.**

Sir,

With the conversion of the Regional Engineering College, Kurukshetra as the National Institute of Technology, Kurukshetra and its declaration as Deemed to be University under Section 3 of the UGC Act, 1956 vide this Ministry's Notification No.F.9-10/2002-U.3 dated 26.06.2002 the following conditions shall apply:

1. System of admission including reservation policy/domicile requirements and eligibility criteria etc. shall not change as a result of this conversion.
2. Funding pattern including share of the Central Government and the State Government both under Plan and Non-Plan shall remain the same.
3. Every person (including the Director earlier Principal) employed by the Regional Engineering College, Kurukshetra immediately before conversion shall hold office or service in the National Institute of Technology, Kurukshetra by the same tenure, at the same remuneration and upon the same terms and conditions and with same rights and privileges as to pension, leave, gratuity, provident fund and other matters as he would have held the same, if this conversion had not taken place. Changes, if any as a result of adoption of new Memorandum of Association (MoA) and the Rules by the Institute shall be referred to the Central Government for consideration on case-to-case basis.

Yours faithfully,

(V.S. Pandey)

Joint Secretary to the Government of India
Tel: 338 2298

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

No. BOG-4/4.12/2003

Dated: 07/12/2003

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 Board of Governors of the Institute in their 4th meeting held on 8.12.2003 has decided as under:-

The Board noted that the Govt. of India, MHRD, Department of Secondary & Higher Education, New Delhi vide their office memo No. F.20-46/2003-TS.III dated 9.11.2003 and office memo No. F.20-11/2003-TS.III dated 12.11.2003 issued certain instructions concerning service conditions for the employees of all NITs so as to ensure uniformity in rules & regulations governing service conditions of the employees in NITs as indicated below:-

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

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.

The Board further noted that above service conditions will be effective after their necessary adoption by BOG of the respective NITs.

The Board decided to adopt the service conditions mentioned at sr. no. 1 to 11 above in terms of the Govt. of India instructions contained in their letter dated 9.11.2003 under reference w.e.f. 1.1.2004.

The Board further decided to authorize the Director, on advice of the Institute Sr. Medical Officer, to refer employees of the Institute and their family members for special treatment in the Govt. as well as private hospitals as approved by the Central Government from time to time and to allow them reimbursement on the Central Government pattern.

As regards decision taken by the Govt. of India vide their office memo No. F.20-11/2003-TS.III dated 12.11.2003 to allow the non-teaching staff of all NITs to serve upto the age of 60 years subject to their going through screening at the age of 58 years, the Board deferred the issue and desired that it may be put up in the next BOG meeting.

As regards Career Advancement Scheme (CAS), the Board referred to the agenda item 4.19.

A copy of the BOG Agenda Item 4.12 is also enclosed

This is for your information and necessary action.

Encl: BOG Agenda Item 4.12

Rt/Holala
REGISTRAR

1. Dy. Registrar (GA)
2. Dy. Registrar (Accounts)

GA I to A above } to n/a/p
40/12 } to B & C

Encl III Two information section and records
1/11/04
573/04

पेंशनर वेलफेयर एसोसिएशन आफ निट, कुरुक्षेत्र
Pensioner Welfare Association of NIT, Kurukshetra

Office : # 1040, Sec. 7, Kurukshetra

President
P.K. Madan
Mob: 988962-5360

Vice President
A.R. Anand
Mob: 098121 23050

Vice President
S.K. Gupta
Mob: 090616 02735

General Secretary
T.D. Batra
Mob: 094655-5071

Secretary
P.B. Anand
Mob: 098961-6856

Joint Secretary
G.C. Gupta
Mob: 096123-5967

Cashier
S.K. Chhabra
Mob: 098123-9848

Member
J.D. Matta
Mob: 090346-65554
Gulshan Chawla
Mob: 099964-36715
Surat Singh
Mob: 099963-54865
Nabadi Shah
Mob: 086074-59817

Ref No _____

Date 23/4/2014

1. Medical:-

- i) Indoor & Outdoor Medical Re-imbursement
- ii) Medical Allowance
- iii) Medical facility to the dependents of the pensioners

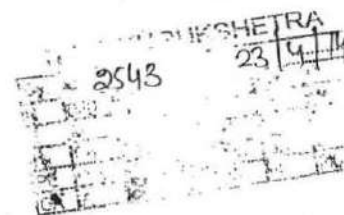
2. Gratuity:-

16 1/2 months gratuity benefit may be extended to all the retirees/pensioners.

3. Accommodation:-

- i) To provide office for the Pensioner Welfare Association of NIT, Kurukshetra at the Campus.
- ii) To provide Lecture Hall for (2-3 hours) on the day of General Body meeting of the Association.

[Signature]
Vice President



[Signature]
23/4/14
J.D. A / D.R. A/c

it examine and put up for
n.a. as per the relevant rules

[Signature]
23/4/14

[Signature]

23/04/14

SS4 (E.C.H.)

F.No.26-9/2005-TS.III
Government of India
Ministry of Human Resource Development
Department of Higher Education

New Delhi, the 11th February, 2013

To

The Director
National Institute of Technology – Kurukshetra
Kurukshetra – 136119 (Haryana)


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

Sir,

With reference to this Ministry's I.D. Note No.26-9/2005-TS.III dated 15.01.2013 addressed to Department of Expenditure, Ministry of Finance and their concurrence vide OM. No.213/EV/2013 dated 01.02.2013, Government of India, Ministry of Human Resource Development decided to implement the Pension-cum-GPF Scheme for the employees of NIT-Kurukshetra, Jalandhar and Silchar in compliance of Hon'ble High Court of Punjab and Haryana's judgements dated 26th and 28th March, 2012.

2. You are, therefore, requested to take further necessary action in accordance with the above mentioned judgements of the Hon'ble High Court of Punjab and Haryana and intimate this Ministry of the total financial implications as already requested by this Ministry vide its letter dated 18.01.2013.

Yours faithfully,


(Rajesh Singh)
Director (NITs)

imp. / Urgent
R' Pl. do the needful on 'x'
A also notify
11/2/13

Copy for information and further necessary action to:-

1. The Director, Dr. B.R. Ambedkar National Institute of Technology, Jalandhar – 144 011 (Punjab).
2. The Director, National Institute of Technology Silchar, Cachar, Assam Pin code: 788010.
3. Dr. Anmol Ratan Sidhu, Assistant Solicitor General, High Court of Punjab and Haryana (at Chandigarh), House #221, Sector-21-A, Chandigarh.

pensioner / family pensioner has submitted any of the prescribed documents as proof of age / date of birth, etc., payment of additional pension / family pension, on provisional basis, will continue to be made till 31-12-2010 or for a period of six months from the month in which the proof of age / date of birth was submitted by the pensioner / family pensioner, whichever is later. The Heads of Offices may ensure that all formalities regarding sanction may be taken up and additional pension sanctioned within the same period. In case the pensioner / family pensioner is unable to submit any of the documents mentioned in OMs, dated 21-5-2009 and 11-8-2009 but claims additional pension based on some other documentary evidence, such cases will be submitted to the administrative Ministry. If the administrative Ministry is satisfied about the claim of the pensioner / family pensioner, it will authorize additional pension / family pension accordingly. The decision of the Administrative Ministry in this regard will be final.

[G.L. Dept. of Pen. & P.W., O.M. No. 38/37/08-P&PW (A), dated the 28th September, 2010.]

3. It is hereby clarified that the above instructions are applicable at the time of issue / revision of a PPO for a family pensioner irrespective of the age of the family pensioners at that time. It is further clarified that in case the exact date of birth is not available in the PPO / office records, the age of the family pensioner as on 1st January may be taken same as what she / he had completed in the previous year. For example, if a family pensioner completes the age of 54 years in 2012, her / his age as on 1st January, 2013 may be taken as 54 years and PPO may be revised accordingly.

[G.L. Dept. of Pen. & P.W., O.M. No. 1/23/2012-P&PW (E), dated the 27th September, 2012.]

(6) Minimum pension of ₹ 3,500 to be applied separately for Civil Pension and Military Pension for re-employed Military Pensioners.— It was clarified in Department of Pension & P.W. O.M. No. 38/38/02-P&PW (A) (Pt. IV), dated 23-4-2003 that in respect of civil and military pension, the floor ceiling taking the two pensions together will not apply and the individual pensions will be governed by respective pension rules. These instructions would continue to apply in the context of revised floor ceiling of ₹ 3,500 p.m. Accordingly, the floor ceiling of ₹ 3,500 will apply individually to the civil and military pension.

In case, a person is in receipt of pension as well as family pension, the floor ceiling of ₹ 3,500 will apply individually to such pension and family pension.

[G.L. Dept. of P. & P.W., O.M. No. 38/37/08-P&PW (A), pt. I, dated the 3rd October, 2008 — Para. 5.1.]

(7) Special provision for those who retain the pre-revised scale of pay.— Please see GID (5) below Rule 33.

(8) Government servants who retire within 10 months of coming over to the revised pay band.— For the purpose of computing average emoluments in the case of Government servants who have opted for fixation of pay in the revised Pay Band and retire within 10 months from the date of coming over to

the revised Pay Band, basic pay for 10 months' period preceding retirement shall be calculated by taking into account pay as follows:—

- (i) For the period during which pay is drawn in revised Pay Structure — Pay drawn in the prescribed pay band plus the applicable grade pay or the pay in the pay scale in the case of HAG+ and above.
- (ii) For the remaining period during which pay is drawn in pre-revised scale of pay—
 - (a) Basic pay plus dearness pay and actual D.A. appropriate to the basic pay at the rates in force on 1-1-2006 drawn during the relevant period.
 - (b) Notional increase of the basic pay by applying the fitment benefit of 40% on the basic pay in the pre-revised pay scale.

[G.L. Dept. of P. & P.W. O.M. No. 38/37/08-P&PW (A) dated the 2nd September, 2008 as amended by G.M. No. 38/37/08-P&PW (A), pt. II, dated the 3rd October, 2008.]

50. Retirement / Death Gratuity

- (1) (a) A Government servant, who has completed five years' qualifying service and has become eligible for service gratuity or pension under Rule 49, shall, on his retirement, be granted ¹ retirement gratuity equal to one-fourth of his emoluments for each completed six monthly period of qualifying service, subject to a maximum of $16\frac{1}{2}$ times the emoluments.

- ¹ [(b) If a Government servant dies while in service, the death gratuity shall be paid to his family in the manner indicated in sub-rule (1) of Rule 51 at the rates given in the Table below, namely:—

Length of qualifying service	Rate of death gratuity
(i) Less than 1 year ...	2 times of emoluments.
(ii) One year or more but less than 5 years ...	6 times of emoluments.
(iii) 5 years or more but less than 20 years ...	12 times of emoluments.
(iv) 20 years or more ...	Half of emoluments for every completed six-monthly period of qualifying service subject to a maximum of 33 times of emoluments.

1. Substituted vide G.L. Dept. of P. & P.W., Notification No. 2/18/87-P & P.W. (PIC), dated the 20th July, 1988, published in the Gazette of India as S.O. No. 2388, dated the 6th August, 1988 and takes effect from the 1st January, 1986.

Provided that the amount of retirement gratuity or death gratuity payable under this rule shall in no case exceed ¹[ten lakh rupees:]

Provided further that where the amount of retirement or death gratuity as finally calculated contains a fraction of a rupee, it shall be rounded off to the next higher rupee.]

(2) If a Government servant, who has become eligible for a service gratuity or pension, dies within five years from the date of his retirement from service including compulsory retirement as a penalty and the sums actually received by him at the time of his death on account of such gratuity or pension including *ad hoc* increase, if any, together with the ²[retirement gratuity admissible under sub-rule (1) and the commuted value of any portion of pension commuted by him are less than the amount equal to 12 times of his emoluments, a residuary gratuity equal to the deficiency may be granted to his family in the manner indicated in sub-rule (1) of Rule 51.

³(3) Deleted.

(4) Deleted.

(5) The emoluments for the purpose of gratuity admissible under this rule, ⁴[] shall be reckoned in accordance with Rule 33:

Provided that if the emoluments of a Government servant have been reduced during the last ten months of his service otherwise than as a penalty, average emoluments as referred to in Rule 34 shall be treated as emolument.

⁴[Provided further that the dearness allowance admissible on the date of retirement or death, as the case may be, shall also be treated as emoluments for the purpose of this rule;]

(6) For the purposes of this rule and Rules 51, 52 and 53, 'family', in relation to a Government servant, means—

- (i) wife or wives including judicially separated wife or wives in the case of a male Government servant,
- (ii) husband, including judicially separated husband in the case of a female Government servant,
- (iii) sons including stepsons and adopted sons,

1. Substituted *vide* G.I., Dept. of P. & P.W., Notification No. 38/80/2008-P & P.W. (A) (Part II), dated the 8th June, 2011, published as GSR 176 in the Gazette of India, dated the 8th June, 2011.

2. Substituted by G.I., Dept. of P. & P.W., Notification No. 7/3/95-P. & P.W. (F), dated the 17th March, 1997, published as GSR No. 177 in the Gazette of India, dated the 5th April, 1997. This takes effect from 1st April, 1995.

3. Deleted by G.I., Dept. of P. & P.W., Notification No. 2/18/87-P. & P.W. (PIC), dated the 20th July, 1988, published as S.O. No. 2388 in the Gazette of India, dated the 6th August, 1988.

4. Inserted *vide* G.I., Dept. of P. & P.W., Notification No. 38/80/2008-P & P.W. (A) (Part II), dated the 8th June, 2011, published as GSR 176 in the Gazette of India, dated the 8th June, 2011.

- (iv) unmarried daughters including stepdaughters and adopted daughters,
- (v) widowed daughters including stepdaughters and adopted daughters,
- (vi) father,]
including adoptive parents in the case of
individuals whose personal law permits adoption
- (vii) mother,]
- (viii) brothers below the age of eighteen years including stepbrothers,
- (ix) unmarried sisters and widowed sisters including stepsisters,
- (x) married daughters, and
- (xi) children of a pre-deceased son.

GOVERNMENT OF INDIA'S DECISIONS

(1) Rounding off qualifying service of more than three months into a completed six-monthly period applies to both Pension and Death / Retirement Gratuity.— *Point of doubt:* Rule 49 (3) of Pension Rules provide for treating a period of service of more than three months as completed six-monthly period for purpose of calculation of pension, but a similar provision is not available under Rule 50 *ibid.* In this connection, Ministry of Communication have issued a Letter No. 4-39/87-Pen., dated 11-7-1988 (*not printed*), to all their field offices, clarifying that the benefit of rounding off qualifying service of more than three months into a completed six-monthly period is applicable in the case of death / retirement gratuity also.

Department of P. & P.W. may kindly see the case and confirm the clarification contained in Ministry of Communication's letter cited above.

Clarification.— The stand taken by the Ministry of Communication as quoted above is correct. The entire service rendered by a Government servant which qualifies for pension also qualifies for Death / Retirement Gratuity.

[G.I., Dept. of P. & P.W. Dy. No. 1477/71-P. & P.W., dated the 13th March, 1989, in reply to C. & A.G. U.O. No. 19-GE. 11/89 KW-I, dated the 6th February, 1989.]

(2) Benefits admissible in cases of suicide also.— The Pension Rules do not prohibit the grant of family pension / death gratuity to the family of a Government servant who commits suicide.

[G.I., M.F., Letter No. F. 29 (2)-E V/56, dated the 11th September, 1956.]

(3) Exemption of Death / Retirement Gratuity from income tax.— Death / Retirement gratuity under these rules or under any similar schemes of State Government is exempt from income tax.

[Sec. 10 (10) (i) of the Income Tax Act, 1961.]

(4) Determination of Death Gratuity when service records are incomplete.— (i) If the deceased Government servant had, at the time of death, rendered more than five years qualifying service but less than twenty years

qualifying service, and the spell of last five years service has been verified and accepted by the Head of Office, the amount of death gratuity shall be equal to 12 times of deceased Government servant's emoluments as indicated in Clause (b) of sub-rule (1) of Rule 50. Where the verified and accepted service is less than five years of qualifying service, the amount of death gratuity shall be equal to twice or six times of his emoluments as indicated in Clause (b) of sub-rule (1) of Rule 50.

(ii) If the deceased Government servant had rendered more than twenty years of service and the entire service is not capable of being verified and accepted, but the service for the last five years has been verified and accepted under sub-clause (i), the family of the deceased Government servant shall be allowed on provisional basis the death gratuity equal to 12 times of the emoluments. Final amount of the gratuity shall be determined by the Head of Office on the basis of the entire spell of service which may be verified and accepted by the Head of Office within a period of six months from the date on which the authority for the payment of provisional gratuity was issued. The balance, if any, becoming payable as a result of determination of the final amount of death gratuity shall then be authorized to the beneficiary or beneficiaries.

[G.I. M.F., O.M. No. F. 11 (9)-E V(A)/77, dated the 15th February, 1979 — Para. 3 (B) amended.]

(5) Retirement / death gratuity may be paid to the family after one year (now six months), in case an official's whereabouts are not known.— See Decision (12) below Rule 54.

(6) Extension of Retirement / Death Gratuity benefits to employees governed by CPF Scheme.— 1. Central Government employees who are subscribing to Contributory Provident Fund are not at present eligible for Death / Retirement Gratuity admissible to the employees on pensionable establishments. The Fourth Central Pay Commission have recommended that the benefit of Death / Retirement Gratuity may be extended to the Central Government employees governed by CPF Scheme on the same lines as it has been in operation in the case of Railway employees.

2. Orders are separately being issued that all CPF beneficiaries, who were in service on 1-1-1986, should be deemed to have come over to the Pension Scheme on and from that date unless they specifically opt out to continue under the CPF Scheme. In the case of Central Government employees who will continue under the CPF Scheme from 1-1-1986, it has been decided that they will be entitled to retirement gratuity and death gratuity at the same rate / scale as is admissible to temporary / quasi-permanent or permanent Government servants, as the case may be, borne on pensionable establishment.

3. These orders apply to all Civilian Central Government employees who are subscribing to the Contributory Provident Fund under the Contributory Provident Fund Rules (India), 1962. In the case of subscriber to other contributory provident funds, where similar provisions are not at present available, necessary orders will be issued by the respective administrative authorities. The concerned Administrative Ministries are advised to issue these orders in consultation with the Department of Pension and Pensioners' Welfare.

4. These orders do not apply to Central Government employees who, on re-employment, are allowed to subscribe to Contributory Provident Fund. These orders also do not apply to Central Government employees appointed on contract basis where the contribution to the Contributory Provident Fund is regulated in accordance with the terms of contract.

5. These orders issue with the concurrence of Ministry of Finance, Department of Expenditure, vide their U.O. No. 2038/JS (Pers.)/87, dated 13-4-1987.

[G.I. Dept. of P & P.W., O.M. No. 4/187-PtC-II, dated the 1st May, 1987.]

(7) Dearness Allowance counts as 'emoluments' for determining the amount of Retirement / Death Gratuity.— See GID (4) below Rule 33.

(8) Maximum limit raised to ₹ 10 lakhs from 1-1-2006.— The maximum limit of all kinds of gratuity shall be ₹ 10 lakhs. Accordingly, first proviso under Rule 50 (1) (b) of Pension Rules shall stand modified to the effect that the amount of Retirement Gratuity or Death Gratuity payable under this Rule shall in no case exceed ₹ 10 lakhs.

[G.I. Dept. of P & P.W., O.M. No. 38/37/08-P & P.W. (A) dated the 2nd September, 2008 — Para. 6.1.]

(9) Special provision for those who retain the pre-revised scale of pay.— Please see GID (5) below Rule 33.

51. Persons to whom gratuity is payable

(1) (a) The gratuity payable under Rule 50 shall be paid to the person or persons on whom the right to receive the gratuity is conferred by means of a nomination under Rule 53;

(b) If there is no such nomination or if the nomination made does not subsist, the gratuity shall be paid in the manner indicated below—

(i) if there are one or more surviving members of the family as in '[Clauses (i), (ii), (iii), (iv) and (v)] of sub-rule (6) of Rule 50, to all such members in equal shares;

(ii) if there are no such surviving members of the family as in sub-clause (i) above, but there are one or more members as in '[Clauses (vi), (vii), (viii), (ix), (x) and (xi)] of sub-rule (6) of Rule 50, to all such members in equal shares.

(2) If a Government servant dies after retirement without receiving the gratuity admissible under sub-rule (1) of Rule 50, the gratuity shall be disbursed to the family in the manner indicated in sub-rule (1).

(3) The right of a female member of the family, or that of a brother, of a Government servant who dies while in service or after retirement, to receive the share of gratuity shall not be affected if the female member marries or re-marries, or the brother attains the age of eighteen years, after the death of the Government servant and before receiving her or his share of the gratuity.

1 Substituted vide G.I. Dept. of P & P.W., Notification No. 38/30/2008-P & P.W. (A) (Part II), dated the 8th June, 2011, published as GSR 176 in the Gazette of India, dated the 8th June, 2011.

Item 29.6 : To consider for increase the remuneration of Dental Surgeon engaged on part-time basis in the Health Centre of the Institute.

The Finance Committee of the Institute in its 15th meeting held 21.02.2009 recommended to the Board that Dental Surgeon be engaged on part time basis for four hours i.e. from 8:30 a.m. to 12:30 p.m. in a day at the remuneration of Rs. 8000/- consolidated per month. The minutes of the 15th meeting of the Finance Committee was ratified by the Board of Governors of the Institute in their 15th meeting held on 18.05.2009.

Accordingly, the Institute has been paying a consolidated salary of Rs. 8000/- per month to the Dental Surgeon engaged on part time basis for 4 hours daily. In the present times, the consolidated salary of Dental Surgeon is quite low. The Senior Medical Officer has requested to increase the consolidated salary of Dental Surgeon from Rs. 8000/- per month to Rs. 15000/- per month (Copy enclosed as Annexure N on page 30.

The remuneration of Dental Surgeon has not been increased since May, 2009. The prices have increased to a great extent. The pay & other emoluments of other staff are increasing periodically. After the pay revision made on the recommendations of the 6th Central Pay Commission, the cost of living has been increased. The number of employees and students have also increased in the last five years.

The matter is placed before the Finance Committee to consider and decide to increase in the remuneration of the Dental Surgeon from Rs. 8000/- to 15000/- per month.

Item 29.7 : To consider the enhancement in fees and misc. expenses to the standing counsels of the Institute.

The Institute has engaged Sh. Amarjit Singh Virk, Advocate, at the Hon'ble Punjab and Haryana High Court, Chandigarh and Sh. Shyam Singh Chhokar, Advocate, at District Courts, Kurukshetra, as standing counsels to defend the cases on behalf of the Institute.

The standing counsel at Hon'ble Punjab & Haryana High Court, Chandigarh is being paid Rs. 6000/- + 10% clerkage + Rs. 700/- as misc. expenses per case and the standing counsel at the District Court, Kurukshetra, is being paid Rs. 2700/- + 10% clerkage + Rs. 300/- as misc. expenses per case in accordance with the decision taken by the Finance Committee in its 11th meeting held on 30.06.2007 and subsequently approved by the Board of Governors in its 13th meeting held on 24.1.2008. Copy enclosed as Annexure O on page 33 to 34.

In view of the increase in the cost of living and high prices after the pay revision made on the recommendations of 6th Pay Commission, the standing counsel at the Hon'ble High Court has requested to increase the fee/legal advice fee and misc. expenses. He has also requested verbally for the payment of legal opinion fee. It is worth mentioning here that the fees and misc. expenses were earlier revised in 2008. In this regard, a request received from the Institute standing counsel at the Hon'ble High Court Sh. A. S. Virk for the enhancement in fees and misc. expenses is enclosed as Annexure P on page 35.

It is pertinent to mention that the fees being paid to the advocates engaged for the Hon'ble High Court by the VNIT, Nagpur is Rs. 24000/- per case. A copy of the letter in this regard received from VNIT, Nagpur is enclosed as Annexure Q from page 36.

In view the above, the Finance Committee may consider the following fees and misc. expenses of the Standing Counsels at various Courts of law:

(a)	Fee to the standing counsels at Hon'ble Punjab and Haryana High Court, Chandigarh per case Fees & Misc. charges for providing legal opinion/legal notice/reply to legal Notice	Rs. 20000/- + 10% clerkage + Rs. 1000/- as misc. expenses. Rs. 2500/- per case
(b)	Fees of the standing counsels at District court at Kurukshetra per case Fees & Misc. charges for providing legal opinion/legal notice/reply to legal Notice	Rs. 5000/- + 10% clerkage + Rs. 500/- as misc. expenses. Rs. 1100/- per case

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

Amexure 01

26

**To report the follow up action on
The minutes of the 11th meeting of the
Finance Committee held on 30.6.2007**

The minutes cited as subject have been approved by the Board of Governors in the 13th meeting held on 24.1.2008. Accordingly the extracts of the minutes of the 11th meeting of the Finance Committee held on 30.6.2007 along with a copy of the relevant agenda notes relating to your Department/Section are sent herewith.

The action on the minutes may be taken and intimated to this section within 10 days for reporting the same to the Finance Committee/Board of Governors in their next meeting.

It may be treated as Most Urgent.

DA: As above.

Assistant Registrar (Acs.)

AC-I = 11.1,11.2,11.3,11.4, 11.7,11.8,11.9, 11.10,11.12,11.18,11.19,11.21

AC-5 = 11.6, 11.11

$$\text{DS(A-II)} = 11.10, 11.18$$
$$\text{DR(Acad.)} = 11.10, 11.18$$
$$\checkmark \text{DR(GA)} = \underline{11.12, 11.15, 11.20, 11.21, 11.22}$$

JA = 11.12

Dean (E,EM & C) = 11.13, 11.17

Chairman (Mech.) = 11.14

$$W/S = 11.16$$

Coordinator (TEQIP) = 11.18

$$A-2 = 11.5$$
[illegible]

Item 11.20: To consider the enhancement in fees and misc. expenses to the standing counsels of the Institute.

The Finance Committee recommended to the Board that the Counsel Fee of the various Counsels of the Institute be enhanced as under on the pattern of the Kurukshetra University, Kurukshetra on local conditions:

- | | | |
|------|---|---|
| i) | Sh. C.B. Madan
(Senior Advocate at the
Hon'ble District Courts, KKR) | a) Rs. 2700/- as Counsel Fee per case + 10%
clerkage charges and Rs. 300/- as misc.
expenses.
b) Sh. Madan be kept as Retainer and he may
be allowed Rs. 3500/- as retainership fee per
month. |
| ii) | Sh. Amarjit Singh Virk
(Advocate at Hon'ble Punjab
& Haryana High Court,
Chandigarh) | Rs. 6000/- as Counsel Fee per case + 10%
clerkage charges and Rs. 700/- as misc.
expenses |
| iii) | Sh. Varun Gupta
(Advocate at Hon'ble Punjab
& Haryana High Court,
Chandigarh) | -do- |
| iv) | Sh. S. Srinivasan
(Advocate at the Hon'ble
Supreme Court of India) | Rs. 12,000/- as Counsel Fee per case + 10%
clerkage charges and Rs. 500/- as misc.
expenses. |
| v) | Sh. V. Sudeer
(Advocate at the Hon'ble
Supreme Court of India) | -do- |

Amarjit Singh Virk

B.A. LL.B. (Gold Medalist)
ADVOCATE

PUNJAB & HARYANA HIGH COURT



Amarjit Singh Virk
Ch
66 Lawyer's C
High Court, Chandigarh Ph. :
Resl.-Cu
256, Advocates Society, Sec
Chandigarh - 160 047, Ph :
Mobile : 9211
E-mail : asvirk@ir

Ref. No.

N.I.T. KURUKSHETRA

Dr. No.	2503	Date	22/4/14
R	DEF	ICU	Ch
E	ICU	Ch	Ma
P	C	PS	EDC
PE	CN	PRO	LUO
CA	A	DS	PS

Dated. 16/1

Dear Sir,

I have been appearing on the behalf of the Institute and defending it in the Hon'able High Court since 1992. The Institute has been paying a very nominal fee to me.

The Institute is paying the fee for the High Court @ Rs. 6000/- + 10% clerkage + Rs. 700/- as misc. expenses since January, 2008. There has been considerable change in circumstances, the prices have inflated to a great extent. The salaries, pay & other emoluments are being increased accordingly. The fees of the advocates at the High Court has gone to a very higher range even the Institute is aware of the same as in some of the cases where the Institute has to engage other counsels, the Institute has to pay fee at a much higher rate. However, the lawyers fee has not been increased since January, 2008.

In the Hon'ble High Court, I, normally charge Rs. 33000/- per case but still having consideration of it being an educational Institution and my long past association, I may charge Rs. 22000/- (Rs. 20000/- + 10% clerkage) per case + the miscellaneous expenses (actual). Kindly consider this in the light of above circumstances and approve the same.

Any other service for me.

Yours Sincerely,

Amarjit Singh Virk
(AMARJIT SINGH VIRK)
Advocate

The Director
National Institute of Technology,
Kurukshetra-136119

'R'

On

19/4/14

DRGA

21/4/14

- 36 -

Annexure Q



विश्वेश्वरय्या राष्ट्रीय प्रौद्योगिकी संस्थान
नागपुर - 440 010 (भारत)

VISVESVARAYA NATIONAL INSTITUTE OF TECHNOLOGY,
(Formerly V.R.C.E.) NAGPUR - 440 010 (INDIA)

Adm/ONIT/ 2061
Dt.

2 APR 2012

To,

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

N.I.T. KURUKSHETRA									
Dt. No. 1605 Date 03/05/12									
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1	2	3	4	5	6	7	8	9	10
1	2	3	4	5	6	7	8	9	10
1	2	3	4	5	6	7	8	9	10

Ref : Your No. (i) Gen I/RR/1629 &
(ii) Gen I/Legal fee/ 1630 dated 26.03.2012

Dear Sir,

With reference to above, it is to inform you that this Institute does not make any appointment in Non-Teaching Cadre, of a person beyond the age of 60 years. However, only ad-hoc arrangements viz. OSD are made from the retired persons from Govt. who are paid consolidated remuneration as per the provisions in CCS Rules.

2. At present the Institute Counsel is paid about ₹ 24000/- (inclusive of standing fee and stationary) per case i.e. from initial admission to disposal. As per the prevailing practice 1/3 amount is paid in advance while remaining amount is paid after disposal of the case. The legal fees is same for lower / industrial / labour courts as well as High-Court.

The fees is revised from time to time.

3. As regards issue pertaining to faculty, the matter has been referred to Dean (Faculty Welfare) who deals with all matters related to administration of faculty at this Institute as per present ruling.

Yours sincerely,

REGISTRAR

CRS 03/05/12
4/6/12

Item 29.8: To Consider the Grant for Special Allowance to Chief Warden & Deputy Chief Warden.

On the recommendation of the Council of NITs in its 3rd meeting held on 18.11.2011 and Ministry of Human Resource Development letter No. F.No. 33-6/2011-TS III dated 05.07.2012 (Copy enclosed as Annexure R on page 38), the special allowance of Dy. Director, Deans, Wardens and Associate Wardens was increased as recommended by the Finance Committee in Agenda No. 26.4 in its meeting held on 01.10.2012 and approved in 29th meeting of Board of Governors held on 28.12.2012. Accordingly, the following functionaries are being paid enhanced special allowance as mentioned against each:

Designation	Enhanced special allowance
Dean (expect Dean (P&D) & Dean (R&C)	₹ 3500/- p.m.
Warden	₹ 2500/- p.m.

The special allowances of Chief Wardens (Boys & Girls) and Dy. Chief Wardens (Boys & Girls) were not increased and presently, the Chief Wardens are getting special allowance at par with Warden and Dy. Chief Wardens are getting ₹ 1750/- per month i.e. below that being paid to the Wardens. The Chief Warden (Boys) has requested to increase special allowance of Chief Warden and Dy. Chief Wardens (Copy enclosed as Annexure S on page 39).

The matter is placed before the Finance Committee for suitable recommendation to the Board for consideration and decision regarding enhancement of special allowance to Chief Wardens (Boys & Girls) and Dy. Chief Wardens (Boys & Girls).

-38-

Amosure 'R

2586 24/4/14

NATIONAL INSTITUTE OF TECHNOLOGY
KURUKSHETRA-136119
OFFICE OF THE CHIEF WARDEN
PH: 01744-239566(O), 233523(O)

No. CW/R/2013/363

Dated: 02.12.2013

This is with reference to my earlier reminder no. CW/R/2013/302 Dated: 06.08.2013 regarding the revision of the remuneration of the Chief Warden and Deputy Chief Warden. I wish to remind you, once again, that the Hon'ble Director had decided that the revision of the remuneration of the Chief Warden and Deputy Chief Wardens will be put in the next meeting of the BOG. Nothing has happened till date. Therefore, you are requested to take up the matter in the coming BOG.

RK
(Rajender Kumar)

Registrar

Recd. on 26/4/14
DRG A/c
For v.a. pl.
26/4/14
urgent
Lucas 2-11-13

Copy to:

S.S. to the Hon'ble Director for his kind information.

39-

Annexure 5

BY SPEED POST

F.No.33-6/2011-TS.III
Government of India
Ministry of Human Resource Development
Department of Higher Education

Shastri Bhawan, New Delhi,
Dated, 5th July, 2012

To

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

Subject: Special Allowances to Dy. Director, Deans, Associate Deans, Chief Warden and Associate Warden in each NIT at par with the IIT system - regarding.

Sir / Madam,

As you are aware, the Council of NITs in its 3rd meeting held on 18.11.2011 endorsed the recommendations for grant of Special Allowances to Dy. Director, Deans, Associate Deans, Chief Warden and Associate Warden in each NIT at par with the IIT system. In this context, I am hereby directed to inform you that after due consideration, the Ministry has taken the following decisions with regard to grant of TA / DA and payment of special allowance:-

A. Grant of special allowance, Dy. Directors / Wardens etc.

Keeping in view the Special Allowance of ₹4000/- prescribed for Pro-Vice Chancellor and Dy. Director in IITs, it has been felt that the honorarium for Dy. Directors, Deans, Wardens, Associate / Asstt. Warden may be suitably revised keeping in view the existing norms. Accordingly, honorarium / special allowances in respect of Dy. Director, Deans, Wardens etc. shall be as under:-

	Existing	Proposed revision
Dy. Director	₹1000/- p.m.	₹4000/- p.m.
Deans	₹900/- p.m.	₹3500/- p.m.
Wardens	₹800/- p.m.	₹2500/- p.m.
Assoc./Asstt. Wardens	₹500/- p.m.	₹2000/- p.m.

B. Eligibility for TA / DA with reference to Academic Grade Pay:

The recommendation with regard to the question of equivalence of Academic Grade Pay with Grade Pay for the purpose of determining the eligibility for TA / DA and other benefits also requires a re-look. Even though academic grade pay has been fixed slightly at a higher level than the grade pay fixed for similar grade of Central Government employees, the entitlement for TA / DA and other allowances

would be governed by the provision of the CCS (RP) Rules, 2008 as per the TA / DA entitlement for corresponding Grade Pay. Accordingly, the following mapping of academic grade pay with grade pay is required to be followed for the purpose of determining eligibility for TA / DA and other allowances:-

S LNo.	Academic Grade Pay	Equivalent Grade Pay for TA/DA and other allowance
1.	₹6000/- & ₹7000/-	₹6500/-
2.	₹8000/-	₹7500/-
3.	₹9000/-	₹8700/-
4.	₹9500/-	₹8900/-
5.	₹10000/-	₹10000/-

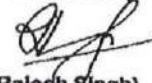
C. HAG Scale of ₹67,000 – 79,000/-

A new HAG scale of ₹67,000 – 79,000/- has been introduced in place of Grade Pay of ₹12,000/-. Accordingly, the Grade Pay of ₹12000/- does not exist any more.

The conditions for moving to the new HAG scale will remain exactly the same as the movement from AGP of ₹10,000/- to AGP to ₹12,000/-. Further, as indicated in this Ministry's letter of even number, dated 18.08.2010, this will have prospective effect from the date of issue of orders regarding revision of scales of pay i.e. 18.08.2009.

2. This issues with the approval of Secretary (HE).

Yours faithfully



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

Copy for information to:-

1. Integrated Finance Division (IFD), Ministry of HRD, New Delhi.
Copy to CMIS Unit with request that the letter may be uploaded on the Ministry's website.

Sanjay

18.07.2012

CMIS (OP)

Item 29.9: To consider and approve the Annual Accounts of the National Institute of Technology, Kurukshetra for the year 2013-14.

The Annual Accounts of the Institute is to be recommended by the Finance Committee and subsequently approved by the Board of Governors as per the statutory requirement of NIT Act. Subsequently, after recommendation from the Finance Committee and approval from the Board, the Annual Accounts needs to be audited and certified by the Director General of Audit (Central), Haryana.

Accordingly, the Annual Accounts for the year 2013-14 is appended hereunder as Annexure T with the item 29.9:

- 1. Main Current Account**
 - i) Balance Sheet
 - ii) Income & Expenditure Account
 - iii) Schedules
 - iv) Receipt & Payment Account
 - v) Financial Analysis
- 2. Scheme Account**
 - i) Balance Sheet
 - ii) Income & Expenditure Account
 - iii) Schedules
 - iv) Receipt & Payment Account
 - v) Financial Analysis
- 3. TEQIP-II**
 - i) Balance Sheet
 - ii) Income & Expenditure Account
 - iii) Schedules
 - iv) Receipt & Payment Account
 - v) Financial Analysis
- 4. MCA**
 - i) Balance Sheet
 - ii) Income & Expenditure Account
 - iii) Schedules
 - iv) Receipt & Payment Account
 - v) Financial Analysis
- 5. Other Accounts i.e. Ex-Employees A/c, SWF A/c, Merit Scholarship A/c**
 - i) Balance Sheet
 - ii) Income & Expenditure Account
 - iii) Schedules
 - iv) Receipt & Payment Account
 - v) Financial Analysis

Financial Analysis for the year 2013-14 in the respect of all the above accounts is as under:

1. Main Current Account

₹ in lacs

Particulars	2013-14	2012-13	Variation	Remarks
Receipt				
				MCA account prepared separately from this year
Grant Received from Govt. of India	5900.00	7100.00	-16.90%	Plan 1500 Non-Plan 4400
Other receipts including Tuition fee Interest earned on deposits, Lease of Land & CPF account etc.	4004.41	3053.27	+31.15%	C.C. of CPF recovery 1712.27
Payment				
Revenue Expenditure	9509.78	4100.00	+131.95%	Appointment 61 of new faculty & 8 officers and implementation of the pension.
Advances to CPWD & others	3281.24	3160.89	+3.81%	CPWD 1680.91 GPF 1600.33
Capital Expenditure	1304.33	4845.16	-73.08%	

2. Scheme Account

₹ in lacs

Particulars	2013-14	2012-13	Variation	Remarks
Receipt				
Grant Received from funding agencies	33.34	51.81	-35.64%	
Other receipts including Interest earned on deposits etc	3.59	0.90	+298.89%	Interest 3.19
Payment				
Revenue Expenditure	25.49	35.14	-27.46%	
Amount Refunded to the funding Agency	8.23	0.60	+1271.67%	
Capital Expenditure	17.34	4.39	+294.99%	P&M 15.37

3. TEQIP-II Account

₹ in lacs

Particulars	2013-14	2012-13	Variation	Remarks
Receipt				
Grant Received from Govt. of India	150.00	400.00	-62.50%	
Other receipts including Interest earned on deposits etc.	29.05	33.43	-13.10%	Due to decrease interest by 4.90
Payment				
Revenue Expenditure	211.25	92.70	+127.89%	Conference 117.40 Scholarship 88.35
Capital Expenditure	156.45	55.18	+183.53%	Books & LRs 85.27 Civil Work 28.85

4. MCA Account

₹ in lacs

Particulars	2013-14	2012-13	Variation	Remarks
Receipt				
Grant Received from Govt. of India				Previous year MCA A/c is included in Main A/c, This year prepared Separately
Other receipts including Tuition fee Interest earned on deposits etc.	312.66	365.89	-14.55%	Due to decrease tuition fee 37.89 & interest 20.53
Payment				
Revenue Expenditure	26.99	29.69	-9.09%	Due to decrease Salary 1.86
Capital Expenditure	0.48	12.64	-96.20%	

5. Ex-Employees A/c, Staff Welfare Fund A/c, Merit Scholarship A/c.

₹ in lacs

Particulars	2013-14	2012-13	Variation	Remarks
Receipt				
Amount Received From Main A/c	1.77	24.84	-92.87	
Other receipts including Interest earned on deposits etc.	2.80	9.58	-70.77%	Due to decrease interest 6.77
Payment				
Payment to Ex-Employee	24.41	26.69	-8.54%	

It is pertinent to mention that the audit party made 15 observations during the audit of the annual accounts of the Institute for the year 2012-13 and 7 audit para stand for that period. The point wise reply has already been sent to Director General of Audit (Central), Chandigarh.

The Finance Committee may consider and give suitable recommendations for approval of the Annual Accounts of the Institute for the year 2013-14 by the Board of Governors. Subsequently, same will be submitted to the Office of the Director General of Audit (Central), Chandigarh for audit and certification.

Item 29.10: To consider the relaxation in electricity bill and Workers wages in mess bill of Hosteller students.

The mess in the hostels of the Institute are running on cooperative basis and the salary of mess staff are being out of the monthly mess bills. The electricity connections of the Institute including hostels were converted to bulk power supply by the State Electricity Board. This resulted in increase in the monthly electricity charges of the hostel which is being charges from the students in their mess bills of the students. The hostel students of the Institute protested against increase in monthly mess bills on account of electricity charge and workers' wages. The students submitted their representation on 16.04.2014 to the Director for reduction of miscellaneous charges in the mess bill (copy enclosed as Annexure U on page 47).

The Director constituted a committee under the chairmanship of Dean (P&D) for the redressal of problems of the students. The Committee submitted its report on 21.05.2014. After detailed deliberation with students which is on Annexure-V on page no. 49. The Committee recommended the possible way-out of students' grievances as follows:

The fixed electricity charges of various boys and girls hostels electricity bills approximate amounting to ₹ 50.00 Lac per annum may be met out from the Non Plan Grant of Institute. Further, the salaries of Mess Staff and Hostel Staff form a substantial part of the miscellaneous charges in the Mess Bill. To reduce the salary component in the miscellaneous charges, the Institute may pay for the Hostel Staff (Supervisor, Asstt. Supervisor, Sweepers and Mails). The liability to the Institute in this regard will be about ₹ 80 lac per Annum. The salary of the Mess Staff, however, will be paid by the students.

The matter is placed before the Finance Committee for suitable recommendation to the Board for consideration and decision regarding reduction of miscellaneous charges in the mess bill of the hostel students.



The Director,
NIT Kurukshetra,
Kurukshetra -136119

N.I.T. KURUKSHETRA									
Sl. No.		Date		To		From		By	
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Annexure - U

Dated: 16 April, 2014

• Sub.: Representation for Reduction of miscellaneous charges in the mess bill and formation of student academic council.

Respected Sir,

We, the students of NIT Kurukshetra, have been appraising about the problems faced by the student related to "the students' mess bill" to the competent authorities of the Institute for the past six months. In this regard, we met the Chief Warden several times and the Director, NIT Kurukshetra. Till date, no concrete action has been taken by the competent authority on the issues discussed with the Hon'ble Director in the last meeting held in February, 2014. Through this representation, we once again bringing your kind attention towards the problems faced by the student related to "the students' mess bill" since long time with request to take due action on the issues raised at the earliest.

• Electricity bills are paid by the students in their mess bills –

The NIT Kurukshetra is charging electricity bill from its students. The institute is one of the Centrally Funded Technical Institutions of the country and in such institutions, electricity is provided free of cost to the students residing on the campus. The Central Government provides due fund for electricity charges and hence, the students have no need to pay bills for the same (a list of all such institutes has been attached with the letter).

• Workers' wages are paid by the students in their mess bill –

In NIT Kurukshetra, the mess bill of a student is inclusive of workers' wages. There are a number of Centrally Funded Technical Institutions in which workers' wages are borne by the Institute. Once again we would like to point out, that being funded by central government; funds are provided for the same. Hence the students should not be compelled to pay for the worker wages. (A list of all institutes where this is being practiced has been attached with the letter.)

• Subsidies should be provided in the mess bill –

Urgent
Dean (P&D) / Dean (S.W.) / Chief Warden (Boys)
for W.O. pl. *Dr. [Signature]*

In the college manifesto, the section outlining the fee structure, states that the mess bill shall be Rs.2000/month. Various students are dependent on student loan from banks; and are being unnecessarily overburdened owing to the fact that the mess bill has in fact never been less than Rs.3000/month and continues to grow with time. The banks flatly refuse to incorporate such changes, and the expenses directly fall on the shoulders of the student, affecting his mental state and academia. Henceforth, we request to sympathetically consider for a subsidy in the mess bill to bring it down.

• **Formation of a student academic council –**

As of now, there is no mechanism in the Institute to resolve the grievances of students. We have to move from one desk to another for our day to day problems which in general, go unnoticed and unsolved. Henceforth, we request that a student academic council be formed so that students can get timely audience with the concerned authorities.

We expect that the authorities will look into the issues raised above, and due action regarding all the mentioned points shall be taken. If the authorities fail to do so before 21st of this month, the students will forced to boycott mess until our demands are met for which the administration of the NIT Kurukshetra will be wholly responsible.

Expecting a prompt response.

Thank you, Sir.

Students of the NIT Kurukshetra

(Signatures of students are enclosed)

Copy To:

- Hon'ble President of India, Visitor of the NIT Kurukshetra.
- Hon'ble Prime Minister of India.
- Hon'ble HRM, MHRD, New Delhi.
- Hon'ble Chief Minister of Haryana.
- Hon'ble Chairperson, BOG of NIT Kurukshetra.
- The Deputy Commissioner, Kurukshetra.
- The Superintendent of Police, Kurukshetra.

Annexure - V

**Report of the Committee constituted to look into the issues raised by
students in a Representation dated 16.04.2014**

Committee Members

1. Prof. V K Sehgal, Dean (P&D)
2. Prof. P J Philip, Dean (SW)
3. Prof. Rajender Kumar, Chief warden (Boys' Hostels)
4. Prof. (Ms) Minati Baral, Chief Warden (Girls' Hostels)
5. Prof. Ashwani Sharma, Prof. in Charge, Electrical Maintenance)
6. Mr. Pankaj Kumar Bayati, DR, Academic

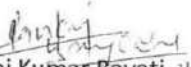
The Committee, after a number of meetings among its members and also with student representatives, and after due deliberations, taking into consideration the fee structure and best practices in other established NITs, makes the following recommendations:

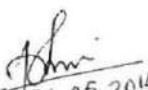
1. Since November 2012, the institute has been receiving bulk supply of electricity from UHBVN Ltd. This has made it possible for the institute to have uninterrupted supply of electricity. However, the electricity charges in the bulk supply mode are about 25% to 30% higher than the domestic supply which the hostels received earlier. This is adding to the miscellaneous charges in the Mess Bill. The Committee is of the opinion that in order to ease the monthly burden of electricity charges on the miscellaneous component in the Mess Bill, the fixed charges for electricity be borne by the institute. The liability to the institute in this regard will be about Rs. 50 lakhs per annum.
2. Salaries of Mess Staff and Hostel Staff form a substantial part of the miscellaneous charges in the Mess Bill. To reduce the salary component in the miscellaneous charges, the institute may pay for the Hostel Staff (Supervisor, Asst. Supervisor, Sweepers and Malis). The salary of the Mess

ms P J Philip

Staff, however, will be paid by the students. The liability to the institute in this regard will be about Rs. 80 lakhs per annum.


3. Request for a Students' Academic Council cannot be considered under the existing provisions of the NIT Act. However, the Students' Advisory Committee at the departmental level already exists. Three representatives (one each from UG, PG and PhD) from each of these departmental committees could be nominated to a Students' Advisory Committee at the Institute level which will be chaired by Dean (Students' Welfare). This committee will address the general issues of the students.

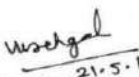

Pankaj Kumar Bayati 21/5/14


21.05.2014
Ashwani Sharma


21/05/2014
Minati Baral


21/5/14
Rajender Kumar


21/5/14
P J Philip


21.5.14
V K Sehgal

Submitted for the kind consideration and approval.

Director


21/5/14

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

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

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

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

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

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

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

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

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

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

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

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

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Annexure - W

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

(Under the standard 3 tier rigid faculty structure)

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

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

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

To

The Director,
All Centrally Funded Technical Institutions

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

Sir,

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

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

(i) Lecturers

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

(ii) Assistant Professors

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

(iii) Associate Professors

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

(iv) Professors

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

2. For other Centrally Funded Technical Institutions.

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

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

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

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

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

8. **Other service conditions:**

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

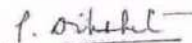
c) In the case of Professors in the pre-revised scale of Rs.18400-22400 with basic pay ranging from Rs.18400 to Rs.20400 p.m. will be placed at the minimum of Rs 48000/-. For those incumbents with pre-revised pay of more than Rs.20400/-, the revised pay will be as per Fixation Table corresponding to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

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

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

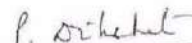
10. Anomalies, if any, in the implementation of this order may be brought to the notice of the Department of Higher Education, Ministry of Human Resource Development.

Yours faithfully,


(Pratima Dikshit)
Director (TC)

Copy to:-

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


(Pratima Dikshit)
Director (TC)



-59- Annexure-Y
NATIONAL INSTITUTE OF TECHNOLOGY GOA

Farmagudi, Ponda, Goa - 403 401 INDIA.

Website: www.nitgoa.ac.in
Email : director@nitgoa.ac.in
Prof. G.N.J. Reddy
Director

Phone: 0832-2404222
Fax : 0832-2404203

No: NITG/2013/ 563

18 May 2013

APPOINTMENT ORDER

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

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

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



NATIONAL INSTITUTE OF TECHNOLOGY GOA

Farmagudi, Ponda, Goa - 403 401 INDIA.

Website: www.nitgoa.ac.in
Email: director@nitgoa.ac.in
Prof. G. R. K. Reddy
Director

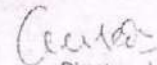
Phone: 0832-2404222
Fax: 0832-2404203

8. If this offer is acceptable to him, he is directed to report for duty on or before 30th May 2013 to the undersigned, with the following documents:
- Certificate in proof of date of birth, qualifications and experience in original
 - Recent community certificate issued by the competent authority, in original in case he/she belongs to SC/ST/OBC category.
 - Certificate of fitness obtained from a Physician not below the rank of a Civil Surgeon
 - Recent Character and conduct certificate obtained from a Gazetted Officer, MLA or MP
 - Relieving order from the employer if employed at present

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

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

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


Director 14/5

Copy to:
Dr. VELAVAN KATHIRVELU
19 VAZHAPATTU STREET
KURUVINATHAM, BAHOUR VIA
PUDUCHERRY-607402 lvvelu76@yahoo.com

राष्ट्रीय प्रौद्योगिकी संस्थान, उत्तराखण्ड
NATIONAL INSTITUTE OF TECHNOLOGY, UTTARAKHAND
 Temporary Campus-Government Polytechnic Srinagar (Garhwal), Distt. Pauri Garhwal, Uttarakhand-2
 Phone: 01346-250792, 251249 (O), 01346-251095 (Tele Fax)
 E-Mail: nitutarakhand@gmail.com, Website: www.nituk.com

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

Date: 28/06/2013

OFFICE ORDER

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

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

The appointment is subject to terms and conditions mentioned in annexure.

Copy forwarded for information & necessary action, as applicable

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

DIRECTOR

DIRECTOR