

Immediate

No. 39020/01/2013-Estt (B)-Part
Government of India
Ministry of Personnel, Public Grievances and Pensions
(Department of Personnel and Training)

North Block, New Delhi.
Dated the 29th December, 2015

OFFICE MEMORANDUM

Subject:- Discontinuation of Interview at Junior Level Posts in the Government of India- recommendation of Committee of Secretaries.

The undersigned is directed to refer to this Department's D.O. of even number dated 04.09.2015 and subsequent GM's dated 09th October, 2015, 09th November, 2015 on the above subject seeking detailed information on the progress made/action taken in the matter.

2. It is informed that Secretary (Personnel) had convened meetings on 14th December, 2015 and 17th December, 2015 to review the progress of implementation of the "No Interview Requirement Proposal" and to get the updated status on the decision/progress made by the various Ministries/Departments. Keeping in view the queries raised by the representative of various Ministries/Departments the following is once again clarified:-

- (a) The decision to discontinue interview for recruitments is for all Group 'C', Group 'D' (which are now reclassified as Group 'C') Posts and for non-gazetted posts of Group 'B' Category and all such equivalent posts.
- (b) The 'No Interview Requirement' proposal has to be implemented for all the junior level posts in Government of India Ministries/Departments/attached Office/Subordinate Office/Autonomous Bodies/Public Sector Undertakings.
- (c) Instructions issued by the Department of Public Enterprises on 14th December, 2015 vide OM No. DPE-GM to all Administrative Ministries concerned with CPSES under them with advice to dispense with the practice of interview (copy enclosed).
- (d) The timelines set regarding completing the process of the discontinuation of interview by 31.12.2015 has to be adhered to strictly. From 01st January, 2016 there will be no recruitment with interview at the junior level posts as mentioned at 2(a) above, in Government of India Ministries/Departments/attached Office/Subordinate Office/Autonomous Bodies/Public Sector Undertakings. All the advertisement for future vacancies will be without the interview as part of the recruitment process.

(e) The interviews will be done away even in cases where in the past the selections used to be made purely on the basis of performance in the interview. The Ministries/Departments/Organizations' will consider revising the scheme for selection for such cases.

(f) It is also clarified that as Skill Test or Physical Test is different from Interview, and they may continue. However, these tests will only be of qualifying nature. Assessment will not be done on the basis of marks for such tests.

(g) In case of specific posts where the Ministry/Departments wants to continue undertaking Interview as a process of recruitment, a detailed proposal seeking exemption will have to be sent to the DoPT with the approval of the Minister/Minister In-Charge.

3. All the Central Ministries/Departments are therefore requested to ensure that necessary action in respect of their Ministry/Department/Organizations are completed within the stipulated time. A consolidated report with the details of the decision taken/progress made in this regard should also be furnished to this Department at the earliest and not later than 7th January, 2016. Report so to be furnished with the approval of the Minister/Minister In-Charge shall include the details of the name and number of posts where the interview is discontinued and posts for which the exemption has been sought within the purview of the administrative Ministries/Departments.

4. A soft copy of the consolidated information may also be sent to this Department at sumita.singh@nic.in

MR
29/12/2015
(Manisha Bhatnagar)
Under Secretary to the Government of India
Tel. No. 23093175

Encl: As Above

To

**All the Secretaries of the Central Ministries/Departments
As per list attached.**

No. 39020/01/2013-Estt(B)
Government of India
Ministry of Personnel, Public Grievances & Pensions
(Department of Personnel & Training)

North Block, New Delhi,
Dated : 9th October, 2015

OFFICE MEMORANDUM

Subject:-Discontinuation of interviews for various junior level posts in the Government of India- recommendation of Committee of Secretaries (CoS).

The undersigned is directed to refer to this Departments D.O. letter of even No. dated 4.09.2015 whereby it was requested that an exercise for identifying lower level posts in your Ministry/Department for which interviews could be dispensed with should be undertaken.

2. In this connection it is informed that the Committee of Secretaries (CoS) in its meeting held on 14.09.2015, while considering a note on the subject mentioned above has made the following recommendations:-

(i) Interview will be dispensed with for all Group 'C' and Group 'D' which are now reclassified as Group 'C' posts. Interview should also be discontinued for non-gazetted posts of Group 'B' category.

(ii) The process of doing away with interview for these posts will be completed by 31.12.2015.

(iii) Specific and isolated Group 'B' non-gazetted posts for which any particular department considers interview absolutely essential, clearance of Department of Personnel & Training would need to be obtained. *It is clarified that since the skill test and physical test are different from interview such tests may continue*

(iv) In those cases pertaining to non-gazetted Group 'B' posts and Group 'C' & 'D' posts, where Recruitment Rules specify the process of selection which includes conduct of interview, the Ministries/ authorities concerned will take necessary steps to carry out the requisite amendment to the Recruitment Rules immediately.

(v) For advertisements already done for selection with interview as a component, the posts could either be re-advertised, or if urgency or any other reason requires so, the ongoing process may be completed.

3. It was also suggested that a periodic review of the progress made in the implementation of 'No Interview Requirement for junior level posts by the authorities/ Secretaries concerned. DOPT will monitor the overall progress and bring up status report by the first fortnight of January, 2016.

4. In view of the above recommendations and as requested earlier you may please inform this Department about the decision/progress made in this regard in your Ministry/Department. The status report may kindly be furnished by 16.10.2015.


(Sumita Singh)

Deputy Secretary to the Government of India

To

All the Ministries/Departments, Government of India

F. No. DPE-GM-01/0001/2015-GM -FTS-4857
Government of India
Ministry of Heavy Industries & Public Enterprises
Department of Public Enterprises


Public Enterprises Bhavan,
Block No. 14, CGO Complex,
Lodhi Road, New Delhi-110 003.
Dated: 14 December, 2015

OFFICE MEMORANDUM

Subject: Discontinuation of Interview for recruitment to Non-Executive posts in CPSEs-reg.

The Department of Public Enterprises has been emphasizing from time to time on the need for formulation of proper recruitment and management policies by Public Enterprises which are in conformity with the latest policies / decisions taken by the Government. This requires a periodical review of Recruitment Rules, CDA Rules and Service Rules so that they are in line with the extant instructions of the Government on personnel management.

2. Recently it has been decided by DoPT to dispense with the practice of interview for all Group 'C' and 'D' posts and non-Gazetted posts of Group 'B' category. Accordingly those cases where recruitment rules of above categories of posts specify the process of selection through interview, the authorities concerned are required to amend the recruitment rules immediately.
3. In pursuance of the above decision of the Government, all Ministries/Departments are requested to advise the CPSEs under their administrative control to adopt a revised mechanism of recruitment for the non-executive level posts by dispensing with the practice of interview for such posts by effecting suitable amendments to the existing Recruitment Rules, wherever necessary. In case for any particular post, Interview is considered essential, the clearance of administrative Ministry/Department of the concerned CPSE would need to be obtained by the CPSE or alternatively CPSEs may adopt alternate modalities to assess the required skills for recruitment to such posts in consultation with concerned administrative Ministry/Department.
4. The completion of the above exercise may be done by 31-12-2015 and a compliance report to this effect be submitted to DPE by the concerned administrative Ministry/Department by 07-01-2016.


(J. N. Prasad)
Director

To:

All Administrative Ministries / Departments concerned with CPSEs and a copy each to:

- (i) Cabinet Secretariat in reference to communication no. 501/1/3/2015-C.A.V. dated 26.11.2015.
- (ii) Chief Executive of all CPSEs.
- (iii) NIC, Cell DPE with a request to upload a copy at DPE's web-site under the link Guidelines/Miscellaneous.
- (iv) Guard File.

BoG 53.11 To adopt the guidelines for the engagement of Adjunct Faculty in various Departments of the Institute as per the guidelines approved by the Council of NITSER.

The MHRD, Govt. of India vide letter No.21-81/2014-TS-II dated 16th February, 2015 had issued the guidelines for engaging the Adjunct Faculty by the Centrally Funded Technical Institutions (CFTIs). It was categorically mentioned in the said guidelines that the Adjunct Faculty shall be appointed by the Director based on the recommendations of Selection Committee. The matter was placed before the Board of Governors in its 45th meeting held on 04.06.2018 vide agenda item no. 45.23 is enclosed as Annexure – 53.11(i) on page 102 and the Board decided as under:

“The Board adopted the Guideline for hiring Adjunct Faculty in Centrally Funded Technical Institutions (CFTIs) in the Institute as per the MHRD letters dated 16.02.2015.”

The matter to approve the consolidated honorarium for Adjunct Faculty was placed before the Finance Committee for recommendations in its 42nd meeting held on 19.09.2019 vide Agenda Item No. 42.8 is enclosed as Annexure – 53.11(ii) on page 103 but the Finance Committee deferred the Item. The resolution of the Finance Committee is as under:

“This item was deferred due to revised instructions to be issued by the NIT Council in this regard.

The Board of Governors in its 51st meeting held on 19.09.2019 has approved the above minutes of the Finance Committee.

In the meantime vide letter No.F.35-9/2019.TS.III dated 26.12.2019, the MHRD, Govt. of India has notified the Minutes of 12th meeting of the Council of National Institutes of Technology, Science Education and Research (NITSER)

held on 25.09.2019. The Council has approved the guidelines for engaging the Adjunct Faculty vide Agenda Item No.12.2 is enclosed as Annexure – 53.11(iii) from pages 104 to 112 which are stated below:

“The Council noted the Action Taken Report. The Council also noted the recommendations of the Committee suggesting guidelines for hiring of adjunct faculty. The Council advised to adopt the guidelines.”

In view of the above, the Board of Governors may adopt the guidelines as approved by the Council of NITSER in its 12th meeting held on 25.09.2019 for the engagement of Adjunct Faculty in various departments of the Institute.

NATIONAL INSTITUTE OF TECHNOLOGY
KURUKSHETRA-136119

No. NITK / 45th BOG / 3326

Dated: 28/06/2018

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


BoG 45.23 To note for the adoption of Guideline for hiring Adjunct Faculty in Centrally Funded Technical Institutions (CFTIs) in the Institute as per the MHRD letters dated 16.02.2015.

"The Board adopted the Guideline for hiring Adjunct Faculty in Centrally Funded Technical Institutions (CFTIs) in the Institute as per the MHRD letters dated 16.02.2015."

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

Encl: Agenda Item

Deputy Registrar (GA & L)



Registrar (I/C)

O/c Baru
28.6.18

N.I.T. KURUKSHETRA
Diary No. 8449.....
Dated..01/11/19.....

NATIONAL INSTITUTE OF TECHNOLOGY, KURUKSHETRA
KURUKSHETRA-136119 Haryana

No. NITK/42nd/ FC/ 6311

Dated: 30.10.2019

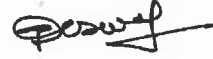
The Finance Committee of the Institute in its 42nd meeting held on 19.09.2019 has decided as under:

FC.42.8 To consider the consolidated honorarium for Adjunct Faculty

This item was deferred due to revised instructions to be issued by the NIT Council in this regard.

The Board of Governors in its 51st meeting held on 19.09.2019 has approved the above minutes of the Finance Committee.

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




REGISTRAR

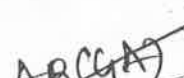
Encl: Agenda Item

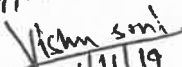
✓ Deputy Registrar (GA & Legal)

Copy to:

1. Professor-in-charge(Account)
2. Assistant Registrar (Accounts)


01/11/19


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Gen-I



**Minutes of the 12th meeting of the Council of National Institutes of Technology,
Science Education and Research (NITSER) held on 25th September, 2019
at India Habitat Centre, Lodhi Road, New Delhi**

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✓ **Item No.12.2:** Action Taken Report on the minutes of the 11th meeting of the Council of NITSER held on 18.07.2018 at India Habitat Centre, Lodhi Road, New Delhi.

The Council noted the Action Taken Report. The Council also noted the recommendations of the Committee suggesting guidelines for hiring of adjunct faculty. The Council advised to adopt the guidelines.

Item No.12.3: Changes in the Membership of the Council.

The Council noted the changes in its membership. The Council placed its appreciation for the contribution of outgoing members and welcomed all new members who joined the Council subsequent to its last meeting held on 18th July, 2019.

ITEMS FOR APPROVAL

Item No.12.4: Status of National Institutes of Technology in National Institutional Ranking Framework (NIRF) – 2019.

The Council deliberated on the agenda and appreciated the NITs who have done well in NIRF – 2019. The Chairman, NIT Think Tank and the Director, NIT-Calicut made a presentation before the Council on ways forward for improving rankings of NITs / IIST. The Council elaborately discussed the report and it was decided to continue with quarterly review meetings for proper evaluation of each NIT.

Item No.12.5: To consider proposal for tenure track system for Faculty recruitment in NITs and IIST.

To be further discussed in the next meeting of the Council of NITSER.

Minutes of the Meeting of the Working Group for Developing Detailed Guidelines for Engaging Adjunct Faculty in NITs, IISERs and IEST.

A working group was constituted vide MHRD Order No.: F.No.35-2/2018-TS.III dated August 07, 2018, to prepare the detailed guidelines for engaging Adjunct Faculty in NITs, IISERs and IEST. The working group met on August 01, 2019 at NITTH, New Delhi, September 02, 2019 at NIT Patna and September 16-17, 2019 at NIT Sikkim to draft the detailed guidelines for engaging Adjunct Faculty and to suggest ways to ensure that at least 10% of the total faculty strength is filled with such faculty with industry experience in NITs, IISERs and IEST.

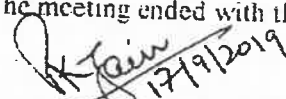
- | | |
|--|-------------------|
| 1. Prof. P. K Jain, Director, NIT Patna | Chairperson |
| 2. Prof. J. B. Udgaonkar, Director, IISER Pune | Member |
| 3. Prof. P. Chakrabarti, Director, IEST, Shibpur | Member |
| 4. Prof. M. C. Govil, Director, NIT Sikkim | Member & Convener |

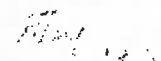
At the outset, the Chairperson extended heartiest welcome to the members present in the Meeting of the Working Group for Developing Detailed Guideline for Engaging Adjunct Faculty in NITs, IISERs and IEST for sparing their valuable time. The deliberations were made and the draft guidelines were prepared.


1. The committee deliberated on the issues related to empanelment of Adjunct Faculty in NITs, IISERs and IEST. The committee unanimously agreed for empanelment of Adjunct Faculty specially from research organizations and industries to fill the gap between academia and industry
2. The committee reviewed the earlier guidelines for Adjunct Faculty in centrally funded technical Institutions and realized that the same need modification in the present scenario.
3. The committee also realized that infusion of expert faculty working in the specialized and frontier areas in academia is also necessary to address the diverse need of various technical Institutions.
4. The committee is of the opinion that such arrangements will help new Institutions to overcome faculty shortage in certain areas.

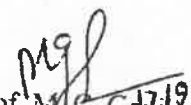
The detailed guidelines for engagement-empanelment of Adjunct Faculty was prepared and finalized. The same are placed at Annexure-I.

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


(Prof. P. K. Jain)
Chairman


(Prof. J. B. Udgaonkar)
Member


(Prof. P. Chakrabarti)
Member


(Prof. M. C. Govil)
Member & Convener

**Guidelines for Engagement/Empanelment of Adjunct Faculty
in NITs, IISERs and IIST**

1. Preamble

Over the years, Indian education system has seen vast changes that are not only inspiring but also demanding, especially in case of technical education system. Consequently, the Indian higher education system is on a cross road from where it needs to be taken to new horizons.

The key thrust has been on improving the employability prospects of our graduates, skill development, innovation, creativity and applied research with technological developments. In an education system, faculty is at the heart of development, success and achievements of any Institution. Sporadic efforts made in the past to match the metamorphosis through which India is going, are not adequate. The focus is on coping up with practical inadequacies to enhance the employability of graduates. It is well realized that there is a pool of creative talent and intellectual resources available within the country that are not formally connected to the technical education system. It is imperative that expertise and experience of such individuals, who are outside the main stream academic system, flows into our technical Institutes. This would enhance, strengthen and improve the quality of teaching, training and research.

Therefore, it is now essential to involve people, preferably from industry and R&D organizations as Adjunct Faculty, who will be engaged in teaching and research, will not be a regular faculty of the Institute. An Adjunct Faculty is a part-time or contingent faculty, who is a professional having primary employment activity outside the organization/Institute and is not interested in seeking full time appointment with the Institute.

The consistent, collective and collaborative efforts of the regular and Adjunct Faculty will provide global exposure, enhance skills, employability, entrepreneurship, etc. Therefore, the Institute must induct talent from different domains, experience and industries like reputed scientists, engineers, physicians, advocates, artists, civil servants, bankers and other professionals. Although, there are provisions for employing persons with experience in industries and R&D organizations as regular faculty, induction of talent pool through the provisions of Adjunct Faculty for shorter periods will further strengthen the Institute's teaching-learning and research activities. It is also pertinent to

mention that newly established Institutions lack experienced faculty which creates a void in the education system which can be filled by Adjunct Faculty. The Adjunct Faculty can play a crucial role in graduates' skill development by teaching industry oriented unconventional courses which are difficult to offer due to lack of faculty with such relevant expertise.

The infusion of Adjunct Faculty will not only help in the implementation of flagship schemes of Govt. of India like Make in India, Stand-up and Start-up India, Skill India and Digital India but also provide holistic development and take the Institute to new heights.

2. Objectives

The key objectives of engagement/empanelment of Adjunct Faculty:

- (i) To develop a strong, robust and useful collaboration between the educational Institutions/organizations, research Institutions and industries to enhance quality of education and skills by involvement of professionals, practitioners, academicians, policymakers in teaching, training, research and related services on a regular basis and to attract distinguished individuals who have excelled in their field of specialization to enrich the overall learning processes by bringing external perspectives to teaching and research.
- (ii) To enable higher educational Institutions to access the eminent experts and researchers who have completed their formal association with R&D Organizations/ Institutes/Universities to participate in teaching, to collaborate and to stimulate research activities, to enhance students' employability skills, entrepreneurship activities, etc.
- (iii) To ensure that the engagement/empanelment of Adjunct Faculty is done by following the unified process for the purpose of Teaching, Research and other related services. It is essential to identify the right candidates for such posts and appoint them on mutually agreed terms and conditions. These guidelines also seek to bring uniformity and transparency in the process of engagement/empanelment of Adjunct Faculty in NITs, IISERs and IIST.

3. Target Groups

Serving and retired scientists, engineers, physicians, professionals, academicians, practitioners (advocates, artists, bankers, etc.), policymakers in teaching/ training/ research, officials and managers having experience of working in:

- (i) Reputed Industries,

- (ii) Central/State Public Sector Undertakings (PSUs),
- (iii) R&D organizations and academic Institutions of Central/State Government,
- (iv) Civil servants (IAS/IPS/officials of Central/State Government) and professionals and officials from professional councils and statutory bodies,
- (v) Persons, working with reputed overseas academic, research and industrial organizations having a demonstrated interest in Indian issues.

4. Qualifications and Experience

The candidates for Adjunct Faculty need to satisfy the following requirements:

- (i) Must be an accomplished professional in her/his chosen field of discipline, comparable to atleast the top one third of the regular faculty in professional expertise and reputation in their own fields and organizations.
- (ii) Her/his association must add value to the academic programs/students/Department/Institute.
- (iii) Normally it is desirable that the person should have atleast 10 years of experience in relevant field, however in emerging and cutting-edge technologies, the persons with more than 5 years of experience can also be considered.
- (iv) In case a candidate is from an industry/research organization, his/her domain knowledge should be of significant value. The possession of Post-graduate/Ph.D. degrees may not be an essential qualification.

5. Selection Criteria

The Adjunct Faculty may be designated as Adjunct Professor or Adjunct Fellow depending on the experience and qualifications/expertise. The designation of the Adjunct Faculty to be engaged will be decided at the time of engagement/empanelment by the selection committee.

Adjunct Faculty shall be appointed by the Director based on the recommendations of the selection committee. Duration of engagement/empanelment will vary from one semester to six semesters (3 years) as decided by the Institute on mutually agreed terms and conditions. It is desirable that the recruitment notification should be published on the official website of the Institute. Nomination can also be sought from relevant Central/State Government offices, PSUs, industries, research organizations, professional bodies, etc. It is expected that any requirement for Adjunct Faculty will be raised by the concerned Department/Institute level committee. On receipt of applications, the Department/Institute level committee will scrutinize and clarify the usefulness of such candidate in their Department/Institute level activities. The shortlisted candidates by the

Department/Institute level committee are required to present themselves before the selection committee for personal interaction in person/through VC. The constitution of the selection committee shall be as follows:

- (i) Director/Deputy Director/Nominee of the Director (Chairperson)
- (ii) Head of concerned Department/Faculty nominated by the Director (Not below the rank of Professor)
- (iii) Dean (Academic) / Dean (Faculty)
- (iv) Representative of BOG as subject expert
- (v) Representative of Senate as the Subject Expert

Working Conditions:

- (i) S/he must spend at least eight days/semester and atleast three weeks/academic year in the Institute.
- (ii) Adjunct Faculty may be provided with office room, secretarial support services and other facilities depending on their involvement in academic activities.
- (iii) Adjunct faculty shall not normally be eligible to receive financial support to attend conferences in India or abroad for presenting their work done in the Institute, however, funds from her/his R&D project in the Institute could be utilized for the purpose. Adjunct Faculty may receive financial support at the discretion of the Director to attend conferences in India or abroad for presenting their work done in the Institute, if in the opinion of the Director, s/he has contributed significantly to the Institute's academic program.
- (iv) The candidate's contributions to teaching, research and other institutional activities must be articulated at the time of engagement/empanelment and her/his contributions in all three areas must be evaluated at the time of reengagement.
- (v) **TA/DA and Honorarium:** Adjunct Faculty would be provided TA/DA as per the Institute rules from place of stay to the Institute and back, maximum 6 times per Academic Year. Normally no permanent accommodation would be permissible, however, s/he shall be provided free lodging and boarding in the Institute guest-house/transit hostel. The honorarium shall be as under:
 - (a) For candidates designated as Adjunct Professor – The honorarium shall be decided by the Institute subject to the maximum ceiling of ₹1,80,000/- (Rupees One Lakh Eighty Thousand Only) per month; ₹8,000/- (Rupees Eight Thousand Only) per day or ₹2,000/- (Rupees Two Thousand Only) per hour.

- (b) For candidates designated as Adjunct Fellow – The honorarium shall be decided by the Institute subject to the maximum ceiling of ₹1,20,000/- (Rupees One Lakh Twenty Thousand Only) per month; ₹6,000/- (Rupees Six Thousand Only) per day or ₹1,500/- (Rupees One Thousand Five Hundred Only) per hour.

Other facilities such as office room, secretarial services, etc. depending on their involvement in academic activities, may be provided by the Department/Center/Institute.

6. Roles and Responsibility:

The Adjunct Faculty may undertake the following assignments/activities:

- (i) Teach core/elective courses in which the person's practical experience and knowledge can add significant value to the subject.
- (ii) Supervise student projects and co-supervise research scholars with a view to adding practical dimensions to their work.
- (iii) Be a Joint-investigator in sponsored R&D and consultancy projects, bringing in significant expertise to match the industry needs and expectations.
- (iv) Assist the Department/Institute to break new ground with industry in cutting edge emerging technology and research with a view to develop IP and overcome technological barriers faced by the industries in becoming globally competitive and to be a prime mover in taking the Institute's research and industrial consultancy to new levels in quality and quantity.
- (v) Support Institute's development activities with an industry interface - e.g., sponsored and top-up programs, Chair Professorships, awards and scholarships, CSR funding, projects etc. They will bring reputation to the Institute, add valuable expertise and practical knowledge and complement the knowledge pool of the existing faculty.
- (vi) The activity schedule will be decided jointly by the Adjunct Faculty and her/his counterpart faculty members/Department/Center/Institute.
- (vii) The Adjunct Faculty will also be associated with the setting of examination papers and students' performance evaluation in the subject of which s/he is associated.
- (viii) Any other task/responsibility assigned by the concerned Department/Institute.

Teaching

Generally Adjunct faculty is not expected to teach core courses, rather they are expected to teach only courses directly related to her/his specific expertise and professional

experience. However, whenever there is a shortage of regular faculty to teach core courses and/or adjunct faculty has the credentials to teach core courses, then s/he may be assigned the same. S/he may also contribute to the institutional activities like counselling of students, developing new course(s), pedagogical improvement or any other activity deemed fit by the concerned authority.

Research and Development

Adjunct Faculty is expected to interact with and supervise the research students in the area of her/his specialization or professional proficiency. However, there should be one regular faculty member associated as Supervisor/Joint Supervisor for smooth induction and coordination of academic procedures. The adjunct faculty may lack a traditional academic background, they are not expected to contribute to the Institute's research and creative mission by participating in traditional scholarly activities (i.e., they are not expected to conduct independent research and/or publish in peer-reviewed journals). Instead, they may participate by advising faculty on their research projects, serving as a liaison between the Institute and the research organization/industry or Government entities to identify research and/or funding opportunities, or by working with faculty to identify research projects that would benefit industry and/or Government entities.

Training

Adjunct Faculty will be expected to facilitate the setting of workshops and laboratories, providing hands on training in the relevant domain areas, development of soft skills and focus on ensuring competency-based learning outcomes among students. They may also organize/help in organizing various training programs in the field of their expertise.

Other Services

Adjunct faculty is also expected to actively participate in service-related activities, such as sitting on departmental committees, serving as advisor to faculty and/or undergraduate and post graduate students, helping students network, active collaboration with industries/employers for arranging internship and job opportunities. The Adjunct Faculty is also expected to render any service necessary/desired by the Department/Institute. The Adjunct Faculty is also expected to help the Faculty/Institute in consultancy work.

7. Strength of Adjunct Faculty

The strength of the Adjunct Faculty will not exceed 20% of the sanctioned strength of the faculty in the Institute and the total number of faculty should not exceed the sanction strength including the Adjunct faculty at any point of time. It is desirable that atleast 10% of the total faculty strength is filled with persons with industrial experience/research organizations.

8. Monitoring

At the end of each semester, every Adjunct Faculty has to submit a performance appraisal to the host Institute. The performance appraisal may be considered for her/his continuation/ renewal of next tenure.

9. Suggested Methods to Engage/ Empanel Adjunct Faculty from Industry

The following ways may be adopted by the Institute to ensure engagement/empanelment of Adjunct Faculty, atleast 10% of the sanctioned faculty, with industrial experience:

- (i) The Institute may send specific requirements to different industries and R&D organization to invite applications for Adjunct Faculty positions.
- (ii) The Institute may keep rolling advertisement for Adjunct Faculty positions on the Institute website. The advertisement will be updated from time to time based on the specific requirements.
- (iii) The competent authority may constitute an Institute level search committee.
- (iv) The Institute may send promotional and outreach materials to various industries and R&D organizations regularly to apprise about the Institute and ongoing activities specially teaching, research and consultancy.

P. Jain
17/9/2019

Sharmasti
17.09.2019

myl
17/9/19

BoG 53.12 To note the decision of Council NITSER on the recommendation of Oversight Committee for removing anomalies in the Recruitment Rules of Faculty of NITs notified on 24.07.2017.

The MHRD, Govt. of India vide letter No.F.35-9/2019-TS.III dated 26.12.2019 had sent the minutes of the 12th meeting of the Council of National Institutes of Technology, Science Education and Research (NITSER) held on 25.09.2019.

The NIT Council in its 12th meeting held on 25.09.2019 had approved the recommendation of Oversight Committee regarding anomalies in the Recruitment Rules of Faculty of NITs and authorized the Ministry of Human Resource Development to carry out necessary amendment in the Statutes of NITs for smooth implementation of Faculty Recruitment Rules (2017). A copy of the minutes and agenda item No.12.13 of the 12th meeting of Council of NITSER along with recommendations of the Oversight Committee dated 31.08.2019 are enclosed as Annexure – 53.12(i) from pages 115 to 120.

As per the agenda item No.12.13 of the Council of NITSER, the Oversight Committee constituted by the MHRD in its meeting held on 31.08.2019 had recommended some clarifications on the issues of faculty recruitment:

Issue#1: Whether the experience in the Pay Scale of PB-3 with GP of Rs. 7600/- in CSIR on the post of Senior Scientist is to be considered equivalent to AGP Rs.8000/- in academic institutions towards fulfilling the eligibility criteria for the post of Associate Professor in NITs.

Clarification: *In the letter no.F.23-2/2009-TS.II dated 9th March 2010 addressed to the Directors of NITs, the IFD of HE, MHRD, clearly provided the guideline for equivalence of Academic Grade Pay with the Grade Pay indicated in the CCS(RP) Rules, 2008. The same equivalence may please be adopted by all the NITs.*

Issue#2: Whether the Post Doctoral experience will be counted as research experience out of total 06 years experience required for the Associate Professor post or not.

Clarification: *The Oversight Committee after prolonged deliberations has already made it clear in its recommendations dated 19th January, 2019 that "Experience as Post Doctoral Fellow will be considered for*

appointment to the post of Assistant Professor (AGP Rs.7000/- and Rs.8000/-)."

For Associate Professor and Professor positions, experience as Post Doctoral Fellow experience (as specified in MHRD letter F.No.33-9/2011-TS.III, dated 16.04.2019) up to a maximum of three years will be considered.

Issue#3 & #4: Seniority as well as mapping of Associate Professor.

Clarification: Seniority issue has to be dealt by the respective NITs.

Issue#1, #2 & #5 of MHRD Letter F.No.33-9/2011-TS.III dated 16.07.2019: Clarification on One-Time Measure Policy.

Clarification: *The entire issue of one-time measure was considered by the Oversight Committee from the point of view of stagnation. These one-time measures were provided in the first cycle of recruitment after the relevant MHRD notification in this context to provide opportunities for the existing faculties, who were stagnating for a long time. Hence, the Oversight Committee is of the opinion that the clarification on one-time measure as given by the Committee earlier is a logical one and there is no need to give any further clarification.*

Issue#3 & #4 of MHRD letter F.No.33-9/2011-TS.III dated 16.07.2019: Weightage to be given on long service rendered by any faculty.

Clarification: *The Oversight Committee is of the opinion that additional weightage of the service given by a faculty over and above the minimum requirement has already been given in the Schedule-E of the Gazette notification dated 24.07.2017. Hence, there is no need of giving any further clarification on this issue.*

Further, the Oversight Committee has mentioned in its minutes that the letter from any individual faculty should not be referred to the Committee without any comment from the Institute authorities on the veracity of the contents of the letter.

The matter is placed before the Board of Governors for adopting the decision of Council of NITSER in its 12th meeting held on 25.09.2019 with reference to the recommendations of the Oversight Committee dated 31.08.2019 on the Recruitment Rules of faculty of the NITs in the Institute.



Minutes of the 12th meeting of the Council of National Institutes of Technology,
Science Education and Research (NITSER) held on 25th September, 2019
at India Habitat Centre, Lodhi Road, New Delhi

The Council deliberated upon the agenda and advised NITs and IIST to expedite their recruitment process to mitigate faculty shortages. The Council also advised the Institute to review research productivity of each of their faculty members and further improve upon research publications, citations etc.

Item No.12.11: To consider recommendations of the Committee constituted for review of concessions offered to economically and socially backward students.

The agenda item was withdrawn.

Item No.12.12: Facilities for mental health and wellness of students and faculty.

To proactively mitigate the problems of students during their stay in the campuses and help them to remain joyful, positive and empower them to have a better vision, the Council advised the Institutes to join hands in taking care of the emotional well being of the students and have counsellors engaged to undertake such activities from time to time or use the online services being offered.

✓ **Item No.12.13:** To consider and approve the recommendations of Oversight Committee constituted for making suitable recommendations for removing anomalies in the Recruitment Rules (2017) of Faculty notified on 24th July, 2017.

The Council approved the recommendations of the Oversight Committee regarding anomalies in the Recruitment Rules (2017) of faculty of NITs and IIST and authorised the Ministry of Human Resource Development to carry out necessary amendments in the Statutes of NITs and IIST for smooth implementation of Faculty Recruitment Rules (2017).

Item No.12.13

To consider and approve the recommendations of the Oversight Committee constituted to make suitable suggestions for removing anomalies in the Recruitment Rules of Faculty notified on 24th July, 2014.

The Council of NITSER in its 10th meeting held on 26th May, 2017 approved the new Recruitment Rules (RRs) for Faculty of NITs and IEST, Shibpur. As per decision of the Council, the new RR's have been made part of Statutes of NITs and IEST, Shibpur, respectively, by suitable amendments notified in the Gazette on 24th July, 2017 (Annexure – VI [pages 112 to 138]).

2. Consequent upon the new RR's, an Anomaly Committee was constituted under the Chairmanship of Director, NIT, Calicut to look into various issues related to stagnation of existing Faculty and anomalies in the new RR's. The recommendations of the Anomaly Committee were examined and clarifications, based on the recommendations, were issued from time to time. The clarifications issued were placed before the Council of NITSER in its 11th meeting held on 18th July, 2018 vide Agenda Item No.11.10 for information and ratification.

3. Despite clarifications issued based on the recommendations of the Anomaly Committee, the NITs apprised few issues in implementation of the new RR's. To look into all such issues / grievances / representations of Faculty and Non-Faculty staff of NITs & IEST-Shibpur, an Oversight Committee was constituted by the Ministry under the Chairmanship of Dr. Sivaji Chakravorti, Director, NIT, Calicut (Kerala) vide Order dated 15th May, 2018. The decision taken for constitution of an Oversight Committee got ratified (vide Agenda Item No.11.11) in the 11th meeting of the Council of NITSER held on 18th July, 2018.

4. The Oversight Committee submitted its final reports in January, 2019 recommending thereby few modifications in the Recruitment Rules for Faculty and Non-Faculty positions in NITs and IEST.

5. With regard to Faculty posts in NITs and IEST, the recommendations of the Oversight Committee are divided into two categories viz. (i) clarifications on existing RRs; and (ii) amendments to the RRs notified on 24th July, 2017. Consequent upon approval of the competent authority, the clarifications on the Faculty RRs were issued, in the first instance, on 16th April, 2019 (Annexure – VII [pages 139 to 145]).

6. The recommendations with regard to few amendments in the RRs (2017) relates to (a) one-time relaxation to all regular Faculty =>50 years with Ph.D. to be eligible for mapping to higher positions with lesser credit points; (b) amendment in qualifications in RRs for Faculty in Architecture / Planning; and (c) replacement of words “since the last promotion” with words “since the last appointment” in Schedule ‘E’ of the Statute 23 (5) (a) of Statutes of NITs and IEST. Subsequently, few other issues pointed out by the NITs were also referred to the Oversight Committee for submitting their suggestions. The Oversight Committee deliberated on the issues on 31st August, 2019 and submitted its recommendations, which are placed at Annexure – VIII [pages 146 to 148].

7. Considering the recommendations of the Oversight Committee, as mentioned above, and the requirements of incorporating the clarifications issued subsequent to Recruitment Rules (2017) of Faculty, it has been felt appropriate to move amendments in Schedule ‘E’ (i.e. RRs) of the Statutes of NITs and IEST, Shibpur. The Council may authorize the Chairperson of the Council to move appropriate amendments in the Statutes of NITs and IEST, Shibpur.

8. The Council may kindly deliberate and make suitable recommendations in respect of NITs and IEST, Shibpur.

*_*_*_*_*

MINUTES

ANNEXURE – VIII

[pages 146 to 148]

A meeting of the Oversight Committee constituted by the MHRD vide letter No. F.33-2/2012-TS.III dated 15.05.2018, was held on August 31, 2019 at NIT Surathkal.

Following were present:

- | | | |
|--|---|-------------------------|
| (i) Dr. Sivaji Chakravorti (Director, NIT Calicut) | - | Chairman |
| (ii) Dr. Rajeev Tripathi (Director, MNNIT – Allahabad) | - | Member |
| (iii) Dr. (Mrs.) Mini Shaji Thomas (Director, NIT Tiruchirappalli) | - | Member |
| (iv) Shri Anil Kumar Singh, Under Secretary (NITs), MHRD | - | Member |
| (v) Shri Ravindranath, Registrar, NITK – Surathkal | - | Member
&
Convener |

Registrar MNNIT Allahabad attended the meeting as a Special Invitee.

Ref: MHRD Letter F.No.33-9/2011-TS.III dated 19 June 2019 and of even no. dated 16 July 2019

After the constitution of the Oversight Committee by the MHRD, vide its letter no. F.33-2/2012-TS.III dated 15.05.2018, the Oversight Committee met four times and carefully examined the representations received from different NITs and IIST on the issues related to faculty recruitment rules. All the recommendations and clarifications as given in the reports of the Oversight Committee are based on logical thinking and conscious deductions.

The Oversight Committee members are of the view that the letter from any individual faculty should not be referred to the committee without any comment from the institute authorities on the veracity of the contents of the letter.

Most of the issues, which are now being referred to the Oversight Committee, are either already decided and communicated by the Oversight Committee or are to be tackled at the institute level. However, taking into consideration the letters from the MHRD

mentioned above, the Oversight Committee would like to make its views clear by giving relevant clarifications/opinion, as detailed below.

At the same time, the Oversight Committee members are of the view that every committee has a defined time frame to complete its duties and the present committee is also completing its duties by giving its clarifications/opinion herewith only on the matters referred by the MHRD.

The clarifications as sought are given below:

Issue#1: Whether the experience in the Pay Scale of PB-3 with GP of Rs.7600/-in CSIR on the post of Senior Scientist is to be considered equivalent to AGP Rs.8000/- in academic institutions towards fulfilling the eligibility criteria for the post of Associate Professor in NITs.

Clarification: In the letter no. F.23-2/2009-TS.II dated 9th March 2010 addressed to the Directors of NITs, the IFD of HE, MHRD, clearly provided the guideline for equivalence of Academic Grade Pay with the Grade Pay indicated in the CCS(RP) Rules, 2008. The same equivalence may please be adopted by all the NITs.

Issue#2: Whether the Post Doctoral experience will be counted as research experience out of total 06 years experience required for the Associate Professor post or not.

Clarification: The Oversight Committee after prolonged deliberations has already made it clear in its recommendations dated 19th January 2019 that "Experience as Post Doctoral Fellow will be considered for appointment to the post of Assistant professor (AGP Rs7000 and Rs8000)".

For Associate Professor and Professor positions, experience as Post Doctoral Fellow experience (as specified in MHRD letter F.No.33 - 9 / 2011 - TS.III, dated 16.04.2019) up to a maximum of three years will be considered.

Issue#3 & #4: Seniority as well as mapping of Associate Professor.

Clarification: Seniority issue has to be dealt by the respective NITs.

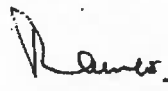
Issue#1, #2 & #5 of MHRD Letter F.No.33-9/2011-TS.III dated 16 July 2019:

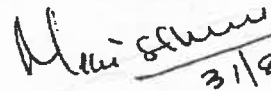
Clarification on One-Time Measure Policy.

Clarification: The entire issue of one-time measure was considered by the Oversight Committee from the point of view of stagnation. These one-time measures were provided in the first cycle of recruitment after the relevant MHRD notification in this context to provide opportunities for the existing faculties, who were stagnating for a long time. Hence, the Oversight Committee is of the opinion that the clarification on one-time measure as given by the Committee earlier is a logical one and there is no need to give any further clarification.

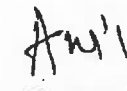
Issue#3& #4 of MHRD Letter F.No.33-9/2011-TS.III dated 16 July 2019:Weightage to be given on long service rendered by any faculty.

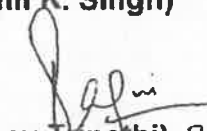
Clarification: The Oversight Committee is of the opinion that additional weightage of the service given by a faculty over and above the minimum requirement has already been given in the Schedule-E of the Gazette notification dated 24 July 2017. Hence, there is no need of giving any further clarification on this issue.


(Ravindranath) 30/8/19


(Mini Shaji Thomas) 31/8/19


(Sivaji Chakravorti) 31-08-2019


(Anil K. Singh)


(Rajeev Tripathi) 31/8/19

BoG 53.13 To note the decision of the Council of NITSER regarding the change in nomenclature of Assistant Professor (on contract) in NITS.

The MHRD, Govt. of India vide letter No.F.35-9/2019-TS.III dated 26.12.2019 had sent the minutes of the 12th meeting of the Council of National Institutes of Technology, Science Education and Research (NITSER) held on 25.09.2019.

The NIT Council in its 12th meeting held on 25.09.2019 had approved the following proposal for faculty recruitment in NITs:

- (a) Re-designate Assistant Professor (on contract) [presently in AGPs of Rs.6000/- & Rs.7000/-] as Assistant Professor Grade – II and Assistant Professor [presently in AGP of Rs.8000/-] as Assistant Professor Grade – I;
- (b) Direct entry through open advertisement at AGPs of Rs.6000/- and Rs.8000/- only; and
- (c) A Faculty joining a NIT at AGP of Rs.6000/- may be upgraded to AGP of Rs.7000/- after the completion of one year, if found suitable by a duly constituted Selection Committee, but not through open advertisement. The Faculty should have the same eligibility as mentioned in the recruitment rules for appointment at AGP of Rs.7000/-.

The NITSER Council in its minutes had authorized the Ministry of Human Resource Development to carry out amendments in the Statutes of NITs. A copy of the agenda item No.12.15 and minutes of the 12th meeting of the Council of NITSER is enclosed as Annexure – 53.13(i) from pages 122 to 124.

The matter is placed before the Board of Governors *for adopting the guidelines for change in the nomenclature of Assistant Professor (on contract) in NITS as approved by the Council of NITSER in its 12th meeting held on 25.09.2019 for implementation in this Institute.*



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Science Education and Research (NITSER) held on 25th September, 2019
at India Habitat Centre, Lodhi Road, New Delhi

Item No.12.14: To consider authorizing Board of Governors of NITs and IIST for constitution of External Peer Review Committee for external / comprehensive review of NITs and IIST.

The agenda item was withdrawn.

✓ Item No.12.15: To consider change in nomenclature of Assistant Professor (on contract) in NITs and IIST, Shibpur.

The Council approved the agenda and authorised Ministry of Human Resource Development to carry out amendments in the Statutes of NITs and IIST.

Item No.12.16: To consider implementation of Central Educational Institutions (Reservation in Teacher's Cadre) Act, 2019 in NITs and IIST.

The Council decided to have the matter processed in Ministry of Human Resource Development in consultation with the Department of Personnel and Training for taking appropriate decision in the matter.

Item No.12.17: To consider tuition fee waiver for SC / ST / PH category of students of M.Tech. and M.Sc. programmes in NITs and IIST.

The Council deliberated on the agenda and decided to extend tuition fee waiver to SC/ST/PH M.Tech. students in NITs & IIST where such fee waiver is not available to SC/ST/PH M.Tech. students.

Item No.12.15

To consider change in nomenclature of Assistant Professor (on contract) in NITs and IEST, Shibpur.

Consequent upon approval of the Council, the Recruitment Rules for Faculty posts in NITs and IEST are notified in Schedule 'E' of the Statutes of respective Institute on 24th July, 2017. As per the new Recruitment Rules, as specified in Schedule 'E' of the Statutes, appointment of Faculty at the level of Assistant Professor in pre-revised AGP of Rs.6000/- & Rs.7000/- is made on contract basis. However, consequent upon acceptance of the recommendations of 7th CPC, as communicated by MHRD vide letter F.No.15-4/2017-TS.III dated 27th October, 2017 (Annexure – IX [pages 149 to 155]), the nomenclature of Assistant Professor (on contract) [presently in AGPs of Rs.6000/- and Rs.7000/-] has been changed to Assistant Professor Grade – II and Assistant Professor [presently in AGP of Rs.8000/-] has been changed to Assistant Professor Grade – I in all the Centrally Funded Technical Institutions (CFTIs).

2. Now, with the above changes, a need has been felt to pass a suitable resolution to re-designate Assistant Professor (on contract) [presently in AGPs of Rs.6000/- & Rs.7000/-] as Assistant Professor Grade – II and Assistant Professor [presently in AGP of Rs.8000/-] as Assistant Professor Grade – I. Though the above communication specifies the nomenclature of the contractual posts, however, the period of contract is nowhere prescribed either in the RRs (2017) or 7th CPC guidelines. Hence, a view is required to be taken on the maximum period of contract and also what will be the future of such Faculty after the expiry of the period of contract. Earlier, the maximum contractual term defined for appointment on contractual basis in the RRs was for a period not exceeding five years.

3. At present, the entry at the Assistant Professor level is being done through open advertisement at pre-revised AGPs of Rs.6000/-, Rs.7000/- and Rs.8000/-. Regular appointment to the post of Assistant Professor Grade – I is made in AGP of Rs.8000/-. The faculties joining at AGP of Rs.6000/- become eligible for AGP of Rs.7000/- after one year experience. Over a period of time, it has been noticed that recruitment of Faculty may not be possible immediately after one year of joining the NIT at AGP of Rs.6000/-.

4. As most of the NITs are recruiting faculties at different time of the year now-a-days, a tendency is seen for migration of Faculty from one Institute to another from AGP of Rs.6000/- to Rs.7000/-, which is a loss to the first Institute, where the Faculty joined at AGP of Rs.6000/-.

5. To obviate the above mentioned problems, following is proposed for Faculty recruitment in NITs and IEST:-

- (a) re-designate Assistant Professor (on contract) [presently in AGPs of Rs.6000/- & Rs.7000/-] as Assistant Professor Grade – II and Assistant Professor [presently in AGP of Rs.8000/-] as Assistant Professor Grade – I;
- (b) Direct entry through open advertisement at AGPs of Rs.6000/- and Rs.8000/- only; and
- (c) A Faculty joining a NIT at AGP of Rs.6000/- may be upgraded to AGP of Rs.7000/- after the completion of one year, if found suitable by a duly constituted Selection Committee, but not through open advertisement. The Faculty should have the same eligibility as mentioned in the recruitment rules for appointment at AGP of Rs.7000/-.

6. The Council may kindly deliberate and make suitable recommendations in respect of NITs and IEST, Shibpur.

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BoG 53.14 To note the decision of Council of NITSER in its 12th meeting held on 25.09.2019 regarding tuition fee waiver for SC/ST/PH category of students of M.Tech. programmes in NITs.

The MHRD, Govt. of India vide letter No.F.35-9/2019-TS.III dated 26.12.2019 had sent the minutes of the 12th meeting of the Council of National Institutes of Technology, Science Education and Research (NITSER) held on 25.09.2019.

The NIT Council in its 12th meeting held on 25.09.2019 had decided to extend the tuition fee waiver to SC/ST/PH category of students of M.Tech. programmes in NITs where such fee waiver is not available to SC/ST/PH category of students of M.Tech. programmes.

A copy of the agenda item No.12.17 and minutes of the 12th meeting of the Council of NITSER is enclosed as Annexure – 53.14(i) from pages 126 to 128.

The matter is placed before the Board of Governors *for adopting the decision of Council of NITSER in its 12th meeting held on 25.09.2019 regarding tuition fee waiver for SC/ST/PH category of students of M.Tech. programmes in this Institute.*



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at India Habitat Centre, Lodhi Road, New Delhi

Item No.12.14: To consider authorizing Board of Governors of NITs and IIST for constitution of External Peer Review Committee for external / comprehensive review of NITs and IIST.

The agenda item was withdrawn

Item No.12.15: To consider change in nomenclature of Assistant Professor (on contract) in NITs and IIST, Shillpur.

The Council approved the agenda and authorised Ministry of Human Resource Development to carry out amendments in the Statutes of NITs and IIST.

Item No.12.16: To consider Implementation of Central Educational Institutions (Reservation in Teacher's Cadre) Act, 2019 in NITs and IIST.

The Council decided to have the matter processed in Ministry of Human Resource Development in consultation with the Department of Personnel and Training for taking appropriate decision in the matter.

✓ Item No.12.17: To consider tuition fee waiver for SC / ST / PH category of students of M.Tech. and M.Sc. programmes in NITs and IIST.

The Council deliberated on the agenda and decided to extend tuition fee waiver to SC/ST/PH M.Tech. students in NITs & IIST where such fee waiver is not available to SC/ST/PH M.Tech. students.

Item No.12.17

To consider tuition fee waiver for SC / ST / PH category of students of M.Tech. and M.Sc. programmes of NITs and IIST.

The matter related to tuition fee waiver for SC / ST / PH category of students studying in M.Tech. programmes in NITs and IIST, Shibpur was placed before the Council of NITSER in its 11th meeting held on 18th July, 2018 vide Agenda Item No.11.22. The Council in its above meeting deliberated upon the agenda and decided that "the matter may be examined in the Ministry of HRD and authorized Hon'ble Chairperson of the Council of NITSER to take the final decision". The minutes of the last Council meeting is attached at (Annexure – I [pages 70 to 83]).

2. Subsequently, a communication was received from the National Commission for Schedule Tribes (NCST) on the issue. In pursuance to developments, the matter was examined in the Ministry. In this context, it is mentioned that the SC / ST Cell of MHRD vide their communication dated 13th January, 2014 has advised following to all the CFTIs:-

"no fee to be charged at the time of admission from SC / ST students who are eligible for Post-matric scholarships / Top Class Scholarships. They may be advised at the time of admission to deposit the fees as soon as they received scholarship amount. If SC / ST students failed to deposit the fee in the Institute then fees may be charged after making special efforts to get them requisite loan sanctioned, including facility of interest subsidy to those students whose family income is below Rs.4.5 lakh per annum."

3. The instructions issued by SC/ST cell of this Ministry were reiterated by NITs Division on several occasions in 2015 and 2016. However, most of the NITs

started giving complete fee waiver to the SC/ST students pursuing M.Tech. As per the data available in this Division, only 7 NITs located at Agartala, Bhopal, Nagpur, Patna, Delhi, Mizoram & Hamirpur are charging tuition fee from SC / ST students of PG courses. The details of the PG students enrolled in these 7 NITs have been obtained and are given hereunder:-

S. No.	Name of the Institute	Total M.Tech. Students	SC category students	ST category students	OBC category students	UR category students
1	NIT- Agartala	391	44	17	124	206
2	NIT- Bhopal**	802	119	36	254	393
3	NIT- Hamirpur	370	58	14	117	181
4	NIT- Nagpur**	562	90	28	184	260
5	NIT- Patna	409	62	16	174	157
6	NIT- Delhi	104	17	1	45	41
7	NIT- Mizoram	21	01	06	04	10
Total		2659	391	118	902	1248

**MANIT, Bhopal & VNIT, Nagpur are not taking fee from SC / ST Students studying in M.Tech Programmes, however, students have given undertaking that they will abide by the final decision taken by MHRD in the matter.

Total M.Tech. Students in NITs (2018-2019)	Total SC/ST students studying M.Tech. in NITs	SC / ST students paying fee
12435	2505	509

4. From above, it can be seen that out of 12435 students studying in M.Tech. Courses in NITs, 2505 belong to SC/ST category and only 509 of them (i.e. 20% approx) are paying tuition fee. It is further submitted that IITs are also providing complete tuition fee waiver to the SC/ST students studying M.Tech.

5. In light of above, the Council of NITSER may kindly deliberate and make suitable recommendations on the issue of waiver of tuition fee for SC / ST / PH category of students studying in M.Tech. courses in NITs and IIST, Shibpur.

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BoG 53.15 To note the guidelines for Sabbatical Leave and Special Casual Leave for Faculty of NITs as approved by the Council of NITSER in its 12th meeting held on 25.09.2019.

The MHRD, Govt. of India vide letter No.F.35-9/2019-TS.III dated 26.12.2019 had sent the minutes of the 12th meeting of the Council of National Institutes of Technology, Science Education and Research (NITSER) held on 25.09.2019.

The NIT Council in its 12th meeting held on 25.09.2019 had approved to adopt the Sabbatical Leave and Special Casual Leave of IIT, Delhi for Faculty of NITs. A copy of the agenda item No.12.22 and minutes of the 12th meeting of the Council of NITSER is enclosed as Annexure – 53.15(i) from pages 130 to 133.

As per the agenda item No.12.22 of the Council of NITSER, there are no consolidated/uniform norms exist for Faculty of NITs and IEST, Shibpur and further that the provisions of sabbatical leave does not exist in the Statutes governing these Institutions, a need has been felt to have uniform provisions for sabbatical leaves for academic staff of NITs/IEST in the line with the IITs and other CFTIs. The leaves specified and been followed in IIT, Delhi have also been perused and found more appropriate. The sabbatical leaves are part of Statute of IIT, Delhi. Therefore, the Statutes of NITs would undergo certain consequential amendments in Statute 35 of the Statutes of NITs. A copy of provisions on sabbatical leaves and special casual leaves of IIT, Delhi is enclosed as Annexure – 53.15(ii) from pages 134 to 138.

The matter is placed before the Board of Governors *for adopting the guidelines for the Sabbatical Leave and Special Casual Leave of IIT, Delhi for Faculty of NITs as approved by the Council of NITSER in its 12th meeting held on 25.09.2019 for implementation in this Institute.*



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Item No.12.18: To consider review of Trainee Teachers Scheme Implemented in
NITs from the academic year 2013 – 2014 onwards.

The Council decided to discontinue Trainee Teachers Scheme in NITs. With regard to
revision of salary of existing Trainee Teachers. It was decided to take up the matter
with the Ministry of Finance.

Item No.12.19: To consider reviewing the scholarship scheme for meritorious
students with JEE (Main) All India Rank less than 2000.

To be further discussed in the next meeting of the Council of NITSER

Item No.12.20: To consider review of cadre of Physical Education Personnel in
NITs and IIST.

The Council decided to refer the matter to Standing Committee of Council of NITSER
for submitting its recommendations to the Council for approval.

Item No.12.21: To consider and approve the guidelines for utilization of
Research & Consultancy funds and Sponsored Research Projects in the NITs
and IIST, Shibpur.

The Council decided to refer the matter to Standing Committee of Council of NITSER
for submitting its recommendations to the Council for approval.

✓ **Item No.12.22:** To consider and approve sabbatical leave and special casual
leave for Faculty of NITs and IIST, Shibpur.



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The Council approved to adopt sabbatical leave and special casual leave of IIT, Delhi
for faculty of NITs and IIST.

ITEMS FOR RATIFICATION

Item No.12.23: Decisions taken for constitution of JoSAA and entrustment of
CSAB, DASA & CCMN for the academic year 2019 – 2020.

The Council ratified the following decisions:-

(i)	Entrustment of Central Seat Allocation Board (CSAB)-2019 to NIT Tiruchirappalli.
(ii)	Re-constitution of Joint Seat Allocation Authority (JoSAA)-2019
(iii)	Entrustment of Direct Admission of Students Abroad (DASA) Scheme-2019 to NITK, Surathkal.
(iv)	Entrustment of Centralized Counselling for M.Tech. / M.Arch / M.Planning (CCMT)-2019 to NIT, Rourkela.
(v)	Entrustment of Centralised Counselling for M.Sc. / M.Sc. Tech programmes NITs and CFTIs (CCMN)-2019 to NIT, Rourkela
(vi)	Acceptance of report of Prof. Anil Sahasrabudhe Committee constituted to examine the matter of quality of students getting admission under Direct Admission of Students Abroad (DASA) Scheme and also the relevance of continuing of DASA Scheme in NITs / IIST.
(vii)	Decision taken for discontinuation of interviews for recruitment to all Group D (which are now reclassified as Group C) Posts and for non - gazetted posts of Group B category and all such equivalent posts in NITs and IIST.

Item No.12.22

To consider and approve sabbatical leave for Faculty of NITs and IEST, Shibpur

The objective of the sabbatical leave program is to promote and enhance the quality of educational and research activities at academic Institutions. This objective is more likely to be achieved when Faculty members on sabbatical leave are able to devote full time to scholarly pursuits and other forms of professional improvement and intellectual growth. These activities may include research at a location having appropriate laboratory, library, and human resources; the writing of research monographs; the study of advances and techniques in a particular field of interest; or other similar activities directed toward cultural, intellectual, and professional growth and achievements that enhance the Faculty member's value to the Institute.

2. For above purpose, almost all Institutes have been following their own practices of granting sabbatical leave to the Faculty staff. The IITs have various leaves (including sabbatical and special casual leave) defined for Faculty in their Statutes, however, specific provisions are not there in the Statutes of NITs and IEST, Shibpur, respectively. Furthermore, no guidelines have so far been issued by the Ministry or the Council in this regard.

3. Statute 22 (1) of the Statutes of NITs and IEST classify the members of the staff into three categories namely; academic staff, technical staff and administrative & other staff. As per Statute 22 (2), the posts classified as Academic staff are vacation posts. As per provisions under Statute 35 of the Statutes of NITs and Statute 34 of Statutes of IEST, Shibpur, the leave for all the employees of the Institute shall be governed by the Central Civil Services (Leave) Rules, 1972. The CCS (Leave) Rules, 1972 doesn't have any provisions for sabbatical leave being followed in most of the academic Institutes.

4. As there are no consolidated / uniform norms exist for Faculty of NITs and IEST, Shibpur and further that the provisions of sabbatical leave does not exist in the Statutes governing these Institutions, a need has been felt to have uniform provisions for sabbatical leaves for academic staff of NITs / IEST in line with the IITs and other CFTIs. This has also come up in various Board meetings of the NITs and IEST, Shibpur.

5. In this context, NITK – Surathkal has worked out certain guidelines on sabbatical leave and special casual leave (Annexure – XIV [pages 195 to 200]), which their Board have forwarded to MHRD for consideration. At the same time, the leaves specified and being followed in IIT – Delhi have also been perused and found more appropriate. As the sabbatical leaves are part of Statutes of IIT – Delhi, therefore, it is proposed to adopt IIT – Delhi's provisions on sabbatical leaves and special casual leaves (Annexure – XV [pages 201 to 219]). In case, the proposal is acceded to, the Statutes of NITs and IEST, Shibpur would undergo certain consequential amendments in Statute 35 of the Statutes of NITs and Statute 34 of Statutes of IEST, Shibpur.

5. The Council may kindly like to deliberate and make suitable recommendations on the agenda in respect of Faculty of NITs & IEST.

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CHAPTER 7

LEAVE RULES, RULES REGARDING FACULTY DEVELOPMENT, SECONDMENT FACULTY EXCHANGE, DEPUTATION ETC.

7.1 LEAVE RULES – PROVISION IN THE STATUTES

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

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

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

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

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

7.2 DECISIONS OF THE BOARD WITH REGARD TO LEAVE

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

✓ 7.2.2 Special Casual Leave

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

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

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

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

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

The Board has also decided that :

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

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

Special Casual Leave may also be granted to :

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

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

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

✓ 7.2.5 Sabbatical Leave

Clause 21-C of Schedule D lists the objects for which sabbatical leave may be granted and the conditions under which this leave can be given. The Board of Governors have approved the following vis-à-vis Sabbatical Leave :

- (1) the requirement of sureties for bonds be waived in respect of those employees whose Institute subscription to the Provident Fund is sufficient to cover the amount of salary payable to them for the duration of the Sabbatical leave.
- (2) The requirement of serving the Institute for a minimum period of three years after availing sabbatical leave in terms of Clause 21-C(e) of Schedule 'D' to the Institute statutes be reduced to two years in cases where the staff member is unable to serve the Institute for a period of three years on the expiry of the sabbatical leave due to superannuation provided he/she had been called upon to shoulder a major administrative responsibility such as Head, Dean or Dy. Director immediately prior to the sabbatical leave.
- (3) no ceiling in terms of money for fellowship/scholarship be prescribed in granting sabbatical leave to academic staff, in terms of provision of the Statutes.

(4) Sabbatical leave cannot be granted for studies leading to higher degrees.

- i) For taking up prestigious visiting assignments as proposed by the Senate.
- ii) The grant of Sabbatical Leave (till such time the statute get amended) should be according to norms as prescribed under Clause 21-C(2) (d) of Schedule 'D' of Institute Statutes. The interpretation regarding regular appointment etc. may be left to the discretion of the Director who may in case of doubt consult the Deans' Committee.
- iii) It is clarified that while on sabbatical leave, the Faculty staying in the Campus could carry-on with his/her academic work but he/she cannot hold any administrative/financial position/responsibility in the Institute or of any other Body/Committee constituted/recognized by the Institute.

It has also been also decided that the Faculty on return to the Institute after availing sabbatical leave for writing a book etc. should submit a report of the work done during the sabbatical leave.

BoG 53.16 To note the appointment of Part-Time Chief Vigilance Officer of the Institute.

The Under Secretary, Vigilance Section, Department of Higher Education, Ministry of Human Resource Development, Government of India, New Delhi vide letter F.No.C-34014/5/2019-Vig. dated 22nd May, 2019 has informed that the Central Vigilance Commission vide OM No. 019-CVO-06-418482 dated 06.05.2019 has approved the panel of Prof. (Ms.) Ratna Dahiya, Prof. Arun Goel and Prof. Surinder Deswal for appointment as part-time Chief Vigilance Officer (CVO) in National Institute of Technology, Kurukshetra and advised to appoint any one of them as part time CVO of the Institute. The particular of the officer appointed as CVO may kindly be furnished to the Commission as per enclosed format with intimation to this Ministry.

In view of the above instruction of the Vigilance Section of the Ministry, the Director, NIT, Kurukshetra has appointed Dr. Surinder Deswal, Professor, Department of Civil Engineering as part time Chief Vigilance Officer of this Institute w.e.f. 18.12.2019.

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

BoG 53.17 To consider the confirmation of Professors recruited against Advertisement No.36/2018.

Some posts of Professors for various Departments were advertised by the Institute vide Advertisement No.36/2018 in terms of the Schedule 'E' of NIT Statutes (Amended-2017) and MHRD Notification F.No.33-9/2011-TS.III dated 17th November, 2017. It was categorically mentioned in the Note (ii) of the Advertisement that *"For the Departments which are not having any vacancy, movement in Higher Academic Grade Pay or cadre will be carried out as per specified selection process but restricted to only for serving faculty members of the respective departments, as per Schedule 'E' of NIT Statutes amended 2017 and MHRD notification F.No.33-9/2011-TS.III dated 17th November, 2017."*

The following faculty members were appointed to the post of Professor on probation for a period of one year from the date of joining against Advertisement No.36/2018 by way of direct recruitment on the recommendations of the duly Constituted Selection Committee concerned and subsequent approval of the Board of Governors in its 49th meeting held on 01.03.2019 vide agenda item No.49.7:

Sr. No.	Name	Designation with Level of the Pay Matrix	Department	Date of Joining	Due date of Confirmation
1.	Dr. Vinod Kumar	Professor Level-14 A (Rs.159100-220200)	Mech. Engg. Department	05.03.2019(FN)	05.03.2020
2.	Dr. Meenu	Professor Level-14 A (Rs.159100-220200)	Mech. Engg. Department	05.03.2019(FN)	05.03.2020
3.	Dr. Punit Kumar	Professor Level-14 A (Rs.159100-220200)	Mech. Engg. Department	06.03.2019(FN)	06.03.2020

Sr. No.	Name	Designation with Level of the Pay Matrix	Department	Date of Joining	Due date of Confirmation
4.	Dr. Parveen Kumar Saini	Professor Level-14 A (Rs.159100-220200)	Mech. Engg. Department	05.03.2019(FN)	05.03.2020
5.	Dr. Rajesh Kumar Aggarwal	Professor Level-14 A (Rs.159100-220200)	Computer Engg. Deptt.	05.03.2019(FN)	05.03.2020
6.	Dr. Rishi Pal Chauhan	Professor Level-14 A (Rs.159100-220200)	Physics Department	05.03.2019(FN)	05.03.2020

All the said Professors have completed their period of probation and are due for confirmation on the posts of Professor on the date as mentioned above against their name. The verification of Character & Antecedents in respect of the said faculty members have already been conducted by the respective District Authorities concerned and sent to the Institute and the same are available in their Personal Files. As such the Character & Antecedents report is not mandatory in respect of the above said Professors being internal candidates. Further, as per records available with the Institute nothing is pending against them.

The Special Reports towards the work and conduct in respect of all the above said Professors have been obtained from the respective controlling authorities and nothing has been shown adverse there.

In view of the above, it is proposed that the *confirmation in respect of above said faculty staff members to the post of Professor may be considered by the Board of Governors with effect from the date as mentioned against their name subject to fitness of their ACRs.*

BoG 53.18 To consider the confirmation of the non-teaching employees of this Institute recruited against Advertisement No.41/2018.

The following Non-teaching employees were appointed by the Institute on probation for a period of one year from the date of joining against Advertisement No.41/2018 by way of direct recruitment on the recommendations of the duly Constituted Selection Committee(s) and subsequent approval of the Board of Governors in its 50th meeting held on 20.06.2019 vide agenda item No.50.20:

Sr. No.	Name Sh./Ms.	Designation with Level of the Pay Matrix	Date of Joining	Date of completion of Probation	Due date of Confirmation
1	Bhuvnesh	Personal Assistant Level-6 (Rs.35400-112400)	08.04.2019	07.04.2020	08.04.2020
2	Jitender	Personal Assistant Level-6 (Rs.35400-112400)	22.04.2019	21.04.2020	22.04.2020
3	Priya	Accountant Presently Supdt. (Acs.) under mapping Level-6 (Rs.35400-112400)	08.04.2019	07.04.2020	08.04.2020
4	Kamlesh Choudhary	Accountant Presently Supdt. (Acs.) under mapping Level-6 (Rs.35400-112400)	08.04.2019	07.04.2020	08.04.2020
5	Chand Singh	Accountant Presently Supdt. (Acs.) under mapping Level-6 (Rs.35400-112400)	09.04.2019	08.04.2020	09.04.2020
6	Gaurav Aggarwal	Accountant Presently Supdt. (Acs.) under mapping Level-6 (Rs.35400-112400)	10.04.2019	09.04.2020	10.04.2020
7	Nalini Kumari	Stenographer Level-4 (Rs.25500-81100)	08.04.2019	07.04.2020	08.04.2020
8	Chetak	Stenographer Level-4 (Rs.25500-81100)	08.04.2019	07.04.2020	08.04.2020
9	Rahul	Stenographer Level-4 (Rs.25500-81100)	15.04.2019	14.04.2020	15.04.2020
10	Rakesh Kumar Meena	Junior Assistant Level-3 (Rs.21700-69100)	18.04.2019	17.04.2020	18.04.2020
11	Parveen Kumar	Junior Assistant Level-3 (Rs.21700-69100)	22.04.2019	21.04.2020	22.04.2020
12	Abhishek	Junior Assistant Level-3 (Rs.21700-69100)	22.04.2019	21.04.2020	22.04.2020
13	Ravi Sharma	Junior Assistant Level-3 (Rs.21700-69100)	22.04.2019 (AN)	22.04.2020	23.04.2020

Sr. No.	Name Sh./Ms.	Designation with Level of the Pay Matrix	Date of Joining	Date of completion of Probation	Due date of Confirmation
14	Shekhar	Junior Assistant Level-3 (Rs.21700-69100)	26.04.2019 (AN)	26.04.2020	27.04.2020
15	Rahul	Technical Assistant Level-6 (Rs.35400-112400)	18.04.2019	17.04.2020	18.04.2020
16	Amit Kumar	Technical Assistant Level-6 (Rs.35400-112400)	24.04.2019	23.04.2020	24.04.2020
17	Sanjay Kumar	Technical Assistant Level-6 (Rs.35400-112400)	23.04.2019 (AN)	23.04.2020	24.04.2020
18	Mandeep Pathania	Technical Assistant Level-6 (Rs.35400-112400)	23.04.2019	22.04.2020	23.04.2020
19	Sunil Kumar Meena	Technical Assistant Level-6 (Rs.35400-112400)	01.05.2019 (AN)	01.05.2020	02.05.2020
20	Ritu Rana	Technical Assistant Level-6 (Rs.35400-112400)	22.04.2019 (AN)	22.04.2020	23.04.2020
21	Sunil Yadav	Technical Assistant Level-6 (Rs.35400-112400)	28.05.2019	27.05.2020	28.05.2020
22	Mandeep Saini	Technical Assistant Level-6 (Rs.35400-112400)	23.04.2019	22.04.2020	23.04.2020
23	Nikhil Kumar	Technical Assistant Level-6 (Rs.35400-112400)	22.04.2019	21.04.2020	22.04.2020
24	Himanshu Reddu	Technical Assistant Level-6 (Rs.35400-112400)	18.04.2019	17.04.2020	18.04.2020
25	Ravinder	Technical Assistant Level-6 (Rs.35400-112400)	24.04.2019	23.04.2020	24.04.2020
26	Dharmendra Choudhary	Technical Assistant Level-6 (Rs.35400-112400)	24.04.2019	23.04.2020	24.04.2020
27	Mayank	Technical Assistant Level-6 (Rs.35400-112400)	26.04.2019	25.04.2020	26.04.2020
28	Ashad Ullah Qureshi	Technical Assistant Level-6 (Rs.35400-112400)	10.05.2019	09.05.2020	10.05.2020
29	Pinki	Laboratory Asstt. Presently Technician under mapping Level-3 (Rs.21700-69100)	26.04.2019	25.04.2020	26.04.2020
30	Vishnu Soni	Superintendent Level-6 (Rs.35400-112400)	01.05.2019	30.04.2020	01.05.2020
31	Sunil	Superintendent Level-6 (Rs.35400-112400)	01.05.2019	30.04.2020	01.05.2020
32	Sonika	Pharmacist Level-5 (Rs.29200-92300)	02.05.2019 (AN)	02.05.2020	03.05.2020



Sr. No.	Name Sh./Ms.	Designation with Level of the Pay Matrix	Date of Joining	Date of completion of Probation	Due date of Confirmation
33	Navdeep Redhu	Library & Information Asstt. Level-6 (Rs.35400-112400)	03.05.2019	02.05.2020	03.05.2020
34	Mohit Mehra	Junior Assistant Level-3 (Rs.21700-69100)	23.04.2019	22.04.2020	23.04.2020
35	Vishal Dahiya	Technical Assistant Level-6 (Rs.35400-112400)	30.04.2019	29.04.2020	30.04.2020
36	Tinku Meena	Library & Information Asstt. Level-6 (Rs.35400-112400)	14.05.2019	13.05.2020	14.05.2020

All the above non-teaching employees have completed their period of probation and are due for confirmation on their post with effect from the date as mentioned against their name. The Character & Antecedents Reports of the non-teaching staff members stated at Sr. No.1 to 9 & Sr. No. 11 to 33 have been received from the concerned District Authorities and nothing adverse has been shown against them. The Character & Antecedents Report in respect of Shri Rakesh Kumar Meena stated at Sr. No.10 is available in his Personal File being internal candidate. Further, as per records available with this Institute nothing is pending against him.

The Character & Antecedents Report in respect of non-teaching employees stated at Sr. No.34 to 36 are still awaited to be received from the concerned District Authorities, so their case of confirmation will be put up to the competent authority as per availability of the said Reports.

The Special Reports towards the work and conduct of all the above non-teaching employees have been obtained from the respective Head of the Departments/Sections and nothing has been shown against them.

In view of the above, it is proposed that the *confirmation in respect of non-teaching staff members to their post as mentioned above whose requisite documents are complete for confirmation may be considered by the Board of Governors with effect from the date as mentioned against their name subject to fitness of their ACRs.*

BoG 53.19 To consider the confirmation in respect of Shri Pankaj Kumar Bayati, Deputy Registrar.

In response to the appointment letter No.Gen.-1/3915/515 dated 29.01.2014 is enclosed as Annexure – 53.19(i) from pages 147 to 149, Shri Pankaj Kumar Bayati had joined the services of this Institute on 03.03.2014(FN) is enclosed as Annexure – 53.19(ii) on page 150 to the post of Deputy Registrar in Academic Section on probation for a period of 02 years. As such his confirmation was due w.e.f. 03.03.2016(FN) for which the matter was placed before the Board of Governors in its 39th meeting held on 05.04.2016 vide Agenda Item No. 39.15 but the Board deferred his confirmation due to his unsatisfactory performance towards the work and conduct. The decision of 39th meeting of the Board of Governors is enclosed as Annexure – 53.19(iii) on page 151.

Therefore, the matter of his confirmation was again placed before the Board of Governors in its 43rd meeting held on 23.01.2018 vide Agenda Item No.43.34 and the Board decided as under:

"This agenda item was deferred for being taken up in the next meeting of the Board of Governors."

The decision of the Board taken in its 43rd meeting held on 23.01.2018 is enclosed as Annexure – 53.19(iv) on page 152.

Thereafter, the matter of his confirmation was placed before the Board of Governors in its 44th meeting held on 05.02.2018 vide agenda item No.44.6 and the Board decided as under:

"After detailed deliberations, the Board decided to constitute a single member Departmental Enquiry Committee and the Enquiry Officer be requested to enquire into the issues raised against Shri Pankaj Kumar Bayati under Clause-14/Clause-16 of CCS (CSA) as the case may be and submit the report at the earliest. The Board further decided that the confirmation of Shri Pankaj Kumar Bayati be kept pending till the completion of the enquiry and decision of the Board. The Board appointed Dr. P.Bapaiah, Registrar, Indian Institute of Science Education and Research (IISER), Mohali as Enquiry Officer for the purpose."

Copy of BoG Agenda item no. 44.6 and decision is enclosed as Annexure – 53.19(v) from pages 153 to 161.

Accordingly, vide letter No.Estt.-1/1762 dated 10.04.2018 is enclosed as Annexure – 53.19(vi) on page 162, Dr. P.Bapaiah, Registrar, Indian Institute of Science Education & Research (IISER), Mohali was appointed as Enquiry Officer in the said matter. The Enquiry Officer had submitted his report on 10.10.2019 which was approved by the Board of Governors in its 52nd meeting held on 06.12.2019 vide Agenda Item No.52.16 and the Board decided as under:

“The Enquiry Officer in his report has recommended that “No serious charges have been leveled against him for attracting even disciplinary proceedings. However due to Sh. Pankaj Kumar Bayati’s ill behavior only led to the extension of his probation. Hence Sh. Bayati be advised to mend his ways to avoid repetition of such incidents.”

The Board considered and deliberated the report of the Enquiry Officer in detail and accepted the recommendations.”

Copy of BoG Agenda item no. 52.16 and decision is enclosed as Annexure – 53.19(vii) from pages 163 to 172.

In compliance to the above decision of the Board of Governors, vide letter No.Estt.-I/2123 dated 30.07.2020 is enclosed as Annexure – 53.19(viii) from pages 173 to 174, Shri Pankaj Kumar Bayati, Deputy Registrar, Academic Section of the Institute has been advised to perform his duties as per existing structure of the Institute and to mend his ways to avoid repetition of such incidents. He has also been advised to serve with the Institute strictly in terms of the Code of Conduct notified by the Institute vide Notification No.Gen.-I/3865/5536 dated 31.07.2014, NIT Act-2007 (Amended-2017) & NIT Statute, so that a good and healthy atmosphere may become at his working place.

The Character & Antecedents Report in respect of Sh. Pankaj Kumar Bayati has already been received from the District Authorities concerned and same is available in his Personal File. Nothing has been shown adverse against him.

In view of the above, it is proposed that Shri Pankaj Kumar Bayati may be confirmed to the post of Deputy Registrar in the Pay Band-3 of Rs.15600-39100 + Grade Pay of Rs.7600/- revised Level-12 of Pay Matrix i.e. Rs.78800-209200 as per 7th CPC with effect from the date of meeting of the Board of Governors, subject to fitness of his ACRs since the date of joining and current Special Report towards his work and conduct.



राष्ट्रीय प्रौद्योगिकी संस्थान, कुरुक्षेत्र
NATIONAL INSTITUTE OF TECHNOLOGY
Kurukshetra-136119 (Haryana)

Telephone No. 01744-238083 Fax: 01744-238050

No. Gen-1/3915/ 515

Dated: 21/1/14

To

Mr. Pankaj Kumar Bayati
S/o Shri Narayan Lal Bayati,
B-503, Tirthraj-4, Opp. Kharicut Canal,
Naroda-Dhgam Highway, Naroda,
Ahmedabad (Gujarat)

Subject: Offer of appointment to the post of Deputy Registrar in the Institute

Dear Sir,

With reference to your application for the post of Deputy Registrar in response to advertisement No. 27/2012 of the Institute and on the recommendation of the Selection Committee, the Board of Governors of the Institute in its meeting held on 03.01.2014 has approved your appointment on the post of Deputy Registrar in the Pay Band-3 (Rs.15600--Rs.39100) with a Grade Pay of Rs.7600/-.

Accordingly, it is our pleasure to offer you the aforesaid appointment. Your basic pay will be fixed as per the rules of the Institute. In addition, you would be entitled to draw allowances as admissible to your cadre under the rules of the Institute. The appointment is against a regular post.

The terms and conditions of the appointment are as follows:

1. The conditions of your service in the Institute will be governed by the Rules as framed and amended from time to time by the Ministry of Human Resource Development, Government of India, New Delhi / NIT Council / BOG, NIT Kurukshetra.
2. The appointment is subject to your being found physically fit and sound in health for the services in the Institute which shall be examined through a medical examination by the Senior Medical Officer / Medical Officer of the Institute. The medical examination may be undertaken before joining the post.

Handwritten signature

3. You will be required to produce all original certificates in respect of your academic and other qualifications mentioned in your application form including date of birth at the time of your joining the post.
4. You will be on probation for a period of two years from the date of joining. The period of probation may be extended further depending on your performance and as per decision of the competent authority. During the initial or extended period of probation, your services may be terminated by the competent authority at any point of time without assigning any reason by giving one month notice or one month pay in lieu thereof. Similarly you may also leave the services of the Institute by giving one month notice in writing or one month salary may be accepted in lieu of the notice period, with approval of the competent authority.
5. After satisfactory completion of your initial or extended probation period, your services will be confirmed and you will be regularized as a Deputy Registrar of the Institute.
6. You will be required to devote your whole time to your duties and perform such duties as may be assigned to you by the authorities of the Institute from time to time. You can be assigned the duties in any of the sections of the Institute. Further, you may be posted to any centre/location of the Institute.
7. You shall be governed under the 'New Pension Scheme' as notified by Government of India, Ministry of HRD, New Delhi.
8. Depending upon the availability, you may be provided Institute accommodation and in case of non-availability you will have to make your own arrangement for your accommodation for which the Institute will pay House Rent Allowance as per existing norms. You will be required to abide by the House Allotment Rules of the Institute governing such accommodation.
9. You will be governed by the Central Civil Services Rules for Medical, Leave and Conduct & Disciplinary etc. unless amended by the Institute.
10. You shall be governed under the NIT Act, 2007 / Statutes / Rules of NIT Kurukshetra, framed and amended from time to time relating to service conditions and any other matters / conditions not specified in the appointment letter.
11. If any declaration given / information furnished by you in your application form is found to be false or if you are found to have willfully suppressed any material information / facts, you will be liable to be removed from service and any such other action as the competent authority may deem necessary.
12. In case you want to leave your services after the confirmation, you shall be required to give three months notice or make payment of pay and allowances in lieu thereof provided that the Institute may call upon you to continue until the end of the academic session in which your notice is received.

RPM

13. If retention of your services is considered undesirable by the Institute on medical grounds certified by a Medical Authority nominated by Board of Governors, your services shall be liable to be terminated by the Institute on three months notice or on payment of three months pay and allowances in lieu thereof.

If this offer is acceptable to you on the above terms and conditions, you are required to send your formal acceptance immediately and maximum within a fortnight from the date of issue of this letter and join the post at the earliest and latest by **28.02.2014** failing which the offer of appointment will stand cancelled automatically without assigning any reasons.

Yours faithfully.

[Signature]
Dy. Registrar (GA & Legal)

[Signature] 28/1/14
[Signature] 28/1/14

Endst. No. Gen-1/3915/ 516-522

Dated: 27/1/14

Copy forwarded to the following for information and further necessary action:

1. Dean (Academic)
2. Dean (Estate)
3. Registrar
4. Sr. Medical Officer
5. Librarian
6. Deputy Registrar (Accounts)
7. Superintendent (Establishment).

[Signature]
Dy. Registrar (GA & Legal)

[Signature] 28/1/14
[Signature] 28/1/14

Page 3 of 3

May, please see before issue.

Registrar

[Signature] 28/01/14

[Signature] 28/1/14

NATIONAL INSTITUTE OF TECHNOLOGY
KURUKSHETRA-136119

From: Pankaj Kumar Baryoti
B-503, Tirthnagar-4,
Naroda-Delgam Highway
Naroda, Ahmedabad - 382330

To

✓ The Deputy Registrar (GA & Legal)
National Institute of Technology
Kurukshetra - 136119

Subject: Joining Report for the post of Deputy Registrar

In response to my appointment letter No. GEN-1/3915/515,
dated 29/11/14, I accept the terms and conditions of the appointment and
report myself for duty with effect from 03/03/2014 (FN/AN).

Yours faithfully,

Pankaj Kumar Baryoti
(Pankaj Kumar)
Baryoti

Dated: 03/03/2014
at 10.00 am

(Through: Chairman of the Deptt./Head of the Section)

Copy to:-

1. Deputy Registrar (Acs.)
2. Assistant Engineer (Civil)
3. Supdt. (Gen.)
4. Supdt. (Estt.)

31/3/14

Subdt.

Asst. Engineer
03/3/14

**NATIONAL INSTITUTE OF TECHNOLOGY
KURUKSHETRA-136119**

NO. NITK - 39th BOG/ 4356 -

Dated: 02.05.2016

Item 39.15 To consider the confirmation of Ms. Pallavi Rai and Shri Shahabuddin on the post of Students Activity & Sports Officers and Shri Pankaj Kumar Bayati on the post of Deputy Registrar.

The Board of Governors of the Institute at its 39th meeting held on 05.04.2016 has decided as under:-

The Board considered the issue of confirmation of Ms. Pallavi Rai and Shri Shahabuddin on the post of Students Activity & Sports (SAS) Officer and Shri Pankaj Kumar Bayati on the post of Deputy Registrar. The Board observed the status as under:

Sr. No.	Name & Designation	Character & antecedents verification	Special Report on the work & conduct	Verification of OBC Certificate
1.	Ms Pallavi Rai, SAS Officer	No adverse remarks	Satisfactory	Not Applicable
2.	Shri Shahabuddin, SAS Officer	No adverse remarks	Satisfactory	Verification of OBC certificate is pending
3.	Shri Pankaj Kumar Bayati, Deputy Registrar	No Adverse remarks	Unsatisfactory	Not Applicable

The Board confirmed Ms. Pallavi Rai on the post of Students Activity & Sports Officer w.e.f. 10.2.2016 and decided that Shri Shahabuddin be confirmed on the post of Students Activity & Sports Officer w.e.f. due date after the receipt of verification of OBC certificate from the concerned State authority. The Board deferred the confirmation of Shri Pankaj Kumar Bayati, Deputy Registrar.

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

Encl: Agenda Item

Deputy Registrar (GA & L)

[Signature]
02/5/16
Registrar (I/C)
[Signature]

**NATIONAL INSTITUTE OF TECHNOLOGY
KURUKSHETRA-136119**

No. NITK 43rd BOG/ 725

Dated: 09/02/2018

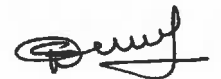
The Board of Governors of the Institute at its 43rd meeting held on 23.01.2018 has decided under:

43.34 To consider the confirmation of Shri Pankaj Kumar Bayati to the post of Deputy Registrar.

“This agenda item was deferred for being taken up in the next meeting of the Board of Governors.”

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

Encl: Agenda Item



Registrar (I/C)

Deputy Registrar (GA & L)



BoG 44.6 To consider the confirmation of Shri Pankaj Kumar Bayati to the post of Deputy Registrar.

Shri Pankaj Kumar Bayati was appointed to the post of Deputy Registrar on probation for a period of two years in the Pay Band-3 of Rs.15600-39100 plus Grade Pay of Rs.7600/- vide appointment letter No.Gen-1/3915/515 dated 29.01.2014 against the Advertisement No.27/2012 by adopting the Model Recruitment Rules (MRRs). He had joined his duties on 03.03.2014 (FN). As such his confirmation was due w.e.f.03.03.2016 as his probation period of two years was completed on 02.03.2016(AN).

The matter of confirmation of Shri Pankaj Kumar Bayati, Deputy Registrar was placed before the Board of Governors in its 39th meeting held on 05.04.2016 vide agenda item No.39.15 Annexure - 44.6(i) on page 46 but the Board deferred the confirmation of Shri Pankaj Kumar Bayati due to unsatisfactory report towards his work and conduct. The decision of the Board of Governors is stated below:

"The Board considered the issue of confirmation of Ms. Pallavi Rai and Shri Shahabuddin on the post of Students Activity & Sports (SAS) Officer and Shri Pankaj Kumar Bayati on the post of Deputy Registrar. The Board observed the status as under:

Sr. No	Name & Designation	Character & antecedents verification	Special Report on the work & conduct	Verification of OBC Certificate
1.	Ms Pallavi Rai, SAS Officer	No adverse remarks	Satisfactory	Not Applicable
2.	Shri Shahabuddin, SAS Officer	No adverse remarks	Satisfactory	Verification of OBC certificate is pending.
3.	Shri Pankaj Kumar Bayati, Deputy Registrar	No Adverse remarks	Unsatisfactory	Not Applicable

The Board confirmed Ms. Pallavi Rai on the post of Students Activity & Sports Officer w.e.f.10.2.2016 and decided that Shri Shahabuddin be confirmed on the post of Students Activity & Sports Officer w.e.f. due date after the receipt of verification of OBC certificate from the concerned State authority. The Board deferred the confirmation of Shri Pankaj Kumar Bayati, Deputy Registrar."



Accordingly, the matter of confirmation of Shri Pankaj Kumar Bayati is being put to the Board of Governors. He has already submitted the requisite information/documents as detailed below as the said documents are necessary for confirmation and all the said documents are available in his personal file and nothing has been found adverse against him:

1. Medical Fitness Certificate.
2. Oath.
3. Declaration regarding marital status.
4. Character Certificate.
5. Proof of Age.
6. Verification of Character & Antecedents.

Vide Memo No.Esst.-I/6620 dated 28.12.2015, Shri Pankaj Kumar Bayati, Deputy Registrar (Academic) was asked to explain his position for making the correspondence directly to the competent authority without adopting the proper channel. A copy of letter is annexed as Annexure - 44.6(ii) on page 47. In response to the Memo dated 28.12.2015, Sh. Pankaj Kumar Bayati had submitted his reply on 30.12.2015 which was found unsatisfactory.

In this connection, a legal opinion was sought on 16.01.2016 from the Institute Standing Counsel Shri Amarjit Singh Virk, Advocate, High Court of Punjab & Haryana, Chandigarh and the conclusion of legal opinion is stated below:

"As such in my considered opinion, the Institute may simplicitor dispense with the services of Sh. Pankaj Kumar Bayati, as he is still under probation period, without resorting to any disciplinary proceedings as no reason for such termination is required to be assigned. He can either be served with one month's notice for such termination/dispensing of services or in alternative he can be paid one month's salary in lieu of notice period. However, if the Institute considers to initiate disciplinary proceedings against him for his alleged misconduct, since his conduct in communicating directly to higher authorities is in contravention to the Code of Conduct Rules, which amounts to misconduct and further even the tenor and language of his reply to Memo asking for his explanation also amounts to misconduct, then he can be placed under Suspension, too under Statute 26(1)(i) of the First Statutes, pending departmental proceedings."

A copy of the legal opinion is annexed as Annexure - 44.6(iii) from pages 48 to 49.



Further he had submitted his another reply on 04.02.2016 by showing the apology for the language used by him in his earlier communications. Further he has also assured that such type of mistake will not be repeated in future at his part and he will maintain the office protocol and decorum with more rigorously while in communication with the Institute functionaries.

Thereafter, in another case vide Memo No.Estt-I/3898 dated 09.08.2017 Annexure - 44.6(iv) on page 50, Shri Pankaj Kumar Bayati was asked to explain his position and he had submitted his reply on 11.08.2017.

Now a special report towards the work and conduct of Shri Pankaj Kumar Bayati has been received on 12.01.2018 from the Dean (Academic) and the overall grading is found Average. However, his knowledge of sphere of work is found Very Good.

The consolidated instructions on probation/confirmation for the Central Government Employees have been notified by the Ministry of Personnel, Public Grievances and Pensions, Department of Personnel & Training, Govt. of India vide OM No.28020/1/2010-Estt(C) dated 21.07.2014 and the relevant instructions for Extension of Probation Period is reproduced below :

- "15. If during the period of probation, a probationer has not undergone the requisite training course or passed the requisite departmental examinations prescribed (proficiency in Hindi, etc.), if any, the period of probation may be extended by such period or periods as may be necessary, subject to the condition that the total period of probation does not exceed double the prescribed period of probation.*
- 16. The Appointing Authority may, if it so thinks fit, extend the period of probation of a Government servant by a specified period but the total period of probation does not exceed double the normal period. In such cases, periodic reviews should be done and extension should not be done for a long period at one time.*
- 17. Where a probationer who has completed the period of probation to the satisfaction of the Central Government is required to be confirmed, he shall be confirmed in the Service/Post at the end of his period of probation, having been completed satisfactorily."*

In view of the position explained above, the matter is placed before the Board of Governors to consider the confirmation of Shri Pankaj Kumar Bayati to the post of Deputy Registrar.

**NATIONAL INSTITUTE OF TECHNOLOGY
KURUKSHETRA-136119**

NO. NITK - 39th BOG/ 4356

Dated: 02.05.2016

Item 39.15 To consider the confirmation of Ms. Pallavi Rai and Shri Shahabuddin on the post of Students Activity & Sports Officers and Shri Pankaj Kumar Bayati on the post of Deputy Registrar.

The Board of Governors of the Institute at its 39th meeting held on 05.04.2016 has decided as under:-

The Board considered the issue of confirmation of Ms. Pallavi Rai and Shri Shahabuddin on the post of Students Activity & Sports (SAS) Officer and Shri Pankaj Kumar Bayati on the post of Deputy Registrar. The Board observed the status as under:

Sr. No.	Name & Designation	Character & antecedents verification	Special Report on the work & conduct	Verification of OBC Certificate
1	Ms Pallavi Rai, SAS Officer	No adverse remarks	Satisfactory	Not Applicable
2	Shri Shahabuddin, SAS Officer	No adverse remarks	Satisfactory	Verification of OBC certificate is pending
3	Shri Pankaj Kumar Bayati, Deputy Registrar	No Adverse remarks	Unsatisfactory	Not Applicable

The Board confirmed Ms. Pallavi Rai on the post of Students Activity & Sports Officer w.e.f. 10.2.2016 and decided that Shri Shahabuddin be confirmed on the post of Students Activity & Sports Officer w.e.f. due date after the receipt of verification of OBC certificate from the concerned State authority. The Board deferred the confirmation of Shri Pankaj Kumar Bayati, Deputy Registrar.

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

Encl: Agenda Item

Deputy Registrar (GA & L)

Registrar (I/C)

RAH
02/5/16

Sety (P. S. S.)
Sett. J

Whanhu
04/5/16

NATIONAL INSTITUTE OF TECHNOLOGY
KURUKSHETRA

No. Estt-I/ 6620

Dated: 28/12/15

Memo

Shri Pankaj Kumar Bayati, Deputy Registrar (Academic) had been entrusted the examination duties for the examination during Nov.-Dec. 2015 vide letter No. Exam/45, dated 27.11.2015.

Vide letter No. Acad/15/5059 dated 2.12.2015, written on the letter head of the Institute, he chose to write directly to the Director. Further, the spirit and language of the contents of the letter is unbecoming of an officer in a responsible position

Therefore, he is hereby called upon to explain his position as to why disciplinary action may not be taken against him for not moving his observation and correspondence through proper channel and for employing unworthy language.

His reply must reach the Hon'ble Director within three days from the receipt of this memo, failing which it will be presumed that he has nothing to say in this regard & appropriate disciplinary action will be taken against him as per rules of the Institute.

This issues with the approval of the competent authority.

Through Dean (Academic)

To

Shri Pankaj Kumar Bayati
Deputy Registrar (Academic)
NIT, Kurukshetra

[Signature]
Registrar i/c
28/12/15
28/12/15
28/12/15

ANNEXURE-44.6. (iii)

Amarjit Singh Virk
B.A., LL.B. (Gold Medalist)
Advocate
Punjab & Haryana High Court

Phone : Chamber (HC) 2/48648
Resi cum Off. 2674136
4630136
Cell 9216630136
e-mail : amarjitvirk@gmail.com

CHAMBER
66, Lawyers' Chambers
High Court, Chandigarh
RESI CUM OFFICE
#256, Sector 49-A,
Advocates Enclave,
Chandigarh - 160047

LEGAL OPINION

I have gone through the letter No. Acad/15/5095 dt. 2.12.2015 of Sh. Pankaj Kumar Bayati, DR(Academics), Memo No. Estt-I/6620 dt. 28.12.2015 issued to Sh. Pankaj Kumar Bayati & Reply of Sh. Pankaj Kumar Bayati to above said Memo vide DR(Acad)/35/15 dt. 30.12.2015. I have also perused the Conduct Rules of the Institute. Clause 17 of the Code of Conduct Rules clearly provides that the Employees of the Institute must forward their representations putting forth any claim or for redressal of any grievance through proper channel and shall not forward his/her case or even copy of the same directly to the higher authority. It further provides that contravention of this provision may invite disciplinary action against the concerned employee.

Sh. Pankaj Kumar Bayati was appointed as D.R. (Academic) vide appointment letter dated 29.10.2014 & put on probation for the period of two years vide condition no. 4 of his appointment letter, which is yet not over.

Sh. Pankaj Kumar Bayati sent letter No. Acad/15/5095 dt. 2.12.2015 directly to the Director, instead of raising his grievances through proper channel in clear violation of the Clause 17 of the Code of Conduct Rules referred to above, which entails disciplinary action against him. However, instead of initiating disciplinary proceedings, when his explanation was called for vide Memo dt. 28.12.2015, he (Sh. Pankaj Kumar Bayati) submitted his reply dt. 30.12.2015, even though he admitted to have written directly to the Director instead of moving through proper channel and expressed his regret on one hand to not to repeat the same in future yet on the other hand he is not only justifying his action to writing directly to the Director and also justifying his language but also using inappropriate and uncalled for language in his reply too, which is not only threatening/offensive in nature but defamatory too, which is not warranted from any employee and is also in violation to Clause 3 (General) of the Code of Conduct Rules which

provides that No employee shall use abusive/offensive language in letters/communications. This clearly depicts the bent of mind of the employee that he had no regret for his past action too.

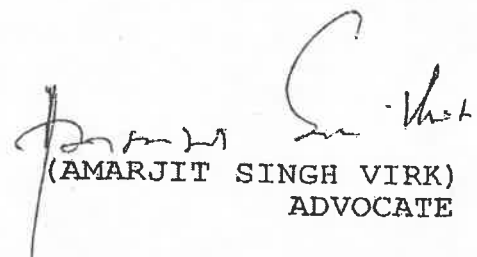
Since Sh. Pankaj Kumar Bayati is still under probation as such during probation his services can be dispensed with by the Competent authority without assigning any reason by giving him either one month notice in writing or one month salary in lieu of the notice period.

The services of an employee can be dispensed with during probation period. However, the same should be dispensed with simplicitor, without leveling any misconduct and without any disciplinary proceedings being initiated, as the termination of services during probation should not carry any stigma over the employee. The termination during probation period can be assailed in the court of law only on the ground that the termination is not simplicitor but casts a stigma and even the courts while scrutinizing such termination order, try to look into the same whether it is simplicitor termination during probation period or it casts any stigma, by going into the background leading to termination of services during probation period.

However, the Institute may also initiate disciplinary proceedings for the alleged misconduct of the employee and after conducting the departmental enquiry, if the charges/allegations are proved then may impose any of the penalties as provided under Statute 26(5) of the First Statute and the employee may be put under Suspension by the Director under Statute 26(1)(i) of the First Statute, if the Institute is contemplating disciplinary proceedings against the employee.

As such in my considered opinion, the Institute may simplicitor dispense with the services of Sh. Pankaj Kumar Bayati, as he is still under probation period, without resorting to any disciplinary proceedings as no reason for such termination is required to be assigned. He can either be served with one month's written notice for such termination/dispensing of services or in alternative he can be paid one month's salary in lieu of notice period. However, if the Institute considers to initiate disciplinary proceedings against him for his alleged misconduct, since his conduct in communicating directly to higher authorities is in contravention to the Code of Conduct Rules, which amounts to misconduct and further even the tenor and language of his reply to Memo asking for his explanation also amounts to misconduct, then he can be placed under Suspension, too under Statute 26(1)(i) of the First Statutes, pending departmental proceedings.

CHANDIGARH
January 16, 2016


(AMARJIT SINGH VIRK)
ADVOCATE

-50-

ANNEXURE-44.6.(iv)

**NATIONAL INSTITUTE OF TECHNOLOGY
KURUKSHETRA-136119**

No. Estt-I/ 3898

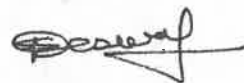
Dated: 09/08/17

EXPLANATION

This is with reference to the Inquiry Committee Report dated 17.05.2017 on the matter of complaint of a student regarding bribe.

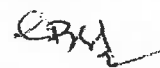
It has been found that you were fully aware about the activities of Mr. Rajesh Jaiswal, the then Computer Operator (through Service Provider), Academic Section in the matter of bribe but not reported to the administration by you.

Therefore, you are hereby called upon to explain your position within three days from the receipt of this memo as to why an appropriate disciplinary action may not be taken against you as per rules of the Institute as you have not reported the said matter to the administration.



Registrar Incharge
for Director

Shri Pankaj Kumar Bayati,
Deputy Registrar,
Academic Section,
NIT, Kurukshetra.



NATIONAL INSTITUTE OF TECHNOLOGY
KURUKSHETRA - 136119

No. NITK/44th BOG/ 1076

Dated: 28.02.2018

The Board of Governors of the Institute at its 44th meeting held on 05.02.2018 has decided under:

BoG 44.6 To consider the confirmation of Shri Pankaj Kumar Bayati to the post of Deputy Registrar.

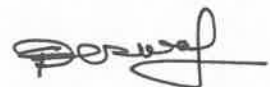
"After detailed deliberations, the Board decided to constitute a single member Departmental Enquiry Committee and the Enquiry Officer be requested to enquire into the issues raised against Shri Pankaj Kumar Bayati under Clause-14 / Clause-16 of CCS (CSA) as the case may be and submit the report at the earliest. The Board further decided that the confirmation of Shri Pankaj Kumar Bayati be kept pending till the completion of the enquiry and decision of the Board.

The Board appointed Dr. P. Bapaiah, Registrar, Indian Institute of Science Education and Research (IISER), Mohali as Enquiry Officer for the purpose."

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

Encl: Agenda Item

Deputy Registrar (GA & L)



Registrar (I/C)

o/c Dr. P. Bapaiah 28.2.18
28-2-18

NATIONAL INSTITUTE OF TECHNOLOGY,
KURUKSHETRA-136119

No.Estt.-1/ 1762

Dated: 10/04/18

Dr. P. Bapaiah,
Registrar,
Indian Institute of Science Education & Research (IISER), Mohali
Knowledge City, Sector-81,
SAS Nagar,
Mahauli PO 140306 (Punjab)

Subject: Appointment of Enquiry Officer.

Sir,

The Board of Governors of the Institute in its 44th meeting held on 05.02.2018 had decided to appoint you as Enquiry Officer to enquire into issues raised against Shri Pankaj Kumar Bayati, Deputy Registrar under Clause-14/Clause-16 of CCS(CCA). A copy of the Agenda and Minutes are enclosed herewith for your kind perusal.

The TA/DA and Honorarium will be paid as per rules of the Institute.

An early reply in this regard will be highly appreciated.

Thanking You,

Yours faithfully,



REGISTRAR I/c

Encl: As above.

01/05/18
05/04/18
05/04/18

BoG 52.16 To consider the Enquiry Report in respect of Sh. Pankaj Kumar Bayati, Deputy Registrar, NIT, Kurukshetra.

Shri Pankaj Kumar Bayati joined the services of this Institute on 03.03.2014(FN) to the post of Deputy Registrar on probation for a period of 02 years in the Pay Band-3 of Rs.15600-39100 + Grade Pay of Rs.7600/- in response to his appointment letter No.Gen.-1/3915/515 dated 29.01.2014. As such his confirmation was due on 03.03.2016, so his case for confirmation was placed before the Board of Governors in its 39th meeting held on 05.04.2016 vide agenda item No.39.15 is enclosed as Annexure – 52.16 (i) on page 164 and the Board deferred his confirmation due to unsatisfactory performance towards the work and conduct. Thereafter, the matter of his confirmation was again placed before the Board of Governors in its 43rd meeting held on 23.01.2018 vide agenda item No.43.34 and the Board deferred the item with the following decision:

"This agenda item was deferred for being taken up in the next meeting of the Board of Governors."

Further, the matter of his confirmation was again placed before the Board of Governors in its 44th meeting held on 05.02.2018 vide agenda item No.44.6 and the Board decided as under:

"After detailed deliberations, the Board decided to constitute a single member Departmental Enquiry Committee and the Enquiry Officer be requested to enquire into the issues raised against Shri Pankaj Kumar Bayati under Clause-14/Clause-16 of CCS (CSA) as the case may and submit the report at the earliest. The Board further decided that the confirmation of Shri Pankaj Kumar Bayati be kept pending till the completion of the enquiry and decision of the Board.

The Board appointed Dr.P.Bapaiah, Registrar, Indian Institute of Science Education and Research (IISER), Mohali as Enquiry Officer for the purpose."

Accordingly, vide letter No.Estt.-1/1762 dated 10.04.2018 is enclosed as Annexure – 52.16 (ii) on page 165, Dr. P.Bapaiah, Registrar, Indian Institute of Science Education & Research (IISER), Mohali was appointed as Enquiry Officer in the said matter. The Inquiry Officer has submitted his report on 10.10.2019 is enclosed as Annexure – 52.16 (iii) from pages 166 to 170 with the following observations:



"From the above allegations and explanations thereto it is clear that there is a deficiency in the compatibility between the Institute requirements from an official like a Deputy Registrar. Further, there is an inadequacy in understanding of the functions/duties of the Deputy Registrar by Sh. Pankaj Kumar Bayati at NIT, Kurukshetra. It is also clear that there can be a misunderstanding between two officials. However, successive officials worked as Deans (Academic) are having anonymous assessment about Sh. Pankaj Kumar Bayati about his working style, behavior, his ability to adjust with the existing structure of Academic Section and Staff i.e. clearly indicated that Sh. Pankaj Kumar Bayati needs to be improved in certain areas of working in the Institute (Academic Section). Sh. Pankaj Kumar Bayati joined at NIT, Kurukshetra on 03.03.2014(FN). Only a few days/months can be spared for adjusting to the new environment as a probationer. Further, a few days/months can be extended as a grace period for probation clearance. From the incidents/occasions and the correspondence on the issues, communications issued and the explanations submitted by the individual are clearly showing increasing trend of incompatibility with the existing structure and officials holding the positions. Successive Dean (Academic) reported that the probation of Sh. Pankaj Kumar Bayati is not to be cleared based on their experience.

No serious charges have been leveled against him for attracting even disciplinary proceedings. However due to Sh. Pankaj Kumar Bayati's ill behavior only led to the extension of his probation. Hence Sh. Bayati be advised to mend his ways to avoid repetition of such incidents."

The matter is placed before the Board for consideration.

**NATIONAL INSTITUTE OF TECHNOLOGY
KURUKSHETRA-136119**

NO. NITK - 39th BOG/ 4356

Dated: 02.05.2016

Item 39.15 To consider the confirmation of Ms. Pallavi Rai and Shri Shahabuddin on the post of Students Activity & Sports Officers and Shri Pankaj Kumar Bayati on the post of Deputy Registrar.

The Board of Governors of the Institute at its 39th meeting held on 05.04.2016 has decided as under:-

The Board considered the issue of confirmation of Ms. Pallavi Rai and Shri Shahabuddin on the post of Students Activity & Sports (SAS) Officer and Shri Pankaj Kumar Bayati on the post of Deputy Registrar. The Board observed the status as under:

Sr. No.	Name & Designation	Character & antecedents verification	Special Report on the work & conduct	Verification of OBC Certificate
1.	Ms Pallavi Rai, SAS Officer	No adverse remarks	Satisfactory	Not Applicable
2.	Shri Shahabuddin, SAS Officer	No adverse remarks	Satisfactory	Verification of OBC certificate is pending
3.	Shri Pankaj Kumar Bayati, Deputy Registrar	No Adverse remarks	Unsatisfactory	Not Applicable

The Board confirmed Ms. Pallavi Rai on the post of Students Activity & Sports Officer w.e.f. 10.2.2016 and decided that Shri Shahabuddin be confirmed on the post of Students Activity & Sports Officer w.e.f. due date after the receipt of verification of OBC certificate from the concerned State authority. The Board deferred the confirmation of Shri Pankaj Kumar Bayati, Deputy Registrar.

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

Encl: Agenda Item

Deputy Registrar (GA & L)

[Signature]
02/5/16
Registrar (I/C)
[Signature]

- 166 -

- 165 -

ANNEXURE - 52.16(ii)

- 272 -

NATIONAL INSTITUTE OF TECHNOLOGY,
KURUKSHETRA-136119

Dated: 10/04/18

No.Estt.-1/ 1762

Dr. P. Bapaiah,
Registrar,
Indian Institute of Science Education & Research (IISER), Mohali
Knowledge City, Sector-81,
SAS Nagar,
Mahauli PO 140306 (Punjab)

Subject: Appointment of Enquiry Officer.

Sir,

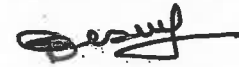
The Board of Governors of the Institute in its 44th meeting held on 05.02.2018 had decided to appoint you as Enquiry Officer to enquire into issues raised against Shri Pankaj Kumar Bayati, Deputy Registrar under Clause-14/Clause-16 of CCS(CCA). A copy of the Agenda and Minutes are enclosed herewith for your kind perusal.

The TA/DA and Honorarium will be paid as per rules of the Institute.

An early reply in this regard will be highly appreciated.

Thanking You,

Yours faithfully,



REGISTRAR I/c

Encl: As above.

05/04/18
05/04/18

INQUIRY REPORT

The NIT, Kurukshetra vide letter No.Estt.-1/1762 dated 10.04.2018 undersigned has been communicated to enquire into the matter of Sh. Pankaj Kumar Bayati, Deputy Registrar. The undersigned after going through the material attached to the above said letter visited the NIT, Kurukshetra duly inviting Sh. Pankaj Kumar Bayati, Deputy Registrar on 24.07.2019 and on 10.08.2019. Sh. Pankaj Kumar Bayati, Deputy Registrar was present on both the days. Sh. Rajeev Saini, Assistant Registrar (GA) was also present on the above days and produced the relevant records from the side of the Institute.

The charges leveled against Sh. Pankaj Kumar Bayati, Deputy Registrar and his explanations are as under:

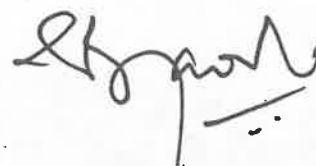
Sr. No.	Charges	Explanations
1.	Sh. Pankaj Kumar Bayati, Dy. Registrar (Academic) had written a DO letter dated 02.12.2015 to Prof. Anand Mohan, the then Director of the Institute directly without proper channel for which vide letter dated 28.12.2015 he was called to explain his position. In response to the Memo dated 28.12.2015 he had submitted his reply on 30.12.2015 vide which he had written to the Director to withdraw the Memo otherwise he will file a Civil Suit against Prof. Anand Mohan, the then Director of the Institute towards harassment of honest, punctual and responsible officer of the Institute. In this regard Legal Opinion was sought from the Institute Standing Counsel Sh. Amarjit Singh Virk, Advocate, High	As per the explanations during the Enquiry discussions Sh. Pankaj Kumar Bayati, Deputy Registrar stated that he has requested the Director to withdraw the Memo as it may affect his career. His contention is that the persons who have not reported for the work have not even been given the Memos; whereas the official like him reported for work has been accused and issued Memos. He further stated that he has not demanded the Director for withdrawal of the Memo. Sh. Bayati stated that he had requested for withdrawal of the Memo. Sh. Bayati conveyed that other concerned officials of the Examinations Cell only advised him to write to the Director as he was appointed as Incharge of Secrecy Cell by the Director. There is no evidence that other officials of the Examinations Cell have advised him. Sh. Pankaj Kumar Bayati



	<p>Court of Punjab & Haryana, Chandigarh and he had submitted his legal opinion on 16.01.2016 with the remarks that Sh. Pankaj Kumar Bayati should be placed under Suspension under Statute 26(1) (i) of the First Statutes, pending departmental proceedings.</p>	<p>admitted that he used inappropriate language in the letter addressed to the Director and he regretted for the same.</p>
2.	<p>Vide letter No.Dean(Acad)/178 dated 03.02.2016, Dr. Baldev Setia, the then Dean (Academic) had written to the Director towards the working style of Sh. Pankaj Kumar Bayati that the officer had been advised to improve certain areas of working and follow the well established protocol of dealing with his superiors and seniors.</p>	<p>The report of Prof. Baldev Setia at a particular column indicates the need of the improvement in respect of Sh. Pankaj Kumar Bayati. Whereas Sh. Bayati informs that he has not been communicated any such remarks. Sh. Bayati stated that he follows the protocol of referring all the papers through his seniors and denied any correspondence with the Registrar directly.</p>
3.	<p>He had refused to write the ACRs of his subordinates for the year 2014-2015 for which vide letter No.D/2018/453 dated 29.01.2018 he was informed by the Director's Office to fill up the said ACRs but he had again refused on 31.01.2018 to fill up the said ACRs. Recently, in the month the January, 2019, he has again refused to fill up the said ACRs, so the said ACRs are still pending.</p>	<p>Sh. Pankaj Kumar Bayati, Deputy Registrar stated that when the staff are not reporting him, how he can write their ACRs. To this extent he has produced an evidence (Office Order No./Dean(Academic)/868 dated 17.09.2018) wherein the division of work has been made for DR & AR by the Dean (Academics). Inquiry officer conveyed that this Office Order cited is only a segregation of the work between the two officers and can not be stated as the staff are not reporting to the Deputy Registrar. Further, Sh. Bayati produced a copy of the Attendance Register (01 page) for the month of September, 2018 wherein he was signing as a normal staff along with his subordinates. On this issue and another communication dated 17.04.2015 issued by the Dean (Academic) wherein he has been assigned work along with his junior staff, Sh. Pankaj Kumar Bayati stated</p>



		that he has been treated as a staff member and not as an officer to report upon certain staff as a reporting officer. Thus he declined to write the ACRs. even staff postings/transfers including to Academic Section, Sh. Bayati was not marked a copy of such orders. Sh. Bayati produced an Office Order No.Gen.-1/3734/5857 dated 03.12.2018. With all these Sh. Bayati expressed that he is being ignored as an officer.
4.& 5.	As per hierarchy there is a channel of Dealing Assistant, Superintendent, Dy. Registrar (Academic), Professor Incharge (Academic) and thereafter Dean (Academic) in the Academic Section of the Institute but maximum times he has made his correspondence (personal or official) directly to the competent authority without following the proper channel. His work and conduct report written on 18.03.2016 by the then Dean (Academic) Dr. Baldev Setia was found unsatisfactory for confirmation.	Sh. Pankaj Kumar Bayati denied that he made any correspondence with the Registrar directly (competent authority). Whereas the then Dean (Academic) Prof. Baldev Setia confidential report dated 18.03.2016 stated that Sh. Pankaj Kumar needs improvement in certain areas of working and also to follow well established protocols in dealing with the superiors. Whereas Sh. Pankaj Kumar Bayati stated that he follows the protocol of reporting to the Seniors and all his papers are routed through the Dean (Academic).
6.	His work and conduct report written on 01.08.2017 by the next Dean (Academic) Dr. K.S.Sandhu was also found unsatisfactory for confirmation.	Assessment of the Dean (Academic) being reporting officer on w.e.f.01.08.2017 clearly indicates that Sh. Pankaj Kumar Bayati needs improvement in many areas. Particular about his behavior with seniors it is reasonable but with others it is not upto the mark. There is no response from Sh. Pankaj Kumar Bayati as he is not able to realize his deficiencies in this area. Overall report of the Dean (Academic) is not favoring for clearance the probation of Sh. Pankaj Kumar Bayati.



7.	He had submitted his grievance in the manner of complaint to the PMPG Portal regarding to revise his pay due to bunching as per 7 th CPC Report while his claim has not still been rejected by the Institute. So, vide letter dated 22.05.2019, he was called to explain his position for making the correspondence directly to the Govt. of India and in reply dated 24.05.2019 he has informed to seek the legal course of action. Further, he is continuously submitting his grievance/complaints on the PMPG Portal directly.	Sh. Pankaj Kumar Bayati has not exhausted his avenues in the official channel to redress his grievances and approached PG Portal to the Govt. of India. The PG Portal is for the general public to ventilate their grievances. Whereas Sh. Pankaj Kumar is an employee of the NIT, Kurukshetra and is bound to follow the prescribed channel within the system. However, Sh. Pankaj Kumar Bayati has stated that he approached to the PG Portal as a citizen of India since NIT, Kurukshetra is not resolving his grievances. He admitted orally that it was his mistake. Further, he was asked whether an employee who is under probation can claim promotion. His response was "no". In such a situation being on probation how he can blame the Institute as if promotion has been denied. Again he admitted his mistake orally.
8.	He is habitual to submit his leave applications to the Registrar instead of his controlling officers i.e. Professor Incharge (Academic) & Dean (Academic).	Sh. Pankaj Kumar Bayati denied and stated that he never submitted his leave applications to the Registrar directly.
9.	He is habitual to take the leave frequently during the days of Examinations & Admissions.	Sh. Pankaj Kumar Bayati denied the allegation. He further stated that he always plans his leave much in advance and certainly not in examinations or admissions time. He stated that he prefers to go on leave only in those days that are not busy and all the leave he has availed only with the prior approval.


From the above allegations and explanations thereto it is clear that there is a deficiency in the compatibility between the Institute requirements from an official like a Deputy Registrar. Further, there is an inadequacy in understanding of the functions/duties

[Handwritten Signature]

of the Deputy Registrar by Sh. Pankaj Kumar Bayati at NIT, Kuruksetra. It is also clear that there can be a misunderstanding between two officials. However, successive officials worked as Deans (Academic) are having anonymous assessment about Sh. Pankaj Kumar Bayati about his working style, behavior, his ability to adjust with the existing structure of Academic Section and Staff i.e. clearly indicated that Sh. Pankaj Kumar Bayati needs to be improved in certain areas of working in the Institute (Academic Section). Sh. Pankaj Kumar Bayati joined at NIT, Kurukshetra on 03.03.2014(FN). Only a few days/months can be spared for adjusting to the new environment as a probationer. Further, a few days/months can be extended as a grace period for probation clearance. From the incidents/occasions and the correspondence on the issues, communications issued and the explanations submitted by the individual are clearly showing increasing trend of incompatibility with the existing structure and officials holding the positions. Successive Deans (Academic) reported that the probation of Sh. Pankaj Kumar Bayati is not to be cleared based on their experience.

No serious charges have been leveled against him for attracting even disciplinary proceedings. However due to Sh. Pankaj Kumar Bayati's ill behavior only led to the extension of his probation. Hence Sh. Bayati be advised to mend his ways to avoid repetition of such incidents.

Dated: 10.10.2019.


(Dr. P. Bapaiah)
Inquiry Officer

**NATIONAL INSTITUTE OF TECHNOLOGY
KURUKSHETRA – 136119**

No. NITK / 52nd BOG / 7162

Dated: 27/12/19

The Board of Governors of the Institute at its 52nd meeting held on 06.12.2019 has decided under:

BoG 52.16 To consider the Enquiry Report in respect of Sh. Pankaj Kumar Bayati, Deputy Registrar, NIT, Kurukshetra.

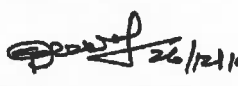
"The Enquiry Officer in his report has recommended that "No serious charges have been levelled against him for attracting even disciplinary proceedings. However due to Sh. Pankaj Kumar Bayati's ill behavior only led to the extension of his probation. Hence Sh. Bayati be advised to mend his ways to avoid repetition of such incidents."

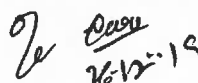
The Board considered and deliberated the report of the Enquiry Officer in detail and accepted the recommendations".

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

Encl: Agenda Item

Joint Registrar (GA & L)


Registrar (I/C)


26/12/19

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

No. Estt.-I/PF/ 2123

Dated: 30/07/2020

ADVICE

In response to the appointment letter No.Gen.-1/3915/515 dated 29.01.2014, you had joined the services of this Institute on 03.03.2014(FN) to the post of Deputy Registrar in Academic Section on probation for a period of 02 years. As such your confirmation was due w.e.f.03.03.2016(FN) for which the matter was placed before the Board of Governors in its 39th meeting held on 05.04.2016 vide Agenda Item No. 39.15 but the Board deferred your confirmation due to your unsatisfactory performance towards the work and conduct. Therefore, the matter of your confirmation was again placed before the Board of Governors in its 43rd meeting held on 23.01.2018 vide Agenda Item No.43.34 and the Board deferred the item with the following decision:

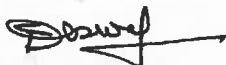
"This agenda item was deferred for being taken up in the next meeting of the Board of Governors."

Further, the matter of your confirmation was again placed before the Board of Governors in its 44th meeting held on 05.02.2018 vide agenda item No.44.6 and the Board decided as under:

"After detailed deliberations, the Board decided to constitute a single member Departmental Enquiry Committee and the Enquiry Officer be requested to enquire into the issues raised against Shri Pankaj Kumar Bayati under Clause-14/Clause-16 of CCS (CSA) as the case may and submit the report at the earliest. The Board further decided that the confirmation of Shri Pankaj Kumar Bayati be kept pending till the completion of the enquiry and decision of the Board."

The Board appointed Dr. P.Bapaiah, Registrar, Indian Institute of Science Education and Research (IISER), Mohali as Enquiry Officer for the purpose."

Accordingly, vide letter No.Esst.-1/1762 dated 10.04.2018, Dr. P.Bapaiah, Registrar, Indian Institute of Science Education & Research (IISER), Mohali was appointed as Enquiry Officer in the said matter. The Enquiry Officer had submitted his report on 10.10.2019 which was approved by the Board of Governors in its 52nd meeting held on 06.12.2019 vide Agenda Item No.52.16 with the following decision:



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

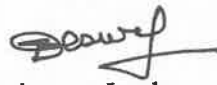
"The Enquiry Officer in his report has recommended that "No serious charges have been leveled against him for attracting even disciplinary proceedings. However due to Sh. Pankaj Kumar Bayati's ill behavior only led to the extension of his probation. Hence Sh. Bayati be advised to mend his ways to avoid repetition of such incidents."


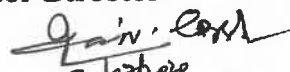
The Board considered and deliberated the report of the Enquiry Officer in detail and accepted the recommendations."

In view of the position as explained above, it is quite clear that you are not performing your duties as per existing structure of the Institute i.e. clearly indicated that you have needs to be mend your ways to avoid repetition of such incidents.

Therefore, you are hereby advised to serve with this Institute strictly in terms of the Code of Conduct notified by the Institute vide Notification No.Gen.-I/3865/5536 dated 31.07.2014, NIT Act-2007 (Ammended-2017) & NIT Statute, so that a good and healthy atmosphere may become at your working place.

Sh. Pankaj Kumar Bayati,
Deputy Registrar, Academic Section,
Through the Dean (Academic),
NIT, Kurukshetra.


Registrar Incharge
for Director

 
30/07/2020

BoG 53.20 Action taken on the minutes of BoG Agenda Item No. 52.13 regarding fixation of pay in respect of Assistant Professors recruited in the Pay Band of Rs.15600-39100 + AGP of Rs. 6000/- + 02 non-compounded increments against the Advt. No.14/2012 and Advt.No.05/2013.

The matter of Fixation of pay in the PB-3 of Rs.15600-39100 + AGP of Rs. 6000/- + 02 non-compounded increments in respect of Assistant Professors recruited in the year 2012 and 2013 was placed before the Board of Governors in its 51st meeting held on 19.09.2019 vide agenda item No.51.12 and the Board decided as under:

"The Board considered and discussed the matter in detail and decided that a committee of the following be constituted to examine the issue:

- i. Col. Sukhpal Singh, Registrar, NIT Uttarakhand
 - ii. Shri Sushil Kumar, Registrar, NIT Delhi
 - iii. Dr. Sarvesh Kumar Tiwari, Registrar, MNIT Allahabad
- Two members shall form a quorum for the meeting.*

The recommendations of the committee will be placed before the BoG in its next meeting."

The meeting of the above committee was held on 09.11.2019 in the Golden Jubilee Administrative Building, NIT, Kurukshetra. The committee recommended as under:

"1. For the faculty members appointed as Assistant Professor (on contract) in AGP of Rs.6000/-, the Basic Pay may be fixed by granting 02 non-compounding increments i.e. $2 \times 3\% = 6\%$ on: Rs.15600/- (Pay in Pay Band) + AGP Rs.6000/-.

Subsequent Annual Increments will be granted on the then existing Basic Pay.

Illustration:

Pay in Pay Band on appointment = Rs.15600/-

AGP = Rs. 6000/-

Two non-compounded increments = $(Rs.15600/- + Rs.6000/-) \times 6\% = Rs.1300/-$ (Rs.1296/- rounded off to Rs.1300/-).

Therefore, initial Basic Pay on appointment = Rs.15600/- + Rs.6000/- + Rs.1300/- = Rs.22900/-.

Basic Pay after First Annual Increment will be Rs.22900/- + 3% on Rs.22900/- = Rs.23590/-.

2. *On acquiring Ph.D degree, their services will be regularized on the same terms and conditions and in the same AGP i.e. Rs.6000/-, from the date of his/her initial appointment in the Institute as per MHRD, Govt. of India letter F.No.2-5/2017-TS.III dated 17th July, 2017.*

For further appointments to the posts carrying AGP Rs.7000/- or Rs.8000/- they will be required to apply as per the Recruitment Rules and NITs Statute.

3. *Any deviation in pay fixation and/or regularization in individual cases (if any) contrary to the recommendations made at Point No.1 and No.2 above, necessary corrective measures may be taken at the Institute level."*

The recommendation of the committee was placed before the BoG in its 52nd meeting held on 06.12.2019 for consideration. The Board decided as under:

"The Board considered and deliberated the report of the Committee in detail and decided to seek justification from the Committee for making the recommendations."

In view of the decision of the BoG taken in its 52nd meeting held on 06.12.2019, the members of the above Committee were requested vide letter No.Estt.-I/667 dated 27.01.2020 to provide the justification for making the said recommendations. The justification for the said recommendation of the Committee will be placed before the next BoG meeting for consideration.

In reference to the above letter dated 27.01.2020, the Committee had submitted its report on 11.03.2020. As per the reports of the Committee, all the members of the Committee have consulted the issue with each other through email and telephonically to resolve the matter. The committee has also taken the following references of letters such as UGC, CFTIs, other State Governments:

Reference 1: UGC letter F.No.1-2/2009(EC/PS)Pt.VII dated 10.06.2013 regarding grant of Non-Compounded increments on acquiring M.Phil/Ph.D degree.

As per above letter of UGC; the advance increments, on acquiring M.Phil/Ph.D. Degree shall be calculated on non-compounded basis but will be merged with the Basic Pay (Pay in the Pay Band+AGP).

Example:

If a candidate is appointed as an Assistant Professor in the Pay Band of Rs. 15600-39100+AGP Rs. 6000/- with a Ph.D degree acquired as per UGC norms, the calculation of 5 non-compounded increments admissible to him/her will be as under:

Pay in the Pay Band (PB)	Academic Grade Pay (AGP)	Basic Pay	Add 05 non-compounded increments @3% granted on acquiring Ph.D.	Total Basic Pay in the Pay band(1+4)
1	2	3	4	5
Rs. 15600/-	Rs. 6000/-	Rs. 21600/-	15% of Rs. 21600/- = Rs. 3240/-	Rs. 18840 + AGP

Allowances like DA etc. shall also be admissible on these increments.

Reference 2: Education Directorate, Govt. of West Bengal Memo No.986-ED/2016 dated 24.11.2016 regarding fixation of pay on the grant of non-compounded increments.

As per above Memo of Education Directorate, Govt. of West Bengal, the advance increments on acquiring the M.Phil/M.Tech Degree etc. shall be calculated on non-compounded basis but will be merged with the Basic Pay (Pay in the Pay Band+AGP).

Example:

If a candidate is appointed as an Assistant Professor in the Pay Band of Rs. 15600-39100+AGP Rs. 6000/- with a M.Phil degree or M.Tech Degree etc., the calculation of 2 non-compounded increments admissible to him/her will be as under:

Pay in the Pay Band (PB)	Academic Grade Pay (AGP)	Basic Pay	Number of increments @3% (i.e. Rs.648/- R/O to Rs.650/- in case of entry level) of Basic Pay admissible	Total Basic Pay in the Pay band (1+4+AGP)
1	2	3	4	5
Rs. 15600/-	Rs. 6000/-	Rs. 21600/-	2x3% of Col. 3 = 648/- 2x650/- = 1300/-	Rs.15600/-+ Rs.1300+ AGP