

Allowances like DA etc. as per state Government norms and annual increment shall also be admissible to these non-compounded advance increments.

Reference 3: Commissioner of Collegiate Education, Andhra Pradesh proceedings Rc.No.220/UGC.Pf.3/2012 dated 07.06.2013 regarding procedure for the calculation of increments for acquiring additional qualification (i.e. M.Phil/Ph.D etc.).

As per the above proceedings of the Collegiate Education, Andhra Pradesh; each non-compoundable increment has to be calculated separately and amount so arrived may be multiplied by number of increments to be sanctioned. Thereafter, the total amount may be merged with basic pay of the employee. Admissible allowances are allowed on such advance non-compounded increments.

Example:

The increments have to be calculated on Rs.15600+6000 AGP @3% i.e. Rs.648 rounded to 650. In the case a teacher is entitled for 5 non compounded increments the amount of Rs.650 has to be multiplied by 5(i.e. 650x5) equal to Rs. 3250/- and in case of two non-compoundable increments it has to be Rs.650x2= Rs.1300/-.

At last, the Committee resolved that the recommendations made by them in its earlier meeting held on 09.11.2019 is in the line of procedure followed by UGC and other State Governments. It is also relevant to mention here that other NITs are also following the similar pattern of pay fixation for their Assistant Professors. A copy of the reports is enclosed as Annexure – 53.20(i) from pages 180 to 182.

It may be mentioned here that the matter has been pending for long and, as a result, the regularization/confirmation of 47 nos. of Assistant Professor is pending. However, as per this procedure of the fixation of pay, only 07 nos. of

Assistant Professors whose AGP was upgraded from Rs.6000/- to Rs. 7000/- on regularization shall be affected and there will be no change on the fixation of Pay of other Assistant Professors. Further, there will be no financial liability on the Institute. A list of such Assistant Professors is enclosed as Annexure – 53.20(ii) on page 183.

In view of the above, it is proposed that *“the pay fixation of the Assistant professors recruited in the Pay Band-3 of Rs.15600-39100 + AGP of Rs.6000/- against the Advt.No.14/2012 and Advt.No.05/2013 may be done as per the recommendations of the Committee and its subsequent justification dated 11.03.2020.”*

NATIONAL INSTITUTE OF TECHNOLOGY, KURUKSHETRA

Dated:

Subject: Justification on the recommendation of the Committee dated 09.11.2019 for the fixation of pay of Assistant Professors recruited in the PB-3 of Rs.15600-39100+AGP of Rs. 6000/- +02 non-compounded increments against the Advt. No.14/2012 and Advt.No.05/2013.

The Board of Governors, NIT, Kurukshetra in its 51st meeting held on 19.09.2019 has constituted the following committee to examine 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:

1. Col. Sukhpal Singh, Registrar, NIT Utrakhnad
2. Shri Sushil Kumar, Registrar, NIT Delhi
3. Dr. Sarvesh Kumar Tiwari, Registrar, MNIT Allahabad

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."

With reference to above decision of the BoG of NIT, Kurukshetra; the Institute vide letter No.Estt.-I/667 dated 27.01.2020 has requested to the Committee to provide the justification for making the said recommendations. All the members of the Committee 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 |

Allowances like DA etc. as per state Government norms and annual increment shall also be admissible to these non-compounded advance increments.

Reference 3: Commissioner of Collegiate Education, Andhra Pradesh proceedings Rc.No.220/UGC.Pf.3/2012 dated 07.06.2013 regarding procedure for the calculation of increments for acquiring additional qualification (i.e. M.Phil/Ph.D etc.).


As per the above proceedings of the Collegiate Education, Andhra Pradesh; each non-compoundable increment has to be calculated separately and amount so arrived may be multiplied by number of increments to be sanctioned. Thereafter, the total amount may be merged with basic pay of the employee. Admissible allowances are allowed on such advance non-compounded increments.

Example:

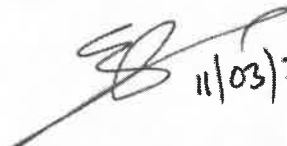
The increments have to be calculated on Rs.15600+6000 AGP @3% i.e. Rs.648 rounded to 650. In the case a teacher is entitled for 5 non compounded increments the amount of Rs.650 has to be multiplied by 5(i.e. 650x5) equal to Rs. 3250/- and in case of two non-compoundable increments it has to be Rs.650x2= Rs.1300/-.

In view of the above, it is resolved that the recommendations made by the committee on 09.11.2019 is in the line of procedure detailed by UGC and other State Governments.

Encl: References as Annexure


11/03/2020
(Sarvesh Kumar Tiwari)

(Sushil Kumar)


11/03/2020
(Col. Sukhpal Singh)

**NATIONAL INSTITUTE OF TECHNOLOGY
KURUKSHETRA-136119**

List of Assistant Professors appointed on contract basis in PB-3 of Rs. 15600-39100 + AGP of Rs. 6000/-+02 non compounded increments (Ref: Advt No. 14/2012 and Advt. No. 05/2013 and regularized in AGP of Rs. 7000/- from the date of acquiring of Ph.D Degree.

| Sr. No. | Name of Faculty & Deptt. | Date of Joining with AGP in Rs. | Date of Regularization with AGP in Rs. | Remarks |
|---------|---|--|---|--|
| 1. | Dr. Sudhanshu Choudhary Electronics & Comm. Engg. | 04.03.2013 AGP-6000/-+02 increments | 04.05.2013 AGP-7000/-+02 increments | ----- |
| 2. | Dr. Bhanu Pratap Electrical Engineering | 27.05.2013 AGP-6000/-+02 increments | 25.11.2013 AGP-7000/-+02 increments | ----- |
| 3. | Dr. Mantosh Biswas Computer Engineering | 06.09.2013 AGP-6000/-+02 increments | 16.01.2014 AGP-7000/-+02 increments | ----- |
| 4. | Dr. Giribabu Dyanamina Electrical Engineering | 23.09.2013 (AN) AGP-6000/-+02 increments | 20.09.2014 AGP-7000/-+02 increments | Relieved from the services of the Institute on 26.03.2019 |
| 5. | Dr. Jayaram Nakka Electrical Engineering | 14.11.2013 (AN) AGP-6000/-+02 increments | 20.09.2014 AGP-7000/-+02 increments | Relieved from the services of the Institute on 04.10.2018 |
| 6. | Dr. Joy Prakash Misra Mechanical Engineering | 13.09.2013 AGP-6000/-+02 increments | 20.09.2014 AGP-7000/-+02 increments | ----- |
| 7. | Dr. Rajneesh Mechanical Engineering | 06.02.2013 AGP-6000/-+02 increments | 11.12.2014 AGP-7000/-+02 increments | ----- |

Note: There will be no change on the fixation of Pay of other Assistant Professors appointed on contract basis in PB-3 of Rs. 15600-39100 + AGP of Rs. 6000/-+02 non compounded increments.

BoG 53.21 To decide the matter of Recruitment of Associate Professor against Advt. No.03/2018 in view of the orders of Hon'ble Division Bench of High Court of Punjab & Haryana, Chandigarh.

The Institute had advertised 36 nos. of posts of Associate Professor for various discipline of Engg. & Tech./Management/Applied Sciences etc. vide Advertisement No.03/2018 in terms of Recruitment Rules for Faculty mentioned in the Schedule-E of NIT Statute (Amended), 2017. Total 124 nos. of applications were received for all disciplines/ departments. The applications were screened by the Departmental Committees. Thereafter, the department-wise list of shortlisted candidates was prepared by the ACoFAR and the list of candidates to appear before the Selection Committee concerned was finalized in a combined meeting of ACoFAR with the senior-most Professors of respective Departments under the Chairmanship of the Director.

Total 45 nos. of applicants out of 124 nos. of applicants were found eligible. The interviews of the eligible candidates were scheduled during the period from 21.05.2018 to 23.05.2018 but due to stay orders passed on 07.05.2018 by Hon'ble High Court of Punjab & Haryana, Chandigarh in the CM No.6703 of 2018 in CWP No.5516 of 2018, the interviews could not be conducted.

Thereafter, the Hon'ble High Court has passed the following orders on 17.09.2018 are enclosed as Annexure – 53.21(i) from pages 188 to 205 in the CWP No.18805 of 2018 titled Dr. Ram Kumar Tittal and others Vs Union of India and others, CWP No.11055 of 2018 titled Dr. Ashwani and others Vs Union of India and others, CWP No. 5516 of 2018 titled Pankaj Verma and others Vs Union of India and others, CWP No.13974 of 2018 titled Dr. Ashwani and others Vs Union of India and others, CWP No.12384 of 2018 titled Dr. Amit Prakash and others Vs Union of India and others, CWP No.15088 of 2018 titled Dr. Avijit Kumar Paul and others Vs Union of India and others & CWP No.9240 of 2018 titled Dr. Ashwani and others Vs Union of India and another :

22. *As regards the plea taken by the respondent-Institute that there are total 299 sanctioned posts, out of which 176 posts have been filled up on regular basis and there are 123 vacant posts and thus, advertisement for recruitment of 36*

posts of Associate Professors in different departments posts was issued as there is acute shortage of academic staff in the Institute and the academic work of the Institute is suffering, and this Court had passed the interim order thereby staying the selection process, considering of the urgency explained in the matter, no purpose would be served by staying the selection process at this stage. Accordingly, the present writ petitions are being disposed of with the directions to the respondents: -

(1) To consider all the candidates, who have applied for the post of Associate Professors in response to the advertisement No.3/2018 (Annexure P/7) and decide their eligibility strictly in accordance with the advertisement and clarifications issued by MHRD on different dates regarding eligibility of the candidates and evaluating the Credit Points and to complete the selection process.

(2) It is made clear that the petitioners will be well within their rights to challenge the final list, if aggrieved and the appointments so made by the NIT shall be subject to the points raised in the writ petition.

23. *With these observations, all the writ petitions stand disposed of.*

In compliance to the aforesaid orders dated 17.09.2018 passed by Hon'ble High Court, the interviews for the post of Associate Professors in respect of the eligible candidates were scheduled during the period from 27.11.2018 to 30.11.2018. In the meantime the Petitioners had challenged the decision of Hon'ble High Court dated 17.09.2018 in Hon'ble Division Bench of High Court vide LPA No.1482 of 2018 (O&M) – Dr. Ashwani and others Vs Union of India and others & LPA No.1493 of 2018 (O&M) – Dr. Ram Kumar Tittal and others Vs Union of India and others and Hon'ble Division Bench of High Court had stayed the final result to the post of Associate Professors with the following interim orders passed on 09.10.2018 :

“The selection process for the appointment on the posts of Associate Professors may go on but no final result be published without leave of the Court.

A photocopy of this order be placed in the connected file.”

In view of the interim orders dated 09.10.2018, the interviews were conducted as per schedule i.e. from 27.11.2018 to 30.11.2018.

Thereafter, Hon'ble Division Bench of High Court of Punjab & Haryana, Chandigarh disposed of the LPA No.1482 of 2018 (O&M) & LPA No.1493 of 2018 (O&M) with the following orders on 05.12.2019 are enclosed as Annexure – 53.21(ii) from pages 206 to 214 :

“From the analysis of the above, it is evident that the 1st Statute as it stands today specifically Schedule-E, provides that the necessary qualification for appointment on the post of Associate Professor would be six years after Ph.D of which at least three years at the level of Assistant Professor with Academic Grade Pay of Rs.8,000/- or nine years total working experience, of which three years should be after Ph.D with at least three years at the level of Assistant Professor with Academic Grade Pay of Rs.8,000/-.

Apparently, no amendment under Section 26 of the Act of 2007 has been made in the Statute and while the Board of Governors of the respondent-institute has adopted the recommendations of the Anomaly Committee contained in letter dated 6.10.2017, the aforesaid adoption/amendment/ modification in the Statute has neither been previously approved by the Visitor nor has been forwarded to the Visitor for approval. Admittedly, there is no approval by the Visitor to the relaxation of qualification contained in letter dated 6.10.2017.

In view of the aforesaid facts and circumstances, we are of the considered opinion that the authorities were required to comply with the statutory provisions contained in the Act of 2007 and enforce the eligibility qualification/essential requirement, as mentioned in the Statute and that the authorities could not have implemented the relaxation in qualification contained in letter dated 6.10.2017 without amending the statutory provisions of the 1st Statute in accordance with the procedure prescribed in the Act of 2007.

Accordingly, the appeals filed by the appellants to the extent that the appellants have challenged the letter dated 6.10.2017 relaxing the academic/experience qualification contained in the Statute are hereby allowed and the letter is quashed. It is, however, made clear that this Court has not entered into the controversy raised by the rival parties regarding their

individual eligibility in accordance with the qualification prescribed, which may be looked into and decided by the Selection Committee while undertaking the procedure.

*The order passed by the learned Single Judge is set aside. The appeals are allowed to the extent indicated above and are disposed of with the direction to the authorities to take up the steps for appointment on the posts of Associate Professor in accordance with the provisions of the Statute, as it stands today. **It is clarified that the authorities would proceed to make appointments in terms of the advertisement no.3/2018 dated 10.1.2018 without applying the relaxation in qualification as contained in letter dated 6.10.2017.***

The MHRD, Govt. of India is in the process to file the Review Petition in Hon'ble High Court of Punjab & Haryana, Chandigarh for reviewing the decision dated 05.12.2019 as referred above.

In this context, it is submitted that there were total 11 nos. of internal candidates who had applied for the post of Associate Professor for various departments out of which one time relaxation in terms of MHRD, Govt. of India letter dated 06.10.2017 was granted to 09 nos. of internal candidates; whereas, 02 nos. of Internal Candidates were eligible without any relaxation, while considering their eligibility for recruitment to the post of Associate Professor against Advertisement No.03/2018. These two internal candidates (one each from Elect. Engg. Deptt. & Electronics & Comm. Engg. Department) are pressing hard to publish their results in terms of the decision of Hon'ble High Court of Punjab & Haryana, Chandigarh dated 05.12.2019. The recommendations of the respective Selection Committees have been kept in sealed covers. List of internal candidates with or without relaxation is enclosed as Annexure – 53.21(iii) on page 215.

In view of the above, Board of Governors may *consider and decide the matter of Recruitment of Associate Professors against Advertisement No.03/2018.*

CWP No.18805-2018
and other connected cases

1

**IN THE HIGH COURT OF PUNJAB AND HARYANA AT
CHANDIGARH**

1. **CWP No.18805-2018**
Date of decision : Sept. 17, 2018.
- Dr. Ram Kumar Tittal and othersPetitioners.
- Versus
- Union of India and others ...Respondents.
2. **CWP No.11055-2018**
- Dr. Ashwani and othersPetitioners.
- Versus
- Union of India and others ...Respondents.
3. **CWP No.5516-2018**
- Pankaj Verma and othersPetitioners.
- Versus
- Union of India and others ...Respondents.
4. **CWP No.13974-2018**
- Dr. Ashwani and othersPetitioners.
- Versus
- Union of India and others ...Respondents.
5. **CWP No.12384-2018**
- Dr. Amit Prakash and othersPetitioners.
- Versus

CWP No.18805-2018
and other connected cases

2

Union of India and others ...Respondents.

6. CWP No.15088-2018

Dr. Avijit Kumar Paul and othersPetitioners.

Versus

Union of India and others ...Respondents.

7. CWP No.9240-2018

Dr. Ashwani and othersPetitioners.

Versus

Union of India and another ...Respondents.

CORAM: HON'BLE MR. JUSTICE SHEKHER DHAWAN

**Argued by: Mr. Sanjay Kaushal, Sr. Advocate with
Mr. Anurag Goyal, Advocate
for the petitioners
(in CWP-9240, 11055, 12384, 18805-2018).**

Mr. Tribhuvan Dahiya, Advocate
for the petitioners (in CWP-5516-2018).

Mr. Chetan Mittal, Sr. Advocate with
Mr. Vishal Garg, Advocate
for respondent No.1 UOI.

Mr. Anil Chawla, Advocate
for respondent No.1 (in CWP-15088, 13974, 18805-2018).

Mr. Shivoy Dhir, Advocate
for respondent No.1 (in CWP-11055 and 12384-2018).

Ms. Sheenu Sura, Advocate,
for respondent No.1 (In CWP-9240-2018)

Mr. A.S.Virk, Advocate,
for respondent-National Institute of Technology, Kurukshetra.

CWP No.18805-2018
and other connected cases

3

SHEKHER DHAWAN, J.

The above titled seven writ petitions pertain to selection and appointment to the posts of Associate Professors in different disciplines in National Institute of Technology, Kurukshetra (hereinafter referred to as the "respondent-Institute"). As the common questions of law and facts are involved in all these cases, with the consent of the parties, the same are being taken up together, and are being disposed of by this common judgment. For facility of reference, facts are being taken from CWP No. 18805 of 2018 Dr. Ram Kumar Tittal and others Vs. Union of India and others.

2. Present writ petition under Articles 226/227 of the Constitution of India is for issuance of a writ in the nature of certiorari for quashing the impugned recommendations/advisories for the post of Associate Professors in the respondent Institute, dated 28th and 29th June, 2018, Annexure P/15 (Colly.); and for issuance of directions to the official respondents to follow the guidelines/clarifications issued by the Ministry of Human Resource Development (for short, "MHRD") alongwith the Statute and to consider the petitioners as eligible for the post of Associate Professors in the Grade Pay of Rs.9500/- by counting their experience as per the notifications/clarifications issued by MHRD and their credit points as per Note – 2 given in the Statute. Further, the respondents be restrained from giving their own interpretations to the clarification issued by MHRD. The respondent-Institute issued advertisements bearing No. 14/2012 and 5/2013 in the month of June, 2012 and April, 2013

...
respectively inviting applications for different posts of Assistant Professors. All the petitioners, who were qualified for the said post, i.e. Assistant Professors, applied for the same. They were called for interview and on the basis of their performance, their names were recommended for the post of Assistant Professors. The selection and appointment of the petitioners was on the basis of Model Recruitment Rules, 2011 wherein the post of Assistant Professor in the Grade Pay of Rs. 7000/- was a regular post with Ph.D. Qualification, whereas the post of Assistant Professor in the Grade Pay of Rs. 6000/- was a post on contract basis. However, after completion of Ph.D., the Assistant Professor appointed on contract basis in the Grade Pay of Rs.6000/- was supposed to be regularized.

3. In exercise of powers conferred by sub-section (1) of Section 26 of the National Institute of Technology Act, 2007 (for short, "the Act"), the Central Government with the prior approval of the visitor framed the 1st Statute for all the National Institute of Technology spread at different places in the country and under Statute 23, the procedure for appointment has been given. The very 1st Statute of NIT was thereafter amended vide notification dated 21.07.2007 and the promotion is to be as per Schedule-'E'. As per the 1st Statute (Amendment) 2017, Statute 23 (5) of the Principal Statute has been amended and the gist of the rule is that for appointment to the post of Associate Professors, one has to have Ph.D. Degree and six years of experience after Ph.D, out of which 3 years of experience should be as Associate Professor with Grade Pay of Rs.8000. The said mandatory rule has been given go-bye by the MHRD by way of

relaxing/one time relaxation vide letter dated 06.10.2017. The said letter is absolutely illegal, arbitrary and unconstitutional. On the basis of said letter, advertisement No. 3/2018 (Annexure P/7) was issued on 10.1.2018 whereby 36 posts of Associate Professors in the Grade Pay of Rs.9500 were advertised containing qualifications and experience and as per the said advertisement, Annexure P/7, a candidate was required to have Cumulative Essential 50 Credit Points (CECP) and the criteria for calculating the Credit Points was given in Note – 2.

4. Some of the petitioners challenged the sanctity of the advertisement as well as letter dated 6.10.2017 issued by MHRD and filed writ petitions. The action on the part of the respondents in making the selection process as opaque as possible, was challenged and vide order dated 7.5.2018 passed by this Court in CWP No.11055 of 2018, selection for the post of Associate Professor in the grade pay of Rs.9500 in pursuance to the advertisement Annexure P/8, was stayed.

5. In pursuance of the order passed by this Court on 7.5.2018, respondent-Institute uploaded a list of all the applicants for the post of Associate Professors in pursuance to the advertisement No. 3/2018 dated 10.1.2018 on the website. After uploading of list of eligible/ineligible candidates, the effected candidates were permitted to submit their response within two weeks and different committees were constituted for different subjects and finally while considering the objections raised by the petitioners, decisions were taken declaring them ineligible by putting the same reason of ineligibility i.e., inadequate experience or Credit Point less

than 50. The petitioners have also given the details of eligibility and experience of the candidates who are petitioners before this Court and who have been held to be ineligible despite the fact that they are otherwise eligible. Even the list of eligible candidates was not uploaded on the website for the reasons best known to the respondents and the present writ petition for quashing the impugned recommendations/advisories for the post of Associate Professors in the respondent Institute has been filed with further prayer to issue a writ in the nature of Mandamus directing the respondents to follow the guidelines/clarifications issued by the Ministry of Human Resource Development alongwith the Statute and to consider the petitioners as eligible for the post of Associate Professors in the Grade Pay of Rs.9500/- by counting their experience as per the notifications/clarifications issued by MHRD and their credit points as per Note – 2 given in the Statute. Petitioners have also sought directions to respondent no.1 to constitute a Special Committee so as to evaluate the advisories given by NIT and the reasoning therein and further the MHRD be directed to constitute its own Screening Committee and Interview Committee without any interference of respondents No. 4 and 5.

6. On these facts, contesting respondents No.1 to 6 have filed a joint written statement taking preliminary objections that the Government of India enacted the National Institute of Technology Act, 2007 in order to declare NITs to the Institution of National importance. All the appointments of the staff in every institute mentioned in the schedule of the Act has to be made in accordance with the Act as well the procedure laid down in the

statutes for all the NITs and the same was notified on 23.04.2009. The Ministry of Human Resource Development (MHRD), Government of India, framed the recruitment Rules. Statute 23 of the 1st statute was amended. The amendment in the 1st Statute of NIT and guidelines were placed before the Board of Governors in its 43rd meeting held on 23.01.2018. The respondent-institute issued advertisement No.3 of 2018 (Annexure R-2/1) whereby 36 (UR) posts of Associate Professors in various departments were advertised. It is also important to mention here that clarifications/amendment issued by MHRD are applicable to one and all and the petitioners cannot have any grievance on this account. The Screening Committees were formed for screening in accordance with the qualifications, experience and credit points as provided in the NIT Statute (Amended). 2017. There was three level screening and short listing of applicants as per the recruitment Rules and the same was followed. As the total number of eligible candidates in every department was very less, as such short listing amongst the eligible candidates was not necessitated. The recommendations of the AcoFAR were placed before the apex level Committee for consideration. As per the respondents, the petitioners are working as Assistant Professors in various departments and they had been appointed as Assistant Professors in AGP of Rs.7,000/- in the year 2013-2014 and have experience of 4-1/2 years. All the petitioners are not eligible for the posts of Associate Professor as per the advertisement Annexure R-2/1 either under 1st Statute amendment dated 21.07.2017 Annexure R-2/2 or under the letter dated 06.10.2017 Annexure R-2/3 issued by MHRD on

the recommendations of the Anomaly Committee as neither they are in the AGP of Rs.8,000/- nor they have requisite experience as internal candidate. Some of the petitioners filed CWP-9240-2018 in this Court and while issuing notice of motion therein, order was passed on 18.04.2018 "that the selection and appointment pursuant of the advertisement No.3 of 2018 would be subject to the result" of the writ petition. Similar order was passed by this Court in CWP-11055-2018 on 29.05.2018.

7. In compliance of order dated 29.05.2018 passed by this Court, list of all the applicants who had applied for the posts of Associate Professors in response to the advertisement No.3 of 2018 in various disciplines/ departments whether eligible or ineligible, was placed on the website of the institute on 11.06.2018. All the ineligible candidates were required to file their objections by 25.06.2018 either by E-mail or by speed post. In all, there were total 78 ineligible candidates in various disciplines/ departments, out of which only 30 candidates filed the objections. Their objections were to be considered by the concerned Screening Committee. Accordingly, the Screening Committee considered the objections of the ineligible and the recommendations of the Screening Committee were approved by the Director of the Institute on 13.07.2018. Out of total 299 sanctioned posts, 176 posts have been filled up on regular basis and there are 123 vacant posts and the existing vacancies are adversely effecting the working of the respondent-institute. In these circumstances, advertisement for recruitment of 36 posts of Associate Professors in different departments was issued. The respondents have prayed that the writ petition is without

any merit and the same be dismissed.

8. Learned senior counsel representing the petitioners, learned senior counsel representing Union of India and learned counsel appearing for other respondents have been heard at length.

9. Learned senior counsel for the petitioners contended that as per the advertisement issued for appointment to the 36 posts of Associate Professors, the qualification of Ph.D. plus three years' experience with Rs.8,000/- Grade Pay was required. The said Grade Pay was amended by circular of MHRD. As per Annexure P/2, petitioner Dr. Ashwani is in the Academic Grade Pay of Rs.7000/-. As per Schedule "E" attached to the notification dated 21.07.2017 (Annexure P/5), the following qualification is required:-

"Schedule 'E'

Qualification and other terms and conditions of appointment of Academic Staff.

| Sl No. | Designation, Pay Band and Academic Grade Pay | Essential Qualification | Essential Requirements | Cumulative Essential Credit Points |
|--------|---|-------------------------|--|------------------------------------|
| (1) | (2) | (3) | (4) | (5) |
| 1. | Associate Professor Pay Band-4 with Grade Pay of Rs.9500 with a minimum pay of Rs.42800 | Ph.D. | Six years after Ph.D. of which at least three years at the level of Assistant Professor with Academic Grade Pay of Rs.8000; Or nine years total working experience, of which three years should be after Ph.D., with at least three years at the level of Assistant Professor with Academic Grade Pay of Rs.8000 | 50 |

* The relevant qualifications, experience and other terms and conditions of selection are prescribed in Schedule 'E' of NITs Statute

amended 2017.

- * MHRD notification F.No. 33-9/2011-TS.III dated 6th October, 2017: regarding one time relaxation in relevant Recruitment Rules shall be applicable for promotion of existing Assistant Professor to Associate Professor of the NIT Kurukshetra.”

10. As per letter issued by MHRD dated 06.10.2017 (Annexure P/6), the Anomaly Committee has examined various issues and the approval was accorded as follows :-

| Sl. No. | Issues/ Anomalies | Recommendations approved |
|---------|--|---|
| (i) | Regarding promotion of existing Assistant Professor to Associate Professor | <p>The following one time relaxation in the relevant Recruitment Rules for existing faculty members are approved:-</p> <p>Schedule E (SI No.4 - pertaining to Associate Professor)</p> <p>(i) Six years after Ph.D of which at least three years at the level of Assistant Professor with Academic Grade Pay of Rs.8000/-</p> <p>may be read as</p> <p>Six years after Ph.D. At the level of Assistant Professor.</p> <p>(ii). An existing faculty member with 09 years total working experience, of which three years should be after Ph.D, with at least three years at the level of Assistant Professor with Academic Grade Pay of Rs.8000/-</p> <p>may be read as</p> <p>Nine years of total working experience with Ph.D at the level of Assistant Professor.</p> |

11. However, NIT, Kurukshetra issued list of ineligible candidates dated 22.05.2018 and in the remarks column, it was mentioned that that Credit Points are less than 50 in cases of Dr. Chalak Hanuman Devidas, Dr. Jashandeep Singh and Sh. Rajiv Kumar besides inadequate experience and against the name of Dr. Yogesh Aggarwal, it was mentioned "External Candidate" and there is no vacancy available.

12. Learned senior counsel for the petitioners further submitted that vide recommendations dated 28.06.2018 (Annexure P/15), the AcoFAR observed as under:-

“(a) The duration of work as Post-Doctoral Fellowship (PDF) such as DAAD, INSPIRE etc., done by a candidate in India or abroad is not to be counted as experience towards the essential experience requirement in terms of RR and subsequent MHRD clarifications.

(b) In the light of above (a), the credit points earned will only be counted after joining the service.”

13. Further clarifications in the matter were issued by MHRD vide Annexure P/20 dated 20th/23rd April, 2018 whereby it was clarified that the teaching and research experience in the reputed academic Institute or Research and Development Labs or relevant Industry may also be considered in case of Associate Professors as has been done in the case of other faculty position.

14. While arguing on these points, learned senior counsel representing the respondents contended that the National Institute of Technology (NIT), Kurukshetra having been enacted by Government of India under the National Institute of Technology Act, 2007, the appointments of the staff in every institute mentioned in the schedule of the Act has to be made as per the Schedule appended to the Act as well as procedure laid down in the Statute for all the NITs as notified on 23.04.2009. The recruitment rules were duly framed by MHRD. However, Statute 23 of the 1st Statute was amended vide notification dated 21.07.2017 and the amendment and guidelines were placed before the

Board of Governors in itself 43rd meeting held on 23.01.2018. Vide advertisement No.3 of 2018 (Annexure R-2/1), 36 posts of Associate Professors were advertised. The eligibility of the candidates was determined in accordance with the qualifications, experience and credit points. Screening and short listing of applicants was done at three different levels as per the recruitment Rules. All the petitioners were appointed as Assistant Professors in AGP of Rs.7,000/- in the year 2013-2014 and as such, they are not having the requisite experience rather, have experience of 4-1/2 years and hence the petitioners are not eligible for the posts of Associate Professor as per the advertisement Annexure R-2/1. In compliance of order dated 29.05.2018 passed by this Court, list of all the applicants who had applied for the posts of Associate Professors in response to the advertisement No.3 of 2018 in various disciplines/ departments whether eligible or ineligible, was placed on the website of the institute and the objections submitted by 30 candidates were considered by the concerned Screening Committee:

15. Learned counsel representing respondents No. 2 to 6 also took the plea that as per the orders issued by this Court on 29.5.2018, selection and appointment pursuant to the advertisement No. 3 of 2018 were stayed and in fact, that is adversely affecting the working of the Institute as they are causing shortage of academic staff. The selection process was strictly as per the Statute and recruitment rules of the Institute and guidelines issued by MHRD on different dates. Accordingly, all the eligible candidates are being called for interview.

16. Learned counsel representing respondents No. 2 to 6 has also contended that all the eligible candidates, as per the relevant rules and guidelines issued by MHRD on different dates, shall be called for interview. In case any person is still aggrieved, he/she shall be well within their rights to challenge the final selection list and the respondent-Institute be allowed to fill up the posts so that the academic work of the Institute may not suffer.

17. Learned senior counsel representing respondent No.1 also contended that respondent Institute be allowed to proceed further with the appointment process which is being held in accordance with the Statute/rules and guidelines issued by MHRD on different dates.

18. Having considered the submissions made by learned counsel for the parties and appraisal of the record, this Court is of the considered view that most of the facts are not disputed. The eligibility for appointment i.e., qualifications and experience for faculty recruitment in various departments as contained in advertisement No. 3/2018 (Annexure P/7) are as under:-

"(B) Qualifications and Experience for faculty recruitment in various Departments

| Sl No. | Designation, Pay Band and Academic Grade Pay | Essential Qualification | Essential Requirements | Cumulative Essential Credit Points |
|--------|--|-------------------------|------------------------|------------------------------------|
| (1) | (2) | (3) | (4) | (5) |

| | | | | |
|----|---|-------|---|----|
| 1. | Associate Professor Pay Band-4 with Grade Pay of Rs.9500 with a minimum pay of Rs.42800 | Ph.D. | Six years after Ph.D of which at least three years at the level of Assistant Professor with Academic Grade Pay of Rs.8000; Or Nine years total working experience, of which three years should be after Ph.D., with at lease three years at the level of Assistant Professor with Academic Grade Pay of Rs.8000 | 50 |
|----|---|-------|---|----|

- The relevant qualifications, experience and other terms and conditions of selection are prescribed in Schedule 'E' of NITs Statute amended 2017.
- MHRD notification F.No. 33-9/2011-TS.III dated 6th October, 2017: regarding one time relaxation in relevant Recruitment Rules shall be applicable for promotion of existing Assistant Professor to Associate Professor of the NIT, Kurukshetra."

19. All the candidates seeking appointment were required to have 50 Credit Points which are to be evaluated as per Credit Point System, mentioned in Note -2. The same is reproduced below:-

"Note - 2 Credit Point System

The following shall be the credit point system:-

| S. No. | Activity | Credit Points |
|--------|---|--|
| 1. | One external Sponsored Research and Development Projects completed or ongoing or patent granted | 8 credit points per project or 8 credit points per patent as inventor (in case of more than one person in a Project, the Principal Investigator gets 5 credit points and the rest to be divided equally among other members) |
| 2. | Consultancy Projects | 2 credit points @ Rs.5 lakhs of consultancy, subject to maximum of 10 credit points. |

| | | |
|----|--|---|
| 3. | Ph.D. completed (including thesis submitted cases) | 8 credit points per Ph.D. student (in case there are more than one supervisor, then the Guide (1st Supervisor) gets 5 credit points per student and the rest to be divided equally among other supervisors. |
| 4. | One Journal paper in Science Citation Index or Scopus (Paid Journals not allowed) | 4 credit points per paper since the last promotion. First author or Main Supervisor will get 2 credit points and rest will be divided among others. |
| 5. | One Conference paper indexed in Science Citation Index or Scopus or Web of science Conference or any internationally renowned conference | 1 credit point per paper up to a maximum of 10 credit points. First author or Main Supervisor will get 0.6 and rest will be divided amount the rest. |
| 6. | Head of the Department, Dean, Chief Warden, Professor Incharge (Training and Placement), Advisor (Estate), Chief Vigilance Officer, PI (Exam), TEQIP (Coordinator) | 2 credit points per semester up to a maximum of 16 credits points since the last promotion. |
| 7. | Warden, Assistant warden, Associate Dean, Chairman of Convener institute academic committees, Faculty In charge Computer Center or Information and Technology Services or Library or Admission or student activities and other Institutional activities. | 1 credit point per semester up to a maximum of 8 credit points since the last promotion. |
| 8. | Chairman and Convener of different standing committees and special committee (Ex officio status will not be considered). Faculty-in-charges (Each for one year duration) of different units or equivalent. | 0.5 credit point per semester up to a maximum of 3 credits points since the last promotion. |
| 9. | Departmental activities identified by head of the Department like lab in charges, or department level committee for a minimum period of one year. | 0.5 credit point per semesters up to a maximum of 3 credits points since the last promotion. |

| | | |
|-----|--|---|
| 10. | Workshop of Faculty Development Program or short terms courses of minimum of 05 working days duration offered as coordinator or convener. | 2 credit points per course up to a maximum of 8 credits points since the last promotion. |
| 11. | For conducting national programs like Global initiative of Academic Networks etc. as course Coordinator Program of two weeks duration. Program of one week duration. | 2 credit points per course up to a maximum of 4 credit points since the last promotion. 1 credit point per course up to a maximum of 2 credit points since the last promotion. |
| 12. | National or International conference organized as Chairman or Secretary. | 3 credit points per program up to a maximum of 6 credit points since the last promotion. |
| 13. | Length of service over and above the relevant minimum teaching experience required for a given cadre. | 2 credit points per semester with maximum of 10 credit points since the last promotion. |
| 14. | Establishment of New Lab(s). | 4 credit points since the last promotion. |
| 15. | Theory Teaching of over and above 6 credit hrs. course | 1 credit point or credit hrs. up to a maximum of 6 credit per points since the last promotion. |
| 16. | Post Graduate Dissertation guided | 0.5 credit point per project to a maximum of 10 credit points since the last promotion. |
| 17. | Under Graduate Projects | 0.25 credit point per project up to a maximum of 4 credit points since the last promotion. |
| 18. | Text or Reference Books published on relevant subjects from reputed international publishers. | 6 credit points per book up to a maximum of 18 credit points since the last promotion. |
| 19. | Text or Reference book published on relevant subjects from reputed national publishers or book chapters in the books published by reputed international publishers. | 2 credit points per unit up to a maximum of 6 credit points since the last promotion. |
| 20. | Significant outreach Institute out activities. | 1 credit point per activity up to a maximum of 4 credit points since the last promotion. |

| | | |
|-----|--|---|
| 21. | Fellow, IEEE, FNA, FNAE, FNASc | 10 credit points |
| 22. | Placement percentage (only for the placement cell officers of Faculty incharge of placement) | |
| | Above 85% | 4 credit points per year upto a maximum of 20 credit points since the last promotion. |
| | 75%-84% (% to be based on total number of students passing out and single job offer) | 2 credit points per year upto a maximum of 10 credit points since the last promotion. |

21. Thereafter MHRD has issued certain clarifications on the basis of recommendations of Anomaly Committee and these are certainly applicable to all the candidates applying for the said post and the respondent-Institute is bound to consider those qualifications and strictly follow them for appointment to the posts of Associate Professors and to call all the eligible candidates for interview and complete the selection process.

22. As regards the plea taken by the respondent-Institute that there are total 299 sanctioned posts, out of which 176 posts have been filled up on regular basis and there are 123 vacant posts and thus, advertisement for recruitment of 36 posts of Associate Professors in different departments posts was issued as there is acute shortage of academic staff in the Institute and the academic work of the Institute is suffering, and this Court had passed the interim order thereby staying the selection process, considering of the urgency explained in the matter, no purpose would be served by staying the selection process at this stage. Accordingly, the present writ petitions are being disposed of with the directions to the respondents:-

- (1) To consider all the candidates, who have applied for the

post of Associate Professors in response to the advertisement No. 3/2018 (Annexure P/7) and decide their eligibility strictly in accordance with the advertisement and clarifications issued by MHRD on different dates regarding eligibility of the candidates and evaluating the Credit Points and to complete the selection process.

(2). It is made clear that the petitioners will be well within their rights to challenge the final list, if aggrieved and the appointments so made by the NIT shall be subject to the points raised in the writ petition.

23. With these observations, all the writ petitions stand disposed of.

(SHEKHER DHAWAN)
JUDGE

September 17, 2018.
Komal/som

| | |
|------------------------------|-----|
| Whether speaking/reasoned? : | Yes |
| Whether reportable? : | Yes |

LPA No. 1482 of 2018 (O&M)

-1-

**IN THE HIGH COURT OF PUNJAB AND HARYANA
AT CHANDIGARH**

Date of decision: 5.12.2019

1. LPA No. 1482 of 2018 (O&M)
Dr. Ashwani and others .. Appellants
vs
Union of India and others .. Respondents
2. LPA No. 1493 of 2018 (O&M)
Dr. Ram Kumar Tittal and others .. Appellants
vs
Union of India and others .. Respondents

**Coram: Hon'ble Mr. Justice Ravi Shanker Jha, Chief Justice.
Hon'ble Mr. Justice Rajiv Sharma**

**Present Mr. Anurag Goyal and Ms. Supriya Arora, Advocates,
for the appellants.**

Mr. Amarjit Singh Virk, Advocate, for respondent no. 2-
National Institute of Technology, Kurukshetra
in LPA No. 1482 of 2018 and for respondent nos. 2 to 6
in LPA No. 1493 of 2018.

Mr. Puneet Jindal, Senior Advocate with
Mr. Raghav Kakkar, Advocate, for respondent nos. 3 to 6
in LPA No. 1482 of 2018.

Mr. Namit Gautam, Advocate, for respondent nos. 7 and 8
in LPA No.1493 of 2018.

Ravi Shanker Jha, Chief Justice

This appeal has been filed by the appellants being aggrieved by the order passed by the learned Single Judge dated 17.9.2018 in CWP No. 18805 of 2018 and connected matter. Since both the Letters Patent Appeals arise out of the same order and involve adjudication of common question and issue, these are heard and decided together.

The controversy involved in the present appeals relates to the process of promotion initiated by the respondent authorities for making

promotion from the post of Assistant Professor to the post of Associate Professor in the National Institute of Technology, Kurukshetra. In all 36 posts have been advertised for being filled up vide advertisement dated 10.1.2018. Learned Single Judge by the impugned order has disposed of the writ petitions by issuing the following directions:-

“(1) To consider all the candidates, who have applied for the post of Associate Professors in response to the advertisement No. 3/2018 (Annexure P/7) and decide their eligibility strictly in accordance with the advertisement and clarifications issued by MHRD on different dates regarding eligibility of the candidates and evaluating the Credit Points and to complete the selection process.”

(2). It is made clear that the petitioners will be well within their rights to challenge the final list, if aggrieved and the appointments so made by the NIT shall be subject to the points raised in the writ petition.”

Learned counsel appearing for the appellants submits that the appellants had filed CWP No. 9240 of 2018 challenging the implementation of letters dated 6.10.2017 and 30.11.2017 by which the authorities had relaxed the necessary qualification for promotion on the post of Associate Professor on the ground that they were in violation of the provisions of the National Institute of Technology Act, 2007 (for short, 'the Act of 2007') as well as the National Institute of Technology (Amendment) Statute 2017 and the Schedule notified under Schedule-E of the said Statute.

Learned counsel for the appellants submits that the said issue has not been adverted to by the learned Single Judge and by treating the impugned letters as one time relaxation, the process of promotion has been permitted to be completed.

Learned counsel for the appellants submits that the Statute duly notified by the authorities prescribed the necessary qualification for promotion on the post of Associate Professor to be six years after completion of Ph.D of which at least three years at the level of Assistant Professor with Academic Grade Pay of ₹ 8,000/- or nine years total working experience, of which three years should be after Ph.D with at least three years at the level of Assistant Professor with Academic Grade Pay of ₹ 8,000/-. It is submitted that the authorities totally ignoring the aforesaid qualifications mentioned in the Statute have relaxed the eligibility qualification prescribed therein. It is submitted that as per the impugned communication dated 6.10.2017 a one time relaxation has been provided by relaxing the qualification to six years after Ph.D at the level of Assistant Professor and nine years of total working experience with Ph.D at the level of Assistant Professor.

Learned counsel for the appellants submits that the letter dated 6.10.2017 is in contravention of the Statute notified by the authorities as well as being in violation of provisions of the Act of 2007, deserves to be quashed.

Learned counsel for the appellants submits that the authorities had no power to relax the Statute prescribing qualification by issuing the executive order or letter.

Learned counsel for the appellants submits that this aspect has not been dealt with by the learned Single Judge, hence, this appeal.

Learned counsel appearing for the Institute has opposed the submissions of the appellants and submitted that one time relaxation in qualification was provided for in view of the recommendations of an

anomaly committee after examining various issues and anomalies in the new recruitment rules. It is submitted that the said one time relaxation in qualification has also been approved by the Board of Governors of the Institute on 9.2.2018 vide Annexure R-2/4 and Annexure R-2/5. It is submitted that in such circumstances the Board of Governors being the competent authority has approved the relaxation as one time measure and therefore no fault can be found with the relaxation in the qualification made by the authorities and implemented by the Institute.

Learned counsel for respondent nos. 3 to 6 submits that the original 1st Statute framed under Section 26 of the Act of 2007 was amended vide Gazette Notification dated 21.7.2017 in exercise of powers conferred under Section 26(3) and Section 26(4) of the Act of 2007 with the prior approval of the Visitor. It is submitted that pursuant to the aforesaid amendment made in Clause 23 of the 1st Statute, the rules as approved by the Council or the Central Government have been made applicable for the purposes of appointment in the Institute. It is submitted that in the instant case, the impugned letter dated 6.10.2017 relaxing the qualification has been issued by the Central Government with the approval of the Chairperson of the Council in accordance with the provisions contained in Section 32(2)(b) of the Act of 2007. It is submitted that in such circumstances it is evident that the letter dated 6.10.2017 has the force of Statute and in fact amounts to amendment in the Statute in terms of the substituted and amended Clause 23(3) of the 1st Statute. It is submitted that the letter dated 6.10.2017 having the force of law in terms of the provisions of the 1st Statute as amended vide notification dated 21.7.2017 has rightly been directed to be implemented for the purposes of making promotion on

the post of Associate Professor.

We have heard learned counsel for the parties at length.

To appreciate the issues involved in the appeals, it is necessary to examine the provisions of the Act of 2007, specifically those relating to the notification and the provisions of the Statute. Section 26 of the Act of 2007 reads as under:-

“26. (1) The first Statutes of each Institute shall be framed by the Central Government with the prior approval of the Visitor and a copy of the same shall be laid as soon as may be before each House of Parliament.

(2) The Board may, from time to time, make new or additional Statutes or may amend or repeal the Statues in the manner provided in this section.

(3) Every new Statute or addition to the Statutes or any amendment or repeal of Statues shall require the previous approval of the Visitor who may grant assent or withhold assent or remit it to the Board for consideration.

(4) A new Statute or a Statute amending or repealing an existing Statute shall have no validity unless it has been assented to by the Visitor.”

The rule making power under the Act of 2007 vests with the Central Government and Section 32 (2)(b) of the Act of 2007 is in the following terms:-

“32. (1) xx xx xx

(2)(a) xx xx xx

(b) to lay down policy regarding cadres, methods of recruitment and conditions of service of employees, institution of scholarships and freships, levying of fees and other matters of common interest;”

From a bare perusal of the aforesaid provisions, it is evident that the 1st Statute, which was framed and notified by the Central

Government can be amended from time to time by the Board under Section 26(2) of the Act of 2007. Section 26 (3) of the Act of 2007 mandates that every addition, amendment or repeal of Statute shall require previous approval of the Visitor. Section 26(4) of the Act 2007 mandates that a new Statute or a Statute amending or repealing an existing Statute shall have no validity unless it has been assented to by the Visitor.

As stated in the preceding paragraphs and as contained in the amendment made in the 1st Statute vide notification dated 21.7.2017, it is clear that the qualification and other terms and conditions of appointment of academic staff whether by direct or promotion mode shall be as specified in Schedule-E and shall be made as per the Selection Committee specified therein. It is evident and clear from a bare perusal of amended provisions of Statute 23(5), Clause (a). Entry 4 in Schedule-E makes it further clear that for appointment on the post of Associate Professor either essential qualification of six years after Ph.D of which at least three years at the level of Assistant Professor with Academic Grade Pay of ₹ 8,000/- or nine years total working experience, of which three years should be after Ph.D, with at least three years at the level of Assistant Professor with Academic Grade Pay of ₹ 8,000/-.

It is evident from the record that nothing has been placed before this Court that the provisions of Schedule-E of the 1st Statute have been amended, modified or repealed under Section 26 of the Act of 2007. From a perusal of the impugned letter dated 6.10.2017, it is evident that the competent authority has given approval for relaxing the aforesaid qualification to six years after Ph.D at the level of Assistant Professor and nine years of total working experience with Ph.D at the level of Assistant

Professor. Paragraphs 5 and 6 of this letter require the recommendations of the Anomaly Committee to be adopted by the Board of Governors of the Institution and also clarifies that the aforesaid one time relaxation contained in the letter dated 6.10.2017 has been in accordance with the provisions of Section 32(2)(b) of the Act of 2007.

A perusal of the record indicates that the Board of Governors of the respondent-institute in its meeting held on 23.1.2018 has approved and adopted the recommendations contained in the letter dated 6.10.2017, as communicated / informed vide letter dated 9.2.2018, Annexures R-2/4 and R-2/5. Admittedly, there is nothing on record to indicate that Schedule-E, Entry-4 of the 1st Statute has been amended under Section 26 of the Act of 2007 after prior approval of the Visitor, which is mandatory under Sections 26(3) and 26(4) of the Act of 2007.

Apart from the above, as per paragraph 6 of the letter dated 6.10.2017, it is evident that one time relaxation approved by the competent authority has been issued under Section 32(2)(b) of the Act of 2007 which relates to and confer powers on the council constituted under the Act of 2007 to lay down a policy regarding cadres, methods of recruitment and conditions of service of employees, institution of scholarships and freeships, levying of fees and other matters of common interest. A bare reading of Section 32 of the Act of 2007 makes it clear that it does not relate to empowering the Council to amend the Statute which power has been specifically conferred on the Board under Section 26 of the Act of 2007 and which can be exercised after prior and previous approval of the Visitor. In fact, the provisions of Section 26 of the Act of 2007 are mandatory and also provide consequences of non-approval by the Visitor by clarifying and

specifying that no Statute without the approval of the Visitor would be valid under Section 26(4) of the Act of 2007 unless approved by the Visitor.

From the analysis of the above, it is evident that the 1st Statute as it stands today specifically Schedule-E, provides that the necessary qualification for appointment on the post of Associate Professor would be six years after Ph.D of which at least three years at the level of Assistant Professor with Academic Grade Pay of ₹ 8,000/- or nine years total working experience, of which three years should be after Ph.D with at least three years at the level of Assistant Professor with Academic Grade Pay of ₹ 8,000/-.

Apparently, no amendment under Section 26 of the Act of 2007 has been made in the Statute and while the Board of Governors of the respondent-institute has adopted the recommendations of the Anomaly Committee contained in letter dated 6.10.2017, the aforesaid adoption/ amendment/ modification in the Statute has neither been previously approved by the Visitor nor has been forwarded to the Visitor for approval. Admittedly, there is no approval by the Visitor to the relaxation of qualification contained in letter dated 6.10.2017.

In view of the aforesaid facts and circumstances, we are of the considered opinion that the authorities were required to comply with the statutory provisions contained in the Act of 2007 and enforce the eligibility qualification/ essential requirement, as mentioned in the Statute and that the authorities could not have implemented the relaxation in qualification contained in letter dated 6.10.2017 without amending the statutory provisions of the 1st Statute in accordance with the procedure prescribed in the Act of 2007.

Accordingly, the appeals filed by the appellants to the extent that the appellants have challenged the letter dated 6.10.2017 relaxing the academic/ experience qualification contained in the Statute are hereby allowed and the letter is quashed. It is, however, made clear that this Court has not entered into the controversy raised by the rival parties regarding their individual eligibility in accordance with the qualification prescribed, which may be looked into and decided by the Selection Committee while undertaking the procedure.

The order passed by the learned Single Judge is set aside. The appeals are allowed to the extent indicated above and are disposed of with the direction to the authorities to take up the steps for appointment on the posts of Associate Professor in accordance with the provisions of the Statute, as it stands today. It is clarified that the authorities would proceed to make appointments in terms of the advertisement no. 3/2018 dated 10.1.2018 without applying the relaxation in qualification as contained in letter dated 6.10.2017.

(Ravi Shanker Jha)
Chief Justice

5.12.2019
vs

(Rajiv Sharma)
Judge

Whether speaking/ reasoned

Yes/No

Whether Reportable

Yes/No

Recruitment of Associate Professors (Advt.No.03/2018)

| Sr. No. | Name of Department/Discipline | Tentative no. of posts | Total no. of eligible candidates (External & Internal) | No. of internal eligible candidates | |
|---------|-------------------------------|------------------------|--|-------------------------------------|-----------------|
| | | | | Without relaxation | With relaxation |
| 1. | Civil Engineering | - | - | - | - |
| 2. | Electrical Engineering | 03 | 04 | 01 | - |
| 3. | Mechanical Engineering | 01 | - | - | - |
| 4. | Production & Industrial Engg. | 01 | 04 | - | 03 |
| 5. | Computer Engineering | 05 | 05 | - | 01 |
| 6. | Information Technology | 05 | 02 | - | 01 |
| 7. | Electronics & Comm. Engg. | 08 | 05 | 01 | 02 |
| 8. | Physics | 02 | 11 | - | 02 |
| 9. | Chemistry* | - | - | - | - |
| 10. | Mathematics | 02 | 02 | - | - |
| 11. | Humanities | 01 | - | - | - |
| 12. | Business Administration | 03 | 03 | - | - |
| 13. | Computer Applications | 05 | 09 | - | - |
| | Total | 36 | 45 | 02 | 09 |

* For Sr. No. 9, only internal faculty members had applied as per Schedule 'E' of the NIT Statutes (Amended 2017).

Interview Schedule for the recruitment of Associate Professors (Ref. Advt. No. 03/2018).

| Sr. No. | Date & Day | Reporting Time | Department/ Discipline | No. of Candidates |
|---------|---------------------------|----------------|-------------------------------|-------------------|
| 1 | 27.11.2018 (Tuesday) | 08.30 A.M. | Production & Industrial Engg. | 04 |
| | | 10.30 A.M. | Electrical Engineering | 04 |
| | | 11.30 A.M. | Electronics & Comm. Engg. | 05+02* |
| 2 | 28.11.2018 (Wednesday) | 08.30 A.M. | Computer Applications | 09+01* |
| | | 11.30 A.M. | Computer Engineering | 05+01* |
| | | 03.00 P.M. | Information & Technology | 02+03* |
| 3 | 29.11.2018 (Thursday) | 08.30 A.M. | Mathematics | 02+03* |
| | | 09.30 A.M. | Physics | 11+04* |
| | | 02.30 P.M. | Business Administration | 03+01* |
| 4 | 30.11.2018 (Friday) | 08.30 A.M. | Chemistry | 05* |
| | | 11.30 A.M. | Humanities & Social Sciences | 01* |

*Provisionally allowed as per the decision of the Hon'ble High Court of Punjab & Haryana, Chandigarh.

BoG 53.22 To consider the relaxation in the educational qualifications for promotional posts in respect of existing non-teaching staff of the Institute.

The MHRD, Government of India vide OM No.F.35-5/2018-TS.III dated 20.02.2019 had forwarded the Recruitment Rules-2019 for the non-teaching, staff of NITs. Further, the MHRD, Govt. of India vide OM No.F.35-5/2018-TS.III dated 04.04.2019 had also forwarded the guidelines to all the NITs for implementation of Recruitment Rules-2019. The Recruitment Rules-2019 were adopted by the Board of Governors of the Institute vide its decision taken in the 50th meeting held on 20.06.2019 vide Agenda Item No.50.16.

It has been categorically mentioned in the OM dated 04.04.2019 that *“For the promotion of Non-Teaching employees who were recruited before the implementation of above mentioned RRs issued on 5th February, 2014 and 20th December, 2017, respectively, will continue to be governed by the same educational qualifications, which were prevalent before the respective RRs. However, such employees will have to undergo requisite skill test/trade test for future promotion(s) and up-gradation. Those who have been recruited as per the RRs issued on 5th February, 2014 and 20th December, 2017, respectively, will continue to be governed by the same.”*

After adoption of the Recruitment Rules-2019 efforts were made to promote the non-teaching staff as per the RRs-2019 and subsequent guidelines notified by the MHRD, Govt. of India vide OM No.F.35-5/2018-TS.III dated 20.02.2019 & OM No.F.35-5/2018-TS.III dated 04.04.2019. While the process of promotion to the non-teaching posts was being made then it was observed that some of the existing non-teaching employees does not fulfill the requisite educational qualifications for promotion in all the cadres from Lower to Higher stages concerning with the Group-C, Group-B & Group-A (Ministerial/Technical/ Supporting Staff etc.) in terms of the existing Recruitment Rules-2019. The designation of the existing posts in Lower Stage and designation of the respective

promotional posts in Higher Stage in the same Cadre as per the Recruitment Rules are as under:

| Sr. No. | Existing Designation In Lower Stage | Lower Stage Qualification | Promotional Designation In Higher Stage | Higher Stage Qualification |
|---------|---|--|---|--|
| 01. | Superintendent SG-I/ Superintendent SG-II/ Private Secretary. | Not Applicable Not Applicable Not Applicable | Assistant Registrar | Must possess at least Master's degree in any discipline or its equivalent from a recognized University/ Institute. |
| 02. | Assistant SG-I | Not Applicable | Superintendent | Must possess at least Bachelor's degree or its equivalent from a recognized University/ Institute. |
| 03. | Technical Assistant SG-I/ Technical Assistant SG-II | Not Applicable Not Applicable | Technical Officer | Must possess at least BE/B.Tech. in Mechanical Engg./ Electronics & Comm. Engineering from a recognized University/ Institute. |
| 04. | Assistant Engineer SG-I/Assistant Engineer SG-II | Not Applicable Not Applicable | Executive Engineer | Must possess at least BE/B.Tech. in Civil/Electrical Engg. from a recognized University/Institute. |
| 05. | Technician SG-I. | Not Applicable | Technical Assistant | Must possess B.E./B.Tech. in relevant subject or equivalent grade from a recognized University/ Institute. OR Diploma in Engineering in relevant field. |
| 06. | Technician | Must possess at least Senior Secondary with Science or Secondary and ITI Certificate of 2 years duration in appropriate trade. | Senior Technician | Must possess at least Senior Secondary with Science or Sr. Secondary and ITI Certificate of 1 Years duration in appropriate trade. OR Secondary and ITI Certificate of 2 years duration in appropriate trade. OR Diploma in Engineering of 3 years duration in the relevant field. |
| 07. | Office Attendant SG-II | Not Applicable | Junior Assistant | Must possess at least 10+2 and having proficiency in Computer Word Processing. |

It is relevant to mention here that the existing non-teaching employees have vast requisite experience for the promotion but due to inadequate requisite educational qualification they are not eligible for promotional posts to Higher Stage in the same Cadre. As such it is expected that they may not be able to improve their educational qualifications due to age factor and approaching superannuation.

In this context, the non-teaching employees of the Institute are requesting to relax the requisite qualifications for promotional posts to Higher

Stage in the same Cadre, so that their candidature can be considered by the competent authority for promotion as per proper procedure keeping in view their skill and long dedicated service in the Institute.

In view of the above, the Board may consider and decide the relaxation in the educational qualification for the promotion of non-teaching posts to Higher Stage in the same Cadre as one time measure for existing non-teaching employees.

BoG 53.23 To consider the relieving from services of the Institute in respect of Shri Vikash Kumar, Junior Assistant.

Vide letter No.Gen-1/3716/3856-61 dated 17.07.2018 is enclosed as Annexure – 53.23(i) from pages 223 to 225, Shri Vikash Kumar S/o Late Shri Ram Kishan has been appointed under compassionate ground on probation for a period of one year as Junior Assistant in Level-3 of Pay Matrix Rs.21700/- to Rs.69100/- (pre-revised PB-1:Rs.5200-20200 + GP of Rs.2000/-). By accepting the terms and conditions of appointment letter dated 17.07.2018, he resumed his duty on 18.07.2018(FN).

As per Clause-15 of his appointment letter dated 17.07.2018, he has to pass typing test on computer within a period of six months from the date of joining and annual increment will not be released till the clearance of typing test by him.

The Clause-15 as referred above is stated below:

“Your appointment is subject to the condition that you will have to pass typing test on computer within a period of six months with minimum typing speed of 35 words per minute and proficiency in computer word processing and spread sheet, and annual increment will not be released till you are not qualifying the typing test. Further, in exceptional circumstances, beyond the time limit of probation period as per rules, no chance will be granted to qualify the typing test and your appointment will automatically be cancelled.”

The detail of service record in respect of Shri Vikash Kumar from the date of joining is as under:

1. In response to this office letter No.Estt.-II/PF/6098 dated 18.12.2018 and office letter No.Estt.-II/PF/3317 dated 03.06.2019, the typing test was conducted on 16.01.2019 and 18.06.2019 in respect of Shri Vikash Kumar, Junior Assistant by the external expert but he could not qualify the typing test as per rules.
2. Vide letter No.Estt-II/PF/5765 dated 30.09.2019 is enclosed as Annexure – 53.23(ii) on page 226, the probation period of Shri Vikash Kumar to the post of Junior Assistant was extended for a period of six months from 18.07.2019 to 17.01.2020, subject to pass the typing test within the extended period of probation in terms of Clause-15 & Clause-16 of OM No.28020/3/2018-Estt.(C) dated 11.03.2019 issued by the Government of India, Ministry of Personnel, PG & Pensions, Department of Personnel & Training, New Delhi is enclosed as Annexure – 53.23(iii) from pages 227 to 234.

3. Many complaints have been received against Sh. Vikash Kumar during the period of probation. In response to the complaints received from the Dental Surgeon (Part Time) through Health Centre vide letter No.HC/2019/06 dated 02.01.2019 and from the Academic Section through e-mail dated 25.03.2019, letter received vide Diary No.2516 dated 23.04.2019 and letter No.Dean/2019/NIL dated 13.06.2019, an Institute Level Committee was constituted vide letter No.Estt.-II/3332 dated 04.06.2019 to look into the matter. The Committee submitted its report vide letter No.VKA/CA/1046 dated 25.07.2019 is enclosed as Annexure – 53.23(iv) from pages 235 to 238 with the following observations and recommendations:

“The committee met number of times and discussed the issue. The committee took views of Dean (Academic), DR (Academic), Supdt. (Academic), Dr.Richa Passi and gave hearing to Shri Vikash Kumar.

The Committee is of the view that the allegations against Shri Vikash Kumar are of serious nature and true. All complaints also prove that he is a recidivist.

After long deliberations on this issue, the committee recommends a stern action against Shri Vikash Kumar.”

Vide letter No.Estt.-II/PF/5766 dated 30.09.2019, Shri Vikash Kumar, Junior Assistant, Academic Section was warned to be careful in future and not to repeat such type of activities in future, failing which no leniency will be shown and strict disciplinary action will be taken against him as per rules.

4. During the extended period of probation from 18.07.2019 to 17.01.2020, vide office letter No.Estt.-II/PF/64 dated 06.01.2020, his typing test was conducted third time on 14.01.2020 by the external expert but he could not qualify the said typing test.
5. Vide this office letter No.Estt.II/PF/593 dated 17.01.2020 is enclosed as Annexure – 53.23(v) on page 239, the probation period in respect of Shri Vikash Kumar was extended for further six months from 18.01.2020 to 17.07.2020, subject to pass the typing test within the extended period of probation, failing which no further extension would be granted because the total period of probation cannot be extended double of the normal probation period in terms of OM No.28020/3/2018-Estt.(C) dated 11.03.2019 issued by the Government of India, Ministry of Personnel, PG & Pensions, Department of Personnel & Training, New Delhi.
6. Vide letter No.12(a)/DR(Academic)/2019/32 dated 29.11.2019 and communication through e-mail dated 02.01.2020 and dated 11.01.2020, the Deputy Registrar (Academic) has informed that Shri Vikash Kumar, Jr. Assistant, Academic Section is not punctual towards

office duty since his joining in Academic Section and he remains absent from his seat without any information or permission frequently for longer duration of half hour to three hours. He has been advised verbally many times by the Supdt., Deputy Registrar (Acad.), Dean (Academic) and other academic staff but there is no improvement in his attitude and behaviour. He remains absent from duty without sanctioning of leave by the competent authority and he does not apply for leave after resuming his duty after availing uninformed and un-sanctioned leave(s) and face difficulty to claim his salary. The act of Shri Vikash Kumar comes under gross disciplinary act and violets model Code of Conduct as applicable on staff of the Institute and his absence and attitude is causing serious deficiency in the work allocated to him and the Deputy Registrar (Acad.) has assigned the work of Shri Vikash Kumar to the other staff members which creates dissatisfaction among other staff members.

7. Again vide letter No.Acad./20/345 dated 22.06.2020, letter No.Acad./20/351 dated 27.06.2020 & letter No.Acad./20/369 dated 01.07.2020, the Deputy Registrar (Academic) has stated that Shri Vikash Kumar, Junior Assistant is not punctual towards his duties. He was advised verbally and in writing in past but there is no improvement in his attitude.
8. In response to the complaints received from the Deputy Registrar (Academic) vide letter No.12(a)/DR(Academic)/2019/32 dated 29.11.2019, letter dated 02.01.2020 through e-mail, letter dated 11.01.2020 through e-mail, letter No.Acad./20/345 dated 22.06.2020, letter No.Acad./20/351 dated 27.06.2020 & letter No.Acad./20/369 dated 01.07.2020, advisory has been issued to him vide letter No.Esst.-II/PF/2086 dated 28.07.2020 is enclosed as Annexure – 53.23(vi) on page 240.
9. Vide this office letter No.Esst.II/PF/1965 dated 23.07.2020 is enclosed as Annexure – 53.23(vii) on page 241, the probation period in respect of Shri Vikash Kumar has been extended beyond 02 years w.e.f.18.07.2020 till the decision of the Board of Governors as the Institute has been closed w.e.f.23.03.2020 to 31.07.2020 under exceptional circumstances due to COVID-19 pandemic in the Country.
10. In response to this office letter No.Esst.-II/PF/1965 dated 23.07.2020, his typing test was conducted fourth time on 28.07.2020 by the external expert but he could not qualify the said typing test.

In view of the position as explained above, it is clarified that in terms of Clause-15 & Clause-16 of OM No.28020/3/2018-Esst.(C) dated 11.03.2019 notified by the Ministry of Personnel, PG & Pensions, Department of Personnel & Training, Govt. of India, the period of probation in respect of an employee who is working on probation can't be extended more

than double of the normal period. The said Clause-15 & Clause-16 are re-produced 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. If the Appointing Authority thinks it fit, they may extend the period of probation of a Government servant by a specified period but the total period of probation should 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 a time.

In view of the position as explained in the foregoing paras, it is quite clear that Sh. Vikash Kumar S/o Late Sh. Ram Kishan was appointed to the post of Junior Assistant under compassionate ground on probation for a period of one year from the date of joining with a condition stated at Sr. No.15 of the appointment that he has to qualify the typing test as per rules within the period of probation and beyond the time limit of probation period as per rule, no chance will be granted to qualify the typing test and his appointment will automatically be cancelled. He had joined his duties on 18.07.2018(FN). His period of probation has been extended for every six months w.e.f.18.07.2019 to 17.01.2020, w.e.f.18.01.2020 to 17.07.2020 and subsequently w.e.f.18.07.2020 to till the decision of the Board of Governors due to COVID-19 pandemic. During the normal and extended period of probation (more than 02 years) he has been granted the 04 chances to qualify the typing test @ 35 words per minutes as per rules, but in all the 04 chances he could not qualify the requisite typing test. Further, no probation can be extended in any circumstances in terms of OM dated 11.03.2019 as referred above.

Accordingly, if agreed to, it is proposed that Sh. Vikash Kumar S/o Late Sh. Ram Kishan may be *relieved from the post of Junior Assistant*.



राष्ट्रीय प्रौद्योगिकी संस्थान, कुरुक्षेत्र

NATIONAL INSTITUTE OF TECHNOLOGY, KURUKSHETRA
Kurukshetra-136119 (Haryana)

Telephone No. 01744-238083 Fax: 01744-238050

No. Gen-1/3716/

Dated:

To

Mr. Vikas Kumar
S/o Late Shri Ram Kishan,
College Colony, Near Hostel No.1,
Kurukshetra - 136118

Subject: Offer of appointment to the post of Junior Assistant in the Institute.

Sir,

With reference to your request for appointment under compassionate ground and on the recommendations of the committee constituted for the said purpose, the Competent Authority of the Institute is pleased to offer you the appointment to the post of Junior Assistant in the Institute in the level-3 of Pay Matrix Rs. 21700/- to 69100/- (Pre-revised Pay Band-1: Rs. 5200/- to 20200/- + GP 2000/-). Your basic pay will be fixed as the rules of the Institute.

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.
3. At the time of your joining the post, you will be required to produce all original certificates in respect of your qualifications mentioned in your application form including date of birth.
4. You will be on probation for a period of one year 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 salary 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.

17/07/18

Jain
18/07/2018

SSS-II (Gen.) Gen-1

18/07/18

57-421



5. After satisfactory completion of your initial or extended probation period, as the case may be, your services will be confirmed and you will be regularized on the post.
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 may be posted to any Department/Section/Office of the Institute.
7. You will 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 the 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.
9. You will be governed by the Central Civil Services Rules for Medical facility, Leave facility, Conduct and Disciplinary etc. unless amended by the Institute.
10. You will 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 will be required to give three months notice or make payment of pay and allowances in lieu thereof.
13. If retention of your services is considered undesirable by the Institute on medical grounds certified by a Medical Authority nominated by the Competent Authority, 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.
14. You are required to give an undertaking in writing on non-judicial paper with remarks that you will maintain properly the other family members who were dependent on the Government servant in question and in case it is proved subsequently (at any time) that the family members are being neglected or are not being maintained properly by you, your appointment may be terminated forthwith.
15. Your appointment is subject to the condition that you will have to pass typing test on computer within a period of six months with minimum typing speed of 35 words per minute and proficiency in computer word processing and spread sheet, and annual increment will not be released till you are not qualifying the typing test. Further, in exceptional circumstances, beyond the time limit of probation period as per rules, no chance will be granted to qualify the typing test and your appointment will automatically be cancelled.



16. If the offer of appointment is acceptable to you on the above terms and conditions, you will have to send your formal acceptance immediately, maximum within a fortnight from the date of receipt of the offer letter, and join the post within one month from the date of receipt of the appointment letter failing which the offer of appointment will stand cancelled automatically without assigning any reasons.

Note: Your appointment is subject to the condition that you will have to pass typing test on computer within a period of six months and annual increment will not be released till you are not qualify the typing test.

If this offer is acceptable to you on the above terms and conditions, you are required to send your formal acceptance immediately, maximum within a fortnight from the date of receipt of this letter, and join the post at the earliest latest by **17.08.2018**, failing which the offer of appointment will stand cancelled automatically without assigning any reasons. Further, you are hereby posted in Academic Section of the Institute and you will have to submit your joining to GA Section through the concern head of the Section.

Yours faithfully,

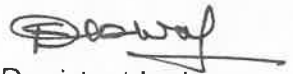
Sd/-
Registrar Incharge

Endst. No. Gen-1/3716/ 3857-3861

Dated: 17/07/18

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

1. Dean (Academic)
2. Sr. Medical Officer
3. Deputy Registrar (Accounts)
- ✓ 4. Dy. Registrar (GA & Legal)
5. Assistant Engineer (Civil)


Registrar Incharge

NATIONAL INSTITUTE OF TECHNOLOGY
KURUKSHETRA-136119

No.Estt.-II/PF/ 5765

Dated: 30/09/19

In continuation to your appointment letter No.Gen-1/3716/3856-61 dated 17.07.2018, your probation period to the post of Junior Assistant is hereby extended from 18.07.2019 to 17.01.2020, subject to pass the typing test within the extended period of probation.

Jain
30/09/2019
Assistant Registrar (GA)
for Director
O/c
30/9/19

Shri Vikash Kumar,
Junior Assistant,
Academic Section,
NIT, Kurukshetra.

Copy to:

Dean (Academic), NIT, Kurukshetra.

Entered

May please be seen before issue.

Jt. Registrar (GA) *R.M.*
30/09/19

Jain
30/09/2019

No.28020/3/2018-Estt.(C)
Government of India
Ministry of Personnel, PG & Pensions
Department of Personnel & Training

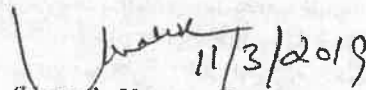
North Block, New Delhi
Dated: 11th March, 2019

OFFICE MEMORANDUM

Subject: Master Circular on Probation/Confirmation in Central Services- reg.

The undersigned is directed to refer to this Department's O.M.No.28020/1/2010-Estt.(C) dated 21.07.2014 wherein consolidated instructions on Probation/Confirmation were issued.

It has been decided to further consolidate/modify the instructions/guidelines in relation to probation and confirmation as a Master Circular to provide clarity and ease of reference. The Master Circular issued vide O.M. dated 21.07.2014 has been suitably updated as on date and the same is enclosed. The list of O.M.s which have been referred for consolidation of instructions for this Master Circular is at Appendix.


11/3/2019
(Umesh Kumar Bhatia)
Deputy Secretary to the Government of India
Telefax: 23094471

Copy to:
All Ministries/Departments of Government of India.

Copy to:

- (I) The President's Secretariat, New Delhi.
- (II) The Vice-President's Secretariat, New Delhi.
- (III) The Prime Minister's Office, New Delhi.
- (IV) The Cabinet Secretariat, New Delhi.
- (V) The Rajya Sabha Secretariat, New Delhi.
- (VI) The Lok Sabha Secretariat, New Delhi.
- (VII) The Controller and Auditor General of India, New Delhi.
- (VIII) The Secretary, Union Public Service Commission.
- (IX) The Secretary, Staff Selection Commission.
- (X) All Attached offices under the Ministry of Personnel, Public Grievances and Pensions.
- (XI) All Officers and Sections in the Department of Personnel & Training.

O/C

W

- 228 -

MASTER CIRCULAR ON PROBATION AND CONFIRMATION IN CENTRAL SERVICES

PROBATION

1. A person is appointed on probation in order to assess his suitability for absorption in the service to which he has been appointed. Probation should not, therefore, be treated as a mere formality. No formal declaration shall be necessary in respect of appointment on probation. The appointing authority may declare successful completion or extend the period of probation or terminate the services of a temporary employee on probation, on the basis of evaluation of performance.
2. Probation is prescribed when there is direct recruitment, promotion from one Group to another or for officers re-employed before the age of superannuation. The probation shall stand successfully completed upon issue of orders in writing. It is, however, not desirable that a Government servant should be kept on probation for long periods.
3. Instead of treating probation as a formality, the existing powers to discharge probationers should be systematically and vigorously used so that the necessity of dispensing with the services of employees at later stages may arise only rarely.
4. Concentration of attention on the probationer's ability to pass the probationary or the departmental examination, if applicable, should be an essential part of the qualification for confirmation but there should be a very careful assessment of the outlook, character and aptitude for the kind of work that has to be done in the service before a probationer is confirmed.
5. A probationer should be given an opportunity to work under more than one officer during this period and reports of his work may be obtained from each one of those officers. The probation reports for the whole period may then be considered by a Board of senior officers for determining whether the probationer concerned is fit to be confirmed in service. For this purpose, separate forms of report should be used, which are distinct from the usual Annual Performance Appraisal Report (APAR) forms. The probation period reports, unlike APAR, are written to help the supervising officer to concentrate on the special needs of probation and to decide whether the work and conduct of the officer during the period of probation or the extended period of probation are satisfactory enough to warrant his further retention in service or post. The probation period reports thus do not serve the purpose for which the APARs are written and vice versa. Therefore, in the case of all probationers or officers on probation, separate probation period reports should be written in addition to the usual APARs for the period of probation.
6. Save for exceptional reasons, probation should not be extended for more than a year and in no circumstance an employee should be kept on probation for more than double the normal period.

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7. A probationer, who is not making satisfactory progress, should be informed of his shortcomings well before the expiry of the original probationary period so that he can make special efforts at self-improvement. This can be done by giving a written warning to the effect that his general performance has not been such as to justify his confirmation and that, unless he shows substantial improvement within a specified period, the question of discharging him would have to be considered. Even though this is not required by the rules, discharge from the service being a severe, final and irrevocable step, the probationer should be given an opportunity before taking the drastic step of discharge.

8. During the period of probation, or any extension thereof, candidates may be required by the Government to undergo such courses of training and instructions and to pass examinations, and tests (including examination in Hindi) as the Government may deem fit, as a condition for the satisfactory completion of probation.

MANDATORY INDUCTION TRAINING

9. In all cases of direct recruitment there should be a mandatory induction training of at least two weeks duration. Successful completion of the training may be made a pre-requisite for completion of probation. The syllabus for the training may be prescribed by the Cadre authorities in consultation with the Training Division of DOPT. The recruitment rules for all posts, wherever such a provision does not already exist, may be amended to provide for such mandatory training. Till such time as the Recruitment Rules are amended, a clause on the above lines may be included in the offer of appointment.

PERIOD OF PROBATION

10. The period of probation is prescribed for different posts/services in Central Government on the following lines:

| S.No. | Method of appointment | Period of Probation |
|------------------|---|---|
| PROMOTION | | |
| 1. | Promotion from one grade to another but within the same group of posts e.g. from Group 'C' to Group 'C' | No probation. |
| 2. | Promotion from one Group to another e.g. Group 'B' to Group 'A' | The period of probation prescribed for the direct recruitment to the higher post. If no period is prescribed then it should be 2 years. |

| DIRECT RECRUITMENT | | |
|--------------------|--|-----------------------|
| 3. | (i) For direct recruitment to posts except clause (ii) below (ii) For direct recruitment to posts carrying a Grade Pay of Rs. 7600 or above or to the posts to which the maximum age limit is 35 years or above and where no training is involved Note: Training includes 'on the job' or 'Institution training' | 2 years 1 year |
| 4. | Officers re-employed before the age of superannuation | 2 years |
| 5. | Appointment on contract basis, tenure basis, re-employment after superannuation and absorption | No probation. |

(A) DIRECT RECRUITMENT TO ANOTHER POST IN SAME OR DIFFERENT DEPARTMENT

If a Government servant is appointed to another post by direct recruitment either in the same department or a different department, it may be necessary to consider him for confirmation in the new post in which he has been appointed by direct recruitment irrespective of the fact that the officer was holding the earlier post on a substantive basis. Further confirmation in the new entry grade becomes necessary because the new post may not be in the same line or discipline as the old post in which he has been confirmed and the fact that he was considered suitable for continuance in the old post (which was the basis for his confirmation in that post) would not automatically make him suitable for continuance or confirmation in the new post., the job requirements of which may be quite different from those of the old post.

(B) PROMOTION

- (i) Persons who are inducted into a new service through promotion shall also be placed on probation. There shall be no probation on promotion from one grade to another but within the same group of posts, except when the promotion involves a change in the Group of posts in the same service, e.g., promotion from Group 'B' to Group 'A' in which case the probation would be for the prescribed period.
- (ii) Consequent upon the decision of delinking confirmation from the availability of permanent posts it was also decided that if the recruitment rules do not prescribe any probation, an officer appointed/promoted on regular basis (after following the prescribed DPC procedure, etc.) will have all the benefits that a person confirmed in that grade would have.

LEAVE TO PROBATIONER, A PERSON ON PROBATION

11. A probationer shall be entitled to leave under the provisions of the Rule 33 of the CCS (Leave) Rules, 1972. If, for any reason, it is proposed to terminate the services of a probationer, any leave which may be granted to him shall not extend;

- I. beyond the date on which the probationary period as already sanctioned or extended, expires, or
- II. beyond any earlier date on which his services are terminated by the orders of an authority competent to appoint him.

12. A person appointed to a post on probation shall be entitled to leave under these rules as a temporary or a permanent Government servant according as his appointment is against a temporary or a permanent post; Provided that where such person already holds a lien on a permanent post before such appointment, he shall be entitled to leave under these rules as a permanent Government servant.

13. As far as the matter of Child Care Leave to probationers is concerned, CCL should not ordinarily be granted during the probation period except in case of certain extreme situations where the leave sanctioning authority is fully satisfied regarding the need of Child Care Leave to the probationer. It may also be ensured that the period for which this leave is sanctioned during probation is minimal. Further the other provisions contained in Rule 43-C of the CCS (Leave) Rules, 1972 will also apply.

14. Joining Time is granted to Government servants on transfer in public interest. The period of joining time availed by a probationer on return from leave should be counted towards the prescribed period of probation if but for the leave, he would have continued to officiate in the post to which he was appointed.

EXTENSION OF PROBATION PERIOD

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. If the Appointing Authority thinks it fit, they may extend the period of probation of a Government servant by a specified period but the total period of probation should 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 a 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 completed the probation satisfactorily.

18. Some employees are not able to complete the probation on account of availing leave for long duration during probation period. In such cases if an employee does not complete 75% of the total duration prescribed for probation on account of availing any kind of leave as permissible to a probationer under the Rules, his/ her probation period may be extended by the length of the leave availed, but not exceeding double the prescribed period of probation.

TERMINATION OF PROBATION

19. The decision whether an employee should be confirmed or his probation be extended should be taken soon after the expiry of the initial probationary period that is within six to eight weeks, and communicated in writing to the employee together with reasons, in case of extension. A probationer who is not making satisfactory progress or who shows himself to be inadequate for the service in any way should be informed of his shortcomings well before the expiry of the original probationary period so that he can make special efforts at self-improvement.

20. On the expiry of the period of probation, steps should be taken to obtain the assessment reports on the probationer so as to: -

- (i) Confirm the probationer/issue orders regarding satisfactory termination of probation, as the case may be, if the probation has been completed to the satisfaction of the competent authority; or
- (ii) Extend the period of probation or discharge the probationer or terminate the services of the probationer as the case may be, in accordance with the relevant rules and orders, if the probationer has not completed the period of probation satisfactorily.

21. In order to ensure that delays do not occur in confirmation, timely action must be initiated in advance so that the time limit is adhered to.

22. If it appears to the Appointing Authority, at any time, during or at the end of the period of probation that a Government servant has not made sufficient use of his opportunities or is not making satisfactory progress, the Appointing Authority may revert him to the post held substantively by him immediately preceding his appointment, provided he holds a lien thereon or in other cases may discharge or terminate him from service.

23. A Probationer reverted or discharged from service during or at the end of the period of probation shall not be entitled to any compensation.

143'

CONFIRMATION

24. Confirmation is de-linked from the availability of permanent vacancy in the grade. In other words, an officer who has successfully completed the probation, as prescribed under relevant rules, may be considered for confirmation. Consequent upon the above decision of delinking confirmation from the availability of permanent posts, it emerges that confirmation will be done only once in the service of an officer which will be in the entry grade post/service/cadre provided further confirmation shall be necessary when there is fresh entry subsequently in any other post/service/cadre by way of direct recruitment or otherwise. A specific order of confirmation should be issued when the case is cleared from all angles.

25. If, during the period of probation or any extension thereof, as the case may be, the Government is of the opinion that an officer is not fit for permanent appointment, the Government may either discharge or revert the officer to the post held by him prior to his appointment in the service, as the case may be.

26. Where probation on promotion is prescribed, the appointing authority will on completion of the prescribed period of probation assess the work and conduct of the officer himself and in case the conclusion is that the officer is fit to hold the higher grade, he will pass an order declaring that the person concerned has successfully completed the probation. If the appointing authority considers that the work of the officer has not been satisfactory or needs to be watched for some more time he may revert him to the post/service/cadre from which he was promoted, or extend the period of probation, as the case may be. There should be no hesitation to revert a person to the post or grade from which he was promoted if the work of the officer during probation has not been satisfactory.

27. The date from which confirmation should be given effect is the date following the date of satisfactory completion of the prescribed period of probation or the extended period of probation, as the case may be. The decision to confirm the probationer or to extend the period of probation as the case may be should be communicated to the probationer normally within 6 to 8 weeks. Probation should not be extended for more than a year and, in no circumstance, an employee should be kept on probation for more than double the normal prescribed period of probation. The officer will be deemed to have successfully completed the probation period if no order confirming, discharging or reverting the officer is issued within eight weeks after expiry of double the normal period of prescribed probation.

28. A Government servant appointed by transfer would duly have been confirmed in the earlier post. In such a case further confirmation in the new post would not be necessary and he could be treated as permanent in the new post. However, where a Government servant who has not already been confirmed in the old post is appointed by transfer, it would be necessary to confirm him in the new post. In such cases, he may be considered for confirmation after watching him for two years. During that period of two years, the officer would earn two reports in the new grade and the DPC may consider his case for confirmation on the basis of these APARs.

APPENDIX

| Sl. No. | O.M. No. | Subject |
|---------|--------------------------------------|---|
| 1. | 28020/1/2017-Estt(C) dt. 09.10.17 | Extension of Probation on account of availing Leave during Probation period. |
| 2. | 28020/1/2010-Estt(C) dt. 30.10.14 | Introduction of Mandatory Induction Training for Probation Clearance |
| 3. | 28020/1/2010-Estt(C) dt. 21.07.14 | Consolidated Instructions on Probation/ Confirmation in Central Services |
| 4. | 18011/1/2010-Estt(C) dt. 30.08.10 | Timely confirmation in various Central Civil Services |
| 5. | 18011/2/98-Estt(C) dt. 28.08.98 | Timely confirmation in various Central Civil Services |
| 6. | 21011/1/94-Estt(C) dt. 20.04.95 | Probation in various Central Services |
| 7. | 20011/5/90-Estt(C) dt. 04.11.92 | Delinking seniority from confirmation |
| 8. | 18011/3/88-Estt(D) dt. 24.09.92 | Confirmation of persons appointed on transfer basis in the light of revised confirmation procedure |
| 9. | 21011/2/89-Estt(C) dt. 26.04.89 | Probation in the case of direct recruits appointed to posts where upper age limit is 35 years and above |
| 10. | 18011/1/86-Estt(D) dt. 28.03.88 | Simplification of confirmation procedure- Delinking seniority from confirmation. |
| 11. | 21011/3/83-Estt(C) dt. 05.12.84 | Probation in various Central Services |
| 12. | 21011/3/83-Estt(C) dt. 24.02.84 | Probation in various Central Services |
| 13. | 21011/2/80-Estt(C) dt. 19.05.83 | Probation in various Central Services |
| 14. | 44/1/59-Ests(A) dt.15.04.59 | Paper on Probation in various all India and Central Services- Circulation of recommendations to Ministries etc. |
| 15. | S.O. No. 940 dated 08.04.1972 | CCS(Leave) Rules, 1972 |

Dated... 21-8-19

OFFICE OF THE CHIEF ADVISOR
NATIONAL INSTITUTE OF TECHNOLOGY
KURUKSHETRA-136119

No. VKA/CA/1047

Dated 25.07.2019

Please find enclosed herewith report of Inquiry committee in respect of shri Vikash Kumar, Junior Assistant, Academic Section.

All the relative documents received from GA Section are also enclosed (Page No. 1-20).

V.K. Arora
25/7/19

Director

Pl. put up on file as per rules, as directed by Hon'ble Director on the Report of the Fact Finding Committee.

25/7/19

DR (Int & C)

21/08/19

AB (GA)

Jan
21/08/19

Est-II

OFFICE OF THE CHIEF ADVISOR
NATIONAL INSTITUTE OF TECHNOLOGY
KURUKSHETRA-136119

No. VKA/CA/1046

Dated 25.07.2019

The Competent authority had constituted an Institute level Fact Finding Inquiry Committee, consisting of the following to inquire into the complaint against Shri Vikash Kumar, Junior Assistant, Academic Section and reply submitted by him:

- | | |
|---|----------|
| 1. Prof. V. K. Arora Chief Advisor, NIT Kurukshetra | Chairman |
| 2. Prof. Rajendra Kumar Dean (SW), NIT Kurukshetra | Member |
| 3. Prof. Arun Goel Dean (FW), NIT Kurukshetra | Member |

Consequently another letter No. Estt-II/4105, dated 18.07.2019 containing more complaints were received.

The committee went through all the complaints. The summary of all the complaints against Shri Vikash Kumar is presented below:

I) Complaint No. 1, dated 25.03.2018 (Page No. 5)

In this complaint Sh. Pankaj Bayati, DR (Academic) alleged that:

- i) Sh. Vikash Kumar does not perform his duty satisfactorily.
- ii) He remains absent from his seat most of the times.
- iii) He often takes leaves without prior permission.
- iv) He does not have sound state of mind.
- v) His behaviour is not appropriate with the students.
- vi) He is not punctual.

Further Shri Bayati suspected that Shri Vikash Kumar remains in drug addiction state and remains absent from his seat for extraordinary duration. Shri Bayati also stated that one day when he advised Shri Vikash Kumar to be sincere and punctual towards his duty then Shri Vikash Kumar threatened him that he will commit suicide and put blame on him.

[Handwritten signatures]

II) Complaint No.2, dated 13.04.2019 (Page No. 10)

In this complaint Shri Aman Raj, a final year B. Tech (CSE) student alleged that Shri Vikash Kumar borrowed Rs. 1,000 from him and in spite of his repeated requests, Shri Vikash Kumar did not returned the money. This prompted Shri Aman Raj to lodge a complaint against him.

III) Complaint No.3, dated 23.05.2019 (Page No. 14)

In this complaint Ms. Madhu Bala (Stenographer SG-II), Ms. Shashi Bala, (Sr.Suptd), Shri Ishwar Chauhan (Suptd. SG-II) and Shri Pankaj Bayati DR (Academics) alleged that Shri Vikash Kumar remains unauthorized absent frequently from the office for extraordinary long duration.

IV) Complaint No.4, dated 03.01.2019 (Page No. 1)

In this complaint Dr. Richa Passi, Dental Surgeon alleged that Shri Vikash Kumar entered in her chamber on 01.01.2019 around 12.50 PM and while waiting for his turn started clicking her photographs with his mobile phone. She strongly objected and managed to delete her pics from the mobile. Then she reported his misconduct to the authorities requesting appropriate action.

Action already taken:

I) Complaint No.1 (Page No. 4 & 7)

Shri Vikash Kumar submitted his apology to the authorities on 27.03.2019 confessing his mistakes and promised to improve his conduct in future.

II) Complaint No.2 (Page No. 12)

Shri Vikash Kumar tendered his apology on 15.04.2019 accepting his mistake and returned the money to Shri Aman Raj.

III) Complaint No.3 (Page No. 15 & 16)

Taking action on this complaint, Prof. I/C (Academics), sought his explanation vide letter No. Acad./19/591, dated 24.05.2019.

In response to the above explanation letter Shri Vikash Kumar accepted his mistake, assured not to repeat his misconduct in future, and tendered his apology.

af

J. S. P.

IV) Complaint No.4 (Page No. 2& 3)

Taking action on this complaint DR (GA) sought his explanation vide letter No. Estt.-II/PF/1360, dated 15.02.2019.

In response to above explanation, Shri Vikash Kumar submitted his reply on 23.02.2019 accepting his mistake, assuring not to repeat such mistakes again and tendered his apology.

Observations and Recommendations:

The committee met number of times and discussed the issue. The committee took views of Dean (Academic), DR (Academic), Supdt. (Academic), Dr. Richa Passi and gave hearing to Shri Vikash Kumar.

The Committee is of the view that the allegations against Shri Vikash Kumar are of serious nature and true. All complaints also prove that he is a recidivist.

After long deliberations on this issue, the committee recommends a stern action against Shri Vikash Kumar.

Arundel
25.07.2019
Arun Goel

R/K
25/7/19
Rajendra Kumar

V.K. Arora
25/7/19
V. K. Arora

Submitted for kind consideration

V.K. Arora
25/7/19
V. K. Arora

~~Director~~

Please put up on file as per rule.

Arundel
29/7/19

R/K

No.Estt.-II/PF/ 593

Dated: 17/01/2020

Vide letter No.Gen-1/3716/3856-61 dated 17.07.2018, you were appointed to the post of Junior Assistant on compassionate ground in the Pay Band-1 of Rs.5200-20200 + Rs.2000/- GP revised to Level-3 of Pay Matrix i.e. Rs.21700-69100 as per 7th CPC. As per Clause-15 of your appointment letter dated 17.07.2018, the typing test was to be qualified by you within a period of six months from the date of joining.

In response to this office letter No.Estt-II/PF/6098 dated 18.12.2018, letter No.Estt.-II/PF/3317 dated 03.06.2019, the typing test was conducted on 16.01.2019 & on 18.06.2019 but you could not qualify the typing test as per rules.

Therefore, vide letter No.Estt-II/PF/5765 dated 30.09.2019, your probation period to the post of Junior Assistant was extended for a period of six months from 18.07.2019 to 17.01.2020, subject to pass the typing test within the extended period of probation.

Thereafter, in response to this office letter No.Estt-II/PF/64 dated 06.01.2020, the typing test was again conducted on 14.01.2020 but you could not qualify the said typing test as per rules. As such you failed to qualify the typing test in 03 chances during the period of one and half year and the extended period of your probation is going to complete on 17.01.2020.

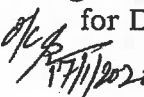

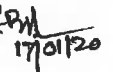
However, taking a lenient view, your probation period to the post of Junior Assistant is hereby extended for further six months from 18.01.2020 to 17.07.2020, subject to pass the typing test within the extended period of probation, failing which no further extension would be granted because the total period of probation cannot be extended double of the normal probation period in terms of OM No.28020/3/2018-Estt.(C) dated 11.03.2019 issued by the Government of India, Ministry of Personnel, PG & Pensions, Department of Personnel & Training, New Delhi.

Shri Vikash Kumar,
Junior Assistant,
Academic Section,
NIT, Kurukshetra.

Copy to:

Dean (Academic), NIT, Kurukshetra.


Registrar Incharge
for Director


17/01/2020 
17/01/2020 
17/01/2020

Entered

NATIONAL INSTITUTE OF TECHNOLOGY
KURUKSHETRA - 136 119

No.Estt.-II/PF/ 2086

Dated: 28/07/2020

ADVISORY

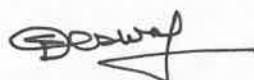
The complaints against your work and conduct towards the office work received from the Academic Section vide letter No.12(a)/DR(Academic)/2019/32 dated 29.11.2019, letter dated 02.01.2020 through e-mail, letter dated 11.01.2020 through e-mail, letter No.Acad./20/345 dated 22.06.2020, letter No.Acad./20/351 dated 27.06.2020 & letter No.Acad./20/369 dated 01.07.2020 have been considered by the competent authority.

In view of the above, it is quite clear that you are not performing your duties as per requirement of the office concerned i.e. clearly indicated that you have needs to be mend your ways to avoid repetition of such incidents, so that office work may not suffer in any way.

Therefore, you are hereby advised to perform your duties 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 (Amended-2017) & NIT Statute, failing which no leniency will be shown and strict disciplinary action will be taken against you as per rules.

This issues with approval of the competent authority.

Sh. Vikash Kumar,
Junior Assistant,
Academic Section
Through Dean (Academic),
NIT, Kurukshetra.


Registrar Incharge
o/c 28/07/2020 Jain - 28/07/2020


NATIONAL INSTITUTE OF TECHNOLOGY
KURUKSHETRA - 136119

No. Estt-II/PF/ 1963

Dated: 23/07/2020

In continuation to this office letter No.Esst.-II/PF/593 dated 17.01.2020.

You are hereby informed that the period of your probation to the post of Junior Assistant is hereby extended w.e.f.18.07.2020 till the decision of Board of Governors as the Institute has been closed w.e.f.23.03.2020 to 31.07.2020 (except 01.07.2020) due to COVID-19 pandemic. Further, you are also informed to appear for typing test on Computer on 28.07.2020 at 11.00 a.m. in GA Section.


Registrar Incharge
for Director
23/07/2020
23/07/2020

Shri Vikash Kumar,
Junior Assistant,
Academic Section,
NIT, Kurukshetra.

Copy to:

Dean (Academic), NIT, Kurukshetra.

Entered

BoG 53.24 To report the approval accorded by the Hon'ble Chairperson (Acting), Board of Governors.

The Hon'ble Chairperson (Acting), BOG accorded approval on the following issues on behalf of the Board in view of the urgency:

1. The minutes of 37th meeting of Senate (item Nos. S 37.06 regarding proposal for new M.Tech. programme in Physics Department by merging two existing programmes, M.Tech. in Material Science & Technology and M.Tech. in Nanotechnology) held on 10.12.2019. A copy of the approval is enclosed as Annexure – 53.24(i) from pages 244 to 246.
2. The minutes of 37th meeting of Senate (item Nos. S 37.07 regarding proposal to award Ph.D. and M.Tech. Degree according to specialization in Physics Deptt.) held on 10.12.2019. A copy of the approval is enclosed as Annexure – 53.24(ii) from pages 247 to 149.
3. Regarding change of name in degree certificates and issue of duplicate certificates. A copy of the approval is enclosed as Annexure – 53.24(iii) on page 250.
4. The minutes of 38th meeting of Senate (item Nos. S 38.6, S 38.7, S 38.8 & S38.9 related to the 17th Convocation) held on 06.02.2020. A copy of the approval is enclosed as Annexure – 53.24(iv) from pages 251 to 254.
5. Relieving of Dr. Surinder Deswal, Professor, Civil Engineering Department from the additional charge of Registrar, NIT Kurukshetra and assignment of the additional charge of Registrar to Shri G. R. Samantaray, Joint Registrar (GA) w.e.f. 03.08.2020 (AN)

till the appointment of regular Registrar or till further orders. A copy of the approval is enclosed as Annexure – 53.24(v) on page 255.

6. Regarding change of name in degree certificates. A copy of the approval is enclosed as Annexure – 53.24(vi) on page 256.

The Board may note *“the approval accorded by the Hon’ble Chairperson (Acting), Board of Governors.”*

Subject: To approve the minutes of 37th meeting of the Senate held on 10.12.2019.

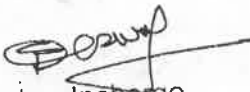
The Senate in its 37th meeting held on 10.12.2019 deliberated upon the proposal for new M.Tech. programme in Physics Department by merging two existing programmes, M.Tech. in Material Science & Technology and M.Tech. in Nanotechnology in detail and approved the following:

- i) Nomenclature of new M.Tech. programme will be "M.Tech. (Nanomaterials and Nanotechnology) and degree will be awarded in 'M.Tech. in Nanomaterials and Nanotechnology' from Physics Deptt..
- ii) The programme will have intake of 25 seats and admissions will be made through CCMT w.e.f. academic year 2020-21.
- iii) Only GATE qualified candidates will be admitted in the Spot round as for other M.Tech. programmes of the Institute. The Alumni cannot be involved in the admission process as the admission process is through CCMT.
- iv) The Senate resolved that HoD, Physics will revise the proposed scheme in line with the suggestions of the Senators regarding PEOs and COs of the programme. The revised scheme alongwith detailed list of qualifying degrees (having GATE exam.) will be submitted to the Chairman, Senate for approval.

The Chairman, Senate approved the revised scheme along with detailed list of qualifying degrees (having GATE exam.) submitted by HoD, Physics. As per the provisions under clause-8 (iii) of the 1st Statutes of NITs, the approval of the Board is necessary for starting new PG programme. The online admission for PG programme is about to start. Therefore, it is requested that Hon'ble Chairperson (Acting), Board of Governors may kindly approve the minutes of 37th Senate meeting so that the admission process for PG programme may be started.

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


Dean (Academic)


Registrar Incharge

Director and
Hon'ble Chairperson (Acting)
Board of Governors



NATIONAL INSTITUTE OF TECHNOLOGY KURUKSHETRA

MINUTES OF 37th MEETING OF THE SENATE

Minutes of the 37th meeting of the Senate, NIT, Kurukshetra held on 10th December 2019 at 5.15 p.m. in the Senate Hall of the Institute.

MEMBERS PRESENT

1. Dr. Satish Kumar
Director
National Institute of Technology
Kurukshetra

Chairperson

External Members

2. Prof. Rashmi Gaur
Prof. & Head, Dept. of HSS
IIT Roorkee
3. Prof. Sudhir Kumar
Professor (HAG), Deptt. of Civil Engg.
MNIT Jaipur

External Member

External Member

Internal Members (Department wise & in alphabetical order)

Business Administration

4. Prof. Neeraj Kaushik, Associate Prof. & HOD
5. Prof. Rajendra Kumar, Professor

Civil Engineering Department

6. Prof. Arun Goel, Professor
7. Prof. Baldev Setia, Professor
8. Prof. H.K. Sharma, Professor
9. Prof. K.K. Singh, Professor
10. Prof. Mahesh Pal, Professor
11. Prof. Parveen Aggarwal, Professor

Minutes of 37th meeting of Senate held on 10.12.2019



S 37.04 To note the approval of Chairman, Senate regarding the B.Tech. & M.Tech. seat matrix for 'Study in India' Programme of MHRD.

The Senate noted the approval of Chairman, Senate regarding the B.Tech. & M.Tech. seat matrix for 'Study in India' Programme of MHRD.

S 37.05 To consider and approve new B.Tech. scheme to incorporate project in 7th / 8th semester of the scheme.

The Senate considered and approved new B.Tech. scheme to incorporate project in 8th semester of the scheme

S 37.06 To consider and approve the proposal for new M.Tech. programme in Physics Department by merging two existing programmes, M.Tech. in Material Science & Technology and M.Tech. in Nanotechnology.

The Senate deliberated upon the proposal in detail and approved the following:

- i) Nomenclature of new M.Tech. programme will be "M.Tech. (Nanomaterials and Nanotechnology) and degree will be awarded in 'M.Tech. in Nanomaterials and Nanotechnology' from Physics Deptt..
- ii) The programme will have intake of 25 seats and admissions will be made through CCMT w.e.f. academic year 2020-21.
- iii) Only GATE qualified candidates will be admitted in the Spot round as for other M.Tech. programmes of the Institute. The Alumni cannot be involved in the admission process as the admission process is through CCMT.
- iv) The Senate resolved that HoD, Physics will revise the proposed scheme in line with the suggestions of the Senators regarding PEOs and COs of the programme. The revised scheme alongwith detailed list of qualifying degrees (having GATE exam.) will be submitted to the Chairman, Senate for approval.

Subject: To approve the minutes of 37th meeting of the Senate held on 10.12.2019.

The Senate in its 37th meeting held on 10.12.2019 has approved the proposal to award Ph.D. and M.Tech. degree accordingly to specialization in Physics Department.

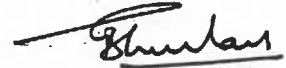
Accordingly, Ph.D. scholars, Ms. Vijay Luxmi and Ms. Mandakini will be awarded Ph.D. degree in Physics and Ms. Saloni Goyal Ms. Ritu Garg, MR. Amit Kumar and Mr. Vikash Gajraj will be awarded Ph.D. degree in Materials Science and Nanotechnology. This will be one time measure only and will not be treated as precedent in future.

The Senate also approved the modification in M.Tech. degree certificate of students obtaining degree from Physics Deptt. Henceforth,

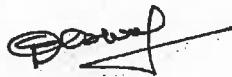
- i) For M.Tech. in Instrumentation, the degree certificate will mention: "*M.Tech. in Instrumentation*" from Physics Department
- ii) For M.Tech. in Nanotechnology, the degree certificate will mention: "*M.Tech. in Nanotechnology*" from Physics Department
- iii) For M.Tech. in Material Science and Technology, the degree certificate will mention: "*M.Tech. in Material Science and Technology*" from Physics Department.

The 17th Convocation of the Institute is scheduled to be held on 20th February, 2020. As per the provisions under clause-8 (iii) of the 1st Statutes of NITs, the approval of the Board is necessary for modification in degrees. Since the next meeting of the Board is not likely to be held before 20th February, 2020, therefore, it is requested that Hon'ble Chairperson (Acting), Board of Governors may kindly approve the minutes of 37th Senate meeting so that degrees to be awarded may be got printed for the ensuing 17th Convocation.

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



Dean (Academic)



Registrar Incharge



Director and
Hon'ble Chairperson (Acting)
Board of Governors

**NATIONAL INSTITUTE OF TECHNOLOGY
KURUKSHETRA**

MINUTES OF 37th MEETING OF THE SENATE

Minutes of the 37th meeting of the Senate, NIT, Kurukshetra held on 10th December 2019 at 5.15 p.m. in the Senate Hall of the Institute.

MEMBERS PRESENT

1. Dr. Satish Kumar Chairperson
Director
National Institute of Technology
Kurukshetra

External Members

2. Prof. Rashmi Gaur External Member
Prof. & Head, Deptt. of HSS
IIT Roorkee
3. Prof. Sudhir Kumar External Member
Professor (HAG), Deptt. of Civil Engg.
MNIT Jaipur

Internal Members (Department wise & in alphabetical order)

Business Administration

4. Prof. Neeraj Kaushik, Associate Prof. & HOD
5. Prof. Rajendra Kumar, Professor

Civil Engineering Department

6. Prof. Arun Goel, Professor
7. Prof. Baldev Setia, Professor
8. Prof. H.K. Sharma, Professor
9. Prof. K.K. Singh, Professor
10. Prof. Mahesh Pal, Professor
11. Prof. Parveen Aggarwal, Professor

Minutes of 37th meeting of Senate held on 10.12.2019

S 37.07 To consider the proposal to award Ph.D. and M.Tech. Degree according to specialization in Physics Deptt..

The Senate deliberated upon the matter and approved the proposals to award Ph.D. and M.Tech. Degree according to specialization in Physics Deptt..

Accordingly, Ph.D. scholars, Ms. Vijay Luxmi and Ms. Mandakini will be awarded Ph.D. degree in Physics and Ms. Saloni Goyal Ms. Ritu Garg, MR. Amit Kumar and Mr. Vikash Gajraj will be awarded Ph.D. degree in Materials Science and Nanotechnology. This will be one time measure only and will not be treated as precedent in future.

The Senate also approved the modification in M.Tech. degree certificate of students obtaining degree from Physics Deptt. Henceforth,

- i) For M.Tech. in Instrumentation, the degree certificate will mention: "*M.Tech. in Instrumentation*" from Physics Department
- ii) For M.Tech. in Nanotechnology, the degree certificate will mention: "*M.Tech. in Nanotechnology*" from Physics Department
- iii) For M.Tech. in Material Science and Technology, the degree certificate will mention: "*M.Tech. in Material Science and Technology*" from Physics Department.

S 37.08 To consider and approve the proposal for proportionate transfer of credits for online courses.

The Senate considered and approved the proposal to transfer proportionate credits for the online courses studied by UG, PG & Ph.D students provided the course contents of the online course broadly matches the course contents offered in our curriculum.

S 37.09 To consider and approve the proposal of Establishment of 'NITKAA 2nd Best Innovative Project Award' by RECK-66 Alumni Trust.

The Senate considered the request of Dean (I&IR) vide letter ref.no. NITKAA/2019/127 dated 23.11.2019 regarding Establishment of NITKAA 2nd Best Innovative Award and approved the same. The award will be

Subject: Change of name in degree certificates and issue of duplicate degree certificates. **ANNEXURE 53 24 (iii)**

The following students of UG/PG made representation for spelling mistake in the student's name and father's name in Hindi/English in the degree certificate and loss of the degree certificates issued in the annual convocation.

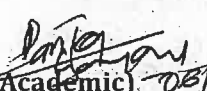
| Sr. No. | Roll No. | Student Name in Eng. (Incorrect) | Student Name in Eng. (Correct) | Student Name in Hindi (Incorrect) | Student Name in Hindi (Correct) | Father Name in Eng. (Incorrect) | Father Name in Eng. (Correct) | Father Name in Hindi (Incorrect) | Father Name in Hindi (Correct) |
|---------|----------|----------------------------------|--------------------------------|-----------------------------------|---------------------------------|---------------------------------|-------------------------------|----------------------------------|--------------------------------|
| 1 | 1665/06 | -- | -- | -- | -- | N RAVINDRA | RAVINDRAN NEELAKANTAN | एन रविन्द्रा | रविन्द्रन नीलकंतन |
| 2 | 209557 | -- | -- | -- | -- | Vidya Dutta Amoli | Vidya Dutt Amoli | -- | -- |
| 3 | 4121077 | Homi | Homi Nath | होमी | होमी नाथ | -- | -- | -- | -- |
| 4 | 31506110 | -- | -- | -- | -- | -- | -- | मन सिंह यादव | मान सिंह यादव |
| 5 | 31503126 | Prashant | Prashant Kumar | प्रशांत | प्रशांत कुमार | Shivkaran Nath Shukla | Shiv Karan Nath Shukla | शिवकरण नाथ शुक्ला | शिव करण नाथ शुक्ला |

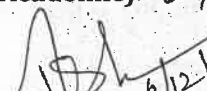
Note: The father's name of roll no. 1665/06 is not available on 10th and 12th marks sheets. Therefore, the student has requested to correct his father name on the basis of the Passport/Aadhar Card. (copy attached).

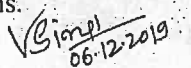
1. Ms. Kiran Rana D/o Sh. Shyam Singh Rana, Roll No. 3141609, Ex-student of M.Tech. in (Electrical Engineering (Power System)) has requested to issue duplicate M.Tech. degree certificate as her degree certificate has been misplaced. She has also lodged an FIR in the police station.
2. Reprinting of duplicate degree certificate of Mr. Praveer Singh S/o Sh. Ramesh Singh Sheoran, Ex-student of B.Tech. (Electrical Engineering) due to wrong printing of roll no. on duplicate degree certificate. **The same has not been verified by examination cell before printing (roll no. 208554 was printed in place of 108554 on degree certificate).**

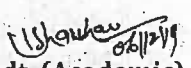
The signatures of the Registrar, the Director and Chairman (Actg.), Board of Governors are printed on the degree certificates. Hence it is appropriate to get approval of above authorities for printing degree certificates of the above students.

Kindly accord the sanction for printing of above mentioned degree certificates with signatures of above authorities. As usual the degree certificates shall be printed by Examination Section as per norms.


DR (Academic) 08/12/19


Prof. I/C (Academic) 6/12/2019


06/12/2019

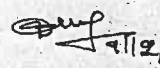

Supdt. (Academic)


9.12.19
Dean (Academic)


9/12/19
Director and Chairman (Actg.)
Board of Governors

Registrar Office
Dairy No. 3887
Dt. 09.12.19

To be placed in next Board meeting for verification pl


12/12/19
DR (Am)

Subject: To approve the minutes of 38th meeting of the Senate held on 6th February, 2020.

The 17th Convocation of the Institute is scheduled to be held on 20th February, 2020. Therefore, a list of students eligible for the award of various degrees/medals was approved by the Senate in its 38th meeting held on 6th February, 2020. The minutes of the Senate meeting are placed in the file.

As per the provisions under Clause-8 (iii) of the 1st Statutes of NITs; the approval of the Senate and the Board is necessary for the conferment of degrees. The Senate has already approved the list of degree recipients. Since the next meeting of the Board is not likely to be held before 20th February, 2020, therefore, it is requested that Hon'ble Chairperson (Acting), Board of Governors may kindly approve the minutes of 38th Senate meeting so that degrees to be awarded may be got printed for the ensuing 17th Convocation.

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

Wanhu
Supdt. (Acad.) 17/2/20

17/2/20

RPSS
Dy. Registrar (Acad.) 17/02/20

AD
Prof. I/c (Acad.) 17-2-2020

Chunlan
Dean (Acad.) 17.2.2020

Registrar *Devi* 17/2/20

Registrar Office

Dairy No. 409

Dt. 17.2.20

Director and
Hon'ble Chairperson (Acting),
Board of Governors.

Belu
17/2/2020

R
Devi 17/2/20

Dean (Acad)

**NATIONAL INSTITUTE OF TECHNOLOGY
KURUKSHETRA**

MINUTES OF 38th MEETING OF THE SENATE

Minutes of the 38th meeting of the Senate, NIT, Kurukshetra held on 6th February 2020 at 4.30 p.m. in the Senate Hall of the Institute.

MEMBERS PRESENT

1. Dr. Satish Kumar Chairperson
Director
National Institute of Technology
Kurukshetra

Internal Members (Department wise & in alphabetical order)

Business Administration

2. Prof. Neeraj Kaushik, Associate Prof. & HOD
3. Prof. Rajendra Kumar, Professor

Civil Engineering Department

4. Prof. Anupam Mittal, Professor
5. Prof. Arun Goel, Professor
6. Prof. Baldev Setia, Professor
7. Prof. H.K. Sharma, Professor
8. Prof. K.K. Singh, Professor
9. Prof. Mahesh Pal, Professor
10. Prof. Saraswati Setia, Professor
11. Prof. S.K. Madan, Professor
12. Prof. S.K. Patidar, Professor
13. Prof. S.M. Gupta, Professor
14. Prof. S.N. Sachdeva, Professor

Computer Engineering Department

15. Prof. Mayank Dave, Professor
16. Prof. S.K. Jain, Professor
17. Prof. R.K. Aggarwal, Professor



S 38.05 To note the placement status of the students of all programmes of the Institute.

The Senate noted the placement status of the students of all programmes of the Institute.

S 38.06 To approve the list of students to be awarded degree in the 17th Convocation of the Institute.

The Senate approved the list of students to be awarded degrees in 17th Convocation, 2020. It was decided that result declared upto 10th Feb. 2020 will be included in the list of students to be awarded degrees in 17th Convocation, 2020.

The Senate confirmed the minutes of agenda during the meeting itself and recommended to the Board of Governors for approval.

S 38.07 To approve award of Medals and Prizes to the students of all programmes of the Institute.

The Senate approved the award of Medals and Prizes to the students of all programmes of the Institute.

The Senate confirmed the minutes of agenda during the meeting itself and recommended to the Board of Governors for approval.

S 38.08 To approve the list of students of the IIIT Sonapat to be awarded degree during the 17th Convocation.

The Senate approved the list of students of the IIIT Sonapat to be awarded degrees in 17th Convocation, 2020.

The Senate confirmed the minutes of agenda during the meeting itself.

S 38.09 To consider conferment of Honorary Degree of Ph.D. (Honoris Causa) on Shri Sampath Ravinarayanan, Engineer, Technopreneur & private sector pioneer in Aerospace and Defense.

The Senate approved the conferment of Honorary Degree of Ph.D. (Honoris causa) on Shri. Sampath Ravinarayanan, Engineer,

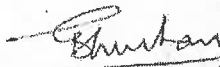


NIT Kurukshetra

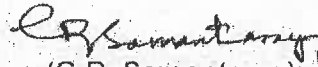
Technopreneur & private sector pioneer in Aerospace and Defense. The conferment of Honorary Degree is as per the clause 39 of the First Statute of National Institute of Technology, published in Gazette of India dated 23.4.2009.

The Senate confirmed the minutes of agenda during the meeting itself.

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


12.02.2020

(Gian Bhushan)
Dean (Academic)


12/02/20

(G.R. Samantaray)
Registrar Incharge & Secretary, Senate


13/02/2020

(Satish Kumar)
Director & Chairman Senate

NATIONAL INSTITUTE OF TECHNOLOGY KURUKSHETRA
KURUKSHETRA-136119

No.: DD-2128

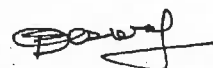
Dated: 31.07.2020

Subject: Request to relieve from the additional charge of Registrar of the Institute.

I, Dr. Surinder Deswal, Professor, Civil Engineering Department of the Institute, was assigned the Additional charge of Registrar of the Institute w.e.f. 23.02.2017 (FN) till the appointment of regular Registrar or till further orders whichever is earlier vide notification No. Gen.-I/3858/871 dated 23.02.2017 as per the decision of the Board of Governors, NIT Kurukshetra in its 41st meeting held on 31.01.2017. Since than I have been performing the responsibilities with all sincerity, dedication and to the best of my ability.

Now, as the interviews for the post of regular Registrar has been scheduled for 10.08.2020, I submit my humble request to relieve me from the responsibility of additional charge of Registrar of the Institute.

Hope my request will be taken in true spirit and acceded to.



(Surinder Deswal)
Registrar I/c

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

- Request accepted.
- Additional charge of Registrar of the institute is assigned to sh. G.R. Samantary^{JR} (GA&L) w.e.f. 3.8.2020 (AN) till the appointment of regular Registrar or till further orders whichever is earlier.
- To be reported to the Board for ratification in its forth coming meeting.

AR

Deswal
03/08/20

Sharma
03/08/2020

AR(GA)

55

DR (GA&L) LRA

August 06, 2020

Subject: Change of name in degree certificate.

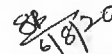
The below student of UG made representation for spelling mistake in his (self/father's) name in Hindi/English in the degree certificate issued in the annual convocation.

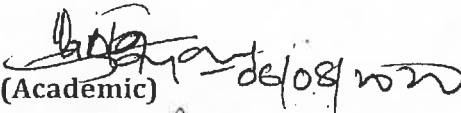
| Sr. No. | Roll No. | Student Name in Eng. (Incorrect) | Student Name in Eng. (Correct) | Student Name in Hindi (Incorrect) | Student Name in Hindi (Correct) |
|---------|----------|----------------------------------|--------------------------------|-----------------------------------|---------------------------------|
| 1 | 2K2069 | AMIT MITTAL | AMIT KUMAR | अमित मित्रल | अमित कुमार |

The signatures of the Registrar, the Director and Chairman (Actg.), Board of Governors are printed on the degree certificate. Hence it is appropriate to get approval of above authorities for printing degree certificates of the above student.

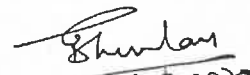
Kindly accord the sanction for printing of above mentioned degree certificate with signatures of above authorities. As usual the degree certificate shall be printed by Examination Section as per norms.

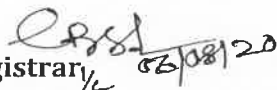

Dealing Assistant



Supdt. (Academic)

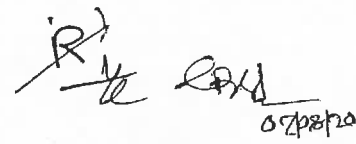

DR (Academic)


Prof. I/C (Academic)


Dean (Academic)


Registrar


Director and Chairman (Actg.)
Board of Governors


Dean (Academic)

Registrar Office

Dairy No. 1016

Dt. 06.08.20

BoG 53.25 To consider and approve the recommendations of the Selection Committee for the appointment of Registrar (Ref.Advt.No.33/2019).

The Institute had invited applications for the post of Registrar (01 UR) vide advertisement No. 33/2019. As per the recruitment Rule-2019 and advertisement, the method of recruitment is deputation (including Short Term Contract) for a period of 5 years or till attaining the age of 62 years whichever is earlier, or as fixed by Govt. of India by orders issued in this regard from time to time.

The screening of 46 nos. of applications received upto the last date of above advertisement was carried out by the Screening Committee constituted by the Director. The list of not eligible candidates along with the reason of ineligibility was displayed on the website of the Institute for the information of the applicants and objections/claims if any, were invited from them regarding their ineligibility/rejection with relevant supporting documents upto 27.03.2020. Thereafter, the received objections from the applicants were placed before the Screening Committee. As per the recommendations of the Screening Committee, total 17 nos. of candidates were provisionally eligible and called to appear for interview before the Selection Committee for the said post. The employer of the provisionally eligible candidates were requested to provide the No Objection Certificate (if any), ACRs of last five years, Vigilance Clearance Certificate and Integrity Certificate by 07.08.2020 so as to place them before the Selection Committee.

The Selection Committee for the above post was duly constituted as per Statutes 23(5) (d) & (6). The provisionally eligible candidates for the post

of Registrar are to be interviewed through online mode on 10.08.2020 by the Selection Committee meeting physically (offline) at NIT, Kurukshetra. The online method of interview was adopted due to the problem in the transport system across the Country and other constraints due to prevailing COVID-19 pandemic for which physical/offline appearance of candidates were not possible.

The recommendations of the Selection Committee meetings contained in the sealed envelopes for the post of Registrar will be placed on the table during the meeting of the Board.

The Board may consider and approve the recommendations of the Selection Committee meeting for the posts of Registrar. The minutes of this agenda item may also be considered for confirmation.

BoG 53.26 To consider and approve the minutes of 44th meeting of Finance Committee, National Institute of Technology, Kurukshetra held on 21.08.2020

The 44th Meeting of the Finance Committee, NIT, Kurukshetra is scheduled to be held on 21st August, 2020 through online. The agenda of the 44th meeting of the Finance Committee is enclosed for reference and appraisal. Minutes of the meeting will be placed on the table.

It is proposed that *"the Board may consider and approve the minutes of 44th meeting of the Finance Committee held on 21.08.2020 subject to its confirmation."*