

No.C-19011/7/2017-Vig.  
Government of India  
Ministry of Education  
Department of Higher Education  
Vigilance Section

Shastri Bhawan, New Delhi.  
Dated 6<sup>th</sup> January, 2021

OFFICE MEMORANDUM

Sub: Submission of Immovable Property Return by the employees of autonomous and subordinate institutes/organizations in the Ministry of HRD.

Rule 18 (1) (ii) of the CCS (Conduct) Rules requires submission of Annual Property Returns by all Group "A" and "B" Officers in respect of immovable property by 31<sup>st</sup> January of each year. Normally such a provision exists in all organizations even where organizations have their own conduct rules. As per guidelines issued by DOPT vide its Office Memorandum No.11012/11/2007-Estt.A dated 27<sup>th</sup> September, 2011, vigilance clearance shall be denied to an officer if he fails to submit his annual immovable property return of the previous year by 31<sup>st</sup> January of the following year, as required under GOI decisions under Rule 18 of the Central Civil Services (Conduct) Rules, 1964.

2. All Institutes/organization are required to circulate guidelines regarding submission of IPR by 31<sup>st</sup> January. However, it has also come to notice that these guidelines are not circulated by the Institutes. Due to non-circulation of the guidelines by the institutes, officers working in various institutions/organizations under the administrative control of this Ministry do not submit their Annual Immovable Property Return within the prescribed time limit and the concerned organizations are not making any serious effort to issue instructions to their employees in this regard. Often request for vigilance clearance are received from the concerned Bureau without certification of submission of IPR within the prescribed time limit and this results in denial of vigilance clearance.

3. In the recent past, Vigilance Division has issued directions to all Bureau Heads relating to timely submission of IPR vide OMs dated 13.08.2015, 05.04.2016, 20.06.2017, 21.12.2017, 11.01.2019 and 09.01.2020(copies enclosed).

4. In view of the above, it is requested that following directions may again be circulated to the Institutes/organizations under respective Bureaus for strict compliance:-

All employees including faculty in all centrally funded autonomous institutions and organization under the administrative jurisdiction of this Ministry would be required to submit their Property Return latest by 31<sup>st</sup> January of the year to the competent authority. The said authority would notify on their website the fact of submission of such Return by the employees.

Employees who failed to submit the property return within the prescribed time limit would be denied vigilance clearance in terms of DOP&T's O.M. No.11012/11/2007-Estt.(A) dated 14.12.2007 read with OM of even number dated 27.09.2011.

*Neeta Prasad*  
(Neeta Prasad)

Joint Secretary & Incharge CVO

To

All Bureau Heads of Department of HE and Deptt. of School Education & Literacy.

*11/1*

*SO (TS-II)*  
*SO (TS-V)*

*Ms. Anusha*  
*11/1*

No.C-19011/7/2017-Vig.  
Government of India  
Ministry of Human Resource Development  
Department of Higher Education  
Vigilance Section

Shastri Bhawan, New Delhi.  
Dated the 9<sup>th</sup> January, 2020

OFFICE MEMORANDUM

Sub: Submission of Immovable Property Return by the employees of autonomous and subordinate institutes/organizations in the Ministry of HRD.

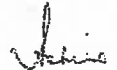
Rule 18 (1) (ii) of the CCS (Conduct) Rules requires submission of Annual Property Returns by all Group "A" and "B" Officers in respect of immovable property by 31<sup>st</sup> January of each year. Normally such a provision exists in all organizations even where organizations have their own conduct rules. As per guidelines issued by DOPT vide its Office Memorandum No.11012/11/2007-Estt.A dated 27<sup>th</sup> September, 2011, vigilance clearance shall be denied to an officer if he fails to submit his annual immovable property return of the previous year by 31<sup>st</sup> January of the following year, as required under GOI decisions under Rule 18 of the Central Civil Services (Conduct) Rules, 1964.

2. All Institutes/organization are required to circulate guidelines regarding submission of IPR by 31<sup>st</sup> January. However, it has also come to notice that these guidelines are not circulated by the Institutes. Due to non-circulation of the guidelines by the institutes, officers working in various institutions/organizations under the administrative control of this Ministry do not submit their Annual Immovable Property Return within the prescribed time limit and the concerned organizations are not making any serious effort to issue instructions to their employees in this regard. Often request for vigilance clearance are received from the concerned Bureau without certification of submission of IPR within the prescribed time limit and this results in denial of vigilance clearance.

3. In the recent past, Vigilance Division has issued directions to all Bureau Heads relating to timely submission of IPR vide OMs dated 13.08.2015, 05.04.2016, 20.06.2017, 21.12.2017 and 11.01.2019 (copies enclosed).

4. In view of the above, it is requested that following directions may again be circulated to the Institutes/organizations under respective Bureaus for strict compliance:-

- i. All employees including faculty in all centrally funded autonomous institutions and organization under the administrative jurisdiction of this Ministry would be required to submit their Property Return latest by 31<sup>st</sup> January of the year to the competent authority. The said authority would notify on their website the fact of submission of such Return by the employees.
- ii. Employees who failed to submit the property return within the prescribed time limit would be denied vigilance clearance in terms of DOP&T's O.M. No.11012/11/2007-Estt.(A) dated 14.12.2007 read with OM of even number dated 27.09.2011.



(Sanjay Kumar Sinha)  
Joint Secretary & Chief Vigilance Officer

To

All Bureau Heads of Department of HE and Deptt. of School Education & Literacy.

No.C-19011/7/2017-Vig.  
Government of India  
Ministry of Human Resource Development  
Department of Higher Education  
Vigilance Section

Shastri Bhawan, New Delhi.  
Dated the 11<sup>th</sup> January, 2019

OFFICE MEMORANDUM

Sub: Submission of Immovable Property Return by the employees of autonomous and subordinate institutes/organizations in the Ministry of HRD.

Rule 18 (1) (ii) of the CCS (Conduct) Rules requires submission of Annual Property Returns by all Group "A" and "B" Officers in respect of immovable property by 31<sup>st</sup> January of each year. Normally such a provision exists in all organizations even where organizations have their own conduct rules. As per guidelines issued by DOPT vide its Office Memorandum No.11012/11/2007-Estt.A dated 27<sup>th</sup> September, 2011, vigilance clearance shall be denied to an officer if he fails to submit his annual immovable property return of the previous year by 31<sup>st</sup> January of the following year, as required under GOI decisions under Rule 18 of the Central Civil Services (Conduct) Rules, 1964.

2. All Institutes/organization are required to circulate guidelines regarding submission of IPR by 31<sup>st</sup> January. However, it has also come to notice that these guidelines are not circulated by the Institutes. Due to non-circulation of the guidelines by the institutes, officers working in various institutions/organizations under the administrative control of this Ministry do not submit their Annual Immovable Property Return within the prescribed time limit and the concerned organizations are not making any serious effort to issue instructions to their employees in this regard. Often request for vigilance clearance are received from the concerned Bureau without certification of submission of IPR within the prescribed time limit and this results in denial of vigilance clearance.

3. In the recent past, Vigilance Division has issued directions to all Bureau Heads relating to timely submission of IPR vide OM's dated 13.08.2015, 05.04.2016, 20.06.2017 and 21.12.2017 (copies enclosed)

4. In view of the above, it is requested that following directions may again be circulated to the Institutes/organizations under respective Bureaus for strict compliance:-

- i. All employees including faculty in all centrally funded autonomous institutions and organization under the administrative jurisdiction of this Ministry would be required to submit their Property Return latest by 31<sup>st</sup> January of the year to the competent authority. The said authority would notify on their website the fact of submission of such Return by the employees.
- ii. Employees who failed to submit the property return within the prescribed time limit would be denied vigilance clearance in terms of DOP&T's O.M. No.11012/11/2007-Estt.(A) dated 14.12.2007 read with OM of even number dated 27.09.2011.

  
(S.S.Sandhu)

Additional Secretary & Chief Vigilance Officer

To  
All Bureau Heads in the MHRD

Government of India  
Ministry of Human Resource Development  
Department of Higher Education  
Vigilance Section

Shastri Bhawan, New Delhi.  
Dated the 21<sup>st</sup> December, 2017

OFFICE MEMORANDUM

Sub: Submission of Immovable Property Return by the employees of autonomous and subordinate institutes/organizations in the Ministry of HRD.

Rule 18 (1) (ii) of the CCS (Conduct) Rules requires submission of Annual Property Returns by all Group "A" and "B" Officers in respect of immovable property by 31<sup>st</sup> January of each year. Normally such a provision exists in all organizations even where organizations have their own conduct rules. As per guidelines issued by DOPT vide its Office Memorandum No.11012/11/2007-Estt.A dated 27<sup>th</sup> September, 2011, vigilance clearance shall be denied to an officer if he fails to submit his annual immovable property return of the previous year by 31<sup>st</sup> January of the following year, as required under GOI decisions under Rule 18 of the Central Civil Services (Conduct) Rules, 1964.

2. All Institutes/organization are required to circulate guidelines regarding submission of IPR by 31<sup>st</sup> January. However, it has also come to notice that these guidelines are not circulated by the Institutes. Due to non-circulation of the guidelines by the institutes, officers working in various institutions/organizations under the administrative control of this Ministry do not submit their Annual Immovable Property Return within the prescribed time limit and the concerned organizations are not making any serious effort to issue instructions to their employees in this regard. Often request for vigilance clearance are received from the concerned Bureau without certification of submission of IPR within the prescribed time limit and this results in denial of vigilance clearance.

3. In the recent past, Vigilance Division has issued directions to all Bureau Heads relating to timely submission of IPR vide OMs dated 13.08.2015, 05.04.2016 and 20.06.2017 (copies enclosed)

4. In view of the above, it is requested that following directions may again be circulated to the Institutes/organizations under respective Bureaus for strict compliance:-

- i. All Institutes/organizations in the MHRD should circulate, in the month of December, the guidelines regarding submission of IPR before 31<sup>st</sup> January of the year
- ii. All employees including faculty in all centrally funded autonomous institutions and organization under the administrative jurisdiction of this Ministry would submit their Property Return latest by 31<sup>st</sup> January of the year to the competent authority. The said authority would notify on their website the fact of submission of such Return by the employees and would also name the employees on the site who fail to submit the IPR.
- iii. Such employees including faculty who fail to submit their Property Returns within the stipulated time i.e. 31<sup>st</sup> January of every year, would be denied vigilance clearance in addition to take action under conduct rules applicable to them.
- iv. The Bureau Heads will issue necessary instructions to all the Institutions under the Bureau for effective implementation of the above instructions.
- v. Head of all centrally funded higher education institutions should make available a copy of these instructions to every employee who is required to submit their IPR.

  
(S.S. Sandhu)

Additional Secretary & Chief Vigilance Officer

To

Shastri Bhawan, New Delhi – 110001  
Dated the 20<sup>th</sup> June, 2017

Subject: Request for grant of vigilance clearance received in Vigilance Wing, Department of Higher Education from various Bureaus – regarding.

It has been noticed that officers working in various institutions/organizations under the administrative control Ministry do not submit their Annual Immovable Property Return within the prescribed time limit, and the concerned organizations are not making any serious effort to issue instructions to their employees in this regard. Often request for vigilance clearance received from the Bureau shows that most of the officers, whose vigilance clearance have been sought for some important assignments in the organizations under the Ministry have not submitted the IPRs within the prescribed time limit. As per DOP&T OM No. 11012/11/2007-Estt.A dated 27.09.2011 " Vigilance clearance shall be denied to an officer if he fails to submit his annual immovable property return of the previous year by 31<sup>st</sup> January of the following year, as required under Government of India decisions under Rule 18 of the Central Civil Services (Conduct) Rules, 1964 (Copy enclosed). In view of the above, it is reiterated that:

1. All the employees of the organizations under the Ministry would be required to submit the IPRs latest by 31<sup>st</sup> January to the competent authority.
  2. Employees who failed to submit the property return with the prescribed time limit would be denied vigilance clearance in terms of Department of Personnel and Training's OM No. 11012/11/2007-Estt.A dated 14.12.2007 read with OM of even number dated 27.09.2011.
2. All the Bureaus in the Department of Higher Education and School Education & Literacy are requested to bring the above mentioned information to the notice of the organizations/institutions under their administrative jurisdiction with instruction to give a copy of the DOP&T OM to every officer/official of the organization/ institutions, for strict compliance.
3. This issues with the approval of Chief Vigilance Officer, Department of Higher Education.

*Erigeron*

(Sanjay Kumar)

Under Secretary to the Govt. of India

To

All Bureau Heads in the Ministry of Human Resource Development.

Copy to : P.O. to Secretary(H.E)/Secretary (SE&L)/CMIS

23624/14/10

22/2/12

1. Explain the importance of the following factors in the development of a country:

10

Government of India  
Ministry of Human Resource Development  
Department of Higher Education  
Vigilance Section

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Room No. 106, C-Wing, Shastri Bhawan,  
New Delhi, dated the April 5<sup>th</sup>, 2016

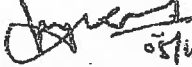
**Office Memorandum**

**Subject:** Submission of Immovable Property Return by the employees of Autonomous Institutions/Organisations/Subordinate Offices/PSUs under the administrative control of Ministry of Human Resource Development – regarding.

The undersigned is directed to refer to Vigilance Section's OM of even number dated 13.08.2015 (copy enclosed) on the above mentioned subject and to state that instances have come to the notice of Vigilance Wing about non-observance of timely submission of Property Return in Autonomous Institutions/Organisations/Subordinate Offices/PSUs under the administrative control of Ministry of Human Resource Development, which results in the denial of vigilance clearance to officers for deputation, non-mandatory training and empanelment for senior level posts.

2. All Bureau Heads in the Ministry are, therefore, requested to kindly issue necessary instructions to all Autonomous Institutions/Organisations/Subordinate Offices/PSUs under their administrative control for effective implementation of the instructions issued vide above referred OM. Bureau Heads are further requested to instruct the Autonomous Institutions/Organisations/Subordinate Offices/PSUs under their administrative control to circulate these instructions regarding timely submission of IPR by 31<sup>st</sup> January to every employee who may need Vigilance clearance at some point of time.

**Encl: As above**


  
(Vijay Kumar)  
05/04/16

Under Secretary to the Government of India  
Tele: 011-23386317

To

All Bureau Heads in the Ministry

- iii. Such employees including faculty who fail to submit their Property Returns within the stipulated time i.e. 31<sup>st</sup> January of every year, would be denied vigilance clearance in addition to take action under conduct rules applicable to them.
- iv. All Heads of Institutions would submit their Property Returns to the authority to whom he reports and a copy of said return to the Divisional Heads in the Department, who exercises the administrative jurisdiction over the Organization/Institution to facilitate the Divisional Heads to submit a certificate of timely submission of IPR while seeking vigilance clearance. The Bureau Head would also direct Divisional Heads in the Bureau to ensure that IPR submitted is notified on the website of the concerned Institute/organization.
- v. The Bureau Heads will issue necessary instructions to all Divisions in the Bureau for effective implementation of the above instructions.



(S.S. Sandhu)

Joint Secretary & CVO

To

All Bureau Heads in the MHRD

C-34013/9/2015-Vig.  
Government of India  
Ministry of Human Resource Development  
Department of Higher Education  
Vigilance Section

Shastri Bhawan, New Delhi.  
Dated the 13<sup>th</sup> August, 2015

**OFFICE MEMORANDUM**

**Sub:** Submission of Immovable Property Return by the employees of autonomous and subordinate institutes/organizations in the Ministry of HRD.

The matter relates to submission of Immovable Property Return by the employees including faculty in all centrally funded autonomous institutions and the institutions on which Ministry has administrative jurisdiction.

2. Rule 18 (1) (ii) of the CCS (Conduct) Rules requires submission of Annual Property Returns by all Group "A" and "B" Officers in respect of immovable property by 31<sup>st</sup> January of each year. Normally, such a provision exists in all organizations even where they have their own conduct rules. As per guidelines issued by DOPT vide its Office Memorandum No. 11012/11/2007-Estt.A dated 27<sup>th</sup> September, 2011, vigilance clearance shall be denied to an officer if he fails to submit his annual immovable property return of the previous year by 31<sup>st</sup> January of the following year, as required under GOI decisions under Rule 18 of the Central Civil Services (Conduct) Rules, 1964.

3. All Institutes/Organization are required to circulate guidelines to all the Group "A" & "B" Officers regarding submission of IPR by 31<sup>st</sup> January. However, it has also come to notice that these guidelines are not circulated by the Institutes every year or circulated very late. Due to non-circulation of the guidelines by the institutes, officers do not submit their IPR or submit it late. This results in denial of vigilance clearance to these officers.

4. In view of the above, it is requested that following directions may be circulated to the Institutes/Organizations under respective Bureaus for strict compliance:-

- i. All Institutes/organizations in the MHRD should circulate, in the month of November/December, the guidelines regarding submission of IPR before 31<sup>st</sup> January of the year, to all the Group "A" and "B" officers of their organization.
- ii. All employees including faculty in all centrally funded autonomous institutions and institutions on which the Ministry has administrative jurisdiction would submit their Property Return latest by 31<sup>st</sup> January to the competent authority. The said authority would notify on their website the fact of submission of such Return by the employees and would also name the employees on the site who fail to submit the IPR.



CENTRAL CIVIL SERVICES (CONDUCT) RULES, 1964

NOTE I.- Sub-rule (1) shall not ordinarily apply to Group 'D' servants but the Government may direct that it shall apply to any such Government servant or class of such Government servants.

NOTE II.- In all returns, the values of items of movable property worth less than Rs.<sup>33</sup>10,000/- may be added and shown as a lump sum. The value of articles of daily use such as clothes, utensils, crockery, books, etc. need not be included in such return.

NOTE III.- <sup>20</sup>Where a Government servant already belonging to a service or holding a post in appointed to any other civil service or post, he shall not be required to submit a fresh return under this clause.

<sup>18</sup>(ii) Every Government servant belonging to any service or holding any post included in Group 'A' and Group 'B' shall submit an annual return in such form as may be prescribed by the Government in this regard giving full particulars regarding the immovable property inherited by him or owned or acquired by him or held by him on lease or mortgage either in his own name or in the name of any member of his family or in the name of any other person.

(2) No Government servant shall, except with the previous knowledge of the prescribed authority, acquire or dispose of any immovable property by lease, mortgage, purchase, sale, gift or otherwise either in his own name or in the name of any member of his family:

<sup>27</sup>Provided that the previous sanction of the prescribed authority shall be obtained by the Government servant if any such transaction is with a person having official dealing with him.

<sup>41</sup>(3) Where a Government servant enters into a transaction in respect of movable property either in his own name or in the name of the member of his family, he shall, within one month from the date of such transaction, report the same to the prescribed authority, if the value of such property exceeds two months' basic pay of the Government servant:

Provided that the previous sanction of the prescribed authority shall be obtained by the Government servant if any such transaction is with a person having official dealings with him.

(4) The Government or the prescribed authority may, at any time, by general or special order, require a Government servant to furnish, within a period specified in the order, a full and complete statement of such movable or immovable property held or acquired by him or on his behalf or by any member of his family as may be specified in the order. Such statement shall, if so required by the Government or by the prescribed authority, include the details of the means by which, or the source from which, such property was acquired.

(5) The Government may exempt any category of Government servants belonging to Group 'C' or Group 'D' from any of the provisions of this rule except sub-rule (4). No such exemption shall, however, be made without the concurrence of the <sup>11</sup>Cabinet Secretariat (Department of Personnel).

Explanation I. - For the purposes of this rule -

(1) the expression "movable property" includes-

CENTRAL CIVIL SERVICES (CONDUCT) RULES, 1964

- (a) lend or borrow or deposit money, as a principal or an agent to, or from or with, any person or firm or private limited company within the local limits of his authority or with whom he is likely to have official dealings or otherwise place himself under any pecuniary obligation to such person or firm or private limited company; or
- (b) lend money to any person at interest or in a manner whereby return in money or in kind is charged or paid;

Provided that a Government servant may, give to, or accept from a relative or a personal friend, a purely temporary loan of a small amount free of interest, or operate a credit account with a bona fide tradesman or make an advance of pay to his private employee;

Provided further that nothing in this sub-rule shall apply in respect of any transaction entered into by a Government servant with the previous sanction of the Government.

- (ii) When a Government servant is appointed or transferred to a post of such nature as would involve him in the breach of any of the provisions of sub-rule (2) or sub-rule (4), he shall forthwith report the circumstances to the prescribed authority and shall thereafter act in accordance with such order as may be made by such authority.

**17. Insolvency and habitual indebtedness**

A Government servant shall so manage his private affairs as to avoid habitual indebtedness or insolvency. A Government servant against whom any legal proceeding is instituted for the recovery of any debt due from him or for adjudging him as an insolvent, shall forthwith report the full facts of the legal proceedings to the Government.

NOTE. - The burden of proving that the insolvency or indebtedness was the result of circumstances which, with the exercise of ordinary diligence, the Government servant could not have foreseen, or over which he had no control, and had not proceeded from extravagant or dissipated habits, shall be upon the Government servant.

**18. Movable, immovable and valuable property**

- (1) (i) Every Government servant shall on his first appointment to any service or post submit a return of his assets and liabilities, in such form as may be prescribed by the Government, giving the full particulars regarding -
  - (a) the immovable property inherited by him, or owned or acquired by him or held by him on lease or mortgage, either in his own name or in the name of any member of his family or in the name of any other person;
  - (b) shares, debentures and cash including bank deposits inherited by him or similarly owned, acquired, or held by him;
  - (c) other movable property inherited by him or similarly owned, acquired or held by him; and
  - (d) debts and other liabilities incurred by him directly or indirectly.

**BoG 54.11 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. Approved the resignation of Dr. Joy Prakash Mishra, Assistant Professor, Department of Mechanical Engineering. A copy of the approval is enclosed as Annexure – 54.11 (i) from pages 82 to 87.
2. Approved the resignation of Dr. Manish Kumar Jha, Assistant Professor, Department of Business Administration. A copy of the approval is enclosed as Annexure – 54.11 (ii) from pages 88 to 91.
3. Approved the change of name/father's name on degree certificate/information fade on original degree certificate/correction in the subject code in original consolidated grade certificate, issue of duplicate degree certificate/change of photograph in degree & consolidated grade certificates issued in the annual Convocation. Copies of approval are enclosed as Annexure – 54.11 (iii) from pages 92 to 100.

The Board may note *"the approval accorded by the Hon'ble Chairperson (Acting), Board of Governors."*

**Subject: To consider the Technical Resignation in respect of Dr. Joy Prakash Misra, Assistant Professor Grade-II, Department of Mechanical Engineering.**

CP/232 Vide application dated 02.12.2020, Dr. Joy Prakash Misra, Assistant Professor Grade-II, Department of Mechanical Engineering has requested to accept his technical resignation from the services of the Institute w.e.f.18.12.2020(AN) by considering his application dated 20.10.2020 as notice period to join his new assignment as Assistant Professor Grade-I, Mechanical Engg. Department at IIT, BHU, Varanasi. Further, he has requested to issue him the Last Pay Certificate and to give him the benefit of joining time. He has also requested to forward his Service Book to IIT, BHU, Varanasi.

CP/214 CP/231 Vide application dated 20.10.2020 & dated 02.11.2020, Dr. Joy Prakash Misra, Assistant Professor Grade-II, Mech. Engg. Department had requested to relive him on lien basis for a period of two years to join the services as Assistant Professor Grade-I, Mechanical Engg. Department at IIT, BHU, Varanasi, but as he is still not confirmed to his post so his request has not been acceded to for which he has been informed vide letter No.Estt.-I/PF/382/3712 dated 26.11.2020.

CP/84 CP/82 CP/102 In this connection, it is stated that Dr. Joy Prakash Misra was offered the post of Assistant Professor (on contract) for a period of three years in Mech. Engg. Department of this Institute in the Pay Band-3 of Rs.15600-39100 + AGP of Rs.6000/-plus 02 increments vide appointment letter No.Gen-1/FR/13/7226 dated 26.08.2013. He joined the services of this Institute on 13.09.2013 (FN). After acquiring the Ph.D. degree on 20.09.2014 his services to the post of Assistant Professor were regularized w.e.f.20.09.2014 with the Pay Band-3 + AGP of Rs. 7000/- vide Office Memorandum No. Estt.-I/382/359 dated 29.01.2015 and accordingly, his pay was fixed.

CP/168 Further, in supersession to the Office Memorandum No.Estt.-I/382/359 dated 29.01.2015, vide Office Order No.Estt.-I/PF/382/752 dated 09.02.2018, his services were reviewed and regularized w.e.f.13.09.2013 to the post of Assistant Professor in the Pay Band-3 of Rs.15600-39100 + AGP of Rs.6000/- plus 02 increments in terms of the decision of the Board of Governors taken in its 43<sup>rd</sup> meeting held on 23.01.2018 as well as in terms of the office letter No. Gen-1/FR/13/7226 dated 26.08.2013 and MHRD, Govt. of India OM F.No.2-5/2017-TS.III dated 17.07.2017. Accordingly, his pay was fixed.

(Contd...-NP/33...)

*from pre-noting page: -*

CP/172  
Thereafter, vide Office Order No.Estt.-I/PF/382/1593 dated 02.04.2018, the Office Order No. Estt.-I/PF/382/752 dated 09.02.2018 regarding the fixation of Pay in respect of Dr. Joy Prakash Misra in the Pay Band-3 of Rs.15600-39100 + AGP of Rs.6000/- plus 02 increments was kept in abeyance in compliance to the directions issued on 01.03.2018 by the Hon'ble High Court of Punjab & Haryana, Chandigarh in CWP No. 5092 of 2018 and his pay in the Pay Band-3 of Rs.15600-39100 + AGP of Rs.7000/- was continued subject to further decision of the Hon'ble High Court.

CP/173  
It is also relevant to mention here that vide Office Order No.Estt.-I/PF/401/3618 dated 06.07.2018, the Office Order No.Estt.-I/PF/382/752 dated 09.02.2018 & the Office Order No. Estt.-I/PF/382/1593 dated 02.04.2018 were withdrawn in compliance to the decision taken by the Board of Governors in its 45<sup>th</sup> meeting held on 04.06.2018 vide agenda Item No. 45:18 and his Pay in PB-3 with AGP of Rs.7000/- was restored and revised as per rules.

CP/227  
Vide Office Order No. Estt.-I/3084 dated 20.05.2019 Dr. Joy Prakash Misra was re-designated from Assistant Professor to Assistant Professor Grade-II in the Level-11 as per Pay Matrix w.e.f.01.01.2016 in Pay Band-3 of Rs.15600-39100 + Academic Grade Pay of Rs.7000/-.

CP/201  
Vide office letter No.Estt.-I/PF/382/6501 dated 20.11.2019, the application form of Dr. Joy Prakash Misra for the post of Assistant Professor in Mech. Engg. Department against Advertisement No.IIT (BHU)/FA/Conventional Ad/2019 was forwarded to the IIT BHU, Varanasi.

CP/85  
As per Clause-5 of his appointment letter No.Gen-1/FR/13/7226 dated 26.08.2013, it has been mentioned that he can 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.

CP/236  
The relevant sub clause 4(5)(1) of Appendix 10 of CCS (JT) Rules taken from Swamy's Compilation of FRSR Part-I (General Rules) is reproduced below:

*The joining time shall commence from the date of relinquishment of charge of the old post if the charge is made over in the forenoon or the following date if the charge is made over in the afternoon.*

Accordingly, the matter of joining time will be decided by the IIT, BHU, Varanasi as per rules.

(Contd.-NP/34...)

-34/N-

from overleaf:

The matter to forward the Service Book in respect of Dr. Joy Prakash Misra to the IIT, BHU, Varanasi will be dealt with on demand of the quarter concerned for the purpose of counting of past services.

The Board of Governors of the Institute is competent to accept the resignation in respect of Dr. Joy Prakash Misra, Assistant Professor Grade-II, Mechanical Engineering Department. The meeting of the Board of Governors is not likely to be held shortly.

In view of the above, if agreed to, the competent authority may consider the request dated 02.12.2020 in respect of Dr. Joy Prakash Misra, for accepting his notice period from 20.10.2020 for technical resignation along with relieving w.e.f.18.12.2020(AN) from the post of Assistant Professor Grade-II, Mech. Engg. Department, subject to the following terms & conditions in anticipation approval of the Board:

1. The final settlement of his accounts will be made on receipt of the No Dues Certificate from all concerned.
2. He will have to hand over the complete charge, if any, to the person as directed by Head, Mechanical Engineering Department.
3. He will have to vacate the Institute accommodation as well as the office chamber, if any, as per rules, failing which the penal rent will be charged as per rules of the Institute.
4. He will be relieved from the services of this Institute w.e.f.18.12.2020 (AN) by the Establishment Section.

In addition to above, the Last Pay Certificate may be issued by the Accounts Section of the Institute as per records.

The approval so accorded will be reported to the Board of Governors in its next meeting.

Submitted please. *11/12/2020*

AR(GA) *11/12/2020*

JR(GA)/Registrar I/c *11/12/2020*

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

*15/12/2020*

Registrar Office  
Dairy No..1595....  
Dt.....15.12.20.....

*15/12/2020*

AR(GA) *15/12/2020*

*15/12/2020*

From pre-noting page:

In compliance to the orders passed by the competent authority at noting page -34/N- regarding acceptance of technical resignation in respect of Dr. Joy Prakash Misra, Asst. Prof. Grade-II, fair letter is placed below for signatures and issue please.

Forwards 15/12/2020

AR(GA)

Forwards 15/12/2020

JR(GA)

Register I/c

15/12/20

Letter issued vide No. Estt.-I/PF/3952 dated 15.12.2020

In compliance of the orders passed by the Competent Authority at pre-Noting page No. 34/N, fair relieving order is placed below for signatures & issue please

Forwards 18/12/20

AR(GA)

JR(GA)/Register I/c

Forwards

18/12/20

Relieving Order issued vide No. Estt.-I/PF/382/3998 dated 18.12.2020



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

No. Estt.-I/PF/ 3952

Dated: 15/12/2020


**Subject: Acceptance of Technical Resignation from the post of Assistant Professor Grade-II, Mech. Engg. Department, NIT, Kurukshetra.**

This is with reference to your application dated 02.12.2020, on the subject cited as above.

Your technical resignation from the post of Assistant Professor Grade-II, Mech. Engg. Department has been accepted by the competent authority w.e.f.18.12.2020(AN). Accordingly, you will be relieved from the services of this Institute w.e.f.18.12.2020(AN), subject to the following terms and conditions:

1. The final settlement of your accounts will be made on receipt of the No Dues Certificate from all concerned.
2. You will have to hand over the complete charge, if any, to the person as directed by Head, Mechanical Engineering Department.
3. You will have to vacate the Institute accommodation as well as the office chamber, if any, as per rules, failing which the penal rent will be charged as per rules of the Institute.
4. You will be relieved from the services of this Institute w.e.f.18.12.2020 (AN) by the Establishment Section.

Dr. Joy Prakash Misra,  
Assistant Professor Grade-II,  
Mech. Engg. Department,  
NIT, Kurukshetra.


  
Registrar Incharge 15/12/20  
15/12/20 15/12/20

Endst. No.Esst.-I/PF/ 3953-3956

Dated: 15/12/2020

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

1. Head, Mech. Engg. Department, NIT, Kurukshetra.
2. Professor Incharge (Estate & Constn.), NIT, Kurukshetra.
3. Professor Incharge (Stores), NIT, Kurukshetra.
4. Professor Incharge (Accounts), NIT, Kurukshetra.

  
Registrar Incharge 15/12/20  
15/12/20 15/12/20



N.I.T. KURUKSHETRA

Diary No. 4904

Dated 02/12/2020

-232-

MED/20/1434 7.  
DT. 2.12.2020

Department of Mechanical Engineering  
National Institute of Technology Kurukshetra

The Director  
NIT Kurukshetra

Date: 27.11.2020

(Through HOD, MED)

**Sub: Technical Resignation**

Respected Sir,

This is to draw your kind attention that the relieving of the undersigned from the services of NIT Kurukshetra on lien to join the services of IIT BHU, Varanasi was not acceded to vide letter no. Estt.-1/PF/382/3712 dated 26/11/2020. In this regard, the undersigned is writing to you to tender his technical resignation and requesting you to consider the initial date of intimation regarding technical resignation as 20.10.2020.

As per CCS (joining time) rules, 1979, the undersigned would like to avail the joining time and joining time pay for a period of 12 days as per clause 4 and subclause 5(4).

Hence, the undersigned is requesting you to accept this technical resignation and consider 18.12.2020 (after office hours) as the date of relinquishment of charge of his current position in this institute. Also, kindly transfer his service book along with all other relevant documents to IIT(BHU) as per the norms.

In addition to the above, kindly issue him the following certificates on his last working day.

- Relieving Letter
- Last Pay Certificate

Thanking you.

Sincerely,

(Dr. Joy Prakash Misra)  
Assistant Professor, MED  
NIT Kurukshetra

Encl:

- (i) Photocopy of letter no. Estt.-1/PF/382/3712 dated 26/11/2020
- (ii) Photocopy of letter no. MED/20/1414 dated 19.10.2020
- (iii) Photocopy of letter no. MED/20/1460 dated 29.10.2020

04/12/20

04/12/2020

-43/N-

**Subject: To accept the technical resignation from the post of Assistant Professor in respect of Dr. Manish Kumar Jha regarding.**

CP/281

Vide application dated 13.01.2021 received through email from Dr. Manish Kumar Jha, Assistant Professor, Business Administration Department has stated that he was relieved from NIT, Kurukshetra on lien for a period of two years w.e.f.05.10.2018 to 04.10.2020 to join as Assistant Professor Grade-I in PB-3 with AGP of Rs.8000/- in the Department of Humanities, Social Sciences & Management at NIT, Jamshedpur and requested to accept his technical resignation w.e.f.05.10.2018(AN) from the post of Assistant Professor, Business Administration, NIT, Kurukshetra.

CP/270

CP/64

CP/117

In this context, it is submitted that Dr. Manish Kumar Jha S/o Sh.Jagannath Jha had joined the services of the NIT, Kurukshetra on 16.12.2013(FN) as Assistant Professor, Business Administration Department with the Pay Band-3 of Rs.15600-39100 + AGP of Rs.7000/- in response to his appointment letter No.Gen-1/FR/13/9520 dated 23.10.2013. Vide Office Order No.Estt.-I/PF/432/1675 dated 13.05.2015 he was confirmed to the post of Assistant Professor w.e.f.16.12.2014.

CP/219

Vide letter No.Estt.-I/PF/432/6806 dated 08.12.2017, the application form for the post of Assistant Professor with AGP of Rs.8000/- in the Department of Humanities, Social Sciences and Management was forwarded to the National Institute of Technology, Jamshedpur, Jharkhand against Advt. No.NITJSR/REG/ADVT/2017-18/CD/124 dated 03.10.2017.

CP/241

CP/245

Vide this office letter No.Estt.-I/PF/432/5052 dated 01.10.2018, Dr. Manish Kumar Jha, Assistant Professor, Department of Business Administration was allowed to retain the Lien for a period of two years w.e.f.05.10.2018(AN) to 04.10.2020 on his substantive post of Assistant Professor. As such vide Office Order No.Estt.-I/PF/432/5137 dated 05.10.2018 he was relieved w.e.f.05.10.2018(AN) to join his new assignment as Assistant Professor Grade-I in PB-3 with AGP of Rs.8000/- at Department of Humanities, Social Sciences & Management, NIT, Jamshedpur.

CP/273

Further, vide letter Ref. No.NITJSR/ESS/CD/2019-20/1421 dated 24.02.2020, the Registrar Incharge, NIT, Jamshedpur had informed to this Institute that Dr. Manish Kumar Jha had joined the services of their Institute on 08.10.2018 and he has been confirmed to his post w.e.f.08.10.2019.

(Contd....-44/N-)

-44/N-

From pre-noting page -44/N:-

In view of the position as explained above, if agreed to, the technical resignation w.e.f.05.10.2018(AN), from the post of Assistant Professor, Department of Business Administration of this Institute may be accepted in respect of Dr. Manish Kumar Jha.

The approval so accorded will be reported to the Board of Governors in its next meeting.

Submitted please. *Manish* 13/01/2021

AR(GA)

*Manish* 13/01/2021

JR(GA)/Registrar Incharge

*Manish* 13/01/21

13.01.21

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

*Manish*  
13/01/21

*Manish*  
13/01/21

AR(GA)

*Manish*  
13/01/2021

Estt-I

280



N.I.T. KURUKSHETRA

Registrar Office

Diary No... 209

Dairy No... 28

registrar . &lt;registrar@nitkkr.ac.in&gt;

Dated... 13/01/2021

Dt... 13/01/21

**Request to accept technical resignation**

Manish Kumar Jha &lt;jhamanish2007@gmail.com&gt;

Wed, Jan 13, 2021 at 1:52 PM

To: registrar@nitkkr.ac.in, gyanaranjan samantaray &lt;grsamantaray@gmail.com&gt;, drga@nitkkr.ac.in

Respected Sir,

I kindly request you to accept my technical resignation and to this effect, the scanned copy of application is attached herewith for your kind reference.

With Kind Regards,

**Dr. Manish Kumar Jha**  
**Assistant Professor**  
**Ph.D (Management) IIT (ISM) Dhanbad**  
**M.Com. BHU, UGC NET**  
**Department of Humanities, Social Science and Management**  
**National Institute of Technology**  
**Jamshedpur - Jharkhand**  
**Mo No - 7376650614**



Technical Resignation\_Manish Kumar Jha.pdf

131K

28/1  
13/01/21A/C (CA) A/c  
13/01/2021

Esh-I

Date: 13<sup>th</sup> January, 2021

To  
The Director  
National Institute of Technology  
Kurukshetra - 136119  
Haryana (India)

**Subject: Request to accept technical resignation**

Respected Sir,

At the outset, I express my gratitude to you for giving me invaluable opportunity to serve in your esteemed institution.

I was relieved on lien w.e.f. 05.10.2018 to 04.10.2020 to join as Assistant Professor Grade - I in PB-3 AGP-8000 in the department of HSSM, NIT Jamshedpur, Jharkhand.

Therefore, I kindly request you to accept my technical resignation with effect from 05.10.2018 (AN) and thereby oblige me.

Thanking You

Sincerely Yours

*Manish Kumar Jha*  
(Manish Kumar Jha) 18.07.2021

Assistant Professor

Department of HSSM

National Institute of Technology

Jamshedpur - 831014

Jharkhand (India)

**Subject:** To report the approval of Chairman, BOG for correction in degree certificates/printing of duplicate Degree certificates.

The Director and Chairman (Actg.), Board of Governors has accorded the approval for correction in degree certificates/printing of duplicate degree certificates of students. The approvals accorded by the Chairman, BoG may be reported to the BoG in its ensuing meeting.

Registrar Office

Dairy No. 22.....

Dt. 04/01/21.....

Registrar Incharge

For Compilation  
in the BoG agenda.

*[Signature]*

04/01/21

AB(CA)

*[Signature]*  
04/01/2021

Supdt. (Gen.)

Gen-I

*[Signature]*  
04.01.2021  
Dean (Academic)

August 06, 202

Subject: Change of name in degree certificate.

The below student of UG made representation for spelling mistake in h (self/father's) name in Hindi/English in the degree certificate issued in the annu. 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 मित्तल                       | अमित कुमार                      |

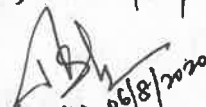
The signatures of the Registrar, the Director and Chairman (Actg.), Board of Governors are printed on the degree certificate. Hence it is appropriate to get approval of above authorities for printing degree certificates of the above student.

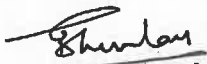
Kindly accord the sanction for printing of above mentioned degree certificate with signatures of above authorities. As usual the degree certificate shall be printed by Examination Section as per norms.

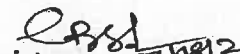
  
Dealing Assistant

  
Supdt. (Academic)

  
DR (Academic)

  
Prof. I/C (Academic)

  
Dean (Academic)

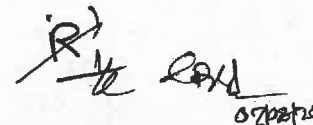
  
Registrar

  
Director and Chairman (Actg.)  
Board of Governors

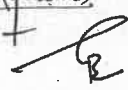
Registrar Office

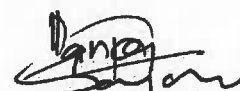
Dairy No....10/6

Dt....06.08.20

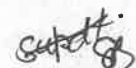
  
Dean (Academic)

  
DR (Acad.)

  
Supdt. (Acad.)

  
Supdt. (Acad.)

Letter is added, 11/8/20

  
11/8/20

September 02, 2020

**Subject: Re-print the degree certificates due to informations fade on original degree certificate**

The following graduate of Ph.D. made representation for overlapping of contents of oath document placed along with the degree certificate and fading of ink on the original degree certificate issued in the Annual Convocation 17<sup>th</sup> (February 20, 2020).

**Name of student : Mr. Shubham Verma**  
**Roll No. : 6140005**  
**Programme : Ph.D. in Mechanical Engineering**

The degree certificate is damaged due to fading of ink. Therefore, it is proposed that no fee is to be charged from the scholar for re-printing of the degree certificate.

The signatures of the Registrar, the Director and the Chairman BOG are printed on the degree certificates. Hence it is appropriate to get approval of above authorities for printing degree certificates of the above student.

Kindly accord the sanction for re-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.

*[Signature]*  
02/09/2020

Supdt. (Academic)

*[Signature]*  
02.09.2020

DR (Academic)

*[Signature]*  
02/09/2020

Prof. I/C (Academic)

*[Signature]*  
02/09/2020

Dean (Academic)

*[Signature]*  
02/09/2020

Registrar Office

Dairy No. 1123

Dt. 02.09.20

Registrar

*[Signature]*  
02/09/20

*[Signature]*  
4.9.20

DR (Acad)

Director and Chairman (Actg.)

Board of Governors

*[Signature]*  
02/09/20  
Supdt (Acad)

*[Signature]*

*[Signature]*  
02/09/20



September 09, 2020

**Subject: Re-print the Consolidated Grade certificate due to correction in the subject code of first semester in original consolidated grade certificate**

The following graduate of UG made representation for correction in the first semester subject/course code COT-101 in place of ELT-105 in the respective Consolidated Grade Certificate.

**Name of student :** Ms. Shraddha Singireddy  
**Roll No. :** 1140203  
**Programme :** B.Tech. ,Electronics & Comm. Engineering


In the consolidated grade certificate, there is typographical error in subject code. Therefore, it is proposed that no fee is to be charged from the student for re-printing of the consolidated grade certificate.

The signatures of the Registrar, the Director and the Chairman BOG are printed on the consolidated grade certificate. Hence it is appropriate to get approval of above authorities for printing the said certificate of the above student.

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

  
Supdt. (Academic)

  
DR (Academic)

  
Prof. I/C (Academic)

  
Dean (Academic)

Registrar Office

Dairy No...MS.8.....

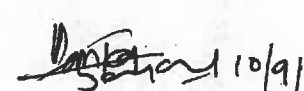
Dt.....09.09.2020.....

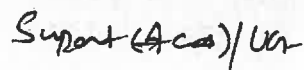
  
Registrar YC

  
Director and Chairman (Actg.)

Board of Governors

  
Dean (Academic)

  
DR (Academic)

  
Supdt. (Academic)/UC

  
Registrar

September 09, 2020

Subject: Issue of duplicate degree certificate.

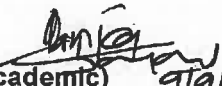
The below student of B.Tech. made representation for loss of the degree certificate issued in the annual convocation.

Mr. Abhishek Biswajit Mishra S/o Sh. Bikram Keshari Mishra, Roll No. 107039, Ex-student of B.Tech. in (Computer Engineering) has requested to issue duplicate B.Tech. degree certificate as his degree certificate has been misplaced. He has also lodged an FIR in the police station.

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 certificate 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.

  
Supdt. (Academic)

  
DR (Academic) 9/9/2020

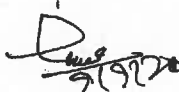
  
Prof. I/C (Academic) 9/9/2020

  
Dean (Academic) 9.9.2020


Registrar Office

Dairy No... 1159 .....

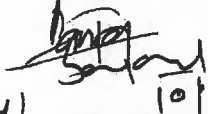
Dt... 09.09.2020 .....

  
Registrar YL 9/9/2020

Director and Chairman (Actg.)  
Board of Governors

  
9/9/2020

  
Dean (Academic) 10.9.2020

  
Supdt. (Academic) 10/09/2020

September 28, 2020

Subject: Change of father's name & correction in the subject code of 1<sup>st</sup> semester in Consolidated Grade Certificate.


The below student of UG made representation for spelling mistake in his (father's) name in English and subject code of first semester in the consolidated grade certificate issued in the annual convocation.

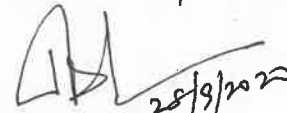
| Sr. No. | Roll No. | Father's Name in Eng. (Incorrect) | Father's Name in Eng. (Correct) | Subject code presently Written | Subject code Modification as desired |
|---------|----------|-----------------------------------|---------------------------------|--------------------------------|--------------------------------------|
| 1       | 1140059  | HEMANT BHATIA                     | HEMANT KUMAR BHATIA             | ELT-105                        | COT-101                              |

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

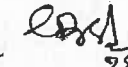
Kindly accord the sanction for re-printing of above mentioned certificate with signatures of above authorities. As usual the said certificate shall be printed by Examination Section as per norms.

  
28/9/20  
Supdt. (Academic)

  
28/9/20  
DR (Academic)

  
28/9/20  
Prof. I/C (Academic)

  
28.9.2020  
Dean (Academic)

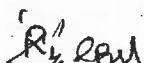
  
29/09/20  
Registrar

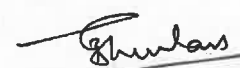
Registrar Office

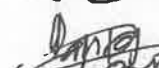
File No...1241

29.09.20

Director and Chairman (Actg.)  
Board of Governors

  
29/09/20  
Registrar

  
29.9.2020  
Dean (Academic)

  
29/9/20  
Registrar (Acad)

November 02, 2020

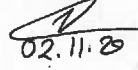
Subject: Change of name in degree certificate.


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

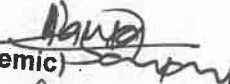
| Sr. No. | Roll No. | Student Name in Eng. (Incorrect) | Student Name in Eng. (Correct) | Student Name in Hindi (Incorrect) | Student Name in Hindi (Correct) | Father Name in Eng. (Incorrect) | Father Name in Eng. (Correct) | Father Name in Hindi (Incorrect) | Father Name in Hindi (Correct) |
|---------|----------|----------------------------------|--------------------------------|-----------------------------------|---------------------------------|---------------------------------|-------------------------------|----------------------------------|--------------------------------|
| 1       | 1130723  | --                               | --                             | योगधा गुप्ता                      | युगाधा गुप्ता                   | --                              | --                            | --                               | --                             |


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.

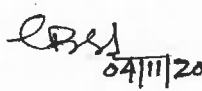
  
02.11.20

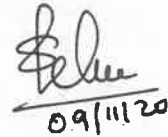
  
Supdt. (Academic)

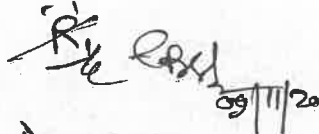
  
DR (Academic)

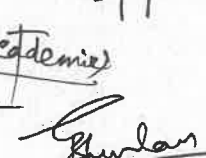
  
Prof. I/C (Academic) 03.11.2020

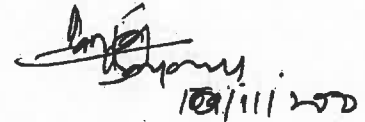
  
Dean (Academic) 03.11.2020

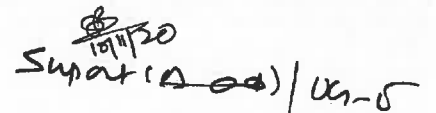
  
Registrar In-Charge 04/11/20

  
Director and Chairman (Actg.)  
Board of Governors 09/11/20

  
Dean (Academic) 09/11/20

  
DR (Academic) 9.11.2020

  
Supdt. (Academic) 10/11/2020

  
Supdt. (Academic) 11/11/20

November 10, 2020

Subject: Change of father's name in Consolidated Grade Certificate.

The below student of UG made representation for spelling mistake in his (father's) name in the consolidated grade certificate issued in the annual convocation.

| Sr. No. | Roll No. | Father's Name in Eng. (Incorrect) | Father's Name in Eng. (Correct) |
|---------|----------|-----------------------------------|---------------------------------|
| 1       | 11530058 | JAYMANGAL RAY                     | JAYMANGAL RAY YADAV             |

Kindly accord the sanction for re-printing of above mentioned certificate. As usual the said certificate shall be printed by Examination Section as per norms.

  
Supdt. (Academic)

  
DR (Academic)

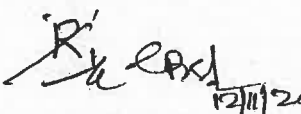
  
Prof. I/C (Academic)

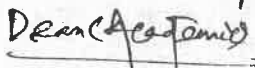
  
Dean (Academic)

Registrar File  
Dairy No. 1924  
Dt. 10.11.20

  
Registrar

  
Director and Chairman (Actg.)  
Board of Governors

  
Dean (Academic)

  
DR (Academic)

  
DR (Academic)

  
Supdt.

UG-I

December 03, 2020

Subject: Change of photograph in degree & consolidated grade certificates.

The below student of UG made representation for change of photograph in the degree & consolidated grade certificates issued in the annual convocation.

| Sr. No. | Roll No. | Correction Required   |
|---------|----------|---|
| 1       | 11510625 | Photograph on the degree & consolidated grade certificate is wrong and the applicant has requested to change the photograph |

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

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

Supdt. (Academic)

DR (Academic)

Prof. I/C (Academic)

Dean (Academic)

Registrar Office

Dairy No...1524...

Dt....04.12.20

Registrar

Director and Chairman (Actg.)

Board of Governors

Dean (Academic)

DR (Acad)

10.12.2020

Supdt. (Acad) / UG-F

**BoG 54.12 To consider the nomination of the Board of Governors on the Finance Committee of the Institute.**

As per provisions contained under Clause 10 (1) of the First Statutes for NITs, the composition of the Finance Committee of the Institute shall consist of the following members:-

- (i) The Chairperson, Board of Governors, ex-officio Chairman ;
- (ii) The Director, ex-officio member;
- (iii) Joint Secretary dealing with National Institutes of Technology or his nominee and Financial Advisor (Human Resource Development) or his nominee members;
- (iv) **Two persons nominated by the Board from amongst its members;** and
- (v) The Registrar, ex-officio Member-Secretary
- (vi) Provided that in addition to the above, the Chairman may, in consultation with the Director, co-opt a member as and when found necessary.

As per above composition {vide No. (iv) }, the Board in its 46<sup>th</sup> meeting held on 23.10.2018 had nominated the following members of the Board on the Finance Committee:-

|    |   |   |
|----|---|---|
| 1. | Dr. Pawan Kumar Garga,<br>Director & Professor<br>H.P University Business School<br>Summer Hill, Shimla | The tenure of the Board<br>nominated the members had<br>already been completed. |
| 2. | Dr. S. K. Madan,<br>Professor,<br>Civil Engineering Department,<br>NIT Kurukshetra                      |   |

The above nominees of the Board had seized their nomination on the Finance Committee due to completion of their term as BoG nominee members on Finance Committee of the Institute.

In view of the above, it is proposed that *"the Board may consider nominating two members on the Finance Committee of the Institute from its members"*.

**BoG 54.13 To consider and review the performance evaluation (quarterly basis) as per Clause-H of the Memorandum of Understanding (MoU) between National Institute of Technology (NIT), Kurukshetra and administrative Ministry of Human Resource Development (MHRD), Department of Higher Education, New Delhi.**

As per instructions of the Ministry, with reference to e-mail dated 9<sup>th</sup> February, 2018 and subsequent email dated 28<sup>th</sup> March, 2018 the MoU was placed before the Board in its 53<sup>rd</sup> meeting held on 21.08.2020 for noting the action taken by the Institute. As per Clause-H of the MoU, the Institute has to carry out every quarter and monitor the performance evaluation against MoU parameters and has to submit the same before the Board for consideration and review.

In view of above, the performance evaluation upto 3<sup>rd</sup> quarter for the year 2020-21 is enclosed as Annexure – 54.13 (i) from pages 103 to 110.

The Board may *consider and review the performance evaluation*.



Annexure I

**NATIONAL INSTITUTE OF TECHNOLOGY, KURUKSHETRA**

**PERFORMANCE EVALUATION PARAMETERS AND TARGETS 2020-21**

Upto 3<sup>rd</sup> Quarter

| Sl. | Criteria                                    | Existing Levels                                 | Targeted Levels | Unit             | Weightage | Criteria Value   |  |   |   |                                  |
|-----|---|---|-----------------|------------------|-----------|--|--|---|---|----------------------------------|
|     |   |   |                 |                  |           | 1  | 2  | 3   | 4   | 5                                |
| (1) | (2)   | (3)   | (4)             | (5)              | (6)       | (7)  | (8)  | (9)   | (10)  | (11)                             |
| No. |   | Average of years 2017-18, 2018-19 & 2019-20 (X) | 2020-21 (Y)     |                  |           | Excellent (10 pts)                                     | V.Good (8 pts)                                 | Good (6 pts)  | Fair (4 pts)  | Poor (2 pts)                     |
|     |   |   |                 |                  |           | Reached the figure Y, i.e. Target as given in Col. (4) | Less than Y but Reached Figure = X + 0.8*(Y-X) | Less than Figure in Col. 8 but Reached Figure = X + 0.6*(Y-X) | Less than Figure in Col. 9 but Reached Figure = X + 0.4*(Y-X) | Less than Figure = X + 0.4*(Y-X) |
| 1.  | <b>Student strength</b>                     |   |                 |                  | (30)      |  |  |   |   |                                  |
| 1.1 | UG students intake                          | 857   | 1090            | No.              | 10        | 1105   |  |   |   |                                  |
| 1.2 | PG students intake (including MBA & MCA)    | 501   | 510             | No.              | 10        | 575  |  |   |   |                                  |
| 1.3 | Ph.D. intake                                | 82  | 91              | No.              | 5         |  |  |   |   | 83                               |
| 1.4 | Dual Degree, if any, during the year        | n.a.  | n.a.            | No.              | 5         | -  | -  | -   | -   | -                                |
| 1.5 | Teacher student ratio                       | 16.77   | 15              | ratio            | 5         |  |  |   |   | 20                               |
| 2   | <b>Research and Professional practice</b>   |   |                 |                  | (22)      |  |  |   |   |                                  |
| 2.1 | Combined Metric for Publications            | 19.55   | 22.0            | Metric parameter | 5         |  |  | 21.2  |   |                                  |
| 2.2 | Combined Metric for Quality of Publications | 17.52   | 20.0            | Metric parameter | 5         | 20   |  |   |   |                                  |
| 2.3 | No. Of patents filed                        | 7   | 8               | No               | 5         |  | 7  |   |   |                                  |
| 2.4 | No. Of patents granted and licensed         | 1   | 2               | No.              | 5         | 3  |  |   |   |                                  |

**ANNEXURE – 54.13 (i)**

| Sl. | Criteria   | Existing Levels                                 | Targeted Levels | Unit                    | Weightage | Criteria Value   |  |   |   |                                  |
|-----|--|---|-----------------|-------------------------|-----------|--|--|---|---|----------------------------------|
|     |  |   |                 |                         |           | 1  | 2  | 3   | 4   | 5                                |
| (1) | (2)  | (3)   | (4)             | (5)                     | (6)       | (7)  | (8)  | (9)   | (10)  | (11)                             |
| No. |  | Average of years 2017-18, 2018-19 & 2019-20 (X) | 2020-21 (Y)     |                         |           | Excellent (10 pts)                                     | V.Good (8 pts)                                 | Good (6 pts)  | Fair (4 pts)  | Poor (2 pts)                     |
|     |  |   |                 |                         |           | Reached the figure Y, i.e. Target as given in Col. (4) | Less than Y but Reached Figure = X + 0.8*(Y-X) | Less than Figure in Col. 8 but Reached Figure = X + 0.6*(Y-X) | Less than Figure in Col. 9 but Reached Figure = X + 0.4*(Y-X) | Less than Figure = X + 0.4*(Y-X) |
| 2.5 | Total revenue accruing to the Institution (as distinct from to individual faculty) through Research / Consultancies                  | 130   | 140             | Rs. (in Lacs)           | 2         |  |  |   |   | 71.96                            |
| 3   | <b>Graduation Outcome</b>  |   |                 |                         | (13)      |  |  |   |   |                                  |
| 3.1 | Combined % of placements, higher studies and entrepreneurship  | 65.8  | 67.0            | %                       | 5         |  |  |   |   | 28.3                             |
| 3.2 | Median salary achieved in placements   | 6.96  | 7.2             | Rs. (in lacs) per annum | 5         | 10.84  |  |   |   |                                  |
| 3.3 | No. Of Ph. D students graduated  | 63  | 67              | No.                     | 3         |  |  |   |   | 43                               |
| 4   | <b>Financial parameters</b>  |   |                 |                         | (10)      |  |  |   |   |                                  |
| 4.1 | % of total cost recovery by means of fees and other resources, except MHRD funds (Sum of Item 3 in Annexure IV)                      | 41.84   | 45              | %                       | 4         |  |  |   |   | 25.64                            |
| 4.2 | Incremental growth in amount of Corpus Fund as on 1 <sup>st</sup> July of the year compared to 1 <sup>st</sup> July of previous year | 39,401  | 40,000          | Rs. (in lacs)           | 2         | -  | -  | -   | -   | -                                |
| 4.3 | % Utilisation of funds received from MHRD w.r.t to BE/RE   | 98.00   | 100.00          | %                       | 4         | 107.7  |  |   |   |                                  |

| Sl. | Criteria   | Existing Levels                                 | Targeted Levels | Unit      | Weightage | Criteria Value   |  |   |   |                                  |
|-----|--|---|-----------------|-----------|-----------|--|--|---|---|----------------------------------|
|     |  |   |                 |           |           | 1  | 2  | 3   | 4   | 5                                |
| (1) | (2)  | (3)   | (4)             | (5)       | (6)       | (7)  | (8)  | (9)   | (10)  | (11)                             |
| No. |  | Average of years 2017-18, 2018-19 & 2019-20 (X) | 2020-21 (Y)     |           |           | Excellent (10 pts)                                     | V.Good (8 pts)                                 | Good (6 pts)  | Fair (4 pts)  | Poor (2 pts)                     |
|     |  |   |                 |           |           | Reached the figure Y, i.e. Target as given in Col. (4) | Less than Y but Reached Figure = X + 0.8*(Y-X) | Less than Figure in Col. 8 but Reached Figure = X + 0.6*(Y-X) | Less than Figure in Col. 9 but Reached Figure = X + 0.4*(Y-X) | Less than Figure = X + 0.4*(Y-X) |
| 5   | <b>Outreach and inclusivity</b>  |   |                 |           | (10)      |  |  |   |   |                                  |
| 5.1 | Percent students from other countries  | 1.91  | 2.00            | %         | 1         |  |  |   |   | 1.36                             |
| 5.2 | Percentage of girl students  | 18.88   | 19.1            | %         | 2         |  |  |   |   | 17.93                            |
| 5.3 | % of faculty from SC, ST, OBC  | 25.89   | 45.29           | %         | 2         |  |  |   |   | 24.69                            |
| 5.4 | % of students from SC, ST, OBC   | 48.05   | 48.2            | %         | 2         | 48.94  |  |   |   |                                  |
| 5.5 | No. of cases reported related to sexual harassment                                       | 0   | 0               | No.       | 2         | 0  |  |   |   |                                  |
| 5.6 | No. of ragging cases reported  | 0   | 0               | No.       | 1         | 0  |  |   |   |                                  |
| 6   | <b>Infrastructure creation (where applicable, in other cases weightage will be zero)</b> |   |                 |           | (10)      |  |  |   |   |                                  |
| 6.1 | Infrastructure created during the year (In sq. Meter)                                    | 5691.47   | 1818.45         | Sq. Meter | 10        |  |  |   |   | 670.58                           |

| Sl. | Criteria                   | Existing Levels                                 | Targeted Levels | Unit | Weightage  | Criteria Value   |  |   |   |                                  |
|-----|----------------------------|---|-----------------|------|------------|--|--|---|---|----------------------------------|
|     |                            |   |                 |      |            | 1  | 2  | 3   | 4   | 5                                |
| (1) | (2)                        | (3)   | (4)             | (5)  | (6)        | (7)  | (8)  | (9)   | (10)  | (11)                             |
| No. |                            | Average of years 2017-18, 2018-19 & 2019-20 (X) | 2020-21 (Y)     |      |            | Excellent (10 pts)                                     | V.Good (8 pts)                                 | Good (6 pts)  | Fair (4 pts)  | Poor (2 pts)                     |
|     |                            |   |                 |      |            | Reached the figure Y, i.e. Target as given in Col. (4) | Less than Y but Reached Figure = X + 0.8*(Y-X) | Less than Figure in Col. 8 but Reached Figure = X + 0.6*(Y-X) | Less than Figure in Col. 9 but Reached Figure = X + 0.4*(Y-X) | Less than Figure = X + 0.4*(Y-X) |
| 7   | <b>Overall Performance</b> |   |                 |      | (20)       |  |  |   |   |                                  |
| 7.1 | NIRF Ranking (in 2019-20)  | 41  | 37              | Rank | 20         |  |  |   |   |                                  |
|     | <b>Total</b>               |   |                 |      | <b>115</b> |  |  |   |   |                                  |

1. If any parameter is not applicable to any Institution, the same may be substituted/ modified/ deleted from this list. The overall weightage obtained by adding Column 6, will be the denominator for calculation of % performance
2. Existing level will be decided by taking the average values of last three years from 2017-18, 2018-19 and 2019-20, except in case of NIRF, where it will be the Rank in 2019-20. If the 2018-19 parameter is not yet available at the time of signing of MoU then average of two years 2017-18, 2018-19 would be taken. If the Institution did not participate in NIRF Ranking in 2019-20, a notional ranking of 500 would be given for the year 2019-20 for calculation purposes.
3. The Institution and the Ministry would arrive at an agreement on which NIRF Ranking category should be applied for the Institution and then the evaluation would be done on performance in that category only. A change in category would be permitted during the course of the year only if the chosen category is not being taken up by NIRF for categorisation in the year 2019-20.
4. For parameters like ragging cases, anti-sexual harassment cases and NIRF ranking, a lesser value than existing level would be taken as successful achievement and achievement parameter would be accordingly modified.
5. Score given on each parameter would be as follows: Excellent – 10; Very Good – 8; Good – 6; Fair – 4; Poor – 2
6. If an Institution does not participate in NIRF Ranking exercise in the current year, the weightage would remain at 20 for the NIRF parameter and the Institution would get a zero score on it.
7. Overall Score of an Institution would be calculated as follows: Sum (Score of each Parameter\* Parameter weightage) \* 100/Total weightage

## PARAMETERS FOR NEGATIVE MARKINGS

There will be negative marking from the overall score, obtained in Annexure I, as follows:

- i) Laying of Annual Report in Parliament
  - a. If Annual Report of 2018-19 submitted to MHRD before the start of Winter session, 2019 – Less 0%
  - b. If Annual Report of 2018-19 submitted to MHRD after 1/1/2019 but before 31/3/20 – Less 1%
  - c. If Annual Report of 2018-19 not submitted to MHRD by 31/3/20 – Less 3%
- ii) Submission of data for AISHE
  - a. If submitted in 2019-20 within the last date fixed for the same – Less 0%
  - b. If submitted in 2019-20 but after last date fixed for the same but before 31.3.20 – Less 1%
  - c. If not submitted in 2019-20 by 31.3.20 – Less 3%
- iii) Holding of Meeting of Board at least once a quarter (*Other Institutions may mention their own Management bodies*)
  - a. If Board meeting held once in a quarter, with at least 4 meetings in a year– less 0%
  - b. If Board meeting not held in any quarter, but 4 meetings held in a year– less 1% for each quarter when Board meeting not held
  - c. If total number of Board Meetings held in year less than 4 – less 4%

Quarters for this parameter means the periods: Quarter I: April-June; Quarter II: July-September; Quarter III: October – December; Quarter IV: January - March
- iv) Counselling system in the Institution.
  - a. When a robust counselling system exists and there is no suicide or attempt to suicide – less 0%
  - b. When no robust system exists but there no suicide or attempt to suicide – less 1%
  - c. When a robust counselling system exists but there is at least one suicide or attempt to suicide – less 3%
  - d. When no robust counselling system exists but there is at least one suicide or attempt to suicide – less 4%
- v) Signing of MoU
  - a. When MoU for 2019-20 signed before 31/3/19 – less 0%
  - b. When MoU for 2019-20 finalized by MHRD and Institution jointly but not signed by 31/3/19 – Less 0.5%
  - c. When MoU for 2019-20 neither finalized by MHRD and Institution jointly nor signed – Less 2%

- vi) Vigilance cases
- a. Where Disciplinary cases ordered by CVC – less 1% per case
  - b. Where criminal prosecution or CBI enquiry ordered by CVC – Less 2% per case
- For this purpose, each case would mean each separate incident on which an enquiry has been done by CVC
- vii) ..

**Sum (Score of each Parameter\* Parameter weightage) \* 10.0/Total weightage**

**Overall Score = .....**

**RATING OF INSTITUTION BASED ON CONSOLIDATED SCORES**

Performance of the Institution would be graded based on overall score less the negative score to get the Consolidated Score. The performance based on the consolidated score would be as follows:

| Consolidated Score        |                       | Rating    |
|---------------------------|-----------------------|-----------|
| More than                 | Equal to or less than |           |
| 90                        | 100                   | Excellent |
| 70                        | 90                    | Very Good |
| 50                        | 70                    | Good      |
| 33                        | 50                    | Fair      |
| Less than or equal to 33% |                       | Poor      |

## National Institute of Technology, Kurukshetra

## Financial Commitment of MHRD and Other Sources of Revenue

1. The MHRD would allocate the following funds to be released through Consolidated Fund of India in the year 2020-21:  
Budget Estimate (BE): **Revenue** – Rs. 50.29 Crore

|         |                 |                       |
|---------|-----------------|-----------------------|
| OH-31:- | Rs. 33.97 Crore | ] - Rs. 105.06 Crores |
| OH-35:- | Rs. 7.94 Crore  |                       |
| OH-36:- | Rs. 63.15 Crore |                       |

Capital – Rs. .... Crore (Covered in OH-35)

2. The Institution would apply for grant of funds under HEFA as follows:  
HEFA Loan application: NIL

3. The Institution will raise funds from other sources as follows:
- |      |   |                    |
|------|---|--------------------|
| i.   | User charges in form of fees  | : Rs. 2869.04 Lacs |
| ii.  | User Charges other than fees  | : Rs. 842.41 Lacs  |
| iii. | Alumni donation   | : Rs. n.a.         |
| iv.  | Extra mural funding from other Departments/ Ministries of Government of India | : Rs. n.a.         |
| v.   | Extra Mural funding from other sources:                                       | : Rs. n.a.         |
| vi.  | Other resources not covered above   | : Rs. n.a.         |



**BoG 54.14 To approve the Annual Report and Audited Statement of Accounts & Audit Report of the Institute for the year 2019-20.**

As per instructions dated 08.04.2019 of the Government of India, Ministry of Human Resource Development, Department of Secondary & Higher Education, New Delhi, initially, an authenticated copy each of the Hindi & English versions of Annual Report and Audited Statement of Accounts along with the Review and delay statements, respectively are required to be submitted to the MHRD only when the Parliament is not in Session; and the remaining authenticated and requisite number of copies are required to be forwarded immediately a week before the commencement of the respective Parliament Sessions.

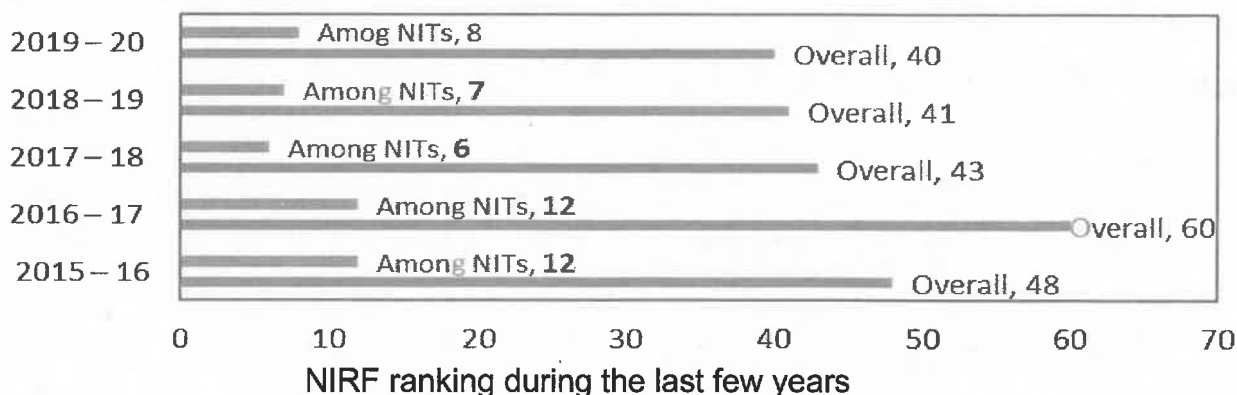
The Annual Report, Audited Statement of Accounts and Audit Report for the year 2019-20 of the Institute have been prepared. As per above instructions, these documents are to be approved by the Board. Therefore, the copies of Annual Reports, Audited Statement of Accounts and Audit Report for the year 2019-20 (in both English & Hindi versions) will be presented before the Board separately.

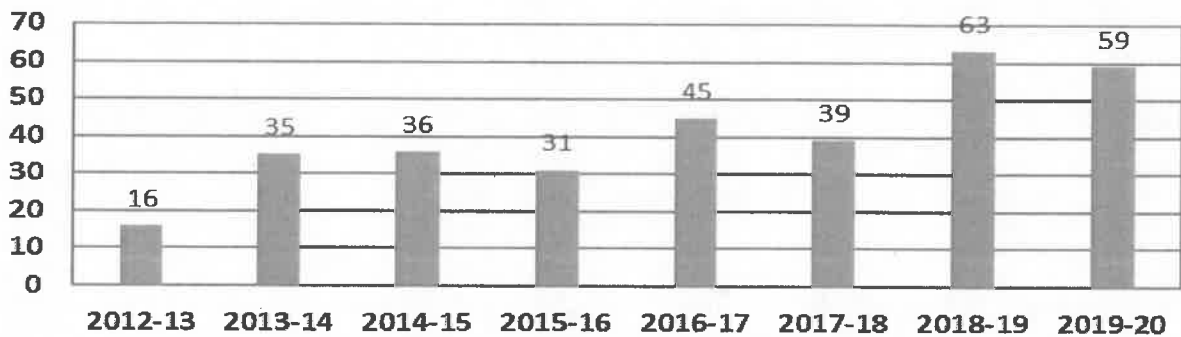
Some of the notable achievements of the Institute during the year 2019-20 are summarized and/ or graphically represented as under:

1. The Institute has been selected under TEQIP-III with focus on twinning system, involving Govt. Engineering College, Bikaner as the mentee institute. Following are the Objectives:
  - Improving undergraduate teaching learning process.
  - Increasing facilities for undergraduate education.
  - Increasing efficiency and effectiveness of the education process through better academic discipline and improved governance.
  - Improving post-graduate and research programmes.
  - Improving Sponsored Research and Consultancy activities.
  - Starting new PG programmes.
2. Six of the total seven UG programs have been accredited for six years with the five programs getting the period of accreditation extended for additional term of three years. The process for the accreditation exercise of fourteen M.Tech. programs is in process.
3. Forty two sponsored research projects worth Rs. 800.19 lacs are currently being executed by the faculty members during the year under report, a remarkable improvement from the preceeding years.

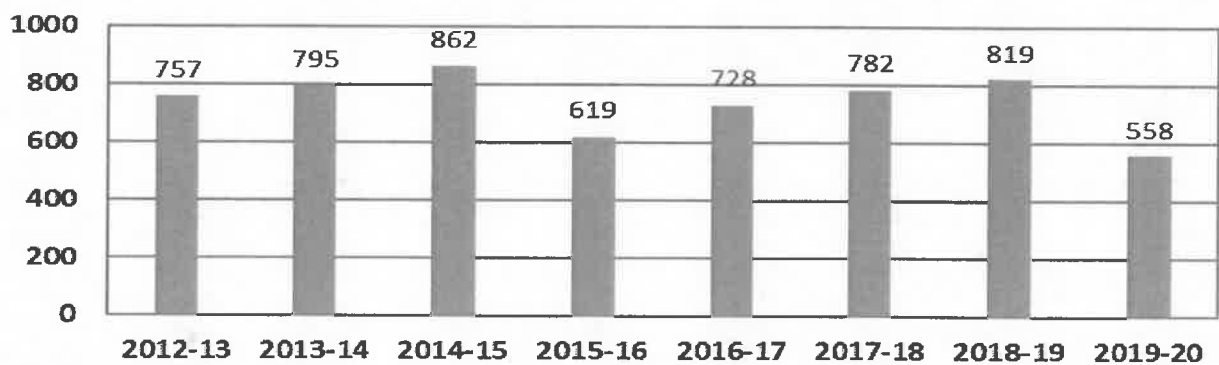
4. The Institute participated in NIRF ranking. NIT Kurukshetra improved to 40<sup>th</sup> position during 2019-20 from 60<sup>th</sup> position in 2016-17.
5. The faculties of the Institute are immensely contributing towards research and innovations. During this period, the faculties have submitted 14 R&D projects worth Rs. 3.06 crores to different agencies for funding and one project worth Rs. 33.58 lakhs has got sanctioned. More than 230 research articles have been published by the faculties in various Journals and Conferences of repute. Further, during this period, 06 patents have been filed, 02 patents have been published and 01 patent has been granted.
6. Fifty nine PhD degrees were awarded by the Institute in 2019-20, a substantial improvement from previous years.
7. Eleven number of R&D projects worth Rs. 295.97 lakhs had been submitted to different funding agencies.
8. Four patents have been filed by the faculty members in different areas of research. However, a total of 36 patents have been filed so far.
9. The following Construction works were completed during the year 2019-20:
  - Providing & installation of Electrical Sub-station HT/LT Distribution and feeder pillars in residential area at NIT Kurukshetra.
  - Construction of Indoor Badminton Hall at NIT Kurukshetra.
10. AEoN Centre of Excellence has been started in collaboration with AEoN Learning Pvt. Ltd., Bangalore for training of industry professionals, faculty, and students on emerging technologies generated revenues of Rs. 22.52 lacs in AY 2019-20.
11. The establishment of Siemens Centre of Excellence, Internet of Things, and other collaborative activities with premier industries, government agencies and alumni support are in progress.
12. Institute is actively engaged in providing the consultancy services to various Govts., Semi-Govts. and Private organizations. During the period from 1.4.19 to 31.3.20, one thousand eight hundred sixty four (1864) consultancy jobs were finalized by the Institute and earned around Rs. 631.69 lacs as consultancy fees.
13. To provide self-defence training to the girls' students, one-week training program was organized under TEQIP-III by inviting experts from Haryana Police and other institutions.
14. Substantial progress made towards renovation of the gymnasium hall and equipments therein with writing off of the unusable and obsolete/beyond repair items through MSTC.

15. MoU has been signed with CSIO, Chandigarh on 11.11.2019 regarding mutual faculty, student interaction, joint project collaboration, joint Ph.D. guidance and internship of B.Tech. & M.Tech. students.
16. To take care of mental health of the students of the Institute an MoU was signed with Round Glass Pvt. Ltd.
17. MoU has been signed with National Data Base Management Ltd. (NDML) for creating the Academic Depository.
18. The Institute has been actively engaged in pursuing collaborative activities and has signed the MoUs with IA India Accelerator Pvt. Ltd., Gurgaon, Haldia Institute of Technology, West Bengal, L&T Technology Services Ltd., Mumbai and NSE Academy Limited, Mumbai.
19. The Institute has been designated as one of 40 Regional Coordinating Institutes (RCI) all over India under Unnat Bharat Abhiyan (UBA) with IIT Delhi.
20. More than 85% of UG students have been placed through campus with highest package of 40 lakhs.
21. More than 60 industry professionals/faculty/students were trained on emerging technologies resulting in IRG of Rs. 17 lakhs.
22. The Physics Lab., Chemistry Lab. and Language Lab were renovated and new Labs were established in these Departments to accommodate EWS seats.
23. Under Ek Bharat Shreshtha Bharat program, seven students participated at NIT Warangal (Telengana) from 14<sup>th</sup> August, 2019 to 17<sup>th</sup> August, 2019.

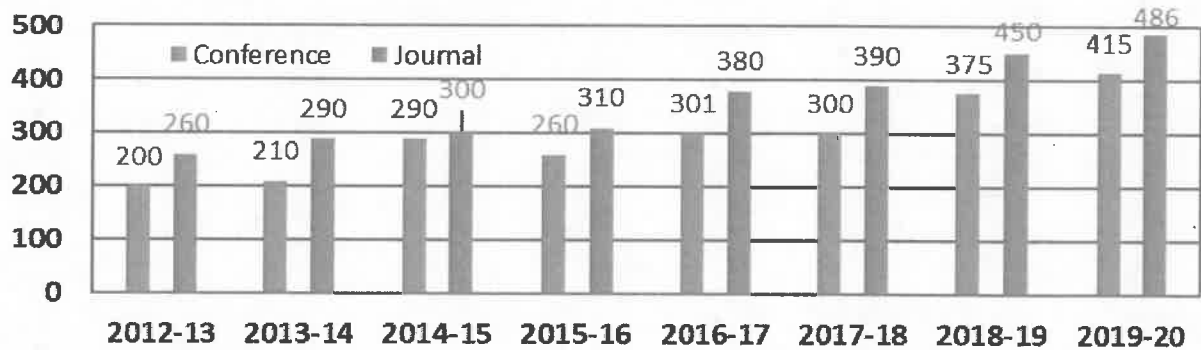




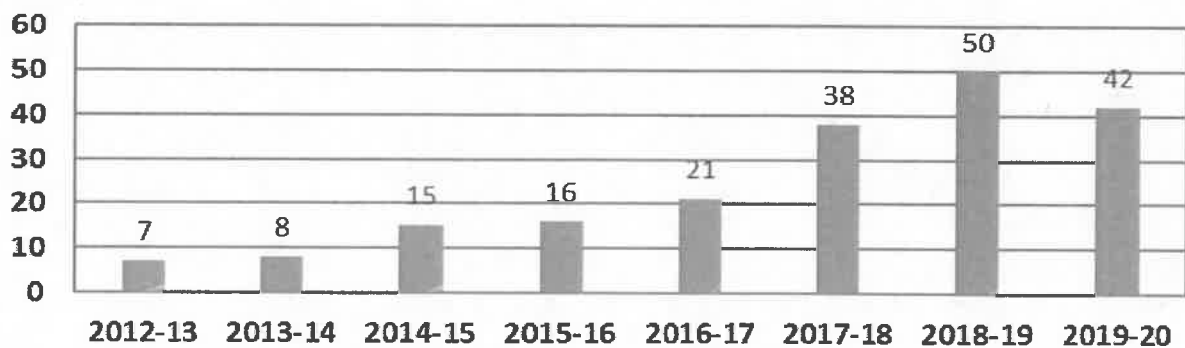
Number of Ph.D. degrees awarded during the last few years



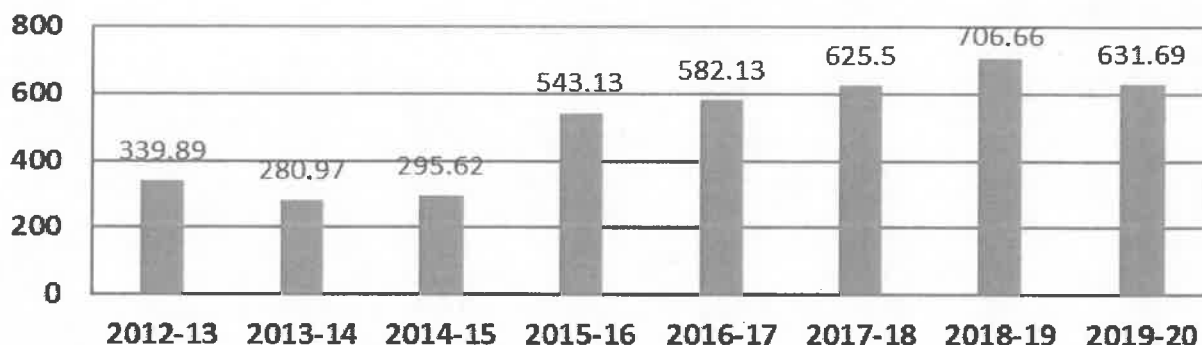
Number of placements during the last few years



Publications in peer reviewed journals during the last few years

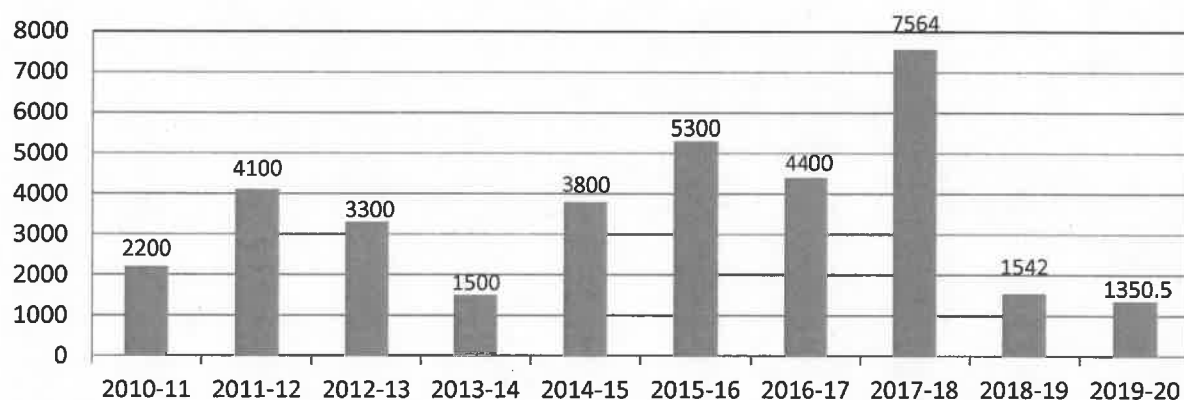


Number of sponsored research projects during the last few years

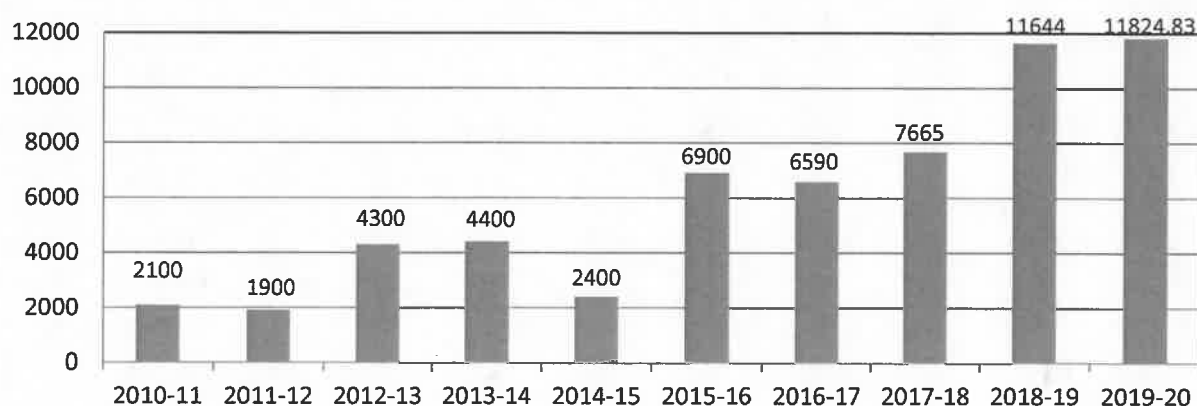


Receipts (in lacs) from consultancy assignments during the last few years

The grants (plan and non-plan) released to the Institute during the last ten years by MHRD, GOI are graphically shown as under:



Plan grant (Rs. in lacs) released by MHRD, GOI during last years



Non-plan grant (Rs. in lacs) released by MHRD, GOI during last years

The expenditure position for last three years (2017-18 to 2019-20) is as under:

| Items                          | 2017-18<br>(Rs.in Lacs) | 2018-19<br>(Rs. in Lacs) | 2019-20<br>(Rs. in Lacs) |
|--------------------------------|-------------------------|--------------------------|--------------------------|
| Salary                         | 3740.91                 | 5193.97                  | 4197.51                  |
| Other Salary Component         | 1708.33                 | 548.62                   | 1194.81                  |
| Pension & Pensionary Benefits  | 2777.62                 | 3900.82                  | 2422.07                  |
| Scholarship/Fellowship         | 927.77                  | 1095.39                  | 1300.62                  |
| Other Recurring Expenditure    | 620.70                  | 830.47                   | 2815.16                  |
| Capital Expenditure            | 5259.14                 | 4648.35                  | 6485.24                  |
| <b>Gross Expenditure (Rs.)</b> | <b>15034.47</b>         | <b>16217.62</b>          | <b>18415.41</b>          |

In addition to above, Institute is timely depositing their statutory dues with State and Central Government. Details of the taxes collected & deposited during the financial year 2019-20 are as under:

|  |                   |
|--|-------------------|
| Tax deducted at Source on Salary         | : Rs. 844.45 Lacs |
| Tax deducted at Source on Non-Salary     | : Rs. 114.11 Lacs |
| Goods & Services Tax on Rental Income    | : Rs. 2.88 Lacs   |
| Goods & Services Tax on Consultancy Work | : Rs. 147.67 Lacs |

It may be mentioned that the Annual Accounts had already been approved by the Finance Committee in its 44<sup>th</sup> meeting and the BoG in its 53<sup>rd</sup> meeting held on 21.08.2020.

The Board may *consider and approve the Annual Report, Audited Statement of Accounts and Audit Report of the Institute for the year 2019-20.*

**BoG 54.15 To consider requirement of additional Faculty and Non-faculty posts on the basis of students strength for the current year 2020-21.**

The Director (Finance), Government of India, Ministry of Human Resource Development, Department of Higher Education, New Delhi vide letter No. 23-03/08-IFD, dated 08<sup>th</sup> May, 2008 had issued the following new norms with regard to creation of faculty posts: -

- (a) a faculty/student ratio of 1:10 for IITs, IIMs, IISc, IISERs, NITIE with flexible cadre structure.
- (b) Faculty/student ratio of 1:10 for SPAs with inter-se faculty ratio of 1:2:4 (Professors: Readers: Lecturers) and
- (c) Faculty/Student ratio of 1:12 for NITs, ISM, IIITs and other centrally funded technical institutions with inter-se faculty ratio of 1:2:4.

However, the norms specify a Faculty/Non-Faculty ratio of 1:1.1 for all Institutions in respect of the Non-Faculty Posts.

The present sanctioned strength of the Faculty and Non-faculty posts approved by the MHRD is 298 and 328 respectively which is based on the actual students strength for the year 2010-11. It may be mentioned here that the Board of Governors of the Institute in its 41<sup>st</sup> meeting held on 31.01.2017 had approved the following proposal of the Institute for the requirement of additional Faculty posts and Non-faculty posts on the basis of students strength for the year 2016 -17:

| Year                      | Total number of students in UG and PG Courses | No. of faculty positions approved by the Board as per above norms (12:1) | No. of Non-faculty positions approved by the Board as per above norms (1:1.1) |
|---------------------------|---|--|---|
| 2016-17                   | 4911  | 409  | 450   |
| Already sanctioned posts  |   | 298  | 328   |
| Additional posts required |   | 111  | 122   |

As per the decision of the Board of Governors, the proposal of the Institute for the creation of additional faculty (111 Nos.) and non-faculty (122 Nos.) posts on the basis of students strength for the respective year was sent to the MHRD for approval. The approval from the Ministry since 2016-17 is still awaited.

Now, the requirement of faculty and non-faculty posts have been increased on the basis of actual admission made during year 2020-21.

In view of the above facts, it is proposed that as per the students strength for the year 2020-21, the following numbers of additional posts of faculty and non-faculty strength may be approved:

| Year                      | Total number of students in UG and PG Courses | No. of faculty required as per above norms (12:1) | No. of Non-faculty required as per above norms (1:1.1) |
|---------------------------|---|---|--|
| 2020-21                   | 5526  | 461   | 507  |
| Already sanctioned posts  |   | 298   | 328  |
| Additional posts required |   | 163   | 179  |

The Board may *consider and decide*.



**BoG 54.16 To consider the confirmation of Shri Vishal Gill on the post of Senior Technical Officer and Ms. Pratibha on the post of Technical Officer.**

The following non-faculty Officers were appointed by the Institute on probation for a period of one year from the date of joining against Advertisement No.41/2018 by way of direct recruitment on the recommendations of the duly constituted Selection Committee(s) and the decision of the Board of Governors taken in its 50<sup>th</sup> meeting held on 20.06.2019 vide agenda item No.50.19:

| Sr. No. | Name Shri/Ms. | Designation with Level of the Pay Matrix                  | Date of Joining | Date of completion of probation | Due date of Confirmation |
|---------|---------------|---|-----------------|---------------------------------|--------------------------|
| 1       | 2             | 3   | 4               | 5                               | 6                        |
| 1       | Vishal Gill   | Senior Technical Officer<br>Level-12<br>(Rs.78800-209200) | 27.11.2019(AN)  | 27.11.2020                      | 28.11.2020               |
| 2       | Pratibha      | Technical Officer<br>Level-10<br>(Rs.56100-177500)        | 31.10.2019      | 30.10.2020                      | 31.10.2020               |

The above Senior Technical Officer and Technical Officer have completed their period of probation and are due for confirmation on their post with effect from the date as mentioned against their name. Their Character & Antecedents Reports have been received from the concerned District Authorities and nothing adverse has been shown against them.

The Special Reports towards the work and conduct of the said Officers have been obtained from the concerned Head of the Department/Centre. A Committee was constituted vide Office Order No.Estt.-I/1960 dated 22.07.2020 to consider the Special Reports towards the work and conduct of Faculty members & Administrative Officer recruited by way of direct recruitment. The Committee examined the special reports of the said Officers and recommended that the above Officers are found fit for confirmation.

It is relevant to mention here that as per Clause-1 of their appointment letters, it was categorically mentioned that *"the appointment is subject to the final decision of the Hon'ble High Court of Punjab & Haryana, Chandigarh in the CWP No.30787-2018"*.

In this regard, the legal opinion was sought from the Institute Standing Counsel Shri Amarjit Singh Virk, Advocate, High Court of Punjab & Haryana, Chandigarh in the matter of confirmation in respect of non-teaching employees recruited against Advt. No.41/2018 enclosed as Annexure – 54.16 (i) on page 121. The operative portion of legal opinion is as under:

*"In view of the above, I am of considered opinion that since the appointment of these employees is subject to final outcome of the CWPs as mentioned in Clause 1 of their respective appointment letters and such CWPs are still pending adjudication as such their confirmation in compliance of decision of BOG dated 21.08.2020 as per Resolution No.53.18 will not alter the original position and even on confirmation their services shall remain subject to final outcome of the said CWPs, but in order to remove any doubt and to make it more clear it should be mentioned in the letters/Office Order confirming their services that the same shall be subject to final outcome of the respective CWPs as mentioned in their appointment letters."*

In view of the above, it is proposed that the confirmation in respect of the above non-faculty Officers may be considered by the Board of Governors with effect from the date as mentioned against their name, subject to the final outcome of the respective CWPs.

**Amarjit Singh Virk**  
Advocate  
Punjab & Haryana High Court

CHANDIGARH  
Advocate, Chandigarh  
High Court, Chandigarh  
**RESI CUM OFFICE**  
Advocate, Enclave,  
Chandigarh, India

**LEGAL OPINION**

In reference to your e-mail message dated December 22, 2020 seeking legal opinion as to confirmation of 45 Non Teaching employees appointed in pursuance to their selection against Advt. 41/2018, I have gone through the notings one of the Appointment letter dated 08.03.2019, agenda item as well as Resolution for Item 53.18 of BOG meeting held on 21.08.2020. Some of the candidates had filed CWPs in the Hon'ble Punjab & Haryana High Court, Chandigarh challenging Advt. 41/2018 as well as Selection Process. The Hon'ble High Court in CWP 3078/2018, Kulvinder Singh Vs NITK & Ors. vide interim order dated 18.12.2018 had directed that the any selection pursuant to above Advt. shall be subject to final outcome of the CWP, likewise the similar order was passed in CWP 10457/2019, Dalraj Meena vs NITK & Ors. vide interim order dated 23.04.2019, however, it was ordered to be heard with another similar CWP 9869/2019, Muneesh Kumar Meena vs NITK & Ors. The above said CWPs are still pending. The perusal of appointment letter dt. 08.03.2019 reveals that Clause 1 of the same clearly mentions that the appointment is subject to final outcome of CWP 10457/2018, the perusal of notings also reveal that similar clause was inserted in respective appointment letters of other selected candidates. All such employees were placed on probation of 1 year and as many as 36 such candidates seem to have already successfully completed their respective probation period. The matter of the confirmation of 33 out of those candidates whose Character Antecedent Verification Reports had been received, was placed before the BOG in its 53<sup>rd</sup> meeting held on 21.08.2020 vide item 53.18. The BOG had resolved to confirm their services.

In view of the above, I am of considered opinion that since the appointment of these employees is subject to final outcome of the CWPs as mentioned in Clause 1 of their respective appointment letters and such CWPs are still pending adjudication as such their confirmation in compliance of decision of BOG dated 21.08.2020 as per Resolution No. 53.18 will not alter the original position and even on confirmation their services shall remain subject to final outcome of the said CWPs, but in order to remove any doubt and to make it more clear it should be mentioned in the letters/Office Order confirming their services that the same shall be subject to final outcome of the respective CWPs as mentioned in their appointment letters.

CHANDIGARH  
December 23, 2020

  
(AMARJIT SINGH VIRK)  
ADVOCATE

*Registrar*

**BoG 54.17 To consider the confirmation of Shri Pankaj Kumar Bayati to the post of Deputy Registrar.**

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

He has already submitted the requisite information/documents which are necessary for confirmation and all the said documents are available in his Personal File and nothing has been found adverse against him.

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

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

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

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

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

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

The matter of confirmation in respect of Sh. Pankaj Kumar Bayati was placed before the Board of Governors in its 39<sup>th</sup> meeting held on 05.04.2016 vide Agenda Item No.39.15 and the Board deferred his confirmation due to unsatisfactory performance towards the work and conduct.

The matter of confirmation of Sh. Pankaj Kumar Bayati was again placed before the Board of Governors in its 43<sup>rd</sup> meeting held on 23.01.2018 vide Agenda Item No.43.34 and the Board deferred the Agenda Item till the next meeting of BoG.

Further the matter of confirmation of Sh. Pankaj Kumar Bayati was placed before the Board of Governors in its 44<sup>th</sup> meeting held on 05.02.2018 vide Agenda Item No.44.6 enclosed as Annexure – 54.17 (i) on page 126 and the Board decided as under:

*"After detailed deliberations, the Board decided to constitute a single member Departmental Enquiry Committee and the Enquiry Officer be requested to enquire into the issues raised against Shri Pankaj Kumar Bayati under Clause-14/Clause-16 of CCS (CSA) as the case may be and*

*submit the report at the earliest. The Board further decided that the confirmation of Shri Pankaj Kumar Bayati be kept pending till the completion of the enquiry and decision of the Board.*

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

Vide letter No.Estt.-1/1762 dated 10.04.2018 Dr.P.Bapaiah, Registrar, Indian Institute of Science Education & Research (IISER), Mohali was appointed as Enquiry Officer in the said matter. The Enquiry Officer had submitted his report on 10.10.2019 which was approved by the BoG in its 52<sup>nd</sup> meeting held on 06.12.2019 vide Agenda Item No.52.16 enclosed as Annexure – 54.17 (ii) on page 127 and the Board decided as under:

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

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

Accordingly, vide Intitute letter No.Estt.-I/PF/2123 dated 30.07.2020 enclosed as Annexure – 54.17 (iii) on page 128. Sh. Pankaj Kumar Bayati, Deputy Registrar was advised to serve with the Institute strictly in terms of the Code of Conduct notified by the Institute vide Notification No.Gen.-I/3865/5536 dated 31.07.2014, NIT Act-2007 (Ammended-2017) & NIT Statute, so that a good and healthy atmosphere may become at his working place.

Thereafter, the matter of confirmation of Sh. Pankaj Kumar Bayati was placed before the Board of Governors in its 53<sup>rd</sup> meeting held on 21.08.2020 vide Agenda Itm No.53.19 enclosed as Annexure – 54.1 (iv) on page 129 and the Board decided as under:

*"After detailed deliberations the Board decided that the confirmation in respect of Shri Pankaj Kumar Bayati, Deputy Registrar be placed in the next meeting of the Board with more details."*

Now the Special Report towards the work and conduct in respect of Sh. Pankaj Kumar Bayati, Deputy Registrar has been obtained

on 07.01.2021 from the Dean (Academic) of the Institute and nothing has been shown against him there. A Committee was constituted vide Office Order No.Estt.-I/1960 dated 22.07.2020 to consider the Special Report towards the work and conduct of Faculty Members & Administrative Officers recruited by way of direct recruitment. The Committee examined the Special Report towards the work and conduct of Sh. Pankaj Kumar Bayati, Deputy Registrar and recommended that he is fit for confirmation.

*In view of the above, it is proposed that Shri Pankaj Kumar Bayati may be confirmed to the post of Deputy Registrar in the Level-12 of Pay Matrix i.e. Rs.78800-209200 as per 7<sup>th</sup> CPC report with effect from the date of meeting of the Board of Governors.*

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NATIONAL INSTITUTE OF TECHNOLOGY  
KURUKSHETRA - 136119

No.NITK/44<sup>th</sup> BOG/ 1076

Dated: 28.02.2018

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

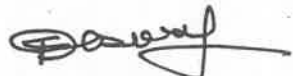
**BoG 44.6 To consider the confirmation of Shri Pankaj Kumar Bayati to the post of Deputy Registrar.**

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


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


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

Encl: Agenda Item

  
Registrar (I/C)

Deputy Registrar (GA & L)

  
01/02/18

  
CSA 9



**NATIONAL INSTITUTE OF TECHNOLOGY  
KURUKSHETRA – 136119**

No. NITK / 52<sup>nd</sup> BOG / 7162

Dated: 27/12/19

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

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

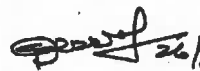
*"The Enquiry Officer in his report has recommended that "No serious charges have been levelled against him for attracting even disciplinary proceedings. However due to Sh. Pankaj Kumar Bayati's ill behavior only led to the extension of his probation. Hence Sh. Bayati be advised to mend his ways to avoid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


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

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

Encl: Agenda Item

Joint Registrar (GA & L)

 26/12/19  
Registrar (I/C)

 26/12/19

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

No. Estt.-I/PF/ 2123

Dated: 30/07/2020

**ADVICE**

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

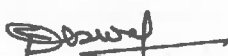
*"This agenda item was deferred for being taken up in the next meeting of the Board of Governors."*

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

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

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

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



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

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**NATIONAL INSTITUTE OF TECHNOLOGY  
KURUKSHETRA - 136119**

No. NITK /-53<sup>rd</sup> BOG / 2888

Dated: 14.09.2020

The Board of Governors of the Institute at its 53<sup>rd</sup> meeting held on 21.08.2020 has decided under:

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

"After detailed deliberations the Board decided that the confirmation in respect of Shri Pankaj Kumar Bayati, Deputy Registrar be placed in the next meeting of the Board with more details."

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

Encl: Agenda Item

*[Signature]*  
Registrar (I/C) 14/09/20

Joint Registrar (GA & L)

*[Signature]* 15/09/20  
Please put up on file.  
*[Signature]* 15/09/2020

Estt-I

**BoG 54.18 To consider the confirmation of the non-teaching employees of this Institute recruited against Advertisement No.41/2018.**

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

| Sr. No. | Name S/Shri/Ms. | Designation with Level of the Pay Matrix                          | Date of Joining | Date of completion of probation | Due date of Confirmation |
|---------|-----------------|---|-----------------|---------------------------------|--------------------------|
| 1       | 2               | 3   | 4               | 5                               | 6                        |
| 1       | Mohit Mehra     | Junior Assistant Level-3<br>(Rs.21700-69100)                      | 23.04.2019      | 22.04.2020                      | 23.04.2020               |
| 2       | Vishal Dahiya   | Technical Assistant Level-6<br>(Rs.35400-112400)                  | 30.04.2019      | 29.04.2020                      | 30.04.2020               |
| 3       | Tinku Meena     | Lib. & Information Assistant Level-6<br>(Rs.35400-112400)         | 14.05.2019      | 13.05.2020                      | 14.05.2020               |
| 4       | Rajiv Kumar     | Technical Assistant Level-6<br>(Rs.35400-112400)                  | 14.10.2019      | 13.10.2020                      | 14.10.2020               |
| 5       | Hardeep         | Students Activity & Sports Assistant Level-6<br>(Rs.35400-112400) | 08.11.2019      | 07.11.2020                      | 08.11.2020               |

All the above non-teaching employees have completed their period of probation and are due for confirmation on their post with effect from the date as mentioned against their name. The Character & Antecedents Reports of the above non-teaching staff have been received from the concerned District Authorities and nothing adverse has been shown against them.

The Special Reports towards the work and conduct of all the above non-teaching employees have been obtained from the respective Head of the Departments/Sections. A Committee was constituted vide Office Order No.Estt.-II/1959 dated 22.07.2020 to consider the Special Reports towards the work and conduct of non-teaching employees recruited against Advt.No.41/2018. The

Committee examined the special reports and recommended that the above non-teaching employees are found fit for confirmation.

It is relevant to mention here that as per Clause-1 of their appointment letters, it was categorically mentioned that *"the appointment is subject to the final decision of the Hon'ble High Court of Punjab & Haryana, Chandigarh in the CWP No.30787-2018 and CWP No.10457 of 2019"*.

In this regard, the legal opinion was sought from the Institute Standing Counsel Shri Amarjit Singh Virk, Advocate, High Court of Punjab & Haryana, Chandigarh in the matter of confirmation in respect of non-teaching employees recruited against Advt. No.41/2018 enclosed as Annexure – 54.18 (i) on page 132. The operative portion of legal opinion is as under:

*"In view of the above, I am of considered opinion that since the appointment of these employees is subject to final outcome of the CWPs as mentioned in Clause 1 of their respective appointment letters and such CWPs are still pending adjudication as such their confirmation in compliance of decision of BOG dated 21.08.2020 as per Resolution No.53.18 will not alter the original position and even on confirmation their services shall remain subject to final outcome of the said CWPs, but in order to remove any doubt and to make it more clear it should be mentioned in the letters/Office Order confirming their services that the same shall be subject to final outcome of the respective CWPs as mentioned in their appointment letters."*

In view of the above, it is proposed that the confirmation in respect of the non-teaching employees may be considered by the Board of Governors with effect from the date as mentioned against their name, subject to the final outcome of the respective CWPs.

Amarjit Singh Virk  
Advocate  
Punjab & Haryana High Court

CHANDIGARH

RESIDENCE OFFICE

LEGAL OPINION

In reference to your e-mail message dated December 22, 2020 seeking legal opinion as to confirmation of 45 Non Teaching employees appointed in pursuance to their selection against Advt. 41/2018, I have gone through the notings one of the Appointment letter dated 08.03.2019, agenda item as well as Resolution for Item 53.18 of BOG meeting held on 21.08.2020. Some of the candidates had filed CWPs in the Hon'ble Punjab & Haryana High Court, Chandigarh challenging Advt. 41/2018 as well as Selection Process. The Hon'ble High Court in CWP 30782/2018, Kulvinder Singh Vs NITK & Ors. vide interim order dated 18.12.2018 had directed that the any selection pursuant to above Advt. shall be subject to final outcome of the CWP, likewise the similar order was passed in CWP 10457/2019, Dalraj Meena Vs NITK & Ors. vide interim order dated 23.04.2019, however, it was ordered to be heard with another similar CWP 9869/2019, Muneesh Kumar Meena Vs NITK & Ors. The above said CWPs are still pending. The perusal of appointment letter dt. 08.03.2019 reveals that Clause 1 of the same clearly mentions that the appointment is subject to final outcome of CWP 10457/2018, the perusal of notings also reveal that similar clause was inserted in respective appointment letters of other selected candidates. All such employees were placed on probation of 1 year and as many as 36 such candidates seem to have already successfully completed their respective probation period. The matter of the confirmation of 33 out of those candidates whose Character Antecedent Verification Reports had been received, was placed before the BOG in its 53<sup>rd</sup> meeting held on 21.08.2020 vide item 53.18. The BOG had resolved to confirm their services.

In view of the above, I am of considered opinion that since the appointment of these employees is subject to final outcome of the CWPs as mentioned in Clause 1 of their respective appointment letters and such CWPs are still pending adjudication as such their confirmation in compliance of decision of BOG dated 21.08.2020 as per Resolution No. 53.18 will not alter the original position and even on confirmation their services shall remain subject to final outcome of the said CWPs, but in order to remove any doubt and to make it more clear it should be mentioned in the letters/Office Order confirming their services that the same shall be subject to final outcome of the respective CWPs as mentioned in their appointment letters.

CHANDIGARH  
December 23, 2020

(AMARJIT SINGH VIRK)  
ADVOCATE

Register

**BoG 54.19 To consider and approve the recommendation of the Selection Committee for appointment of Sr. Students Activity & Sports Officer (Ref.Advt.No.33/2019).**

The Institute had invited applications for the recruitment of the posts of Senior Students Activity & Sports Officer (01 OBC) vide advertisement No.33/2019.

The screening of 21 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 objection from the applicant was reviewed by the Screening Committee. The Screening Committee recommended that there is no change in the earlier recommendation of the Screening Committee. As per the recommendations of the Screening Committee, total 07 nos. of candidates were provisionally eligible and called to appear for interview before the Selection Committee for the said post.

The Selection Committee for the above post was duly constituted as per Statutes 23(5) (b & d). Total 06 nos. of provisionally eligible candidates were interviewed on 19.11.2020 by the Selection Committee at NIT, Kurukshetra.

The recommendations of the Selection Committee meeting contained in the sealed envelope for the post of Sr. Students Activity & Sport Officer 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 Sr. Students Activity & Sports Officer.*

**BoG 54.20 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 employers 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). Total 11 nos. of provisionally eligible candidates were interviewed through online mode on 10.08.2020 by the Selection Committee physically (offline) at NIT, Kurukshetra.

The recommendations of the Selection Committee meetings contained in the sealed envelope were placed before the Board of Governors in its 53<sup>rd</sup> meeting vide agenda item No.53.25. The Board decided that:

*"The Board was apprised that total 11 no. of provisionally eligible candidates appeared before the Selection Committee for interview through online subject to verification of original documents later on. The Board noted that in some cases the requisite documents for deputation*



*(including Short Term Contract) such as No Objection Certificate, ACRs of last five years, Vigilance Clearance and Integrity Report were not received by the Institute from the parent employer of the candidates till the date of interview. After detailed deliberations, the Board decided that the parent employer of all the interviewed candidates be requested to send the shortfall documents within one month; and the matter of appointment of Registrar be placed in the next BoG meeting along with the status of above requisite documents."*

Accordingly, the respective employers of the interviewed candidates were requested to send the documents for deputation (including Short Term Contract) such as No Objection Certificate, ACRs of last five years, Vigilance Clearance and Integrity Report within one month. The detailed status of the documents of the interviewed candidates as obtained from the respective employers alongwith the recommendations of the Selection Committee contained in the sealed envelope for the post of Registrar will be presented before the Board during the meeting separately.

The Board may consider and approve the recommendations of the Selection Committee meeting for the posts of Registrar.

**BoG 54.21 To apprise the Board about various initiatives / activities / achievements undertaken in the Institute by the Director.**

A brief summary of the initiatives / activities / achievements undertaken in the Institute since the last BoG meeting held on 21<sup>st</sup> August 2020 is as under:

**1. Academic Activities during the Challenging Times**

I am glad to share that even during these unprecedented times, the Institute has been able to maintain the pace of academic activities reasonably well. Just to share the statistics:

- The classes and end semester examinations of odd semester of Academic Year 2020-21 (except for B. Tech & MCA 1<sup>st</sup> semester) were held in online mode successfully. First semester of B.Tech. & MCA started in online mode in December 2020 & January 2021, respectively due to late admission under prevailing conditions of COVID-19. Their academic calendars have been planned in a manner that they will be completing their first year by end of July 2021.
- The classes of even semester of Academic Year 2020-21(except B. Tech & MCA 1<sup>st</sup> semester) will also be starting in online mode from January 11, 2020.
- B.Tech. & MCA admission process through Josaa/CSAB & NIMCET has been completed.
- PhD admission process for Academic Year 2020-21 has been completed with 83 admissions.
- 47 Ph. D. viva-voce examinations have been conducted in online mode since April, 01 2020 onwards. This could be possible due to the kind cooperation of all faculty and staff members.
- Keeping in view the guidelines of the Govt. of India, about 150 students of Ph.D. and M.Tech. final year have been invited to the Institute, as per their expression of interest, to attend the laboratory works in the phased manner since November 2020. In this regard, all the guidelines and SOPs issued by the Ministry of Home Affairs and the Ministry of Health, GoI were followed. Presently more than 100 of these students (Boys and Girls) are residing in the Institute hostels. It is pertinent to mention that all the students are happy,

healthy and safe in the hostels. Further, keeping in view the satisfactory performance of the students, about 200 more students of Ph.D. and M.Tech. have been allowed to join the campus w.e.f. 15<sup>th</sup> January 2021.

## **2. Research and Innovations**

The Institute faculty is immensely contributing towards research and innovations and it is praiseworthy to mention that during this period, the faculty has submitted/contributed

- 08 R&D projects worth Rs. 2.3 crores to different agencies for funding.
- A total of 136 research articles have been published in various Journals and Conferences of repute.
- 01 patent has been filed, 04 patents have been published and 03 patents have been granted.
- Efforts have been made to commercialize the patents through National Research Development Corporation (NRDC), Govt. of India.

## **3. Honour to the Institute Faculty**

It is a matter of pride for the Institute that Professor Mahesh Pal, Department of Civil Engineering, is ranked 130<sup>th</sup> among the International Researchers in the field of Geological and Geomatics Engineering by Mr. John P.A. Laonidis, Mr. Kevin W. Boyack and Mr. Jeroen Bass based on the Scopus database in the international ranking (2020) in the journal 'Updated Science-Wide Author Data Base of Standardized Citation Indicators'. He has been ranked No. 1 among his Indian Peer Researchers. Likewise, another faculty member Professor Ashwani Kumar, Department of Electrical Engineering, is ranked at 2383 position in the field of Energy.

## **4. Technical Education Quality Improvement Program (TEQIP) –III**

The Institute is effectively utilizing the funds received under TEQIP-III in conducting various activities as mandated under the scope of the project and performing well. The total expenditure, since the inception of the project, on various activities upto December 2020 is **Rs. 6.83 crores** out of the total budget allocation of **Rs. 7 crores**.

## 5. Training and Placement (T&P) Cell & Alumni Activities

- The T&P Cell has successfully hosted more than 50 organizations for conducting virtual internship drive. As of now, around 670 students have successfully got internship offers from several organizations with the highest stipend of Rs. 90,000/- per month.
- The Cell has hosted 65 companies for conducting virtual placement drives. As of now, around 260 students have got placement opportunities from several organizations with the highest package of Rs. 35 Lakhs per annum.
- MoU has been signed on 01.12.2020 between NHAI and NIT Kurukshetra to facilitate internship opportunities and familiarize the UG and PG students with latest trends in the highway/transportation sector with intent of sharing knowledge.
- MoU has been signed on 31.12.2020 between Ministry of Micro, Small and Medium Enterprises (MSME), GoI and NIT Kurukshetra to work as Implementing Agency (IA) under the scheme of "Design expertise to manufacturing MSME sector".

## 6. Infrastructure

The Institute has been constantly improving its infrastructure and it is matter of immense pleasure that the Badminton Hall having two courts has been completed and ready for use. Also, another important addition to the infrastructure is the Siemens Skill Development Centre which houses many labs in the niche areas of technology. This centre will be utilized for imparting training / summer internship not only to the students, faculty and staff of the Institute but also to students, faculty and staff from other Institutions to prepare them to be industry ready.

Besides the above major activities, various routine academic activities are being conducted to improve Teaching, Learning and Research competence of the faculty, improve student learning, and student employability. In nutshell, constant efforts are made towards bringing in betterment in the overall academic ambience in the Institute and thus taking the Institute to higher level of excellence.

**BoG 54.22 To note the actions taken / progress made by the Institute regarding establishment of Siemens Centre of Excellence (SCoE) at NIT Kurukshetra.**

The proposal to set up Siemens Centre of Excellence (SCoE) at NIT Kurukshetra was recommended by the Finance Committee in its 40<sup>th</sup> meeting held on 01.03.2019 and subsequently approved by the Board in its 49<sup>th</sup> meeting held on 01.03.2019. As per the approval of the Board, a tripartite Memorandum of Agreement (MoA) among National Institute of Technology Kurukshetra, Siemens Industry Software(India) Private Ltd. and CoreEL Technologies(I) Pvt Ltd. was signed on March 22, 2019 for the establishment of SCoE. The progress made / action taken since then has been apprised to the Board in its subsequent meetings.

The completion of civil & infrastructural work, and installation, testing & commissioning of hardware & software tools at the Centre has taken a bit more time by Force Majeure conditions due to the on-going unprecedented COVID-19 pandemic situation in the country and world over and its consequences/impacts in all spheres of life affecting all activities since March 2020. Despite constraints, progress made till date has been more than satisfactory due the efforts of all the stake-holders. A brief summary of the action taken/progress made by the Institute regarding the establishment of SCoE is as under:

1. Civil and electrical infrastructure has been completed, except the installation of lift and related works. However, the civil, electrical and air conditioning work of all the labs and office, including furnishing is complete and made functional.
2. The installation, testing & verification and commissioning of the equipments, machines, experimental set-ups and software is complete in all the labs.
3. The staff, provided by CoreEL as per MoA, is in place since April 2020.
4. The various skill training and industry relevant course-modules, to be offered by the SCoE, are in place.
5. The marketing strategy for the promotion of the SCoE for conducting skill training and industry relevant courses amongst the prospective users (industry, R&D organisations, start-ups and academic institutions) has been prepared and is under implementation.

6. Online Industrial training/ Project/ Internship/ Courses/ etc. for skill development to students from academic institutes, industrial persons, and others have already been started. The activities that have been completed or in-process are tabulated as under:

| S. No.       | Industrial training/project/internship/courses etc. | Date/Duration                    | No of participants | Charges (Rs.)   |
|--------------|---|----------------------------------|--------------------|-----------------|
| 1.           | NX for Design -SKETCHER                             | 21.09. 2020<br>To<br>03.10. 2020 | 18                 | 28800           |
| 2.           | NX for Design -SKETCHER                             | 12.10. 2020<br>To<br>19.10. 2020 | 18                 | 28800           |
| 3.           | NX for Design -Essential                            | 26.10. 2020<br>To<br>26.11. 2020 | 29                 | 116000          |
| 4.           | Beginner Industrial Electrical Equipment            | 26.10. 2020<br>To<br>11.11. 2020 | 33                 | 52800           |
| 5.           | Beginner Industrial Electrical Equipment            | 27.10. 2020<br>To<br>12.11. 2020 | 35                 | 56000           |
| 6.           | Beginner Industrial Electrical Equipment            | 18.11. 2020<br>To<br>26.11. 2020 | 35                 | 56000           |
| 7.           | Beginner-Industrial Automation                      | 28.10. 2020<br>To<br>09.11. 2020 | 31                 | 49600           |
| 8.           | Fundamentals of Mechatronics                        | 09.11. 2020<br>To<br>20.11. 2020 | 18                 | 28800           |
| 9.           | Basics of CNC Programming                           | 26.10. 2020<br>To<br>04.11. 2020 | 28                 | 44800           |
| 10.          | Beginner Advanced Manufacturing Concepts            | 26.10. 2020<br>To<br>04.11. 2020 | 21                 | 33600           |
| 11.          | Introduction to CAE AND Simulation                  | 26.10. 2020<br>To<br>21.11. 2020 | 22                 | 35200           |
| 12.          | Introduction to CAE AND Simulation                  | 27.10. 2020<br>To<br>21.11. 2020 | 30                 | 48000           |
| 13.          | Introduction to CAE AND Simulation                  | 23.11. 2020<br>To<br>01.12. 2020 | 15                 | 24000           |
| <b>Total</b> |   |                                  | <b>333</b>         | <b>6,02,400</b> |

*Note: NIT Kurukshetra 6<sup>th</sup> Semester students have been exempted from paying the fee (but O&M charges have been levied) being part of the academic curriculum.*

7. Meetings of the Review Committee of SCoE, the principal authority with respect to the CoE with responsibility to decide on matters pertaining to it constituted under Clause-12 of the MoA, have been held (off-line / on-line) regularly to coordinate and review the progress of the Centre.

8. During the Meeting of the Review Committee held on 25.08.2020, the progress during the lockdown period was reviewed considering the disruption caused by the unprecedented pandemic situation and in turn restriction imposed due to COVID-19 situation in the country. Having due consideration to the Force Majeure conditions under Clause-7(f) of the MoA, the Review Committee resolved under Clause-12 of the MoA that the effective date of commencement for the purpose of three years of operation (including staff deployment) and free upgradation/maintenance of all software component of various labs will be 01.04.2020; however, three years' warranty/maintenance of all hardware component in the various labs will commence from 01.10.2020.
9. Software and/or Associated Programs Licensed granted/installed in SCOE have been renewed/upgraded, without any financial liability as per MoA, in November 2020.
10. The planned Industrial training/ Project/ Internship/ Courses/ etc. for skill development to students from academic institutes, industrial persons, and others are tabulated as under:

| S. No. | Industrial training/ Project/ Internship/ Courses/ etc. | Tentative Date / Duration | Expected No. of Participants | Estimated Receipts (Rs.) |
|--------|---|---------------------------|------------------------------|--------------------------|
| 1      | Internship Projects                                     | Jan. 2021- May 2021       | 200                          | 94,00,000                |
| 2      | NX for Design -SKETCHER                                 | Jan. 2021                 | 20                           | 16,000                   |
| 3      | NX for Design -Essential                                | Jan. 2021                 | 20                           | 32,000                   |
| 4      | Beginner Industrial Electrical Equipment                | Jan. 2021                 | 20                           | 16,000                   |
| 5      | Beginner-Industrial Automation                          | Jan. 2021                 | 20                           | 16,000                   |
| 6      | Fundamentals of Mechatronics                            | Jan. 2021                 | 20                           | 16,000                   |
| 7      | Basics of CNC Programming                               | Jan. 2021                 | 20                           | 16,000                   |
| 8      | Beginner Advanced Manufacturing Concepts                | Jan. 2021                 | 20                           | 16,000                   |
| 9      | Introduction to CAE & Simulation                        | Jan. 2021                 | 20                           | 16,000                   |
| 10     | NX for Design -SKETCHER                                 | Feb. 2021                 | 20                           | 16,000                   |
| 11     | NX for Design -Essential                                | Feb. 2021                 | 20                           | 32,000                   |
| 12     | Beginner Industrial Electrical Equipment                | Feb. 2021                 | 20                           | 16,000                   |
| 13     | Beginner-Industrial Automation                          | Feb. 2021                 | 20                           | 16,000                   |
| 14     | Fundamentals of Mechatronics                            | Feb. 2021                 | 20                           | 16,000                   |
| 15     | Basics of CNC Programming                               | Feb. 2021                 | 20                           | 16,000                   |

|                    |  |            |    |                  |
|--------------------|--|------------|----|------------------|
| 16                 | Beginner Advanced Manufacturing Concepts | Feb. 2021  | 20 | 16,000           |
| 17                 | Introduction to CAE & Simulation         | Feb. 2021  | 20 | 16,000           |
| 18                 | NX for Design -SKETCHER                  | March 2021 | 20 | 16,000           |
| 19                 | NX for Design -Essential                 | March 2021 | 20 | 32,000           |
| 20                 | Beginner Industrial Electrical Equipment | March 2021 | 20 | 16,000           |
| 21                 | Beginner-Industrial Automation           | March 2021 | 20 | 16,000           |
| 22                 | Fundamentals of Mechatronics             | March 2021 | 20 | 16,000           |
| 23                 | Basics of CNC Programming                | March 2021 | 20 | 16,000           |
| 24                 | Beginner Advanced Manufacturing Concepts | March 2021 | 20 | 16,000           |
| 25                 | Introduction to CAE & Simulation         | March 2021 | 20 | 16,000           |
| <b>Grand Total</b> |  |            |    | <b>98,32,000</b> |

11. Preliminary talks/meetings have already been initiated and/or taken place with the following organisations for project/ training/ consultancy:

| Sr No. | Organisation/Institution   |
|--------|--|
| 1      | DRDO – New Delhi   |
| 2      | DRDL, DRDO Hyderabad   |
| 3      | IRDE, DRDO Dehradun  |
| 4      | UIET Kurukshetra   |
| 5      | NIT Uttarakhand  |
| 6      | GJU Hisar  |
| 7      | TERII Kurukshetra  |
| 8      | SKIET Kurukshetra  |
| 9      | Shri Vishwakarma Skill University  |
| 10     | The Northcap University  |
| 11     | SGT  |
| 12     | Maharaja Agrasen Institute of Technology                                   |
| 13     | SRMS CET   |
| 14     | BRCM College   |
| 15     | Jagdishprasad Jhabarmal Tibrewala University                               |
| 16     | Bhartiya Skill Development University                                      |
| 17     | RP Inderprastha Institute of Technology                                    |
| 18     | Doon Valley Institute Of Engineering & Technology                          |
| 19     | Karnal Institute of Technology and Management                              |
| 20     | Haryana Engineering College, Jagadhri                                      |
| 21     | Yamuna Group of Institutions, Yamuna Nagar                                 |
| 22     | Seth Jai Prakash Mukund Lal Institute of Engineering and Technology (JMIT) |
| 23     | Panipat Institute of Engineering and Technology, Panipat                   |
| 24     | Rao Bijender Singh State Institute of Engineering & Technology             |
| 25     | Mata Raj Kaur Institute of Engineering and Technology (MRKIET)             |
| 26     | Dr. K.N. Modi University   |

The Board may note the actions taken/progress made by the Institute.



**BoG 54.23 To consider and approve the minutes of 45<sup>th</sup> meeting of Finance Committee, National Institute of Technology, Kurukshetra held on 28.01.2021.**

The 45<sup>th</sup> Meeting of the Finance Committee, NIT, Kurukshetra is scheduled to be held on 21<sup>st</sup> August, 2020 through online. Minutes of the meeting will be placed on the table.

It is proposed that *"the Board may consider and approve the minutes of 45<sup>th</sup> meeting of the Finance Committee held on 28.01.2021"*.