

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

**AGENDA
FOR
BOARD OF GOVERNORS MEETING**



**47th MEETING
TO BE HELD ON 09.01.2019**

**NATIONAL INSTITUTE OF TECHNOLOGY
KURUKSHETRA-136119**

Agenda : **47th Meeting of Board of Governors**

Place : **Committee Room (New Building)
Shri Lal Bahadur Shastri Rashtriya
Sanskrit Vidyapeetha
Qutub Institutional Area
New Delhi – 110 016**

Day, date and time : **Wednesday, the 9th January, 2019
at 12.00 noon.**

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47.11	To note the action taken by the Institute in compliance of the directions passed by Hon'ble High Court of Punjab & Haryana, Chandigarh regarding the payment of Gratuity to the retirees/pensioners/family pensioners of the Institute as per Central Government pattern.	84 - 94
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	Any other item	

**NATIONAL INSTITUTE OF TECHNOLOGY
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TABLED AGENDA : **47th Meeting of
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Item No.	Subject	Page No.
BoG 47.15	To consider establishment of the Atal Incubation Centre (AIC) at National Institute of Technology, Kurukshetra under the Scheme of National Institution for Transforming India (NITI), Aayog New Delhi.	116 - 156

BoG 47.1 To note the leave of absence of members.

The absence / leave of absence of members, if any, to be *considered and noted.*

BoG 47.2 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 23.10.2018 is as under:

1. AEO N Centre of Excellence on Emerging Technologies

AEO N Centre of Excellence has been started in collaboration with AEO N Learning Pvt. Ltd., Bangalore. The Centre aims to improve employability and upgradation of students' knowledge in emerging technologies by imparting training to existing students, faculty, industry professionals on cutting edge technologies in CS / IT Domain. Courses on Big-data Analytics, Automation, Cyber Security, robotics etc. are commencing from 24th Nov., 2018. The online courses in the emerging technology areas have been floated which will result in revenue generation. As per the status report on 20th December, 2018, Rs 5.95/- lakhs in revenues have been generated which is to be shared between AEO N & NIT Kurukshetra.

2. Centre of Cyber Security

The concerted efforts are being made towards establishing the Centre of Cyber Security under Atal Innovation Mission for which the grant of Rs.10 crores has already been sanctioned by NITI Aayog. An Incubation meet with NITI Aayog at Bangalore has already taken place from 11-14 December, 2018. In this meeting, discussion on formation of Centre, selection of Chief Executive Officer, formation of Board of Governors and opening of Section - 8 Company in the Institute were discussed to initiate the activities.

3 Techspardha Prime 2018

Maintaining the continuum of celebrating the Techno-Managerial ethos of the Institute, Techspardha Prime - the annual techno-managerial festival of the Institute, was organized during 25-28 October, 2018 *with the theme 'Realm of Possibilities'*. *Shri Naresh Kumar, Director, Snow and Avalanche Study Establishment, DRDO, Chandigarh and Shri V. K. Raizada, Executive Director, IOCL, Panipat were the Chief Guests at the inaugural and valedictory functions, respectively. Dr. J.R. Joshi, DRDO, Hyderabad, and Prof. T.J. Kamlanabhan, Department of Management Studies IIT Madras, were the Guests of Honour.* More than 60 events under various categories, such as Design, Robotics, Managerial, Technopolls, Aero-modeling, Fun-zone, Online events, Paper presentation, Quizzes etc. were organised in the festival besides expert lectures delivered by eminent speakers. The festival saw huge participation of the students from various reputed institutions of the country.

The motivational expert lectures were delivered by *Shri Sandeep Jain, Alumnus IIT Roorkee and Founder GeeksforGeeks, Shri Siddharth Rajhans, Alumnus of Harvard University and founder & CEO of Qout, Shri Rahul Kaushik, a poet,*

writer, dreamer & founder of the melting words, and Shri Ankush Singla, with Bachelor and Master degrees from Stanford University, co-founder coding Ninjas. As part of the Techspardha 18 Prime, in Director's Trophy event, more than 600 school children from 12 different schools of Kurukshetra and Ambala participated. The participation in various events was very encouraging from other institutions like IITs, NITs and other reputed institutes such as MNIT Jaipur, NIT Jalandhar, PEC Chandigarh, UIET Kurukshetra University Kurukshetra. Apart from this, students from IIT Kharagpur, NIT Allahabad, NIT Jalandhar have also participated in many of the online events such as game station, Astrohunt etc. Just to mention, more than 2000 participants worldwide took part in an event called "Encoder".

4. 16th Convocation

16th Convocation of the Institute was held on 16th November 2018 wherein Shri Pawan Munjal, Chairman, Managing Director & CEO of the world's largest two wheeler manufacturing company- Hero MotorCorp Ltd- and our proud alumnus of 1971-76 batch of Mechanical Engineering was the Chief Guest. He was conferred with the Honorary Degree of Ph.D. (Honoris causa). The convocation witnessed the award of degrees to 1353 worthy graduates of UG, PG & Doctoral degree programs. As an outcome of his visit, we expect establishment of some collaborative facilities in the Institute.

5. AICTE Examination

The Institute, as the largest centre across all NITs, has helped in the conduct of the AICTE Examinations (being conducted as per the Guidelines of the Hon'ble Supreme Court) for about 740 candidates during December, 2018.

6. NIRF-2019

The Institute has applied for NIRF-2019 ranking on 13th December, 2018 after comprehensive compilation of the data and look forward to an improved ranking.

7. Selection Process of Associate Professor

The selection process for the recruitment of Associate Professors in various departments was conducted during 27th-30th November, 2018. The selection process for other teaching positions is in pipe line for which scrutiny work is going on.

8. Non-teaching Posts advertised

The various posts for the recruitment of Non-teaching staff were advertised vide Advt. No. 41/2018 on 9th November, 2018 as per the existing vacancies in the Institute. The Institute is planning to conduct the selection process in the next two to three months for these posts.

9. Modified Assured Career Progression (MACP) and Dynamic Assured Career Progression (DACP)

The Modified Assured Career Progression (MACP) and Dynamic Assured Career Progression (DACP) meetings have been conducted for upgradation of non-teaching staff and officials, respectively, in the month of November, 2018.

10. Technical Education Quality Improvement Program (TEQIP) –III

The Institute is effectively utilizing the funds received under TEQIP-III in conducting the activities suggested under the scope of the project which are broadly under the following three categories:

A. Procurement under TEQIP

The procurement plan worth Rs.2.14 crores has been approved by NPIU for the financial year 2018-2019 for the purchase of equipment for enhancing the research and lab facilities and learning resources (e-books) for the library. The procurement process has been initiated and is expected to be completed by February, 2019.

B. Academic Processes

Various academic activities are being supported through TEQIP funds to improve in Teaching, Learning and Research competence of the faculty, improve student learning, student employability, twinning activities with Govt. Engineering College, Bikaner – our mentee Institute under TEQIP-III. Just to mention specifically:

- Training to students at IIT / NIT or in parent institute;
- Student Visits to IIT & R&D organizations;
- GATE Registration Fee (only for final year students);
- Registration Fees and TA/DA for students participating in Tech Fest of IIT/NIT;
- *Research Assistantships* to 13 full time Ph.D students;
- *Graduates employability* (The activities include: Start up activity; Communication Skill training workshops, etc.). Worth mentioning is the conduct of an Employ-ability test, which has been initiated on 8th December, 2018 and would get completed January, 2019, for 1st, 2nd and 3rd year B.Tech. students by the external agency – the Aspiring Minds Assessment Pvt. Ltd.- under the coordination of Training & Placement Cell of the Institute. Around 3000 students will get the personalized report about their performance, skill gap and training suggestions. Along with that they will also get the opportunity of counselling from the domain experts.
- *Faculty/Staff Development and Motivation* (The activities include: Short Term Training Programs (STTP) in house; Registration fee and TA/DA for STTP in other reputed institutes; training to faculty at IIT or in parent institute; Attending Conferences/ Seminars/Workshops; Qualification Upgradation; Support Staff training, etc.)



- *Research and development* (The activities include: Attending Conferences/ Seminars/ Workshops for UG/PG/Ph.D students within or outside institute; Spares and consumables for UG/ PG student research projects etc.)
- *MOOCs and Digital Learning* (The activities include: Certification fees for online courses (MOOC's); etc.)
- *Mentoring/Twinning System with Govt. Engineering College, Bikaner* (the activities include: Two-way faculty, staff and student exchange programs for training and academic activities; Joint R & D; Arranging seminars, academic meetings and conferences for students and faculty; summer Internships for the students of GEC Bikaner; Joint Advisory or consultancy services; any other activities as deemed mutually appropriate)
- *Management Capacity Development* (The activities include: Management Capacity Building programs at IIM; NPIU workshops. etc. for the faculty)
- *Industry-Institute Interaction* (The activities include: Industry expert lectures; Industry Visits, etc.)

Operating Cost:

This includes the expenditure towards consumables, operation and maintenance of equipments, office expenses, project related meetings, hiring of vehicles, travel cost, and salary for TEQIP office staff.

11. Alumni Get-togethers

Golden Jubilee Alumni Meet for 1968-73 batch was facilitated by the NIT Kurukshetra Alumni Association on November 17-18, 2018 at the Institute campus. More than 100 alumni from India, USA, Canada and Europe enthusiastically participated in the meet. Proud to share that the Alumni of 1968-73 batch made a financial contribution of Rs. 25 lakhs for the development of **IoT Incubation Center** in the Institute. We are sure, this contribution, first of its own kind, will help the current students with enhancing their start-up, incubation and innovation skills in the emerging field of IoT.

In an attempt for further strengthening alumni relations, the 40th Anniversary Celebrations for the Batch of 1973-78 was organized on 1-2 December 2018 at the institute campus. The Meet saw enthusiastic participation of more than 100 alumni from the batch. The batch of 1973-78 committed a financial contribution of Rs 10 lakhs for the various activities to be undertaken by the association.

12. PIICON

The prestigious 6th IEEE Power India International Conference (PIICON-2018) was organised by the Department of Electrical Engineering under the aegis of IEEE PES-IAS Delhi chapter as well as IEEE PELS-IES Chapter, Delhi Section during 10-12 December 2018 with the theme of 'Planning Operation and Control of Futuristic Power Systems' which was attended by participants from all over India and abroad. Shri Sanjeev Mehra, Managing Director – Tata Power Trading Company Ltd, was the Chief Guest and Prof. D P Kothari, Former Director, IIT Delhi, was Guest of Honor, Prof. S C Srivastava, Professor, Department of

Electrical Engineering and former Deputy Director, IIT Kanpur, Prof. Bhim Singh, Professor, Department of Electrical Engineering and Dean Academics, IIT Delhi, Dr. V. K. Sood, Department of Electrical, Computer and Software Engineering, University of Ontario Institute of Technology, Canada, Dr. C. C. Reddy, Department of Electrical Engineering IIT Ropar, were the eminent speakers of the Conference and Prof. Ratna Dahiya and Dr. Saurabh Chanana, were the Conference General Chairs.

As the outcome, we expect enhanced academic collaborations with other Institutions and Organisations from within and outside India besides joint R&D projects.

13. DRDO Workshop

A one-day workshop on "DRDO Academia Meet: Research opportunities in Defence Sector" was organized by Armament Research Board (ARMREB), DRDO, Delhi and hosted by NIT Kurukshetra on November 30, 2018. The basic purpose of this workshop was to disseminate information on the activities of one of the panels i.e. Safety test and evaluation (STE) panel under ARMREB. The workshop was presided by Dr Satish Kumar, Chairman, ARMREB and Director NIT Kurukshetra. There were around 60 attendees from various academic institutions like IIT Delhi, IIT Roorkee, Thapar Institute of Engg. & Technology, and others. Eminent speakers from DRDO like Shri Sudhir Gupta DG (TM), Vice Admiral Shri Raman Puri, Chairman STE, Dr. Anil Kumar Aggarwal, and Director ER & IPR. Various thrust areas like Fire Protection, Environmental Safety, Nano-Energetics, Blast & Shock Mitigation Shear, Vehicle Classification & Detection, Advanced Fuze Technology were discussed by ADMB panel, CDSW panel, STE panel, HEM panel, ASE panel, and MAA panel coordinators, respectively for possible Academia-DRDO collaboration. The event was coordinated by Dr. Prasun Roy, CFEES, DRDO, Delhi, and Dr. Saurabh Chanana, NIT Kurukshetra as Convenors, and Dr. Chhagan Charan and Dr. Alma Ram Gupta, NIT Kurukshetra as the Coordinators. Aim of the meet was to improve the know-how of faculty in R&D area, which in turn will result in getting the R&D Projects from DRDO.

14. GIAN Course

A one week GIAN course on "*Electrochemical Energy Conversion and Storage*" was organised during 26-30 November, 2018 in the Department of Chemistry by Dr. Chetty Prabhaker wherein Dr. Oleg KOZADEROV, Associate Professor of Chemistry, Voronezh State University, Voronezh, 394018, Russia was invited as the expert resource person.

15. Dr. Chinmoy Ghosh, Professor and Head, School of Business, University of Connecticut, USA has been invited during 4-7 January, 2019 to interact with faculty, research scholars and students of the Business Administration Department.

16. Academic Audit

We have planned to get the academic audit of the PG programs done by inviting external experts from premier Institutes during January & February, 2019. I am glad to share that the academic audit of all the following five PG specialisations of Civil Engineering Department has already been scheduled during 4-6 January, 2019.

- a. Structural Engg.
- b. Soil Mechanics & Foundation Engg.
- c. Water Resources
- d. Transportation Engg.
- e. Environmental Engg.

Following are the external experts being invited for the purpose:

- a. Structural Engg. - Prof. Nagesh Iyer, Ex. Director, SERC, Chennai & at present affiliated with IIT Dharwad
- b. Soil Mechanics & Foundation Engg. - Prof. D. N. Singh, IIT Bombay
- c. Water Resources - Prof. C. S. P. Ojha, IIT Roorkee
- d. Transportation Engg. - Prof. Animesh Das, IIT Kanpur
- e. Environmental Engg. - Prof. Ligy Phillip, IIT Madras

17. Centre of "Internet of things" initiated in Electronics & Communication Department with the seed money being provided by the Alumni of the 1968-73 batch.
18. The team of students of the Institute participated and won first prize among around 70 teams in lift-off (an event modelled on the concept of water rocket) and space quiz at the National Students Space Challenge organized by IIT Kharagpur during October, 2018.
19. A team of students of the Institute participated and won 2nd Prize in Folk Dance at IIT Ropar in October, 2018.
20. 21 PG students were placed in various industries with paid internships from September 2018 onwards.
21. For the first time, Centralized test was conducted for the Ph.D. admissions and 36 students were finally admitted for Ph.D. programs in various departments.
22. Tender has been floated for the construction of two Indoor Badminton Courts involving an estimated budget of Rs.62 lacs. Construction is expected to start from January 2019.
23. Some of the faculty and staff members of the Institute participated in Inter-NIT sports tournament for faculty and staff held at NIT Goa and won first prize among all NITs.

BoG 47.3 To confirm the minutes of the 46th meeting of the Board of Governors of National Institute of Technology, Kurukshetra held on 23rd October, 2018.

The minutes of the 46th meeting of the board of Governors Held on 23rd October, 2018 were circulated to all the members of the Board vide letter no. NITK / 46th BOG / 5367 dated 30.10.2018 with the request to send their comments, if any.

No comments have been received from any member of the Board.

The minutes are enclosed as Annexure – 47.3 (i) from pages 14 to 20 and are summarized as under:

Item No.	Agenda	Minutes
BoG 46.1	To note the nomination of faculty members as Senate Nominee on the Board of Governors of the Institute.	The Board noted the nomination of Prof. S.K. Madan, Professor, Civil Engineering Department and Shri Karan Sharma, Assistant Professor, Electronics & Communication Engineering Department as Senate Nominee members on the Board of Governors of the Institute. Thereafter, they joined the meeting and the Chairperson, BoG welcomed them.
BoG 46.2	To note the leave of absence of members.	The Board granted leave of absence to Ms Bhagyesh Soneji who could not attend the meeting.
BoG 46.3	To apprise the Board about various initiatives / activities achievements undertaken in the Institute by the Director.	The Board noted the various initiatives / activities achievements made in the Institute by the Director with appreciation. Keeping the spirit alive, the Board desired that: <ol style="list-style-type: none"> i) The commercialization of the patents be explored and encouraged. ii) The possibilities to start consultancy in all the major Departments and workshop be explored and presentation in this regard be made in the next BoG meeting by the respective Heads of Departments. iii) The Institute to ensure that MoUs are active and effective. iv) Efforts be made to tie up with the private industries to

		<p>establish/create the facilities for fabrication of solar chulha to meet the requirement of ONGC.</p> <p>v) Prof. I/C (T&P) to submit a detailed placement report, internal and external collaborations, trainings, etc. in the next BoG meeting.</p> <p>vi) Expert lectures from finance/management/policies etc. from non-engineering areas needs to be arranged for overall awareness and personality development</p>
BoG 46.4	To confirm the minutes of the 45th meeting of the Board of Governors held on 04.06.2018.	The Board confirmed the minutes of the 45 th meeting of the Board of Governors, National Institute of Technology, Kurukshetra held on 04.06.2018.
BoG 46.5	To note the Action Taken Report on the 45th Meeting of Board of Governors held on 04.06.2018.	<p>The Board noted the action report on the Minutes of 45th meeting of the Board of Governors of National Institute of Technology, Kurukshetra held on 04.06.2018. Further, the Board decided as under:</p> <p>i) Regarding item No.BoG 43-3 : The presentation on students' feedback mechanism will be made in the next BoG meeting.</p> <p>ii) Regarding item No.BoG45.20 : Further decision on CVC case of Prof. Baldev Setia be taken only after receiving the advice from CVC.</p>
BoG 46.6	To note the minutes of 34th meeting of the Senate, National Institute of Technology Kurukshetra held on 24.09.2018.	<p>The Board noted the minutes of 34th meeting of the Senate, National Institute of Technology Kurukshetra held on 24.09.2018. However, the Board expressed concern on low admissions in PG courses. Further, the Board desired as under:</p> <p>i) The Senate should go more deeper in academic issues and, in future, provide more constructive suggestions after due deliberations.</p> <p>ii) The HODs shall make presentation of their respective departments in the next Board meeting.</p>

BoG 46.7	To approve the items nos. S 34.09, S 34.10, S 34.19, S 34.20, S 34.21 & S 34.25 of 34th meeting of the Senate, National Institute of Technology, Kurukshetra held on 24.09.2018.	The Board approved the (i) list of students to be awarded degree, (ii) award of medal and prizes, (iii) conferring of degrees to the graduates of IIT Sonapat, (iv) Degree format of B.Tech. of IIT Sonapat (v) issues related to dress code and (vi) Conferment of Honorary Degree; as detailed in items Nos. S 34.09, S 34.10, S 34.19, S 34.20, S 34.21 & S 34.25 respectively of the 34 th meeting of the Senate, National Institute of Technology, Kurukshetra held on 24.09.2018.
BoG 46.8	To consider the nomination of the Board of Governors on the Finance Committee of the Institute.	The Board nominated Dr. Pawan Kumar Garga, Professor, Himachal Pradesh University Business School, Shimla and Dr. S. K. Madan, Professor Civil Engineering Department, NIT Kurukshetra as Board nominee members on the Finance Committee of the Institute.
BOG 46.9	To consider and approve the External Peer Review Committee for National Institute of Technology, Kurukshetra as per the decision of Council of NITs.	The Board considered and approved the External Peer Review Committee for National Institute of Technology, Kurukshetra as detailed in the agenda.
BoG 46.10	To note the clarification regarding the role and functions of the Director and Chairperson, Board of Governors of the NITs as per the provisions under the NITSER Act, 2007 and Statutes of NITs.	The Board noted the clarification regarding the role and functions of the Director and Chairperson, Board of Governors of the NITs as per the provisions under the NITSER Act, 2007 and Statutes of NITs.
BoG 46.11	To note the guidelines for Higher Administrative Grade (HAG) scale to the Professors of NITs as approved by the Council of NITSER in its 11th meeting held on 18.07.2018.	The Board noted the guidelines for Higher Administrative Grade (HAG) scale to the Professors of NITs as approved by the Council of NITSER in its 11 th meeting held on 18.07.2018.
BoG 46.12	To consider and review the performance evaluation (quarterly basis) as per Clause-H of the Memorandum of Understanding (MoU) between National Institute of	The Board considered and reviewed the performance evaluation as detailed in the agenda.

	Technology (NIT), Kurukshetra and administrative Ministry of Human Resource Development (MHRD), Department of Higher Education, New Delhi.	
BoG 46.13	To consider the confirmation of Dr. Rishu Saxena on the post of Medical Officer and Shri Lalit Mehra on the post of Principal Technical Officer.	The Board was apprised that all the required documents and formalities have been received and completed and nothing is found adverse against them. Thereafter, the Board decided to confirm Dr. Rishu Saxena on the post of Medical Officer and Shri Lalit Mehra on the post of Principal Technical Officer after the completion of probation period of two years.
BoG 46.14	Revision of Pension/Family Pension of pre-01.01.2016 and post-01.01.2016 in respect of retired faculty and non-faculty of Centrally Funded Technical Institutions regarding.	The Board adopted the Revision of Pension/Family Pension of pre-01.01.2016 and post-01.01.2016 in respect of retired faculty and non-faculty of Centrally Funded Technical Institutions as per OM F.No.15-7/2017-TC dated 14.06.2018 issued by the Ministry of Human Resource Development, Government of India, New Delhi.
BoG 46.15	To note the action taken on the minutes with reference to the agenda item no. 45.18 to fix the pay of Assistant Professors recruited against the Advt. No.14/2012 and Advt. No.05/2013 regarding.	The Board noted the action taken on the minutes with reference to the agenda item no. 45.18 to fix the pay of Assistant Professors recruited against the Advt. No.14/2012 and Advt. No.05/2013 regarding. Further, the Board considered and decided that the recommendations of the Committee be sent to the MHRD for advice.
BoG 46.16	To note the action taken report with reference to the agenda item no.44.12 for extension of contractual appointment of the Assistant Professors appointed on long contract in Pay Band-3 with AGP of Rs.6000/-.	The Board noted the action taken report with reference to the agenda item no.44.12 for extension of contractual appointment of the Assistant Professors appointed on long contract in Pay Band-3 with AGP of Rs.6000/-. Further, the Board noted the action taken by the Institute in respect of Sh. Mukesh, Assistant Professor in Mechanical Engineering Department as per notice No. Estt.-1/PF/5140 dated 08.10.2018 issued to him by the Institute.

BoG 46.17	To drop the disciplinary proceedings against Late Dr. S. C. Gupta, Ex-Associate Professor, Mech. Engg. Deptt., NIT, Kurukshetra.	The Board decided to drop the disciplinary proceedings against Late Dr. S. C. Gupta, Ex-Associate Professor, Mech. Engg. Deptt., NIT, Kurukshetra as per CCS(CCA) Rules, 1965 as applicable to the employees of the Institute.
BoG 46.18	To note the action taken by the Institute in the Vigilance cases.	The Board noted the action taken by the Institute in the Vigilance cases and decided that the CVC case of Dr. H.K. Sharma be also sent to CVC for advice.
BoG 46.19	To report the approval accorded by the Hon'ble Chairperson, Board of Governors.	The Board noted the approvals accorded by the Hon'ble Chairperson, Board of Governors in respect of Sr. No. 1 to 3 and ratified the approvals accorded by the Hon'ble Chairperson, Board of Governors in respect of Sr. No. 4 to 6 as detailed in the agenda.
BoG 46.20	To consider and review the relevance and performance of PG Courses.	<p>After detailed deliberation on the recommendations of the Coordination Committee and presentations made by Coordinators of School of Bio-medical Engineering, School of Material Science & Technology and School of Renewable Energy & Efficiency, the Board decided as under:</p> <ul style="list-style-type: none"> i) The admissions to PG course of "Molecular Engineering and Advance Chemical Analysis" run by Department of Chemistry may be discontinued from the next academic year i.e. 2019-20. ii) The admissions to PG course of "<i>Bio-medical Engineering</i>" run by School of Bio-medical Engineering be discontinued from the next academic year i.e. 2019-2020. iii) The school of Material Science and Technology be merged with Department of Physics, and the PG course of "<i>Material Science and Technology</i>" presently run by School of Material Science and Technology shall be run by Physics Department as a separate PG course from the next academic year i.e. 2019-20.

		<p>iv) The Coordinator of School of Renewable Energy and Efficiency will contact the passed out students and collect the feedback about the course and other inputs pertaining to their placement status, etc. Further, the views and advice from experts of the field from reputed Institutes / Organisations may also be sought for the scope and development of the course/school. On the basis of above, the Coordinator of School of Renewable Energy and Efficiency will make a presentation in the next BoG meeting for further consideration of the Board.</p>
<p>BoG 46. 21</p>	<p>To consider and approve the minutes of 38th meeting of the Finance Committee, National Institute of Technology, Kurukshetra held on 23.10.2018.</p>	<p>The Board considered and approved the minutes for agenda item No.FC38.3: "To consider revised budget estimates for the year 2018-19 and Budget Estimates for the year 2019-20" of the 38th meeting of the Finance Committee, National Institute of Technology, Kurukshetra held on 23.10.2018.</p> <p>The minutes for remaining items will be placed for consideration in the next BoG meeting.</p>

The Board of Governors may confirm the minutes of the 46th meeting of the Board of Governors held on 23rd October, 2018.



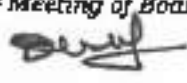
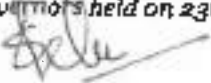
**NATIONAL INSTITUTE OF TECHNOLOGY KURUKSHETRA
KURUKSHETRA - 136119 (HARYANA)**

**MINUTES OF THE 46th MEETING OF THE BOARD OF GOVERNORS
OF NATIONAL INSTITUTE OF TECHNOLOGY, KURUKSHETRA**

The 46th meeting of the Board of Governors of National Institute of Technology, Kurukshetra was held on 23rd October, 2018 at 12.30 p.m. in the Committee Room (New Building), Shri Lal Bahadur Shastri Rashtriya Sanskrit Vidyapeetha, Qutub Institutional Area, New Delhi - 110 016.

Present:-

- | | | | |
|----|---|-------|-------------|
| 1. | Shri Jagdish Khattar
Chairperson
BOG, NIT Kurukshetra | | Chairperson |
| 2. | Dr. Satish Kumar
Director
NIT, Kurukshetra | | Member |
| 3. | Shri A.K. Singh Under Secretary (NITs)
Representative of
Additional Secretary (Technical Education)
Department of Higher Education
Ministry of Human Resource Development
Government of India, Shastri Bhawan
New Delhi - 110 015 | | Member |
| 4. | Shri Anil Kumar
Director (Finance)
Representative of
Joint Secretary and Financial Advisor
Ministry of Human Resource Development
Government of India, Shastri Bhawan
New Delhi - 110 015 | | Member |
| 5. | Prof. Jyotindra S. Sahambi
Professor & Associate Dean
(Faculty Affairs & Administration)
Representative of
Director,
IIT Ropar, Ropar, Punjab - 140001 | | Member |
| 6. | Dr. Pawan Kumar Garga,
Professor
Himachal Pradesh University Business School
Summer Hill
Shimla (HP) - 171005 | | Member |



- | | | | |
|----|--|-------|-----------|
| 7. | Dr. S. K. Madan
Professor
Civil Engineering Department
NIT, Kurukshetra | | Member |
| 8. | Sh. Karan Sharma
Assistant Professor
Electronics and Communication
Engineering Department
NIT, Kurukshetra | | Member |
| 9. | Dr. Surinder Deswal
Registrar (I/C)
NIT, Kurukshetra | | Secretary |

At the outset, the Hon'ble Chairperson welcomed the members of the 46th meeting of the Board of Governors of the Institute and asked the secretary to present the agenda items.

The discussions / decisions taken in respect of each item are recorded as hereunder:

BoG 46.1 To note the nomination of faculty members as Senate Nominee on the Board of Governors of the Institute.

The Board noted the nomination of Prof. S.K. Madan, Professor, Civil Engineering Department and Shri Karan Sharma, Assistant Professor, Electronics & Communication Engineering Department as Senate Nominee members on the Board of Governors of the Institute. Thereafter, they joined the meeting and the Chairperson, BoG welcomed them.

BoG 46.2 To note the leave of absence of members.

The Board granted leave of absence to Ms Bhagyesh Soneji who could not attend the meeting.

BoG 46.3 To apprise the Board about various initiatives / activities achievements undertaken in the Institute by the Director.

The Board noted the various initiatives / activities achievements made in the Institute by the Director with appreciation. Keeping the spirit alive, the Board desired that:

- i) The commercialization of the patents be explored and encouraged.
- ii) The possibilities to start consultancy in all the major Departments and workshop be explored and presentation in this regard be made in the next BoG meeting by the respective Heads of Departments.

[Handwritten signatures]



- iii) The Institute to ensure that MoUs are active and effective.
- iv) Efforts be made to tie up with the private industries to establish/create the facilities for fabrication of solar chulha to meet the requirement of ONGC.
- v) Prof. I/C (T&P) to submit a detailed placement report, internal and external collaborations, trainings, etc. in the next BoG meeting.
- vi) Expert lectures from finance/management/policies etc. from non-engineering areas needs to be arranged for overall awareness and personality development

BoG 46.4 To confirm the minutes of the 45th meeting of the Board of Governors held on 04.06.2018.

The Board confirmed the minutes of the 45th meeting of the Board of Governors, National Institute of Technology, Kurukshetra held on 04.06.2018.

BoG 46.5 To note the Action Taken Report on the 45th Meeting of Board of Governors held on 04.06.2018.

The Board noted the action report on the Minutes of 45th meeting of the Board of Governors of National Institute of Technology, Kurukshetra held on 04.06.2018. Further, the Board decided as under:

- i) Regarding item No.BoG 43-3 : The presentation on students' feedback mechanism will be made in the next BoG meeting.
- ii) Regarding item No.BoG45.20: Further decision on CVC case of Prof. Baldev Setia be taken only after receiving the advice from CVC.

BoG 46.6 To note the minutes of 34th meeting of the Senate, National Institute of Technology Kurukshetra held on 24.09.2018.

The Board noted the minutes of 34th meeting of the Senate, National Institute of Technology Kurukshetra held on 24.09.2018. However, the Board expressed concern on low admissions in PG courses. Further, the Board desired as under:

- i) The Senate should go more deeper in academic issues and, in future, provide more constructive suggestions after due deliberations.
- ii) The HODs shall make presentation of their respective departments in the next Board meeting.



- BoG 46.7 To approve the items nos. S 34.09, S 34.10, S 34.19, S 34.20, S 34.21 & S 34.25 of 34th meeting of the Senate, National Institute of Technology, Kurukshetra held on 24.09.2018.**

The Board approved the (i) list of students to be awarded degree, (ii) award of medal and prizes, (iii) conferring of degrees to the graduates of IIT Sonapat, (iv) Degree format of B.Tech. of IIT Sonapat (v) issues related to dress code and (vi) Conferment of Honorary Degree; as detailed in items Nos. S 34.09, S 34.10, S 34.19, S 34.20, S 34.21 & S 34.25 respectively of the 34th meeting of the Senate, National Institute of Technology, Kurukshetra held on 24.09.2018.

- BoG 46.8 To consider the nomination of the Board of Governors on the Finance Committee of the Institute.**

The Board nominated Dr. Pawan Kumar Garga, Professor, Himachal Pradesh University Business School, Shimla and Dr. S. K. Madan, Professor Civil Engineering Department, NIT Kurukshetra as Board nominee members on the Finance Committee of the Institute.

- BOG 46.9 To consider and approve the External Peer Review Committee for National Institute of Technology, Kurukshetra as per the decision of Council of NITs.**

The Board considered and approved the External Peer Review Committee for National Institute of Technology, Kurukshetra as detailed in the agenda.

- BoG 46.10 To note the clarification regarding the role and functions of the Director and Chairperson, Board of Governors of the NITs as per the provisions under the NITSER Act, 2007 and Statutes of NITs.**

The Board noted the clarification regarding the role and functions of the Director and Chairperson, Board of Governors of the NITs as per the provisions under the NITSER Act, 2007 and Statutes of NITs.

- BoG 46.11 To note the guidelines for Higher Administrative Grade (HAG) scale to the Professors of NITs as approved by the Council of NITSER in its 11th meeting held on 18.07.2018.**

The Board noted the guidelines for Higher Administrative Grade (HAG) scale to the Professors of NITs as approved by the Council of NITSER in its 11th meeting held on 18.07.2018.

- BoG 46.12 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.**

The Board considered and reviewed the performance evaluation as detailed in the agenda.



- BoG 46.13 To consider the confirmation of Dr. Rishu Saxena on the post of Medical Officer and Shri Lalit Mehra on the post of Principal Technical Officer.**

The Board was apprised that all the required documents and formalities have been received and completed and nothing is found adverse against them. Thereafter, the Board decided to confirm Dr. Rishu Saxena on the post of Medical Officer and Shri Lalit Mehra on the post of Principal Technical Officer after the completion of probation period of two years.

- BoG 46.14 Revision of Pension/Family Pension of pre-01.01.2016 and post-01.01.2016 in respect of retired faculty and non-faculty of Centrally Funded Technical Institutions regarding.**

The Board adopted the Revision of Pension/Family Pension of pre-01.01.2016 and post-01.01.2016 in respect of retired faculty and non-faculty of Centrally Funded Technical Institutions as per OM F.No.15-7/2017-TC dated 14.06.2018 issued by the Ministry of Human Resource Development, Government of India, New Delhi.

- BoG 46.15 To note the action taken on the minutes with reference to the agenda item no. 45.18 to fix the pay of Assistant Professors recruited against the Advt. No.14/2012 and Advt. No.05/2013 regarding.**

The Board noted the action taken on the minutes with reference to the agenda item no. 45.18 to fix the pay of Assistant Professors recruited against the Advt. No.14/2012 and Advt. No.05/2013 regarding. Further, the Board considered and decided that the recommendations of the Committee be sent to the MHRD for advice.

- BoG 46.16 To note the action taken report with reference to the agenda item no.44.12 for extension of contractual appointment of the Assistant Professors appointed on long contract in Pay Band-3 with AGP of Rs.6000/-.**

The Board noted the action taken report with reference to the agenda item no.44.12 for extension of contractual appointment of the Assistant Professors appointed on long contract in Pay Band-3 with AGP of Rs.6000/-. Further, the Board noted the action taken by the Institute in respect of Sh. Mukesh, Assistant Professor in Mechanical Engineering Department as per notice No. Estt.-1/PF/5140 dated 08.10.2018 issued to him by the Institute.



BoG 46.17 To drop the disciplinary proceedings against Late Dr. S. C. Gupta, Ex-Associate Professor, Mech. Engg. Deptt., NIT, Kurukshetra.

The Board decided to drop the disciplinary proceedings against Late Dr. S. C. Gupta, Ex-Associate Professor, Mech. Engg. Deptt., NIT, Kurukshetra as per CCS(CCA) Rules, 1965 as applicable to the employees of the Institute.

BoG 46.18 To note the action taken by the Institute in the Vigilance cases.

The Board noted the action taken by the Institute in the Vigilance cases and decided that the CVC case of Dr. H.K. Sharma be also sent to CVC for advice.

BoG 46.19 To report the approval accorded by the Hon'ble Chairperson, Board of Governors.

The Board noted the approvals accorded by the Hon'ble Chairperson, Board of Governors in respect of Sr. No. 1 to 3 and ratified the approvals accorded by the Hon'ble Chairperson, Board of Governors in respect of Sr. No. 4 to 6 as detailed in the agenda.

BoG 46.20 To consider and review the relevance and performance of PG Courses.

After detailed deliberation on the recommendations of the Coordination Committee and presentations made by Coordinators of School of Bio-medical Engineering, School of Material Science & Technology and School of Renewable Energy & Efficiency, the Board decided as under:

- i) The admissions to PG course of "Molecular Engineering and Advance Chemical Analysis" run by Department of Chemistry may be discontinued from the next academic year i.e. 2019-20.
- ii) The admissions to PG course of "*Bio-medical Engineering*" run by School of Bio-medical Engineering be discontinued from the next academic year i.e. 2019-2020.
- iii) The school of Material Science and Technology be merged with Department of Physics, and the PG course of "*Material Science and Technology*" presently run by School of Material Science and Technology shall be run by Physics Department as a separate PG course from the next academic year i.e. 2019-20.
- iv) The Coordinator of School of Renewable Energy and Efficiency will contact the passed out students and collect the feedback about the course and other inputs pertaining to their placement status, etc. Further, the views and advice from experts of the field from reputed Institutes / Organisations may also be sought for the scope and development of the course/school. On the basis of above, the Coordinator of School of Renewable Energy and Efficiency will make a presentation in the next BoG meeting for further consideration of the Board.

BoG 46. 21 To consider and approve the minutes of 38th meeting of the Finance Committee, National Institute of Technology, Kurukshetra held on 23.10.2018.

The Board considered and approved the minutes for agenda item No.FC98.3: "To consider revised budget estimates for the year 2018-19 and Budget Estimates for the year 2019-20" of the 38th meeting of the Finance Committee, National Institute of Technology, Kurukshetra held on 23.10.2018.

The minutes for remaining items will be placed for consideration in the next BoG meeting.

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



(Surinder Deswal)
Registrar (I/C) & Secretary
Board of Governors
NIT, Kurukshetra



(Satish Kumar)
Director
NIT, Kurukshetra



(Jagdish Khattar)
Chairperson
Board of Governors
NIT, Kurukshetra

BoG 47.4 To note the Action Taken Report on the minutes of the 46th meeting of the Board of Governors of National Institute of Technology, Kurukshetra held on 23rd October, 2018.

The Board may please note the action taken report on the minutes of the 46th meeting of the Board of Governors of National Institute of Technology, Kurukshetra held on 23rd October, 2018.

Item No.	Subject	Action Taken
BoG 46.1	<p>To note the nomination of faculty members as Senate Nominee on the Board of Governors of the Institute.</p> <p>The Board noted the nomination of Prof. S.K. Madan, Professor, Civil Engineering Department and Shri Karan Sharma, Assistant Professor, Electronics & Communication Engineering Department as Senate Nominee members on the Board of Governors of the Institute. Thereafter, they joined the meeting and the Chairperson, BoG welcomed them.</p>	No further action required.
BoG 46.2	<p>To note the leave of absence of members.</p> <p>The Board granted leave of absence to Ms Bhagyesh Soneji who could not attend the meeting.</p>	No further action required.
BoG 46.3	<p>To apprise the Board about various initiatives / activities achievements undertaken in the Institute by the Director.</p> <p>The Board noted the various initiatives / activities achievements made in the Institute by the Director with appreciation. Keeping the spirit alive, the Board desired that:</p> <p>i) The commercialization of the patents be explored and encouraged.</p> <p>ii) The possibilities to start consultancy in all the major Departments and workshop be explored and presentation in this regard be made in the next BoG meeting by the respective Heads of Departments.</p> <p>iii) The Institute to ensure that MoUs are active and effective.</p>	<p>Noted for compliance.</p> <p>Noted for compliance. Presentation of HODs will be made in the next BoG meeting.</p> <p>Noted for compliance.</p>

	<p>iv) Efforts be made to tie up with the private industries to establish/create the facilities for fabrication of solar chulha to meet the requirement of ONGC.</p> <p>v) Prof. I/C (T&P) to submit a detailed placement report, internal and external collaborations, trainings, etc. in the next BoG meeting.</p> <p>vi) Expert lectures from finance / management / policies etc. from non-engineering areas needs to be arranged for overall awareness and personality development</p>	<p>Under process.</p> <p>Presentation will be made in the next BoG meeting.</p> <p>Noted for compliance.</p>
BoG 46.4	<p>To confirm the minutes of the 45th meeting of the Board of Governors held on 04.06.2018.</p> <p>The Board confirmed the minutes of the 45th meeting of the Board of Governors, National Institute of Technology, Kurukshetra held on 04.06.2018.</p>	<p>No further action required.</p>
BoG 46.5	<p>To note the Action Taken Report on the 45th Meeting of Board of Governors held on 04.06.2018.</p> <p>The Board noted the action report on the Minutes of 45th meeting of the Board of Governors of National Institute of Technology, Kurukshetra held on 04.06.2018. Further, the Board decided as under:</p> <p>i) Regarding item No.BoG 43.3 : The presentation on students' feedback mechanism will be made in the next BoG meeting.</p> <p>ii) Regarding item No.BoG45.20 : Further decision on CVC case of Prof. Baldev Setia be taken only after receiving the advice from CVC.</p>	<p>Action has been taken.</p> <p>On line feed-back mechanism has been prepared and shall be implemented from the even Semester of 2018-19. However, presentation shall be made in the next BoG meeting.</p> <p>Noted for compliance.</p>

<p>BoG 46.6</p>	<p>To note the minutes of 34th meeting of the Senate, National Institute of Technology Kurukshetra held on 24.09.2018.</p> <p>The Board noted the minutes of 34th meeting of the Senate, National Institute of Technology Kurukshetra held on 24.09.2018. However, the Board expressed concern on low admissions in PG courses. Further, the Board desired as under:</p> <ul style="list-style-type: none"> i) The Senate should go more deeper in academic issues and, in future, provide more constructive suggestions after due deliberations. ii) The HODs shall make presentation of their respective departments in the next Board meeting. 	<p>The decision has been communicated to Dean (Acad), all HODs and Senate nominees on BoG.</p>
<p>BoG 46.7</p>	<p>To approve the items nos. S 34.09, S 34.10, S 34.19, S 34.20, S 34.21 & S 34.25 of 34th meeting of the Senate, National Institute of Technology, Kurukshetra held on 24.09.2018.</p> <p>The Board approved the (i) list of students to be awarded degree, (ii) award of medal and prizes, (iii) conferring of degrees to the graduates of IIT Sonapat, (iv) Degree format of B.Tech. of IIT Sonapat (v) issues related to dress code and (vi) Conferment of Honorary Degree; as detailed in items Nos. S 34.09, S 34.10, S 34.19, S 34.20, S 34.21 & S 34.25 respectively of the 34th meeting of the Senate, National Institute of Technology, Kurukshetra held on 24.09.2018.</p>	<p>No further action required.</p>
<p>BoG 46.8</p>	<p>To consider the nomination of the Board of Governors on the Finance Committee of the Institute.</p> <p>The Board nominated Dr. Pawan Kumar Garga, Professor, Himachal Pradesh University Business School, Shimla and Dr. S. K. Madan, Professor Civil Engineering Department, NIT Kurukshetra as Board nominee members on the Finance Committee of the Institute.</p>	<p>No further action required.</p>

BOG 46.9	<p>To consider and approve the External Peer Review Committee for National Institute of Technology, Kurukshetra as per the decision of Council of NITs.</p> <p>The Board considered and approved the External Peer Review Committee for National Institute of Technology, Kurukshetra as detailed in the agenda.</p>	Conveyed to MHRD.
BoG 46.10	<p>To note the clarification regarding the role and functions of the Director and Chairperson, Board of Governors of the NITs as per the provisions under the NITSER Act, 2007 and Statutes of NITs.</p> <p>The Board noted the clarification regarding the role and functions of the Director and Chairperson, Board of Governors of the NITs as per the provisions under the NITSER Act, 2007 and Statutes of NITs.</p>	Noted for compliance.
BoG 46.11	<p>To note the guidelines for Higher Administrative Grade (HAG) scale to the Professors of NITs as approved by the Council of NITSER in its 11th meeting held on 18.07.2018.</p> <p>The Board noted the guidelines for Higher Administrative Grade (HAG) scale to the Professors of NITs as approved by the Council of NITSER in its 11th meeting held on 18.07.2018.</p>	Noted for compliance.
BoG 46.12	<p>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.</p> <p>The Board considered and reviewed the performance evaluation as detailed in the agenda.</p>	Status up to 3 rd quarter is being placed in the BoG meeting vide item No.47.8.

BoG 46.13	<p>To consider the confirmation of Dr. Rishu Saxena on the post of Medical Officer and Shri Lalit Mehra on the post of Principal Technical Officer.</p> <p>The Board was apprised that all the required documents and formalities have been received and completed and nothing is found adverse against them. Thereafter, the Board decided to confirm Dr. Rishu Saxena on the post of Medical Officer and Shri Lalit Mehra on the post of Principal Technical Officer after the completion of probation period of two years.</p>	Dr. Rishu Saxena has been confirmed as Medical Officer and Shri Lalit Mehra as Principal Technical Officer. No further action required.
BoG 46.14	<p>Revision of Pension/Family Pension of pre-01.01.2016 and post-01.01.2016 in respect of retired faculty and non-faculty of Centrally Funded Technical Institutions regarding.</p> <p>The Board adopted the Revision of Pension/Family Pension of pre-01.01.2016 and post-01.01.2016 in respect of retired faculty and non-faculty of Centrally Funded Technical Institutions as per OM F.No.15-7/2017-TC dated 14.06.2018 issued by the Ministry of Human Resource Development, Government of India, New Delhi.</p>	The pension / family pension in respect of retired employees is under process.
BoG 46.15	<p>To note the action taken on the minutes with reference to the agenda item no. 45.18 to fix the pay of Assistant Professors recruited against the Advt. No.14/2012 and Advt. No.05/2013 regarding.</p> <p>The Board noted the action taken on the minutes with reference to the agenda item no. 45.18 to fix the pay of Assistant Professors recruited against the Advt. No.14/2012 and Advt. No.05/2013 regarding. Further, the Board considered and decided that the recommendations of the Committee be sent to the MHRD for advice.</p>	The letter has been sent to MHRD for advice.
BoG 46.16	<p>To note the action taken report with reference to the agenda item no.44.12 for extension of contractual appointment of the Assistant Professors appointed on long contract in Pay Band-3 with AGP of Rs.6000/-.</p> <p>The Board noted the action taken report with reference to the agenda item no.44.12 for extension</p>	Shri Mukesh, Assistant Profess (on



	<p>of contractual appointment of the Assistant Professors appointed on long contract in Pay Band-3 with AGP of Rs.6000/-. Further, the Board noted the action taken by the Institute in respect of Sh. Mukesh, Assistant Professor in Mechanical Engineering Department as per notice No. Estt.-1/PF/5140 dated 08.10.2018 issued to him by the Institute.</p>	<p>contract), Mech. Engg. Deptt. could not complete his Ph.D. degree during the stipulated period, so he has been relieved from the services of the Institute w.e.f. 18.12.2018(AN). In this regard, an agenda item is being put up separately vide item No. 47.7.</p>
BoG 46.17	<p>To drop the disciplinary proceedings against Late Dr. S. C. Gupta, Ex-Associate Professor, Mech. Engg. Deptt., NIT, Kurukshetra.</p> <p>The Board decided to drop the disciplinary proceedings against Late Dr. S. C. Gupta, Ex-Associate Professor, Mech. Engg. Deptt., NIT, Kurukshetra as per CCS(CCA) Rules, 1965 as applicable to the employees of the Institute.</p>	<p>The service benefits in respect of late Dr. S.C. Gupta, Ex-Associate Prof. have been released to his family.</p>
BoG 46.18	<p>To note the action taken by the Institute in the Vigilance cases.</p> <p>The Board noted the action taken by the Institute in the Vigilance cases and decided that the CVC case of Dr. H.K. Sharma be also sent to CVC for advice.</p>	<p>No further action required.</p>
BoG 46.19	<p>To report the approval accorded by the Hon'ble Chairperson, Board of Governors.</p> <p>The Board noted the approvals accorded by the Hon'ble Chairperson, Board of Governors in respect of Sr. No. 1 to 3 and ratified the approvals accorded by the Hon'ble Chairperson, Board of Governors in respect of Sr. No. 4 to 6 as detailed in the agenda.</p>	<p>No further action required. Action has already been taken.</p>
BoG 46.20	<p>To consider and review the relevance and performance of PG Courses.</p> <p>After detailed deliberation on the recommendations of the Coordination Committee and presentations made by Coordinators of School of Bio-medical Engineering, School of Material Science & Technology and School of Renewable Energy &</p>	

	<p>Efficiency, the Board decided as under:</p> <ul style="list-style-type: none"> i) The admissions to PG course of "Molecular Engineering and Advance Chemical Analysis" run by Department of Chemistry may be discontinued from the next academic year i.e. 2019-20. ii) The admissions to PG course of "Bio-medical Engineering" run by School of Bio-medical Engineering be discontinued from the next academic year i.e. 2019-2020. iii) The school of Material Science and Technology be merged with Department of Physics, and the PG course of "Material Science and Technology" presently run by School of Material Science and Technology shall be run by Physics Department as a separate PG course from the next academic year i.e.2019-20. iv) The Coordinator of School of Renewable Energy and Efficiency will contact the passed out students and collect the feedback about the course and other inputs pertaining to their placement status, etc. Further, the views and advice from experts of the field from reputed Institutes / Organisations may also be sought for the scope and development of the course/school. On the basis of above, the Coordinator of School of Renewable Energy and Efficiency will make a presentation in the next BoG meeting for further consideration of the Board. 	<p>Noted for compliance.</p> <p>Noted for compliance.</p> <p>Noted for compliance.</p> <p>Will be placed in the next BoG meeting as a separate agenda item.</p>
<p>BoG 46. 21</p>	<p>To consider and approve the minutes of 38th meeting of the Finance Committee, National Institute of Technology, Kurukshetra held on 23.10.2018.</p> <p>The Board considered and approved the minutes for agenda item No.FC38.3: "To consider revised budget estimates for the year 2018-19 and Budget Estimates for the year 2019-20" of the 38th meeting of the Finance Committee, National Institute of Technology, Kurukshetra held on 23.10.2018.</p> <p>The minutes for remaining items will be placed for consideration in the next BoG meeting.</p>	<p>A separate item is being placed in the BoG meeting vide item No.47.5.</p>

The Board may please note.

BoG 47.5 To consider and approve the minutes of 38th meeting of Finance Committee, National Institute of Technology, Kurukshetra held on 23.10.2018

The 38th meeting of the Finance Committee was held on 23rd October 2018 in the Committee Room (Old Building), Shri Lal Bahadur Shastri Rashtriya Sanskrit Vidyapeetha, Qutab Institutional Area, New Delhi.

In this meeting, 09 agenda items were placed for consideration by the Finance Committee. The minutes are enclosed as Annexure 47.5. (i) from pages 31 to 34 and are summarized as under:

Agenda No.	Item	Summarized Decision of Finance Committee
FC 38.1	To confirm the minutes of 37 th meeting of Finance Committee, National Institute of Technology, Kurukshetra held on 04.06.2018	The Finance Committee confirmed the minutes of the 37 th Finance Committee held on 4 th June, 2018.
FC 38.2	To note follow up action taken on the decision of 37 th meeting of Finance Committee held on 06th June, 2018	The Finance Committee noted the 'follow up action taken' by the Institute on the decisions taken in the 37 th meeting of Finance Committee held on 06th June, 2018. The Finance Committee further decided that the construction works mentioned under item 37.3(3) be executed through CPWD as per the provisions of GFR 2017. The Dean (R&C) made presentation for the development and modernization of the laboratories of the various departments of the Institute. After deliberations, the Finance Committee decided that the proposals for HEFA funding be submitted for the modernization of remaining laboratories.
38.3	To consider Revised Budget Estimates for the year 2018-19 and Budget Estimates for the year 2019-20.	The Deputy Registrar (Accounts) made presentation before the Finance Committee. After detailed deliberations and discussions on the various issues, the Finance Committee recommended to the Board for approval of Revised Budget Estimates for the year 2018-19 and Budget Estimates for the year 2019-20. The Finance Committee further desired that detailed information about the faculty and non-faculty positions of the Institute be

		placed before the Finance Committee in its next meeting.
38.4	To delegate power to the Director for donating obsolete equipments 25 Desktop computers and 05 printer for the benefit and development of 03 adopted villages under the Unnat Bharat Abhiyan.	The Finance Committee recommended to the Board that the Director be authorized to donate the obsolete equipments or store items under clause 17(6) of Statutes under NIT Act 2007 upto the limit of Rs. 1.0 lac per financial year and such donations may be apprised off to the Finance Committee as well as to the Board.
38.5	To consider the maximum limit of Retirement Gratuity and Death Gratuity as per recommendations of 7th Central Pay Commission.	The Finance Committee recommended to the Board that the maximum limit of Retirement Gratuity and Death Gratuity may be implemented as per revised rates notified vide DOPT Office Memorandum No. F.38/37/2016-P& PW (A) (i) dated 4 th August, 2016 on the basis of recommendations issued vide MHRD letter No. 15-7/2017-TC dated 14 th June, 2018.
38.6	To review the decision of the Finance Committee in the light of the request of the Director, National Institute of Finance Management Faridabad to prepare Accounts and audit Manual of our Institute.	After detailed deliberations on the issue, the Finance Committee reviewed its earlier decision taken in its 37 th meeting held on 4.6.2018 vide item No. 37.4 under sub clause (b) and recommended to the Board that the NIFM, Faridabad be asked to prepare Accounts and Audit Manual of Institute within a period of two months.
38.7	To delegate powers for executing additions/alterations/modifications etc. of civil or electrical works in the existing buildings and execution of original/minor works as per the provisions of GFR 2017	The Finance Committee considered the agenda and decided that the provisions/rules 133(1) to 133(3) of GFR 2017 be strictly followed. However, the Finance Committee felt that being an old Institution, there may be need of executing additions/alterations/modifications etc. of civil or electrical work in the existing buildings and execution of original/minor works. Therefore, the Institute may refer the proposal to the MHRD for advice and approval.
38.8	To note present status for the establishment of Siemens Centre of Excellence at NIT Kurukshetra	The Finance Committee noted the present status for the establishment of Siemens Centre of Excellence at NIT Kurukshetra. Further, the Finance Committee was informed that the Institute has already submitted the point wise comments/inputs to the MHRD vide e-mail dated 18.10.2018 in response to MHRD letter No. F.10-

		<p>8/2018-TS.III dated 17th October, 2018 for the consideration of HEFA proposals submitted vide letter dated 5.9.2018.</p> <p>The representatives of the MHRD apprised off the Finance Committee that the MHRD is under process to formulate the common guidelines for considering such MOUs, being received by the MHRD from various NITs. The Finance Committee decided that the status be apprised after the receipt of guidelines.</p>
38.9	<p>To note the present status of pending Audit paras made by C&AG during the transaction audit of the Institute.</p>	<p>The Finance Committee noted the present status of the pending Audit paras made by the C&AG and suggested the following measures in this regard:</p> <p>(i) With regard to the theft cases, the matter may be referred to the IG, Haryana Police for providing Non Traceable Report at the earliest to settle down such audit paras.</p> <p>(ii) With regard to para 1 (S.A) of 2014-15, it was suggested that the C&AG may be requested to settle down this para on the plea that the service tax has been reimbursed to the outsourced agencies on the receipt of valid payment receipts of Service Tax and the amount stands deposited with the Government against the same account.</p> <p>Further, the Finance Committee decided that the proper replies of all pending paras with relevant documents, if any, be submitted to the C&AG to settle down these pending paras.</p>

It is pertinent to mention here that keeping in view the urgency, the minutes of item No. 38.3 has already been approved by the Board in its 46th meeting held on 23.10.2018. Therefore, it is proposed *"the remaining minutes of 38th meeting of the Finance Committee may be approved"*



NATIONAL INSTITUTE OF TECHNOLOGY KURUKSHETRA
KURUKSHETRA - 136119 Haryana

MINUTES OF 38th MEETING OF FINANCE COMMITTEE

Minutes of 38th Meeting of the Finance Committee, NIT, Kurukshetra held on Tuesday, 23rd October, 2018 at 10.30 a.m. in Committee Room (Old Building), Shri Lal Bahadur Shastri Rashtriya Sanskrit Vidyapeetha, Qutab Institutional Area, New Delhi.

Present:

- | | | |
|----|--|------------------|
| 1 | Shri Jagdish Khattar,
Hon'ble Chairperson, Finance Committee
NIT Kurukshetra | Chairperson |
| 2 | Dr. Satish Kumar
Director
National Institute of Technology
Kurukshetra | Member |
| 3. | Sh. Anil Kumar, Director (Finance)
Representative of Joint Secretary & Financial Advisor (IFD),
Department of Higher Education
Ministry of Human Resource Development
Govt. of India, Shastri Bhawan
New Delhi - 110015 | Member |
| 4. | Sh. A. K. Singh, Under Secretary (NIT)
Representative of Addl. Secretary (TE).
Department of Higher Education
Ministry of Human Resource Development
Govt. of India, Shastri Bhawan
New Delhi - 110015 | Member |
| 5. | Dr. Surinder Deswal
Registrar In-charge
National Institute of Technology
Kurukshetra | Member-Secretary |

At the outset, the Hon'ble Chairperson welcomed the members present in the 38th meeting of the Finance Committee of the Institute. Thereafter, the Chairperson asked Member-Secretary to present the agenda items.

The discussion/decisions in respect of each item are recorded as hereunder:



FC 38.1 To confirm the minutes of 37th meeting of Finance Committee, National Institute of Technology, Kurukshetra held on 04.06.2018.

The Finance Committee confirmed the minutes of the 37th Finance Committee held on 4th June, 2018.

FC 38.2 To note follow up action taken on the decision of 37th meeting of Finance Committee held on 06th June, 2018

The Finance Committee noted the 'follow up action taken' by the Institute on the decisions taken in the 37th meeting of Finance Committee held on 06th June, 2018.

The Finance Committee further decided that the construction works mentioned under item 37.3(3) be executed through CPWD as per the provisions of GFR 2017.

The Dean (R&C) made presentation for the development and modernization of the laboratories of the various departments of the Institute. After deliberations, the Finance Committee decided that the proposals for HEFA funding be submitted for the modernization of remaining laboratories.

FC 38.3 To consider Revised Budget Estimates for the year 2018-19 and Budget Estimates for the year 2019-20.

The Deputy Registrar (Accounts) made presentation before the Finance Committee. After detailed deliberations and discussions on the various issues, the Finance Committee recommended to the Board for approval of Revised Budget Estimates for the year 2018-19 and Budget Estimates for the year 2019-20.

The Finance Committee further desired that detailed information about the faculty and non-faculty positions of the Institute be placed before the Finance Committee in its next meeting.

FC 38.4 To delegate power to the Director for donating obsolete equipments 25 Desktop computers and 05 printer for the benefit and development of 03 adopted villages under the Unnat Bharat Abhiyan.

The Finance Committee recommended to the Board that the Director be authorized to donate the obsolete equipments or store items under clause 17(6) of Statutes under NIT Act 2007 upto the limit of Rs 1.0 lac per financial year and such donations may be appraised off to the Finance Committee as well as to the Board



FC 38.5 To consider the maximum limit of Retirement Gratuity and Death Gratuity as per recommendations of 7th Central Pay Commission.

The Finance Committee recommended to the Board that the maximum limit of Retirement Gratuity and Death Gratuity may be implemented as per revised rates notified vide DOPT Office Memorandum No. F.38/37/2016-P&PW (A) (i) dated 4th August, 2016 on the basis of recommendations issued vide MHRD letter No. 15-7/2017-TC dated 14th June, 2018.

FC. 38.6 To review the decision of the Finance Committee in the light of the request of the Director, National Institute of Finance Management Faridabad to prepare Accounts and audit Manual of our Institute.

After detailed deliberations on the issue, the Finance Committee reviewed its earlier decision taken in its 37th meeting held on 4.6.2018 vide item No. 37.4 under sub clause (b) and recommended to the Board that the NIFM, Faridabad be asked to prepare Accounts and Audit Manual of Institute within a period of two months.

FC 38.7 To delegate powers for executing additions/alterations/modifications etc. of civil or electrical works in the existing buildings and execution of original/minor works as per the provisions of GFR 2017

The Finance Committee considered the agenda and decided that the provisions/rules 133(1) to 133(3) of GFR 2017 be strictly followed. However, the Finance Committee felt that being an old institution, there may be need of executing additions/alterations/ modifications etc. of civil or electrical work in the existing buildings and execution of original/minor works. Therefore, the Institute may refer the proposal to the MHRD for advice and approval.

FC 38.8 To note present status for the establishment of Siemens Centre of Excellence at NIT Kurukshetra

The Finance Committee noted the present status for the establishment of Siemens Centre of Excellence at NIT Kurukshetra. Further, the Finance Committee was informed that the Institute has already submitted the point wise comments/inputs to the MHRD vide e-mail dated 18.10.2018 in response to MHRD letter No. F.10-8/2018-TS.III dated 17th October, 2018 for the consideration of HEFA proposals submitted vide letter dated 5.9.2018.

The representatives of the MHRD apprised off the Finance Committee that the MHRD is under process to formulate the common guidelines for considering such MOUs, being received by the MHRD from various NITs. The Finance Committee decided that the status be apprised after the receipt of guidelines.



FC 38.9 To note the present status of pending Audit paras made by C&AG during the transaction audit of the Institute.

The Finance Committee noted the present status of the pending Audit paras made by the C&AG and suggested the following measures in this regard:

- (i) With regard to the theft cases, the matter may be referred to the IG, Haryana Police for providing Non Traceable Report at the earliest to settle down such audit paras.
- (ii) With regard to para 1 (S.A) of 2014-15, it was suggested that the C&AG may be requested to settle down this para on the plea that the service tax has been reimbursed to the outsourced agencies on the receipt of valid payment receipts of Service Tax and the amount stands deposited with the Government against the same account.

Further, the Finance Committee decided that the proper replies of all pending paras with relevant documents, if any, be submitted to the C&AG to settle down these pending paras.

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

(Satish Kumar)
Director
NIT Kurukshetra

(Surlinder Deswal)
Registrar In-charge
Member-Secretary, FC
NIT Kurukshetra

(Jagdish Khattar)
Hon'ble Chairperson
FC & BOG, NIT Kurukshetra

BoG 47.6 To approve the Annual Report and Audited Statement of Accounts & Audit Report of the Institute for the year 2017-18.

As per instructions of the Government of India, Ministry of Human Resource Development, Department of Secondary & Higher Education, New Delhi, fifty copies of Annual Report and Annual Accounts of the Institute are required to be sent to the Ministry duly approved by the Board of Governors for laying the same before the Parliament.

The Annual Report, Audited Statement of Accounts and Audit Report for the year 2017-18 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 2017-18 (in both English & Hindi versions) will be placed before the Board on the table. The new initiatives and achievements of the Institute during the year 2017-18 are enclosed as Annexure - 47.6.(i) from pages 36 to 37.

Further, it may be mentioned that the Annual Accounts had already been approved by the Finance Committee in its 37th meeting and the BoG in its 45th meeting held on 04.06.2018.

The Board may consider and approve the Annual Report, Audited Statement of Accounts and Audit Report of the Institute for the year 2017-18.

NEW INITIATIVES:

1. The visit of NBA team for the accreditation exercise of 06 B.Tech. programs has concluded during December 15-17, 2017.
2. Six GIAN courses have been conducted in different departments of the Institute.
3. Research projects worth rupees more than two crores under R&D activities and industry connect programmes have been sanctioned.
4. The process has been initiated to establish the Centre of Excellence to create research facility in the area of development of electric vehicles.
5. To streamline the process and procedures, Internal Audit Cell has been established in the Institute.
6. Excellence faculty awards have been instituted in five different categories such as Administration, Research, R&D Projects and Lab development, IPR and Patents.
7. A student help desk has been started.
8. Recruitment process for the faculty positions has been initiated.
9. To establish a skill development centre, process has been initiated.
10. To enhance industrial collaborations, some of the MoUs have been signed with various industries/organisations like Delta Power Solutions India Private Ltd. Gurgaon, Yamaguchi University, Japan, C-DAC, Pune, NIT Jalandhar etc.
11. Mentorship program has been started in the Institute for B.Tech. students.

ACHIEVEMENTS DURING THE YEAR 2017-18:

1. The Institute had received the Energia award for excellent initiatives in the area of renewable energy and energy efficiency.
2. The Institute had participated in NIRF ranking. NIT Kurukshetra improved to 6th position from 12th position among 31 NITs in the country.
3. B.Tech. curriculum was revised. Entirely new curriculum was designed in sync with recent developments in the engineering streams and need of the industry.
4. The Institute has been selected under TEQIP-III with focus on twining system involving Govt. Engineering College, Bikaner as the mentee Institute.
5. The following Construction works were completed during the year 2017-18:
 - 1) Provision of Permanent/Temporary Huts for security guards at various locations in the Institute at NIT, Kurukshetra.
 - 2) Construction of Sewage Treatment Plant (STP) at NIT, Kurukshetra
 - 3) Replacement of existing Electrical wirings in Instructional building at NIT, Kurukshetra:
 - i. Replacement /rewiring of A1 Wiring with copper wiring in Electrical Engineering Department. (Estimated Cost = 142.72 Lac)
 - ii. Replacement/rewiring of A1 Wiring of A1 Wiring with copper wiring in old Adm. Block. (Estimated Cost = 140.22 Lac)
 - iii. Replacement/rewiring of A1 Wiring with copper wiring in Examination Cell, Mechanical Engineering Department & Civil engineering Department. (Estimated Cost = 110.17 Lac)
 - iv. Replacement /rewiring of A1 Wiring with copper wiring in Electronics & Communication, CCN Department & Exam Hall. (Estimated Cost = 162.76 Lac)
 - 4) Installation of "Solarizer" Solar water heating systems accessories at NIT, Kurukshetra.
 - 5) Internal & External finishing work i.e distempering & painting in the academic /instructional buildings, sports complex, shopping complex, Teachers flats, Guest House & Health Centre, CCN, Library building, OAT and Elect. Sub Station No. 1,2,& 3 etc.
6. The following works are under progress:
 - 1) Preparation of Institute Master Plan of NITK.
 - 2) Construction of 300 Seaters Multi-purpose boys hostel including 100 suits for foreign students, research scholars and married PG Students. (Multi-storeyed framed structure). (Ground Floor +5).
 - 3) Providing & Installation of Electrical Sub-station HT/LT Distribution and feeder pillars in residential area at NIT, Kurukshetra.
 - 4) Providing Kitchen equipment in 600 seater Girls Hostel (multi- storeyed) RCC framed structure (Ground +5) at NIT, Kurukshetra.
 - 5) Construction of Indoor Badminton Hall at NIT, Kurukshetra.

BoG 47.7 To note the action taken by the Institute regarding relieving in respect of Shri Mukesh, Assistant Professor (on contract), Mechanical Engineering Department.

In response to this Institute Advt. No.14 of 2012, vide offer letter No.Gen-1/SRD/12/561 dated 04.02.2013 Shri Mukesh was appointed on contract basis for a period of three years to the post of Assistant Professor for discipline of Mechanical Engineering in the Pay Band-3 of Rs.15600-39100 + AGP of Rs.6000/- + 02 increments. As per Clause-7 of his offer letter dated 04.02.2013, it was clarified that *"your services will be regularized only on acquiring the Ph.D. Degree within the specified period of three years or extended period for five years as the case may be. However, you will earn your annual increment as per rules."* He had joined his duties on 19.02.2013(AN). Vide letter No.Estt.-I/7830 dated 06.09.2013, his pay was fixed accordingly.

To consider the extension of contractual appointment by two years for the faculty members appointed on contract basis for a period of three years under standard 3 tier rigid faculty structure, the matter was placed before the Board of Governors in its 39th meeting held on 05.04.2016 vide Agenda Item No.39.11 and the Board decided as under :

"The Board considered the matter and after detailed discussion the Board approved the extension of contractual appointment by two years for the faculty members appointed on three years contract under the standard 3 tier rigid faculty structure."

In view of the above said decision of the Board, his services was extended for a period of 02 years on completion of initial period of three years of contractual services to the post of Assistant Professor, as such he has completed the period of 05 years on 19.02.2018.

To consider the extension of contractual appointment of the Assistant Professors appointed on long contract in the Pay Band-3 with AGP of Rs.6000/-, the matter was again placed before the Board of Governors in its 43rd meeting held on 23.01.2018 and the Board desired that agenda be placed in the next meeting along with the status and recommendations of the Statutory Selection Committee with respect to such cases of Assistant Professors. Accordingly, the matter of their extension was placed before the Statutory Selection Committee and the said

Committee had recommended to extend their services on contract basis for a specific period.

As such his contractual services were extended upto 18.12.2018 subject to submission of his Ph.D. thesis and the said recommendations were approved by the Board of Governors in its 44th meeting held on 05.02.2018 vide Agenda Item No.44.12. A copy of the Minutes of 44th BoG meeting is enclosed as Annexure – 47.7 (i) from pages 41 to 42 and In compliance of the decision of the Board of Governors, vide letter No.Estt.-I/PF/380/1404 dated 23.03.2018, he was informed to submit his Ph.D. thesis upto 18.12.2018 failing which no further extension would be granted. Meaning thereby his contractual services have been extended beyond 05 years i.e. upto 18.12.2018 from the date of his joining.

Shri Mukesh was informed vide letter No.Estt.-I/439 dated 25.01.2017, No.Estt.-I/PF/380/5885 dated 21.11.2017 and No.Estt.-I/504 dated 30.01.2018 to submit his Ph.D. status, but the Ph.D. thesis was pending to be submitted and the period of his contractual appointment was going to complete on 18.12.2018.

Vide letter No.Dean(Acad.)/796 dated 06.09.2018, the Dean (Academic) of the Institute has forwarded the minutes of the Evaluation Committee held on 16.07.2018 vide which it had been shown that ***"In lieu of candidate's poor understanding of Research work and subsequent performance as well as great amount of pending work along with no published work as on date, the committee is of the opinion that the completion of Research work may take much longer time"***.

So, vide Notice No.Estt.-I/PF/5140 dated 08.10.2018, he was informed to submit his Ph.D. thesis on or before 18.12.2018 failing which he will be relieved from the contractual services of this Institute. A copy of the notice dated 08.10.2018 is enclosed as Annexure – 47.7 (ii) from pages 43 to 52.

The matter was placed before the Board of Governors in its 46th meeting held on 23.10.2018 vide Agenda Item No.46.16 and ***"the Board noted the action taken by the Institute in respect of Sh. Mukesh, Assistant Professor in Mechanical Engineering Department as per notice No.Estt.-I/PF/5140 dated 08.10.2018 issued to him by the Institute."***

Vide letter No.Estt.-I/5913 dated 06.12.2018, the matter of Ph.D completion in respect of Sh. Mukesh, Assistant Professor (on contract) was referred to the Dean (Academic) and vide letter No Dean (Acad.)/1220 dated 12.12.2018 the Dean (Academic) has informed that :

1. *As per Ph.D. clause R-11.1(i) (a) "candidate is required to publish at least two research papers out of his research work in non-paid SCI journals OR such other reputed and peer reviewed journals as are recommended by the concerned DRC and approved by the Director" before appearing for pre-synopsis seminar. As per the report received from the HOD, Mechanical Engg. (report attached), the candidate has acceptance of one paper in Scopus Indexed Journal as on 7.12.2018. The candidate is not fulfilling the condition of publishing two research papers as per above clause.*
2. *As per Ph.D clause R 11.2 (c) "The scholar can submit his thesis after a gap of at least one month after submission of the synopsis". Whereas, synopsis can be submitted only after successful delivery of pre-synopsis seminar.*

Keeping in view the above Ph.D. clauses and Ph.D. status of the candidate as reported by the HOD, Mech. Engg. on 7.12.2018, the candidate is not in a position to submit the thesis by 18.12.2018.

In view of the position explained above and in terms of:

- Clause-7 of his contractual appointment letter No.Gen.-1/SRD/12/561 dated 04.02.2013.
- The decision of the Board of Governors taken in its 44th meeting held on 05.02.2018 vide Agenda Item No.44.12 and subsequent decision taken in its 46th meeting held on 23.10.2018 vide Agenda Item No.46.16.
- Notice No.Estt.-I/PF/5140 dated 08.10.2018.

Shri Mukesh, Assistant Professor (on contract), Mechanical Engineering Department has been relieved from the services of this Institute w.e.f. 18.12.2018(AN) vide Office Order No.Estt.-I/PF/6055 dated 14.12.2018. A copy of Office Order dated 14.12.2018 is enclosed as Annexure – 47.7 (iii) from pages 53 to 54 .

The Board may note the action taken by the Institute regarding relieving in respect of Shri Mukesh, Assistant Professor (on contract), Mechanical Engineering Department.

NATIONAL INSTITUTE OF TECHNOLOGY
KURUKSHETRA - 136119

No. NITK/44th BOG/ 1082

Dated: 28.02.2018

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

BoG 44.12 To consider the extension of contractual appointment of the Assistant Professors appointed on long contract in Pay Band-3 with AGP of Rs.6000/-.

"The recommendations of the statutory Selection Committees in respect of 28 Assistant Professors were placed before the Board for consideration. The Board noted that 09 Assistant Professors have already submitted their Ph.d thesis within the stipulated period of five years, so no further extension is required.

After detailed deliberations, the Board resolved that extension be granted to the following 19 Assistant Professors as mentioned against each as recommended by the statutory Selection Committees to submit their Ph.d thesis for the award of Degree failing which no further extension would be granted and communication to this effect be made to them:

Sr. No	Name of the Faculty and Department	Submission of Ph.D. thesis upto
<u>Within 5 years</u>		
1.	Sh. Sandeep Kakran, Electrical Engg. Department	01.09.2018
2.	Ms. Shweta Maena, Electronics & Comm. Engg. Department	19.09.2018
3.	Sh. Dhareej Kumar Sharma, Elect. & Comm. Engg. Department	03.06.2019
4.	Sh. Ankit Kumar Jain, Computer Engg. Department	04.08.2018
<u>Beyond 5 years</u>		
1.	Sh. Satnam Singh, Mech. Engg. Department	07.09.2018
2.	Sh. Mukesh, Mech. Engg. Department	18.12.2018 ✓
3.	Sh. Vikas Kumar, Mech. Engg. Department	29.12.2018
4.	Sh. V.S. Nagendra Reddy B, Mech. Engg. Department	30.06.2019
5.	Sh. Ajay Krishna Prabhakar, Civil Engg. Department	23.02.2019
6.	Sh. Kiran Kumar Jaladi, Electrical Engg. Department	12.03.2019
7.	Sh. Vikram Singh, Computer Engg. Department	12.08.2019
8.	Sh. Mahendra Kumar Murmu, Computer Engg. Department	03.09.2018
9.	Sh. Santosh Kumar, Computer Engg. Department	12.07.2019
10.	Ms. Bharali Sinha, Computer Engg. Department	17.07.2019
11.	Sh. Anoop Kumar Patel, Computer Engg. Department	05.07.2019
12.	Sh. Kriti Bhushan, Computer Engg. Department	17.12.2018
13.	Sh. Nipen Kumar Das, Civil Engg. Department	28.02.2019

20/11/2018

scd (PCAB)
Cell-1

14. Sh Chandra Bhim Bhan Singh, Computer Engg. Department
15. Sh Vijay Verma, Computer Engg. Department

05.07.2019

02.07.2019

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

Encl: Agenda Item



Registrar (I/C)

Deputy Registrar (GA & L)

ANNEXURE - 47.7 (ii)

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

No Estt -1/PF/ 5140

Dated: 08/10/18

NOTICE

In response to this Institute Advt. No.14 of 2012, vide offer letter No.Gen-1/SRD/12/561 dated 04.02.2013 (**Annexure-I**) you were appointed on contract basis for a period of three years to the post of Assistant Professor for discipline of Mechanical Engineering in the Pay Band-3 of Rs.15600-39100 + AGP of Rs.6000/- + 02 increments. As per Clause-7 of your offer letter dated 04.02.2013, your services will be regularized only on acquiring the Ph.D. Degree within the specified period of three years or extended period for five years as the case may be. However, you will earn your annual increment as per rules. You had joined your duties on 19.02.2013(AN) (**Annexure-II**). Vide letter No.Estt.-1/7830 dated 06.09.2013, your pay was fixed accordingly.

To consider the extension of contractual appointment by two years for the faculty members appointed on contract basis for a period of three years under standard 3 tier rigid faculty structure, the matter was placed before the Board of Governors in its 39th meeting held on 05.04.2016 vide Agenda Item No.39.11 and the Board decided as under :

"The Board considered the matter and after detailed discussion the Board approved the extension of contractual appointment by two years for the faculty members appointed on three years contract under the standard 3 tier rigid faculty structure."

In view of the above said decision of the Board, your services were extended for a period of 02 years on completion of initial period of three years of contractual services to the post of Assistant Professor, as such you have completed the period of 05 years on 19.02.2018.

To consider the extension of contractual appointment of the Assistant Professors appointed on long contract in the Pay Band-3 with AGP of Rs.6000/-, the matter was placed before the Board of Governors in its 43rd meeting held on 23.01.2018 and the Board desired that agenda be placed in the next meeting along with the status and recommendations of the Committee with respect to such cases of Assistant Professors. Accordingly, the matter of their extension was placed before the statutory Selection Committee and the said Committee had recommended to extend their services on contract basis for a specific period. As such your contractual services were extended upto 18.12.2018 subject to submission of your Ph.D. thesis and the said recommendations were approved by the Board of Governors in its 44th meeting held on 05.02.2018 vide Agenda Item No.44.12 and in compliance of the decision of the Board of Governors, vide letter No.Estt.-1/PF/380/1404 dated 23.03.2018 (**Annexure-III**), you have been informed to submit your Ph.D. thesis upto 18.12.2018 failing which no further extension would be granted. Meaning thereby your contractual services have been extended beyond 05 years i.e. upto 18.12.2018 from the date of his joining.



(Contd..P/2..)

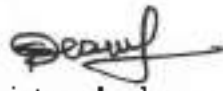
Vide letter No.Dean(Acad.)/796 dated 06.09.2018, the Dean (Academic) of the Institute has forwarded the minutes of the Evaluation Committee held on 16.07.2018 vide which it has been shown that you have poor understanding of Research Work and subsequent performance as well as great amount of pending work along with no published work as on date, so your research work may take much longer time.

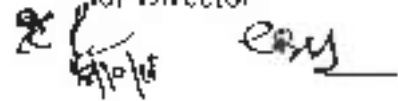
You have also been informed vide letter No.Estt.-I/439 dated 25.01.2017 (Annexure-IV), No.Estt.-I/PF/380/5885 dated 21.11.2017 (Annexure-V) and No.Estt.-I/504 dated 30.01.2018 (Annexure-VI) to submit your Ph.D. thesis, but your Ph.D. thesis is still pending to be submitted and the period of your contractual appointment is going to complete on 18.12.2018.

In view of the above, you are hereby informed with this notice to submit your Ph.D. thesis on or before 18.12.2018 failing which you will be relieved from the contractual services of this Institute.

DA: As above.

Shri Mukesh Kumar,
Assistant Professor (on contract),
Mech. Engg. Department,
NIT, Kurukshetra.


Registrar Incharge
for Director



Copy to :

Head, Mech. Engg. Department, NIT, Kurukshetra.

SPEED POST

राष्ट्रीय प्रौद्योगिकी संस्थान, कुरुक्षेत्र

NATIONAL INSTITUTE OF TECHNOLOGY
Kurukshetra-136119 (Haryana).



Telephone No. 01744-238083 Fax: 01744-238050

No. Gen-1/SRD/12/561

Dated:

To

Sh. Mukesh Kumar
S/o Sh. Asharpi Prasad Singh
Sagar Pokhara West Champ-845438

Subject:

Offer of appointment to the post of Assistant Professor in the Department of Mechanical Engineering under Special Recruitment Drive against advertisement No. 14/2012

Dear Sir,

With reference to your application for the post of Assistant Professor in response to Institute's advertisement No. 14/2012 and on the recommendation of the Selection Committee, the Board of Governors of the Institute is pleased to offer you the appointment **on contract basis for a period of three years** to the post of Assistant Professor under OBC category in the Department of Mechanical Engineering Department in the Pay Band-3 (Rs.15600--Rs.39100) with an Academic Grade Pay of Rs.6000/-. Your basic pay will be fixed as per the rules of the Institute. This offer is subject to publication of Recruitment Rules in the Gazette of India by the MHRD.

The terms and conditions of the appointment are as follows:

1. The conditions of your service in the Institute will be governed by the Recruitment Rules from time to time as per the notification of Ministry of Human Resource Development, Government of India, New Delhi/related publication in the Gazette of India.

2. The appointment is against a contractual post. However you would be entitled to draw allowances as admissible to your cadre under the rules of the Institute.
3. The appointment is subject to verification of caste certificate and receipt of satisfactory caste verification report. However, if on verification it is revealed that you claim of belonging to OBC, SC/ST, PwD, as the case may be, is false; your services will be terminated forthwith without assigning any reasons and without prejudice to such action as may be taken under the provisions of the Indian Penal Code for production of false certificates.
4. The appointment is subject to the condition that you will be examined by the Medical Officer of the Institute as being in sound health and physically fit for service. The Medical examination may be undertaken before joining the post.
5. You will be required to produce all original certificates in respect of your academic and other qualifications including date of birth at the time of your joining the post.
6. Your probation period will start from the date of your appointment as well as your joining as regular faculty member after completion of Ph.D. Degree. During the contract period, if you show poor progress on your Ph. D. work or dereliction of duty in teaching, the contract may be terminated prematurely after an enquiry by the Institute.
7. Your services will be regularized only on acquiring the Ph.D. Degree within the specified period of three years or extended period for five years, as the case may be. However, you will earn your annual increment as per rules.
8. You will be required to devote your whole time to your duties and perform such duties as may be assigned to you by the Director/Head of Department from time to time
9. You will have to make your own arrangement for your accommodation for which the Institute will pay HRA as per existing norms. You may, however, be provided suitable accommodation by the Institute if available, on payment of license fees as fixed by the Institute from time to time. You will be required to abide by the House Allotment Rules governing such accommodation.

10. You will be entitled only for the OPD treatment in the Health Centre of the Institute.
11. You will be governed by the Conduct and disciplinary rules of the Institute
12. You shall be governed under the NIT Act, 2007/Statutes/Rules of NIT Kurukshetra, framed from time to time relating to service conditions and any other matters/conditions not specified in the appointment letter.
13. If any declaration given/information furnished by you is provide to be false or if you are found to have wilfully suppressed any material information/facts, you will be liable to be removed from service and any such other action as the competent authority may deem necessary.

If this offer is acceptable to you on the above terms and conditions, you are required to send your formal acceptance within a fortnight from the date receipt of this letter and join the post latest by 04.03.2013, failing which the offer of appointment will stand cancelled automatically without assigning any reasons.

Yours faithfully,

Sd/-
REGISTRAR I/C

Endst. No. Gen-1/SRD/12/ 562-565

Dated: 4/2/13

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

1. Head of the Department of Mechanical Engg.
2. Deputy Registrar (Accounts).
3. Assistant Engineer(Civil)
4. Superintendent (Establishment).

Sd/-
REGISTRAR I/C

- 20 -

NATIONAL INSTITUTE OF TECHNOLOGY
(Institution of National Importance)
KURUKSHETRA-136119

MED/13/165

Date - 19/2/13

From MUKESH KUMARS/o ASHRUP PRASAD SINGHAdd:- VIJAY TOLA (SAGAR FORKARA)

BETTIAH BIHAR 848436

WEST CHAMPARAN. 9041659557, 8828225177.

To

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

N.I.T. KURUKSHETRA						
Sl. No.	Date	1	2	3	4	5
1	19/2/13	CPD	ICVC	COE	02	
2		RA	PII	CH	MS	
3		PC	PC	PS	EX	
4		SCA	PCF	PRG	MO	
5		SO	SO	DS	PS	PC

Subject: Joining Report for the post of Assistant Professor

In response to my appointment letter No Gen-2/SB/12/567
dated 4/1/2013, I accept the terms and conditions of the appointment and
report myself for duty with effect from FN (FN/AN).

(19-02-2013)

Mukesh-Kumar
Yours faithfully,

Dated 19/02/2013

(MUKESH KUMAR)

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

Copy to:-

1. Deputy Registrar (Ac.)
2. Estate Officer
3. DS (Gen.)
4. DS (Estt.)

[Signature]
19/2/13

[Signature]
19/2/13

[Signature]
19/2/13
E-1

NATIONAL INSTITUTE OF TECHNOLOGY
KURUKSHEETRA-136119

No. Estt. WPF/380/ 1404

Dated: 23/03/18

Subject: Extension of contractual appointment of the Assistant Professor appointed on long contract in Pay Band-3 with AGP of Rs.6000/- - regarding
This is with reference to letter No Gen-1/SRD/12/561 dated 04.02.2013 on the subject cited above

Shri Mukesh Kumar had joined as Assistant Professor (on contract) on 19.02.2013 for a period of 03 years. As per the Clause-6 of the appointment letter, his services will be regularized only on acquiring the Ph.D Degree within the specified period of three years or extended period for up to additional two years, as the case may be, and after satisfactory completion of his initial or extended probation period. As he had not acquired his Ph.D Degree within the specified period of 3 years, his extension of contractual period by two years was approved by the Board of Governors in its 39th meeting held on 05.04.2016.

On the recommendation of the Statutory Selection Committee and subsequent approval of the Board of Governors in its 44th meeting held on 05.02.2018, he is required to submit his Ph.D thesis upto 18.12.2018, failing which no further extension would be granted.

Shri Mukesh Kumar
Assistant Professor (on contract)
Mechanical Engineering Department

Copy to

Head
Mechanical Engineering Department

By Registrar (GA&L)
22-11/18
22/3/18

Confidential**NATIONAL INSTITUTE OF TECHNOLOGY
KURUKSHETRA-136119**

No. Estt.-I/439

Dated: 25.01.2017

Subject: Status of Ph.D. work for the Assistant Professor appointed on three years contract under the standard 3-tier rigid faculty structure.

Please send the report regarding the status of Ph D. in respect of following Assistant Professors appointed on three years contract basis on the proforma enclosed herewith to the Establishment Section in a confidential cover latest by 30.01.2018

1. Sh. Satnam Singh
2. Sh. Mukesh
3. Sh. Vikas Kumar
4. Sh. V.S. Nagendra Reddy B
5. Sh. Chandrashekara M

[Signature]
25/01/18
Dy. Registrar (CA & Legal)

[Signature]
25/01/18

Head of Mechanical Engg. Deptt.

**NATIONAL INSTITUTE OF TECHNOLOGY
KURUKSHETRA-136119**

No. Estt -I/PP/380/ 5885

Dated 21/11/17

Subject: Status of Ph.D Degree for the Assistant Professor appointed on three years contract under the standard 3-tier rigid faculty structure.

Please refer to your appointment letter No. Gen-1/SRD/12/561, dated 04.02.2013 on the subject cited above

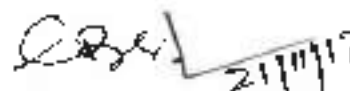
The Clause-7 of the appointment letter reads as under

"Your services will be regularized only on acquiring the Ph.D Degree within the specified period of three years or extended period for up to additional two years, as the case may be, and after satisfactory completion of your initial or extended probation period. However, you will earn your annual increment as per rules."

As per the terms & conditions of your appointment letter, Ph.D is essential requirement for regularization of your services in this Institute

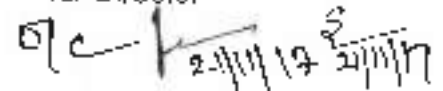
In view of the above, you are required to send the present status of your Ph D work to the Establishment Section of this Institute on or before 27.11.2017

Sh. Mukesh Kumar
Assistant Professor (on contract)
Mechanical Engineering Department
(Through HoD)


Deputy Registrar (GA & Legal)
for Director

Copy to:-

1. Head, Mechanical Engineering Department.


21/11/17

NATIONAL INSTITUTE OF TECHNOLOGY
KURUKSHETRA-136119

No. Estt./ 504

Dated 30/01/18

Subject: Assessment of Ph.D work for the Assistant Professor appointed on three years contract under the standard 3-tier rigid faculty structure.

Sir,

This is with reference to your reply on the status of Ph.D work on the subject cited above.

In this context, you are required to make a power point presentation of 10 minutes on your status of Ph.D work like Comprehensive research plan approval, Experimentation & Analysis, Research Publications, Tentative date of submission, already submitted, etc. before the selection committee on 02.02.2018 at 09.45 am in the Golden Jubilee Administrative Building, NIT, Kurukshetra

Yours faithfully



Deputy Registrar (GA&L)

9c- 30/1/18 S
37/1/18

Shri Mukesh
Assistant Professor (on long contract)
Mechanical Engineering Department

(Through HoD)

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

No. Estt.-I/PF/6055

Dated: 14/12/18

OFFICE ORDER**Subject: Relieving from the post of Asstt. Professor (on contract) reg.**

Vide letter No.Estt.-I/5913 dated 06.12.2018, the matter of Ph.D completion in respect of Sh. Mukesh Kumar, Assistant Professor (on contract) was referred to the Dean (Academic) and vide letter No.Dean (Acad.)/1220 dated 12.12.2018 the Dean (Academic) has informed that :

1. As per Ph.D. clause R-11.1(i) (a) "candidate is required to publish at least two research papers out of his research work in non-paid SCI journals OR such other reputed and peer reviewed journals as are recommended by the concerned DRC and approved by the Director" before appearing for pre-synopsis seminar. As per the report received from the HOD, Mechanical Engg. (report attached), the candidate has acceptance of one paper in Scopus Indexed Journal as on 7.12.2018. The candidate is not fulfilling the condition of publishing two research papers as per above clause.
2. As per Ph.D clause R 11.2 (c) "The scholar can submit his thesis after a gap of at least one month after submission of the synopsis". Whereas, synopsis can be submitted only after successful delivery of pre-synopsis seminar.

Keeping in view the above Ph.D. clauses and Ph.D. status of the candidate as reported by the HOD, Mech. Engg. on 7.12.2018, the candidate is not in a position to submit the thesis by 18.12.2018.

You have already been informed vide letter No.Estt.-I/439 dated 25.01.2017, No.Estt.-I/PF/380/5885 dated 21.11.2017, No.Estt.-I/504 dated 30.01.2018 and Notice No Estt.-I/PF/5140 dated 08.10.2018 to submit your Ph.D. thesis, but your Ph.D. thesis is still pending to be submitted and the period of your contractual appointment is going to complete on 18.12.2018.

The matter was placed before the Board of Governors in its 46th meeting held on 23.10.2018 vide Agenda Item No.46.16 and "the Board noted the action taken by the Institute in respect of Sh. Mukesh, Assistant Professor in Mechanical Engineering Department as per notice No.Estt.-I/PF/5140 dated 08.10.2018 issued to him by the Institute."

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

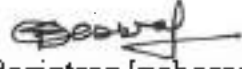
In view of the position explained on pre-page and in terms of:

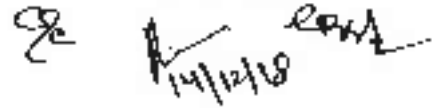
- Clause-7 of his contractual appointment letter No.Gen.-1/SRD/12/561 dated 04.02.2013.
- The decision of the Board of Governors taken in its 44th meeting held on 05.02.2018 vide Agenda Item No.44.12 and subsequent decision taken in its 46th meeting held on 23.10.2018 vide Agenda Item No.46.16
- Notice No.Estt.-1/PF/5140 dated 08.10.2018.

You are hereby relieved from the services of this Institute w.e.f.18.12.2018(AN).

Encls.: As above.

Sh. Mukesh,
Assistant Professor (On Contract),
Mechanical Engg. Department,
NIT, Kurukshetra.


Registrar Incharge
for Director

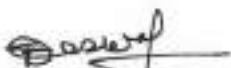

14/12/18

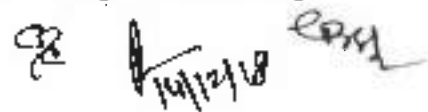
Endst. No. Estt.-1/PF/ 6056-6060

Dated: 14/12/18

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), NIT, Kurukshetra.
3. Professor Incharge (Stores), NIT, Kurukshetra.
4. Dy. Registrar (Accounts), NIT, Kurukshetra.
5. Assistant Librarian, Library, NIT, Kurukshetra.


Registrar Incharge


14/12/18

BoG 47.8 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 instruction of the Director (NITs), Technical Section-III, Department of Higher Education, Ministry of Human Resource Development, New Delhi vide e-mail dated 9th February, 2018 and subsequent e-mail dated 28th March, 2018 the MoU was placed before the Board of Governors in its 45th meeting held on 04.06.2018 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 second quarter was placed before the Board in its 46th meeting held on 23.10.2018. The performance evaluation upto 3rd quarter is enclosed as Annexure - 47.8 (i) from pages 56 to 58.

The Board may consider and review the performance evaluation.

Annexure I
NATIONAL INSTITUTE OF TECHNOLOGY, KURUKSHETRA
PERFORMANCE EVALUATION PARAMETERS AND TARGETS 2018-19
(Upto 3rd Quarter)

Sl. No.	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)
		Average of years 2015-16, 2016-17 & 2017-18 (X)	2018-19 (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.	Student strength				(35)					
1.1	UG students intake	772*	862#	No.	10			841		
1.2	PG students intake	514*	638#	No.	10					490
1.3	Ph.D. intake	74	90	No.	5	91				
1.4	Dual-Degree, if any, during the year	NA	-	№.	5					
1.5	Teacher student ratio	16.25	14.00	Ratio	5					
2	Research and Professional practice				(22)					
2.1	Combined Metric for Publications	18.24	20.00	Metric parameter	5		19.95			
2.2	Combined Metric for Quality of Publications	16.17	19.00	Metric Parameter	5		18.90			
ANNEXURE - 47.8 (i)										

2.3	No. Of patents filed	02	03	No.	5	9		
2.4	No Of patents granted and licensed	1.33	02	No.	5	2		
2.5	Total revenue accruing to the Institution (as distinct from to individual faculty) through Research / Consultancies	112.30	120.00	Rs	2			
3	Graduation Outcome				(13)			
3.1	Combined % of placements, higher studies and entrepreneurship	64.76	70%	%	5			54.5
3.2	Median salary achieved in placements	6.15 lacs	6.55 lacs	Rs.	5	6.87 lacs		
3.3	No. Of Ph. D students graduated	40	50	No	3	64		
4	Financial parameters				(14)			
4.1	% of total cost recovery by means of fees and other resources, except MHRD funds (Sum of Item 3 in Annexure IV)	(Rs. In lakh)	(Rs. In lakh)					
4.2	Incremental growth in amount of Corpus Fund as on 1 st July of the year compared to 1 st July of previous year	48.87	50.00	%	4			
4.3	% Utilisation of funds received from MHRD w.r.t to BE/RE	(Rs. In lakh)	(Rs. In lakh)					
		32,600	33610	Rs.	2			
		100	100	%	4	100		
5	Outreach and inclusivity				(10)			
5.1	Percent students from other countries	3.53	8.98	%	1			
5.2	Percentage of girl students	20.95	21%	%	2			3.63
5.3	% of faculty from SC, ST, OBC	28.2%	50%	%	2			17.71
5.4	% of students from SC, ST, OBC	48.97	50%	%	2			25.29
5.5	No. of cases reported related to sexual harassment	02	Nil	No.	2	0		47.25

S.6	No. of ragging cases reported	Nil	Nil	No.	1	0
6	Infrastructure creation (where applicable, in other cases weightage will be zero)				(10)	
6.1	Infrastructure created during the year (in sq. Meter)	8072.89	15675.00	Sq. Meter	10	15675.00
7	Overall Performance				(20)	
7.1	NIRF Ranking (among NITs) (overall ranking)	2016-17 06 43	04 35	rank	20	
	Total				120	

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 2014-15, 2015-16 and 2016-17, except in case of NIRF, where it will be the Rank in 2016-17. If the 2016-17 parameter is not yet available at the time of signing of MoU then average of two years 2014-15 and 2015-16 would be taken. If the Institution did not participate in NIRF Ranking in 2016-17, a notional ranking of 500 would be given for the year 2016-17 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 externalisation in the year 2017-18
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

BoG 47.9 To consider the service benefits in respect of Late Shri Rajendra Kumar, Ex-Security Guard died while in service on 14.07.2017.

Shri Rajendra Kumar S/o Shri Phool Chandra was appointed to the post of Chowkidar in the Pay Scale of Rs.2550-3200 vide appointment letter No.GA-III/3114 dated 18.04.2007 Annexure – 47.9 (i) from pages 62 to 63. He joined his duties on 03.05.2007(FN). The Pay Scale of Rs.2550-3200 was revised to Pay Band-1 of Rs.5200-20200 + Grade Pay of Rs.1800/- w.e.f. 01.01.2006 as per 6th CPC Report. His designation was changed as Security Guard vide Notification No.Gen-1/5582 dated 21.08.2012 in the same Pay Band.

Shri Rajendra Kumar, Security Guard expired on 14.07.2017. He had completed 10 years 02 months and 11 days service of this Institute.

The following retirement benefits are made to an employee at the time of his/her retirement or to the family members of a deceased employee who joined the services of the Institute on or before 31.12.2003:

1. Pension/Family Pension as per CCS (Pension) Rules, 1972.
2. Retirement/Death Gratuity as per rules.
3. Last Salary.
4. Encashment of un-utilized Earned Leave & Half Pay Leave as per rules.

Shri Rajendra Kumar joined the services of this Institute on 03.05.2007(FN), therefore, he is covered under the New Pension Scheme (NPS) as per Clause-29 of the First Statutes of NITs Annexure – 47.9 (ii) from pages 64 to 65 which is re-produced below:

“Employees of the Institute appointed prior to 1.1.2004 will be governed by Central Civil Services (Pension) Rules, 1972 and Central Provident Fund (Central Services) Rules, 1960 and the Employees appointed on or after 1.1.2004 will be governed by New Pension Scheme of Central Government.”

Vide letter No.Estt-III/PF/2626 dated 23.05.2018 and No.Estt.-III/PF/4109 dated 08.08.2018 Annexure – 47.9 (iii) on page 66, the following payments have been released to the family of Late Shri Rajendra Kumar, Ex-Security Guard:

1. Encashment of un-utilized Leave(s) :
 - a) Earned Leave = 79 days
 - b) Half Pay Leave = 102 days
2. Last salary for the month of July, 2017 upto 14.07.2017.

Vide letter No.Est.-III/PF/2627 dated 23.05.2018 Annexure – 47.9 (iv) on page 67, the matter to release the Family Pension and Death Gratuity to the family of Late Shri Rajendra Kumar was referred to the MHRD, Government of India, New Delhi for getting the clarifications.

In response to the said letter dated 23.05.2018, the Under Secretary (NITs), MHRD, Govt. of India, New Delhi has informed vide OM F.No.10-7/2018-TS.III dated 05.09.2018 Annexure – 47.9 (v) on page 68 that the instructions/guidelines issued by Government of India from time to time may be followed in the matter and the recommendations of the Institute may be placed before the Board of Governors (BoG) for taking decision.

Vide OM No.7/5/2012-P&PW(F)/B dated 26.08.2016 Annexure – 47.9(vi) on page 69 the Ministry of Personnel, Public Grievances & Pensions, Department of Pensions and Pensioners Welfare, Govt. of India, New Delhi had clarified that the Government employees covered under National Pension System shall be eligible for benefit of "Retirement gratuity and Death gratuity" on the same terms and conditions as are applicable to employees covered by Central Civil Service (Pension) Rules, 1972.

In this context, the MHRD, Govt. of India vide OM F.No.19-1/2017-IFD dated 12.04.2017 Annexure – 47.9 (vii) on page 70 has notified that the benefits of Retirement Gratuity and Death Gratuity as has been extended to the employees of any Autonomous Bodies/Organizations covered under NPS should be withdrawn till a final decision is taken in the matter with approval of Department of Expenditure, Ministry of Finance, Government of India.

Vide OM No.38/41/06/P&PW(A) dated 05.05.2009 Annexure – 47.9 (viii) from pages 71 to 73, the Director, Department of Pension and Pensioners Welfare, Ministry of Personnel, Public Grievances and Pensions, Government of India, New Delhi has clarified that:

5. Meanwhile, considering the hardships being faced by the employees appointed on or after 1.1.2004 who are discharged on invalidation/disablement and by the families of such employees who have died during service since 1.1.2004, the President is pleased to extend the following benefits to Central Civil Government Servants covered by the New Pension Scheme, on provisional basis till further orders:



- (I) Retirement from Government service on invalidation not attributable to Government duty:
 - (i) Invalid Pension calculated in terms of Rule 38 and Rule 49 of the Central Civil Services (Pension) Rules, 1972.
 - (ii) Retirement gratuity calculated in terms of Rule 50 of the Central Civil Services (Pension) Rules, 1972.
- (II) Death in service not attributable to Government duty:
 - (i) Family Pension (including enhanced family pension) computed in terms of Rule 54 of the Central Civil Services (Pension) Rules, 1972.
 - (ii) Death gratuity computed in terms of Rule 50 of the Central Civil Services (Pension) Rules, 1972.
- (III) Discharge from Government service due to disease/injury attributable to Government duty
 - (i) Disability Pension computed in terms of the Central Civil Services (Extraordinary Pension) Rules.
 - (ii) Retirement gratuity computed in terms of the Central Civil Services (Extraordinary Pension) Rules read with Rule 50 of the Central Civil Services (Pension) Rules, 1972.
- (IV) Death in service attributable to Government duty:
 - (i) Extraordinary Family Pension computed in terms of Central Civil Services (Extraordinary Pension) Rules and Scheme for Liberalised Pensionary Awards.
 - (ii) Death gratuity computed in terms of Rule 50 of the Central Civil Services (Pension) Rules, 1972.

The employee/his family will also be paid Dearness Pension/Dearness Relief admissible from time to time in addition to the above benefits, on provisional basis.

- 6. The above provisional payments will be adjusted against the payments to be made in accordance with the Rules framed on the recommendations of the High Level Task Force (HLTF) and recoveries, if any, will be made from the future payments to be made on the basis of those rules.

In view of the above, it is proposed that the Board may consider the OM No.38/41/06/P&PW(A) dated 05.05.2009 issued by the Department of Pension and Pensioners Welfare, Ministry of Personnel, Public Grievances and Pensions, Government of India, New Delhi as clarified by the MHRD, Government of India vide OM dated 05.09.2018.



No. GA-III/ 3114

Sh. Rajendra Kumar
S/o Sh. Phool Chandra,
103 Ashok Nagar,
Allahabad (UP)-211001.

**Subject: Appointment for the post of Chowkidar (Reserved for SC Category)
(Special Recruitment drive for SC/ST backlog vacancies).**

We are pleased to offer you the post of Chowkidar in the Institute on the following terms and conditions: -

1. **Appointment** : Temporary.
2. **Scale of Pay** : Rs. 2550-55-2660-60-3200
3. **Initial Pay** : Rs. 2550/- P.M.
4. **Allowances** : You will receive all allowances as admissible under the rules of the Institute.
5. **Date of next increment** : As per Rules.
6. **Probation** : You will be on probation for a period of two years from the date of your joining the service, which may be extended under the rules of the Institute from time to time.
7. **Confirmation** : You will be considered for confirmation after successful completion of the period of probation or the extended period of probation as the case may be subject to the certificate from the Chairman/Head of the Department.
8. **Duties** : As prescribed for the post and as are assigned to you.
9. **Medical Fitness** : Your appointment is subject to the condition that you will be examined by a Medical Authority nominated by our Board of Governors as being in sound health and physically fit for service. The Medical examination may be undertaken before joining the post.
10. **Original Certificates** : You shall be required to produce the original certificate in respect of your academic and other qualifications and also documentary proof in respect of your date of birth at the time of your joining the post.
11. **Leave** : You will be governed by the leave rules of the Institute from time to time.

12. **Accommodation** : It will be essential to reside in the NIT Campus in case the accommodation is provided.
13. **Conduct and Disciplinary** : You will be governed by the Conduct and Disciplinary rules of the Institute.
14. **Termination of Service** :
- (a) During the period of probation or extended period of probation, as the case may be your services are liable to be terminated by either side without assigning any reason on one month's notice in writing or on payment of one month's pay and allowances in lieu thereof.
- (b) In case you want to leave your services after the confirmation, you shall be required to give three month's notice or make payment of pay and allowances in lieu thereof for the period of three month's provided that the Institute may call upon you to continue until the end of the academic session in which your notice is received.
- (c) If retention of your services is considered undesirable by the Institute on medical grounds certified by a Medical Authority nominated by our Board of Governors, your services shall be liable to be terminated by the Institute on three months notice or on payment of three months' pay and allowances in lieu thereof.
- (d) Your services shall be dispensed with by the Institute on the grounds of economy in Institute by giving you three month's notice or three month's pay in lieu thereof.
- (g) You can be transferred to any place in India wherever the Institute has any branch/office in India.
15. The offer of appointment is subject to verification of SC certificate and if the verification reveals that the claim is false, the service will be terminated forthwith without assigning any further reasons.
16. **General** : You will be governed by the service rules of the Institute.

If this offer of appointment is acceptable to you on the above terms and conditions, you are requested to communicate your acceptance to us in writing immediately and report for duty latest by 2/5/07. In case you fail to report for duty by this date, the offer shall stand automatically cancelled.

Endst. No. GA-III/

3115-18

Copy to: -

1. Chairman/Head of the Section/Deptt. concerned
2. Assistant Registrar (Accounts).
3. Estate Officer.
4. GA-IV

W 18/4
REGISTRAR
or Director

Dated: 18/4/07

Assistant Registrar (GA)

18/4/07

18/4/07

[भाग II - खण्ड 3(i)]

भारत का राजपत्र: अन्तर्गत ANNEXURE - 47.9 (ii)

- (2) The other conditions of service of such employee shall be such as may be specified by the appointing authority in his letter of appointment.

28. APPOINTMENTS ON CONTRACT

- (1) Notwithstanding anything contained in these Statutes, the Board with the prior approval of the Visitor may in special circumstances appoint an eminent person on contract for a period not exceeding 5 years.
- (2) Subject to the provisions of the Act, the Board may appoint any person on contract in the prescribed scales of pay and on terms and conditions applicable to the relevant post for a period not exceeding 3 years.
- (3) For making such appointments, the Chairperson, Board of Governors shall constitute such ad hoc Selection Committee, as the circumstances of each case may require. Provided that such constitution of committee shall be reported to the Board for confirmation.

29. PROVIDENT FUNDS AND PENSION SCHEMES

Employees of the Institute appointed prior to 1.1.2004 will be governed by Central Civil Services (Pension) Rules, 1972 and Central Provident Fund (Central Services) Rules, 1960 and the Employees appointed on or after 1.1.2004 will be governed by New Pension Scheme of Central Government.

30. RESIGNATION

Notwithstanding anything contained in the foregoing provisions of these first Statutes, a member of the staff of Institute may resign:

- (i) If he is a permanent employee, only after giving three months' notice in writing to his appointing authority, or by paying three months salary in lieu thereof; and
- (ii) If he is not a permanent employee, only after giving one month's notice in writing to the appointing authority or by paying one month's salary in lieu thereof. Provided that such resignation shall take effect only on the date on which the resignation is accepted by the appointing authority.

31. RETIREMENT

- (1) At any time after an employee has completed twenty years qualifying service, he may, by giving notice, of not less than three months, in writing to the appointing authority, retire from service as per the terms and conditions laid down by the Central Government, from time to time, for its own employees.
- (2) The appointing authority has the right to retire the employee before superannuation as premature retirement in accordance with the provision of Central Civil Services (Retirement) Rules, 1964.
- (3) An employee can retire from service on account of any bodily or mental infirmity that permanently incapacitates him from service subject to the following conditions, namely:
- (i) The employee shall submit his application to the Registrar through proper channel and produce a medical certificate from medical authority as may be

**NATIONAL INSTITUTE OF TECHNOLOGY
KURUKSHETRA - 136119**

No.Estt-III/PF/ 2626

Dated: 23/08/18

Approval of the competent authority is hereby conveyed to release the following payments to the family of Late Shri Rajendra Kumar, Ex-Security Guard of this Institute:

1. Encashment of un-utilized Leave(s):

- a) Earned Leave = 79 days ✓
- b) Half Pay Leave = 102 days ✓

(An amount of Rs.37,800/- may be retained from the amount of Leave Encashment as the family of Late Shri Rajendra Kumar has still occupied the Institute Accommodation House No.GL-76) ✓

2. Last salary for the month of July, 2017 upto 14.07.2017.

Dy. Registrar (Accs.),
NIT, Kurukshetra.

[Signature]
Dy. Registrar (GA & Legal)

[Signature]
23/08/18

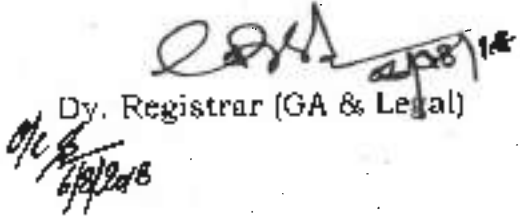
[Signature]
23/08/18

**NATIONAL INSTITUTE OF TECHNOLOGY
KURUKSHETRA - 136119**

No. Estt:-III/PF/ 4109

Dated: 06/08/18

Approval of the competent authority is hereby conveyed to release an amount of Rs.37,800/- (Rupees Thirty Seven Thousand Eight Hundred Only) as retained from the amount of Leave Encashment in respect of Late Shri Rajendra Kumar, Ex-Security Guard after recovery of License Fee, Water Charges, Electricity Charges and Penal Rent etc. of Institute accommodation i.e. House No.G-76 upto 05.07.2018, if any, with reference to letter No.EO/NITK/3363/464 dated 24.07.2018 issued by the Assistant Engineer (Civil).


Dy. Registrar (GA & Legal)

Deputy Registrar (Accounts),
NIT, Kurukshetra.

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

No.Estt-III/PF/ 2627

Dated: 23/05/18

The Under Secretary (NITs),
Ministry of Human Resource Development,
Government of India,
Department of Higher Education,
Shastri Bhawan, New Delhi-110001.

Subject: To get the clarification regarding release of Pension & Death Gratuity in respect of Shri Rajendra Kumar, Security Guard died on 14.07.2017 while in service reg.

Sir,

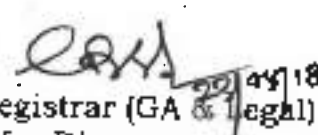
Shri Rajendra Kumar was appointed in this Institute vide appointment letter No.GA-III/3114 dated 18.04.2007. He joined his duty on 03.05.2007 as Chowkidar and he was re-designated as Security Guard w.e.f.20.07.2012. He died while in service on 14.07.2017. He is covered under the New Pension Scheme as per Clause-29 of the First Statutes of NITs Act which is re-produced below:

"Employees of the Institute appointed prior to 1.1.2004 will be governed by Central Civil Services (Pension) Rules, 1972 and Central provident Fund (Central Services) Rules, 1960 and the Employees appointed on or after 1.1.2004 will be governed by New Pension Scheme of Central Government."

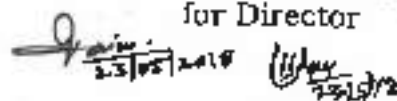
Shri Rajendra Kumar had completed 10 years 02 months and 11 days service of this Institute.

You are, therefore, requested to please clarify that under which rule this Institute has to release the Family Pension and Death Gratuity to the family of Late Shri Rajendra Kumar, Ex-Security Guard.

Yours faithfully,


Dy. Registrar (GA & Legal)

for Director


23/05/2018

ANNEXURE I R 47.9 (P) RA

Diary No... 7564....

Dated... 19/09/18....

F No. 10-7/2018-TS.III

Government of India

Ministry of Human Resource Development

Department of Higher Education

Shastri Bhawan, New Delhi,

Dated, the 5th September, 2018

To,

The Registrar,
National Institute of Technology, Kurukshetra,
Haryana

[Handwritten signature]
19/9/18

[Handwritten signature]
DR/HRD/18

Subject: Clarification regarding release of Pension & Death Gratuity in respect of Sh. Rajendra Kumar, Security Guard died on 14.07.2017 while in service - regarding.

Sir,

I am directed to refer to your communication No. Estt.-III/PF/2527 dated 23.05.2018 on the subject mentioned above and to state that instructions/guidelines issued by Govt. of India from time to time may be followed in the matter and the recommendations of the Institute may be placed before Board of Governors (BoG) for taking decision.

Yours faithfully,

[Handwritten signature]

(Anil Kumar Singh)

Under Secretary to the Govt. of India

Tel: 23384897

[Handwritten signature]
19/9/18

[Handwritten signature]
11/9/18

No.7/5/2011-P&PW(F)B
 Ministry of Personnel, Public Grievances and Pensions
 Department of Pension and Pensioners Welfare


Lok Nayak Bhavan, Khan Market,
 New Delhi - 110 005, Dated the 24 August, 2016.

OFFICE MEMORANDUM

Subject : Extension of benefits of 'Retirement Gratuity and Death Gratuity' to the Central Government employees covered by new Defined Contribution Pension System (National Pension System) - regarding

The undersigned is directed to say that the pension of the Government servants appointed on or after 1.1.2004 is regulated by the new Defined Contribution Pension System (known as National Pension System), notified by the Ministry of Finance (Department of Economic Affairs) vide their OM No. 5/7/2003-ECB & PR dated 22.12.2003. Orders were issued for payment of gratuity on provisional basis in respect of employees covered under National Pension System on their retirement from Government service on invalidation or death in service, vide this Department's OM No. 3841/2006-P&PW(A) dated 3.3.2009.

2. The issue of grant of gratuity in respect of government employees covered by the National Pension System has been under consideration of the Government. It has been decided that the government employees covered by National Pension System shall be eligible for benefit of 'Retirement gratuity and Death gratuity' on the same terms and conditions, as are applicable to employees covered by Central Civil Service (Pension) Rule, 1972.
3. These orders issue with the concurrence of Ministry of Finance, Department of Expenditure, vide their L.R. Note No. 1(4)/EW/2006-II dated 29.07.2015.
4. In their application to the persons belonging to the Indian Audit and Accounts Department, these orders issue after consultation with Comptroller and Auditor General of India.
5. These orders will be applicable to those Central Civil Government employees who joined Government service on or after 1.1.2004 and are covered by National Pension System and will take effect from the same date i.e. 1.1.2004.


 (Harjit Singh)
 Director (Pension Policy)

To

All Ministries/Departments of the Government of India.

F. No. 19-1/2017-JFD
 Government of India
 Ministry of Human Resource Development
 Department of Higher Education
 Integrated Finance Division

New Delhi
 Dated, 12th April, 2017

Subject: Extension of benefits of Retirement Gratuity and Death Gratuity to the employees of Autonomous Body/Organisations covered under NPS.

The proposal of extension of benefits of Retirement Gratuity and Death Gratuity to the employees of Autonomous Body/Organisations covered under NPS under the Ministry of Human Resource Development is under consideration in MHRD, in consultations with the Department of Expenditure, Ministry of Finance. The following information/clarifications have been sought by the Department of Expenditure for further examination of the matter.

- i) How many Autonomous Bodies/Organisations are under the administrative domain of MHRD, how many Autonomous Bodies/Organisations follow CCS Pension Rules, 1972.
 - ii) Which Gratuity Rules is followed by the employees of Autonomous Bodies? Whether it is Gratuity under CCS (Pension) Rules, 1972 or under the "Payment of Gratuity Act, 1972, in case of employees joining before 01.01.2004.
 - iii) In how many Autonomous Bodies/Organisations under the administrative domain of MHRD, CCS (Pension) Rules was allowed with the concurrence of Department of Expenditure/DOP&PW, in case of employees joining before 01.01.2004.
 - iv) It is more than 13 years since implementation of NPS in case of the employees appointed on or after 01.01.2004. MHRD may please inform how they are making payment of Gratuity and under which rule.
2. It is requested that the point-wise consolidated information in respect of Autonomous Bodies, under each Bureau may be furnished to IFD by 17th April, 2017, positively.
3. It is, therefore, requested that in case the benefits of Retirement Gratuity and Death Gratuity has been extended to the employees of any Autonomous Bodies/Organisations covered under NPS, the above benefits should be withdrawn, till a final decision is taken in the matter with approval of Department of Expenditure, Ministry of Finance.

USCANN (AKS)

Important
 13/4
 sub 2
 17/4

Dhanaya
 (Darshana M. Babral)
 Joint Secretary & Financial Advisor

Bureau Heads of Department of Higher Education
 Bureau Heads of Department of School Education & Literacy

Copy for information to:

12/4/17
 Secretary (Higher education)
 Secretary (School Education & Literacy)

Subt. Annex
 Pls. find it for circulation
 amongst all and NPS.
 12/4

No. 3841R06/P&PW(A)
Government of India
Ministry of Personnel, Public Grievances and Pensions
Department of Pension and Pensioners Welfare

Lok Nayak Bhawan,
Khan Market, New Delhi-110 003
Dated 5th May, 2009

OFFICE MEMORANDUM

Sub: Additional Relief on death/disability of Government servants covered by the new Defined Contribution Pension System (NPS)

The undersigned is directed to say that the pension of the Government servants appointed on or after 1.1.2004 is regulated by the new Defined Contribution Pension System (known as New Pension Scheme), notified by the Ministry of Finance (Department of Economic Affairs) vide their O.M. No. 5/7/2003-ECB 2 PR dated 22.12.2003.

2. On introduction of the New Pension Scheme, among others, the Central Civil Services (Pension) Rules, 1972 and the Central Civil Services (Extraordinary Pension) Rules were amended on 30.12.2003. Under the amended Rules, the benefits of Invalid Pension/Disability Pension and Family Pension/Extraordinary Family Pension/Liberalized Pensionary Award relief are not available to the Government servants appointed on or after 1.1.2004.

3. Ministry of Finance (Department of Economic Affairs) has subsequently clarified that the New Pension Scheme is a replacement for only pension under normal circumstances and family pension in case of death of employees after retirement.

4. A High Level Task Force (HLTF) constituted by the Government has recommended certain additional benefits that can be provided on death or discharge on invalidation/disability of a Government servant covered by the New Pension Scheme. It is likely to take some time before the Rules regulating these benefits under the New Pension System are put in place.

5. Meanwhile, considering the hardships being faced by the employees appointed on or after 1.1.2004 who are discharged on invalidation/disablement and by the families of such employees who have died during service since 1.1.2004, the President is pleased to extend the following benefits to Central Civil Government Servants covered by the New Pension Scheme, on provisional basis till further orders:

- (1) Retirement from Government service on invalidation not attributable to Government duty:

- (i) Invalid Pension calculated in terms of Rule 38 and Rule 49 of the Central Civil Services (Pension) Rules, 1972.
 - (ii) Retirement gratuity calculated in terms of Rule 50 of the Central Civil Services (Pension) Rules, 1972.
- (II) Death in service not attributable to Government duty :
- (i) Family Pension (including enhanced family pension) computed in terms of Rule 54 of the Central Civil Services (Pension) Rules, 1972.
 - (ii) Death gratuity computed in terms of Rule 50 of the Central Civil Services (Pension) Rules, 1972.
- (III) Discharge from Government service due to disease/injury attributable to Government duty
- (i) Disability Pension computed in terms of the Central Civil Services (Extraordinary Pension) Rules.
 - (ii) Retirement gratuity computed in terms of the Central Civil Services (Extraordinary Pension) Rules read with Rule 50 of the Central Civil Services (Pension) Rules, 1972.
- (IV) Death in service attributable to Government duty:
- (i) Extraordinary Family Pension computed in terms of Central Civil Services (Extraordinary Pension) Rules and Scheme for Liberalised Pensionary Awards.
 - (ii) Death gratuity computed in terms of Rule 50 of the Central Civil Services (Pension) Rules, 1972.

The employee/ his family will also be paid Dearness Pension/Dearness Relief admissible from time to time in addition to the above benefits, on provisional basis.

6. The above provisional payments will be adjusted against the payments to be made in accordance with the Rules framed on the recommendations of the HMTF and recoveries, if any, will be made from the future payments to be made on the basis of those rules.

7. The recommendations of the HMTF envisage payment of various benefits on death/discharge of a Government employee after adjustment of the monthly-annuitised pension from the accumulated funds in the NPS Account of the employee. Therefore, no payment of monthly-annuitised pension will be made to the employee/family of the employee during the period he/she is in receipt of the provisional benefits mentioned in para 5 above.

8. In cases where, on discharge/death of the employee, the amount of accumulated funds in the NPS Account have been paid to the employee/family of the employee, the amount of monthly-annuitised pension from the date of discharge/death will be worked out in accordance with the rules/regulations to be notified by the Department of Financial Services/PFRDA and the same will be adjusted against the payment of benefits/relief after the notified rules in this respect are in place.

9. These instructions will be applicable to those Government servants who joined Government service on or after 1.1.2004 and will take effect from the same date i.e. 1.1.2004.

10. This Order issues with the concurrence of Ministry of Finance (Department of Expenditure) vide their U.O. No. 127/EV/2008 dated 13.4.2008.



(M.P. Singh)
Director

1. All Ministries/ Departments of Government of India
2. As per standard mailing list

BoG 47.10 To consider the designations of faculty staff members of NIT, Kurukshetra in terms of 7th Central Pay Commission (7th CPC).

As per provision laid down in the First Statutes of NITs for regular appointments through Statutory Selection Committee, some posts of Assistant Professors in the Pay Band-3 of Rs.15600-39100 + AGP of Rs.6000/- (on contract basis), Rs.7000/- (on regular basis) and Rs.8000/- (on regular basis) for the various disciplines of Engineering & Technology, Management and Applied Sciences were filled-up by this Institute against the Advertisement Nos.14/2012 & 05/2013.

The incumbents having the qualification of M.Tech. in relevant disciplines were appointed to the post of Assistant Professor (on contract) in PB-3 + AGP Rs.6000/- plus 02 increments initially for a period of 03 years which was extendable for addition 02 years. As the Ph.D was essential qualification for the post of Assistant Professor, the concerned incumbents were appointed initially on contract basis and a condition was inserted in their contractual appointment letter *"that their services will be regularized only on acquiring the Ph.D. Degree within the specified period of three years or extended period of upto additional two years, as the case may be, and after satisfactory completion of their initial or extended probation period. However, they will earn their annual increment as per rules."* Both the Advertisement No.14/2012 & No.05/2013 were issued by the Institute on approval of the competent authority.

In this connection, the MHRD, Govt. of India vide its OM F.No.2-5/2017-TS.III dated 17.07.2017 Annexure - 47.10 (i) from pages 77 to 78 has given the following instructions to the Institute regarding the regularization and confirmation of the Assistant Professors who were appointed initially on contract basis as per provision contained in Model Recruitment Rules for faculty of NITs against the Advertisement No.14/2012 & No.05/2013:

"As the appointee do not possess a Ph.D. degree which is an essential requirement, the post is offered initially for a period of three years which can be further extended by another two years on the recommendations of a valid Selection Committee. In the mean time the appointee will have to acquire Ph.D. degree, failing which the contract may not be extended beyond the period of five years. However, his/her services would be automatically regularized on the same post in the same Pay Band and the same AGP from the date of his/her acquiring Ph.D. degree within the stipulated period."

The regularization of such Assistant Professors may be carried out as per the terms and conditions of the appointment letter and Recruitment rule prevailing at that point of time."

The said matter was placed before the Board of Governors of the Institute in its 43rd meeting held on 23.01.2018 vide Agenda Item No.43.26 and the Board decided as under:

"Further, the regularization and confirmation of services of such Assistant Professors shall be carried out as per the terms and conditions of their appointment letter and Recruitment Rules prevailing at that point of time (MRR-2012), i.e. in the same Pay Band and the same AGP of Rs.6000/- plus 02 increments as per the clarification issued by the Ministry vide MHRD letter F.No.2-5/2017-TS(III) dated 17.07.2017."

Thereafter, as per the terms and conditions laid down in Schedule-E of NITs Statutes Amended, 2017, the post of Assistant Professors with PB-3 of Rs.15600-39100 + AGP of Rs.6000/- (On contract basis), Rs.7000/- (On contract basis) and Rs.8000/- (On regular basis) were advertised vide Advt. No.21/2017 for recruitment by way of Direct Recruitment and the process of said Advertisement is under process.

The amendments in the First Statutes of National Institute of Technology(NITs) have been adopted by this Institute in terms of decision of the Board of Governors taken in its 43rd meeting held on 23.01.2018 vide agenda item No.43.10 Annexure – 47.10 (ii) from pages 79 to 80 .

Further, to consider the revision of pay of Faculty and Scientific/Design of the staff of this Institute following the pay revision of Central Government employees on the recommendations of 7th Central Pay Commission (7th CPC), the matter was placed before the Board of Governors in its 43rd meeting held on 23.01.2018 vide agenda item No.43.13 and the Board decided as under:

"The Board considered and approved the Revision of Pay of Faculty and Scientific/Design Staff in Centrally Funded Technical Institutions (CFTIs) following the pay revision of the Central Government employees on the recommendation of 7th Central Pay Commission (7th CPC). The Board further decided that the arrear in respect of revision of pay be disbursed only to the extent the grant released for the said purpose."

As per 7th CPC, the following designations for faculty *Annexure – 47.10 (iii) from pages 81 to 83* for the Centrally Funded Technical Institutions have been notified:

Sr. No.	Name of the Post	Pay Band/Pay Scale and Academic Grade Pay (AGP) as per 6 th CPC	Pay Level as per Pay Matrix as per 7 th CPC
1.	Assistant Professor Grade-II	PB-3 (Rs.15600-39100) + AGP Rs.6000/-	Level-10
2.	Assistant Professor Grade-II	PB-3 (Rs.15600-39100) + AGP Rs.7000/-	Level-11
3.	Assistant Professor Grade-I	PB-3 (Rs.15600-39100) + AGP Rs.8000/-	Level-12
4.	Assistant Professor Grade-I	PB-3 (Rs.15600-39100) + AGP Rs.9000/-	Level-13 A1
5.	Associate Professor	PB-4 (Rs.37400-67000) + AGP Rs.9500/-	Level-13 A2
6.	Professor	PB-4 (Rs.37400-67000) + AGP Rs.10000/-	Level-14
7.	Professor	PB-4 (Rs.37400-67000) + AGP Rs.10500/-	Level-14 A
8.	Professor (HAG)	Rs.67000-79000	Level-15

In view of the above, it is proposed that the Board may consider the following designation of faculty staff members of this Institute for implementation in terms of 7th CPC:

For Regular Faculty of the Institute

Existing Designation and Pay Band + Academic Grade Pay as per 6 th CPC	Proposed Designation as per 7 th CPC and Pay Level of Pay Matrix
Assistant Professor (On contract) PB-3 (Rs.15600-39100) + Rs.6000/- AGP	Assistant Professor Grade-II Level-10 of Pay Matrix
Assistant Professor PB-3 (Rs.15600-39100) + Rs.7000/- AGP	Assistant Professor Grade-II Level-11 of Pay Matrix
Assistant Professor PB-3 (Rs.15600-39100) + Rs.8000/- AGP	Assistant Professor Grade-I Level-12 of Pay Matrix

For Existing Faculty Recruited against Advt. No. No.14/2012, No.05/2013 and Faculty to be Recruited against Advt. No.21/2017

Existing Designation and Pay Band + Academic Grade Pay as per 6 th CPC	Proposed Designation as per 7 th CPC and Pay Level of Pay Matrix
Assistant Professor (On contract) PB-3 (Rs.15600-39100) + Rs.6000/- AGP recruited against Advt. No 14/2012 & No.05/2013 and to be recruited against Advt. No.21/2017	Assistant Professor Grade-II (On contract) Level-10 of Pay Matrix
Assistant Professor (On contract) PB-3 (Rs.15600-39100) + Rs.7000/- AGP to be recruited against Advt. No 21/2017	Assistant Professor Grade-II (On contract) Level-11 of Pay Matrix
Assistant Professor PB-3 (Rs.15600-39100) + Rs.8000/- AGP to be recruited against Advt. No 21/2017	Assistant Professor Grade-I Level-12 of Pay Matrix

New Delhi, the 17th July, 2017

To

The Director
Motilal Nehru National Institute of Technology, Allahabad
Uttar Pradesh

Subject: Clarification regarding confirmation of Assistant Professors who were appointed in NITs on contract as per provisions contained in Model recruitment Rule (MRR) for faculties in NITs - regarding.

Sir,

This Ministry had received a reference from MNNIT, Allahabad seeking clarifications regarding applicability of the provisions of NIT Faculty Recruitment Rules, 2011 on Assistant Professors who were appointed in the Institute on contract as per provisions contained in above said Rules prior to the implementation of 4-Tier Flexible Faculty Structure. These Asst. Professors were not having Ph.D. degree at the time of their contractual recruitment following the provisions of 3 Tier System for Faculty recruitment in NITs.

2. One of the conditions of the contract signed between the appointees and the Institute was that *"as the appointees do not possess a Ph.D. degree which is an essential requirement, the post is offered initially for a period of three years which can be further extended by another two years on the recommendations of a valid Selection Committee. In the mean time the appointee will have to acquire Ph.D. degree, failing which the contract may not be extended beyond the period of five years. However, his/her services would be automatically regularised on the same post in the same Pay-Band and the same AGP from the date of his/her acquiring the Ph.D. degree within the stipulated period."*

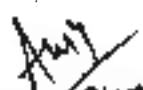
3. Therefore, a clarification was sought by MNNIT, Allahabad whether such faculty can be regularised as per the rules and conditions of the appointment letter / contract or not in view of the fact that 4-Tier Flexible Faculty Structure is in vogue.

4. This matter was examined in this Ministry in consultation with D/o Legal Affairs, M/o Law & Justice. The regularisation of such Assistant professors (mentioned in Institute's letter dated 7th February, 2017) may be carried out as per the terms and conditions of the appointment letter and Recruitment rule prevailing at that point of time.

Amey

6. The Board of Governors of the Institute may take further necessary action in this matter.

Yours faithfully,


(Anil Kumar Singh)

Under Secretary to the Government of India
Ph: 23384897

Copy for information to: The Directors of 30 NITs other than MNNIT, Allahabad.

**NATIONAL INSTITUTE OF TECHNOLOGY
KURUKSHETRA-136119**

No. NITK 43rd BOG/ 701

Dated: 09/02/2018

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

43.10 To note the amendments in the First Statutes of National Institute of Technology (NITs).


"The Board noted the amendments in the First Statutes of National Institute of Technology (NITs)."

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

Encl: Agenda Item


Registrar (I/C)

Deputy Registrar (GA & L)

cc - 

Copy to: Sr. Secretary to Registrar

N.I.T. KURUKSHETRA

Dy. No. 76.S		Date: 09/08/17				
R	DPD	DA	DAI	DVO	CoE	C
E	M	EL	CG	Z	CS	MA
MU	OW	WE	FC	PS	EDL	
PE	CCN	PT	PC	PRO	LMC	L
GA	A	SO	EO	DS	PIS	FC



F.No.35 - 5 / 2017 - TS.III

Government of India

Ministry of Human Resource Development

Department of Higher Education

Put up on file for
 [Signature]
 11/8/17
 Dr. (C.A.R.L.)

Shastri Bhawan, New Delhi,
 dated, the 28th July, 2017
 21/

To

The Directors,
 National Institutes of Technology (NITs)
 (excluding NIT, Andhra Pradesh)

[Signature]
 31/8/17

Subject:- Amendments in the First Statutes of National Institutes of Technology (NITs) - regarding.

Sir \ Madam,

I am directed to forward herewith a copy of the Notification bearing S.O. 947 (E) dated 21st July, 2017 published in the Gazette of India Extraordinary Part II, Section 3, Sub-Section (i) on 24th July, 2017 to notify further amendments in the First Statutes of the National Institutes of Technology (NITs).

2. As per provisions of the Notification, the amendments shall come into force on the date of their publication in the Official Gazette. It is, therefore, requested to kindly adopt the First Statutes of the National Institutes of Technology (Amendment) Statutes, 2017 for implementation.

Yours faithfully,

[Signature]

[A.K. Singh]

Under Secretary to the Government of India

Tel: 23384897

Fax: 23384348

Encl.: as above

2004
 11/8/17

2004 (C.A.R.L.)
 C.A.R.L.

[Signature]

26. SUSPENSION, PENALTIES, DISCIPLINARY PROCEEDINGS

The Central Civil Services (Classification, Control and Appeal) Rules, 1963 shall apply to all the employees."

16. For Statute 29 of the Principal Statutes, the following shall be substituted, namely:-

29. PROVIDENT FUND AND PENSION SCHEMES

Employees of the Institute appointed prior to 01.01.2004 will be governed by Central Civil Services (Pension) Rules, 1972 and General Provident Fund (Central Services) Rules, 1960 and the Employees appointed on or after 01.01.2004 will be governed by New Pension Scheme of the Central Government."

17. In the Schedule, after Schedule 'D' and the entries relating thereto, the following Schedule shall be inserted, namely:-

"Schedule 'E'

[See Statute 23 (5) (a)]

Qualification and other terms and conditions of appointment of Academic Staff

Sl.No.	Designation, Pay Band and Academic Grade Pay	Essential Qualification	Essential Requirements	Cumulative Essential Credit Points
(1)	(2)	(3)	(4)	(5)
1.	*Assistant Professor (On contract) Pay Band-3 with Grade Pay of Rs.6000	Ph.D.	NIL	NIL
2.	*Assistant Professor (On contract) Pay Band-3 with Grade Pay of Rs.7000	Ph.D.	one year post Ph.D. experience of Teaching and Research in Institution of repute or Industry.	10
3.	*Assistant Professor Pay Band-3 with Grade Pay of Rs.8000 with a minimum pay of Rs.30000	Ph.D.	three years after Ph.D. or six years total teaching and research experience in reputed academic Institute or Research and Development Labs or relevant industry.	20
4.	Associate Professor Pay Band-4 with Grade Pay of Rs.9500 with a minimum pay of Rs.42000	Ph.D.	six years after Ph.D. of which at least three years at the level of Assistant Professor with Academic Grade Pay of Rs.8000. Or nine years total working experience, of which three years should be after Ph.D., with at least three years at the level of Assistant Professor with Academic Grade Pay of Rs.8000	50
5.	Professor Pay Band-4 with Grade Pay of Rs.10500 with minimum pay of Rs.48000	Ph.D.	ten years after Ph.D. or thirteen years total working experience, out of which seven years should be after Ph.D. At least three years at the level of Associate professor with Academic Grade Pay of Rs.9500 or four years at the level of Associate Professor with Academic Grade Pay of Rs.9000 or combination of Rs.9000 and Rs.9500 or equivalent in an Institution of repute or Research & Development Lab or relevant industry.	80

Sl.No.	Designation, Pay Band and Academic Grade Pay	Essential Qualification	Essential Requirements	Cumulative Essential Credit Points
(1)	(2)	(3)	(4)	(5)
6.	Professor (Higher Administrative Grade Scale) Rs. 67000-79000	Ph.D.	Six years as Professor with Academic Grade Pay of Rs.10000 or Rs.10500 or a combination of Rs.10000 and Rs.10500 in an Institute of National Importance.	150

Note 1:

- (1) Any change in the grade pay will be through open advertisement and on recommendation of duly constituted selection committee, except where specifically exempted in these rules.
- (2) All new entrants shall have Ph.D. in the relevant or equivalent discipline and shall have first class in the preceding degrees.
- (3) For existing faculty members who completed their Ph.D. along with their normal teaching load of Institute or quality improvement programme, the enrolment period of Ph.D. will be counted as teaching experience.
- (4) Contribution to Institute Administration shall be recommended by concerned Head or Chairman and approved by the Director. Contribution to departmental Administration shall be recommended by concerned Head and approved by the Director.
- (5) For the departments which are not having any vacancy, movement at higher Academic Grade Pay or cadre shall be carried out as per specified selection process but it will be restricted to only for serving faculty members of the respective departments.
- (6) The permanent faculty members who have put in more than ten years experience, but have not secured Ph.D. qualification as on the date of these notification shall be mapped into four-tier flexible system as one time measure as per following norms:
 - (a) Permanent faculty with age 55y or above:
 - (i) The Assistant Professors with Academic Grade Pay of Rs.7000 shall be mapped at the level of Assistant Professor with Academic Grade Pay of Rs.8000, provided they have at least 10 credit points in their lifetime.
 - (ii) The Assistant Professors with Academic Grade Pay of Rs.8000 shall be mapped at the level of Associate Professor with Academic Grade Pay of Rs.9500, provided they have at least 25 credit points in their lifetime.
 - (iii) The Associate Professors with Academic Grade Pay of Rs.9000 shall be mapped at the level of Associate Professor with Academic Grade Pay of Rs.9500, provided they have at least 25 credit points in their lifetime.

Provided, they have been found suitable through a Selection Committee duly constituted under the Statutes.
 - (b) Permanent faculty members less than fifty years of age shall be sponsored for Ph.D. in any of the Indian Institutes of Technology or National Institutes of Technology duly provided a facility to take study leave of three-years from their respective National Institute of Technology and on completion of the Ph.D., they shall compete to get into the four-tier system as per the new recruitment rules.
- (7) For faculty in the Department of Architecture, following shall be essential qualification without insisting on credit point requirements at Assistant Professor level:
 - (i) M.Arch. or M.Plm. with one year professional experience: Assistant Professor at Academic Grade Pay of Rs. 8000;
 - (ii) M.Arch. or M.Plm. with two years of professional experience: Assistant Professor at Academic Grade Pay of Rs. 7000;
 - (iii) For higher cadres the educational qualifications and credit point requirement shall remain same as given in the table for Engineering and Sciences.

Note 2: Credit Point System

The following shall be the credit point system:

15-4/2017-TC

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

Pay Matrix Proposed for IITs/ISM/DIT/IIIT/IT - in 4-tier structure* (All figures are in Rupees)

Cadre Title	Asst. Prof. Grade II PB3 15600-39100			Asst. Prof. Grade I PB4 37400-67000			Professor	
	6000	7000	8000	9000**	9800	10000	18500	67000-79000
6th PC Pay Band Grade Pay - IIT etc.	2,67	2,67	2,67	2,67	2,67	2,72	2,72	HAC
Index of Rationalisation Entry Pay IIT etc.	31600	33750	38000	49200	52350	53000	58500	2,72
Cell No. Pay Level	10	11	12	13A1	13A2	14	14A	67000
1	57700	63900	101300	131400	139600	144200	159100	15
2	59400	71000	104500	135100	143800	148500	163900	182200
3	61200	73100	107600	139400	148100	153000	168800	187000
4	63000	75300	110800	143600	152500	157600	173900	193300
5	64900	77600	114100	147900	157100	162300	179100	199100
6	66800	79900	117500	152300	161900	167200	184500	205100
7	68800	82300	121000	156900	166700	172200	190600	211300
8	70900	84800	124600	161600	171700	177400	195700	217600
9	73000	87300	128300	166400	176900	182700	201800	224100
10	75200	89900	132100	171400	182200	188200	207600	
11	77500	92600	136100	176500	187700	193800	213800	
12	79800	95400	140300	181800	193300	199600	220300	
13	82200	98300	144800	187300	199100	205600		
14	84700	101200	148700	192900	205100	211800		
15	87200	104200	153200	198700	211300			
16	89800	107300	157800	204700				
17	92500	110500	162500					
18	95300	113800	167400					
19	98200	117200						

* A-5 ISM, Dharwad has become IIT, not shown separately. ** 9000 grade pay also has Asso. Prof (pre 4-tier), not shown separately.

Min

BoG 47.11 To note the action taken by the Institute in compliance of the directions passed by Hon'ble High Court of Punjab & Haryana, Chandigarh regarding the payment of Gratuity to the retirees/pensioners/family pensioners of the Institute as per Central Government pattern.

42 Nos. retired employees/family of retired employees of this Institute had filed a Civil Writ Petition in the Hon'ble High Court of Punjab & Haryana, Chandigarh vide CWP No.3708 of 2016 (O&M) titled S.K. Verma & Others Vs Union of India & Others and the Hon'ble High Court had decided the said case on 07.03.2018 Annexure – 47.11 (i) from pages 86 to 91 . The operative part of the judgement of Hon'ble High Court is as under:

"Having regard to the analysis made supra, Annexures P-4 and P-7 dated 4.7.2014 are set aside. Respondents are hereby directed to examine whether petitioners are entitled to any difference of gratuity with reference to the then statutory provision relating to extend benefit of gratuity read with 1972 Rules and 1960 Rules. If petitioners are entitled to difference of amount, the same shall be calculated and disbursed. Insofar as Fixed Medical Allowance is concerned, if the petitioners have been extended the benefit of free medical allowance or facility from the date of retirement till 4.7.2014, in that event, petitioners are not entitled to Fixed Medical Allowances during the period from the date of retirement till 4.7.2014. The above exercise shall be completed within a period of four months from today.

Petition stands allowed in part."

Further the Institute had filed Letter Patents Appeal (LPA) vide No.1216 of 2018 in Hon'ble High Court of Punjab & Haryana, Chandigarh against the judgement dated 07.03.2018 passed by the Hon'ble High Court in the CWP No 3708 of 2016 (O&M).

The matter to make the payment of Gratuity & Fixed Medical Allowance to the retirees/pensioners/family pensioners of the Institute as per Central Government Pattern was placed before the Board of Governors of the Institute in its 45th meeting held on 04.06.2018 vide agenda item No.45.8 Annexure – 47.11 (ii) from pages 92 to 94 and the Board decided as under:

"The Board decided that the decision of the Hon'ble High Court be complied."

The Hon'ble High Court of Punjab & Haryana, Chandigarh has passed the following directions on 23.10.2018 in the Letter Patents Appeal (LPA) No.1216 of 2018 (O&M) filed by the Institute Annexure – 47.11 (iii) from pages to :

"It is contended that section 29 of the First Statute of the National Institutes of Technology clearly provided that employees of the institute appointed prior to 01.01.2004 will be governed by the Central Civil Services (Pension) Rules, 1972, and Central Provident Fund (Central Services) Rules, 1960, and those appointed on or after 01.01.2004 will be governed by the New Pension Scheme of the Central Government and, admittedly, the respondents-employees retired from the service of the institute prior to 01.01.2004 when it was under the State Government and was not declared as Central Government institute and as such the benefits available to the employees after it became a Central Government institute cannot be extended to those who had retired much prior and, thus, the learned single Judge has committed a manifest error of law in ignoring this aspect and directing that the respondents would be entitled to difference of gratuity treating them to entitled for payment as per the central rules.

Prima facie there appears to be force in the submission and the issue requires scrutiny.

Notice of motion returnable by 27.02.2019.

Steps be taken within a week.

Notice through registered post as well.

Till the next date of hearing, the effect and operation of the judgment and order passed by learned single Judge dated 07.03.2018 shall remain in abeyance."

The payment of difference of gratuity in question has been kept pending in compliance of directions of Hon'ble High Court passed on 23.10.2018 in the Letter Patents Appeal (LPA) No.1216 of 2018 (O&M).

The matter is placed before the Board of Governors to note the action taken by the Institute in compliance of directions of the Hon'ble High Court of Punjab & Haryana, Chandigarh passed on 23.10.2018 in the Letter Patents Appeal (LPA) No.1216 of 2018 (O&M).

ANNEXURE - 47.11 (i)

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

CWP-3708-2016 (O&M)

Date of Decision: 07.03.2018

S.K. Verma and others ... Petitioners

Vs.

Union of India and others ... Respondents

CORAM : HON'BLE MR. JUSTICE P.B. BAJANTHRI

Present : Mr. Ashutosh Kaushik, Advocate
for the petitioners.

Mr. Vishal Gupta, Advocate
for respondent No.1-UIO1.

Mr. A.S. Virk, Advocate
for respondents No.2 to 5.

P.B. BAJANTHRI J. (Oral)

In the instant petition, petitioner has challenged the notification dated 4.7.2014 (Annexures P-4 and P-7 respectively) relating to his claim in respect of entitlement of gratuity on the Central Government pattern to the retirees/pensioners/family pensioners of the institute so also entitlement of Fixed Medical Allowance to pensioners and family pensioners.

2. Petitioners were stated to have been working in the erstwhile Regional Engineering College, Kurukshetra which was re-named as National Institute of Technology, Kurukshetra in the year 2002. They have attained the age of superannuation and retired from service prior to 1.1.2004. Ministry of Human Resource Development issued a notification relating to (The First Statutes of the National Institutes of Technology) on 23.4.2009. Section 29 of the First Statute relates to Provident Fund and Pension Schemes which reads as under:

"29. Provident Fund and Pension Schemes

CWP-3708-2016 (O&M)

-2-

Employees of the Institute appointed prior to 1.1.2004 will be governed by Central Civil Services (Pension) Rules, 1972 and Central Provident Fund (Central Services) Rules, 1960 and the Employees appointed on or after 1.1.2004 will be governed by New Pension Scheme of Central Government."

In view of the aforesaid provision, even though, petitioners have attained the age of superannuation and retired from service as on 1.1.2004, the aforesaid clause is applicable for the purpose of extending benefit under the Central Civil Services (Pension) Rules 1972 and Central Provident Fund (Central Services) Rules 1960 (for short "1972 Rules and 1960 Rules"). Petitioners are stated to have demanded difference of gratuity amount and sought for extending the benefit of Fixed Medical Allowance under 1972 Rules. Respondents took a decision that petitioners are not entitled to gratuity amount on the score that they have been extended the benefit of gratuity in terms of the regulation/statutory provisions which were existing as on 1.1.2004 the date on which petitioners stood retired. Insofar as extending the benefit of Fixed Medical Allowance is concerned, they have taken a decision that free medical allowance or facility were made available to the petitioners as and when they were in service and further after their retirement. Therefore, petitioners have been extended the benefit of Fixed Medical Allowances from 4.7.2014 onwards and they are not entitled prior to that date. This decision is under challenge in the present petition.

3. Learned counsel for the petitioner submitted that in view of Section 29 of the First Statute of the National Institute of Technology notification dated 23.04.2009, petitioners fulfill the requisite condition of Section 29 for the purpose of applicability of 1972 Rules and 1960 Rules. Consequently, they are entitled to benefit of gratuity and fixed medical

CWP-3708-2016 (O&M)

-3-

allowances from the inception. It was submitted that even though gratuity has been extended as per the prevailing statutory provision as on 01.01.2004, at the same time, they are entitled to difference of gratuity amount in view of Section 29 which extends benefit of 1972 Rules and 1960 Rules. It was further submitted that they are entitled to Fixed Medical Allowances on par with retired employees with effect from 1.4.2003 who has been extended the benefit of free medical allowance or facility and Fixed Medical Allowance w.e.f. 1.4.2003. Therefore, the decision of the respondents is contrary to Section 29 of the First Statute of the National Institute of Technology notification dated 23.04.2009

4. Per contra, learned counsel for the respondents while resisting the petitioner's contentions submitted that the First Statute of the National Institute of Technology was introduced on 23.04.2009 as on the said date petitioners were ceased to be the employees of the National Institute of Technology. Therefore, they have no right to claim any benefit. It was also submitted that Section 29 is not in respect of those who have been retired prior to 1.1.2004. Therefore, benefit under Section 29 has been restricted with reference to the fact that petitioners have been extended the benefit of gratuity as per the prevailing provision as on 1.1.2004. In respect of Fixed Medical Allowance is concerned, till the date of retirement of the petitioners, they have been extended the benefit of medical facilities. Consequently, they are not entitled to benefit from 1.1.2004. It was also submitted that persons who have retired as on 1.4.2003, they formed a separate class of persons. Consequently, they have been extended the benefit w.e.f. 1.4.2003. Petitioners' case cannot be compared with the persons who have retired from service from 1.4.2003.

CWP-3708-2016 (O&M)

-4-

5. Heard learned counsel for the parties.
6. Core issue in the present petition is whether petitioners are entitled to difference of gratuity amount, if any, and Fixed Medical Allowances with effect from the date of retirement of each of the petitioners or not?

Undisputed facts are that petitioners attained the age of superannuation and retired from service prior to 1.4.2004. Section 29 of the First Statute of the National Institute of Technology of notification dated 23.04.2009 is applicable to such of those employees who are appointed prior to 1.1.2004. It is also undisputed that petitioners have attained the age of superannuation prior to 1.4.2004. In this background, Section 29 of the First Statute of the National Institute of Technology of notification dated 23.04.2009 provides for application of 1972 Rules and 1960 Rules to such of those persons who were appointed prior to 1.1.2004. Consequently, 1972 Rules and 1960 Rules are applicable to the petitioners having regard to their service particulars. As on the date of notification dated 23.4.2009 the date on which the First Statute of National Institute of Technology was notified, petitioners have already retired from service. They have been extended the benefit of gratuity as per the prevailing provision so also free medical allowance or facility. In view of these factual aspects, petitioners are entitled to difference of gratuity, if any, under 1972 Rules and 1960 Rules. Respondent's contention cannot be accepted that petitioners are not entitled for gratuity merely on the ground that they have been extended the benefit of gratuity as and when they retired with reference to relevant statute or statutory provision since Section 29 of the First Statute of the National Institute of Technology of notification dated 23.04.2009 stipulates

CWP-3708-2016 (O&M)

-5-

applicability of 1972 Rules and 1960 Rules to such of those persons who were appointed prior to 1.1.2004. Therefore, petitioners are entitled to the benefit of 1972 Rules and 1960 Rules as per their date of retirement. Insofar as Fixed Medical Allowances is concerned, it is to be noted that respondents have extended free medical allowance or facility to the petitioners and such of those employees who are employed in the then institute. Therefore, Fixed Medical Allowances cannot be extended to the petitioners while they were in service. If the respondents have extended free medical allowance or facility after retirement from service, in that event also, petitioners are not entitled to benefit of Fixed Medical Allowances. Contention of the learned counsel for the petitioner that Fixed Medical Allowances has been extended to some of retired employees w.e.f. 1.4.2003 including free medical allowance or facility. If the respondents have extended illegal benefit both Fixed Medical Allowances as well as free medical allowance or facility. The said illegal benefit cannot be extended to the petitioners.

7. Having regard to the analysis made supra, Annexures P-4 and P-7 dated 4.7.2014 are set aside. Respondents are hereby directed to examine whether petitioners are entitled to any difference of gratuity with reference to the then statutory provision relating to extend benefit of gratuity read with 1972 Rules and 1960 Rules. If petitioners are entitled to difference of amount, the same shall be calculated and disbursed. Insofar as Fixed Medical Allowance is concerned, if the petitioners have been extended the benefit of free medical allowance or facility from the date of retirement till 4.7.2014, in that event, petitioners are not entitled to Fixed Medical Allowances during the period from the date of retirement till 4.7.2014. The above exercise shall be completed within a period of four

CWP-3708-2016 (O&M)

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months from today.

Petition stands allowed in part.

07.03.2018
rajeev

(P.B. Bajanthri)
Judge

Whether speaking/reasoned	Yes/No
Whether reportable	Yes/No

ANNEXURE - 47.11 (ii)

NATIONAL INSTITUTE OF TECHNOLOGY
KURUKSHETRA-136119

No. NITK / 45th BOG / 3 211

Dated: 28/06/2018

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

BoG 45.8 To note the action taken for making the payment of Gratuity & Fixed Medical Allowance to the retirees/ pensioners/family pensioners of the Institute as per Central Government pattern.

"The Board decided that the decision of the Hon'ble High Court be complied."

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

Encl: Agenda Item



Registrar (I/C)

✓ Deputy Registrar (GA & L)

Professor I/C (Accounts)

EDM
29/06/18

* *EDM (I/C)*
EDM-II
02/07/18

LPA-1236-2018 (D&M)National Institute of
Technology, Karukshetra
and others

vs

S.K. Verma and others

Present. Shri Amarjit Singh Virk, Advocate for
the appellants

It is contended that section 29 of the First Statute of the National Institutes of Technology clearly provided that employees of the institute appointed prior to 01.01.2004 will be governed by the Central Civil Services (Pension) Rules, 1972, and Central Provident Fund (Central Services) Rules, 1960 and those appointed on or after 01.01.2004 will be governed by the New Pension Scheme of the Central Government and, admittedly, the respondents-employees retired from the service of the institute prior to 01.01.2004 when it was under the State Government and was not declared as Central Government institute, and as such the benefits available to the employees after it became a Central Government institute cannot be extended to those who had retired much prior and, thus, the learned single Judge has committed a manifest error of law in ignoring this aspect and directing that the respondents would be entitled to difference of gratuity treating them to be entitled for payment as per the central rules.

Prima facie there appears to be force in the submission and the issue requires scrutiny.

Notice of motion returnable by 27.02.2019.

LPA-1216-2018

- 2 -

Steps be taken within a week.

Notice through registered post as well.

Till the next date of hearing, the effect and operation of the judgment and order passed by learned single Judge dated 07.03.2018 shall remain in abeyance.

(KRISHNA MURARI)
CHIEF JUSTICE

(ARUN PALLI)
JUDGE

23.10.2018
parkash

BoG 47.12 To note the action taken by the Institute for the appointment of Associate Professors in the Institute with reference to the decisions of Hon'ble Punjab & Haryana High Court, Chandigarh.

The Institute had invited applications for the recruitment of Associate Professors for various departments vide advertisement No.03/2018 and the last date of submission of application forms was 23.02.2018. The Institute had received 124 nos. of applications. The application were sent to the HODs of the respective departments for screening the applications as per the criteria laid down by the MHRD, Government of India under Recruitment Rules notified in the Gazette of India dated 24th July, 2017. A Department-wise Screening Committee was also constituted for the said purpose.

The recommendations of Department Level Screening Committee were placed before the Advisory Committee on Faculty Recruitment (ACoFAR), constituted as per Recruitment Rules, 2017. A final list of shortlisted candidates to appear before the Selection Committee was prepared by the ACoFAR. The final list of candidates to meet the Selection Committee was prepared in a combined meeting of the Director, the ACoFAR, the HOD and three senior faculty members of the Institute. The detail of vacancy positions, no. of applications received and no. of shortlisted candidates called for interview is enclosed as Annexure – 47.12 (i) on page 98.

As per approval of the competent authority, the Selection Committee meetings for the recruitment of Associate Professors were scheduled during the period from 21.05.2018 to 23.05.2018, but due to stay orders passed on 07.05.2018 Annexure – 47.12 (ii) on page 99 by the Hon'ble High Court of Punjab & Haryana, Chandigarh in the CWP No.5518 to 2018 titled Pankaj Verma & Ors. Vs Union of India & Ors, the interviews could not conducted.

Further, In compliance of orders passed by Hon'ble High Court of Punjab & Haryana, Chandigarh on 17.05.2018 in CWP No.12124 of 2018 titled Dr. Avijit Kumar Paul and other Vs Union of India and others Annexure – 47.12 (iii) on page 100. The list of ineligible candidates for the post of Associate Professor along with the reasons of ineligibility was displayed on the notice board as well as on the web-site of the Institute.

Thereafter, in compliance of orders passed by Hon'ble High Court of Punjab & Haryana, Chandigarh on 29.05.2018 Annexure – 47.12 (iv) from pages 101 to 102 in the CM-7179-2018 in CWP-11055-2018, CM-8030-2018 in CWP-12384-2018 and CM-7183-2018 in CWP-5516 of 2018, a revised list of Eligible and Ineligible candidates for the post of Associate Professor against the Advt.No.03/2018 was uploaded on the Institute website on 11.06.2018. It was also mentioned here that if any candidate has any objection/claim about his/her eligibility/rejection may submit the representation through e-mail with relevant supporting documents upto 25.06.2018 by 5.30 p.m. at Institute e-mail id registrar@nitkk.ac.in or Speed Post to the Registrar, NIT, Kurukshetra.

In response to above, total 30 Nos. of representations of all the Disciplines/ Departments were received by the Institute through e-mail and by Speed Post and the said applications/claims were considered by the concerned Screening Committee on 28.06.2018, on 29.06.2018 and on 02.07.2018. In the light of essential qualifications, essential requirement (regarding experience), credit points (since last promotion/date of joining as the case may be) adopted by the Board of Governors of the Institute & Clarifications received from the Ministry of Human Resource Development, Government of India and mentioned in the advertisement No.03/2018 and found no change in their earlier recommendations uploaded at the Institute website on 11.06.2018.

Thereafter, in compliance to the order passed 29.05.2018 by Hon'ble High of Punjab and Haryana, Chandigarh in the CM-7179-2018 in CWP -11055 of 2018, CM - 8030-2018 in CWP-12384 of 2018 and CM-7183 in CWP-5516 of 2018, the recommendations of the Screening Committee were uploaded on the Institute website on 16.07.2018.

The Action Taken Report in the shape of affidavit along with necessary documents were placed before Hon'ble High Court on 26.07.2018. The Hon'ble High Court has disposed off all the petitions on 17.09.2018 in CWP No.18805 of 2018 titled Dr. Ram Kumar Tital and others Vs Union of India and others, CWP No.11055 of 2018 titled Dr. Ashwani and others Vs Union of India and others, CWP No.5516 of 2018 titled Pankaj Verma and others Vs Union of India and others, CWP No.13974 of 2018 titled Dr. Amit Prakash and others Vs Union of India and others, CWP No.15088 of 2018

titled DR. Avijit Kumar Paul and others Vs Union of India and other & CWP No. 9240 of 2018 titled Dr. Ashwani and others Vs Union of India and another. A copy of the order dated 17.09.2018 passed by the Hon'ble Punjab and Haryana High Court, Chandigarh is enclosed as Annexure – 47.12 (v) from pages 103 to 105 .

Thereafter, the petitioners of CWP No. 9240 on 2018 & 18805 of 2018 had filed LPAs No.1482 and 1493 on 2018, which came up for hearing before the Division Bench comprising of Hon'ble The Chief Justice & Hon'ble Mr. Justice Arun Palli on 09.10.2018, the Hon'ble Court while issuing notice and adjourning the same for 17.01.2019 has issued the directions that *"The selection process for the appointment on the posts of Associate Professors may go on but no final result be published without leave of the Court."* A copy of orders dated 09.10.2018 passed by Hon'ble High Court is annexed as Annexure – 47.12 (vi) on page 106 .

In the light of order passed on 09.10.2018 by Hon'ble High Court of Punjab & Haryana, Chandigarh as stated above, the Selection Committees were constituted under Clause 23(5)(a) of the Statutes of NITs and interviews were conducted during the period from 27.11.2018 to 30.11.2018 for the post of Associate Professor against Advt.No.03/2018. The short-listed candidates were invited to appear before the Selection Committee for interview.

20 Candidates of 04 Petitions Annexure – 47.12 (vii) on page 107 from 08 different departments, the Hon'ble Punjab & Haryana High Court, Chandigarh ordered on different dates that these candidates be considered provisionally. In compliance to the decision of Hon'ble High Court, the Institute conducted Selection Committee meetings to consider said candidates. The recommendations of the respective Selection Committees in respect of the eligible and provisionally eligible candidates are kept in separate sealed covers which are to be opened by the competent authority with the leave of Hon'ble High Court.

The Board may kindly *note the action taken by the Institute with reference to the decisions of Hon'ble Punjab & Haryana High Court, Chandigarh.*

ANNEXURE - 47.12 (i)**Recruitment of Associate Professors (Advt.No.03/2018)**

Sr. No.	Name of Department/Discipline	Tentative no. of posts	No. of applications received		No. of Eligible candidates
			Upto the last date	After the last date	
1.	Civil Engineering	-	02	-	-
2.	Electrical Engineering	03	06	-	04
3.	Mechanical Engineering	01	07	01	-
4.	Production & Industrial Engg.	01	06	-	04
5.	Computer Engineering	05	14	-	05
6.	Information Technology	05	07	-	02
7.	Electronics & Comm. Engg.	08	15	01	05
8.	Physics	02	18	-	11
9.	Chemistry*	-	06	-	-
10.	Mathematics	02	10	-	02
11.	Humanities	01	04	-	-
12.	Business Administration	03	09	-	03
13.	Computer Applications	05	17	01	09
	Total	36	121	03	45

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

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

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

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

114

CM No. 6703-2018 in/and
CWP-5516-2018

Pankaj Verma and others
Vs.
Union of India and others

Present:- Mr. Tribhuvan Dahiya, Advocate
for the petitioners

This is an application for restraining the respondents from interviewing the existing Assistant Professors and appointing them to the post of Associate Professors.

Notice of the application be issued for 26.07.2018.

Mr. A.S. Virk, Advocate accepts notice on behalf of respondents No. 2 and 3.

Mr. R.S. Malik, Advocate accepts notice on behalf of respondents No. 1, 4 and 5.

They pray for time to file reply to the application as well as to the main petition.

Reply be filed with an advance copy to counsel for the petitioners before the next date of hearing.

Meanwhile, the respondents are restrained from making appointments to the post of Associate Professor.

(SUDHIR MITTAL)
JUDGE

May 07, 2018
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**IN THE HIGH COURT OF PUNJAB AND HARYANA AT
CHANDIGARH**

C.W.P. No.12124 of 2018

Date of Decision:-17.05.2018

Dr. Avijit Kumar Paul and others

....Petitioners

vs.

Union of India and others

....Respondents

BEFORE :- HON'BLE MR. JUSTICE SUDHIR MITTAL

Present:- Mr. Sanjay Tangri, Advocate,
for the petitioners

Mr. Amarjit Singh Virk, Advocate,
for respondents No.2 and 3.

Sudhir Mittal, J. (Oral)

Learned counsel appearing for respondents No.2 and 3 submits that the petitioners have not been found eligible and thus, they have not been called for interview.

In view of the above, the writ petition has been rendered infructuous as the relief claimed in the writ petition is only to the extent of clarifying the status of the applications of the petitioners.

Respondent No.2 is directed that the reason for the ineligibility of the petitioners be displayed on the notice board and on their web-site within a period of seven days from today.

May 17, 2018

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(SUDHIR MITTAL)

JUDGE

Whether Speaking/Reasoned

Yes

Whether Reportable

No

110+255+251

CWP-11055-2018 (O&M);
 CWP-5516-2018 (O&M);
 CWP-12384-2018 (O&M)

**DR. ASHWANI AND OTHERS VS
 UNION OF INDIA AND OTHERS**

Present: Mr. Sanjay Kaushal, Sr. Advocate with
 Mr. Anurag Goyal Advocate
 for the petitioner(s) (in CWP-11055 and 12384-2018)

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

Mr. Shivoy Dhir, Advocate, Central Government Counsel
 for Union of India.

Mr. A.S. Virk, Advocate
 for respondents No. 2 to 4.

Mr. Chetan Mittal, Sr. Advocate with
 Mr. Vishal Garg, Advocate and
 Mr. Mayank Aggarwal, Advocate
 for the private respondent(s).

CM-8287-2018 in CWP-11055-2018

CM-8032-2018 in CWP-12384-2018

Applications are allowed, as prayed for

Written statement and reply on behalf of applicants, are taken on record.

CM-7360-2018 in CWP-11055-2018,
 CM-7391-2018 in CWP-5516-2018 and
 CM-8029-2018 in CWP-12384-2018

These are the applications for impleading the applicants as respondents
 in the writ petitions.

Learned counsel for the petitioners has no objection if the same are
 allowed.

For the reasons mentioned in the applications, the same are allowed and
 applicants are ordered to be brought on record as respondents

Amended memo of parties are taken on record accordingly.

The Registry is directed to do the needful.

For Subsequent orders see CWP-12384-2018, CWP-13974-2018, CWP-15068-2018 and 3 more.

110+251+255

CWP-11055-2018 (O&M)

CM-7179-2018 in CWP-11055-2018
 CM-8030-2018 in CWP-12384-2018 and
 CM-7183-2018 in CWP-5516 of 2018

Notice of the applications.

Mr. Anurag Goyal, Advocate and Mr. Tribhuvan Dahiya, Advocate accept notice on behalf of the non-applicants/petitioners in CWP-11055 and 12384-2018 and CWP-5516-2018 respectively.

I have heard learned counsel for the parties. I direct respondent No.2 to upload a list of all the applicants for the post of Associate Professor pursuant to the advertisement dated 10.01.2018, in which (against the names of each candidate), it shall be mentioned, whether he is eligible or ineligible. In case a candidate is shown as ineligible, the reason therefor should also be mentioned in another column. The ineligible candidates will be given two weeks time to respond to their ineligibility and the same shall be considered by the concerned Screening Committee within a period of two weeks thereafter. In case any of the objections is/are accepted, the revised list be uploaded within one week thereafter.

Adjourned to 26.07.2018

Copy of the orders be given *dash* to Sh. A.S. Vink, Advocate on payment of usual charges

A photocopy of this order be placed on the file of other connected cases.

(SUDHIR MITTAL)
 JUDGE

29.05.2018

sumia arora

CWP No.18805-2018
and other connected cases

1

IN THE HIGH COURT OF PUNJAB AND HARYANA AT
CHANDIGARH

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

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

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

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

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

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

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

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

(SHEKHER DHAWAN)
JUDGE

September 17, 2018.
Kornal/som

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

LEA Nos. 1482 and 1493 of 2018 (O&M)

Dr. Ashwan and others vs. Union of India and another

Present: Mr. Anurag Goel, Advocate, for the appellants.

Notice of motion.

Mr. Arun Gosai, Advocate, who is present in Court, accepts notice on behalf of respondent No.1-Union of India whereas Mr. A.S.Virk, Advocate, present in Court accepts notice for the caveat-litigants-respondents. Complete sets of paper book have been supplied to them.

Both the learned counsel for the respondents pray for short adjournment to seek instructions in the matter.

Adjourned to 17.01.2019.

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

A photocopy of this order be placed in the corrected file.

(KRISHNA MURARI)
CHIEF JUSTICE

(ARUN PALLI)
JUDGE

09.10.2018
cavinder

ANNEXURE - 47.12 (vii)

CM-4634-LPA-2018 in I.PA-1493-2018 (Dr. Ram Kumar Tittal and others Vs Union of India and others)

Sr.No.	Name of petitioner & Designation	Department
1	Dr. Ram Kumar Tittal, Assistant Professor	Chemistry
2	Dr. Avijit Kumar Paul, Assistant Professor	Chemistry
3	Dr. M. Senthil Kumar, Assistant Professor	Chemistry
4	Dr. Amilan Jose Devadoss, Assistant Professor	Chemistry
5	Dr. Cheti Prabhakar, Assistant Professor	Chemistry
6	Dr. Y. Dwivedi, Assistant Professor	Physics
7	Dr. Avnish Kumar Tripathi, Assistant Professor	Physics
8	Dr. Ashok Kumar, Assistant Professor	Physics
9	Dr. C. R. Manappan, Assistant Professor	Physics
10	Dr. Amit Prakash, Assistant Professor	Mathematics
11	Dr. Ashwani, Assistant Professor	Humanities
12	Dr. Sudakar Singh Chauhan, Assistant Professor	Electronics & Comm. Engg.
13	Dr. Brij Bhooshan, Assistant Professor	Computer Engineering
14	Dr. Sarika Jain, Assistant Professor	Computer Applications

CWP-29763-2016 (Dr. Sarasvati Yadav and Ors. Vs National Institute of Technology Kurukshetra and Anr.)

Sr.No.	Name of petitioner & Designation	Department
1	Dr. Sarasvati Yadav, Assistant Professor	Mathematics
2	Dr. Naveen Kumar, Assistant Professor	Mathematics
3	Dr. Rajneesh, Assistant Professor	Mechanical Engineering
4	Dr. Sudhanshu Choudhary, Assistant Professor	Electronics & Comm. Engg.

CWP No.29881 of 2018 (Priyanka Ahlawat Vs National Institute of Technology Kurukshetra & Anr.)

Sr.No.	Name of petitioner & Designation	Department
1	*Dr. Priyanka Ahlawat, Assistant Professor	Computer Engineering

*She has not applied for the post of Associate Professor in her discipline against the Advt. No. 03/2018

CM-17777-2018 in CWP No.4458 of 2018 (Mohit Dua Vs. National Institute of Technology Kurukshetra & others)

Sr.No.	Name of petitioner & Designation	Department
1	Dr. Mohit Dua, Assistant Professor	Computer Engineering

* He has not applied for the post of Associate Professor in his discipline against the Advt. No. 03/2018

BoG 47.13 To note the process to be adopted on allegation of corruption and irregularities in respect of Institute under the Ministry of Human Resource Development.

The MHRD vide letter F.No.33-1/2018-TS.III (Pt.II) dated 17.12.2018 has sent a communication with reference to CDN Section's letter No.C.30021/01/2018-CDN dated 14th December, 2018 along with letter No.6-13/2018-TS.VI dated 6th December, 2018 regarding process to be adopted on allegation of corruption and irregularities in respect of Institute under the Ministry of Human Resource Development, Govt. of India. Further, it has also been mentioned in the letter that all NITs are required to take necessary action in the said matter.

As per Annexure of letter dated 3rd December, 2018 Issued by MHRD, GOI, a number of complaints/allegation of corruption and irregularities are received in the Ministry against the Directors/VCs in the Higher Education Institutes headed by them.

In the light of above, to deal with such complaints the following instructions are required to be adopted:

"Directors/VCs should avoid recruiting their spouses and close relatives in the Institutes headed by them, and if due to some reasons, their close relatives do apply for any post, the Directors/VCs should mandatorily declare it well in advance and recuse themselves from the whole process. But even after their recusing, the aura and influence of the post of Director/VC in their Institute is such, it cannot be ruled out with surety that their close relatives do not get a favourable and biased response during the selection process. To avoid such situations and to send a message that such selections are done on merit, it is directed that in all such cases where a relation of Director/VC or Chairperson of the Institute is under consideration for recruitment, the Institute should inform MHRD well in advance and two additional experts will be provided by MHRD in the Selection Committee."

Copies of MHRD letter F.No.33-1/2018-TS.III (Pt.II) dated 17.12.2018, letter No.C.30021/01/2018-CDN dated 14th December, 2018 and letter No.6-13/2018-TS.VI dated 6th December, 2018 are enclosed as Annexure – 47.13 (i) from pages 109 to 113.

The matter is placed before the Board to note the process to be adopted on allegation of corruption and irregularities in respect of Institute under the Ministry of Human Resource Development in terms of MHRD annexure dated 3rd December, 2018.

No. 33-1/2018-TS-III (Pt.II) **ANNEXURE - 47-13 (i)**
Government of India
Ministry of Human Resource Development
Department of Higher Education
Technical Section-III

Shastri Bhawan, New Delhi.
Dated 17th December, 2018

To

The Directors,
All National Institute of Technology (NITs) and IEST, Shibpur.

Sub: Process to be adopted on allegation of corruption and irregularities in respect of Institute under the Ministry of Human Resource Development - reg.

Madam/Sir,

I am directed to forward herewith a copy of CDN Section's communication No. C.30021/01/2018-CDN dated 14th December, 2018 forwarding therewith a copy of TS.VI section's letter No. 6-13/2018-TS.VI dated 6th December, 2018 on the subject mentioned above.

2. All NITs and IEST, Shibpur are requested to take necessary action in the matter.

Yours faithfully,

Encl.: As above.


K. Rajan
(K. Rajan)
Under Secretary to the Govt. of India
Tel.No. 23384159

No. C.30021/01/2018-CDN
Government of India
Ministry of Human Resource Development
Department of Higher Education
CDN Section

R. No. 229-C, Bhastri Bhawan, New Delhi.
Dated the 17th December, 2018

Subject : Process to be adopted on allegation of corruption and irregularities in respect of institute under the Ministry of Human Resource Development - reg.

The undersigned is directed to refer to CDN Section's earlier communication of even number dated the 14th December, 2018 on the above subject and also to enclose a copy of CORRIGENDUM dated 17th December, 2018 issued by TS.VI Section in their communication no. 6-13/2018-TS.VI dated 6th December, 2018 for information/necessary action.


(M.K. Meena)
Under Secretary(CDN)
Intercom :724

Enclosures : As above.

To

- 1. AS(TE&CVO) 522687
- 2. Sr.EA (HE) (1)
- 3. JS&FA (2)
- 4. JS(A/DL) (3)
- 5. JS(HE/CR) (4)
- 6. JS(Mgt./Lang.) (5)
- 7. JS(ICC/P) (6)
- 8. JS(CU) (7)
- 9. JS(Scholarship) (8)
- 10. DDO(HE) (9)

Copy to:

- 1. CMIS- for uploading the same on e-office.

(10)

Ugark
Concise copy
As directed. To be
sent by
18/12/18

US (Ugark)
17/12

Inform

No. C.30021/01/2018-CDN
Government of India
Ministry of Human Resource Development
Department of Higher Education
CDN Section

R.No. 229-C, Shastri Bhawan, New Delhi
Dated 6th December, 2018

Subject : Process to be adopted on allegation of corruption and irregularities in respect of institute under the Ministry of Human Resource Development.

The undersigned is directed to enclose herewith a copy of communication no. 6-13/2018-TS.VI dated 6th December, 2018 received from TS.VI Section on the above subject. It is requested that enclosed instructions may please be issued/circulated to all the institutions in Department of Higher Education for compliance.

(Signature)
(M.K. Meena)
Under Secretary (CDN)
Telephone: 724

Enclosures : As above.

To

- 1. AS(TE&CVO) *52726*
- 2. Sr.FA (HE) (1)
- 3. JS&FA (2)
- 4. JS(A/DL) (3)
- 5. JS(HE/ICR) (4)
- 6. JS(Mgt./Lang) (5)
- 7. JS(NC/P) (6)
- 8. JS(CU) (7)
- 9. JS(Scholarship) (8)
- 10. DDG(HE) (9)

Inputs -
1. circulate & prep up
informed to all
Institution.

K. Rajin

Copy to:

✓ CMIS for uploading the same on office. (10)

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50/3501
Anwar

F.TS-521519/2018

P.No.6-13/2018-TS.VI

भारत सरकार

मानव संसाधन विकास मंत्रालय

उच्चतर शिक्षा विभाग

Shastri Bhawan, New Delhi 6th December, 2018

Subject: Process to be adopted on allegation of corruption and irregularities in respect of institute under the Ministry of Human Resource Development. — regarding.

This is regarding a letter dated 8.09.2018 received from Sri Y. Bala Krishna alleging corruption and irregularities in faculty recruitment process at School of Planning and Architecture, Vijayawada. While processing the complaint, the AS(TE) observed that a number of complaints/allegations of corruption and irregularities are received in this Ministry against the Directors/VCs in the Higher Education Institutes headed by them.

2. Additional Secretary(TE) has suggested certain parameters in this regard which have been approved by the Secretary (HE). (copy enclosed).
3. It is requested to issue a comprehensive guidelines in the matter for all the institutions.

Encl: As above.

(Signature)
(A.K. Singh)

Under Secretary to the Government of India

Under Secretary (CDN)
Department of Higher Education

R
12/12/18
W

In 24

Shastri Bhawan, New Delhi 3rd December, 2018

Subject: Process to be adopted on allegation of corruption and irregularities in respect of institute under the Ministry of Human Resource Development. – regarding.

A number of complaints /allegations of corruption and irregularities are received in this Ministry against the Directors/VCs in the Higher Education Institutes headed by them. With regard to dealing with such complaints, the usual practice is to send the complaint to the Chairperson of the Institute and seek a report. As the Chairperson is an honorary post and he has to depend upon the infrastructure of the Institute to conduct the enquiry in which case the influence of the Director/ VC cannot be ruled out. Moreover, many Chairpersons are academicians/ experts of their own domain who might not have any experience in conducting such enquiry and reaching the right conclusions. Moreover, sending a report to the Institute/ its Chairperson creates lot of murmuring in the Institute where knowledge of its Director/ VC being enquired against by MHRD erodes the authority of the Director/ VC to a great extent, and it is more damaging and unjust to the Director/ VC if the allegations in the complaint are false or are leveled by some vested interests.

2. In the light of above, to deal with such complaints, it has been decided to issue following instructions to all Bureaus in the Department of Higher Education:

(i) Whenever complaint against a Director/ VC is received, it should not be sent to the Institute or its Chairperson. Bureau Head should first ascertain the genuineness of the complainant as per CVC guidelines to avoid anonymous complaints. And if Bureau Head thinks that the allegations need to be looked into, he should summon the relevant records in MHRD and enquire into it. In only unavoidable cases, the Enquiry Officer or some other authorized person should visit the Institute for this purpose, that too when it is ascertained that allegations are not false or frivolous.

(ii) Directors/ VCs should avoid recruiting their spouses and close relatives in the Institutes headed by them, and if due to some reasons, their close relatives do apply for any post, the Directors/ VCs should mandatorily declare it well in advance and recuse themselves from the whole process. But even after their recusing, the aura and influence of the post of Director/ VC in their Institute is such, it cannot be ruled out with surety that their close relatives do not get a favourable and biased response during the selection process. To avoid such situations and to send a message that such selections are done on merit, it is directed that in all such cases where a relation of Director/ VC or Chairperson of the Institute is under consideration for recruitment, the Institute should inform MHRD well in advance and two additional experts will be provided by MHRD in the Selection Committee.

3. This issue with the approval of Competent Authority.

BoG 47.14 To place on record along with appreciation the contributions by Shri Jagdish Khattar as Hon'ble Chairperson, Board of Governors, NIT Kurukshetra.

Shri Jagdish Khattar, former IAS officer and the former Managing Director of Maruti Udyog Ltd., was appointed as Chairperson, Board of Governors, NIT Kurukshetra, by the Hon'ble President of India, in his capacity as the Visitor of the National Institutes of Technology (NITs), for a period of three years w.e.f. 18.01.2016 i.e. the date of nomination by the Hon'ble Visitor.

Under the esteemed guidance and leadership of Shri Jagdish Khattar, the Institute made remarkable progress in improving the overall academic and research environment in the Institute. The lab facilities were upgraded in a phased manner, the research got the impetus which is reflected through increased number of externally sponsored R&D projects, patents filed & granted, MoUs signed and being pursued with various industries/organizations/academic institutions within and outside India, and research papers published in various reputed journals. Taking cue from focused interactions with him, the Institute could establish the **AEoN Centre of Excellence on Emerging Technologies** and **Centre of Cyber Security** and sustained efforts are on to establish some more Centres of Excellence in the emerging areas of technology. His keen interest in the well-being and overall development of the students led the Institute in taking student centric initiatives such as the Mentoring system through Mentor-Mentee groups of faculty and students, Student Feedback Mechanism for overall improvement in teaching-learning process, establishment of Foreign Students' Cell, and appointment of Psychological Counsellor and Training and Placement Officer.

Further, his corporate acumen helped the Institute in enhancing the industry Institute interaction and building good connect with the industry. Building more vibrant Alumni engagements and leveraging the strong alumni network for the growth and development of the Institute have always been on top of his agenda that gave birth to the Distinguished Alumni Meet which saw increased alumni interactions across the country and this now has become a regular feature. This initiative has proved to be a wonderful platform to connect to the distinguished alumni and thereby inviting their suggestions/involvement for the development of the Institute. These

efforts have resulted in increased contributions coming from the alumni. Worth mentioning is the initiation of the Centre of "Internet of Things" with the seed money of Rs. 25 lacs being provided by the Alumni of the 1968-73 batch. In addition, refurbishment of Alumni office, enhanced cash buffer for scholarships and assistance to the students are some of the other achievements worth appreciating through alumni contributions.

On the front of infrastructure development and green initiatives- something very close to his heart the Institute witnessed creation / augmentation / commissioning of the facilities such as Air-conditioning of class rooms, examination halls, etc., Roof-top solar plant of 1 MW capacity, Solar Geysers in the hostel sector, Sewage Treatment Plant, Wi-Fi facility in Hostel No.10, and 300 seater multipurpose hostel which is scheduled for inauguration on 1st January 2019. The Institute has taken initiative to switch to energy efficient electric appliances and LED driven lighting systems in the Institute and Hostels, which will result in significant savings in the electricity consumption bill of the Institute. In this regard, MoU with Energy Efficiency and Services Limited, Delhi (Joint Venture of NTPC and Power Grid) has been signed.

The Institute got immensely benefited from his rich administrative experience which got reflected in streamlining of various processes and procedures in the Institute e.g. the purchase processes, accounting & budgeting, internal auditing, timely conduct of meetings such as of Senate, BWC, FC, and BOG.

With his visionary leadership and concerted efforts of all involved, the Institute got its six B.Tech. programs accredited by the NBA w.e.f. the session 2017-18. Not only this, the Institute also got a quantum jump in its NIRF all India ranking from 60th position to 43rd position and elevation to 6th position from 12th among NITs in 2018.

The Board may record appreciation for the Hon'ble Shri Jagdish Khattar for his valued guidance, leadership and mentorship to the Institute as well as for his outstanding contributions as Chairperson, Board of Governors, NIT Kurukshetra.

BOG 47.15 To consider establishment of the Atal Incubation Centre (AIC) at National Institute of Technology, Kurukshetra under the Scheme of National Institution for Transforming India (NITI), Aayog New Delhi

The Government of India, through NITI Aayog, New Delhi has implemented the Atal Innovation Mission (AIM). As part of this mission, Atal Incubation Centers (AICs) are being established across the country to support and encourage technology based startups. The NITI, Aayog invited proposals for establishment of AICs. The selection of applicants is carried out through a rigorous process and a grant in aid of Rs.10.00 crore is provided to each selected applicants towards capital and operational expenditure. As per the guidelines of the AIC Scheme, the selected applicants are required to form a Special Purpose Vehicle (SPV) under Section 8 of the Companies Act, 2013. In order to maintain uniformity and to give a distinct identity with respect to the Atal Innovation Mission, the AIC guidelines have prescribed that the name of the SPV formed must contain the term AIC.

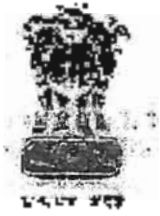
The Institute had submitted a detailed and comprehensive proposal to NITI, Aayog for establishing AIC for Excellence on Cyber Security. The AIM carried out the second round of selection of applicants for AIC, wherein a total number of 82 applicants have been selected for grant-in-aid consideration. The actual grant in support from AIM is subject to the compliance of a set of mandatory requirements including an onsite due diligence for full readiness of committed incubator space for SPV formation.

It is pertinent to mention here that the NIT Kurukshetra is one of the 82 selected Institutions for the establishment of said AIC. A copy of the DO letter No. 13012/01/2017 AIM, dated 7th June, 2018 is enclosed as Annexure - 47.15 (i) from pages 117 to 156 for kind perusal. Certain mandatory requirements for establishing the AIC, as per the "Guidelines for setting up of Incubators under Atal Innovation Mission – Atal Incubation Centres by Govt. of India, NITI Aayog, AIM June 2017" at NIT Kurukshetra include the following:-

1. Establishment of Special Purpose Vehicle (SPV) under Section 8 of the Companies Act, 2013. The name of the SPV for the purpose may be proposed as "AIC-NIT Kurukshetra Foundation".
2. Allocation of 10,000 sq. ft. built-up space for exclusive use of the AIC NIT Kurukshetra for the next 15 years.

In view of the above, it is proposed that the *"Institute may be allowed to establish the Atal Incubation Centre (AIC) at NIT Kurukshetra under the scheme of NITI Aayog, New Delhi by fulfilling the mandatory requirements as mentioned in the guidelines. Further, the Director may be authorized to do all such acts for the implementation of guidelines from time to time"*.

श्रीमति अमिताभ कार्त
असिस्टेंट सचिव
मुख्य कार्यालय, प्रतिष्ठान
एन.टी. आर.एच. परिसर



ANNEXURE - 47.15(i)

भारत सरकार

राष्ट्रीय प्रयोग कक्षा, एन.टी. आर.एच.

एन.टी. आर.एच. परिसर

Government of India

NATIONAL INSTITUTION FOR TRANSFORMING MSMEs

NIT-Anyap, Parliament Street

New Delhi-110001

For: JMS/NTA/2016/514 File No: JMS/NTA/2016/514
E-mail: nta@nitanyap.gov.in

GO No: 13012/01/2017-AIM

17th June 2018

Dear Shri Injeti Srinivas,

NIT Anyap is implementing the Atal Innovation Mission (AIM). As part of this mission, Atal Incubation Centres (AICs) are being established across the country to support and encourage technology based startups. The selection of applicants for establishment of AICs is carried out through a rigorous process and a grant in aid of Rs. 1000 lakhs is provided to each selected applicant towards capital and operational expenditure.

As per the guidelines of the AIC scheme, the selected applicants are required to form a Special Purpose Vehicle (SPV) under section-8 of the Companies Act, 2013, in order to maintain accountability and give them a distinct identity with respect to the Atal Incubation Centres. The Guidelines have prescribed that the name of the SPV formed must contain the name of the institution. For example, Gujarat Technical University, an applicant selected for establishment of AIC, used to form a SPV with the name "AIC GTU XXXXXX".

NIT Anyap has been informed that in the past many of the SPV registration applications from selected AICs as per the above nomenclature, got rejected due to identical prefix of AIC in the applicant's name. AIM has now carried out the second round of selection of applicants for AIC, wherein a total number of 82 applicants have been selected. Copy enclosed. The registration of SPV is a prerequisite for disbursement of funds by AIC.

You would appreciate that these AICs are being established with GOI support and it is important that they get identified by the name of scheme under which they have been established. I would therefore request you to look into the matter and issue necessary instructions to the SPV registering authorities to ensure that SPV applications have not got rejected on the above ground.

Warm Regards,

Yours sincerely,

(Amitabh Karti)

Shri Injeti Srinivas,
Secretary,
Ministry of Corporate Affairs,
Shashi Bhawan, Bhanu Prasad Road,
New Delhi - 110001

List of shortlisted applicants for setting up an AIC

Sr. No	Name	State	Proposed Incubator City
1	SCIENCE AND TECHNOLOGY PARK PUNE	Maharashtra	Pune
2	Amity Technology Incubator	Uttar Pradesh	Gautam Buddha Nagar
3	Zaikeon Technologies	Tamil Nadu	Coimbatore
4	SIDBI INNOVATION AND INCUBATION CENTRE IIT KANPUR	Uttar Pradesh	Kanpur
5	ALEAP WE HUB	Telangana	Hyderabad
6	Krishnapath Incubation Society TBI	Uttar Pradesh	Ghaziabad
7	SID	Karnataka	Bangalore
8	Periyar Technology Business Incubator	Tamil Nadu	Thanjavur
9	BITTBI	Tamil Nadu	Erode
10	BYST CII Youth Entrepreneurship Development Centre Pune	Telangana	Warangal
11	Gujarat Technological University	Gujarat	Ahmedabad
12	Andhra Pradesh MedTech Zone Ltd	Andhra Pradesh	Vishakapatnam
13	SELCO Foundation	Karnataka	Guwahati
14	Deshpande Foundation	Karnataka	Dharwad
15	ANNA UNIVERSITY	Tamil Nadu	Chennai
16	AISECT UNIVERSITY	Madhya Pradesh	Raisen
17	Assam Agricultural University	Assam	Jorhat
18	Prestige Institute of Management and Research	Madhya Pradesh	Indore
19	Gujarat University	Gujarat	Ahmedabad
20	Gujarat Law Society	Gujarat	Ahmedabad
21	Jyothy Institute of Technology	Karnataka	Bangalore
22	NCORE	Karnataka	Bangalore
23	Rathinam Arumugam Research and Educational Foundation	Tamil Nadu	Coimbatore
24	International Institute of Information Technology	Telangana	Hyderabad
25	MIT ADT University Pune	Maharashtra	Pune
26	Manipal University Jaipur	Rajasthan	Jaipur
27	Pondicherry Engineering College	Puducherry	Pondicherry
28	Surat Smart City Development Limited	Gujarat	Surat

Sr. No	Name	State	Proposed Incubator City
29	C V Raman College of Engineering	Odisha	Khordha
30	Pinnacle Industries Ltd ²	Maharashtra	Pune
31	Rambhau Mhalgi Prabodhini	Maharashtra	Thane
32	Bihar Entrepreneurs Association	Bihar	Patna
33	National Research Development Corporation	Delhi	Delhi
34	T Hub foundations	Telangana	Hyderabad
35	Central Coffee Research Institute Coffee Board	Karnataka	Bangalore
36	Alacrity India	Maharashtra	Pune
37	Makhanlal Chaturvedi national university of journalism and communication	Madhya Pradesh	Bhopal
38	Foundation for Innovation and Social Entrepreneurship	Karnataka	Delhi
39	Indrashil Institute of Science and Technology	Gujarat	Mehsana
40	Assam Don Bosco University	Assam	Kamrup Metropolitan
41	Southern Regional Station National Dairy Research Institute	Karnataka	Bangalore
42	Jammu and Kashmir Entrepreneurship Development Institute (JKEDI)	Jammu and Kashmir	Pulwama
43	Sikkim Manipal Institute of Technology	Sikkim	Sikkim
44	CODISSIA	Tamil Nadu	Coimbatore
45	Devang	Delhi	Gurgaon
46	R V College of Engineering	Karnataka	Bangalore
47	IIT Delhi	Delhi	Sonepat
48	Indian Institute of Foreign Trade	Delhi	Delhi
49	Dayanand Sagar University	Karnataka	Bangalore
50	GREAT LAKES INSTITUTE OF MANAGEMENT CHENNAI	Tamil Nadu	Chennai
51	EMPI Institutions	Delhi	Delhi
52	Grass Roots Research and Creation India P Ltd	Uttar Pradesh	Gautam Buddha Nagar
53	Blume Ventures	Karnataka	Bangalore
54	Jawaharlal Nehru University	Delhi	Delhi
55	Octo Spaces	Telangana	Hyderabad
56	JCBL Limited	Delhi	Chandigarh
57	STPI Bengaluru	Karnataka	Bangalore

Sr No	Name	State	Proposed Incubator City
65	National Centre for Cell Science	Maharashtra	Pune
66	Central University Delhi	Delhi	Delhi
67	Institute of Management Studies Banara Hindu University	Uttar Pradesh	Varanasi
68	WINIT TECHNOLOGIES PRIVATE LIMITED	Maharashtra	Nashik
69	Catalyst	Tamil Nadu	Chennai
70	Indian Institute of Science Education and Research Pune	Maharashtra	Pune
71	Accurate Industrial Conjupts Pvt Ltd	Maharashtra	Pune
72	NOVA ASSURE PVT LTD	Telangana	Hyderabadi
73	Novel Consulting Private Limited	Odisha	Khordha
74	Buck Eagle	Maharashtra	Mumbai
75	Dr Bahasrabai Ambedkar Masthwaraj University Amangabad	Maharashtra	Amangabad
76	IPACKMIPG University	Rajasthan	Jodhpur
77	Nalanda Institute of Technology	Uttarakhand	Dehradun
78	BIRLA INSTITUTE OF TECHNOLOGY	Uttarakhand	Muzaffarnagar
79	Agriculture Development Trust BARAMATI	Maharashtra	Pune
80	Venudhara	Telangana	Hyderabad
81	Indian Institute of Information Technology Kottayam	Kerala	Kottayam
82	National Institute of Technology Kharagpur	Jharkhand	Kharagpur
83	Bihar Vidyapith	Bihar	Patna
84	Shiksha Infotech Pvt Ltd	Karnataka	Bangalore
85	HAMASHI INITIATIVE ON GUSHA, SOCIAL AND WELFARE ASSOCIATION	Kerala	Palakkad
86	CIWR	Delhi	Amrohta/Meerut
87	GERAL INCUBATION CENTER NAWA	Tamil Nadu	Nignur
88	KIP SOFTWARE TECHNOLOGIES PVT LTD	Karnataka	East Chandernagore
89	Entrepreneurship Program	Maharashtra	Mumbai

Annexure-I

Compliance Requirements to Release the Fund to establish AIC for Cyber Security

List of Documents to submit:

1. Copy of the Registration Certificate of SPV established for establishing the AIC incubation Centre (AIC) for Cyber Security which need to be registered as a Section-8 company. Naming of the AIC must follow the convention, "AIC - (Inst. institution name)".
2. Registration of the SPV Bank account details on the PFMS portal which need to be in the name of the SPV established. Applicant's contribution towards the project cost must be deposited in this SPV account and proof of entry on PFMS must be given.
3. Two-copies of the Agreement between the applicant and NITI Aayug, signed and stamped by the SPV.
4. One original copy of the Bond (on Rs. 10 non-judicial stamp paper) signed and stamped by the SPV.
5. Proof of availability of at least 0.000 sq. ft built up space along with copy of the lease deed/ownership documents in favor of the SPV. Location plan and floor plan (Please note that the entire 10,000 sq. ft. of space needs to be at the single location). Lease documents must be submitted. Also, detailed floor plan along with area marked for the AIC must be highlighted.
6. Proof of document to bridge the gap between the project cost and the sanctioned Grant-in-Aid.
7. CV/Resume of Full-time managing team (found: CEO and other officials).
8. List of key mentors along with their designation, qualification and areas of specialization etc.
9. Copy of MOU / Partner Contract between the SPV and R&D Institutions or Industries or Individuals for technical collaboration.
10. Quarterly break-up of goals and deliverables document for the AIC for the duration of the project.
11. Year-wise break-up of manpower to be employed in the incubator in which AIC grants-in-aid will be used.
12. Detailed budget plan (as per the format shared during the presentation) must be given along with year-wise break-up in different budget headers and sub-headers.



Guidelines for setting up of Incubators under Atal Innovation Mission
- 'Atal Incubation Centres'

Government of India
NITI Aayog
Atal Innovation Mission

June 2017

**Government of India
NITI AAYOG
Atal Innovation Mission**

GUIDELINES FOR SETTING UP OF ATAL INCUBATION CENTRES (AICs)

1.0 Background:

The Government of India has setup the Atal Innovation Mission (AIM) at NITI Aayog. The overarching purpose of this Mission is to promote a culture of innovation and entrepreneurship in India. The Government realizes that there is a need¹ to create world class incubation facilities across various parts of India with suitable physical infrastructure in terms of capital equipment and operating facilities, coupled with the availability of sectoral experts for mentoring the start-ups, business planning support, access to seed capital, industry partners, trainings and other relevant components required for encouraging innovative start-ups. Accordingly, AIM supports the establishment of Atal Incubation Centres (AICs) that would nurture innovative start-up businesses in their pursuit to become scalable and sustainable enterprises. The scheme is known as Atal Incubation Centre. The terms and conditions of the scheme are at Annexure I.

In the previous year, AIM has provided support to set up ten Atal Incubation Centres (AICs). The list of the ten supported AICs can be found here: http://niti.gov.in/writereaddata/files/AIC_website_Final_Round1.pdf.

AIM invites applications for setting up Atal Incubation Centres (AICs) through the online application form provided at this URL - <http://aimapp2.aim.gov.in/aic2.0> format of the application form is also provided at Annexure II to this document.

2.0 Objectives of the Scheme:

- 2.1 The objective of the scheme is to promote and establish world class incubation centres in specific subjects/sectors such as manufacturing, transport, energy, health, education, agriculture, water and sanitation etc. in India. These incubation centres would support and encourage innovative technology based start-ups that have an application and/or impact in the core sectors of the economy. The incubation centres would provide the start-ups with necessary guidance, tech support, infrastructure, access to investors, networking, and facilitating a host of other resources that may be required for the start-up to survive and scale.

3.0 Expected Functions of the AICs:

- 3.1 Assist the incubatees in creating a sustainable, scalable & profitable business model
- 3.2 Provide physical infrastructure and value-added support services
- 3.3 Create a strong network of mentors who would provide sector specific knowledge & real world practical guidance

¹ Turning innovations into enterprises: (<http://www.livemint.com/Opinion/ZEpkDwK0JyGzuS18ODqXTM/Turning-innovations-into-enterprises.html>)

- 3.4 Conduct events and inspirational programs
- 3.5 Provide trainings and mentorship to entrepreneurs
- 3.6 Forge partnerships and networks with academia, industry, funding sources, existing incubators and others for the start-ups to leverage.
- 3.7 Enable access to prototyping facilities, test beds, markets, and pilot implementation for the product/services.
- 3.8 Build a strong team with adequate knowledge and experience in guiding start-ups, building business plans, facilitating investments, building networks etc.
- 3.9 An ideal application would be a collaboration between a corporate sector entity and a research oriented / academic institution with aligned areas of focus.

4.0 Features of the Scheme:

- 4.1 Keeping in view the learnings from round 1 of AIC selections in 2016-17, it has been decided to broaden the applicant pool, by inviting a wider category of entities, such as higher educational institutions, R&D institutes, corporate sector, alternative investment funds registered with SEBI, business accelerators, group of individuals, and individuals.
- 4.2 AICs can be established by one or more collaborating entities. For the purposes of this application, only the entity who will be providing the space for setting up the AIC (as per requirements in para 6.0 on Infrastructure) shall be considered as the applicant (hereinafter referred to as “**Applicant**”).
- 4.3 AICs are encouraged to focus on a limited number of areas, which align with their core strengths. The AIC should have up to a maximum of three primary sectors of focus. An illustrative list of sectors has been provided in the online application form.
- 4.4 Successful AIC applicants will be required to incorporate a Special Purpose Vehicle (SPV), either a Section 8 company or a private limited company registered under the Companies Act, 2013. Based on learnings from round 1 of AICs, these SPVs will not be allowed to incorporate as trusts or societies.

5.0 Funding Support:

- 5.1 Successful applicants would be provided grant-in-aid to set up the AIC for a maximum period of 5 years **upto Rs. 10 crore** to cover the capital and operational expenditures. The exact amount of the grant shall be decided by AIM based on the application and business plan, as per the prevailing scheme. AIM reserves the right to modify the scheme as and when required, without prior notification.
- 5.2 Key aspects of funding AICs in academic / R&D institutes:
 - a) Such applicants would be provided grant-in-aid of up to 100% of the total eligible project costs subject to a maximum of Rs.10 crore.
 - b) Cost components mentioned in para 5.6 (given below) shall not be considered as eligible project costs.

- c) The budgeted plan presented by the applicant should clearly demarcate all components of the project costs which are not eligible for funding by the AIM, including those mentioned in section 5.6.
- 5.3 Key aspects of funding AICs proposed by applicants other than academic / R&D institutes:
- a) AICs would be provided a Grant-in-aid of up to 50% of the total eligible project cost, subject to a maximum of upto Rs. 10 crore.
 - b) Rental value of the building as per fair market value or as per the registered lease agreement can be considered as the applicant's contribution to the AIC in the eligible project cost.
 - c) Costs mentioned in section 5.6 (given below) shall not be considered as eligible project costs.
 - d) Each tranche of the grant-in-aid shall be disbursed only after the applicant provides proof of matching 50% contribution that is to be brought in by the applicant.
- 5.4 The grant-in-aid shall be disbursed in a phased manner as per the budget plan submitted by the applicant and approved by the AIM Directorate.
- 5.5 Budget Guidelines:
- e) Expenditure on office furnishings, administration, utility and maintenance, and office expenses should be kept to a minimum.
 - f) The larger part of the grant-in-aid should be spent on the core operation activities of the AIC s described in para 3.0 (Expected functions of the AIC).
- 5.6 The following elements shall not be allowed to be included in the project cost itself (irrespective of whether it's the contribution of the applicant or NITI Aayog):
- Cost of purchasing land, construction of building, purchase of vehicles.
 - Rental expense in case the applicant is an academic institution and the AIC is located in the premises of the academic institution.
 - Cost of hiring any external agency/consultant for developing the AIC operational model or for conducting whole or part of the AIC operations. (AIM will assist the AIC in developing the operational model based on global best practices and will provide training to the AIC team).
 - Cost of any fee paid to any external agency/individual(s) for the preparation of the application for AIC.
 - Expenses such as SPV registration charges, seed money for the bank accounts, and other similar expenses for incorporation of the SPV.
 - Monetisation of any notional / opportunity costs.

5.7 The applicant is strongly encouraged to make the AIC self-sustainable in a period of five years and it should clearly reflect in the proposed budget submitted by the applicant.

5.8 The applicant can apply for scale up support at the end of the program subject to fulfilling the objectives and targets and based on the performance of the AIC through a separate program which may be notified in due course of time.

6.0 Infrastructure requirements:

6.1 The applicant would have to provide at least 10,000 sq. ft. of ready-to-use, built-up space, for the exclusive use of the AIC. The space should be owned or leased by the applicant. In case of a leased space, the period of lease should be minimum of 15 years for academic/ R&D institutions, whereas the corporate sector and individuals should have a minimum lease of 9 years. In case of selection of the applicant for the grant-in-aid, the documents of ownership of the space / lease agreements shall be verified.

6.2 The space committed should ready for use and should not require any civil works / renovations before use.

6.3 The cost of the land and building shall not be included in the project cost. Only in case of non-academic applicants, the rental value of the building as per fair market value or as per the lease agreement shall be considered as the applicant's contribution to the project cost. However the rent shall not be paid out of the grant-in-aid.

7.0 Applicants desirous of establishing AICs may submit their application online to the Atal Innovation Mission, NITI Aayog at visit <http://www.niti.gov.in>. The prescribed application formats are attached at Annexure II-IV. Apart from filling up the online application form, the applicants are required to upload the business plan and budget plan, registration document, letter of declaration and other necessary documents as mentioned in the application form.

8.0 Evaluation of applications:

8.1 The applications would be evaluated by a duly constituted Screening-cum-Selection Committee for this purpose. Selected applicants will be required to enter into a MoA and Bond (Annexure VI and VII respectively) with AIM, NITI Aayog. The indicative criteria that may be used for evaluation of the applications are given in Annexure VIII.

9.0 The above scheme, screening criteria and guidelines are subject to periodic review in consultation with concerned stakeholders.

I. GENERAL CONDITIONS:

1. The purpose of this document is to provide information to the interested applicants for the completion of their application. It is neither an agreement nor an offer made by AIM.
2. AIM does not make any representation or warranty as to the accuracy, reliability or completeness of the information in this document and it is not possible to consider particular needs of each applicant.
3. AIM will not be responsible for any delay in receiving the applications.
4. All applications are to be strictly submitted in the online mode. No hard copies will be accepted. The sample application form is at Annexure II.
5. Applicants can seek clarifications on the guidelines through the email md-aim@gov.in.
6. All communications related to the scheme including announcements of shortlisted applicants and final selection of applicants will be published on the NITI Aayog website <http://www.niti.gov.in>.
7. The issue of these guidelines does not imply that AIM is bound to select an Applicant. AIM reserves the right to accept/reject any or all of applications submitted in response to the document at any stage without assigning any reasons whatsoever.
8. AIM's decision will be final and no explanation or justification for any aspect of the selection process shall be given.
9. Applicants shall bear all costs associated with the preparation and submission of their applications, and their participation in the selection process.
10. The applicant would need to set up an SPV (refer para 4.5 of the Features of the Scheme) and upload a copy of registration certificate along with the Bank Details and other documents as may be asked for by the AIM Directorate within a stipulated time frame of 30 days from the date of Approval Letter from the AIM Directorate to release the funds to the SPV.
11. All grantee institutions except government institutions are required to execute a signed Bond (in prescribed pro-forma- Annexure VII) before any grants-in-aid are released to them.
12. AIM strongly discourages engagement of consultants / external agencies on a paid basis for preparation and submission of the application.
13. The AIM, NITI Aayog will have no liability on account of any omission or commission of regulatory/statutory requirement by the AIC or its incubatees and their companies.
14. In case of any dispute, the same shall be subject to the jurisdiction of the court of Delhi.
15. List of document to be submitted within 1 month from the date of the approval letter but before the release of first instalment:

- (i) Copy of the Registration Certificate and MoA of Special Purpose Vehicle established for establishing the Atal Incubation Centre (AIC)
- (ii) Registration of the SPV Bank Account on the PFMS portal
- (iii) One original copy of the Bond (on Rs. 10 non-judicial stamp paper) signed and stamped by the SPV (in prescribed pro-forma Annexure VII)
- (iv) Proof of availability of at least 10,000 sq. ft built up space along with copy of the lease deed/ownership documents in favour of the SPV, location plan and floor plan (Please note that the entire space needs to be at the single location). It is assumed that the Applicant would continue to provide support beyond the initial lease period.
- (v) Proof of financial closure for the total project cost indicating the source of availability of matching contribution by the Applicant in the form of board decision/commitment by the authorized signatory/loan approval etc. along with a copy of the balance sheet and ITR for the last three years of the Promoter (for non-academic organizations). Academic institutions are also required to bridge the gap between the project cost and the sanctioned Grant-in-Aid.
- (vi) Proof of availability of matching contribution equivalent to the first tranche in the bank account of SPV (for non-academic organizations) The amount disbursed as the first tranche will depend on the proposed and agreed expenditure as per the budget plan submitted by the applicant.
- (vii) CV/ Resume of Full-time Managing Team (Board, CEO and other officials)
- (viii) List of key mentors along with their designation, qualification and areas of specialization etc.
- (ix) Copy of MOU / Partner Contract between the SPV and R&D Institutions or Industries or Individuals for technical collaboration.
- (x) Annual goals and deliverables document for the AIC for the duration of the project.

II. SPECIFIC TERMS AND CONDITIONS:

1. The grant-in-aid is towards financial support to AIC would be provided which would be exclusively spent on the specified purpose within the stipulated time.
2. To receive the grant-in-aid fund, the AIC is required to be registered under Public Financial Management System (PFMS). The instructions will be communicated separately and in due course of time to the selected applicants.
3. The first tranche of the grant-in-aid money will be disbursed to the AIC for setting up of its start-up incubation facilities on receipt of two copies of duly signed Memorandum of Agreement (MoA) and one copy of the Execution of the Bond as per the form enclosed in Annexure VI and Annexure VII respectively. The MoA and the Bond has to be executed by the SPV that is set up by the applicant.
4. The remaining grant-in-aid shall be disbursed to the AIC in the subsequent years, based on satisfactory achievement of the committed goals and deliverables and the compliance of financial requirements.

5. The AIC will open separate bank account and maintain separate books of accounts for the grant-in-aid for setting up the incubation facilities and a separate bank account for the seed fund. The interest earned should be reported to the AIM, NITI Aayog and the same will be treated as a credit to the organization to be adjusted towards further instalments of the grant, if any.
6. The amount of grant-in-aid released should be spent exclusively on the specified purpose for which it has been sanctioned within the stipulated time frame and as per the break-up suggested for fund utilisation.
7. The applicant is required to immediately start the process of setting up the SPV, the team required to operate the AIC and begin the activities of the AIC and upload a copy of registration certificate along with bank details and other documents as may be asked for by the AIM Directorate within a stipulated time frame after receiving the Approval Letter from the AIM Directorate to release the funds to the SPV.
8. The AIC shall put in place all the requisite physical infrastructure (shared/specific) such as laboratory and workshop facilities, pre-incubation services, networking, mentoring, systems, processes and tools within a period of six months from the date of release of funds for capital and operational expenditure required to achieve the targets arrived at mutually between AIM, NITI Aayog and the AIC, which would form the basis for evaluation of the performance of the AIC.
9. The AIC would also put in place a dedicated full time Chief Executive Officer (CEO) with desired domain and management expertise and other core tam/supporting staff for its successful operations within six months from the date of release of funds. The applicant will have full freedom to decide the composition, recruitment and compensation of the CEO as well as the management team of the AIC.
10. The AIC is expected to meet its goals and deliverables on the number of startups, events, infrastructure, mentors and network commitments as per their proposed action plan within the stipulated time frame, which would be monitored at every stage before release of every tranche.
11. It is mandatory for the AIC to attend all workshops and meetings conducted by AIM, NITI Aayog with regard to incubation centres. Intimation for such events will be provided at least a week in advance, and recusal if required, should be obtained by the AIC in writing from AIM, NITI Aayog.
12. The AIC should develop appropriate linkages with other parties to ensure its success. For instance, an AIC in an educational institute should collaborate with the industry and vice versa.
13. The AIC would evolve a transparent system for selection of incubatees. The incubatees would be admitted subject to fulfilling the admission criteria and the AIC would enter into an appropriate agreement with the incubatees.
14. As part of the Grant-in-Aid to the AIC, it is mandatory for the AIC to abide by the AIC monitoring system, details of which will be communicated in due course of time. AIM, NITI Aayog will have the right to evaluate and monitor the activities and working of the

AIC, to ensure that it is in alignment with the vision of AIM, NITI Aayog. The website link for uploading AIC updates and related instructions will be communicated separately.

15. The AIC will be required to submit i) progress report; ii) audited statement of accounts and Balance Sheet; and iii) Utilisation Certificate (UCs) (as per the format in Annexure V) for the grant-in-aid at the end of each financial year as well as at the time of seeking further instalments of the grant-in-aid, if any. Any unspent balance out of the amount sanctioned should be refunded to the Government of India by means of an Account Payee Demand Draft drawn in favour of Drawing and Disbursing Officer, NITI Aayog, payable at New Delhi.
16. All the assets acquired or created out of the grant-in-aid should not be disposed of or encumbered or utilised for the purpose other than those for which the grant-in-aid has been sanctioned without the prior written permission of the AIM, NITI Aayog.
17. Concerned officers of Atal Innovation Mission, NITI Aayog or its authorized representatives may visit the organization/AIC periodically for ascertaining the progress of work and resolving any difficulties that might be encountered in the course of implementation.
18. AIM, NITI Aayog reserves the right to terminate support to the AIC at any stage, if it is convinced that the grant-in-aid is not being utilised for the identified purpose or that appropriate progress is not being made.
19. In case a AIC wishes to wind up its activities, the AIC shall give a notice of at least three months to AIM, NITI Aayog before the closure, and design and implement a closure/succession plan in consultation with AIM, NITI Aayog as per the established procedures / regulations for winding up.
20. In the event of breach or violation of the MoA terms and conditions, the AIC will be required to refund to the Government on demand, the entire amount or such part thereof as may be determined by the competent authority and mentioned in the demand notice issued by the Government, along with interest thereon at the rate of 11.50% (Or as applicable by the GFR rules) compounded annually from the date of the receipt of the grant-in-aid to the date of refund.
21. As per Rule 211(1) of GFR, the accounts of the AIC shall be open to inspection by the sanctioning authority/audit by the C&AG and the institution shall provide all the necessary support to carry out the inspection/audit.
22. AIM, NITI Aayog will have no responsibility in case of any loss caused to life or property due to accident, fire or any other reasons. The SPV is required to take appropriate safety and insurance measures to safeguard against any loss to human life and property related to AIC. The Manpower employed by the SPV will be the liability of the SPV and AIM, NITI Aayog will not have any liability towards them.
23. The AIM, NITI Aayog will have no liability on account of any omission or commission of regulatory/statutory requirement by the AIC or its incubatees and their companies.
24. In case of any dispute, the same shall be subject to the jurisdiction of the court of Delhi.

APPLICATION FORM

I. BASIC DETAILS

1. Name of the Institution/ Organisation (not applicable for individuals):
2. Name of the legal entity (as mentioned in the registration document of the entity):
3. Year of establishment:
4. Registered address of the Institution:
5. District:
6. State:
7. Pin Code:
8. Website:
9. Name of the applicant*:
10. Email address:
11. Mobile number:
12. Highest Qualification: Dropdown (Graduate/Post- Graduate/ MPhil/PhD and above)
13. Current Designation:

** The applicant will be the individual OR the person who will be the driver/promoter of AIC initiative within the organisation/ institute and will maintain correspondence in the future at all times if selected*

II. BACKGROUND

A. Type of Applicant Entity:

- | | |
|---|--|
| <input type="checkbox"/> Higher Educational Institution | <input type="checkbox"/> Public Sector Enterprise (PSU) |
| <input type="checkbox"/> Private entity | <input type="checkbox"/> Public company (listed/unlisted) |
| <input type="checkbox"/> Alternative Investment Fund (Category I) | <input type="checkbox"/> Alternative Investment Fund (Category II) |
| <input type="checkbox"/> R & D Institution | <input type="checkbox"/> Individual |
| <input type="checkbox"/> Other | |

A1. For Higher Educational Institution Applicant:

- University College
1. Specify category: *(Radio button)*
 Central State Private Other (please specify)
 2. Name of Parent University (for College): *(not mandatory)*
 3. Specialisation of the educational institution (choose those applicable):

<input type="checkbox"/> All	<input type="checkbox"/> Agriculture	<input type="checkbox"/> Medical
<input type="checkbox"/> Marketing	<input type="checkbox"/> E-commerce	<input type="checkbox"/> Health, Biotechnology, Medical Devices
<input type="checkbox"/> Engineering & Technology	<input type="checkbox"/> Water and wastewater	<input type="checkbox"/> Science
<input type="checkbox"/> Arts/ Humanities/ Social Sciences	<input type="checkbox"/> Commerce	
<input type="checkbox"/> Management	<input type="checkbox"/> Other (please specify)	

4. Total number of students enrolled (in academic year 2016-17):
___ Diploma ___ UG ___ PG ___ MPhil ___ PhD and above
5. Type of college or university:
 Men Women Co-educational
6. Total number of students enrolled (in academic year 2016-17):
___ Diploma ___ UG ___ PG ___ MPhil ___ PhD and above
7. Total number (in academic year 2016-17):
___ Teaching faculty ___ Teaching faculty with PhD

A2. For Private entity/ Alternative Investment Fund Applicant:

1. Number of Full-time equivalent (FTE) employees in 2016-17:
 01-99 100-999 1000 or more
2. Sector or domain of the business: *(dropdown)*
Agriculture & allied, Automobile, Aerospace, Biotechnology, Chemicals, Consumer Durables, Pharmaceuticals, Defence, Education, Environment, Electrical & Power, Energy (Oil, Natural gas, Petroleum), Entertainment, Financial Services, Food processing, Healthcare, Hospitality, ICT & Electronics, Infrastructure, Manufacturing, Materials, Medical, Mining, Mass Media, Legal, Telecommunication, Transport, Water, Other.
3. Non-interest revenue (EBIT) of the business in 2016-2017 (in Rs. Crores):
 0-5 6-50 51-100 more than 100
4. Nature of business (50 words):

A3. For R&D Applicant:

1. Management of the institution:
 Government Private PPP
2. Total number:
___ Researchers ___ Researchers with PhD
3. Type of lab at the institution:
 Dry Lab Wet Lab Both None
4. Focus area for scientific research: *(Same as Q A2.3)*
Agriculture & allied, Automobile, Aerospace, Biotechnology, Chemicals, Consumer Durables, Pharmaceuticals, Defence, Education, Environment, Electrical & Power, Energy (Oil, Natural gas, Petroleum), Food processing, Healthcare, ICT & Electronics,

Infrastructure, Manufacturing, Materials, Medical, Mining, Telecommunication, Transport, Water, Other.

B. IP related

1. Number of research papers published in past 3 years (April 2014-March 2017):
2. Number of technologies commercialized in past 3 years (April 2014-March 2017):
3. Number of Indian or WIPO-compliant patents filed in last 3 years (April 2014-March 2017):
 0 1-5 6-24 25 or more
4. Number of Indian or WIPO-compliant patents received in last 3 years (April 2014-March 2017):
 0 1-5 6-24 25 or more

C. Prior experience

1. Number of entrepreneurship awareness / training programs conducted in the last three fiscal years (2014-17):
 0 1-5 6-24 25 or more
2. Have you accelerated / funded startups in the last three fiscal years (2014-17)?
 Yes No
3. Total number of startups supported in the last three fiscal years (2014-17):
 0 1-5 6-24 25 or more
4. Provide brief description of start-ups and entrepreneurs supported at your institution (50 words):

III. PROPOSED TEAM

Total number of proposed manpower for the AIC: _____

1.1 Proposed CEO:

1. Has the person been identified? Yes No
2. If yes, Name:
3. Age:
4. Highest Qualification: *Dropdown* (Graduate/Post- Graduate/ MPhil/PhD and above)
5. Current Designation:
6. Current Organisation:
7. Total number of experience of years:
 ____ Academic/Teaching ____ Industry
 ____ Research ____ Entrepreneurial
8. Is the proposed CEO currently holding a fulltime position?

Yes No

9. Will he/she leave their position to work for the AIC full-time?

Yes No

1.2 Proposed AIC Manager:

1. Has the person been identified? Yes No

2. If yes, Name:

3. Age:

4. Highest Qualification: *Dropdown* (Graduate/Post- Graduate/ MPhil/PhD and above)

5. Current Designation:

6. Current Organisation:

7. Total number of experience of years:

___ Academic/Teaching ___ Industry

___ Research ___ Entrepreneurial

8. Is the proposed manger currently holding a fulltime positions?

Yes No

9. Will he/she leave their position to work for the AIC full-time?

Yes No

IV. PARTNERSHIPS/ LINKAGES

1. Total number of partners (existing):

2. Total number of partners (new):

3. Provide details of 5 partners who are most relevant for the AIC:

Name	Type of partner	Type of linkage	Status	Comments (not more than 50 characters)

Description:

a) Type of partner: Academic, Corporate, Individual, Start-up, Government, R&D Lab, Investment, Small Medium Enterprise (SME), Others (please specify).

b) Type of Linkages: Buyer/Vendor, Mentoring, R&D, Business Innovation, Networking, Donor, Market access, Business Support, Other.

c) Status: Existing, Proposed

4. **Letter of Intent (LOI) to be attached** from proposed and existing partners indicating consent and describing the linkages on the letterhead of the respective individual/ corporate/ institution/ bank etc.

V. PROPOSED AIC DETAILS

1. Where do you want to establish the AIC?

_____ District _____ State

2. Will the AIC be located in a metro city (New Delhi, Mumbai, Chennai, Kolkata, Hyderabad, Bengaluru, Pune, Ahmedabad)? Yes No
3. Location of the AIC:
 Rural Urban Industrial Cluster North East
4. Is your proposed AIC based in any of the cities mentioned in the Smart City list?
 Yes No
5. Which is the nearest incubator? _____
6. What is the distance from the nearest incubator to the proposed location of the AIC? (in kms)
7. What is the main strength of the organisation that you will leverage for the AIC?
 - Real estate / Office space
 - Maker space
 - Wet Lab(s)
 - Pool of strong business / tech mentors
 - Networking with other institutions / Labs / Academia
 - Finance for setting up the incubator
 - Test beds for pilots
 - Faculty guides
 - Patent facilitation centre
 - Technical support
 - Other support services
 - Any other, please specify
8. Proposed floor area for setting up the AIC (in sq. ft):
9. Is the space available for exclusive use of the incubator immediately?
 Yes No
10. Proposed sector of focus for the incubator:
 - a) Agriculture and Allied Fields
 - b) Bio Technology
 - c) Building Materials/Construction Technology
 - d) Electricity, New and Renewable Energy and Environmental sustainability
 - e) Education
 - f) Health and Pharmaceuticals
 - g) Infrastructure
 - h) Information & Communication Technology (ICT)

- i) Sensor Technology
- j) Manufacturing and Engineering
- k) Micro and Nano electronics
- l) New Materials including Nano Materials
- m) Water, Sanitation and Solid Waste Management
- n) Housing – Urban and Rural
- o) Transport
- p) Other emerging areas or of social / national importance: Please specify

11. Proposed investment from the applicant institution (in Rs. Lakhs):

12. Have you taken any other grant from any Government (Centre or State) ministry/organisation to establish an incubator? Yes No

13. If Yes, is the grant currently active? Yes No

14. If No, please specify:

- a. Name of the grant-giving organisation,
- b. Name of program/scheme,
- c. The total sanctioned amount,
- d. Date of sanction,
- e. Duration of the grant:

15. Projected targets as per the business plan attached:

Targets	Year 1	Year 2	Year 3
Number of startups that will be incubated			
Number of startup accelerators proposed			
Number of hackathons proposed			
Number of other intensive training programs (not counting hackathons/accelerators) for early stage startups proposed			
Number of mentors who will be available			
Number of start-ups that will receive external funding			
Number of events outside the applicant entity			
Number of startups that will graduated / exited* startups			

Description: For this purpose, graduate/exit will be counted as a startup that has received external venture funding, got acquired by a larger existing company, or found a financially sustainable business model.

16. Provide details about any other events that you intend to host (50 words):

VI. REGISTRATION CERTIFICATE OF THE INSTITUTION (to be attached)

VII. LETTER OF DECLARATION (Refer to the Annexure III for the format)

VIII. BUSINESS PLAN AND BUDGET (to be attached in the format provided at Annexure IV)

Note:

- 1. The business plan to be attached must be either in a word or pdf document.*
- 2. The business plan must not exceed more than 25 pages (PDF of not more than 2MB)*

FORMAT FOR DECLARATION

(This document should be printed on the letter head of the applicant, signed, scanned and uploaded along with the application form)

To

Mission Director,
Atal Innovation Mission (AIM),
NITI Aayog,
Sansad Marg,
New Delhi – 110001

Date: _____

Subject: Declaration form for the application of Atal Incubation Centres 2017-18

Dear Sir/Madam,

_____ [name of institute / organisation / individual]
hereby declares that I/we have read, understood and will abide by all the terms and conditions of the Atal Incubation Centre (AIC) scheme as mentioned in the Annexure I of the scheme guidelines. The information submitted in the application form by us is complete and to the best of our knowledge and belief; there is nothing that has been concealed or suppressed.

We confirm that we shall provide at least 10000 sq. ft. of built-up space for the exclusive use of the proposed AIC.

We confirm that we have prepared the application in-house and that no paid external consultants were engaged to prepare this application.

If any of the information stated above or provided in the application form are found to be incorrect at any point of time, I / we take the responsibility to refund the entire amount of Grant-in-aid released by AIM, NITI Aayog.

Thanking you.

Regards,

[Name of the applicant with the official stamp of the institution]
(Designation)

FORMAT OF THE BUSINESS PLAN TO BE ATTACHED WITH THE ONLINE APPLICATION FORM

The business must include following components:

- Executive Summary (max 250 words)
- The core strength of the applicant that it will leverage for the AIC
- Reason for selecting the location of the incubator
- Describe the local/regional innovation ecosystem and why there is a need to setup an Incubator Centre there (max 250 words)
- Proposed team, board members and governance structure
- Plan for creating the pipeline of deals for the incubator & other marketing efforts
- List of activities / action plan on how to activate the innovation and entrepreneurship ecosystem in the region
- Proposed Incubation model (Provide a case study of the support to be provided)
- Elaborate on the efforts to engage with mentors and other network partner so far, and provide list of mentors with a brief description of their background
- Brief description of selection criteria of incubatees (bullet points)
- Plan of action to operationalize the AIC
- Sustainability and revenue generation model
- Proposed plan for use of grant-in-aid (please see guidelines carefully)
- Detailed Budget Plan (in the format provided below)

*****Note:**

- *The business plan to be attached must be either in a word or pdf document.*
- *The business plan must not exceed more than 15 pages (PDF of not more than 2MB)*

FORMAT OF THE PROPOSED BUDGET PLAN

S. no	Items*	Amount (Rs. lakh)												Total	
		Year 1		Year 2		Year 3		Year 4		Year 5		AIM Grant	Other sources		
		AIM Grant	Other sources	AIM Grant	Other sources	AIM Grant	Other sources	AIM Grant	Other sources	AIM Grant	Other sources				
A.		Item-wise Capital expenditure													
1	Office equipment (if any)														
2	Sector specific / Area of focus related equipment (if any)														
3	Makerspace / Fab Lab (if any)														
4	Furnishing of space for the AIC (if any)														
5	(Add more rows as required)														
	Total A														-140-
B.		Operating/ Recurring expenditure													
1	Personnel														
2	Incubation programme expenses (such as technology, IPR legal, accounting, marketing, etc. support to startups)														
3	Events														
	Workshops & seminars														
	Outreach programmes (add more rows as required)														
4	Domestic Travel														

5	Utility and maintenance																		
6	Miscellaneous expenses, if any																		
7	Add more rows as required																		
	Total B																		
	Total projected cost (A+B)																		
C.		Projected Income																	
1	Grant proposed from AIM																		
2	Any other grants from government / other sources, if applicable (add a row for every grant)																		
3	Contribution from Applicant																		
4	Contribution from Collaborators / Partners																		
5	Projected revenues																		
6	Any other source of Income (add more rows as required)																		
7	Total Projected Income C																		
D	Projected Surplus / Deficit, if any																		

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Note: This is not an exhaustive list and can be extended as per suitability.

** Please provide detailed break-up of all expenses (E.g. list of equipment, break-up of the manpower, events, other recurring expenditure as annexures to the budget)*

*** Please provide a break up of all the expenses that are being paid through the AIM grant and through other means of financing the project*

UTILIZATION CERTIFICATE

S. No.	Letter No. and Date	Amount (in Rs.)
	Total	

Certified that out of Rs. _____ of Grants-in-aid sanctioned during the year(s) _____ in favour of _____ by Atal Innovation Mission, NITI Aayog vide letter No. _____ dated _____ and Rs. _____ on account of unspent balance of the previous year, a sum of Rs. _____ has been utilised for the purpose of _____ for which it was sanctioned and that the balance of Rs. _____ remaining unutilised at the end of the year has been surrendered to Government (vide letter No. _____ dated _____) / or will be adjusted towards the grants-in-aid

payable during the next year _____.

1. Certified that I have satisfied myself that the conditions on which the grants-in-aid was sanctioned have been duly fulfilled / are being fulfilled and that I have exercised that following checks to see that the money was actually utilised for the purpose for which it was sanctioned .

Kinds of checks exercised.

- 1. Signature _____
- 2.
- 3. Designation _____
- 4.
- 5. Date _____

Format of the MoA to be signed with the SPV, in case of selection of the applicant

Memorandum Of Agreement

This MEMORANDUM OF AGREEMENT (“MoA”) is entered on this day of(Month) 2017 by and between:

i. (Name of the Promoter / Host Institution), established and existing under the laws of India with its registered address at (hereinafter referred to as “the Promoter / Host Institution”) together with(Name of the SPV) (hereinafter referred to as “the SPV”), established as per the Companies Act with its registered office at (hereinafter referred to as the first parties) for setting up and operation of the Atal Incubation Centre (AIC).

AND

ii. The think tank of Government of India, NITI Aayog (hereinafter referred to as “NITI AAYOG”, Sansad Marg, New Delhi – 110001 (hereinafter referred to as the second party)

WHEREAS NITI Aayog, Government of India under the Atal Innovation Mission (hereinafter referred to as AIM), has taken up an initiative to provide financial support to selected academic and non-academic institutions for establishment of Atal Incubation Centres in India to support innovators and start-up businesses in their pursuit to become successful entrepreneurs/enterprises.

WHEREAS the Promoter / Host Institution has been selected by AIM, NITI Aayog for establishing the Atal Incubation Centre through a rigorous selection process, and the Promter / Host Institution shall contribute towards the setting up of the Atal Incubation Centre, in kind and in cash, matching the support provided by NITI Aayog.

AND WHEREAS the Promoter / Host Institution has setup the SPV for establishment of the Atal Incubation Centre (AIC) as per the conditions set out by NITI Aayog for this purpose. The Promoter/Host Institution jointly with the SPV and NITI Aayog, Government of India have decided to enter into this MoA setting out the working arrangement, that each party agrees, is necessary for achieving the objectives of this initiative of Government of India, as under:

ARTICLE 1: Background And Purpose

1.1 Background of Atal Innovation Mission

Government of India has established the Atal Innovation Mission (AIM), at NITI Aayog to promote a culture of innovation and entrepreneurship in the country. The mission subsumes Self-Employment and Talent Utilization (SETU) programme announced by the Government. The objective is to provide a platform for promotion of world-class Innovation Hubs, Grand Innovation Challenges, Start-up businesses and other self-employment activities, particularly in technology driven areas. The Atal Innovation Mission has two core functions:

- a. Entrepreneurship promotion:** Wherein innovators would be supported and mentored to become successful entrepreneurs at Incubation Centres and Atal Tinkering Laboratories.
- b. Innovation promotion:** to provide a platform where innovative ideas are generated and supported to develop innovative technological solutions.

1.2 Setting up of Atal Incubation Centres (AIC)

With a view to promote entrepreneurship and innovation in the country, NITI Aayog has taken up an initiative under Atal Innovation Mission (AIM), to establish Atal Incubation Centres. As a part of this initiative, NITI Aayog will provide financial support to selected academic and non-academic institutes and organizations to set up the Atal Incubation Centre (AIC) to support and encourage start-ups in specific subjects / sectors such as manufacturing, transport, energy, health, education, agriculture, water and sanitation etc. and would provide them with necessary infrastructure facilities and other value added services.

1.3 Background of the Promoter / Host Institution

.....
.....
.....
.....
.....

1.4 Background of the SPV

[Write 4-5 lines about the SPV here]

.....
.....
.....
.....
.....

1.5 Purpose of the Grant-in-Aid

AIM, NITI Aayog shall provide the Grant-in-Aid to the SPV to set up the AIC that would provide high class incubation facilities with suitable infrastructure in terms of capital equipment and operating facilities, coupled with the availability of sectoral experts for high quality mentoring to the start-ups in their early stages of growth.

The AIC set up by the SPV should have incubation facilities such as competent team members who understand the incubation and startup ecosystem and have the ability to successfully guide the incubatee startups; infrastructure such as incubation space, meeting rooms, conferencing space and facilities; tech support such as sector specific labs and workshops that have tools and equipment; seed funding support; other support services such as IPR, regulatory, legal, market research, etc.; and so on. The AIC should also conduct outreach initiatives, build a network of mentors, subject matter experts and investors, devise training programs and/or other incubation related events, building the entrepreneurship ecosystem, for incubatee startups.

ARTICLE 2: Areas of Collaboration

The Promoter / Host Institution together with the SPV and AIM, NITI Aayog are collaborating to set up the AIC with the objective of supporting a large number of innovative technology based startups that have an application and impact in core sectors such as agriculture, biotechnology, health, education, energy, manufacturing, housing, transport, etc.

ARTICLE 3: Duration

This MoA shall be valid initially for a period of six years from the date of signing by all the parties.

ARTICLE 4: TERMS

4.1 Responsibilities Of The Promoter / Host Institution

The Promoter / Host Institution shall be responsible for the following:

- i. The Promoter / Host Institution shall be responsible for setting up a Special Purpose Vehicle (SPV) for the purpose of establishing the Atal Incubation Centre (AIC)
- ii. The Promoter / Host Institution shall be responsible for proper utilization of the funds provided by NITI Aayog for establishment of the AIC to support and encourage startups as well as provide them with necessary infrastructure facilities and other value added services.
- iii. Provision of at least 10,000 sq. ft. of **built up space** (including land and building) to set up the AIC.
- iv. In case of renting of the required space for AIC, the lease period should be for a minimum of 15 years for academic / R&D institutions and 9 years for companies and individuals with the requisite lease deed registered as per law

- v. The Promoter / Host Institution will ensure appointment of a dedicated full time CEO with the necessary domain and management expertise and other core team/supporting staff for successful operations of the AIC within **30 days** of the date of release of the first tranche.
- vi. The Promoter / Host Institution will have full freedom to decide the composition, recruitment and compensation of the CEO as well as the management team.
- vii. The Promoter / Host Institution will provide proof of availability of matching contribution equivalent to the first tranche in the bank account of SPV (for non-academic organizations)
- viii. The Promoter / Host Institution will provide proof of financial closure for the project cost to AIM, NITI Aayog within three calendar months of receiving the Approval letter
- ix. It will be the responsibility of the Promoter/Host Institution to bridge the gap between the project cost and the Grant-in-aid from AIM, NITI Aayog to ensure that the all the facilities as per the scope envisaged, are established in the AIC to make fully functional.

4.2 Responsibilities of SPV

The SPV shall be responsible for the following:

- 4.2.1 All funds to the SPV by the Host Institution & NITI Aayog shall be utilised only for the purposes of setting up and operating the AIC and will not be allowed to be diverted for any other purpose.
- 4.2.2 The SPV shall also be responsible for proper utilization of the funds provided by NITI Aayog for establishment of the AIC to support and encourage start-ups as well as provide them with necessary infrastructure facilities and other value added services.
- 4.2.3 The SPV shall carry out all its the activities in conformance with the laws of the land in an ethical manner with all the regulatory and statutory requirements being adhered to.
- 4.2.4 **Maintenance of Assets of the AIC**
 - i. The SPV is expected to undertake reasonable care and due maintenance of the assets of AIC (both from financial support from NITI Aayog and the counterpart support by the promoter/host institution).
 - ii. The SPV should adequately insure these assets against any loss or damage caused due to accidents, terrorist attacks or natural calamities, to the extent possible. If possible, the assets should be reinstated through insurance.
 - iii. All the assets of the AIC from the Grant-in-Aid, the promoter / Host Institution and/or other sources of funds if any, including those maintained and promoted from the grant shall be installed in the premises of the AIC and not in any other department/division of the Promoter / Host Institution.
 - iv. All the assets acquired or created for the purpose of Atal Incubation Centre including the land and building brought in by the promoter/host institution shall not be allowed to be disposed of or encumbered or utilized for the purpose other than that of AIC without the prior written permission of the NITI Aayog. NITI Aayog reserves the right to terminate future grants and

recover the assets created for AIC, if it is convinced that the SPV is not utilizing the assets for the objectives of AIC

4.2.5 Operational Responsibilities

- i. It is suggested that the AIC should be administered by a Governing Body/ Board chaired by the Head of the Promoter / Host Institution. The Governing Body of the AIC may meet quarterly to review progress of AIC and provide policy guidelines for the operations of the AIC. The Promoter / Host Institution should ensure that the operations of the AIC are in line with the sanctioned proposal and activities are tailored to attain projected milestones (to be submitted by the Promoter / Host Institution before the release of the first tranche). The Governing Body should ideally provide adequate autonomy and flexibility to the Chief Executive Officer (CEO) of the AIC for making speedy & transparent decisions.
- ii. The SPV shall identify and appoint adequate number of team members (technical) for the day to day operations and management of the AIC. The team should include a full time CEO and other members who have the domain knowledge and the expertise required for supporting the startups through the grants-in-aid provided by NITI Aayog. The suggested team to incubate companies ratio is 1:5, which needs to be put in place progressively.
- iii. The SPV will ensure development of domain and management expertise of its core team/supporting staff through training/re-training, starting within six months from the date of release of the grant-in-aid.
- iv. The Manpower employed by the Promoter/Host Institution and the SPV will be the liability of the Promoter/Host Institution or the SPV as the case may be and NITI Aayog will not have any liability towards them.
- v. The SPV will develop the physical space for the AIC including but not limited to co-working space for the incubatee companies, sector specific laboratories, other relevant tools and equipment, meeting rooms, conferencing facilities, etc.
- vi. The SPV shall open separate bank accounts – one for the exclusive operations of the AIC and other for the seed fund component of the Grant-in-Aid.
- vii. The SPV will evolve a transparent system for selection of incubatees in line with the thematic area of specialization chosen. The incubatees would be admitted fulfilling the admission criteria and the AIC should execute appropriate incubation agreement with incubatees. The residency period and the exit policy may also be defined clearly in the agreement.
- viii. The SPV will provide the context-appropriate assistance and handholding to startups to help them become sustainable and scalable enterprises, including but not limited to, business and strategy advice; facilitating access to relevant laboratories and maker's spaces; legal, accounting and intellectual property services and/or support; networking with mentors, vendors, and investors; national and international linkages, etc.
- ix. The amount of the Grant-in-Aid towards providing seed funding support to start-ups can be utilised only after the AIC raises a matching amount through non-government sources (non-government sources exclude central, state and local governments). The SPV shall support the start-ups to raise seed support and other investments.

- x. The SPV will adequately promote itself through online and offline channels. The SPV shall have a website which should go live within 30 days of the date of release of the first tranche of the grant-in-aid. The website should describe all the facilities and offering that it has for aspiring and recent entrepreneurs. Eventually the incubatees should also be listed on the website.
- xi. The SPV is required to mention “Supported by Atal Innovation Mission, NITI Aayog” in all its communication/stationery and branding material, whether online or offline, as well as on the display board at the entry gate of the SPV.
- xii. In case of any operational disputes or lack of clarity, the decision of the CEO, NITI Aayog shall be final and binding on the SPV and the Promoter/Host Institution.

4.2.6 **Monitoring responsibilities**

- i. NITI Aayog will put in place a progress update and monitoring framework with key performance requirements for SPV/AIC. The SPV/AIC shall subscribe itself to the monitoring system and provide the updated information on a quarterly basis.
- ii. The monitoring framework will capture the Key Performance Indicators (KPIs) of the AIC and the SPV/AIC will be obligated to update these KPIs on a quarterly basis.
- iii. The SPV/AIC will be required to demonstrate the impact it has been able to make through the grant-in-aid. The SPV/AIC will be expected to deliver on the implementation plan as submitted by the SPV/AIC to NITI Aayog for every tranche of the grant-in-aid.
- iv. The operations and performance of the SPV/AIC may be reviewed yearly by AIM, NITI Aayog or by a professional third party agency appointed by NITI Aayog. The SPV/AIC is expected to co-operate fully and provide all the information required for a fair and successful evaluation of the performance of the AIC. The SPV/AIC shall be informed about the third party appointed for the purpose and the outcome of evaluation in a timely manner.
- v. In the event the SPV fails to make adequate progress in the establishment of AIC and implementing start-up incubations activities, no further grant will be provided and the unspent amount along with interest earned thereon would be required to be refunded within a period of one month from the date of notice issued by NITI Aayog.
- vi. The release of grant for every tranche will be based on satisfactory performance of the AIC as well as fulfillment of the financial requirements by the SPV/AIC.
- vii. Concerned officials of, AIM, NITI Aayog or its authorized representatives will have the right to visit the Atal Incubation Center periodically for ascertaining the progress of work and resolving any difficulties that might be encountered in the course of implementation.

4.3 Other Obligations

- i. By accepting this grant-in-aid, the AIC becomes a part of the AIM program network and will collaborate with and support AIM, NITI Aayog on their various initiatives and programs relating to innovation, incubation and entrepreneurship. These initiatives may include (but not limited to) the Atal Tinkering Labs, The Atal Grand Challenges and other similar initiatives in the area of innovation and startup ecosystem in India and the world. Such initiatives shall be communicated to the AIC from time to time.
- ii. AIM, NITI Aayog is also providing grant-in-aid to institutes for scaling up Established Incubation Centres (EICs) and Atal Tinkering Labs (ATLs). The AIC shall be expected to work with one or more EICs that shall be facilitated by AIM, NITI Aayog. The support from EICs may include transfer of knowledge and relevant standard operating procedures, help in building a network, training of the team, introduction to mentors and investors from the EIC network, co-organizing relevant events and / or any other support that the AIC may need from time to time.
- iii. The AIC shall be expected to support the ATLs on aspects such as mentoring of the students, organising exposure visits and interaction sessions with innovators and entrepreneurs, and /or any other support that the ATLs may need from time to time.
- iv. AIM, NITI Aayog through its partners may also extend support to the AIC with tools, equipment, research collaborations and /or partnerships. The AIC should exploit such partnerships, if any are extended by AIM, NITI Aayog. The SPV/AIC is expected to attend all the workshops, events, meetings and conferences related to entrepreneurship, innovation, business incubation, training of team and other relevant topics, which may be organized / facilitated by NITI Aayog from time to time. The SPV/AIC shall be intimated in advance about the organization of any such events. Recusal from any such events, if required, should be requested from the AIM, NITI Aayog in writing.
- v. It is expected that the AIC shall become financially self-sustainable by the end of five years' time and no other grant-in-aid is requested from any government agency for its operations. The Promoter / Host Institution should ensure smooth continuation of activities and facilities after the end of the support from AIM, NITI Aayog.

ARTICLE 5: Assignment

The Promoter / Host Institution / SPV shall not assign any part of this MOA to any other person/organization without prior written approval from NITI Aayog.

ARTICLE 6: Amendments

No alterations, additions or modification hereto shall be valid and binding unless the same are reduced to writing and signed by all the three parties.

ARTICLE 7: Non-Exclusive Discussions

The Promoter / Host Institution, the SPV and NITI Aayog acknowledge and agree that the discussions in relation to the Areas of Collaboration are being undertaken on a non-exclusive basis and either Party shall be free to enter into or consummate transactions similar to the Areas of Collaboration in India or elsewhere.

ARTICLE 8: Sanction And Disbursement Of Grant-In-Aid

- i. NITI Aayog shall provide financial support in the form of grant-in-aid to the SPV in five or more annual tranches on the basis of the budget submitted by the Promoter and approved by AIM, NITI Aayog. In case of a non-academic institution, release of funds in every tranche will be subject to the SPV receiving matching contribution from the Promoter
- ii. The amount disbursed in the tranches will depend on the proposed and agreed expenditure as per the budget plan submitted by the Promoter / Host Institution. Release of funds will also be dependent on the progress of the AIC and satisfactory compliance with the financial requirements.
- iii. Any unspent balance, out of the Grant-in-Aid disbursed by AIM, NITI Aayog, as well as the interest earned thereof, would be adjusted towards the Grants-in-Aid payable during the next tranche/year.
- iv. After six years from the date of the release of first installment, any unspent balance out of the Grant-in-Aid received from NITI Aayog including the interest earned thereon should be refunded to NITI Aayog, Government of India within 30 days by means of an Account's Payee Demand Draft drawn in favor of Drawing and Disbursing Officer, NITI Aayog, payable at New Delhi.
- v. In case of sector specific AICs, the support for capital equipment for the use by incubatees will be taken into account at the time of release of funds by AIM, NITI Aayog in the first tranche of the grant-in-aid. In case of sector agnostic AICs addressing multiple sectors it will be considered after 5 incubatee companies are in place or after the AIC has completed at least one year of operation. A provision of annual maintenance of the equipment may be built in the annual recurring costs after the expiry of warranty period of the equipment.
- vi. Administrative expenses for incorporating the SPV and operating it, such as board meeting, annual meeting charges, auditing charges, AIC registration charges, seed money for the bank accounts, and other similar startup expenses are not allowed from the grant-in-aid.
- vii. If the AIC is hosted within the campus/premises of an academic institute or in the buildings owned by the Promoter/Host Institution, then the rental value of the said premises shall not be considered as Promoter/Host Institution contribution and the same shall not be allowed as a part of the administrative costs.
- viii. Seed-fund, if any, provided under this sanction, is intended to create a pool of funds to achieve two objectives: (a) enable the SPV to buy equity in incubatee companies to create a self-sustaining fund that would help them to sustain after the AIM grants reach an end; (b) make growth funding easily accessible to incubated companies. The Seed Support grant can only be disbursed after completion of one year of operations of the AIC subject to the condition that AIC has adequate number of Startups which are ripe for seed fund support.

ARTICLE 9: Utilization of The Grant –In-Aid

- i. The grant-in-aid towards the Personnel Expenses would be used only for engaging new team members of the SPV and not towards the salaries/fees/remuneration of the existing team strength of the Promoter / Host Institution (as on the date of receiving the sanction of grant-in-aid from NITI Aayog)
- ii. The Grant in Aid funds shall not be utilized towards the funding international travel by the AIC team or the supported startups or any other person(s)
- iii. Any funds that the Promoter / Host Institution has sought for outsourcing services such as training of the Incubation Centre team, training of entrepreneurs, design and implementation of the AIC, selection of incubatee companies, best practices, or any other services for which any payment are to be made to an external agency/third party (national or international), then the SPV needs to obtain prior written approval from AIM, NITI Aayog. The Promoter / Host Institution/SPV will be free to avail such services out of their own funding and the grant-in-aid from NITI Aayog should not be used for this purpose.
- iv. Utilization of Seed Funding Component
 - a. The amount of the grant-in-aid towards providing seed funding support to start-ups can be utilised only after the AIC raises a matching amount through non-government sources (non-government sources exclude central, state and local governments).
 - b. The SPV is expected to maintain a separate bank account for seed support grant fund including the funds raised through non-government sources. Any funds invested in an incubatee startup should have an equal proportion of the grant-in-aid and the matching funds raised through other sources.

ARTICLE 10: Maintenance and Submission of Financial Statements for Audit

- i. The SPV shall maintain separate books of accounts for the grant-in-aid funds received from NITI Aayog. The grant-in-aid funds shall be kept in an interest-bearing bank account and the interest earned should be reported to NITI Aayog. The same will be treated as a credit to the SPV and will be adjusted towards further installments of the grant-in-aid.
- ii. The SPV will be required to submit audited statement of accounts and the Utilization Certificates (UCs) of the grant at the end of each financial year as well as at the time of seeking further installments of the grant, if any. The SPV will also be required to submit a quarterly progress report to NITI Aayog. The proforma of the UC is attached as **Annexure V** to this document.
- iii. The CAG, at its discretion, shall have the right to access the books of account for the grant received from the Government.

ARTICLE 11: Termination

NITI Aayog reserves the right to terminate the MOA at any stage, if it is convinced that the grant-in-aid is not being utilized properly or that appropriate progress is not being made. In such a situation, the SPV shall refund all unspent grant-in-aid amount to, NITI Aayog. NITI Aayog shall also withdraw the privilege of the SPV/AIC to mention “Supported by Atal Innovation Mission, NITI Aayog” in all its communication and branding material.

ARTICLE 12: Dispute Settlement

12.1 Governing Law and Jurisdiction

This MOA shall be governed by and construed in accordance with the laws of Republic of India. All disputes and differences arising out of or in connection with this MOA shall be at the first instance referred to arbitration by three (3) arbitrators, jointly appointed by Parties. The decision and award determined by such arbitration will be final and binding upon the Parties. The arbitration will be conducted in accordance with the Arbitration and Conciliation Act, 1996, as may be in force from time to time. The arbitration proceedings will be conducted in English and the seat of arbitration will be New Delhi.

12.2 Notices

All communications hereunder shall be in writing and shall be deemed given if delivered personally or mailed by registered or certified mail (return receipt requested) to the Parties at the address specified below:

If to (Name of the Promoter / Host Institution)

Attention of

Address

Phone

Email

If to (Name of SPV):

Attention of:

Address:

Phone:

Email:

If to the NITI AAYOG:

Attention of: Mission Director, Atal Innovation Mission

Address: NITI AAYOG, Sansad Marg, 110001

Fax: +911123096607

Phone: +911123042337

Email: md-aim@gov.in

For and on behalf of

The Promoter / Host Institution	The SPV	The NITI Aayog
By	By	By
Print Name	Print name	Print name
Title	Title	Title
Date	Date	Date
Place	Place	Place

BOND FORM

(Applicable for non-government institutions)

(Bond is to be furnished on Rs. 20/- or higher stamp paper and signed in original)

Know all persons by these present that we the

.....(Name of individual / Institute / organisation / entity registered under the Societies / Trust / Companies Act / Affiliated to University (Specify the respective Act or Affiliation)) and having its office at

..... vide Registration Number dated in the State of (hereinafter called the “**Obligator**”) are held and firmly bound to the President of India (herein after called the “**Government**”), in the sum of Rs. (Rupees in words) well and truly to be paid to the President on demand and without demur, for which payment we bind ourselves and our successors and assigns by these presents. The term, obligator or sureties, unless repugnant to the context, shall mean and include the respective agents, assigns, heirs, successors etc., as the case may be.

2. **SIGNED** this day ofin the year

3. **WHEREAS** on the Obligator’s request the Government has as per Atal Innovation Mission (AIM) Letter No.dated.....and hereinafter referred to as the letter of sanction/ approval, agreed to make in favour of the Obligator for the purpose of setting up Atal Incubation Centre ata grant of Rs. (Rupees.....), the obligators have agreed to execute this bond in advance, in favour of Atal Innovation Mission, NITI Aayog for the entire amount of Rs.....as requested in the application sent to the Government. The obligator is willing to accept the proposed amount or any other amount approved/ sanctioned by the Government. The obligator is willingly executing this bond of the proposed amount with the stipulation that the obligator will be bond up to this amount or by the actual amount approved/sanctioned by the Government. The obligator is also willing to accept all terms and conditions mentioned in the “Letter of Sanction” to be issued by the Government.

4. Now in consideration of the aforesaid letter of sanction, the obligator herein binds itself and undertakes to comply with the conditions of the letter of sanction referred to herein and if the obligator shall duly fulfil and comply with all its conditions mentioned in the letter of Sanction mentioning the grant then this bond or obligator’s obligation therein shall be void and of no effect, but otherwise it shall remain in full force, effect and virtue, and the Government shall be at liberty to enforce this bond against the obligator jointly and/or severally, as it may deem fit and on its option. These presents further witness that:

a. The decision of the CEO, NITI Aayog, Govt. of India or the Mission Director of the Atal Innovation Mission, NITI Aayog, Govt. of India, administratively concerned with the matter, on the question whether there has been breach or violation on the part of the Obligator or any of the terms and conditions mentioned in the letter of sanction, shall be final and binding on the Obligator.

b. The Obligator shall, in the event of breach or violation of the terms and conditions mentioned in the letter of sanction, refund to the Government on demand and without demur the entire amount of Rs. (Rupees) or such part thereof as may be mentioned in the Notice Demand issued by the Government along with the interest thereon at the rate of 11.50% compounded annually (which would be adjusted as per the Government of India notification issued from time to time) from the date of receipt of the said amount by the Obligator up to the date of refund thereof to the Government by means of an Account's Payee Demand Draft drawn in favour of Drawing and Disbursing Officer, NITI Aayog, payable at New Delhi.

c. The obligator and surety confirm that they have understood the scheme of grant of sanction and they have executed this bond voluntarily and out of their free will.

d. The Government of India has agreed to bear the stamp duty, if any, chargeable on these presents.

5. In witness thereof these presents have been executed on behalf of the Obligator and the Sureties the day and year here in above written and accepted for (Name and Designation) on the day and year appearing against his signature.

Signed for and on behalf of the Obligators
(With Date and Stamp/Seal)

Signature of the Surety

Signature of the Grantee
(With Date and Stamp/Seal)

In the presence of:

1.....
(Name & Address of witness) (Signature)
Aadhar Card No/PAN No.....

2.....
(Name & Address of witness) (Signature)
Aadhar Card No/PAN No.....

Accepted for and on behalf of the President of India

The **indicative criteria** that may be used for evaluation of the applications are as below:

Parameter	Components
Eligibility Check	<ul style="list-style-type: none"> • Submission of mandatory documents • Commitment of the minimum built up space requirement
Parameters to filter out institutes with weak research/innovation ecosystem	<p>(Academic / Research Institutions)</p> <ul style="list-style-type: none"> • Number to teaching faculty members • Number of faculty members with Ph.D • Number of patents filed / granted • Prior experience in the area of innovation and entrepreneurship
Proposed business plan for the AIC	<ul style="list-style-type: none"> • Overall strengths and weakness of the proposed business plan as well as the action plan for implementation of the AIC • Support offered to the incubatees • Goals and deliverables for the project period • Experience and background of the proposed team, board and other officials • Experience and background of the applicant • Number and diversity of partners proposed • Location of the AIC • Proximity to other Incubators • Sector focus • Usage of the Grant-in-Aid • Financial sustainability plan
Contribution of the applicant	<ul style="list-style-type: none"> • Proposed contribution of the applicant towards the project cost • Non-financial resources of the applicants that the AIC can leverage up on
Any other	<ul style="list-style-type: none"> • Any other criteria that the AIM Mission Directorate deems fit and is in line with the National Objectives