

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 in 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 acquired 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 fifty 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.Plan. with one year professional experience: Assistant Professor at Academic Grade Pay of Rs. 6000;
- (ii) M.Arch. or M.Plan. 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:



**Minutes of the 11<sup>th</sup> meeting of the Council of National Institutes of Technology, Science Education and Research (NITSER) held on 18<sup>th</sup> July, 2018  
at India Habitat Centre, Lodhi Road, New Delhi**

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Act, 2007. After detailed deliberations, the Council approved following eligibility criteria for appointment of Deputy Director:-

- (i) The appointment of the Deputy Director shall be made from amongst the senior faculty members of the Institute on the recommendations of the Selection Committee as per provisions under Statute 23 (5) (a) of the respective Statutes.
- (ii) Minimum 5 years of experience as Professor.
- (iii) The candidate applying for the post should not be exceeding 60 years of age at the time of applying.
- (iv) should have done at least 2 years as HoD / Dean.
- (vi) Sufficient contribution in academics, administration and outreach activities.
- (vii) In addition, the candidate shall be an eminent person in his / her field of specialization with an outstanding academic record throughout.

**Item No.11.5: To consider and approve guidelines for Higher Administrative Grade (HAG) scale to the Professors of NITs and IIST, Shibpur.**  
The Council deliberated and approved the guidelines proposed for HAG scales to Professors of NITs and IIST, Shibpur.

**Item No.11.6: To consider and approve guidelines for utilization of Research & Consultancy funds and Sponsored Research Projects in the NITs and IIST, Shibpur.**

After detailed discussion, the Council decided to refer the proposal to the Standing Committee of NITs & IIST for deliberation and making suitable recommendations to the Council.

**Item No.11.7: To consider amendments in the guidelines for utilization of Cumulative Professional Development Allowance (CPDA).**

The Council deliberated upon the proposed changes and accepted the same. It was also decided that the NITs & IIST shall send their suggestions on the existing CPDA guidelines for placing the same before the Standing Committee of NITs and IIST for further deliberation and improvements.

**Item No.11.5**

**To consider and approve guidelines for Higher Administrative Grade (HAG) scale to the Professors of NITs and IEST, Shibpur.**

As per 6<sup>th</sup> Central Pay Commission recommendations, the provisions for Higher Administrative Grade (HAG) in scale of Rs.67000-79000/- with no grade pay was extended to the Centrally Funded Technical Institutions (CFTIs) vide MHRD's letter dated 18<sup>th</sup> August, 2009 [**Annexure – III (pages 80 to 84)**].

2. To implement the HAG scales among the Professors of NITs, the issue relating to upgradation of Professors to HAG was discussed and guidelines / criteria were approved by the Council of NITSER in its 3<sup>rd</sup> meeting held on 18<sup>th</sup> November, 2011. Following the provisions under 6<sup>th</sup> CPC as implemented in CFTIs, the provisions for HAG in NITs were communicated vide our letter dated 14<sup>th</sup> March, 2012 [**Annexure – IV (pages 85 to 88)**] as reproduced hereunder:-

"In case of upgradation of AGP of Professors to HAG scale, personal interview shall be dispensed with. The Selection Committees constituted as per the Statutes for the selection of faculty, shall make their recommendations on the strength of published work, patents, sponsored projects, consultancy, continuing and distance education, Ph.D. guidance and contribution to the administration of the Institute, including service in other comparable Institutions if on sanctioned leave, etc. as submitted by the candidates".

4. Vide our letter dated 18<sup>th</sup> March, 2013 [**Annexure – V (pages 89 to 90)**], it was communicated that "when Selection Committees are called upon to consider HAG scale for senior Professors, only eminent people already in HAG or comparable scale of pay, or fellows of national academics, be appointed to Selection Committee". Subsequently, the guidelines for hassle free

implementation of HAG scales in NITs were issued on 22<sup>nd</sup> March, 2013 [Annexure – VI (pages 91 to 93)] according to which, 20% Professors including those on deputation as Directors in other CFTIs and fulfilling the eligibility conditions given in the guidelines were to be considered for HAG upgradations.

5. Later on the Ministry vide letter 23<sup>rd</sup> August, 2013 [Annexure – VII (pages 94 to 96)] conveyed the approval for switching over to a Four-Tier Flexible Faculty structure for adoption by the respect Board of Governors of NITs. Under the approved Four-Tier norms, upto a maximum 40% of the sanctioned posts of Professors after regular service of 6 years as Professor can be awarded HAG scale of Rs.67000-79000/- without any Grade Pay in all NITs after fulfilling the eligibility conditions given in the guidelines for implementation of HAG scales in this Ministry's letter dated 22<sup>nd</sup> March, 2013 [Annexure – VI (pages 91 to 93)]. The same norms were reiterated in our letter dated 15<sup>th</sup> January, 2014 [Annexure – VIII (pages 97 to 100)] wherein the final norms for implementation of Four-Tier Flexible Faculty structure were issued.

6. The Council of National Institutes of Technology, Science Education Research (NITSER) in its 10<sup>th</sup> meeting held on 26<sup>th</sup> May, 2017 under the Chairmanship of Hon'ble HRM approved the new Recruitment Rules (RRs) for faculty staff of NITs and IIST, Shibpur. As approved by the Council, the new RR's have been incorporated in the Statutes by way of suitable amendments, which have been notified on 24<sup>th</sup> July, 2017 [Annexure – IX (pages 101 to 107)].

7. Though the eligibility criteria for granting HAG scale to the Professors of NITs and IIST has been prescribed in the new RR's, however, the guidelines and the procedure for selection (as clarified on 14<sup>th</sup> March 2012, 18<sup>th</sup> March 2013, 22<sup>nd</sup> March 2013, 23<sup>rd</sup> August 2013 & 15<sup>th</sup> January, 2014) needs to be reiterated by the Ministry under the new RR's so as to avoid ambiguity and ensure hassle free implementation of HAG scale under the new RR's. It is,

therefore, proposed to reiterate the earlier norms with certain consequential amendments as per following details:-

- (i) A maximum of 40% of the sanctioned post of Professors who fulfill the eligibility criteria as prescribed in Schedule E of the Statutes notified on 24<sup>th</sup> July, 2017 can be awarded HAG scales on the basis of the recommendations of Selection Committee as prescribed in Statute 23 (5) (a) of the Statutes of NITs and IEST, Shibpur, respectively.
- (ii) Chairman Advisory Committee for Faculty Recruitment (ACoFaR) should invite, from all eligible and interested Professors, the Bio-data incorporating their scholastic and administrative contributions since their appointment as regular Professor. It should prepare the list of candidates fulfilling all the minimum requisite conditions as prescribed by the Board.
- (iii) In case of upgradation of AGP of Professors to HAG scale, personal interview shall be dispensed with.
- (iv) The exercise will be carried out by the Institute once in an academic year with a cut off as 30<sup>th</sup> June."

8. As per the new RRs, the essential requirement prescribed for Professor (HAG scale) is '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'. Besides this, 150 Cumulative Essential Credit Points have also been prescribed in the new RRs for faculty. The norms proposed above are based on the instructions issued by the Ministry in 2012, 2013 and 2014 as mentioned above. However, slight modifications have been made based on the new RRs issued on 24<sup>th</sup> July, 2017 to simplify the process.

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

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**NATIONAL INSTITUTE OF TECHNOLOGY  
KURUKSHETRA-136119**

**Department wise application for up-gradation of Professors to HAG Scale:**

Sr. No.	Name of Department	No. of applications received
1.	Civil Engineering	05
2.	Electrical Engineering	06
3.	Mechanical Engineering	05
4.	Computer Engineering	01
5.	Electronics & Comm. Engineering	03
6.	Chemistry	03
7.	Business Administration	01
<b>Total</b>		<b>24</b>



**BoG 50.23 To report the approval accorded by the Hon'ble Chairperson (Acting), Board of Governors.**

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

1. Approved the resignation of Dr. Giribabu Dyanamina, Assistant Professor, Department of Electrical Engineering. A copy of the approval is enclosed as Annexure – 50.23 (i) from pages 214 to 216.
2. Approved the resignation of Sh. Nipen Kumar Das, Assistant Professor (on contract), Department of Civil Engineering. A copy of the approval is enclosed as Annexure – 50.23 (ii) from pages 217 to 219.
3. Approved the forwarding of application of Dr. Ashutosh Kumar Singh, Professor, Department of Computer Applications, for the post of Dean, Faculty of Engineering & Science at Curtin University Sarawak, Malaysia. A copy of the approval is enclosed as Annexure – 50.23 (iii) from pages 220 to 223.
4. Approved the change of name/father's name in degree certificates issued in the annual Convocation. Copies of approval are enclosed as Annexure – 50.23 (iv) from pages 224 to 227.

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

**Subject: Technical Resignation from the post of Assistant Professor, Electrical Engineering Department in respect of Dr. Giribabu Dyanamina-regarding.**

Dr. Giribabu Dyanamina, Assistant Professor, Electrical Engineering Department vide letter No. EED/2019/1368 dated 26.02.2019 has stated that he has been selected to the post of Assistant Professor Grade-I with AGP of Rs. 8000/- for the Department of Electrical Engineering at MANIT, Bhopal. He has requested to relieve him from the services of this Institute on 26.03.2019 (AN) by accepting one-month notice for Technical Resignation.

Dr. Giribabu Dyanamina was offered the post of Assistant Professor (on contract) for a period of three years in the Pay Band-3 of Rs. 15600-39100+ AGP of Rs. 6000/- for Electrical Engineering Department vide this office letter No. Gen-1/FR/13/7178, dated 26.08.2013. He joined in the Institute on 23.09.2013 (AN). After acquiring the Ph.D. Degree, his services were regularized w.e.f. 20.09.2014 in PB-3 of Rs. 15600-39100+ AGP of Rs. 7000/-. He was placed on probation for a period of one year at the time of his regularization. He is still on probation.

Thereafter, as per the decision of the BoG taken in its 43<sup>rd</sup> meeting held on 23.01.2018, his services were again considered for regularization and regularized as Assistant Professor in the Pay Band of Rs. 15600-39100+ AGP of Rs. 6000/- plus 02 increments.

Later on, as per directions dated 01.03.2018 of the Hon'ble High Court of Punjab & Haryana, Chandigarh in CWP No. 5092 of 2018 titled Dr. Jayaram Nakka and others Vs Union of India and others, his pay in the Pay Band-3 of Rs. 15600-39100+ AGP Rs. 7000/- was allowed to continue subject to final decision of the Hon'ble High Court. As per the decision of BoG taken in its 45<sup>th</sup> meeting held on 04.06.2018, the action taken report was submitted to the Hon'ble High Court and the CWP No. 5092 of 2018 was disposed off.

As per terms & condition of his appointment letter, he may leave the services of the Institute by giving one month's notice in writing or one month's salary in lieu of the notice period with approval of the competent authority.

As per Clause-30 (ii) of NIT First Statutes, 2007 a member of the staff of Institute (not a permanent employee) may resign only after giving one month's notice in writing to the appointing authority or by paying one month's salary in lieu thereof.

It is submitted that vide letter No. Estt-I/PF/373/4126 dated 31.08.2017, the application for the post of Assistant Professor in respect of Dr. Giribabu Dyanamina was forwarded to the MANIT, Bhopal.

The Board of Governors of the Institute is competent to accept the resignation in respect of Dr. Giribabu Dyanamina Assistant Professor, Electrical Engineering Department. The meeting of BoG is not likely to be held shortly.

In view of the above, The Director & Hon'ble Chairperson (Acting), Board of Governors is requested to accept the Technical Resignation of Dr. Giribabu Dyanamina w.e.f. 26.03.2019 (AN) by accepting one month's notice from the post of Assistant Professor, Electrical Engineering Department in anticipation approval of the Board. The approval so accorded will be reported to the Board in its next meeting.

Submitted for approval please.

Registrar Office

Dairy No. 1066

Dt. 16/3/19

DR (GA & Legal) 15/03/19

Registrar I/c

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

15/03/19

15/03/19

For letter is placed below for Sign & Issue  
Please.

10/15/19

AR Lem

19/02/2019

20/01/2019 20/01/19

-172-

NATIONAL INSTITUTE OF TECHNOLOGY  
KURUKSHETRA

No. Estt-I/PF/ 1942

Dated: 20/03/19

OFFICE ORDER

The resignation of Dr. Giribabu Dyanamina, Assistant Professor, Department of Electrical Engineering of this Institute has been accepted by the competent authority w.e.f. 26.03.2019 (AN). Accordingly, he will be relieved on 26.03.2019 (AN) from the services of the Institute on the following terms & conditions:

1. His final settlement will be settled on receipt of No Dues information from all concerned Departments/Sections etc.
2. He will hand over complete charge, if any, to the person as directed by Head of Department concerned.

Copy to:-

1. Dr. Giribabu Dyanamina, Assistant Professor, Electrical Engineering Department.
2. Head, Electrical Engineering Department.
3. Deputy Registrar (Accounts).
4. Assistant Engineer (Civil).

*[Signature]* 20/03/19  
Dy. Registrar (GA & Legal)  
*[Signature]* 19/03/19  
*[Signature]* 19/03/2019

Subject: Resignation from the post of Assistant Professor (on contract) Civil Engineering Department.

Sh. Nipen Kumar Das, Assistant Professor (on contract), Civil Engineering Department vide letter No. CED/118, dated 31.01.2019 has stated that he wants to resign from the post of Assistant Professor (on contract) w.e.f. 01.02.2019. Therefore, he has requested to relieve him from the services of this Institute on 28.02.2019 (AN).

Sh. Nipen Kumar Das was offered the post of Assistant Professor (on contract) for a period of three years in the Pay Band-3 of Rs. 15600-39100+ AGP of Rs. 6000/- for Civil Engineering Department vide this office letter No. Gen-1/SRD/12/546, dated 04.02.2013. He joined in the Institute on 01.03.2013 (FN) & his services was extended by two years in the BOG 39<sup>th</sup> meeting held on 05.04.2016.

As per terms & condition of his appointment letter, he may leave the services of the Institute by giving one month's notice in writing or one month's salary may be accepted in lieu of the notice period with approval of the competent authority.

As per Clause-30 (ii) of NIT First Statutes, 2007 a member of the staff of Institute (not a permanent employee) may resign only after giving one month's notice in writing to the appointing authority or by paying one month's salary in lieu thereof.

In view of the above, Board of Governors of the Institute is competent for acceptance of resignation in respect of Sh. Nipen Kumar Das Assistant Professor (on contract), Civil Engineering Department.

The Director & Hon'ble Chairperson (Acting), Board of Governors is requested to accept the resignation of Sh. Nipen Kumar Das w.e.f. 28.02.2019 (AN) from the post of Assistant Professor (on contract), Civil Engineering Department in anticipation of the approval of the Board. The approval so accorded will be reported to the Board in its next meeting.

Submitted for approval please

AR (GA) — on leave (01/02/19)

Registrar Office

Dairy No. 689

Dt. 15/2/19

DR (GA & Legal) 15/02/19

Registrar I/c

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

15/2/19

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15/2/19

Continued NP/10

From over head:-

Fair letter is ~~added~~ placed  
below for Sam & I are plg 27/12/19

ABGA) Jan 19/19

22/12/19 28/12/19

- 73 -

NATIONAL INSTITUTE OF TECHNOLOGY  
KURUKSHETRA

No. Estt-I/PF/358/ 1524

Dated: 27/02/19


OFFICE ORDER

CP-71 | The resignation of Sh. Nipen Kumar Das, Assistant Professor (on contract), Department of Civil Engineering of this Institute has been accepted by the competent authority w.e.f. 28.02.2019 (AN). Accordingly, he will be relieved on 28.02.2019 (AN) from the services of the Institute on the following terms & conditions:

1. His final settlement will be settled on receipt of No Dues information from all concerned Departments/Sections etc.
2. He will hand over complete charge, if any, to the person as directed by Head of Department concerned.

Copy to:-

1. Sh. Nipen Kumar Das, Assistant Professor (on contract), Civil Engineering Department.
2. Head, Civil Engineering Department.
3. Deputy Registrar (Accounts).
4. Assistant Engineer (Civil).

  
Dy. Registrar (GA & Legal)

27/02/19

To  
The Director  
National Institute of Technology  
Kurukshetra

*[Handwritten signature]*

*[Handwritten signature]*

*[Handwritten signature]*

Sub: Advanced copy of Application for Dean, Faculty of Engineering, Curtin University, Sarawak, Malaysia

Dear Sir

Please find the advanced copy of my application for the above mentioned post according to the attached advertisement.

I am happy to provide more information if required.

*[Handwritten signature]*  
31/12/18

Dr. Ashutosh Kumar Singh  
Professor and Head  
Ph. D., SMIEEE, MIET, Ceng (UK)  
Department of Computer Applications  
National Institute of Technology  
Kurukshetra, Haryana, India  
Tel: + 91 01744 233532,  
Email: [ashutosh@nitkkr.ac.in](mailto:ashutosh@nitkkr.ac.in)

Enclosure:

- Advertisement
- Application Form
- Statement Against Selection Criteria
- CV

*[Handwritten signature]*  
10/12/18

Esse-I

Subject: Forwarding of application for the post of Dean, Faculty of Engineering & Science at Curtin University, Sarawak, Malaysia.

Vide an application dated 05.12.2018, Dr. Ashutosh Kumar Singh, Professor & Head, Computer Applications Department has submitted his application for the post of Dean, Faculty of Engineering & Science at Curtin University, Sarawak, Malaysia. He has requested to forward his application to Sarawak Campus, CDT 250, 98009 Miri, Sarawak, Malaysia.

In this connection, it is submitted that Dr. Ashutosh Kumar Singh joined this Institute on 09.12.2013 to the post of Professor. It is his 3<sup>rd</sup> application for outside job during the current calendar year-2018. As per Schedule 'D' to the Statutes of NITs, the rule of foreign assignments against open advertisement is as under:-

- (a) The employee can apply with prior permission of the Chairperson, Board of Governors to be confirmed by the Board of Governors.
- (b) If the time is short, an advance copy be sent to the concerned agency with a copy to the Chairperson, Board of Governors for approval through proper channel.
- (c) Such employees shall not be considered as an official nominee of National Institute of Technology concerned.

In view of the above, the Hon'ble Chairperson (Acting), Board of Governors may accord his kind approval in respect of Dr. Ashutosh Kumar Singh for forwarding of application for the post of Dean, Faculty of Engineering & Science at Curtin University, Sarawak, Malaysia.

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

Submitted for approval please.

AR (GA) *[Signature]* 29/4/19

*[Signature]* 29/4/19

DR (GA & Legal) *[Signature]* 29/4/19

*[Signature]* 29/4/19

*[Signature]* 30/4/19

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

*[Signature]* 29/4/19

DR (GA & L)

Continued NP/29.

Registrar Office

Dairy No..1709

Dt..29.4.19

Registrar I/c

From over head -

Fairly thin, is placed below for Stone & Iron pit.

15/19

~~Atkins~~

~~Quartz~~ 01/05/19

~~Gas~~ 01/05/19

NATIONAL INSTITUTE OF TECHNOLOGY  
KURUKSHETRA-136119

No. Estt.-I/PF/433/ 2938

Dated: 09/05/19

The Deputy Pro Vice-Chancellor,  
Curtin Malaysia,  
Sarawak Campus,  
CDT 250, 98009 Miri,  
Sarawak,  
Malaysia

Subject: Forwarding of Application for Dean, Faculty of Engineering, Curtin University, Sarawak, Malaysia-regarding.

Sir,


A hard copy of application form duly filled in respect of Dr. Ashutosh Kumar Singh for the post of Dean, Faculty of Engineering, Curtin University, Sarawak, Malaysia is hereby forwarded to your University.

CP-52 | He joined in the Institute on 09.12.2013 and at present, he is holding the post of Professor in the Department of Computer Applications in the PB-4 of Rs.37400-67000+ AGP of Rs. 10,500/- (revised to level 14A-Rs. 1,59,100/- to 2,20,200/- of Pay Matrix as per 7<sup>th</sup> CPC). He is drawing his pay at present at Basic Pay of Rs. 1,63,900/- per month plus allowances.

In the event of his selection, his request for relieving from the service of this Institute will be considered by the competent authority in accordance with the rules of the Institute.

Yours faithfully,

DA: As above.

  
Dy. Registrar (GA & Legal)  
for Director  
09/05/19 29/05/2019

Copy to:-

1. Dr. Ashutosh Kumar Singh, Professor, Computer Applications Department.
2. Head, Computer Applications Department.


**Subject: Change of name in degree certificates.**


The following students of B.Tech. made representation for spelling mistake in the student's name and father's name in Hindi/English in degree certificates issued in the annual convocations.

Sr. No.	Roll No.	Student Name in Eng. (Incorrect)	Student Name in Eng. (Correct)	Student Name in Hindi (Incorrect)	Student Name in Hindi (Correct)	Father Name in Eng. (Incorrect)	Father Name in Eng. (Correct)	Father Name in Hindi (Incorrect)	Father Name in Hindi (Correct)
1	1140187	Krishan Kant Meena	Krishankant Meena ✓	कृष्ण कान्त मीणा	कृष्णकान्त मीणा	-	-	सियाराम मीणा	सियाराम मीणा
2	1130392	Narendra Patidar	Narendra ✓	नरेंद्र पाटीदार	नरेंद्र	Sunder Lal Patidar	Sunder Lal ✓	सुन्दर लाल पाटीदार	सुन्दर लाल
3	1140770	Himanshu Mishra	Himanshu Kumar Mishra ✓	हिमान्सु मिश्रा	हिमान्सु कुमार मिश्रा	Vinod Mishra	Vinod Kumar Mishra ✓	विनोद मिश्रा	विनोद कुमार मिश्रा

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

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

  
DR (Academic) 15/3/19

  
Prof. I/C (Academic) 15/3/19

  
Dean (Academic) 18/3/2019

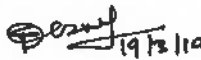
  
Supdt. (Academic) 15/3/19

Registrar Office

Dairy No. 1086

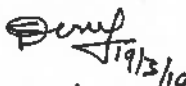
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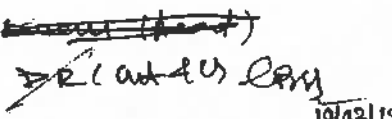
Registrar

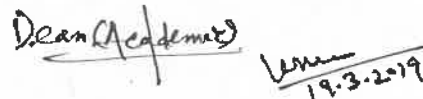
  
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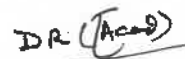
  
Director and Chairman (Actg.)  
Board of Governors 19/03/19

  
19/3/19

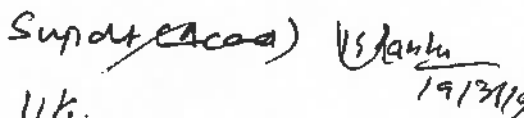
  
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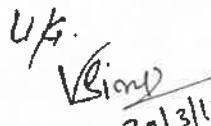
  
19/03/19

  
19.3.2019

  
DR (Acad)

  
19/03/19

  
19/3/19

  
20/3/19

April 3, 2019


Subject: Change of name in degree certificates.

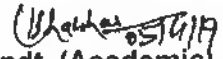
The following students of B.Tech. made representation for spelling mistake in the student's name and father's name in Hindi/English in degree certificates issued in the annual convocations.

Sr. No.	Roll No.	Student Name in Eng. (Incorrect)	Student Name in Eng. (Correct)	Student Name in Hindi (Incorrect)	Student Name in Hindi (Correct)	Father Name in Eng. (Incorrect)	Father Name in Eng. (Correct)	Father Name in Hindi (Incorrect)	Father Name in Hindi (Correct)
1	1140771	-	-	-	-	Nujalla Subba Rao	Nujalla Subbarao ✓	नूजल्ला सुब्बा राव	नूजल्ला सुब्बाराव ✓
2	110487	-	-	-	-	Munnalal ✓	Munna Lal ✓	मुन्नालाल	मुंन लाल ✓

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

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


  
DR (Academic) 5/4/19



  
Supdt. (Academic)

  
5/4/19  
Prof. I/C (Academic)

  
5.4.2019  
Dean (Academic)

  
6/4/19  
Director and Chairman (Actg.)  
Board of Governors

  
5/4/19  
Registrar

  
6/4/19  
Registrar  
  
6.4.2019  
DR (Acad)

Registrar Office

Dairy No. 1381

5.4.19

May 7, 2019

Subject: Change of name in degree certificates and issue of duplicate degree certificate.

The following students of B.Tech. made representation for spelling mistake in the student's name and father's name in Hindi/English in degree certificates issued in the annual convocations.

Sr. No.	Roll No.	Student Name in Eng. (Incorrect)	Student Name in Eng. (Correct)	Student Name in Hindi (Incorrect)	Student Name in Hindi (Correct)	Father Name in Eng. (Incorrect)	Father Name in Eng. (Correct)	Father Name in Hindi (Incorrect)	Father Name in Hindi (Correct)
1	207337	BAJEET KAUR	BALJIT KAUR	--	--	--	--	--	--
2	1120392	--	--	--	--	ANANDAM	BODDU ANANDAM	आनन्दम	बोड्डु आनन्दम
3	111535	--	--	--	--	SIDHIR KUMAR TWEATIA	SUDHIR KUMAR TEWATIA	सिधीर कुमार टवेटिया	सुधीर कुमार टवेटिया

1. Mr. Saurabh Gajwani S/o Sh. Ved Parkash Gajwani, Roll No. 2K1285, Ex-student of B.Tech. (Mechanical Engineering) has requested to issue duplicate B.Tech degree certificate as his degree certificate has been misplaced. He has also lodged an FIR in the police station.

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

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

DR (Academic)

Prof. I/C (Academic)

Dean (Academic)

Registrar

Director and Chairman (Actg.)  
Board of Governors

Registrar Office

Dairy No. 1926

Dt. 10.5.19

DR (Acad)

Supdt (Acad) / Udp-E

Needful done

May 27, 2019

**Subject: Change of name in degree certificate.**

The following student of B.Tech. made representation for spelling mistake in the student's name and father's name in Hindi/English in degree certificate issued in the annual convocation.

Sr. No.	Roll No.	Student Name in Eng. (Incorrect)	Student Name in Eng. (Correct)	Student Name in Hindi (Incorrect)	Student Name in Hindi (Correct)	Father Name in Eng. (Incorrect)	Father Name in Eng. (Correct)	Father Name in Hindi (Incorrect)	Father Name in Hindi (Correct)
1	111094	--	--	मोह. अल्लमश	मु. अल्लमश ✓	--	--	शामशुल हके	शमशुल हक

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

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

DR (Academic) *[Signature]*  
29/5/19

*[Signature]*  
27/05/2019

*[Signature]*  
28/5/19  
Supdt. (Academic)

Registrar Office Prof. I/C (Academic)  
Dairy No. 2095  
Dt. 29/5/19

*[Signature]*  
29.5.2019  
Dean (Academic)

Registrar

*[Signature]*  
29/5/19

*[Signature]*  
30/5/19  
Director and Chairman (Actg.)  
Board of Governors

*[Signature]*  
30/5/19  
Dean (Acad)  
*[Signature]*  
30/5/2019  
DR (Acad)

**BoG 50.24 To consider instructions of Government of India regarding reimbursement of tuition fee for eligible SC/ST students studying in IITs/NITs**

The Under Secretary to Government of India, Ministry of Human Resource Development, Department of Higher Education, Technical Section-III, New Delhi vide letter No. 33-1/2019-TS.III (Pt.II) dated 7<sup>th</sup> March, 2019 requested to adhere the following instructions and take appropriate action regarding tuition fee reimbursement for ST students who are studying in IITs/NITs and are the beneficiaries of the following schemes of Ministry of Tribal Affairs (MoTA):-

- Top Class Scholarship (TCS): Tuition fee needs to be claimed from MoTA.
- Post Matric Scholarship (PMS): Tuition fee may be claimed from Tribal Department of the domicile State of the ST students.
- The ST students who are not covered under the above scheme could be provided fee waiver.

Further, the Under Secretary to Government of India, Ministry of Human Resource Development, Department of Higher Education, Technical Section-III, New Delhi vide letter No. F.33-1/2019-TS.III (Pt.II) dated 27<sup>th</sup> March, 2019 issued Corrigendum on the said issue conveying a partial modification of the above said communication. The following modification has been made in the last bullet point:-

**“those cases which are not covered under first two conditions, may be examined in light of various instructions issued by NITs Division from time to time.”**

**In place of**

**“ST students who are not covered under the above scheme could be provided fee waiver.”**

A copy of both the letters is enclosed as Annexure - 50.24(i) from pages 230 to 231.

It is pertinent to mention here that the SC/ST/PH students are getting complete fee waiver on account of instructions issued by the Director (NITs), Government of India, Ministry of Human Resource Development, Department of Higher Education, New Delhi vide letter No. 33-4/2014-TS.III dated 24<sup>th</sup> June, 2016 through which the tuition fee being charged by NITs was enhanced from existing Rs.70,000/- to Rs.1,25,000/- per student per annum from the academic year 2016-2017. A copy of the letter is enclosed as Annexure - 50.24(ii) From pages 232 to 233.

Further, the Government of India, Ministry of Tribal Affairs (MoTA), Scholarship Division, New Delhi is releasing scholarship amount containing admission fee, annual tuition fee, other nonrefundable charges, living expenses and cost of books stationary etc. to the ST students on fresh online and renewal online basis under Central Sector Scholarship Scheme of National Fellowship and Scholarship for Higher Education for ST students, studying in UG courses at this Institute. The said scholarship amount is being released to these ST students on claiming by the students and the receipts of claim are forwarded to the MoTA for their record. A copy of sample letters is enclosed as Annexure - 50.24(iii) from pages 234 to 239.

Through these letters, it is clear that these ST students are getting tuition fee waiver and simultaneously availing the benefit of tuition fee and other charges in the shape of scholarship amount from MoTA.

In view of the above, the matter is placed before the Board for *consideration of MHRD instructions on the above issue.*

ANNEXURE 150/24 (I) 31

No. 33-1/2019-TS-III (Pt. II)  
Government of India  
Ministry of Human Resource Development  
Department of Higher Education  
Technical Section-III  
\*\*\*\*\*

N.I.T. KURUKSHETRA  
Diary No... 2101.....  
Dated... 02/04/19...

Shastri Bhawan, New Delhi.  
Dated: 27<sup>th</sup> March, 2019

To

The Directors,  
All National Institute of Technology (NITs) & IIST, Shibpur.

### CORRIGENDUM

Sub: Reimbursement of tuition fee for eligible SC/ST students studying in IITs/NITs – req.

Sir/Madam,

I am directed to refer to this Division's letter of even number dated 7<sup>th</sup> March, 2019 and 27<sup>th</sup> March, 2019 (copy enclosed) on the subject mentioned above wherein all the National Institute of Technology (NITs) and IIST Shibpur were requested to adhere the following instructions:

- Top Class Scholarship (TCS): Tuition fee needs to be claimed from MoTA.
- Post Matric Scholarship (PMS): Tuition fee may be claimed from Tribal Department of the domicile State of the ST students.
- ST students who are not covered under the above scheme could be provided fee waiver.

2. In partial modification to the above communication, the following may be read in respect of last bullet point:-

*"those cases which are not covered under first two conditions, may be examined in light of various instructions issued by NITs Division from time to time"*

in place of

*"ST students who are not covered under the above scheme could be provided fee waiver"*

3. All the Institutes are requested to adhere to the instructions issued from time to time.

Yours faithfully,



(Anil Kumar Singh)

Under Secretary to the Govt. of India  
Tele No.: 011-23384897

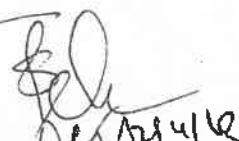
Encl.: As above.

Copy to: Shri Sanjeev Shrivastava, Under Secretary (TC), Ministry of Human Resource Development w.r.t. their OM No. 13-27/2018-TC (Part II) dated 22.02.2019.

230

24/11/19  
- Dean (Acad)  
- CAE  
- (24/11/19) an

24/11/19



No. 33-1/2019-TS-III (Pt. II)  
Government of India  
Ministry of Human Resource Development  
Department of Higher Education  
Technical Section-III  
\*\*\*\*\*

Shastri Bhawan, New Delhi.  
Dated 7<sup>th</sup> March, 2019

To

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

**Sub: Reimbursement of tuition fee for eligible SC/ST students studying in IITs/NITs – reg.**

Sir/Madam,

I am directed to enclosed herewith a copy of Technical Section (Coordination) letter No. 13-27/2018-TG (Part II) dated 22.02.2019 (copy enclosed) wherein Technical Section has requested to issue the following instructions regarding tuition fee reimbursement for ST students who are studying in IITs/NITs and are the beneficiaries of the following schemes of Ministry of Tribal Affairs:

- Top Class Scholarship (TCS): Tuition fee needs to be claimed from MoTA.
- Post Matric Scholarship (PMS): Tuition fee may be claimed from Tribal Department of the domicile State of the ST students.
- ST students who are not covered under the above scheme could be provided fee waiver.

2. All NITs are requested to adhere the above mentioned instructions and take appropriate action at your end.

Yours faithfully,

Encl.: As above.

(Anil Kumar Singh)

Under Secretary to the Govt. of India  
Tele No.: 011-23384897

Copy to: Shri Sanjeev Shrivastava, Under Secretary (TC), Ministry of Human Resource Development w.r.t. their OM No. 13-27/2018-TG (Part II) dated 22.02.2019.

*LC P. Singh*  
21/3/19

**F.No.33 - 4 / 2014 - TS.III**  
**Government of India**  
**Ministry of Human Resource Development**  
**Department of Higher Education**  
**\*\_\*\_\*\_\*\_\***

Shastri Bhawan, New Delhi,  
dated, the 24<sup>th</sup> June, 2016

**Subject:- Revision of fees in the National Institutes of Technology  
(NITs) as per decision of the Council of NITs.**

With a view to further strengthen the National Institutes of Technology (NITs), the Council of NITs in its 9<sup>th</sup> meeting held on 1<sup>st</sup> October, 2015 deliberated on the proposal of adopting a funding mechanism for creation of Capital Assets, Research Grants and covering of recurring expenditure through enhancement of fees of students. The Council after detailed deliberation unanimously decided to enhance the tuition fee being charged by the NITs from existing ₹70,000/- to ₹1,25,000/- per student per annum from the ensuing academic year.

2. The Chairperson of the Council of NITs has approved revision of tuition fee in the NITs to ₹1,25,000/- per student per annum from the academic year 2016 - 2017, subject to the following for protecting the interests of the socially and economically backward students:-

- (a) The SC / ST / PH students shall get complete fee waiver.
- (b) The most economically backward students (whose family income is less than ₹1.00 lakh per annum) shall get full remission of the fee.
- (c) The other economically backward students (whose family income is between ₹1.00 lakh to ₹5.00 lakh per annum) shall get remission of 2/3<sup>rd</sup> of the fee.
- (d) The revised fee would be applicable for students taking admission starting from academic year 2016 - 2017 onwards. The students currently studying / got admitted prior to academic session 2016 - 2017 would continue to pay the existing rates.

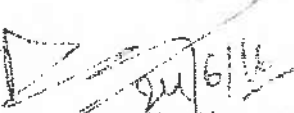
...contd./-

-: 2 :-

3. The revision of fee is in accordance with provisions under Section 32 (2) (b) of National Institutes of Technology, Science Education and Research Act, 2007 and 37 (i) of the First Statutes, which empowers the Council to determine the fees which shall be common for all NITs.

4. The NITs are requested to charge the common fee as per recommendations of the Council of NITs from the academic year 2016 - 2017.

5. This issues with the approval of the competent authority.

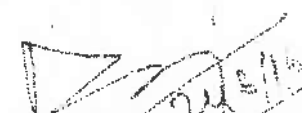
  
[Sanjeev K. Sharma]  
Director (NITs)  
Tel: 23070186

To

Directors of all the 31 NITs

Copy for information to:-

- (i) PS to Hon'ble HRM.
- (ii) PS to Hon'ble MOS (HRD).
- (iii) PSO to Secretary (HE), MHRD.
- (iv) PSO to AS (TE), MHRD.
- (v) PSO to JS (NITs), MHRD.
- (vi) PS to JS & FA, MHRD.
- (vii) Chairman, CSAB - 2016.
- (viii) Web Master, MHRD.
- (ix) Guard File.

  
[Sanjeev K. Sharma]  
Director (NITs)  
Tel: 23070186

Government of India  
Ministry of Tribal Affairs  
(Scholarship Division)

Shastri Bhawan, New Delhi – 110001

Date: 20.03.2019

To,

The Pay & Accounts Officer,  
Ministry of Tribal Affairs,  
Shastri Bhawan,  
New Delhi – 110001

Subject: Release of scholarship amount to NATIONAL INSTITUTE OF TECHNOLOGY, KURUKSHETRA under the Central Sector Scholarship Scheme of National Fellowship and Scholarship for Higher Education for ST Students for the year 2018-19 (Fresh Online) during the year 2018-19.

Sir,

I am directed to refer to convey the sanction of the President of India for releasing recurring and non-recurring scholarship amount of ₹636768/- (**Rupees Six Lakh Thirty Six Thousand Seven Hundred Sixty Eight Only**) to NATIONAL INSTITUTE OF TECHNOLOGY, KURUKSHETRA under the Central Sector Scholarship Scheme of National Fellowship and Scholarship for Higher Education for ST Students as per details given in **Annexure** for the year 2018-19 (Fresh Online) during the year 2018-19, subject to the following terms and conditions:

- (i) No UC is due for rendition. The scholarship for subsequent financial year will be released only after utilization certificate in the prescribed format in respect of grant of preceding financial year is submitted by the Institute to the satisfaction of this Ministry.
- (ii) The Institute shall not obtain grant for the same purpose or activity from any other Ministry or Department of Government of India or State Government.
- (iii) The Institute shall not divert the funds released under the scheme to another Institute or institution for implementation of scheme. No funds out of this grant shall be utilized for any new scheme for which prior approval of Government has not been obtained.
- (iv) The Institute shall make reservations for SCs/STs/OBCs and the Disabled in the posts or services under its control for the implementation of scheme on the lines indicated by the Government of India.
- (v) The Institute shall furnish to this Ministry progress report (Performance-cum-achievement report) of students indicating both physical and financial achievement under the scheme.
- (vi) The accounts of the Institute shall be open to inspection by the sanctioning authority by the Internal Audit Wing of Office of Chief Controller of Accounts of this Ministry and Comptroller and Auditor General of India under Section 14 of the C&AG of India (Duties, Powers and Condition of Service) Act, 1971 and law of PRAO (HRD) New Delhi, whenever the Institute is called upon to do so.
- (vii) If the Government is not satisfied with the progress or considers that the conditions of sanction are being violated, it reserves the right to terminate the sanctioned scheme or debar the Institute from future grant or any other financial assistance from the Government.

  
20/3/19

accordance with pattern of financial assistance approved and is in conformity with the rules and principles of the scheme as approved by the Ministry and provisions of General Financial Rules as amended from time to time.

2. Unspent Balance

- a) Certified that the unspent balance of ₹0 from the grant sanctioned during the previous years has been adjusted in this year's grant.
- b) Unspent balance from this grant will be adjusted from the subsequent grant.

3. The Drawing & Disbursing Officer of this Ministry is authorized to draw an amount of ₹636768/- (Rupees Six Lakh ThirtySix Thousand Seven Hundred Sixty Eight Only) to NATIONAL INSTITUTE OF TECHNOLOGY, KURUKSHETRA the grantee institution through telegraphically directly in their Account No-10116885013, IFSC - SBIN0006260, Name of Bank - State Bank of India, Bank Address - NIT Kurukshetra.

4. The Expenditure is debit to Major Head "2225" Welfare of Scheduled Castes, Scheduled Tribes and Other Backward Classes and Minorities (Major Head), 02 - Welfare of Scheduled Tribes (Sub Major Head), 796 - Tribal Area Sub Plan (Minor Head), 15- Central Scholarship, 01-National Fellowship and Scholarship for Higher Education of ST students - 15.01.34 - Scholarships under Demand No. 96 - Ministry of Tribal Affairs for the year 2018-19.

5. This issues with the concurrence of Finance Division vide their Dy.No. 14369/JS&FA/2019 Date 15.03.2019

6. Certified that this sanction has been noted at S. No. 229 in the Register of Grants-in-aid for 2018-19.

Yours faithfully,

(H.P. JAISWAL)

Deputy Director (Sch)

E-mail: edu-tribal@nic.in

Copy to:

1. The Dean Registrar, NATIONAL INSTITUTE OF TECHNOLOGY, KURUKSHETRA.
2. The Accountant General, Government of Haryana
3. The Secretary, Backward Classes Welfare Department, Government of, Haryana.
4. The National Commission for ST, Lok Nayak Bhawan, New Delhi.
5. The Ministry of Finance, Department. Of Expenditure (Plan Finance), North Block, New Delhi.
6. The NITI Aayog, Yojna Bhawan, New Delhi.
7. PPS to Secy.(TA)/PS to JS(A)/ CCA, MTA/US (IFD)/Sanctioned folder/Spare copy.
8. NIC with a request to upload on Ministry's website.
9. Internal Audit, Ground Floor, D-Wing, Wing, M/o HRD, Shastri Bhawan, New Delhi- 110001.

ANNEXURE

Annexure refer to Sanction No. F. No. 11021/02/2019-Sch

Details of grants being released to National Institute of Technology, Kanyakumari for the year 2018-19 (Fresh Online) during the year 2018-19 under the Scheme of National Fellowship and Scholarship for Higher Education for ST Students.

The following amount would be admissible for 2018-19 (Fresh Online)

Application ID	Applicant Name	Current Course Yr	Admission Fee	Tuition Fee	Total
✓(1) TS201819000469150	K. IAXMAN	3	15500	0	15500
✓(2) AP201819000607705	MANIPATI DIWAKAR	1	41180	0	41180
✓(3) TS201819007356103	YERRANAGUHA MURALI KRISHNA	1	41180	0	41180
✓(4) TS201819008989893	AZIMHA CHANDRA SHAKER NAYAK	1	41180	0	41180
✓(5) JH201819009911825	SUBHAM KUMAR MANIHI	1	41180	0	41180
✓(6) RJ201819008413450	LOVEKUSH MEENA	1	41180	0	41180
✓(7) TS201819002069016	GUGULOTH NAYEN	1	41180	0	41180
✓(8) RJ201819009935700	ANURAG MEENA	1	41180	0	41180
✓(9) UT201819000731782	YASHWANT SINGH	1	41180	0	41180
✓(10) TS201819000490860	BANOTH AAKASH	2	23500	0	23500
✓(11) UT201819010547207	AMAN KUMAR RANA	1	41180	0	41180
✓(12) TS201819002245502	DHARAVATH VENKATESH	1	41180	0	41180
✓(13) RJ201819006512914	MUNIRAM MEENA	3	15500	0	15500
✓(14) RJ201819005718210	ROSHAN MEENA	1	41180	0	41180
✓(15) TS201819008376213	VADITHYA NAMATHA	1	41180	0	41180
✓(16) RJ201819000725193	ABHISHEK MEENA	2	23500	0	23500

RI201819000538401	SUNIL KUMAR MEENA	2	23500	0	23500
JK201819001827412	RIZIN WANGUIS	1	41180	0	41180

Total Rs. 636768/-

The total admissible grant-in-aid would be as under:

Total Grant for the year 2018-19 (Fresh Online)

Rs. 636768/-

F. No. 11021/09/2018-Sch  
Government of India  
Ministry of Tribal Affairs  
(Scholarship Division)

Shastri Bhawan, New Delhi - 110001  
Date: 26.12.2018

To,  
The Pay & Accounts Officer,  
Ministry of Tribal Affairs,  
Shastri Bhawan,  
New Delhi - 110001

Subject: Release of scholarship amount to National Institute of Technology, Kurukshetra under the Central Sector Scholarship Scheme of National Fellowship and Scholarship for Higher Education for ST Students for the year 2018-19 (Renewal Online) during the year 2018-19.

Sir,

I am directed to refer to convey the sanction of the President of India for releasing recurring and non-recurring scholarship amount of ₹15,43,000/- (Rupees Fifteen Lakh Forty Three Thousand Only) to National Institute of Technology, Kurukshetra under the Central Sector Scholarship Scheme of National Fellowship and Scholarship for Higher Education for ST Students as per details given in Annexure for the year 2018-19 (Renewal Online) during the year 2018-19, subject to the following terms and conditions:

- (i) No UC is due for rendition. The scholarship for subsequent financial year will be released only after utilization certificate in the prescribed format in respect of grant of preceding financial year is submitted by the Institute to the satisfaction of this Ministry.
- (ii) The Institute shall not obtain grant for the same purpose or activity from any other Ministry or Department of Government of India or State Government.
- (iii) The Institute shall not divert the funds released under the scheme to another Institute or institution for implementation of scheme. No funds out of this grant shall be utilized for any new scheme for which prior approval of Government has not been obtained.
- (iv) The Institute shall make reservations for SCs/STs/OBCs and the Disabled in the posts or services under its control for the implementation of scheme on the lines indicated by the Government of India.
- (v) The Institute shall furnish to this Ministry progress report (Performance-cum-achievement report) of students indicating both physical and financial achievement under the scheme.
- (vi) The accounts of the Institute shall be open to inspection by the sanctioning authority by the Internal Audit Wing of Office of Chief Controller of Accounts of this Ministry and Comptroller and Auditor General of India under Section 14 of the C&AG of India (Duties, Powers and Condition of Service) Act, 1971 and law of PRAO (HRD) New Delhi, whenever the Institute is called upon to do so.
- (vii) If the Government is not satisfied with the progress or considers that the conditions of sanction are being violated, it reserves the right to terminate the sanctioned scheme or debar the Institute from future grant or any other financial assistance from the Government.

(मनोज कुमार झा)  
(MANOJ KUMAR JHA)  
अवर सचिव/Under Secretary  
जनजातीय कार्य मंत्रालय  
Ministry of Tribal Affairs  
नया दिल्ली, 110001  
New Delhi, 110001

ANNEXURE

Annexure refer to Sanction No. F. No. 11021/09/2018-Sch



Details of grants being released to National Institute of Technology, Kurukshetra for the year 2018-19 (Renewal Online) during the year 2018-19 under the Scheme of National Fellowship and Scholarship for Higher Education for ST Students.

The following amount would be admissible for 2018-19 (Renewal Online)

	Application ID	Applicant Name	Current Course Yr	Admission Fee	Tuition Fee	For institute (Adm. Fee + Tuition Fee)
1	AP201718009106946	DASARI PRAVEEN	2	23500	0	23500
2	BR201516003585235	RAJU KUMAR SHAW	4	15500	70000	85500
3	CT201718005816835	PAWAN NAG	2	23500	0	23500
4	JK201718003054495	TSERING TUNDUP	2	23500	0	23500
5	RJ201516009399293	ANKIT MEENA	4	15500	70000	85500
6	RJ201516002127615	RAM RATAN MEENA	4	15500	70000	85500
7	RJ201516004651574	VINOD MEENA	4	0	70000	70000
8	RJ201718010767270	BABLU MEENA	2	23500	0	23500
9	RJ201617008259819	AMIT KUMAR MEENA	3	15500	0	15500
10	RJ201718005507700	AJAY MEENA	4	15500	70000	85500
11	RJ201718005524421	PREETI SINGH	2	24000	70000	94000
12	RJ201718006811704	ABHINESH MEENA	2	23500	0	23500
13	RJ201718007416174	RAHUL MEENA	2	24500	0	24500
14	RJ201718007517309	JAGMOHAN MEENA	2	23500	0	23500
15	RJ201718007569001	AJAY KUMAR MEENA	2	23500	0	23500
16	RJ201718007633029	MONU KUMAR MEENA	3	15500	0	15500
17	RJ201718008159268	TEEKA RAM MEENA	4	15500	70000	85500
18	RJ201718008746335	ANKUSH MEENA	2	23500	0	23500
19	RJ201617010572136	RAHUL KUMAR MEENA	3	15500	0	15500
20	RJ201617010591297	JASRAM MEENA	3	15500	0	15500
21	RJ201718006251493	DEEPAK KUMAR MEENA	2	23500	0	23500
22	RJ201718005369224	PAVAN KUMAR MEENA	2	0	70000	70000
23	RJ201718003177530	RAMKESH MEENA	3	15500	0	15500
24	RJ201718005973000	VIKRAM MEENA	2	23500	0	23500
25	RJ201718010655551	DEEPAK JERH	2	23500	0	23500
26	RJ201718009133270	VISHNU MEENA	2	23500	0	23500
27	RJ201718009951566	VINEET MEENA	2	23500	0	23500
28	RJ201718005535625	RAHUL MEENA	2	23500	0	23500
29	TS201617008519314	Bandi Rajashekar	3	15500	0	15500
30	TS201516001283948	ANIL KUMAR BHUKYA	4	15500	70000	85500
31	TS201516001257064	DHARAVATH RAJASHEKAR	4	15500	70000	85500
32	TS201617008938593	J PRUDVIRAJ	3	15500	0	15500
33	TS201718010209309	JATAVATH NAGENDRABABU	3	15500	0	15500

Form received

Pending

Rahul meena

11710086 S/o Ramlal

(9950270811)

**BoG 50.25 To consider the fixation of minimum pay in the Pay Band-3 of Rs.15600-39100 plus AGP of Rs.7000/- in respect of Assistant Professors recruited in the year 2012 and 2013 with reference to the Agenda Item No.44.14.**

The Assistant Professors were recruited on regular basis with Ph.D qualification in the Institute during the year 2012 & 2013 against the Advertisement No.14/2012 & 05/2013 in the Pay Band-3 of Rs.15600-39100 + AGP of Rs.7000/- in terms of the Model Recruitment Rules notified by the MHRD, Govt. of India. The initial pay fixation of the Assistant Professors was as follows:

Designation & Pay Band + AGP	Method of Pay Fixation
Assistant Professors (on regular basis) with Ph.D. qualification Pay Band-3 of Rs.15600-39100 + AGP of Rs.7000/-	Pay Band-3 of Rs.15600-39100 + AGP of Rs.7000/- (without any advance increment)  Pay fixed at Basic Pay of Rs.15600/- + AGP of Rs.7000/- = Rs.22600/-

In this context, it is submitted that the Pay Band-3 of Rs.15600-39100 + AGP of Rs.7000/- was revised to level-11 i.e. Rs.68900-117200 as per Pay Matrix in terms of 7<sup>th</sup> CPC Report w.e.f.01.01.2016. The said Assistant Professors have represented time and again that their pay should be fixed at Rs.18600/- + AGP of Rs.7000/- = Rs.25600/- (now Rs.25790/- as per Level-11 of Pay Matrix) in terms of Fitment Table notified by the MHRD, Govt. of India along with OM No.F.3-1/2009.U.I dated 04.06.2009. Further, they have also represented that the benefit of 07 non-compounded increments should also be granted to them on acquiring the Ph.D. degree in terms of Clause-2(a) of OM dated 18.08.2009.

Vide letter No.Gen.-1/3962/7635 dated 23.11.2016 a High Level Committee was constituted by the Institute to look into the issues related to the grievances of the faculty & non-faculty members of the Institute. The said matter was placed before the High Level Committee and the Committee submitted its report on 12.07.2017 with the following recommendations:

*"The Assistant Professors who had joined the services of the Institute with Ph.D. degree and granted the AGP of Rs.7000/- should be*



considered to refix their pay in the Pay Band to Rs.18600/- instead of Rs.15600/- as per the fitment table circulated by the MHRD vide their letter No.F.3-1/2009-U.I dated 04.06.2009."

A copy of report dated 12.07.2017 is enclosed as Annexure - 50.25(i) from pages 243 to 245.

Vide OM.F.No.23-1/2008-TS.II dated 18.08.2009, the MHRD, Govt. of India had issued the scheme of Revision of Pay for Teachers of the Central Funded Technical Institutions (CFTIs) including NIT, Kurukshetra with an instruction that the Pay Scales are to be followed as given in the OM dated 31.12.2008. The scheme of Revision of Pay of Teachers and equivalent cadres of the Universities and Colleges following the Revision of Pay Scales in respect of Central Government Employees on recommendations of 6<sup>th</sup> Central Pay Commission was notified by the MHRD, Government of India vide OM No.1-32/2006-U.II/U.I(i) dated 31.12.2008. Further vide OM No.F.3-1/2009-U.I dated 04.06.2009 the MHRD had issued a fitment table for fixation of pay for Teachers. As per the Fitment Table-2 of the said letter revised pay of incumbent Assistant Professors will be as under:

<b>Designation &amp; Revised Pay Band + AGP</b>	<b>Method of Pay Fixation in Revised Pay</b>
Assistant Professor Pay Band-3 of Rs.15600-39100 + AGP of Rs.7000/-	Pay in the Pay Band Rs.18600/- + AGP of Rs.7000/- = Revised Basic Pay Rs.25600/-

A copy of relevant pages of letter dated 04.06.2009 are enclosed as Annexure - 50.25(ii) from pages 246 to 247.

The method of pay fixation as represented by the Assistant Professors has been provided in the new pay revision in terms of 7<sup>th</sup> Central Pay Commission and notified by the MHRD, Govt. of India vide OM F.No.15-4/2017-TC dated 27.10.2017 is as under:

<b>Designation &amp; Un-Revised Pay Band + AGP</b>	<b>Re-designation, Level in Pay Matrix As Per 7<sup>th</sup> CPC</b>
Assistant Professor Pay Band-3 of Rs.15600-39100 + AGP of Rs.7000/-, Entry Pay Rs.25790/-	Assistant Professor Grade-II Pay Level-11, Cell No.1 (Minimum Pay) = Rs.68900/-

A copy Annexure-I of letter dated 27.10.2017 is enclosed as Annexure - 50.25(iii) on page 248.

Accordingly the matter was placed before the Board of Governors in its 44<sup>th</sup> meeting held on 05.02.2018 vide agenda item No.44.14 and the Board decided as under:

*"The Board decided to refer this matter to the MHRD for clarification and comments".*

In compliance to the decision of the Board of Governors, vide letter No.Estt.-1/2124 dated 26.04.2018, the matter was referred to the MHRD, Govt. of India for clarification and comments in this regard, the clarification from the MHRD, Govt. of India is awaited. A copy of letter dated 26.04.2018 is enclosed as Annexure - 50.25(iv) from pages 249 to 251 .

In view of the position as explained above, *the matter is placed before the Board of Governors to consider the fixation of minimum pay i.e. Rs.18600/- + AGP of Rs.7000/- = Rs.25600/- in the Pay Band-3 of Rs.15600-39100 + AGP of Rs.7000/- in respect of Assistant Professors recruited on regular basis with Ph.D. qualification in the year 2012 and 2013 as per MHRD, Govt. of India letter No. No.F.3-1/2009-U.I dated 04.06.2009.*

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

**REVIEW OF MINUTES DATED 24.11.2016 IN THE CASE OF PAY ANOMALY IN  
PAY FIXATION OF REGULAR ASSISTANT PROFESSORS AT ENTRY LEVEL.**

Minutes of the meeting of the Committee held on 12.07.2017 in the Golden Jubilee Administrative Building of the Institute to look into the issues related to the Grievances of the Faculty and Non-faculty members of the Institute.

The following were present:

- |   |                |
|---|----------------|
| 1. Shri S.C. Narang,<br>Former Chief Controller Resources and Management,<br>DRDO Head Quarters & Former Chairman,<br>Centre for Personnel Talent Management,<br>DRDO, New Delhi. | Chairman       |
| 2. Shri Suresh Chand,<br>Former Chief Administrative Officer,<br>TBRL, DRDO, Chandigarh.  | Member         |
| 3. Dr. Surinder Deswal,<br>Registrar Incharge,<br>NIT, Kurukshetra.   | Invitee Member |
| 4. Shri Shyam Singh Chokkar,<br>Institute Standing Counsel,<br>District Courts, Kurukshetra.  | Invitee Member |

Committee was informed that Department of Law & Legal Affair, Ministry of Law & Justice had mentioned in Para of NS EO No.272733/Adv.-B/2017 that "on successful completion of Ph.D. within the specified period (i.e. Maximum 05 years), the services of the employees would be automatically regularized on the same post, in the same Pay Band with same AGP from the date of his/her acquiring the Ph.D. degree" while according the opinion on the application of Recruitment Rules at appropriate time.

The Committee has gone through the representations submitted to the Institute by the said members alongwith the supporting documents, the Model Recruitment Rules (MRR) of 3-tier system, condition of their appointment letter and the proforma of pay fixation in respect of each member to identify the stage of anomaly has taken place.

The committee on having gone through all the said documents and personally hearing the affected Assistant Professors as well as officers and

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staff members of administration who have carried out the pay fixation to understand the methodology followed by them by fixing the pay have observed that:

- (I) The terms of appointment of all the faculty members are as per the MRR under 3-tier system. The initial pay of the said faculty members was fixed in the Pay Band-3 AGP Rs.6000/- at Band Pay of Rs.15600/- i.e. initial stage of PB-III with two advance increment for M.Tech.
- (II) All the said Assistant Professors were granted the AGP of Rs.7000/- on acquiring the Ph.D. as per their terms and appointment or who were appointed initially with the qualification of Ph.D.
- (III) The claim of the said Assistant Professors for granting initial increments on regular appointments to the said post is contrary to the rules & instructions provided under the 3-tier system. Since there is no such provision for granting initial increments at Rs.7000/- AGP.
- (IV) The anomaly has taken place while fixing the pay is that while granting the AGP of Rs.7000/-, the initial pay in the pay band for AGP Rs.6000/- was considered instead of the pay in the initial pay band for AGP Rs.7000/-.
- (V) The Assistant Professors who were granted the AGP of Rs.7000/- on completion of Ph.D. degree needs to be reviewed as per the said contents referred by Department of Legal Affairs, Ministry of Law in their Notification No.272733/Adv.-B/2017 dated 24.05.2017 to regularize the service of such Assistant Professors in the same post, same Pay Band and same AGP.

**RECOMMENDATION:**

The committee having gone through the said documents and observations is of the considered view that:

1. The AGP of Assistant Professors who are granted AGP of Rs.7000/- on completion of Ph.D. degree & may be reviewed and regularized their services from the date of completion of their Ph.D. in the AGP of Rs.6000/- as per their terms of appointment.

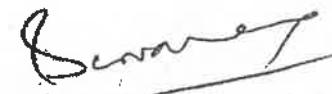
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*[Signature]*

2. The Assistant Professors who had joined the services of the Institute with Ph.D. degree and granted the AGP of Rs.7000/- should be considered to refix their pay in the Pay Band to Rs.18600/- instead of Rs.15600/- as per the fitment table circulated by the MHRD vide their letter No.F.3-1/2009-U.I dated 04.06.2009.

The meeting ended with vote of thanks to the chair.

  
(Suresh Chand)

  
(S.C. Narang)

No.F.3-1/2009-U.I  
Government of India  
Ministry of Human Resource Development  
(Department of Higher Education)

New Delhi, the 4<sup>th</sup> June, 2009

To

The Secretary,  
University Grants Commission,  
Bahadur Shah Zafar Marg,  
New Delhi 110002.

(Kind Attn: Dr.R.K. Chauhan, Secretary)

**Subject:** Scheme of revision of pay of teachers and equivalent cadres in universities and colleges and as also for the posts of Registrar, Deputy Registrar, etc..

Sir,

I am directed to invite your attention to this Ministry's letter No.1-32/2006-U.II/U.I(i) and No.1-32/2006-U.II/U.I(ii), dated the 31<sup>st</sup> December, 2008 as also your D.O.letter No. F.1-2/2009 (EC) dated the 27<sup>th</sup> January, 2009, on the above subject and to forward herewith authenticated Fitment Tables (Table No.1 to 9) for fixation of pay of the existing incumbents, who were in position as on 1.1.2006, in various categories of posts as indicated in the Tables, for appropriate action at your end.

Yours faithfully,

[R. Chakravarty]

Deputy Secretary to the Government of India

(i) Incumbent Assistant Professor [Formerly Lecturer (Sr. Scale)]  
 (ii) Incumbent Assistant Librarian (Sr. Scale)/ College Librarian (Sr. Scale)  
 (iii) Incumbent Asst. Director of Physical Edu. (Sr. Scale)/ College DPE (Sr. Scale)

श्री. एम. एस. मेहता  
निदेशक (वि.) / Director (Fin.)  
श्री. श्री. वि. मन्त्रालय / Min. of H. R. D.  
उच्चतर शिक्षा विभाग  
Dept. of Higher Education  
नई दिल्ली / Now Delhi

**15-4/2017-TC**  
**Government of India**  
**Ministry of Human Resource Development**  
**Department of Higher Education**

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Pay Matrix Proposed for IIT/AIISc/IIM/NITIE/ISER/NTI/IIT - In 4-tier structure* (All figures are in Rupees)								
Cadre Title		Asst. Prof. Grade II		Asst. Prof. Grade I		Associate Prof.	Professor	
6 <sup>th</sup> PC Pay Band		PB3 15600-39100				PB4 37400-67000		67000-79000
Grade Pay - IIT etc.		6000	7000	8000	9000**	9500	10000	10500
Index of Rationalisation		2.67	2.67	2.67	2.67	2.67	2.72	2.72
Entry Pay IIT etc.		21600	25790	38000	49200	52300	53000	58500
Cell No.	Pay Level	10	11	12	13A1	13A2	14	14A
	1	57700	68900	101500	131400	139600	144200	159100
	2	59400	71000	104500	135300	143800	148500	163900
	3	61200	73100	107600	139400	148100	153000	168800
	4	63000	75300	110800	143600	152500	157600	173900
	5	64900	77600	114100	147900	157100	162800	179100
	6	66800	79900	117500	152300	161800	167200	184500
	7	68800	82300	121000	156900	166700	172200	190000
	8	70900	84800	124600	161600	171700	177400	195700
	9	73000	87300	128300	166400	176900	182700	201600
	10	75200	89900	132100	171400	182200	188200	207600
	11	77500	92600	136100	176500	187700	193800	213800
	12	79800	95400	140200	181800	193300	199600	220200
	13	82200	98300	144400	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					

\*As ISM, Dhanbad has become IIT, not shown separately: 13, 2000

\*As ISM, Dhanbad has become IIT, not shown separately; \*\* 9000 grade pay also has Asso. Prof (pre 4-tier), not shown separately.

*Mr*

**NATIONAL INSTITUTE OF TECHNOLOGY  
KURUKSHETRA-136119**

**ANNEXURE - 50.25(iv)**

Estt.-1/ 2124

Dated: 26/04/18

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

**Subject: Fixation of minimum pay in the Pay Band-3 of Rs.15600-39100 plus AGP of Rs.7000/- in respect of Assistant Professors recruited in the year 2012 and 2013.**

Sir,

The Institute had recruited 25 Assistant Professors during the year 2012 and 2013 against the Advertisement No.14/2012 and No.05/2013 for various disciplines (under the standard 3-tier rigid faculty structure) following the Model Recruitment Rules (MRRs) received from the MHRD, Government of India vide OM No.F.33-7/2001-TS.III dated 14.03.2012 which were approved by the Board of Governors of the NIT, Kurukshetra. All the above said 25 Assistant Professors were appointed on the basis of Ph.D. qualification and placed in the Pay Band-3 of Rs.15600-39100 plus AGP of Rs.7000/- without any advance increment.

The admissibility of advance increments at the time of recruitment for the post of Assistant Professor (on probation against the regular position) in PB-3 with AGP of Rs.7000/- was not mentioned in the Model Recruitment Rules. Therefore, the initial pay fixation for the post of Assistant Professor on a regular post was made at the minimum of the Pay Band-3 of Rs.15600-39100 with AGP of Rs.7000/- without any advance increment.

All the above said Assistant Professors had represented that their pay should be fixed at Rs.18600/- + Rs.7000/- = Rs.25600/- in terms of Fitment Table notified by the MHRD alongwith OM No.F.3-1/2009.U.I dated 04.06.2009. Further they have also represented that the benefit of seven non-compounded increments should also be granted to them on acquiring the Ph.D. degree in terms of Clause-2 (a) of OM dated 18.08.2009.

Contd.....2

28/4/18

A High Level Committee of the following experts has been constituted vide letter No.Gen-1/3962/7635 dated 23.11.2016, to look into the pending issues of faculty and non-faculty staff member of the Institute:

1. Shri S.C. Narang Chairman  
Former Chief Controller Resources and Management,  
DRDO Head Quarters & Former Chairman,  
Centre for Personnel Talent Management,  
DRDO, New Delhi
2. Shri Suresh Chand Member  
Former Chief Administrative Officer,  
TBRL, DRDO, Chandigarh.

The said matter was placed before the High Level Committee and the said Committee after going through the relevant documents, submitted its report on 12.07.2017 with the following recommendations:

*"The Assistant Professors who had joined the services of the Institute with Ph.D. degree and granted the AGP of Rs.7000/- should be considered to re-fix their pay in the Pay Band to Rs.18600/- instead of Rs.15600/- as per the fitment table circulated by the MHRD vide their letter No.F.3-1/2009-U.I dated 04.06.2009."*

Vide OM F.No.23-1/2008-TS.II dated 18.08.2009, the MHRD, Govt. of India had issued the scheme of Revision of Pay for Teachers of the Central Funded Technical Institutions (CFTIs) including NIT, Kurukshetra with an instruction that the Pay Scales are to be followed as given in the OM dated 31.12.2008. The scheme of Revision of Pay of Teachers and equivalent cadres of the Universities and Colleges following the Revision of Pay Scales in respect of Central Government Employees on recommendations of 6<sup>th</sup> Central Pay Commission was notified by the MHRD, Government of India vide OM No.1-32/2006-U.II/U.I(i) dated 31.12.2008. Further vide OM No.F.3-1/2009-U.I dated 04.06.2009, the MHRD had issued a fitment table for fixation of pay for Teachers.

The method of pay fixation as represented by the Assistant Professors has been provided in the new pay revision in terms of 7<sup>th</sup> Central Pay Commission and notified by the MHRD, Government of India vide OM F.No.15-4/2017-TC dated 27.10.2017.

In view of the position as explained above, the matter was placed before the Board of Governors in its 44<sup>th</sup> meeting held on 05.02.2018 to consider the fixation of minimum pay in the Pay Band-3 of Rs.15600-39100 plus AGP of Rs.7000/- in respect of Assistant Professors recruited in the year 2012 and 2013 as

per the recommendations of High Level Committee dated 12.07.2017 and the MHRD, Govt. of India OM dated 18.08.2009.

The Board of Governors of the Institute has decided under:

*"The Board decided to refer this matter to the MHRD for clarification and comments."*

A copy of the agenda and the minutes is enclosed as Annexure-A for kind reference.

In view of the above, I am directed to request that the clarification and comments may kindly be obtained from the MHRD on the above issue of fixation of minimum pay in the PB-3 of Rs.15600-39100 plus Rs. 7000/- AGP in respect of Assistant Professors recruited in the years 2012 and 2013.

Thanking you,

Yours faithfully,

  
Deputy Registrar (GA& Legal)

Encl: As above.

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**BoG 50.26 Review of the agenda item no. 46.15 to fix the pay of Assistant Professors recruited in PB-3 with AGP of Rs.6000/- against the Advt. No.14/2012 and Advt. No.05/2013 reg.**

The matter of pay fixation in respect of the Assistant Professors recruited in Pay Band-3 of Rs.15600-39100 + AGP of Rs.6000/- against the Advertisement No.14/2012 & No.05/2013 was placed before the Board of Governors in its 43<sup>rd</sup> meeting held on 23.01.2018 vide agenda item no. 43.26 and the action taken report was placed before the Board of Governors in its 45<sup>th</sup> meeting held on 04.06.2018 vide agenda item no. 45.18. Further the matter was placed before the Board of Governors in its 46<sup>th</sup> meeting held on 23.10.2018 vide agenda item No. 46.15 and in terms of decision taken by the Board in its 46<sup>th</sup> meeting, the matter was referred to the MHRD, Govt. of India vide letter No.Estt.-I/5909 dated 06.12.2018 for advice. A copy of the 46<sup>th</sup> BoG meeting minutes dated 23.10.2018 notified vide letter No.NITK/46<sup>th</sup> BOG/5615 dated 14.11.2018 is *enclosed as Annexure – 50.26(i) on page 255* & a copy of letter No.Estt.-I/5909 dated 06.12.2018 is enclosed as *Annexure – 50.26(ii) from pages 256 to 293*.

The MHRD, Govt. of India vide letter F.No.10-3/2019-TS.III dated 28.03.2019 has informed to the Institute to consider the matter as per rules & regulations issued by the MHRD and extant relevant instructions of Govt. of India and place the same before its Board of Governors for taking a decision. A copy of letter dated 28.03.2019 is enclosed as *Annexure – 50.26(iii) on page 294*.

In this context, it is submitted that in response to this Institute Advt. No.14 of 2012 & Advt. No.05 of 2013 and subsequent offer of appointment, 54 persons were appointed on contract basis for a period of three years to the post of Assistant Professor in the Pay Band-3 of Rs.15600-39100 + AGP of Rs.6000/- + 02 Increments (for M.Tech.). As per appointment letter their services were to 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 their pay was to be fixed accordingly. At the time of initial fixation of their pay, they were granted 02 increments for M.Tech. degree in compounded nature inadvertently; whereas, as per Clause-24(vi) of Annexure-I of NIT Faculty Recruitment Rules-2011 notified by the Ministry of

Human Resource Development, Government of India, the increments for M.Tech. degree should have been granted to them in the non-compounded nature. The said Clause 24(vi) is reproduced below:

*"During the contract period, the appointee will be put in pay band PB-3 with at least 2 non-compounded increments (for M.Tech. degree). He will also be entitled to the usual increments and allowances, and to all other benefits such as P.F., Pension, future gratuity etc. at par with the facilities extended to regular faculty."*

Thereafter, on completion of Ph.D. degree the contractual services of some Assistant Professors were regularized from the date of acquiring of Ph.D. degree in Pay Band-3 of Rs.15600-39100 + AGP of Rs.7000/- + 02 compounded Increments vide OM dated 29.01.2015.

The matter was placed before the Board in its 39<sup>th</sup> meeting held on 05.04.2016 and 40<sup>th</sup> meeting of BoG held on 19.08.2016 and the Board decided to get the clarification from the MHRD, Govt. of India.

To look into the issues related to the grievances of the faculty & non-faculty members of the Institute, a High Level Committee was constituted by the Institute. In one of the grievances of the faculty, the Committee had recommended that the increments so granted have been merged with the basic pay; whereas, it should have been shown separately since their increments were of non-compounded in nature.

Subsequently, the MHRD, Govt. of India vide its letter F.No.2-5/2017-TS.III dated 17.07.2017 issued the clarification in consultation with the Department of Legal Affairs, Ministry of Law & Justice, Govt. of India to all the NITs that the regularization of such Asstt. Professors may be carried out as per the terms and conditions of the appointment letter and Recruitment Rule prevailing at that point of time. A copy of letter dated 17.07.2017 as Annexure – 50.26(iv) from pages 295 to 296.

Accordingly, the matter was placed before the Board of Governors in its 43<sup>rd</sup> meeting held on 23.01.2018 for consideration and the action taken report was placed before the Board of Governors in its 45<sup>th</sup> meeting held on 04.06.2018 vide Agenda Item No.45.18. The minutes of the 43<sup>rd</sup> meeting and

45<sup>th</sup> meeting are enclosed as Annexure – 50.26(v) on page 297. & Annexure – 50.26(iii) on page 298.

It may be mentioned here that due to wrong pay fixation of Assistant Professors recruited in the Pay Band-3 of Rs.15600-39100 + AGP of Rs.6000/- against the Advertisement No.14/2012 & 05/2013, the pay anomalies are arising with the Assistant Professors recruited on regular basis in the Pay Band-3 of Rs.15600-39100 + AGP of Rs.7000/- with the Ph.D. degree. Therefore, neither the services of Assistant Professors with AGP of Rs.6000/- could be still regularized/confirmed nor the facilities of regular employees are being granted to them.

In view of the above, the Board may *consider and decide the matter of Pay Fixation of the Assistant Professors recruited in the Pay Band-3 of Rs.15600-39100 + AGP of Rs.6000/- against the Advertisement No.14/2012 & 05/2013.*

**ANNEXURE - 50.26(i)**

*Annexure*

**NATIONAL INSTITUTE OF TECHNOLOGY  
KURUKSHETRA - 136119**

**N.I.T. KURUKSHETRA**

Diary No....9015.....

Dated...15/11/18.....

No. NITK / 46<sup>th</sup> BOG / 5615

Dated: 14.11.2018

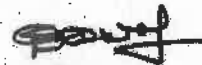
The Board of Governors of the Institute at its 46<sup>th</sup> meeting held on 23.10.2018 has decided under:

**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."*

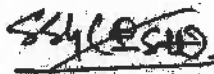
This is for your reference, record and further necessary action in the matter.

Encl: Agenda Item

  
Registrar (I/C)

Deputy Registrar (GA & L)

  
14/11/18

  
15/11/18

92

BY SPEED POST

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

No. Estt.-I/ 5909

Dated : 06/12/18

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

**Subject: Advice of the MHRD, Govt. of India on the Pay Fixation of Assistant Professors as per NIT Faculty Recruitment Rules-2011 (MRR).**

Sir,

In response to this Institute Advt. No.14 of 2012 & Advt. No.05 of 2013 and subsequent offer of appointment, some persons were appointed on contract basis for a period of three years to the post of Assistant Professor in the Pay Band-3 of Rs.15600-39100 + AGP of Rs.6000/- + 02 Increments (for M.Tech.), As per appointment letter their services were to 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 their pay was to be fixed accordingly. At the time of initial fixation of their pay, they were granted 02 compounded increments for M.Tech. degree; whereas, as per Clause-24(vi) of Annexure-I of NIT Faculty Recruitment Rules-2011 notified by the Ministry of Human Resource Development, Govt. of India, the increments (for M.Tech. degree) are to be non-compounded in nature. The said Clause 24(vi) is reproduced below:

*"During the contract period, the appointee will be put in pay band PB-3 with at least 2 non-compounded increments (for M.Tech. degree). He will also be entitled to the usual increments and allowances, and to all other benefits such as P.F., Pension, future gratuity etc. at par with the facilities extended to regular faculty."*

Thereafter, on completion of Ph.D. degree the contractual services of some Assistant Professors were regularized from the date of acquiring of Ph.D. degree in Pay Band-3 of Rs.15600-39100 + AGP of Rs.7000/- + 02 compounded Increments vide OM dated 29.01.2015.

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

The matter was placed before the Board in its 39<sup>th</sup> meeting held on 05.04.2016 and 40<sup>th</sup> meeting of BoG held on 19.08.2016 and the Board decided to get the clarification from the MHRD, Govt. of India.

A High Level Committee was constituted by the Institute to look into the issues related to the grievances of the faculty & non-faculty members of the Institute. In one of the grievances of the faculty, the Committee had recommended that the increments so granted have been merged with the basic pay; whereas, it should have been shown separately since their increments were of non-compounded in nature.

Subsequently, the MHRD, Govt. of India vide its letter F.No.2-5/2017-TS.III dated 17.07.2017 issued the clarification in consultation with the Department of Legal Affairs, Ministry of Law & Justice, Govt. of India to all the NITs that the regularization of such Asstt. 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 matter was placed before the Board of Governors in its 43<sup>rd</sup> meeting held on 23.01.2018 for consideration and the Board decided as under:

*"Further, the Board decided that the AGP of 04 Assistant professors at Sr. no.4-7, namely Dr. Giribabu Dyanamina, Dr. Jayaram Nakka, Dr. Joy Prakash Misra and Dr. Rajneesh be re-fixed to AGP Rs.6,000/- plus 02 non-compounding increments in place of AGP of Rs.7,000/- plus 02 increments in consonance with the terms and conditions of their appointment letters and Recruitment Rules prevailing at that point of time (MRR-2012) i.e. in the same Pay-Band and the same AGP of Rs.6,000/- plus 02 non-compounding increments as per the clarification issued by the Ministry vide MHRD letter F.No.2-5/2017-TS(III) dated 17.07.2017, and their date of regularization be modified and their service be confirmed accordingly."*

Accordingly, vide office order dated 09.02.2018 their pay was re-fixed in the Pay Band-3 of Rs.15600-39100 + AGP of Rs.6000/- plus 02 non-compounded increments. However, in terms of orders dated 01.03.2018 passed by Hon'ble High Court of Punjab & Haryana, Chandigarh in the CWP No.5092 of 2018 - titled Dr. Jayaram Nakka and others Vs Union of India and others, the office order dated 09.02.2018 was put in abeyance till further orders vide order dated 02.04.2018.

The action taken report was placed before the Board of Governors in its 45<sup>th</sup> meeting held on 04.06.2018 vide Agenda Item No.45.18 and the Board decided as under:

*"The Board noted the action taken by the Institute as per the decision of the BOG taken in its 43<sup>rd</sup> meeting held on 23.01.2018 and subsequent compliance of the orders of Hon'ble High Court.*

*After detailed deliberations, the Board decided that the AGP in said cases may be re-fixed after following the due procedure by issuing notice and providing them an opportunity of hearing. The Board authorized the Director to consider the replies and personal hearing. The report thereon be put up to the Board in its next meeting.*

In terms of the said BoG decision dated 04.06.2018, the office order dated 09.02.2018 was withdrawn vide fresh office order dated 06.07.2018.

In compliance to the decision of the Board and Hon'ble High Court, vide Notification No.Estt.-I/4834 dated 20.09.2018, No.Estt.-I/4835 dated 20.09.2018 and No.Estt.-I/4836 dated 20.09.2018, all 47 Assistant Professors (working on regular basis or on contract basis) were informed to appear during the period from 03.10.2018 to 05.10.2018 in person to present their case and also to submit their objections, if any, at least 03 days before the hearing.

The Committee considered the objections submitted by the said Assistant Professors, the relevant documents including terms and conditions of appointment letters, MRRs-2011 circulated vide MHRD, Govt. of India vide OM dated 14.03.2012 duly approved by the Board of Governors and clarification issued by the MHRD, Govt. of India vide OM F.No.2-5/2017-TS.III dated 17.07.2017. Further, the 02 non-compounded advance increments are to be considered in pay fixation as per DoPT OM No.1/1/2010-Estt.(Pay-I) dated 06.12.2012, FR-9(21)(a)(i) and Rule FR 27, GIO(9). The recommendations of the Committee are as under:

Sr. No.	Date of Personal Hearing	Nature of Appointment of Assistant Professors	Recommendations of the Committee
01.	03.10.2018 (07 Asstt. Professors)	Pay Fixation of Assistant Professors in the Pay Band-3 of Rs.15600-39100 + AGP Rs.6000/- + 02 Non-Compounded Advance Increments (for M.Tech. ) and <b>have been regularized in the AGP of Rs.7000/- on completion of Ph.D.</b>	The committee having gone through all the relevant documents, objections of the concerned Assistant Professors and above stated observations is of the considered view that the Pay of all the above said Assistant Professors may be fixed on regularization of their services on acquiring the Ph.D. degree in the Pay Band-3 of Rs.15600-39100 + AGP of Rs.6000/- + 02 non-compounded increments

			(as per the formula/ calculations proposed in Appendix-A) from the initial date of joining in terms of their appointment letters and Recruitment Rule prevailing at that point of time as well as MHRD, Govt. of India letter F.No.2-5/2017-TS.III dated 17.07.2017 and DoPT OM No.1/1/2010-Estt.(Pay-I) dated 06.12.2012, FR-9(21)(a)(i) and Rule FR 27, GIO(9).
02.	04.10.2018 (13 Asstt. Professors)	Pay Fixation of Assistant Professors in the Pay Band-3 of Rs.15600-39100 + AGP Rs.6000/- + 02 Non-Compounded Advance Increments (for M.Tech.) and have been regularized in the AGP of Rs.6000/- after completing Ph.D. degree.	The committee having gone through all the relevant documents, objections of the concerned Assistant Professors and above stated observations is of the considered view that the Pay of all the above said Assistant Professors may be fixed in the Pay Band-3 of Rs.15600-39100 + AGP of Rs.6000/- + 02 non-compounded increments (as per formula/ calculation proposed in Appendix-B) from the initial date of joining in terms of their appointment letters and Recruitment Rule prevailing at that point of time as well as MHRD, Govt. of India letter F.No.2-5/2017-TS.III, dated 17.07.2017 and DoPT OM No.1/1/2010-Estt.(Pay-I) dated 06.12.2012, FR-9(21)(a)(i) and Rule FR 27, GIO(9).
03.	05.10.2018 (27 Asstt. Professors on contract)	Pay Fixation of Assistant Professors (on contract) in the Pay Band-3 of Rs.15600-39100 + AGP Rs.6000/- + 02 Non-Compounded Advance Increments (for M.Tech.)	The committee having gone through all the relevant documents, objections of the concerned Assistant Professors (on contract) and above stated observations is of the considered view that the Pay of all the above said Assistant Professors (on contract) may be fixed in the Pay Band-3 of Rs.15600-39100 + AGP of Rs.6000/- + 02 non-compounded advance increments (as per formula/calculations proposed in Appendix-C) from the initial date of joining in terms of their appointment letters and Recruitment Rule prevailing at that point of time as well as MHRD, Govt. of India letter F.No.2-5/2017-TS.III dated 17.07.2017 and DoPT OM No.1/1/2010-Estt.(Pay-I) dated 06.12.2012, FR-9(21)(a)(i) and Rule FR 27, GIO(9).

Accordingly, the matter was placed before the Board of Governors in its 46<sup>th</sup> meeting held on 23.10.2018 vide Agenda Item No.46.15 and the Board decided as under:

*"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."*

A copy of the Agenda Item and Minutes are enclosed as Annexure-A for kind reference.


In view of the above, I am directed to request that the necessary advice of the MHRD, Govt. of India, on the above issue of pay fixation anomalies arising out of the implementation of Model Recruitment Rules (MRRs) may kindly be obtained and conveyed.

Thanking you,

Yours faithfully,

Encls.: As above.


Endst.No. Estt.-I/ 5910

  
Dy. Registrar (GA & Legal)

Dated : 06/12/18

Copy of the above is forwarded to Shri Anil Kumar, Director (Finance), Ministry of Human Resource Development, Government of India, Department of Higher Education, Shastri Bhawan, New Delhi - 110001 for information please.

Encls.: As above.

  
Dy. Registrar (GA & Legal)

**BoG 46.15** 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.

In response to this Institute Advt. No.14 of 2012 & Advt. No.05 of 2013 and subsequent offer of appointment, some persons were appointed on contract basis for a period of three years to the post of Assistant Professor in the Pay Band-3 of Rs.15600-39100 + AGP of Rs.6000/- + 02 increments (for M.Tech.). As per appointment letter their services were to 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 their pay was to be fixed accordingly. At the time of initial fixation of their pay, they were granted 02 compounded increments for M.Tech. degree; whereas, as per Clause-24(vi) of Annexure-I of NIT Faculty Recruitment Rules-2011 notified by the Ministry of Human Resource Development, Govt. of India, the increments (for M.Tech. degree) are to be non-compounded in nature. The said Clause 24(vi) is reproduced below:

*"During the contract period, the appointee will be put in pay band PB-3 with at least 2 non-compounded increments (for M. Tech. degree). He will also be entitled to the usual increments and allowances, and to all other benefits such as P.F., Pension, future gratuity etc. at par with the facilities extended to regular faculty."*

Thereafter, on completion of Ph.D. degree the contractual services of some Assistant Professors were regularized from the date of acquiring of Ph.D. degree in Pay Band-3 of Rs.15600-39100 + AGP of Rs.7000/- + 02 compounded increments vide OM dated 29.01.2015.

The matter was placed before the Board in its 39<sup>th</sup> meeting held on 05.04.2016 and 40<sup>th</sup> meeting of BoG held on 19.08.2016 and the Board decided to get the clarification from the MHRD, Govt. of India.

A High Level Committee was constituted by the Institute to look into the issues related to the grievances of the faculty & non-faculty members of the Institute. In one of the grievances of the faculty, the Committee had recommended that the increments so granted have been merged with the basic pay; whereas, it should have been shown separately since their increments were of non-compounded in nature.



Subsequently, the MHRD, Govt. of India vide its letter F.No.2-5/2017-TS.III dated 17.07.2017 issued the clarification in consultation with the Department of Legal Affairs, Ministry of Law & Justice, Govt. of India to all the NITs that the regularization of such Asstt. 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 matter was placed before the Board of Governors in its 43<sup>rd</sup> meeting held on 23.01.2018 for consideration and the Board decided as under:

*"Further, the Board decided that the AGP of 04 Assistant professors at Sr. no.4-7, namely Dr. Giribabu Dyanamine, Dr. Jayaram Nakka, Dr. Joy Prakash Misra and Dr. Rajneesh be re-fixed to AGP Rs.6,000/- plus 02 non-compounding increments in place of AGP of Rs.7,000/- plus 02 increments in consonance with the terms and conditions of their appointment letters and Recruitment Rules prevailing at that point of time (MRR-2012) i.e. in the same Pay-Band and the same AGP of Rs.6,000/- plus 02 non-compounding increments as per the clarification issued by the Ministry vide MHRD letter F.No.2-5/2017-TS(III) dated 17.07.2017, and their date of regularization be modified and their service be confirmed accordingly."*

Accordingly, vide office order dated 09.02.2018 their pay was re-fixed in the Pay Band-3 of Rs.15600-39100 + AGP of Rs.6000/- plus 02 non-compounded increments. However, in terms of orders dated 01.03.2018 passed by Hon'ble High Court of Punjab & Haryana, Chandigarh in the CWP No.5092 of 2018 - titled Dr. Jayaram Nakka and others Vs Union of India and others, the office order dated 09.02.2018 was put in abeyance till further orders vide order dated 02.04.2018.

The action taken report was placed before the Board of Governors in its 45<sup>th</sup> meeting held on 04.06.2018 vide Agenda Item No.45.18 and the Board decided as under:

*"The Board noted the action taken by the Institute as per the decision of the BOG taken in its 43<sup>rd</sup> meeting held on 23.01.2018 and subsequent compliance of the orders of Hon'ble High Court.*

*After detailed deliberations, the Board decided that the AGP in said cases may be re-fixed after following the due procedure by issuing notice and providing them an opportunity of hearing. The Board*



authorized the Director to consider the replies and personal hearing. The report thereon be put up to the Board in its next meeting.

In terms of the said BoG decision dated 04.06.2018, the office order dated 09.02.2018 was withdrawn vide fresh office order dated 06.07.2018.

In compliance to the decision of the Board and Hon'ble High Court, vide Notification No.Estt.-I/4834 dated 20.09.2018 enclosed as Annexure - 46.15(i) from pages 95 to 98, No.Estt-I/4835 dated 20.09.2018 enclosed as Annexure - 46.15(ii) from pages 99 to 102, and No.Estt.-I/4836 dated 20.09.2018 enclosed as Annexure - 46.15(iii) from pages 103 to 106, all 47 Assistant Professors (working on regular basis or on contract basis) were informed to appear during the period from 03.10.2018 to 05.10.2018 in person to present their case and also to submit their objections, if any, at least 03 days before the hearing.

The Committee considered the objections submitted by the said Assistant Professors, the relevant documents including terms and conditions of appointment letters, MRRs-2011 circulated vide MHRD, Govt. of India vide OM dated 14.03.2012 duly approved by the Board of Governors and clarification issued by the MHRD, Govt. of India vide OM F.No.2-5/2017-TS.III dated 17.07.2017. Further, the 02 non-compounded advance increments are to be considered in pay fixation as per DoPT OM No.1/1/2010-Estt.(Pay-I) dated 06.12.2012, FR-9(21)(a)(i) and Rule FR 27, GIO(9). The recommendations of the Committee are as under:

Sr. No.	Date of Personal Hearing	Nature of Appointment of Assistant Professors	Recommendations of the Committee
01.	03.10.2018 (07 Asstt. Professors)	Pay Fixation of Assistant Professors in the Pay Band-3 of Rs.15600-39100 + AGP Rs.6000/- + 02 Non-Compounded Advance Increments (for M.Tech. ) and have been regularized in the AGP of Rs.7000/- on completion of Ph.D.	The committee having gone through all the relevant documents, objections of the concerned Assistant Professors and above stated observations is of the considered view that the Pay of all the above said Assistant Professors may be fixed on regularization of their services on acquiring the Ph.D. degree in the Pay Band-3 of Rs.15600-39100 + AGP of Rs.6000/- + 02 non-compounded increments (as per



			<p><i>the formula/calculations proposed in Appendix-A)</i> from the initial date of joining in terms of their appointment letters and Recruitment Rule prevailing at that point of time as well as MHRD, Govt. of India letter F.No.2-5/2017-TS.III dated 17.07.2017 and DoPT OM No.1/1/2010-Estt.(Pay-I) dated 06.12.2012, FR-9(21)(a)(i) and Rule FR 27, GIO(9).</p>
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02.	04.10.2018 (13 Asstt. Professors)	<p>Pay Fixation of Assistant Professors in the Pay Band-3 of Rs.15600-39100 + AGP Rs.6000/- + 02 Non-Compounded Advance Increments (for M.Tech.) and have been regularized in the AGP of Rs.6000/- after completing Ph.D. degree.</p>	<p>The committee having gone through all the relevant documents, objections of the concerned Assistant Professors and above stated observations is of the considered view that the Pay of all the above said Assistant Professors may be fixed in the Pay Band-3 of Rs.15600-39100 + AGP of Rs.6000/- + 02 non-compounded increments (as per formula/calculation proposed in Appendix-B) from the initial date of joining in terms of their appointment letters and Recruitment Rule prevailing at that point of time as well as MHRD, Govt. of India letter F.No.2-5/2017-TS.III dated 17.07.2017 and DoPT OM No.1/1/2010-Estt.(Pay-I) dated 06.12.2012, FR-9(21)(a)(i) and Rule FR 27, GIO(9).</p>
03.	05.10.2018 (27 Asstt. Professors on contract)	<p>Pay Fixation of Assistant Professors (on contract) in the Pay Band-3 of Rs.15600-39100 + AGP Rs.6000/- + 02 Non-Compounded Advance Increments</p>	<p>The committee having gone through all the relevant documents, objections of the concerned Assistant Professors (on contract) and above stated observations is of the considered view that the Pay of all the above said Assistant Professors</p>



		(for M.Tech.)	(on contract) may be fixed in the Pay Band-3 of Rs.15600-39100 + AGP of Rs.6000/- + 02 non-compounded advance increments <b>(as per formula/calculations proposed in Appendix-C)</b> from the initial date of joining in terms of their appointment letters and Recruitment Rule prevailing at that point of time as well as MHRD, Govt. of India letter F.No.2-5/2017-TS.III dated 17.07.2017 and DoPT OM No.1/1/2010-Estt.(Pay-I) dated 06.12.2012, FR-9(21)(a)(i) and Rule FR 27, GIO(9).
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The copy of the minutes of the committee meeting dated 03.10.2018, dated 04.10.2018 and dated 05.10.2018 is enclosed as Annexure - 46.15 (iv) from pages 107 to 122.

The Board may consider and approve the recommendations of the Committee for fixation of Pay of Assistant Professors recruited against Advt. No.14 of 2012 & Advt. No.05 of 2013.

ANNEXURE - 46.15.(I)

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

No. Estt.-1/ 4834

Dated: 20/09/18

NOTICE

In response to this Institute Advt. No.14 of 2012/Advt. No.05 of 2013 and offer of appointment, you were appointed on contract basis for a period of three years to the post of Assistant Professor in the Pay Band-3 of Rs.15600-39100 + A.G.P. of Rs.6000/-. As per appointment letter 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 your pay was fixed accordingly. At the time of fixation of your pay, you were granted 02 compounded increments for M.Tech. degree; whereas, as per Clause-24(vi) of Annexure-I of NIT Faculty Recruitment Rules-2011 notified by the Ministry of Human Resource Development, Govt. of India, the increments (for M.Tech. degree) are to be non-compounded in nature. The said Clause-24(vi) is reproduced below:

*"During the contract period, the appointee will be put in pay band PB-3 with at least 2 non-compounded increments (for M.Tech. degree). He will also be entitled to the usual increments and allowances, and to all other benefits such as P.F., Pension, future gratuity etc. at par with the facilities extended to regular faculty."*

Thereafter, on completion of Ph.D. degree your services were regularized to the post of Assistant Professor from the date of acquiring of Ph.D. degree in Pay Band-3 of Rs.15600-39100 + A.G.P. of Rs.7000/- + 02 compounded increments vide OM dated 29.01.2015.

The matter was placed before the Board in its 39<sup>th</sup> meeting held on 03.04.2016 and 40<sup>th</sup> meeting of BoG held on 19.08.2016 and the Board decided to get the clarification from the MHRD, Govt. of India.

A High Level Committee was constituted by the Institute to look into the issues related to the grievances of the faculty & non-faculty members of the Institute. In one of the grievances of the faculty, the Committee had recommended that the increments so granted have been merged with the basic pay; whereas, it should have been shown separately since their increments were of non-compounded in nature.

Subsequently, the MHRD, Govt. of India vide its letter P.No.2-5/2017-TS.III dated 17.07.2017 (copy enclosed) issued the clarification in consultation with the Department of Legal Affairs, Ministry of Law & Justice, Govt. of India to all the NITs that 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.

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

The matter was placed before the Board of Governors in its 43<sup>rd</sup> meeting held on 23.01.2018 for consideration and the Board decided as under:


"Further, the Board decided that the AGP of 04 Assistant professors at Sr. no.4-7, namely Dr. Gribabu Dyanamina, Dr. Jayaram Nakka, Dr. Joy Prakash Mishra and Dr. Rajneesh be re-fixed to AGP Rs.6,000/- plus 02 non-compounding increments in place of AGP of Rs.7,000/- plus 02 increments in consonance with the terms and conditions of their appointment letters and Recruitment Rules prevailing at that point of time (MRR-2012) i.e. in the same Pay Band and the same AGP of Rs.6,000/- plus 02 non-compounding increments as per the clarification issued by the Ministry vide MHRD letter F.No.2-5/2017-TS(II) dated 17.07.2017, and their date of regularization be modified and their service be confirmed accordingly."

Accordingly, vide office order dated 09.02.2018 your pay was re-fixed in the Pay Band-3 of Rs.15600-39100 + AGP of Rs.6000/- plus 02 non-compounded increments. However, in terms of orders dated 01.03.2018 passed by Hon'ble High Court of Punjab & Haryana, Chandigarh in the CWP No.5092 of 2018 - titled Dr. Jayaram Nakka and others Vs Union of India and others the office order dated 09.02.2018 was put in abeyance till further orders vide order dated 02.04.2018.

The action taken report was placed before the Board of Governors in its 45<sup>th</sup> meeting held on 04.06.2018 and the Board decided that the AGP may be re-fixed after following the due procedure by issuing notice and providing them an opportunity of hearing. In terms of the said BoG decision dated 04.06.2018, the office order dated 09.02.2018 was withdrawn vide fresh office order dated 05.07.2018.

In view of the above, you are hereby served with this Notice as to why your pay not be re-fixed on regularization of your services on acquiring the Ph.D. degree in the Pay Band-3 of Rs.15600-39100 + AGP of Rs.6000/- + 02 non-compounded increments from the initial date of joining in terms of your appointment letter and Recruitment Rule prevailing at that point of time as well as MHRD Govt. of India letter F.No.2-5/2017-TS(II) dated 17.07.2017.

Therefore, you are hereby informed to appear before the Director of the Institute on 03.10.2018 at 10.30 a.m. in person to present your case and also you may submit your objections, if any, at least 03 days before the said date in support of your defense.

  
Registrar Incharge

To

1. Dr. Jayaram Nakka, Assistant Professor, Elect. Engg. Deptt.
2. Dr. Joy Prakash Mishra, Assistant Professor, Mech. Engg. Deptt.
3. Dr. Rajneesh, Assistant Professor, Mech. Engg. Deptt.
4. Dr. Gribabu Dyanamina, Assistant Professor, Elect. Engg. Deptt.
5. Dr. Bhanu Pratap, Assistant Professor, Elect. Engg. Deptt.
6. Dr. Sudhanshu Choudhary, Assistant Professor, ECE Deptt.
7. Dr. Mantosh Biswas, Assistant Professor, Computer Engg. Deptt.

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F.No.2-5/2017 - TS.III  
GOVERNMENT OF INDIA  
MINISTRY OF HUMAN RESOURCE DEVELOPMENT  
DEPARTMENT OF HIGHER EDUCATION  
\*\*\*\*\*

New Delhi, the 17<sup>th</sup> July, 2017

To

The Director  
Moulali 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.

Sr.

This Ministry had received a reference from MNMIT, 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 their appointment is not possess a Ph.D. degree which is an essential requirement, the posts 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 appointees will have to acquire Ph.D. degree, failing which the contract may not be extended beyond a 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 MNMIT, 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 a 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 7<sup>th</sup> 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.

*July*

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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: 22354897

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

NATIONAL INSTITUTE OF TECHNOLOGY  
KURUKSHETRA - 136 ANNEXURE - 46.15.(ii)

No. Estt.-1/ 4835

Dated: 20/09/18

NOTICE

In response to this Institute Advt.No.14 of 2012/Advt. No.05 of 2013 and offer of appointment, you were appointed on contract basis for a period of three years to the post of Assistant Professor in the Pay Band-3 of Rs.15500-39100 + AGP of Rs.6000/-. As per appointment letter 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 your pay was fixed accordingly. At the time of fixation of your pay, you were granted 02 compounded increments for M.Tech. degree whereas, as per Clause-24(vi) of Annexure-I of NIT Faculty Recruitment Rules-2011 notified by the Ministry of Human Resource Development, Govt. of India, the increments (for M.Tech. degree) are to be non-compounded in nature. The said Clause-24(vi) is reproduced below:

*"During the contract period, the appointee will be put in pay band PB-3 with at least 2 non-compounded increments (for M.Tech. degree). He will also be entitled to the usual increments and allowances, and to all other benefits such as P.F., Pension, future gratuity etc. at par with the facilities extended to regular faculty."*

The matter was placed before the Board in its 39<sup>th</sup> meeting held on 05.04.2016 and 40<sup>th</sup> meeting of BoG held on 19.08.2016 and the Board decided to get the clarification from the MHRD, Govt. of India.

A High Level Committee was constituted by the Institute to look into the issues related to the grievances of the faculty & non-faculty members of the Institute. In one of the grievances of the faculty, the Committee had recommended that the increments so granted have been merged with the basic pay; whereas, it should have been shown separately since their increments were of non-compounded in nature.

Subsequently, the MHRD, Govt. of India vide its letter F.No.2-5/2017-TS(II) dated 17.07.2017 copy enclosed issued the clarification in consultation with the Department of Legal Affairs, Ministry of Law & Justice, Govt. of India that the regularization of such Assistant Professors may be carried out as per the terms and conditions of the appointment letter and Recruitment Rules prevailing at that point of time.

The matter was placed before the Board of Governors in its 43<sup>rd</sup> meeting held on 23.01.2018 for consideration and the Board decided as under:

*"Further, the Board decided that the AGP of 04 Assistant professors at Sr. no.4-7, namely Dr. Giribabu Dyahamina, Dr. Jayaram Nakta, Dr. Joy Prakash Misra and Dr. Rajneesh be re-fixed to AGP Rs.6,000/- plus 02 non-compounding increments in place of AGP of Rs.7,000/- plus 02 increments in consonance with the terms and conditions of their appointment letters and Recruitment Rules prevailing at that point of time (MRR-2012) i.e. in the same Pay-Band and the same AGP of Rs.6,000/- plus 02 non-compounding increments as per the clarification issued by the Ministry vide MHRD letter F.No.2-5/2017-TS(II) dated 17.07.2017, and their date of regularization be modified and their service be confirmed accordingly."*

[Contd...P/2...]

*[Signature]*

Accordingly, vide office order dated 09.02.2018 your services were regularized in the Pay Band-3 of Rs.15600-39100 + AGP of Rs.6000/- plus 02 increments and your pay was fixed vide letter dated 23.02.2018. However, in terms of orders dated 02.04.2018 passed by Hon'ble High Court of Punjab & Haryana, Chandigarh in the CWP No.7303 of 2018 - titled Rajesh Kumar and others Vs Union of India and others, the letter dated 23.02.2018 was withdrawn vide Office Order dated 25.04.2018. Further, as directed by Hon'ble High Court of Punjab & Haryana, Chandigarh vide orders passed in the CWP No.7303 of 2018 for the re-fixation of pay the Institute is to follow the terms of CWP No.5092 of 2018.

In view of the above, you are hereby served with this Notice as to why your pay not to be re-fixed in the Pay Band-3 of Rs.15600-39100 + AGP of Rs.6000/- + 02 non-compounded increments from the initial date of joining in terms of your appointment letter and Recruitment Rule prevailing at that point of time as well as MHRD, Govt. of India letter F.No.2-5/2017-TS.III dated 17.07.2017.

Therefore, you are hereby informed to appear before the Director of the Institute on 04.10.2018 at 10.30 a.m. in person to present your case and also you may submit your objections, if any, at least 03 days before the said date in support of your defense.

  
Registrar Incharge

To

1. Dr. Shashi Bhushan Singh, Asstt. Professor, Elect. Engg. Deptt.
2. Dr. Pradeep Kumar, Assistant Professor, Elect. Engg. Deptt.
3. Dr. Baidyanath Das, Assistant Professor, Elect. Engg. Deptt.
4. Dr. Telavathi Ramesh, Assistant Professor, Elect. Engg. Deptt.
5. Dr. Lalit Thakur, Assistant Professor, Mech. Engg. Department.
6. Dr. Rajesh, Assistant Professor, Mech. Engg. Deptt.
7. Dr. Chandrashekara M., Assistant Professor, Mech. Engg. Deptt.
8. Dr. Gaurav Verma, Assistant Professor, ECE Department.
9. Dr. Pankaj Verma, Assistant Professor, ECE Department.
10. Dr. Gaurav Saini, Assistant Professor, ECE Department.
11. Dr. Ashutosh Nandi, Assistant Professor, ECE Department.
12. Dr. Sudhakar Singh Chauhan, Asstt. Professor, ECE Department.
13. Dr. Gyanendra Kumar Verma, Assistant Professor, Computer Engg.

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F.No.2-5/2017 - TS.III  
GOVERNMENT OF INDIA  
MINISTRY OF HUMAN RESOURCE DEVELOPMENT  
DEPARTMENT OF HIGHER EDUCATION

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New Delhi, the 17<sup>th</sup> 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 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 meantime, 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 7<sup>th</sup> 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.

*Amr*

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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 MNIT, Allahabad.

**ANNEXURE - 46.15.(III)**

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

No. Estt.-I/ 4836

Dated: 20/09/18

**NOTICE**

In response to this Institute Advt. No.14 of 2012/Advt. No.05 of 2013 and offer of appointment, you were appointed on contract basis for a period of three years to the post of Assistant Professor in the Pay Band-3 of Rs.15600-39100 + AGP of Rs.6000/-. As per appointment letter 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 your pay was fixed accordingly. At the time of fixation of your pay, you were granted 02 compounded increments for M.Tech. degree; whereas, as per Clause-24(vi) of Annexure-I of NIT Faculty Recruitment Rules-2011 notified by the Ministry of Human Resource Development, Govt. of India, the increments (for M.Tech. degree) are to be non-compounded in nature. The said Clause 24(vi) is reproduced below:

*"During the contract period, the appointee will be put in pay band PB-3 with at least 2 non-compounded increments (for M.Tech. degree). He will also be entitled to the usual increments and allowances, and to all other benefits such as P.P., Pension, future gratuity etc. at par with the facilities extended to regular faculty."*

A High Level Committee was constituted by the Institute to look into the issues related to the grievances of the faculty & non-faculty members of the Institute. In one of the grievances of the faculty, the Committee had recommended that the increments so granted have been merged with the basic pay, whereas, it should have been shown separately since their increments were of non-compounded in nature.

Subsequently, the MHRD, Govt. of India vide its letter P.No.2-5/2017-13/II dated 12.07.2017 (Copy enclosed) issued the clarification in consultation with the Department of Legal Affairs, Ministry of Law & Justice, Govt. of India to all the NITs that 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.

Accordingly, vide letter dated 23.02.2018, your pay was fixed in the Pay Band-3 of Rs.15600-39100 + AGP of Rs.6000/- plus 02 non-compounded increments. However in terms of orders dated 02.04.2018 passed by Hon'ble High Court of Punjab & Haryana,

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



Chandigarh in the CWP No.7303 of 2018 - titled Rajesh Kumar and others Vs. Union of India and others, the letter dated 23.02.2018 was withdrawn vide Office Order dated 25.04.2018. Further, as directed by Hon'ble High Court of Punjab & Haryana, Chandigarh vide orders passed in the CWP No.7303 of 2018 for the re-fixation of pay the Institute is to follow the directions passed by Hon'ble High Court in the CWP No.5092 of 2018.

In view of the above, you are hereby served with this Notice as to why your pay not be re-fixed in the Pay Band-3 of Rs.15600-39100 + AGP of Rs.6000/- + 02 non-compounded increments from the initial date of joining in terms of your appointment letter and Recruitment Rule prevailing at that point of time as well as MHRD, Govt. of India letter P.No.2-5/2017-TS.III dated 17.07.2017.

Therefore, you are hereby informed to appear before the Director of the Institute on 05.10.2018 at 10.30 a.m. in person to present your case and also you may submit your objections, if any, at least 03 days before the said date in support of your defense.

  
Registrar in Charge

To

1. Sh. Ajay Kr. Prabhakar, Asstt. Prof. (on contract), Civil Engg. Deptt.
2. Sh. Nipen Kr. Das, Asstt. Prof. (on contract), Civil Engg. Deptt.
3. Dr. Anurag Ranu Gupta, Asstt. Prof. (on contract), Elect. Engg. Deptt.
4. Dr. Meera P. K. Prasad, Asstt. Prof. (on contract), Elect. Engg. Deptt.
5. Sh. Kuran Kumar Jaleel, Asstt. Prof. (on contract), Elect. Engg. Deptt.
6. Dr. Anoop Mahesh, Asstt. Prof. (on contract), Elect. Engg. Deptt.
7. Dr. Shyam, Asstt. Prof. (on contract), Elect. Engg. Deptt.
8. Sh. Sandeep Kakran, Asstt. Prof. (on contract), Elect. Engg. Deptt.
9. Dr. Anil Kumar, Asstt. Prof. (on contract), Elect. Engg. Deptt.
10. Dr. Ranu Sharma, Asstt. Prof. (on contract), Elect. Engg. Deptt.
11. Sh. Satnam Singh, Asstt. Prof. (on contract), Mech. Engg. Deptt.
12. Sh. Mukesh Kumar, Asstt. Prof. (on contract), Mech. Engg. Deptt.
13. Sh. V.S.N. Reddy B, Asstt. Prof. (on contract), Mech. Engg. Deptt.
14. Sh. Vikram Singh, Asstt. Prof. (on contract), Computer Engg. Deptt.
15. Sh. Mahendra Kr. Murmu, Asstt. Prof. (on contract), Computer Engg. Deptt.
16. Sh. Santosh Kumar, Asstt. Prof. (on contract), Computer Engg. Deptt.
17. Ms. Bharti Singh, Asstt. Prof. (on contract), Computer Engg. Deptt.
18. Sh. Anoop Kr. Patel, Asstt. Prof. (on contract), Computer Engg. Deptt.
19. Sh. Kanti Bhushan, Asstt. Prof. (on contract), Computer Engg. Deptt.
20. Sh. Ankit Kumar Jain, Asstt. Prof. (on contract), Computer Engg. Deptt.
21. Sh. C.B. Eshan Singh, Asstt. Prof. (on contract), Computer Engg. Deptt.
22. Sh. Vijay Verma, Asstt. Prof. (on contract), Computer Engg. Deptt.
23. Dr. Trailokya Nath Sasamal, Asstt. Prof. (on contract), ECE Deptt.
24. Ms. Shweta Meena, Asstt. Prof. (on contract), ECE Deptt.
25. Dr. Chhagan, Asstt. Prof. (on contract), ECE Deptt.
26. Sh. Dharendra Kumar Sharma, Asstt. Prof. (on contract), ECE Deptt.
27. Sh. V.K. Kumar, Asstt. Prof. (on contract), MFD

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F.No.2-5/2017 - TS.III  
GOVERNMENT OF INDIA  
MINISTRY OF HUMAN RESOURCE DEVELOPMENT  
DEPARTMENT OF HIGHER EDUCATION

\*\*\*\*\*

New Delhi, the 17<sup>th</sup> 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 MNMIT, Allahabad seeking clarifications regarding applicability of the provisions of MIT 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 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 regularised on the same post in the same Pay Band and the same AWP from the date of his/her acquiring the Ph.D. degree within the stipulated period."

3. Therefore, a clarification was sought by MNMIT, 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 7<sup>th</sup> 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.

*Amr*

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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 MNMIT, Allahabad.

ANNEXURE - 46.15.(iv)

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

Recommendations made by the Committee in its meeting held on 03.10.2018 at 10.30 a.m. in office of the Director, NIT, Kurukshetra for Pay Fixation of the Assistant Professors recruited against Advt. No.14 of 2012 & Advt. No.06 of 2013 in Pay Band-3 of Rs.15600-19100 + Rs.6000/- AGP and regularized in the AGP of Rs.7000/- after completion of Ph.D.

**Present :**

- |  |          |
|--|----------|
| 1. Dr. Satish Kumar,<br>Director,<br>NIT, Kurukshetra.   | Chairman |
| 2. Dr. (Mrs.) Minati Baral,<br>Professor, Chemistry Department,<br>Dean (Faculty Welfare) &<br>Secretary, AGOFAE,<br>NIT, Kurukshetra. | Member   |
| 3. Dr. Surinder Dewal,<br>Registrar Incharge,<br>NIT, Kurukshetra.   | Member   |

The following Assistant Professors appeared before the Committee for hearing on 03.10.2018:

1. Dr. Jayaram Nanka, Assistant Professor, Elect. Engg. Deptt.
2. Dr. Joy Parkash Mishra, Assistant Professor, Mech. Engg. Deptt.
3. Dr. Rajneesh, Assistant Professor, Mech. Engg. Deptt.
4. Dr. Gurbajan Dyanandh, Assistant Professor, Elect. Engg. Deptt.
5. Dr. Bhanu Pratap, Assistant Professor, Elect. Engg. Deptt.
6. Dr. Sudhanshu Choudhary, Assistant Professor, ECE Deptt.
7. Dr. Manish Bhasin, Assistant Professor, Computer Engg. Deptt.

The Assistant Professors as mentioned at Sr.No.6 & 7 have submitted their objections and the same have been considered by the Committee at the time of hearing.

After detailed deliberation, the committee had made following observations:

1. The Institute had recruited 85 Assistant Professors during the year 2012-2013 following the MRRs received vide from the MHRD, Govt. of India vide OM dated 14.03.2012 duly approved by the Board. The minimum qualification and experience requirements for faculty positions of NITs (under the standard 3 tier rigid faculty

structure) have been prescribed in the MRRA. It is categorically mentioned in the appointment letters of the Assistant Professors who have recruited against the Advt. No.14 of 2012 & Advt. No.05 of 2013 that they shall be governed under the NIT Act, 2007/Statutes/Rules of NIT Kurukshetra, framed and amended from time to time relating to service conditions and any other matters/conditions not specified in the appoint letter.

2. The candidates recommended by the Selection Committee possessing the M.Tech. qualification were appointed as Assistant Professor (on contract) in the PB-3 and ACP of Rs.6000/- + 02 increments (for M.Tech.); whereas, those possessing the Ph.D. qualification were appointed as Assistant Professor in the PB-3 and ACP of Rs.7000/- (without any increment). In the MRRA it is mentioned that two advance increments shall be admissible at the time of recruitment for the post of Assistant Professor (on contract) with ACP of Rs.6000/- having the essential qualification M.Tech. whereas nothing is mentioned for the grant of any advance increment admissible at the time of recruitment in the case of Assistant Professor (on probation on a regular post) in the PB-3 and ACP of Rs.7000/- having Ph.D. as essential qualification.

3. Para 24(v) of NIT Faculty Recruitment Rules-2011 notified by the MHRD vide OM dated 14.03.2012 and approved by Board of Governors in its 28<sup>th</sup> meeting held on 20.07.2012 states that during the contract period, the appointee will be put in pay band PB-3 with at least 2 non-compounded increments (for M.Tech. degree). He will also be entitled to the usual increments and allowances, and to all other benefits such as P.F., Pension, Gratuity etc. at par with the facilities extended to regular faculty.

4. On completion of Ph.D. degree, the services of said Assistant Professors appointed (on contract) with ACP Rs.6000/- were regularized immediately due to lack of clarity to the post of Assistant Professor from the date of acquiring of Ph.D. degree in pay band of Rs.15600-39100 + ACP of Rs.7000/- + 02 compounded increments vide OM dated 22.01.2015. This created pay anomaly with the Assistant Professors (on regular basis) appointed in ACP of Rs.7000/- with Ph.D. qualification through the same advertisement and Selection Procedure. This has caused kind of Court Cases (CMP 4701 of 2016 filed Avnish Kumar Tripathi and Others Vs Union of India and Others).

5. The matter was placed before the Board in its 39<sup>th</sup> meeting held on 05.04.2016 and 40<sup>th</sup> meeting of BGD held on 19.08.2016 and the Board decided to get the clarification from the MHRD, Govt. of India.

6. A High Level Committee was constituted by the Institute to look into the issues related to the grievances of the faculty & non-faculty members of the Institute. In one of the grievances of the faculty, the Committee had recommended that the increments so granted have been merged with the basic pay; whereas, it should have been shown separately since their increments were of non-compounded in nature.
7. Subsequently, the MHRD, Govt. of India vide its letter F.No.2-5/2017-TS.III dated 17.07.2017 issued the clarification in consultation with the Department of Legal Affairs, Ministry of Law & Justice, Govt. of India to all the NITs that 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 i.e. NIT Faculty Recruitment Rules-2011 notified by the MHRD vide OM dated 14.03.2012 in the same band and same AGP. Further, the financial upgradation/promotion is admissible through selection procedure on the recommendations of statutory Selection Committee as per Recruitment Rules prevailing at that point of time.
8. The matter was placed before the Board of Governors in its 43rd meeting held on 28.01.2018 for consideration and the Board decided as under:

"Further, the Board decided that the AGP of 04 Assistant professors at Sr. no.4-7, namely Dr. Gurbabu Dyanamina, Dr. Jayaram Nalwa, Dr. Joy Prakash Misra and Dr. Rameesh be re-fixed to AGP of Rs.6,000/- plus 02 non-compounding increments in place of AGP of Rs.7,000/- plus 02 increments in consonance with the terms and conditions of their appointment letters and Recruitment Rules prevailing at that point of time (MRR-2012) i.e. in the same Pay Band and the same AGP of Rs.6,000/- plus 02 non-compounding increments as per the clarification issued by the Ministry vide MHRD letter F.No.2-5/2017-TS.III dated 17.07.2017 and their date of regularization be modified and their service be confirmed accordingly.

9. Accordingly, vide office order dated 09.02.2018, the pay of such Assistant Professors was re-fixed in the Pay Band 3 of Rs.15600-39100 + AGP of Rs.6000/- plus 02 non-compounded increments. However, in terms of orders dated 01.03.2018 passed by Hon'ble High Court of Punjab & Haryana, Chandigarh in the OWP No.5092 of 2018 - titled Dr. Jayaram Nalwa and others Vs Union of India and others the office order dated 09.02.2018 was put in abeyance till further orders vide order dated 02.04.2018.

10. The action taken report was placed before the Board of Governors in its 45<sup>th</sup> meeting held on 04.06.2018 vide agenda item no. 45.18 and the Board decided as under :

*'The Board noted the action taken by the Institute as per the decision of the BOG taken in its 43<sup>rd</sup> meeting held on 23.01.2018 and subsequent compliance of the orders of Hon'ble High Court.*

*After detailed deliberations, the Board decided that the AGP in said cases may be re-fixed after following the due procedure by issuing notice and providing them an opportunity of hearing. The Board authorized the Director to consider the replies and personal hearing. The report thereon be put up to the Board in its next meeting.'*

In terms of the said BoG decision dated 04.06.2018, the office order dated 09.02.2018 was withdrawn vide fresh office order dated 06.07.2018. The Hon'ble High Court was informed through Affidavit on 20.07.2018. The Hon'ble High Court passed the order on 31.07.2018 in the GWP No.5092 of 2018- titled Jayaram Nakka & Others Vs Union of India & Others that the present petition is disposed of having been rendered infructuous.

11. Accordingly, as per decision of the Board of Governors with reference to BoG 45.18 and in the light of decision of Hon'ble High Court, such Assistant Professors were informed vide letter dated 30.09.2018 to appear before the Director of the Institute during the period from 03.10.2018 to 05.10.2018 in person to present their case and objections, if any, at least 03 days before the said date in support of their defence.

12. The committee considered the objections submitted, the relevant documents, including the terms and conditions of appointment, MPPS-2001, circulated vide MHRD, Govt. of India OM dated 14.03.2012 duly approved by the Board of Governors and clarification issued by the MHRD, Govt. of India vide OM No.2-5/2017-TS-III dated 17.07.2017. Further, the 02 non-compounded advance increments are to be considered in pay fixation as per Deptt OM No.171/2010-Bstt(Pay-II) dated 03.12.2012, FR-9(2)(a)(i) and Rule FR-22, GOI. It was observed that there was inadvertent error while fixing the pay and regularization of said Assistant Professors regarding the following

- (i) Nature of 02 advance increments (for M.Tech.) by considering the increments as compounded instead non-compounded in nature; and
- (ii) Up-gradation to AGP of Rs.7000/- from AGP of Rs.6000/- while regularizing after completion of Ph.D. degree.

The illustration of "existing pay fixation" of said Assistant Professors vis-à-vis of Assistant Professors (regular basis) appointed in AGP of Rs.7000/- with Ph.D. qualification, and anomaly arose thereon, has





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been shown in Appendix-A. Further, the pay fixation of said Assistant Professors by considering the advance increments as non-compounded one and AGP of Rs.6000/- as per the above mentioned relevant documents has also been shown in Appendix-A

**Recommendations:**

The committee having gone through all the relevant documents, objections of the concerned Assistant Professors and above stated observations is of the considered view that the Pay of all the above said Assistant Professors may be fixed on regularization of their services on acquiring the Ph.D. degree in the Pay Band-3 of Rs.15600-39100 + AGP of Rs.6000/- + 02 non-compounded increments (as per the formula/calculations proposed in Appendix-A) from the initial date of joining in terms of their appointment letters and Recruitment Rule prevailing at that point of time as well as MHRD, Govt. of India letter F.No.2-5/2017-TS.III dated 17.07.2017 and DoPT OM No.1/1/2010-Estt.(Pay-I) dated 06.12.2012, FR-9(21)(a)(i) and Rule FR 27, QIO(9).

The meeting ended with vote of thanks to the chair.

  
(Surinder Deswal)

  
(Vinod Bhatia)

  
(Satish Kumar)

Appendix - A

Pay Fixation of Assistant Professors in the Pay Band-S of Rs.15600-39100 + AGP Rs.6000/- + 02 Non-Compounded Advance Increments (for M.Tech. ) and have been regularized in the AGP of Rs.7000/-

No. of Assistant Professors : 07

Existing Pay Fixation as per the formula given below:

Total Pay = Basic Pay (Pay + AGP + A.I. + 02 Advance Increments) + DA on Basic Pay including 2 Advance Increments

Date of Increment	Pay (Initial Pay)	AGP	02 Increments	Annual Increment (2% of Basic Pay)	Basic Pay (2+3+4+5)	DA @ of 50% on (6) or (2+3+4+5)	Total Pay (6+7)	Asstt. (regular) appointed in AGP of Rs.7000/- with Ph.D. Total Pay
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	
01.07.2013	15600	6000	1300	00	22900	11450	34350	33900
01.07.2014	15600	6000	1300	630	23590	11795	35385	34920
20.09.2014 (Ph.D.)	15600	7000	1300	00	23900	11950	35850	NA
01.07.2015	15600	7000	1300	720	24620	12310	36930	34950

Proposed Pay Fixation as per the formula given below:

Total Pay = Basic Pay (Pay + AGP + A.I.) + DA on Basic Pay + 02 Non-Compounded Advance Increments

Date of Increment	Pay (Initial Pay)	AGP	Annual Increment (5% of (2+3))	Basic Pay (2+3+4)	DA @ of 50% on (5) or (2+3+4)	02 Non-Compounded Increments	Total Pay (5+6+7)	Difference in Total Pay (Table 1 - Table 2)	Asstt. (regular) appointed in AGP of Rs.7000/- with Ph.D. Total Pay
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)		
01.07.2013	15600	6000	00	21600	10800	1300	33700	(-) 650	33900
01.07.2014	15600	6000	650	22250	11125	1300	34675	(-) 710	34920
20.09.2014 (Ph.D.)	15600	6000	650	22250	11125	1300	34675	(-) 710	NA
01.07.2015	15600	6000	670	22270	11135	1300	34705	(-) 2225	34950

Note : The above proposal of Pay Fixation is as per MHRD, Govt. India Om F.No.2-5/2017-TS.II dated 17.07.2017, Recruitment Rules, Dept. OM OM No.1/1/2010-Estt.(Pay) dated 06.12.2012, FR-9(21)(a)(i) and Rule FR 27, GPO(9).

*[Handwritten signatures and initials]*

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

Recommendations made by the Committee in its meeting held on 04.10.2018 at 10.30 a.m. in office of the Director, NIT, Kurukshetra for Pay Fixation of the Assistant Professors recruited against Advt. No.14 of 2012 & Advt. No.05 of 2013 in Pay Band-3 of Rs.15500-19100 + Rs.6000/- AGP and regularized with AGP of Rs.6000/- after completing the Ph.D. degree.

**Present :**

- |  |          |
|--|----------|
| 1. Dr. Satish Kumar,<br>Director,<br>NIT, Kurukshetra.   | Chairman |
| 2. Dr. (Mrs.) Minati Baral,<br>Professor, Chemistry Department,<br>Dean (Faculty Welfare) &<br>Secretary, ACoFAR,<br>NIT, Kurukshetra. | Member   |
| 3. Dr. Surinder Deswal,<br>Registrar Incharge,<br>NIT, Kurukshetra.  | Member   |

The following Assistant Professors appeared before the Committee for hearing on 04.10.2018:

1. Dr. Shashi Bhushan Singh, Asstt. Professor, Elect. Engg. Deptt.
2. Dr. Pradeep Kumar, Assistant Professor, Elect. Engg. Deptt.
3. Dr. Baldev Singh, Assistant Professor, Elect. Engg. Deptt.
4. Dr. Tejavathi Ramesh, Assistant Professor, Elect. Engg. Deptt.
5. Dr. Lalk. Thakur, Assistant Professor, Mech. Engg. Department.
6. Dr. Rajesh, Assistant Professor, Mech. Engg. Deptt.
7. Dr. Chandrashekara M., Assistant Professor, Mech. Engg. Deptt.
8. Dr. Gaurav Verma, Assistant Professor, ECE Department.
9. Dr. Pankaj Verma, Assistant Professor, ECE Department.
10. Dr. Gaurav Saini, Assistant Professor, ECE Department.
11. Dr. Ashutosh Nandi, Assistant Professor, EOE Department.
12. Dr. Sudhakar Singh Chauhan, Asstt. Professor, ECE Department.
13. Dr. Gyanendra Kumar Verma, Assistant Professor, Computer Engg.

The Assistant Professors as mentioned at Sr. No.3 & Sr.No.13 were absent from the Personal Hearing. The Asstt. Prof. as mentioned at Sr. No.03 has been relieved from the services of this Institute on resignation.



The committee considered their objection and heard the above candidates in person. After detailed deliberation, the committee had made following observations:

1. The Institute had recruited 85 Assistant Professors during the year 2012-2013 following the MRRs received vide from the MHRD, Govt. of India vide OM dated 14.03.2012 duly approved by the Board. The minimum qualification and experience requirements for faculty positions of NITs (under the standard 3 tier rigid faculty structure) have been prescribed in the MRRs. It is categorically mentioned in the appointment letters of the Assistant Professors who have recruited against the Advt. No.14 of 2012 & Advt. No.05 of 2013 that they shall be governed under the NIT Act, 2007/Statutes/Rules of NIT Kurukshetra, framed and amended from time to time relating to service conditions and any other matters/conditions not specified in the appoint letter.
2. The candidates recommended by the Selection Committee possessing the M.Tech. qualification were appointed as Assistant Professor (on contract) in the PB-3 and AGP of Rs.6000/- + 02 increments (for M.Tech.); whereas those possessing the Ph.D. qualification were appointed as Assistant Professor in the PB-3 and AGP of Rs.7000/- (without any increment). In the MRRs it is mentioned that two advance increments shall be admissible at the time of recruitment for the post of Assistant Professor (on contract) with AGP of Rs.6000/- having the essential qualification M.Tech. whereas nothing is mentioned for the grant of any advance increment admissible at the time of recruitment in the case of Assistant Professor (on probation on a regular post) in the PB-3 and AGP of Rs.7000/- having Ph.D. as essential qualification.
3. Para 24(v) of NIT Faculty Recruitment Rules 2011 notified by the MHRD vide OM dated 14.03.2012 and approved by Board of Governors in its 28<sup>th</sup> meeting held on 20.07.2012 states that during the contract period, the appointee will be put in pay band PB-3 with at least 2 non-compounded increments (for M.Tech. degree). He will also be entitled to the usual increments and allowances, and to all other benefits such as P.F., Pension, gratuity etc. at par with the facilities extended to regular faculty.
4. However, the pay fixation of said Assistant Professors was fixed/calculated by considering the 02 Advance increments (for M.Tech.) as compounded advance increments instead of non-compounded advance increments inadvertently due to lack of clarity.
5. The matter was placed before the Board in its 39<sup>th</sup> meeting held on 05.04.2016 and 40<sup>th</sup> meeting of BoG held on 19.08.2016 and the Board decided to get the clarification from the MHRD, Govt. of India.

*[Signature]*




*[Signature]*

*[Signature]*

6. A High Level Committee was constituted by the Institute to look into the issues related to the grievances of the faculty & non-faculty members of the Institute. In one of the grievances of the faculty, the Committee had recommended that the increments so granted have been merged with the basic pay; whereas, it should have been shown separately since their increments were of non-compounded in nature.
7. Subsequently, the MHRD, Govt. of India vide its letter F.No.2-5/2017-TS.III dated 17.07.2017 issued the clarification in consultation with the Department of Legal Affairs, Ministry of Law & Justice, Govt. of India to all the NITs that 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 i.e. NIT Faculty Recruitment Rules-2011 notified by the MHRD vide OM dated 14.03.2012.
8. The matter was placed before the Board of Governors in its 43<sup>rd</sup> meeting held on 23.01.2018 for consideration and the Board decided as under:

"Further, the Board decided that the AGP of 04 Assistant professors at Sr. no.4-7, namely Dr. Gribabu Dyanamina, Dr. Jayaram Nakko, Dr. Joy Prakash Misra and Dr. Rajneesh be re-fixed to AGP Rs.6,000/- plus 02 non-compounding increments in place of AGP of Rs.7,000/- plus 02 increments in consonance with the terms and conditions of their appointment letters and Recruitment Rules prevailing at that point of time (MRR-2012) i.e. in the same Pay Band and the same AGP of Rs.6,000/- plus 02 non-compounding increments as per the clarification issued by the Ministry vide MHRD letter F.No.2-5/2017-TS.III dated 17.07.2017 and their date of regularization be modified and their service be confirmed accordingly."

9. Accordingly, vide office order dated 23.02.2018 the pay of such Assistant Professors was re-fixed in the Pay Band-3 of Rs.15600-39100 + AGP of Rs.6000/- plus 02 non-compounded increments. However, in terms of orders dated 02.04.2018 passed by Hon'ble High Court of Punjab & Haryana, Chandigarh in the CWP No. 7303 of 2018 - titled Dr. Rajesh Kumar and others Vs Union of India and others the office order dated 23.02.2018 was withdrawn vide office order dated 25.04.2018.
10. As per decision of the Board of Governors with reference to BoG 45.18 and in the light of decision of Hon'ble High Court, such Assistant Professors were informed vide letter dated 20.09.2018 to appear before the Director of the Institute during the period from 03.10.2018 to 05.10.2018 in person to present their case and objections, if any, at least 03 days before the said date in support of their defence.

11. The Committee considered the objections submitted by the Assistant Professors, the relevant documents including terms and conditions of appointment letters, MRRs-2011 circulated vide MHRD, Govt. of India vide OM dated 14.03.2012 duly approved by the Board of Governors and clarification issued by the MHRD, Govt. of India vide OM F.No.2-5/2017-TS.III dated 17.07.2017. Further, the 02 non-compounded advance increments are to be considered in pay fixation as per DoPT OM No.1/1/2010-Estt. (Pay-I) dated 06.12.2012, FR-9(21)(a)(i) and Rule FR 27, GO(9). It was observed that there was inadvertent error while fixing the pay of said Assistant Professors by considering the 02 advance increments (for M.Tech.) as compounded increments instead of non-compounded one. The illustration of "existing pay fixation by considering advance increments as compounded one" and "pay fixation by considering advance increments as non-compounded one" is appended as Appendix-B

**Recommendations:**

The committee having gone through all the relevant documents, objections of the concerned Assistant Professors and above stated observations is of the considered view that the Pay of all the above said Assistant Professors may be fixed in the Pay Band-3 of Rs.15500-39100 + ACP of Rs.5000/- + 02 non-compounded increments (as per formula/calculation proposed in Appendix-B) from the initial date of joining in terms of their appointment letters and Recruitment Rule prevailing at that point of time as well as MHRD, Govt. of India letter F.No.2-5/2017-TS.III dated 17.07.2017 and DoPT OM No.1/1/2010-Estt.(Pay-I) dated 06.12.2012, FR-9(21)(a)(i) and Rule FR 27, GO(9).

The meeting ended with vote of thanks to the chair.

  
(Surinder Deswal)

  
(Vinod Baral)

  
(Satish Kumar)

**Appendix - B**

Pay Fixation of Assistant Professors in the Pay Band 3 of Rs. 15600-39100 + AGR Rs. 6000/- + 02 Non-Compounded Advance Increments (for M.Tech.) and have been regularized in the AGR of Rs. 6000/- after completing Ph.D. degree.

No. of Assistant Professors: 13

Existing Pay Fixation as per the formula given below:

Total Pay = Basic Pay (Pay) + AGR + A1 + 02 Advance Increments + DA on (Basic Pay including 2 Advance Increments)

Date of Increment	Pay (Initial Pay)	AGP	02. Increments	Annual Increment (3% of Basic Pay)	Basic Pay (12+3+4+5)	D.A. @ of 50% (for illustration) on (2+3+4+5)	Total Pay
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
01.07.2013	15600	6000	1300	60	22900	11450	34350
01.07.2014	15600	6000	1300	690	23590	11795	35385
01.07.2015	16290	6000	1300	710	24300	12150	36450

Proposed Pay Fixation as per the formula given below:

Total Pay = Basic Pay (Pay) + AGR + A1 + 02 Non-Compounded Advance Increments

Total Pay = Basic Pay (1) + DA (2) + AGP (3) + Annual Increment (4) + Basic Pay (5) + DA @ 50% (6) + Non-Compounded Increments (7) + Total Pay (8) - Difference in Total Pay in Rupees (Table 1 Table-2)									
Date of Pay Increment	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	Difference in Total Pay in Rupees (Table 1 Table-2)
01.07.2013		15600	6000	00	21600	10800	1300	33700	(-) 650
01.07.2014		15600	6000	650	22250	11125	1300	34675	(-) 710
01.07.2015		16250	6000	670	22920	11460	1300	35680	(-) 770

Note : The above proposal of Pay Fixation is as per MHRD, Govt. India OM F.No.2-5/2017-TS.III dated 17.07.2017, Recruitment Rules, DoPT OM OM No.1/1/2010-Estt.(Pay) dated 06.12.2012, FR-9(21)(a)(i) and Rule FR 27, OIC(9).

*[Signature]*

NATIONAL INSTITUTE OF TECHNOLOGY  
KURUKSHETRA - 136 119

Recommendations made by the Committee in its meeting held on 05.10.2018 at 10.30 a.m. in office of the Director, NIT, Kurukshetra for Pay Fixation of the Assistant Professors (on contract) recruited against Advt. No.14 of 2012 & Advt. No.05 of 2013 in Pay Band-3 of Rs.15600-19100 + Rs.6000/- AGP.

Present :

- |  |          |
|--|----------|
| 1. Dr. Satish Kumar,<br>Director,<br>NIT, Kurukshetra.   | Chairman |
| 2. Dr. (Mrs.) Minati Baral,<br>Professor, Chemistry Department,<br>Dean (Faculty Welfare) &<br>Secretary, ACoFAR,<br>NIT, Kurukshetra. | Member   |
| 3. Dr. Surinder Deswal,<br>Registrar Incharge,<br>NIT, Kurukshetra.  | Member   |

The following Assistant Professors (on contract) appeared before the Committee for hearing on 05.10.2018:

1. Sh. Ajay K. Prabhakar, Asstt. Prof. (on contract), Civil Engg. Deptt.
2. Sh. Nigam Kr. Das, Asstt. Prof. (on contract), Civil Engg. Deptt.
3. Dr. Anam Rani Gupta, Asstt. Prof. (on contract), Elect. Engg. Deptt.
4. Dr. Modi P. R. Prasad, Asstt. Prof. (on contract), Elec. Engg. Deptt.
5. Sh. Kiran Kumar Jaiswal, Asstt. Prof. (on contract), Elect. Engg. Deptt.
6. Dr. Aeldapp Mahesh, Asstt. Prof. (on contract), Elect. Engg. Deptt.
7. Dr. Shivam, Asstt. Prof. (on contract), Elect. Engg. Deptt.
8. Sh. Sandeep Kataria, Asstt. Prof. (on contract), Elect. Engg. Deptt.
9. Dr. Amit Kumar, Asstt. Prof. (on contract), Elect. Engg. Deptt.
10. Dr. Rajni Sharma, Asstt. Prof. (on contract), Elect. Engg. Deptt.
11. Sh. Sainam Singh, Asstt. Prof. (on contract), Mech. Engg. Deptt.
12. Sh. Mukesh Kumar, Asstt. Prof. (on contract), Mech. Engg. Deptt.
13. Sh. V.S.N.Reddy B, Asstt. Prof. (on contract), Mech. Engg. Deptt.
14. Sh. Vikram Singh, Asstt. Prof. (on contract), Computer Engg. Deptt.
15. Sh. Mahendra Kr. Marmu, Asstt. Prof. (on contract), Computer Engg.
16. Sh. Sanjosh Kumar, Asstt. Prof. (on contract), Computer Engg. Deptt.
17. Ms. Bharati Sinha, Asstt. Prof. (on contract), Computer Engg. Deptt.
18. Sh. Anoop Kr. Patel, Asstt. Prof. (on contract), Computer Engg. Deptt.
19. Sh. Kriti Bhushan, Asstt. Prof. (on contract), Computer Engg. Deptt.
20. Sh. Ankit Kumar Jain, Asstt. Prof. (on contract), Computer Engg.
21. Sh. C.B.Eshan Singh, Asstt. Prof. (on contract), Computer Engg. Deptt.
22. Sh. Vijay Verma, Asstt. Prof. (on contract), Computer Engg. Deptt.
23. Dr. Trailokya Nath Sasamal, Asstt. Prof. (on contract), ECE Deptt.



24. Ms. Shweta Meena, Asstt. Prof. (on contract), ECE Deptt.
25. Dr. Chhagan, Asstt. Prof. (on contract), ECE Deptt.
26. Sh. Dheeraj Kumar Sharma, Asstt. Prof. (on contract), ECE Deptt.
27. Sh. Vikas Kumar, Asstt. Prof. (on contract), Mech. Engg. Deptt.

The Assistant Professors (on contract) as mentioned at Sr. No.12 was absent from Personal Hearing.

The committee considered their objections and heard the above candidates in person. After detailed deliberation, the committee had made following observations:

1. The Institute had recruited 85 Assistant Professors during the year 2012-2013 following the MRRs received vide from the MHRD, Govt. of India vide OM dated 14.03.2012 duly approved by the Board. The minimum qualification and experience requirements for faculty positions of NITs (under the standard 3 tier rigid faculty structure) have been prescribed in the MRRs. It is categorically mentioned in the appointment letters of the Assistant Professors who have recruited against the Advt. No.14 of 2012 & Advt. No.05 of 2013 that they shall be governed under the NIT Act, 2007/Statutes/Rules of NIT Kurukshetra framed and amended from time to time relating to service conditions and any other matters/conditions not specified in the appoint letter.
2. The candidates recommended by the Selection Committee possessing the M.Tech. qualification were appointed as Assistant Professor (on contract) in the PB-3 and AGP of Rs.6000/- + 02 increments (for M.Tech.); whereas those possessing the Ph.D. qualification were appointed as Assistant Professor in the PB-3 and AGP of Rs.7000/- (without any increment). In the MRRs it is mentioned that two non-compounded advance increments shall be admissible at the time of recruitment for the post of Assistant Professor (on contract) with AGP of Rs.6000/- having the essential qualification M.Tech. whereas nothing is mentioned for the grant of any advance increment admissible at the time of recruitment in the case of Assistant Professor (on probation on a regular post) in the PB-3 and AGP of Rs.7000/- having Ph.D. as essential qualification.
3. Para 2 (vi) of NIT Faculty Recruitment Rules 2011 notified by the MHRD vide OM dated 14.03.2012 and approved by Board of Governors in its 28<sup>th</sup> meeting held on 26.07.2012 states that during the contract period, the appointee will be put in pay band PB-3 with at least 2 non-compounded increments (for M.Tech. degree). He will also be entitled to the usual increments and allowances, and to all other benefits such as P.F., Pension, future gratuity etc. at par with the facilities extended to regular faculty.
4. However, the fixation of said Assistant Professors (on contract) was made/calculated by considering 02 Advance Increments (for M.Tech.) as compounded advance increments instead of non-compounded advance increments inadvertently due to lack of clarity.

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5. A High Level Committee was constituted by the Institute to look into the issues related to the grievances of the faculty & non-faculty members of the Institute. In one of the grievances of the faculty, the Committee had recommended that the increments so granted have been merged with the basic pay whereas, it should have been shown separately since their increments were of non-compounded in nature.

6. Subsequently, the MHRD, Govt. of India vide its letter P.No.2-5/2017-TS.II dated 12.07.2017 issued the clarification in consultation with the Department of Legal Affairs, Ministry of Law & Justice, Govt. of India to all the NITs that the regulation 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 i.e. NIT Faculty Recruitment Rules-2011 notified by the MHRD vide OM dated 14.03.2012.

7. The matter was placed before the Board of Governors in its 43rd meeting held on 23.01.2018 for consideration and the Board decided as under:

"Further, the Board decided that the ACP of 04 Assistant professors at Sr. No. 4-7, namely Dr. Garibabu Dhanamraju, Dr. Jayaram Naidu, Dr. Jay Prakash Misra and Dr. Rajmlesh be revised to ACP Rs.6,000/- plus 02 non-compounded increments in place of ACP of Rs.7,000/- plus 02 increments in consonance with the terms and conditions of the appointment letters and Recruitment Rules prevailing at the point of time MHRD notified. In the same pay band and the same ACP of Rs.6,000/- plus 02 non-compounded increments as per the clarification issued by the Ministry vide MHRD letter P.No.2-5/2017-TS.II dated 12.07.2017, and their state of regularisation be maintained and their service be confirmed accordingly."

8. Accordingly, vide office order dated 09.02.2018 the pay of such Assistant Professors was revised in the pay Band-A of Rs.45,000-39,100 + ACP of Rs.6,000/- plus 02 non-compounded increments. However, in terms of order dated 02.04.2018 issued by the High Court of Punjab & Haryana, Chandigarh in the CWP No. 7303 of 2018 - titled Dr. Rajesh Kumar and Others vs. Union of India and others, the office order dated 23.02.2018 was withdrawn vide office order dated 25.04.2018.

9. Accordingly, as per decision of the Board of Governors with reference to B.O. 45-18 and in the light of decision of Hon'ble High Court, such Assistant Professors were informed vide letter dated 20.09.2018 to appear before the Director of the Institute during the period from 03.10.2018 to 05.10.2018 in person to present their case and objections, if any, at least 03 days before the said date in support of their defence.

10. The Committee considered the objections submitted by the Assistant Professors (on contract), the relevant documents including terms and conditions of appointment letters, MRRs-2011 circulated vide MHRD, Govt. of India vide OM dated 14.03.2012 duly approved by the Board of Governors and clarification issued by the MHRD, Govt. of India vide OM F.No.2-5/2017-TS.III dated 17.07.2017. Further, the 02 non-compounded advance increments are to be considered in pay fixation as per DoPT OM No.1/1/2010-Estt. (Pay-I) dated 06.12.2012, FR-9(21)(a)(i) and Rule FR 27, G.O(9). It was observed that there was inadvertent error while fixing the pay of said Assistant Professors (on contract) by considering the 02 advance increments (for M.Tech.) as compounded increments instead of non-compounded one. The illustration of "existing pay fixation by considering advance increments as compounded one" and "Pay fixation by considering advance increments as non-compounded one" is shown in Appendix-C.

#### Recommendations:

The committee having gone through all the relevant documents, objections of the concerned Assistant Professors (on contract) and above stated observations is of the considered view that the Pay of all the above said Assistant Professors (on contract) may be fixed in the Pay Band-3 of Rs.15600-39100 + AGP of Rs.6000/- + 02 non-compounded advance increments (as per formula/calculations proposed in Appendix-C) from the initial date of joining in terms of their appointment letters and Recruitment Rule prevailing at that point of time as well as MHRD, Govt. of India letter F.No.2-5/2017-TS.III dated 17.07.2017 and DoPT OM No.1/1/2010-Estt. (Pay-I) dated 06.12.2012, FR-9(21)(a)(i) and Rule FR 27, G.O(9).

The meeting ended with vote of thanks to the chair.

  
(Sunder Deswal)

  
(Minati Barai)

  
(Satish Kumar)

## Appendix - C

Pay Fixation of Assistant Professors (on contract) in the Pay Band-3 of  
Rs. 15600-39100 + AGP Rs. 6000/- + O2 Non-Compounded Advance Increments (for M.Tech.)

No. of Assistant Professors - 27

Existing Pay Fixation as per the formula given below:

Total Pay = Basic Pay (Pay) + AGP + Ad. + O2 Advance Increments + DA on (Basic Pay including 2 Advance Increments)

Date of Increment	Pay (Initial Pay)	AGP	02 Increments	Annual Increment (3% of Basis Pay)	Basic Pay (2+3+4+5)	PA @ of 50% (for illustration) on (6) or (2+3+4+5)	Total Pay (6+7)
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
01.07.2013	15600	6000	1300	00	22900	11450	34350
01.07.2014	15600	6000	1300	696	23590	11795	35385
01.07.2015	16290	6000	1300	710	24300	12150	36450

Proposed Pay Fixation as per the formula given below:

Total Pay = Basic Pay (Pay) + AGP + Ad. + O2 Advance Increments + DA on (Basic Pay including 2 Advance Increments)

Date of Increment	Pay (Initial Pay)	oAGP	Annual Increment (3% of Basic Pay)	Basic Pay (2+3+4)	DA @ 30% (as illustration) on (5) or (2+3+4)	02. Compounded Increment	Total (5+6+7)	Difference in Total Pay in Rupees (Table 1 - Table-2)
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	
01.07.2013	15600	6000	468	21600	10800	1300	33700	(-) 650
01.07.2014	15600	6000	650	22250	11125	1300	34675	(-) 710
01.07.2015	16250	6000	670	22920	11460	1300	35680	(-) 770

Note : The above proposal of Pay fixation is as per MHRD, Govt. India OM F.No.2-5/2017-TS.III dated 17.07.2017, Recruitment Rules DoPT OM No.1/1/2010-Estt. (Pay) dated 06.12.2012, FR-9(21)(a)(i) and Rule FR 27, GIG(9).

*[Signature]*

*[Signature]*

*[Signature]*

F.No.10-3/2019-TS.III  
Government of India  
Ministry of Human Resource Development  
Department of Higher Education  
Technical Section-III

Shastri Bhawan, New Delhi,  
Dated, the 28<sup>th</sup> March, 2019

To,  
The Director,  
National Institute of Technology, Kurukshetra,  
Haryana

**Subject: Advice sought by NIT, Kurukshetra regarding pay fixation of Assistant Professors as per NIT faculty Recruitment Rules.**

Sir,

I am directed to refer to your communication No.Estt.-I/5909 dated 06.12.2018 on the subject cited above and to say that the matter regarding pay fixation of faculty is purely administrative in nature and Institute specific for which Board of Governors of the Institute is the apex decision making body.

*Payable  
head  
not*

2. Therefore, it is requested to kindly consider the matter as per rules & regulations issued by this Ministry and extant relevant instructions of Govt. of India and place the same before its Board of Governors (BoG) for taking a decision.

Yours faithfully,



(Anil Kumar Singh)

Under Secretary to the Govt. of India  
Tel: 23384897

F.No.2-5/2017 - TS.III  
GOVERNMENT OF INDIA  
MINISTRY OF HUMAN RESOURCE DEVELOPMENT  
DEPARTMENT OF HIGHER EDUCATION

\*\*\*\*\*

New Delhi, the 17<sup>th</sup> 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 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 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 7<sup>th</sup> 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.

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/ 717

Dated: 09/02/2018

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

- 43.26 To consider the regularization and confirmation of Assistant Professors recruited at AGP of Rs.6000/- plus 02 increments in the Institute on contract basis for a period of three years under the standard 3 tier rigid faculty structure.**

*"After detailed deliberations, the Board decided that the AGP of 03 Assistant professors at Sr. no. 1-3, namely Dr. Sudhansu Choudhary, Dr. Bhanu Pratap and Dr. Mantosh Biswas be re-fixed to AGP Rs. 6,000/- plus 02 non-compounding increments in place of AGP Rs. 7,000/- plus 02 increments in consonance with the terms and conditions of their appointment letters and Recruitment Rules prevailing at that point of time (MRR-2012), i.e. in the same Pay-Band and the same AGP of Rs. 6,000/- plus 02 non-compounding increments as per the clarification issued by the Ministry vide MHRD letter F.No. 2-5/2017-TS(III) dated 17.07.2017, and their date of regularization and confirmation be modified accordingly.*

*Further, the Board decided that the AGP of 04 Assistant professors at Sr. no. 4-7, namely Dr. Giribabu Dyanamina, Dr. Jayaram Nakka, Dr. Joy Prakash Misra and Dr. Rajneesh be re-fixed to AGP Rs. 6,000/- plus 02 non-compounding increments in place of AGP Rs. 7,000/- plus 02 increments in consonance with the terms and conditions of their appointment letters and Recruitment Rules prevailing at that point of time (MRR-2012), i.e. in the same Pay-Band and the same AGP of Rs. 6,000/- plus 02 non-compounding increments as per the clarification issued by the Ministry vide MHRD letter F.No. 2-5/2017-TS(III) dated 17.07.2017, and their date of regularization be modified and their service be confirmed accordingly.*


*Further, the regularization and confirmation of services of such Assistant Professors shall be carried out as per the terms and conditions of their appointment letters and Recruitment Rules prevailing at that point of time (MRR-2012), i.e. in the same Pay-Band and the same AGP of Rs. 6,000/- 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."*

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

Encl: Agenda Item

  
Registrar (I/C)

Deputy Registrar (GA & L)

  
15/2/18

13/02/18

**NATIONAL INSTITUTE OF TECHNOLOGY  
KURUKSHETRA-136119**

No. NITK / 45<sup>th</sup> BOG / 3321

Dated: 28/06/2018

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

**BoG 45.18 To note the action taken with reference to agenda item No.43.26 for regularization and confirmation of Assistant Professors recruited at AGP of Rs.6000/- plus 02 increments in the Institute on contract basis for a period of three years under the standard 3 tier rigid faculty structure.**

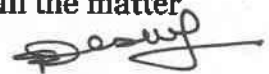
*"The Board noted the action taken by the Institute as per the decision of the BOG taken in its 43<sup>rd</sup> meeting held on 23.01.2018 and subsequent compliance of the orders of Hon'ble High Court.*

*After detailed deliberations, the Board decided that the AGP in said cases may be re-fixed after following the due procedure by issuing notice and providing them an opportunity of hearing. The Board authorized the Director to consider the replies and personal hearing. The report thereon be put up to the Board in its next meeting."*

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

Encl: Agenda Item

Deputy Registrar (GA & L)



Registrar (I/C)

Per Devt  
28-6-18



**BoG 50.27 To consider and decide on the advise of the Central Vigilance Commission about the CVC complaints of NIT Kurukshetra.**

The following complaints concerned with this Institute were under consideration with the Central Vigilance Commission which have now been decided by the CVC and conveyed by the MHRD, Govt. of India as summarized under:

Sr. No	Complaint No.	Nature of Complaint	Decision of CVC conveyed by the MHRD, Govt. of India
1.	C-13012/01/2008-Vig	Regarding irregularities in the appointment and construction in the NIT Kurukshetra during the tenure of the then Director.	The MHRD, Govt. of India has conveyed vide letter No.C-13012/1/2008-Vig. dated 26.04.2019 that the CVC has examined the case and advised for closure of the complaints.
2.	C-13011/164/2012-Vig	Regarding the establishment of an Engineering College on the recommendations of the expert committee of AICTE, despite the short-fall in the buildup area of the Institute.	The MHRD, Govt. of India has conveyed vide letter No.C-13011/164/2012-Vig. dated 13.05.2019 that the CVC has examined the case and has noted the position about imposition of penalty of 'Censure' and allowed the matter to rest.
3.	C-13013/12/2013-Vig	Regarding the re-designation of the incumbents recruited against the post of Dy. Registrar (GA & Legal) and Dy. Registrar (Accounts), NIT Kurukshetra	The MHRD, Govt. of India has conveyed vide letter No.C-13013/12/2013-Vig. dated 20.05.2019 that the CVC has examined the case and advised closure of the complaint.
4.	C-13011/112/2015-Vig	Regarding the transport allowance of the then Director, NIT Kurukshetra.	The MHRD, Govt. of India has conveyed vide letter F.No.10-3/2017-TS.III dated 07.03.2019 that CVC has advised for recovery of amount paid to the then Director as transport allowance be made and allowed the matter to rest.

In view of the above, the Board may consider the advise of CVC in the above mentioned cases and decide.

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**BoG 50.28 To consider for the engagement of the Dental Surgeon on full time on contract basis for the Health Centre of the Institute.**

The Institute has engaged a Dental Surgeon in the Health Centre on part-time basis for 04 hours i.e. 8:30 a.m. to 12:30 p.m. for day to day dental checkup of the employees, their families and students. At present the Dental Surgeon is being paid a consolidated salary of Rs. 15,000/- per month as per the decision taken by the Finance Committee in its 29<sup>th</sup> meeting held on 04.06.2014 and subsequently approved by Board of Governors in its 33<sup>rd</sup> meeting held on 04.06.2014.

In view of the increase of number of dental patients, it was felt that a full-time Dental Surgeon may be engaged on contract basis. The same observation was also considered by a Committee constituted for providing the better facilities in the Health Centre. The recommendations of the committee were placed before the Board of Governors in its 26<sup>th</sup> meeting held on 21.10.2011. The Board approved the recommendations of the Institute level committee for Health Centre. The recommendations of the committee are as under:

*"The members observed that the services of Dental Surgeon at the Health Centre are inadequate as a large number of patients are visiting the Health Centre and the Dental Surgeon is available only for four hours. In view of this the Committee recommended that the Dental Surgeon may be appointed for full time on contract basis at consolidated salary of Rs. 25,000/- per month as per State Government norms. This may be placed before the Finance Committee and the BOG for consideration."*

However, in view of the earlier decisions of the Finance Committee and Board of Governors, mentioned in para 1 of this agenda, the Dental Surgeon has been engaged on a consolidated remuneration of Rs. 15,000/- per month for limited period of 04 hours.

The Senior Medical Officer of the Health Centre has requested vide letter No.HC/2019/162 dated 02.05.2019 for the extension of the duty hours of the Dental Surgeon. In this letter she has mentioned that the Dental Treatment is a lengthy process, large number of patients remain unattended

due to limited time. Therefore, the duty hours of the Dental Surgeon may be extended to full-time so that more number of patients with better attention can be served. The remuneration of Dental Surgeon may accordingly be modified. A copy of the letter dated 02.05.2019 is enclosed as Annexure - 50.28(i) on page 302.

In view of the above, a Dental Surgeon on full-time is required in the Institute Health Centre. It is pertinent to mention here that there is a provision for the appointment of a Dental Surgeon in most of the Technical Institutes of repute like IIT, Delhi, IIT, Madras and IIT, Roorkee etc. The appointment of the Dental Surgeon can be made Under Clause 28 (2) of the First Statutes of the NITs.

Therefore, a Dental Surgeon on full-time may be engaged on contract basis against the approved post of Medical Officer initially for a period of one year on a consolidated salary of Rs.62832/- per month (Level 10 of Pay Matrix as per 7<sup>th</sup> CPC + Dearness Allowance admissible at the level of Medical Officer). For the appointment of Dental Surgeon, the qualification as prescribed by Ministry of Health and Family Welfare may be considered.

In view of the above facts, it is proposed that *the Institute may engage a full-time Dental Surgeon on contract basis as per the prescribed qualification of Dental Surgeon of Ministry of Health and Family Welfare, under clause 28 (2) of the Statute initially for a period of one year or till further orders.*

Diary No. 3031.....

Dated. 06/05/19.....

HEALTH CENTRE  
NATIONAL INSTITUTE OF TECHNOLOGY  
KURUKSHETRA-136119

No. HC/2019/ 162

Dated: 02.05.2019

**Subject: Request to extend the duty hours of Dental Surgeon.**

With warm regards, it is submitted that a Dental Surgeon is working on part time basis for 04 hours daily in the morning OPD of the Institute Health Centre. Dental treatment is a lengthy process. Large numbers of patients (20 -30) are visiting daily in the dental OPD. Some patients remain unattended due to limited time.

It is requested that duty hours of Dental Surgeon may kindly be extended to full time so that more number of patients with better attention can be served. The remuneration to the Dental Surgeon may accordingly be modified.

Submitted for kind approval please.

*adave*  
21/5/19  
Prof. I/C (Health Centre)

*[Signature]*  
25/5/19  
Senior Medical Officer

Registrar

*on file pl*

*[Signature]*  
26/5/19

*DR (Gen & U)*

*[Signature]*  
06/05/19

*[Signature]*  
08/05/19  
AD (Gen)  
Super (Gen)

**BoG 50.29 To note the Office Memorandum dated 19.01.2019 and 31.01.2019 issued by Department of Personnel & Training, Govt. of India regarding reservation for Economically Weaker Sections (EWSs) in direct recruitment in civil posts and services in the Govt. of India.**

The Department of Personnel & Training, Govt. of India had issued Office Memorandum F.No.36039/1/2019-Estt.(Res.) dated 19.01.2019 regarding reservation for Economically Weaker Sections (EWSs) in civil posts and services in the Government of India. In this Office Memorandum, it has been notified that 10% reservation will be provided for Economically Weaker Sections (EWSs) in Central Government posts and services and would be effective in respect of all Direct Recruitment vacancies to be notified on or after 01.02.2019.

Subsequently, the Department of Personnel & Training had issued another Office Memorandum vide F.No.36039/1/2019-Estt.(Res.) dated 31.01.2019, in continuation of earlier Office Memorandum regarding reservation for EWSs not covered under the reservation scheme for SCs/STs/OBCs in respect of direct recruitment in civil posts and services in the Government of India.

The relevant points as mentioned in the above Office Memorandum dated 31.01.2019 are as under:

1. *The persons belonging to EWSs who are not covered under the scheme of reservation for SCs, STs and OBCs shall get 10% reservation in the direct recruitment in civil posts and services in Government of India.*
2. *Scientific and Technical posts which satisfy all the prescribed condition can be exempted from the purview of the reservation orders by the Ministries/Departments.*
3. *Persons who are not covered under the scheme of reservation for SCs, STs and OBCs and whose family has gross annual income below Rs.8.0 lakh (Rupees eight lakh only) are to be identified as EWSs for benefit of reservation. Income shall also include income from all sources i.e. salary, agriculture, business, profession, etc. for the financial year prior to the year of application.*
4. *The benefit of reservation under EWS can be availed upon production of an Income and Asset Certificate issued by a Competent Authority.*
5. *Department of Personnel & Training had circulated Office Memorandum No.36012/2/96-Estt(Res) dated 02.05.1997 regarding implementation of post based reservation roster. The*

*general principles for making and operating post based reservation roster would be as per the principles laid down in the said Office Memorandum.*

6. *A person belonging to EWS cannot be denied the right to compete for appointment against an unreserved vacancy. Persons belonging to EWS who are selected on the basis of merit and not on account of reservation are not to be counted towards the quota meant for reservation.*
7. *Every Government establishment shall appoint a senior officer of the Department as the Grievance Redressal Officer.*
8. *Ministries/Department /Attached and Subordinate Offices shall appoint Liaison Officer to monitor the implementation of reservation for EWSs.*

Copies of DoPT Office Memorandum(s) dated 19.01.2019 and dated 31.01.2019 are enclosed as Annexure 50.29(i) from pages 305 to 312.

The Board may note the Office Memorandum dated 19.01.2019 and 31.01.2019 issued by Department of Personnel & Training, Govt. of India regarding reservation for Economically Weaker Sections (EWSs) in direct recruitment in civil posts and services in the Govt. of India.

F. No.36039/1/2019-Estt.(Res.)  
Government of India  
Ministry of Personnel, Public Grievances and Pensions  
Department of Personnel and Training

North Block, New Delhi  
19<sup>th</sup> January, 2019

**OFFICE MEMORANDUM**

**Subject: Reservation for Economically Weaker Sections (EWSs) in civil posts and services in the Government of India**

Reference is invited to Ministry of Social Justice and Empowerment O.M. No. F.No.20013/01/2018-BC-II dated 17.1.2019 on the above mentioned subject, which, inter-alia, reads as under:-

"1. In pursuance of insertion of clauses 15(6) and 16(6) in the Constitution vide the Constitution (One Hundred and Third Amendment) Act, 2019 and in order to enable the Economically Weaker Sections (EWSs) who are not covered under the existing scheme of reservations for the Scheduled Castes, the Scheduled Tribes and the Socially and Educationally Backward Classes, to receive the benefits of reservation on a preferential basis in civil posts and services in the Government of India and admission in Educational Institutions, it has been decided by the Government to provide 10% reservation to EWSs in civil posts and services in Government of India and admission in Educational Institutions.

2. Persons who are not covered under the existing scheme of reservations for the Scheduled Castes, the Scheduled Tribes and the Socially and Educationally Backward Classes and whose family has gross annual income below Rs. 8.00 lakh are to be identified as EWSs for the benefit of reservation. Family for this purpose will include the person who seeks benefit of reservation, his/her parents and siblings below the age of 18 years as also his/her spouse and children below the age of 18 years. The income shall include income from all sources i.e. salary, agriculture, business, profession etc. and it will be income for the financial year prior to the year of application. Also persons whose family owns or possesses any of the following assets shall be excluded from being identified as EWSs, irrespective of the family income:

- i. 5 acres of Agricultural Land and above;
- ii. Residential flat of 1000 sq. ft. and above;
- iii. Residential plot of 100 sq. yards and above in notified municipalities;
- iv. Residential plot of 200 sq. yards and above in areas other than the notified municipalities.

3. The income and assets of the families as mentioned in para 2 would be required to be certified by an officer not below the rank of Tehsildar in the States/UTs. The officer who issues the certificate would do the same after

*Gyanendra Tripathi*  
19/1/2019

carefully verifying all relevant documents following due process as prescribed by the respective State/ UT.

5. Instructions regarding reservation in employment and admission to educational institutions will be issued by DOPT and Ministry of HRD respectively."

2. In pursuance of the above Office Memorandum, it is hereby notified that 10% reservation would be provided for Economically Weaker Sections (EWSs) in central government posts and services and would be effective in respect of all Direct Recruitment vacancies to be notified on or after 01.02.2019.

3. Detailed Instructions regarding operation of roster and procedure for implementation of EWS reservation will be issued separately.

*Gyanendra Tripathi*  
(Gyanendra Dev Tripathi) 19/01/2019

Joint Secretary to the Government of India

To

1. The Secretaries of all Ministries/Departments of the Government of India.
2. Department of Financial Services, New Delhi
3. Department of Public Enterprises, New Delhi
4. Railway Board, Ministry of Railways, Rail Bhavan, New Delhi
5. Secretary, Ministry of Human Resources Development, Shastri Bhavan, New Delhi.
6. Supreme Court of India/Election Commission of India/ Lok Sabha Secretariat/ Rajya Sabha Secretariat/ Cabinet Secretariat/ Central Vigilance Commission/ President's Secretariat/ Vice President's Secretariat /Prime Minister's Office/ NITI Aayog
7. Union Public Service Commission / Staff Selection Commission
8. Secretary, Ministry of Social Justice and Empowerment, Shastri Bhawan, New Delhi
9. National Commission for Scheduled Castes, Lok Nayak Bhawan, New Delhi
10. National Commission for Scheduled Tribes, Lok Nayak Bhawan, New Delhi
11. National Commission for Backward Classes, Trikot-1, Bhikaji Cama, Place, R.K. Puram, New Delhi
12. Office of the Comptroller and Auditor General of India
13. Information and Facilitation Center, DoPT, North Block, New Delhi.
14. Director, ISTM, Old JNU Campus, Old Palme Marg, New Delhi 110067
15. NIC, DoPT – to upload the same on DoPT website.
16. Hindi Section for providing a Hindi translation

**No.36039/1/2019-Estt (Res)**  
**Government of India**  
**Ministry of Personnel, Public Grievances & Pensions**  
**Department of Personnel & Training**

North Block, New Delhi  
dated the 31<sup>st</sup> January, 2019

**OFFICE MEMORANDUM**

**Subject: Reservation for Economically Weaker Sections (EWSs) in direct recruitment in civil posts and services in the Government of India.**

- In continuation of this Department's Office Memorandum of even number dated 19.01.2019, the following instructions are issued in consultation with Ministry of Social Justice and Empowerment and Department of Legal Affairs regarding reservation for EWSs not covered under the reservation scheme for SCs/STs/OBCs in respect of direct recruitment in civil posts and services in the Government of India.

✓ 2. **QUANTUM OF RESERVATION**

The persons belonging to EWSs who are not covered under the scheme of reservation for SCs, STs and OBCs shall get 10% reservation in direct recruitment in civil posts and services in the Government of India.

✓ 3. **EXEMPTION FROM RESERVATION:**

3.1 "Scientific and Technical" posts which satisfy all the following conditions can be exempted from the purview of the reservation orders by the Ministries/ Departments: ✓

(i) The posts should be in grades above the lowest grade in Group A of the service concerned.

(ii) They should be classified as "scientific or technical" in terms of Cabinet Secretariat [OM No. 85/11/CF-61(1) dated 28.12.1961], according to which scientific and technical posts for which qualifications in the natural sciences or exact sciences or applied sciences or in technology are prescribed and the incumbents of which have to use that knowledge in the discharge of their duties.

*G. Sreenivasan*

(iii) The posts should be 'for conducting research' or 'for organizing, guiding and directing research'.

3.2 Orders of the Minister concerned should be obtained before exempting any posts satisfying the above condition from the purview of the scheme of reservation.

✓4. **CRITERIA OF INCOME & ASSETS:**

✓4.1 Persons who are not covered under the scheme of reservation for SCs, STs and OBCs and whose family has gross annual income below **Rs. 8.00 lakh (Rupees eight lakh only)** are to be identified as EWSs for benefit of reservation. Income shall also include income from all sources i.e. salary, agriculture, business, profession, etc. for the financial year prior to the year of application..

Also persons whose family owns or possesses any of the following assets shall be excluded from being identified as EWS, irrespective of the family income:-

- i. 5 acres of agricultural land and above;
- ii. Residential flat of 1000 sq. ft. and above;
- iii. Residential plot of 100 sq. yards and above in notified municipalities;
- iv. Residential plot of 200 sq. yards and above in areas other than the notified municipalities.

4.2. The property held by a "Family" in different locations or different places/cities would be clubbed while applying the land or property holding test to determine EWS status.

4.3 The term "Family" for this purpose will include the person who seeks benefit of reservation, his/her parents and siblings below the age of 18 years as also his/her spouse and children below the age of 18 years.

5. **INCOME AND ASSET CERTIFICATE ISSUING AUTHORITY AND VERIFICATION OF CERTIFICATE:**

5.1 The benefit of reservation under EWS can be availed upon production of an Income and Asset Certificate issued by a Competent Authority. The Income and Asset Certificate issued by any one of the following authorities in the prescribed format as given in **Annexure-I** shall only be accepted as proof of candidate's claim as belonging to EWS: -

- (i) District Magistrate/Additional District Magistrate/ Collector/ Deputy Commissioner/Additional Deputy Commissioner/1<sup>st</sup> Class Stipendary

*G. Suresh*

- Magistrate/ Sub-Divisional Magistrate/ Taluka Magistrate/ Executive Magistrate/ Extra Assistant Commissioner
- (ii) Chief Presidency Magistrate/Additional Chief Presidency Magistrate/ Presidency Magistrate
  - (iii) Revenue Officer not below the rank of Tehsildar and
  - (iv) Sub-Divisional Officer or the area where the candidate and/or his family normally resides.

5.2 The Officer who issues the certificate would do the same after carefully verifying all relevant documents following due process as prescribed by the respective State/UT.

5.3 The crucial date for submitting income and asset certificate by the candidate may be treated as the closing date for receipt of application for the post, except in cases where crucial date is fixed otherwise.

5.4 The appointing authorities should, in the offer of appointment to the candidates claiming to be belonging to EWS, include the following clause :-

*"The appointment is provisional and is subject to the Income and asset certificate being verified through the proper channels and if the verification reveals that the claim to belong to EWS is fake/false the services will be terminated forthwith without assigning any further reasons and without prejudice to such further action as may be taken under the provisions of the Indian Penal Code for production of fake/false certificate."*

The appointing authority should verify the veracity of the Income and asset certificate submitted by the candidate through the certificate issuing authority.

5.5 Instructions referred to above should be strictly followed so that it may not be possible for an unscrupulous person to secure employment on the basis of a false claim and if any person gets an appointment on the basis of such false claim, her/his services shall be terminated invoking the conditions contained in the offer of appointment.

## **6. EFFECTING RESERVATION - MAINTENANCE OF ROSTERS:**

6.1 Department of Personnel and Training had circulated Office Memorandum No.36012/2/96-Estt(Res) dated July 2, 1997 regarding implementation of post based reservation roster. The general principles for making and operating post

G. J. Suman

based reservation roster would be as per the principles laid down in the said Office Memorandum.

6.2 Every Government establishment shall now recast group-wise post-based reservation roster register for direct recruitment in accordance with format given in Annexure II, III, IV and V, as the case may be, for effecting 10% reservation for EWSs interpolating them with the SCs, STs and OBCs. While fixing roster point, if the EWS roster point coincides with the roster points of SCs/STs/OBCs the next available UR roster point has been allotted to the EWSs and also the principle of "squeezing" has been kept in view. While drawing up the rosters, the cadre controlling authorities may similarly "squeeze" the last points of the roster so as to meet prescribed 10% reservation.

6.3 Where in any recruitment year any vacancy earmarked for EWS cannot be filled up due to non availability of a suitable candidate belonging to EWS, such vacancies for that particular recruitment year shall not be carried forward to the next recruitment year as backlog.

6.4 Persons belonging to EWS selected against the quota for persons with benchmark disabilities/ex-servicemen shall be placed against the roster points earmarked for EWS.

**7. ADJUSTMENT AGAINST UNRESERVED VACANCIES:**

A person belonging to EWS cannot be denied the right to compete for appointment against an unreserved vacancy. Persons belonging to EWS who are selected on the basis of merit and not on account of reservation are not to be counted towards the quota meant for reservation.

**8. FORTNIGHTLY/ANNUAL REPORTS REGARDING REPRESENTATION OF EWS:**

The Ministries/Departments shall send single consolidated fortnightly report including their attached/subordinate offices beginning from 15.2.2019 as per format at Annexure-VI.

From 01.01.2020, the Ministries/Departments shall upload data on representation of EWSs in respect of posts/services under the Central Government on the URL i.e. [www.rrcps.nic.in](http://www.rrcps.nic.in) as on 1<sup>st</sup> January of every year. All Ministries/Departments have already been provided respective usercode and password with guidelines for operating the URL.

*G. Jeyarajan*

**9. MAINTENANCE OF REGISTER OF COMPLAINTS BY THE GOVERNMENT ESTABLISHMENT:**

9.1 Every Government establishment shall appoint a senior officer of the Department as the Grievance Redressal Officer.

9.2 Any person aggrieved with any matter relating to discrimination in employment against any EWS may file a complaint with the Grievance Redressal Officer of the respective Government establishment. The name, designation and contact details of the Grievance Redressal Officer may be displayed prominently on the website and in the office of the concerned establishment.

**10. LIAISON OFFICER:**

Ministries/Departments/Attached and Subordinate Offices shall appoint Liaison Officer to monitor the implementation of reservation for EWSs.

11. The above scheme of reservation will be effective in respect of all direct recruitment vacancies to be notified on or after 01.02.2019.

12. All the Ministries/Departments are requested to bring the above instructions to the notice of all appointing authorities under their control. In case of any difficulty with regard to implementation of the provisions of this OM, the concerned authorities may consult DOP&T through their administrative Ministry/Department.

**Encl.: As above.**

*G. Srinivasan*

(G. Srinivasan)

Director

Ph.No.011-23093074

To

- (i) The Secretaries of all Ministries/Departments of the Govt. of India
- (ii) Department of Financial Services, Ministry of Finance, Jeevan Deep Building, Parliament Street, New Delhi
- (iii) Department of Public Enterprises, CGO Complex, Lodhi Road, New Delhi
- (iv) Railway Board, Rail Bhavan, Delhi.

- (v) Supreme Court of India/ Election Commission of India/ Lok Sabha Secretariat/ Rajya Sabha Secretariat/Cabinet Secretariat/Central Vigilance Commission/President's Secretariat/ Prime Minister's Office/NITI Aayog
- (vi) Union Public Service Commission, Dholpur House, Shahjahan Road, New Delhi
- (vii) Staff Selection Commission, CGO Complex, Lodi Road, New Delhi
- (viii) The Secretary, Department of Social Justice and Empowerment, Shastri Bavan, New Delhi
- (ix) National Commission for Scheduled Castes, Lok Nayak Bhavan, New Delhi
- (x) National Commission for Scheduled Tribes, Lok Nayak Bhavan, New Delhi.
- (xi) National Commission for Backward Classes, Trikot, Bhikaji Cama Place, R.K. Puram, New Delhi.
- (xii) Office of the Comptroller & Auditor General of India, 10, Bahadur Shah Zafar Marg, New Delhi.
- (xiii) Information and Facilitation Centre, DOPT, North Block, New Delhi.
- (xiv) Director, ISTM, Old JNU Campus, Olof Palme Marg, New Delhi-110067.
- (xv) All Officers and Sections in the Ministry of Personnel, Public Grievances and Pensions and all attached/subordinate offices of this Ministry.

**Copy to: Director, NIC, DOPT - with the request to immediately place this OM on the website of this Department (what's new tab) for information of all concerned.**

*G. Sircar*