

(10) In addition to pension or family pension, as the case may be, the absorbed employees who opt for pension on the basis of combined service shall also be eligible to dearness relief as per central dearness allowance pattern.

(11) The benefits of pension and family pension shall be available to quasi-permanent and temporary transferred Government servants after they have been confirmed in the Autonomous Body.

(12) The Central Government shall create a Pension Fund in the form of a trust and the pensionary benefits of absorbed employees shall be paid out of such Pension Fund.

(13) The Secretary of the administrative Ministry of the autonomous body shall be the Chairperson of the Board of Trustees which shall include representatives of the Ministries of Finance, Personnel, Public Grievances and Pensions, Labour, concerned Autonomous Body and their employees and experts in the relevant field to be nominated by the Central Government.

(14) The procedure and the manner in which pensionary benefits are to be sanctioned and disbursed from the Pension Fund shall be determined by the Government on the recommendation of the Board of Trustees.

(15) The Government shall discharge its pensionary liability by paying in lumpsum as a one-time payment to the Pension Fund the pension or service gratuity and retirement gratuity for the service rendered till the date of absorption of the Government servant in the Autonomous Body.

(16) The manner of sharing the financial liability on account of payment of pensionary benefits by the Autonomous Body shall be determined by the Government.

(17) Lumpsum amount of the pension shall be determined with reference to Commutation Table laid down in Central Civil Services (Commutation of Pension) Rules, 1981.

(18) The Autonomous Body shall make pensionary contribution to the Pension Fund for the period of service to be rendered by the concerned employees under that body at the rates as may be determined by the Board of Trustees so that the Pension Fund shall be self-supporting.

(19) If, for any financial or operational reason, the Trust is unable to discharge its liabilities fully from the Pension Fund and the Autonomous Body is also not in a position to meet the shortfall, the Government shall be liable to meet such expenditure and such expenditure shall be debited to either the Fund or to the Autonomous Body, as the case may be.

(20) Payments of pensionary benefits of the pensioners of a Government Department on the date of conversion of it into an Autonomous Body shall continue to be the responsibility of the Government and the mechanism for sharing its liabilities on this account shall be determined by the Government.

**(21) Upon conversion of a Government Department into an Autonomous Body.—**

- (a) the balance of provident fund standing at the credit of the absorbed employees on the date of their absorption in the Autonomous Body shall with the consent of such body, be transferred to the new Provident Fund Account of the employees in such body.
- (b) earned leave and half pay leave at the credit of the employees on the date of absorption shall stand transferred to such body.
- (c) the dismissal or removal from service of the Autonomous Body of any employee after his absorption in such body for any subsequent misconduct shall not amount to forfeiture of the retirement benefits for the service rendered under the Government and in the event of his dismissal or removal or retrenchment the decisions of the body shall be subject to review by the Ministry administratively concerned with the body.

**(22) In case the Government disinvests its equity in any Autonomous Body to the extent of fifty-one per cent or more, it shall specify adequate safeguards for protecting the interest of the absorbed employees of such Autonomous Body.**

**(23) The safeguards specified under sub-rule (22), shall include option for voluntary retirement or continued service in the body, as the case may be, or Voluntary Retirement benefits on terms applicable to Government employees or employees of the Autonomous body as per option of the employees, assured payment of earned pensionary benefits with relaxation in period of qualifying service, as may be decided by the Government.**

**(24) Nothing contained in this rule shall be applicable to the officers or employees including members of Indian Information Service, Central Secretariat service or any other service or to the persons borne on cadres outside Akashvani and Doordarshan, serving in the Akashvani and Doordarshan and engaged in the performance of functions transferred to Prasar Bharati established under Prasar Bharati (Broadcasting Corporation of India) Act, 1990.**

#### **GOVERNMENT OF INDIA'S DECISIONS**

**(1) Clarification to Rule 37-A of CCS (Pension) Rules.—** Sub-rule (9) of Rule 37-A of CCS (Pension) Rules provides that the pension of an employee under sub-rule (8) shall be calculated on the basis of his last 10 months' average pay. References have been received by this Department seeking clarification as to whether the pay of an employee in PSU in the IDA scale should be taken into consideration for calculating average emoluments under sub-rule (9). It is hereby clarified that for the calculation of pensionary benefits under sub-rule (9) of Rule 37-A, average emoluments will be calculated on the basis of pay drawn by the absorbed employee during the last 10 months in the PSU prior to retirement.

and wherever the absorbed employee is drawing pay in IDA scale during this period, his pay in IDA scale will be taken into account for calculation of average emoluments. In addition to the pension or family pension, as the case may be, such absorbed employee shall also be eligible to receive dearness relief as per Industrial DA pattern as per the provisions of sub-rule (10) of Rule 37-A.

[ G.I., Dept. of P. & P.W., O.M. No. 4/61/99-P & PW (D), dated the 20th December, 2002. ]

**(2) Payment of Pension / Family Pension to the employees absorbed from DOT/DTS/DTO in Bharat Sanchar Nigam Limited with effect from 1-10-2000.— \*\*\***

**Doubt 3.—** What will be the emoluments for determining the retirement Gratuity / Death Gratuity on IDA pay scales?

**Clarification:—** As per Rule 50 (5) of CCS (Pension) Rules, the emoluments for the purpose of Gratuity admissible shall be reckoned in accordance with Rule 33, provided that if the emoluments of the Government servant have been reduced during the last 10 months of his service, otherwise than as a penalty, average emoluments as referred to in Rule 34 shall be treated as emoluments.

**Doubt 4.—** Whether the minimum pension of ₹ 1,275 p.m. as well as maximum pension of ₹ 15,000 p.m. (i.e., 50% of average emoluments in all cases) as applicable in the CDA pay scale is also to be applicable in IDA pay scales?

**Clarification:—** The ceiling minimum and maximum pension as existing in CCS (Pension) Rules shall continue unless specifically approved otherwise by the Government.

**Doubt 5.—** Whether commutation of pension as applicable at 40% (maximum) on CDA pay scale is also to be applicable in IDA pay scale?

**Clarification:—** Yes.

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[ G.I., Dept. of Telecom. O.M. No. 40-13/2002-PEN. (T), dated the 15th January, 2003. ]

**(3) Time-limit for framing of Rules and Regulations on conversion of Government Department into PSUs / autonomous / statutory body.—** The undersigned is directed to refer to the above subject and to state that the instructions on matters relating to regulation of service conditions of Government employees on transfer to autonomous organizations have been issued by the Department of Pension and Pensioners' Welfare. The provisions included in the relevant portion of Rule 37 (A) of the Central Civil Service (Pension) Rules, 1972 refers.

2. This Department has examined issues pertaining to service conditions, promotion / confirmation, etc., in respect of the deemed deputationists on a reference received from the concerned administrative Ministries. It has been decided that in such cases where there is a conversion of a Government Department into PSUs / autonomous / statutory body, there must be a timeframe within which a new body shall frame its rules and regulations. At the end of this period

all employees on deemed deputation should have opted either to get permanently absorbed in the new organization or revert to the Government. A maximum period of 5 years for framing of rules and another 2 years for phasing out repatriation to those opting to come back to Government has been prescribed. All the Ministries / Departments are accordingly advised to adhere to the timeframe whenever a proposal for transfer of employees is considered as above.

[ G.I., Dept. of Per. & Trg., O.M. No. AB.14017/37/2009-Estt. (RR), dated the 8th October, 2010. ]

### 38. Invalid pension

(1) The case of a Government servant acquiring a disability, where the provisions of Section 47 of the persons with Disabilities (Equal Opportunities, Protection of Rights and Full Participation) Act, 1995 (1 of 1996) are applicable, shall be governed by the provisions of the said section:

Provided that such employee shall produce a disability certificate from the Competent Authority as prescribed under the Persons with Disabilities (Equal Opportunities, Protection of Rights and Full Participation) Rules, 1996, as amended from time to time.

(2) If a Government servant, in case where the provisions of Section 47 of the Persons with Disabilities (Equal Opportunities, Protection of Rights and Full Participation) Act, 1995 (1 of 1996) are not applicable, retires from the service on account of any bodily or mental infirmity which permanently incapacitates him for the service he may be granted invalid pension or service gratuity in accordance with Rule 49, depending upon the length of his qualifying service on the date of retirement.

(3) Where a Government servant, referred to in sub-rule (2), applies for an invalid pension, he shall be required to submit a Medical Certificate of incapacity from the following Medical Authority, namely:—

- (a) a Medical Board in the case of a Gazetted Government servant and of a non-Gazetted Government servant whose pay, as defined in Rule 9 (21) of the Fundamental Rules, exceeds fifty-four thousand rupees per mensem;
- (b) Civil Surgeon or a District Medical Officer or Medical Officer of equivalent status in other cases.

NOTE 1.— No medical certificate of incapacity for service may be granted unless the applicant produces a letter to show that the Head of his Office or Department is aware of the intention of the applicant to appear before the Medical Authority and the Medical Authority shall also be supplied by the Head of the Office or Department in which the applicant is employed with a statement of what appears from official records to be the age of the applicant and if a Service Book is being maintained for the applicant, the age recorded therein should be reported.

1. Substituted *vide* G.I., Dept. of P. & P.W., Notification No. 21/1/2016-P. & P.W. (F) dated the 30th September, 2016, published as GSR 962 (E) in the Gazette of India, dated the 30th September, 2016.

**BoG 51.14 To consider and approve the recommendations of the Selection Committee for appointment of Students Activity & Sports Assistant.**

The Institute had invited online applications for the recruitment of the post of Students Activity & Sports Assistant along with other non-teaching posts vide Advt.No.41/2018.

The details of the post of Students Activity & Sports Assistant are as under:

No. of vacancies	No. of eligible candidates for written test	Date & Time of Written Test	No. of shortlisted candidates called for interview	Date & Time of Selection Committee meeting
01 (UR)	65	27.04.2019 at 2.00 p.m.	10	03.05.2019 at. 2.00 p.m.

Total 10 candidates for this post were qualified in the written test. As per the short listing criteria of the Institute for one post upto 10 qualified candidates are to be called for interview on the basis of marks scored by them in the written test. Accordingly, all the qualified candidates in the written test were called for interview. As per the selection criteria of the Institute, the final merit for selection will be based on marks scored in Written Test (70%) + Personal Interview (30%).

The relevant Clause 24 of NIT Act, 2007 regarding appointment reads as under:

*"All appointments of the staff of every Institute, except that of the Director and Deputy Director, shall be made in accordance with the procedure laid down in the Statutes, by-*

- (a) the Board, if the appointment is made on the academic staff in the post of lecturer or above or if the appointment is made on the non-academic staff in any cadre the maximum of the pay scale for which exceeds rupees ten thousand five hundred;*
- (b) the Director, in any other case."*

In this recruitment, due process was adopted as per the provisions of NITSER Act/Statutes of NITs/existing Guidelines of Government of India.

The recommendations of the Selection Committee meeting containing in the sealed envelope is placed on the table during the meeting of the Board.

The Board may consider and approve the recommendations of the Selection Committee meeting for the above post.

**BoG 51.15 To consider the recognition of Service Association of Non-Teaching Employees of the Institute termed as “Karamchari Sangh, National Institute of Technology, Kurukshetra”.**

Vide letter No.KS-NITK/2019/17 dated 13.08.2019 enclosed as Annexure – 51.15 (i) from pages 185 to 204, the President and General Secretary of the Karamchari Sangh National Institute of Technology, Kurukshetra has informed that the NIT Karamchari Sangh has already been registered and recognized vide Registration No.58 from the Board of Governors of the Institute. Now, this Association is re-registered as per Haryana Registration and Regulation of Societies Act, 2012 vide No.HR-4-2019-02031 termed as “Karamchari Sangh, National Institute of Technology, Kurukshetra”. The Karamchari Sangh has also provided the Registration Certificate, Bye-laws of the Karamchari Sangh and the list of office bearers and members alongwith their representation. They have requested to get the recognition of the newly registered Karamchari Sangh from the Board of Governors of the Institute.

In this context, it is mentioned here that the Institute prior to its elevation as National Institute of Technology, Kurukshetra was having Regional Engineering College Karamchari Sangh Kurukshetra which was further recognized as National Institute of Technology Karamchari Sangh, Kurukshetra as per decision of the Board of Governors taken in its 6<sup>th</sup> meeting held on 30.09.2004 vide agenda item No.6.37 enclosed as Annexure – 51.15 (ii) from pages 205 to 207 in terms of the Ministry of Human Resource Development, Government of India OM No.F.20-12/2004-TS-III dated 22.06.2004 enclosed as Annexure – 5 (i) from pages 208 to 215.

It has also been clarified at Para No.3 of the MHRD, Govt. of India OM dated 22.06.2004 that the existing Associations which have been duly recognized by the BOG of the Institute shall also have to furnish their membership list, MOA and Rules of the Association and the list of duly elected office bearers as per the above guidelines to the Director of the Institute for placing it before the BOGs for appropriate consideration and recognition. In case any recognized Service Association does not follow the above guideline, that Association would stand



automatically de-recognized. The list of Associations recognized by the BOGs of the Institute shall also be furnished to the Ministry.

Thereafter, in terms of the Haryana Registration and Regulation of Societies Act-2012 the said Karamchari Sangh has been registered termed as "Karamchari Sangh, National Institute of Technology, Kurukshetra" vide Registration No.HR-4-2019-02031 *enclosed as Annexure – 51.15 (iv) on page 216* which needs to be recognized by the Board of Governors of the Institute.

In view of the above, it is proposed that the Service Association of Non Teaching Employees of the Institute termed as "Karamchari Sangh, National Institute of Technology, Kurukshetra" may be *considered for recognition*.

कर्मचारी संघ (रजि. व मान्य), राष्ट्रीय प्रौद्योगिकी संस्थान, कुरुक्षेत्र  
KARAMCHARI SANGH, NATIONAL INSTITUTE OF TECHNOLOGY  
KURUKSHETRA (HARYANA) - 136119

REGISTRATION NO. HR-4-2019-02031

Fax No. 01744-238050

Email: nitkaramcharisangh@gmail.com

N.I.T. KURUKSHETRA

No. KS-NITK/2019/17

Diary No...6643.....

Dated: 13/08/2019

Dated...21-8-19.....

20/8/19

DR/1/11

SH. NARESH BHARDWAJ

President

94162-20545

ER. KULVINDER SINGH

General Secretary

94161-75107

SH. R. K. MEENA

Sr. Vice President

94167-73667

SH. MAHENDER RAWAT

Vice President

99961-85788

SH. JAGIR SINGH

Joint Secretary

90508-95688

SH. GAURAV DHIMAN

Cashier

92551-24072

SH. VIRENDER SINGH

Press Secretary

90346-69990

Hon'ble Director,  
NIT Kurukshetra.

Sub: Regarding agenda of 51<sup>st</sup> meeting of BOG.

Sir,

This is requested that the NIT Karamchari Sangh was already registered and recognized vide registration number 58 from Hon'ble BOG. Now this association is re-registered as per Haryana Registration and Regulation of Societies Act 2012 and new registration number is allotted as **HR-4-2019-02031** and name of Society as "**Karamchari Sangh, National Institute of Technology, Kurukshetra**".

Kindly approve this request as one agenda item for approval from Hon'ble BOG.

With Regards,

Sh. Naresh Bhardwaj  
President

Er. Kulvinder Singh  
General Secretary

Executive Committee

Sh. Devender Gaur  
Sh. Paramjeet Singh  
Sh. Ombir  
Sh. Rajesh Sharma  
Sh. Laik Singh  
Ms. Sushma Arora  
Ms. Sonia  
Sh. Dinesh Dhingra

Advisory Committee

Sh. Hem Raj  
Ms. Shashi Goel  
Ms. Prem Kumari  
Sh. Suresh Kumar  
Sh. Rajesh Kumar JE  
Sh. Ved Parkash Meena

- D.A. 1. Revised Certificate of Registration of Society.  
2. Byelaws for a Society (Multi-purpose)

20/8/19  
21/08/19



राष्ट्रीय प्रौद्योगिकी संस्थान कर्मचारी संघ (रजि. ~~वै. मान्य~~), कुरुक्षेत्र **ANNEXURE - 51.15 (i)**  
**NATIONAL INSTITUTE OF TECHNOLOGY KARAMCHARI SANGI**  
(REG. & REC.) REGISTRATION NO. 58  
**NATIONAL INSTITUTE OF TECHNOLOGY, KURUKSHETRA**  
Fax No. 01744-238050, Email: [nitkaramcharisangh@gmail.com](mailto:nitkaramcharisangh@gmail.com)

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Department of Industries & Commerce, Haryana

Form-VII

"Revised Certificate of Registration issued under Section 9(4) of the Haryana Registration and Regulation of Societies Act, 2012 upon allotment of a new registration number"

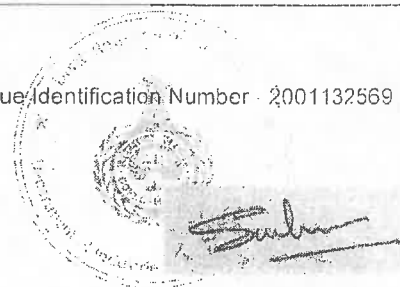
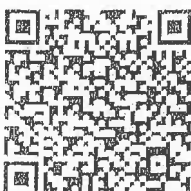
(See sub-rule (2) of rule 8)

Revised Certificate of Registration of Society

I hereby certify that KARAMCHARI SANG NATIONAL INSTITUTE OF TECHNOLOGY(name of the society) registered vide registration number 58 on 2004-10-04 00:00:00 Registered with District Registrar has been allotted a new Registration Number as undermentioned on this 03 day Jan month 2019 year under the Haryana Registration and Regulation of Societies Act, 2012 (Haryana Act No. 1 of 2012).

State Code	District Code	Year Of Registration	Registration Number
H R	4	2 0 1 9	0 2 0 3 1
Name Of the Society		Registered Office Address	
KARAMCHARI SANG NATIONAL INSTITUTE OF TECHNOLOGY		NIT THANESAR KURUKSHETRA	

Issued under my hand at [Kurukshetra] this [03] day of (month)[Jan] (Year)[2019] having Unique Identification Number - 2001132569



Issuing Authority  
District Registrar,  
Kurukshetra  
(Signature of District Registrar)

SOME IMPORTANT PROVISIONS OF THE HRRS ACT 2012 TO BE FOLLOWED :

- One Flat one vote.
- Videography of each meeting/ election of society is mandatory.
- Collegium Scheme to be approved from District Registrar if members strength is more than 1000.
- Administrator if appointed will not enroll new members, incur capital expenditure and give employment in the society.
- Terms of Governing Body not to be more than 3 years.
- Member to be not less than 21 year age.
- Office bearers of society (Three to twenty one).
- General Body and other meeting should be conducted with quorum i.e 1st meeting - 40%, 2nd meeting - 25% and 3rd meeting - 15%  
(see entire Provisions)
- Submission of mandatory Annual Returns i.e. list of members, list of members of collegium, list of office bearers, Annual Report on working, Balance Sheet & Auditors Report, Copy of special resolution otherwise shall attract penalties & fines as per provisions of Act.
- In case of Joint Apartment owners, 1st owner will be eligible to contest the elections.
- Proxy voting not allowed.
- Condominium/ Association covered under Apartment Ownership Act 1983 is to be formed by owners only.
- Election observer may be appointed by District Registrar or on request of Society

Verification Link: <https://haryanaindustries.gov.in/msme/verify/societyexistingregistration/id/132569>

President  
Karamchari Sangh  
NIT, KURUKSHETRA

General Secy  
Karamchari Sangh

### Byelaws for a Society (Multi-purpose)

1. Name of the Society: Karamchari Sangh, National Institute of Technology, Kurukshetra.
2. The Registered Office of the Society shall be at (complete postal address): Karmachari Sangh, National Institute of Technology, Kurukshetra-136119.
3. The society shall carry out its major activities in the National Institute of Technology, Kurukshetra District within the territory of State of Haryana.
4. **Membership:**
  - (1) The Society shall have a maximum of 250 members including the founder members/original subscribers.
  - (2) **Eligibility :** Any non-teaching supporting Employee will be registered as member of the Sangh after depositing shall apply on a prescribed form & admission fees of Rs. 500/- & subscription @300 per year on receipt of the form & fee he shall be enrolled as a member of the Sangh. Any member whose subscription/special contribution fallen into arrears for more than one year shall cease to be a member and his/her name shall be removed from the roll of the Sangh. The Executive Committee any member thus ceasing to be a member shall be entitled to reenrollment on payment of the arrears. The Executive Committee any may raise special contribution from the member if the circumstances so warrant. All members shall pay their yearly subscription by 10<sup>th</sup> of the following months and pay special contribution in a manner directed by the Executive committee. If a member of the Sangh shall not paid special contribution and membership, he/she will not the entitled for office bearers and Executive committee member of the Sangh.
  - (3) **Kinds/Types/Categories of Members:** The Society shall consist of four different categories of members as under:
    - (i) **Ordinary Member** – A Society shall have a total of 200 Ordinary members who shall continue to enjoy their membership only so long as they are not in arrears of payment of their annual subscription fee. An ordinary member may be admitted as tenure member, say, for a period of two to five year(s), as the case may be, and he will cease to be a member of the society on completion of his tenure, unless it is renewed by the Governing body for another tenure.

Spent

Secretary  
Karamchari Sangh  
NIT, KURUKSHETRA

President  
Karamchari Sangh  
NIT, KURUKSHETRA

M. S. S.

**(4) Membership Fee & Annual Subscription:**

- (i) The rates for membership of the Society and the annual subscription shall be as under:


As may be decided by the Society in its Byelaws:			
Sr. No.	Type of member	Admission Fee	Annual Subscription
(i)	Ordinary Member	Rs. 500/-	Rs. 300/-

- (ii) The payment of annual subscription of a member shall become due as on the 1<sup>st</sup> of April of every year, which may be paid latest by the 30<sup>th</sup> of June of such year. The membership of a defaulting member shall be deemed to be under suspension after the due date (30<sup>th</sup> June) and such member shall not be entitled to cast his vote during the elections of the Society held after 1<sup>st</sup> July of the said year.
- (iii) The suspension of membership on account of default in payment of the annual subscription may be revoked after he has cleared the default with along with 18% interest on the amount payable. However, he shall not be eligible to cast his vote in any election held during the remainder to the financial year.

**(5) Admission Procedure (for members other than the subscribers):**

- (i) The admission of a person as a member of the Society shall be decided by its Governing Body from time to time;
- (ii) An individual willing to be a member of the Society has to submit an application in **prescribed form**, and along with supporting documents to the Secretary duly filled in and signed and recommended by a regular member of the society.
- (iii) The Secretary shall examine the application and place the same before the Governing Body for a decision.
- (iv) The Governing Body may accept or reject the application and the decision of the Governing Body in this regard shall be final. It shall not be bound to assign any reason for its decision.
- (v) The approval of the Governing Body shall be intimated to the member, his name shall be entered in the register of members, to maintained in such manner & form as prescribed under the Haryana Societies Registration and Regulation Rules, 2012 and he/shall will be issued and Identity Card of the Society.

- (6) **Identity Card for every member:** Every person admitted as a member will be issued an identity card containing his/her photograph, brief particulars and membership category, duly signed by the individual Member and the General Secretary of the Society.

  
2.8.19  
General Secretary  
Karamchari Sangh  
NIT, KURUKSHETRA

  
President  
Karamchari Sangh  
NIT, KURUKSHETRA




**6. Meetings of the General Body:**

- (i) A meeting of the General Body of the society will be held as and when required. However, at least one meeting of the General Body of the society, called as the Annual General Meeting (AGM) will be held in a year, within six month of the close of the financial year for consideration and adoption of the duly audited annual accounts of the society in addition to transaction of any other business of ht Society as may be required.
- (ii) The Governing Body of the society may convene an extra-ordinary meeting of the General Body of the society at any time after giving due notice as prescribed hereunder, either of its own or within 45 days of receipt of a written requisition along with reason for convening such meetings, from at least 1/10<sup>th</sup> of the members of the General Body.
- (iii) For any meeting of the General Body, a clear notice of at least 14 days along with a copy of the agenda of the business to be transected, date, time & venue of the meeting will be given to the members of the General Body. A copy of such notice will also be endorsed to the District Registrar.
- (iv) A meeting of the General Body may also be convened at a shorter notice, if agreed to, by a majority (at least above 50% of the total members) of the members of the General Body.
- (v) Quorum for the meeting of the General Body will be 40% of the total members entitled to vote and present in person, subject a minimum of four members. In case of a meeting adjourned for want of quorum, the quorum for the adjourned meeting shall not be less than 10% of the total members, subject to a minimum of three. The General Body shall be competent to transact all business in such adjourned meeting except the consideration of any Special Resolution. Any Special Resolution can be passed in such adjourned meeting only if at least 25% of the total members of the Society are present.
- (vi) The proceedings of all meetings of the General Body will be recorded in the minutes-book (bound or in loose leaves) maintained separately for the purpose by the Secretary of the Society.

**7. Powers, Functions & Duties of the General Body –**

- (i) To guide the Society in determining and fulfilling its aims and objects.

  
13.8.19  
General Secretary  
Karamchari Sangh  
NIT, KURUKSHETRA

  
President  
Karamchari Sangh  
NIT, KURUKSHETRA



- (ii) To decide policy matters such as change of name of the society, amendment in the Memorandum of association and the Byelaws of the society, approval of annual accounts of the society, approval for disposal of immoveable assets of the society etc. and all such other acts as may be required under the Haryana Registration and Regulation of Societies Act & Rules, 2012.
- (iii) To elect the members of the Governing Body.
- (iv) To remove any member from the Governing Body and according approval to the continuation of a person appointed as a member of the Governing Body against a casual vacancy.

**8. Governing Body:**

(1) **Composition:** The Governing Body of the society shall consist of a total of 11 Office bearers and Members as under:

- (a) President
- (b) Vice – President
- (c) General Secretary /Secretary
- (d) Joint Secretary
- (e) Treasure
- (f) Six Executive Members, including co-option of any Honorary Member by the Governing Body.

**(2) Election of the Governing Body:**

- (i) The term of the Governing Body shall be one year from the date of approval of its election by the District Registrar;
- (ii) The Governing Body will declare the Schedule of Elections and appoint the Returning Officer for conduct of elections and also notify/display a list of members of the General Body entitled to vote at least 45 days prior to the holding of the General Meeting for conduct of the elections. The Governing Body shall also send notices for holding elections of the Governing Body to all the members, conveying the date, time & the manner. The information w.r.t. holding of election for the Governing Body shall also be sent to District Registrar to appoint an observer, if he so desires.
- (iii) Any objections qua the list of members of the Society entitled to vote shall be decided by the Returning Officer in consultation with the office-bearers of the society. However, the decision of the Returning Officer shall be final in the event of any difference of opinion. The returning Officer shall, thereafter, invite

*[Handwritten signature]*

*[Handwritten signature]*  
13.8.19  
General Secretary  
Karamchari Sangh  
NIT, KURUKSHETRA

*[Handwritten signature]*  
President  
Karamchari Sangh  
NIT, KURUKSHETRA

*[Handwritten signature]*

**(7) Rights & Obligations of Members:**

- (i) All the members of the Society shall be bound by the rules and regulations of the Society as contained in its byelaws and amended from time to time;
- (ii) Every member, except an Honorary member, shall have a right to cast his vote at the elections of the Society provided such member is not a defaulter in payment of any dues of the Society and the annual subscription for a period of three months beyond the due date:
- (iii) Every member of the Society shall have the right to inspect the books of accounts, books containing the minutes of proceedings of the general meetings, meetings of the Governing Body and register of members of the society on any working day by giving a notice of seven days:
- (iv) Every member shall inform the Society about any change in his address, which shall be duly recorded in the register of members of the Society and upon which the Society shall issue a fresh Identity Card to such member.

**(8) Cessation of Membership:** Any person admitted as a member shall cease to be a member of the Society in the following events:

- (i) Attracts the provisions contained in Section 22 of the Act;
- (ii) Upon his/her acting contrary to the aims and objectives of the Society;
- (iii) Upon such member being found guilty of a financial misappropriation of the funds of the society;
- (iv) Upon indictment and directions for removal by the District Registrar/Registrar/Registrar General of Societies;
- (v) An Honorary member shall cease to be a member of the Society, if the Governing Body, decides so by passing a resolution in this behalf.

**5. General Body:**

- (1) Every person admitted as a member shall be a member of the General Body of the Society and shall be entitled to cast his vote for the election of Governing Body of the Society unless he is in arrears of payment of any dues of the Society, including the annual subscription.
- (2) Every member shall cast his vote in person and no proxy voting shall be allowed.

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13.8.19  
General Secretary  
Karamchari Sangh  
NIT, KURUKSHETRA

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President  
Karamchari Sangh  
NIT, KURUKSHETRA

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nominations to be filled within the period prescribed in the Schedule of elections, scrutiny and withdrawal of nominations, if any, for election of the office-bearers and the executive members of the Governing body.

- (iv) The Returning Officer will display a list of the contesting members on the notice board of the society. The returning officer will conduct the election on the notified date. The members eligible to vote will be allowed to cast their vote in person, and wherever disputed, on production of the identity card issued by the society.
- (v) After closing hours on the date of the poll, the returning officer will declare the results and constitute the Governing Body of the society. A list of the elected office-bearers and the executive members of the Governing Body, duly signed by the Returning Officer, will be filed with District Registrar within 30 days, who shall accord his approval of the same upon his satisfaction.
- (vi) The office-bearers of the Society shall not be entitled to any remuneration for rendering service to the society.

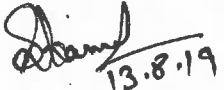
**(3) Filling of any Casual Vacancy on the Governing Body –**


Any vacancy arising on account of resignation or death of any member of the Governing Body or for any other reason, may be filled-up by the Governing Body. If required, from amongst the members of the General body on adhoc basis till the holding of next Annual General meeting of the society. Such adhoc member of the Governing Body shall cease to be a member of the Governing Body on the date of the next Annual General Meeting, if his appointment is not approved in the Annual General Meeting by a majority vote for the balance term of the Governing Body.

**(4) Meeting of the Governing Body –**

- (i) The meetings of the Governing body will be held as and when required. However, the Governing Body shall meet at least once in every quarter and there will be minimum four meetings of the Governing Body in a financial year.
- (ii) A clear notice of three days of every such meeting will be given by the Secretary of the Governing Body to the office bearers and members before the date appointed for the meeting. However, the Governing Body may meet at shorter notice, wherever so required, with the consent of at least fifty percent of its members.
- (iii) The quorum of the meetings of the Governing Body shall be at least 40% of the total members of the Governing Body, subject to a minimum of 5 members. In

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President  
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case quorum is not present, the meeting shall be adjourned to another date for which a proper notice shall be issued. The members present in the adjourned meeting, subject to a minimum of three members, shall form the quorum for the adjourned meeting.

- (iv) The proceedings of every meeting of the Governing Body will be recorded in the proceedings book separately maintained for this purpose. Such minutes shall be signed by the Chairman of the meeting and the Secretary of the Society. In case the Chairman or the Secretary are not available to sign the minutes, these will be signed by any two members present in the meeting as may be authorized by the Governing Body.
- (v) The minutes of every meeting of the Governing Body will be placed for confirmation in the succeeding meeting of the Governing Body.

**(5) Powers, Functions & Duties of the Governing Body –**

- (i) The Governing Body will be responsible for achieving the aims & objectives of the Society and shall work in the best interest of the Society, for which it shall be empowered to deploy the funds & assets of the society for the stated objectives;
- (ii) The Governing Body will be competent to raise funds and purchase property, movable and immovable, on free-hold or lease basis in its name, as decided by it.
- (iii) The Governing Body shall have full charge of all immovable properties and moveable assets belonging to or vested in the Society and these will be managed in such a manner as it considers appropriate subject to the overall control and directions of the General Body of the Society.
- (iv) The Governing Body shall be competent to invest the funds in the manner it considers appropriate in the best interest of the Society and it shall be competent to borrow or mortgage or hypothecate the properties on behalf of the Society in the manner decided.
- (v) To constitute various standing or adhoc Committees for looking after such functions as may be assigned from time to time.

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Karamchari Sangh  
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President  
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- (vi) To create provision for engagement of regular or part-time employees of the Society to look after the secretarial, accounting and other function in a seamless manner.
- (vii) To outsource certain functions e.g. cleaning, security and similar other maintenance activities of the premises of the society.

**(6) Powers, Functions & Duties of individual members of Governing Body –**

**(i) President:**

- (a) To preside over all the meetings of the General Body and of the Governing Body and regulate the proceedings of such meetings.
- (b) To do all such acts, deeds and things as may be authorized by the General Bay and/or the Governing Body from time to time.
- (c) To allow or disallow discussion on any matter which is not included in the agenda.
- (d) To ensure proper & transparent functioning of the Society /Governing Body.
- (e) To ensure strict compliance of the provisions of the Haryana Registration and Regulation of Societies Act, 2012 and the rules made there under.
- (f) To supervise and guide the overall activities/ achievement of aims & objectives of the Society.

**(ii) Vice-President:**

- (a) To assist the president in carrying out his duties.
- (b) In absence of the President, to act on his behalf and perform all duties and exercise all the powers of the President.
- (c) To do all such acts, deeds and things, as may be authorized by the Governing Body.

**(iii) General Secretary /Secretary:**

- (a) To conduct, organize, supervise and manage all the affairs of the Society and do all such acts and perform all such duties for the working of the Society as may be assigned by the President/Governing Body:
- (b) To receive, scrutinize and place applications for membership of the Society before the Governing Body and to enter the name of the members. It

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13.8.19  
General Secretary  
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President  
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NIT, KURUKSHETRA

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approved, in the register of members under his initials and to intimate the members about the same and issue identity cards to the members so admitted;

- (c) To convene meetings of the General Body/Governing Body with the consent of the President and serve proper notices as prescribed under these byelaws.
- (d) To attend all the meetings of the General Body and the Governing Body and assist the President in conducting the meetings and record proceedings of all the meetings.
- (e) To prepare annual report of the Society and place it before the Governing Body along with audited annual accounts of the Society, for approval to place the same before the General Body in the Annual General Meeting.
- (f) To keep and preserve the records of the Society/Governing Body.
- (g) To help and assist the President in looking after the complete affairs of the Society and in attaining aims & objects of the Society.
- (h) To ensure timely filing of all statutory returns/documents in the office of the District Registrar and such other authorities as may be prescribed under the Haryana Registration and Regulation of Societies Act, 2012 and the rules made thereunder.
- (i) To be the custodian for safe custody of common seal of the society and affix the same, wherever required, as per the authorization of the Governing Body.
- (j) To conduct correspondence on behalf of the Society/Governing Body and to sign letters and papers on its behalf and to ensure that all statutory registers and records are properly kept and maintained.
- (k) To prepare before announcing of the date of elections and the Annual General Meeting, the list of all the members eligible to vote, duly updated and to place it before the Governing Body.
- (l) Act as the overall in-charge of the administration and execution of all the programmes of the Society/including financial affairs on behalf of the Governing Body including creation of posts, fixation of salaries / remuneration/ allowances etc. , make appointments/ engagement of staff make purchase and do all other such things as may be necessary in the furtherance of the aims & objects of the Society in accordance with the delegations by the Governing Body from time to time and where no such delegation is specifically made, in consultation with the President of the Society.

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13.8.19  
General Secretary  
Karamchari Sangh  
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President  
Karamchari Sangh  
NIT, KURUKSHETRA

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(iv) **Joint Secretary:**

- (a) To assist the General Secretary/ Secretary of the Society in carrying out his functions and duties;
- (b) To discharge the functions and duties of the General Secretary/secretary of the Society in his absence to the extent authorized by the Governing Body;
- (c) To look such functions and duties and exercise such powers as may be assigned and delegated by the Governing Body of the Society from time to time.



(v) **Treasurer:**


- (a) To keep accounts of all financial transactions of the Society and of all the sums of money received and spent by the Society and maintain records or receipts and expenses relating to such matters, and of assets, credits and liabilities.
- (b) To get the accounts of the Society audited by the chartered accountant appointed by the Governing Body at the close of the Financial Year, every year.
- (c) To submit to the Governing Body through General Secretary/ Secretary, the audited annual accounts of the Society, at least one month prior to the date of annual general meeting.
- (d) To act as the overall custodian of all the books of accounts of the society financial statements, receipt books, expense vouchers, bank pass book & cheque Books, cash etc.

(7) **Cessation of members of the Governing Body** – An office-bearer/ executive member of the Governing Body shall cease to be and office-bearer of executive member:

- (a) Upon submission & acceptance of his resignation.
- (b) If he cease to be a member in accordance with sub-clause (8) of Clause 4 of these byelaws;
- (c) If the is removed by a resolution passed in the meeting of the General Body.


(8) **Exclusions from the Employment of a Society:**


  
  
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President  
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- (a) No member of the Society shall be in full-time or part-time employment of the Society.
- (b) No dependant or family member or close relative of the office-bearers and members of the Governing Body shall be engaged as an employee of the society during its term;
- (c) Every office-bearer and member of the Governing Body shall make a declaration in case any person in the employment of the Society is his close relative.
- (9) **Management in the Memorandum of Association, Byelaws, Name of the Society, etc.**  
– Any amendment in the Memorandum of Association and Byelaws, of Change of Name, amalgamation or division of the Society will be done only with the approval of the General Body by way of a special resolution. The intimation of any such amendment or change, along with attested copy of the requisite documents, shall be filed in the office the District Registrar by the General Secretary/ Secretary with such time as may be prescribed under the Haryana Registration and Regulation of Societies Act, 2012 and the rules made thereunder.
- (10) **Management of Assets and Funds of the Society**
- (i) The sources of income of the society will include receipts on account of membership fee, annual subscription, rent from property/ assets, interest, consultation fees, donations, gifts, grants, etc. The society can also raise funds through interest-free short term loans from its members or from scheduled banks on interest. Loan from the scheduled banks on interest will be taken only for purchase of creation of capital assets and not for meeting and recurring revenue expenditure under any circumstances.
- (ii) The Governing body will prepare and approve an annual budget of the Society or the basis if its estimated income and the capital & revenue expenditure during the first quarter of the financial year and shall also place a copy thereof before the General Body in its Annual General Meeting for information.
- (iii) The bank account of the Society will be jointly operated by such members/ office bearers as may be decided by the Governing Body from time to time.
- (iv) All assets and funds will belong to the Society and vest in the Society.

  
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General Secretary  
Karamchari Sangh  
NIT, KURUKSHETRA

  
President  
Karamchari Sangh  
NIT, KURUKSHETRA



- (v) All receipts and payments of the Society shall be made through Bank Instruments (i.e. DD/ Pay Order/ Cheques/ Bank Transfers/ RTGS) including all receipts towards the Membership Fees and the annual subscriptions from the members. However, the Governing Body may determine the limits of financial transaction which may be conducted in cash certain other cases.

**(11) Accounts of the Society:**

- (i) The Treasure of the Society will be responsible for keeping and maintaining proper books of accounts i.e. cash book, ledger etc. as required under the income Tax laws and/or any other authority including the Institute of Chartered Accountants of India, at its Registered Office with respect to all sums of money received and expended by the Society and the assets and liabilities of the Society.
- (ii) The books of accounts of the Society shall be open to inspection during the business hours by the Registrar General, Registrar, District Registrar or any officer authorized by them and by any member of the Society.
- (iii) The annual accounts of the Society will be signed by any tow authorized office-bearers of the Society.
- (iv) The Governing Body will appoint a chartered accountant, who shall not be a member of the Governing Body or family member of any member of the Governing Body, for auditing the accounts and filing of Income Tax return of the society for each financial year, at such remuneration as may be determined by the Governing Body.

**(12) Common Seal:-**

The Society will have a common seal which shall be kept in safe custody of the General Secretary/ Secretary and shall be affixed wherever it is required in accordance with the authorization by the Governing Body.

**(13) Amalgamation of the Society:-**

The Society may amalgamate itself with any other Society established with the identical aims and objects or allow any other society to amalgamate with itself by a Special

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*13.8.19*  
General Secretary  
Karamchari Sangh  
NIT, KURUKSHETRA

*Naresh*  
President  
Karamchari Sangh  
NIT, KURUKSHETRA

*M. K. Jain*

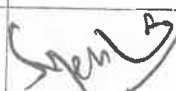
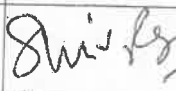




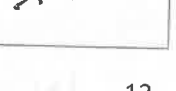


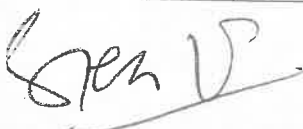
Resolution passed in this behalf in accordance with the revisions contained in Section 51 of the Act and rule 25 made there under.

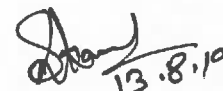
(14) **Dissolution of the Society:**

- (i) The Society may resolve to dissolve itself in accordance with the provisions contained in the Act and the rules there under in case it becomes difficult to carry on with the operations of the Society, or it becomes insolvent or for any other pressing and unavoidable reasons;
- (ii) In the event of dissolution of the Society, no assets of the Society shall devolve on or distributed amongst the members of the Society;
- (iii) Its assets and properties shall be first used to liquidate any liabilities and the left-over properties/ assets, if any, shall be considered for transfer to any other Society established with identical aims and objects or to the District Collector for use thereof in the genera public interest.


We, the several persons whose names & addresses are subscribed hereunder, certify the above to be the true copy of the Bye-laws of the society.

Sr. No.	Name	Father's/ Husband's Name	Address	Occupation	Signatures
(i)	Sh. Sanjay Mehta	Sh. S. L. Mehta	Accounts Section	Service	
(ii)	Sh. Shivraj Chahal	Sh. O. P. Chahal	ECE	-do-	
(iii)	Smt. Sunita Verma	Sh. Vinod Kr. Verma	Accounts Section	-do-	
(iv)	Sh. Mahinder Singh	Sh. Mangat Singh	Library	-do-	
(v)	Ms. Amarpreet	Sh. Gulzar Singh	Accounts Section	-do-	
(vi)	Sh. Raj Kumar	Sh. Hari Chand <i>Truth Rani</i>	Accounts Section	-do-	
(vii)	Sh. Arun Mittal	Sh. Krishan Lal	Accounts Section	-do-	

  
Gen. Secretary  
VIT K.S., K.R.

  
13.8.19  
General Secretary  
Karamchari Sangh  
NIT, KURUKSHETRA

  
Karamchari Sangh  
NIT, KURUKSHETRA

  
Mohinder Singh  
for President

**NATIONAL INSTITUTE OF TECHNOLOGY  
KURUKSHETRA - 136119  
Karamchari Sangh NIT Kurukshetra Regn. No. HR-4-2019-02031  
VOTER LIST OF MEMBERS 2019**

Sr. No.	Name of Employees	Designation	Deptt/Section
1	Prem Kumari	Asstt. SG-I	G.A
2	Rajeev Saini	Assistant Registrar	G.A
3	Manish Kumar	Asstt. SG-II	G.A
4	Seema Sharma	Sr. Asstt.	G.A
5	Rakesh Kumar	Jr. Asstt.	G.A
6	Rukesh Kumar	Jr. Asstt.	G.A
7	Pankaj Kumar	Jr. Asstt.	G.A
8	Phoola Ram	Sr. Attendant	G.A
9	Krishan Kumar	Multi Tasking Staff	G.A
10	Surender Kumar	Multi Tasking Staff	G.A
11	Veer Bahadur	Multi Tasking Staff	G.A
12	Lalit	Multi Tasking Staff	G.A
13	Ravinder Kumar	Sr. Secretary	Dir. Office
14	Sheetal Parshad	Attd. SG-I	Dir. Office
15	Sandeep Kumar	Sr. Attendant	Dir. Office
16	Subhash Garg	Secretary SG-II	Registrar Office
17	Sushma Arora	Sr. Secretary	Dean P&D
18	Deepika Arora	Asstt. SG-I	Dean FW
19	Ved Parkash Meena	Attendant	Dean FW
20	Neelam Kumari	Sr. Secretary SG-II	Dean SW
21	Sunita Verma	Sr. Supdt.	Account Section
22	Sushma Sharma	Sr. Supdt.	Account Section
23	Arun Mittal	Assistant SG-I	Account Section
24	Raj Kumar	Assistant SG-I	Account Section
25	Sanjay Mehta	Assistant SG-I	Account Section
26	Amarpreet Kaur	Jr. Asstt.	Account Section
27	B. B. Gautam	Jr. Asstt.	Account Section
28	Ranjit Singh	Sr. Asstt.	Exam Cell
29	Rakesh Kumar Meena	Asstt. SG-II	Exam Cell
30	Subhash	Sr. Attendant	Exam Cell
31	Ishwer Singh Chauhan	Supdt SG-II	Academic
32	Shashi Bala	Sr. Supdt.	Academic
33	Madhu Bala	Supdt SG-II	Academic
34	Chhote Lal Shah	Sr. Attendant	Academic
35	Vikas Kumar	Jr. Assistant	Academic
36	Davender Gaur	Assistant SG-II	T&P
37	Raj Kumar	Supdt SG-II	Store Section

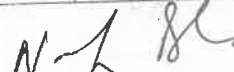
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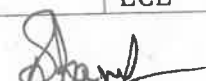
**President**  
**Karamchari Sangh**  
**NIT, KURUKSHETRA**

(Sh. Kulvinder Singh)


**General Secretary**  
**Karamchari Sangh**  
**NIT, KURUKSHETRA**

Sr. No.	Name of Employees	Designation	Deptt/Section
38	Jagir Singh	Multi Tasking Staff	Estate Section
39	S. N. Kaushik	AE (Civil) SG-II	Estate Section
40	Seema Arora	Sr. Accountant	Estate Section
41	Meenakshi	Assistant SG-I	Estate Section
42	Rajesh Kumar	JE (Civil)	Estate Section
43	Rakesh Kumar	JE (Electrical)	Estate Section
44	Sham Lal	Work Asstt SG-II	Estate Section
45	Harbhajan Singh	Work Asstt SG	Estate Section
46	Ram Pal	Work Asstt SG	Estate Section
47	Ombir	Work Asstt SG	Estate Section
48	Harish Kumar	Attendant	Estate Section
49	Shri Ram	Security Guard SG-II	Estate Section
50	Inderjit Singh	Attendant SG-II	Estate Section
51	Satpal	Sr. Mali	Estate Section
52	Sunil Kumar	Sr. Attendant	Estate Section
53	Jagrup	Sr. Mali SG-II	Estate
54	Rai Singh	Work Asstt SG-II	Electrical Mtc.
55	Parwati Meena	Attendant	Sports
56	Gulshan Kumar	Pharmacist SG-II	Health Centre
57	Sushma	Tech. Asstt SG-II	Health Centre
58	Dinesh Dhingra	Pharmacist SG-II	Health Centre
59	Surender Kumar	Sr. Tech. Asstt (Lab. Tech.)	Health Centre
60	Padam Kumar	Lib Asstt SG-I	Library
61	Mohinder Singh	Lib Asstt SG	Library
62	Laik Singh	Lib Asstt SG	Library
63	Randhir Singh	Lib Asstt SG	Library
64	S. K. Biswas	Lib Asstt SG	Library
65	Raghubir Singh	Security Guard	Library
66	Raj Bala	Mali	Library
67	Ramawati	Attendant	Library
68	Kuldeep Singh	Sr. Mali	Library
69	Jagan Nath	Tech. Officer	CCN
70	Yugbeer Singh Lamba	Tech. Officer	CCN
71	Ajeet Singh Yadav	Security Officer	Security
72	Santosh Kumar Meena	Security Guard	Security
73	Prithi Singh	Sr. Tech. Officer	ECE
74	Gopal Krishan	Tech	ECE
75	Roshan Lal	STA	ECE
76	Shiv Raj Chahal	STA	ECE
77	Poonam	STA	ECE
78	Dalbir Singh	Tech SG-I	ECE

  
 (Sh. Naresh Bhardwaj)  
 President  
 Karamchari Sangh  
 NIT, KURUKSHETRA

  
 (Sh. Kulvinder Singh)  
 General Secretary  
 Karamchari Sangh  
 NIT, KURUKSHETRA

Sr. No.	Name of Employees	Designation	Deptt/Section
79	Poonam Kapoor	Jr. Asstt	ECE
80	Jaswinder Singh	Security Guard	ECE
81	Suresh Kumar	Sr. Attd	ECE
82	Jai Pal	Sr. Mali	ECE
83	Sanjeev Kumar	Sr. Tech Officer	Computer Engg.
84	Poli Devi	Sr. Asstt	Computer Engg.
85	Buru Ram	Security Guard SG-II	Computer Engg.
86	Pawan Kumar	Attendant	Computer Engg.
87	Rajesh Kumar	Sr. Security Guard	Computer Engg.
88	Ram Kanwar Singh Panwar	Sr. Technician	Physics
89	Virender Singh	Technician	Physics
90	Harish Kumar	Attendant	Physics
91	Shashi Bala	Sr. Asstt	Math
92	Sonia	Technician	Chemistry
93	Shanti Devi	Sr. Attendant	Chemistry
94	Ajay Kumar	Security Gaurd	Chemistry
95	Birmati	Security Guard SG-II	Hum
96	Sanjay Keswani	Tech. Asstt SG-II	Elect Engg.
97	Raj Kamal	STA	Elect Engg.
98	Naresh Bhardwaj	STA	Elect Engg.
99	N. K. Singh	STA	Elect Engg.
100	Hem Raj	STA	Elect Engg.
101	Kulvinder Singh	Tech Asstt SG-II	Elect Engg.
102	Harjeet Singh	Tech SG-II	Elect Engg.
103	Anand Kumar	Sr. Technician	Elect Engg.
104	Krishan Kumar	Technician	Elect Engg.
105	Mahender Singh	Technician	Elect Engg.
106	Sunil Kumar	Technician	Elect Engg.
107	Raj Kumar	Sr. Attendant	Elect Engg.
108	Sukhdev Singh	Security Guard	Elect Engg.
109	B. S. Saini	Tech Asstt SG-I	Mech. Engg.
110	Suriender Pal	STA	Mech. Engg.
111	Chander Bhan	STA	Mech. Engg.
112	Ved Parkash Ansal	Technician SG-I	Mech. Engg.
113	Ved Parkash Saini	Technician SG-I	Mech. Engg.
114	Anita Rani	Sr. Technician	Mech. Engg.
115	Gaurav Dhiman	Technician	Mech. Engg.
116	Jaswant Rai	Attendant SG-II	Mech. Engg.
117	Ram Bahadur	Sr. Security Guard	Mech. Engg.
118	Suresh Kumar	Attendant	Mech. Engg.


  
(Sh. Naresh Bhardwaj)

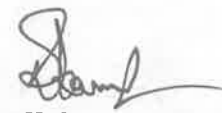
**President**  
**Karamchari Sangh**  
**NIT, KURUKSHETRA**

  
(Sh. Kulvinder Singh)

**General Secretary**  
**Karamchari Sangh**  
**NIT, KURUKSHETRA**

Sr. No.	Name of Employees	Designation	Deptt/Section
119	Naresh Kumar	Sr. Mali	Mech. Engg.
120	Prem Kumar	Steno SG-II	Civil Engg.
121	Kewal Singh	Sr. Technician	Civil Engg.
122	Vikram Singh	Sr. Technician	Civil Engg.
123	Ram Lakhan	Technician	Civil Engg.
124	B.K.Mahapatra	Security Guard	Civil Engg.
125	Uttam Kumar	Assistant SG-I	Civil Engg.
126	Laxmi Devi	Sr. Asstt	Civil Engg.
127	Subhash Reddu.	Tech Asstt SG-I	Workshop
128	Pritpal Singh	Tech Asstt SG-I	Workshop
129	Vijay Kumar	Tech SG-I	Workshop
130	Ram Diya	Tech SG-I	Workshop
131	Paramjeet Singh	Tech SG-I	Workshop
132	Ajay Kumar	Tech SG-I	Workshop
133	Sanjay Kumar	Tech SG-I	Workshop
134	Anil Kumar	Technician	Workshop
135	Deepak Kumar Mehta	Technician	Workshop
136	Surjit Singh	Multi Tasking Staff	Workshop
137	Satish Kumar	Tech SG-I	MCA
138	Hari Chand	Security Guard SG-II	MCA
139	Parkashi Devi	Attendant SG-II	MBA
140	Rishi Pal	Technician	MBA

  
(Sh. Naresh Bhardwaj)  
**President**  
**Karamchari Sangh**  
**NIT, KURUKSHETRA**

  
(Sh. Kulvinder Singh)  
**General Secretary**  
**Karamchari Sangh**  
**NIT, KURUKSHETRA**

Item 6.37 To consider recognition of Service Association of the Non-teaching employees of the Institute termed as NITKSK.

GA II  
The Institute prior to its elevation as NIT was having Regional Engineering College Karamchari Sangh Kurukshetra known as RECKSK. The Govt. of India vide letter OM No. F.20-12/2004-TS-III dated 22.6.2004 (copy enclosed as Appendix XXVIII page 193-200.) along with its enclosures issued certain guidelines for recognition of service associations. The Regional Engineering College Karamchari Sangh Kurukshetra termed as RECKSK now re-named as National Institute of Technology Karamchari Sangh Kurukshetra is required to be recognized as per said guidelines of the MHRD.

FLAG  
CP/B  
Earlier the Board of Governors in its 46<sup>th</sup> meeting held on 19.5.1978 recognized the Karamchari Sangh with the following resolution:-

"RESOLVED the Regional Engineering College Karamchari Sangh (Regd.) Kurukshetra be recognized subject to the Conduct and Disciplinary and other Rules of the College".

Further the Board of Governors in its 88<sup>th</sup> meeting held on 15.3.1997 decided as under:-

FLAG  
C  
"The Board authorized the Principal to declare the services of all Sections/any Section of employees of the College as essential as and when required in the interest of teaching and discipline as per the procedure being followed in Kurukshetra University.

The Board further decided that in future the Executive Committee of the Karamchari Sangh as well as its General Body (Non-teaching) & Technical Supporting Staff members) should not meet/gather during duty hours but hold their meetings beyond College hours."

Now the Karamchari Sangh (Non-teaching Association) has submitted the following documents:-

1. Constitution/MOA/Rules of the Karamchari Sangh (Appendix XXIX pages 201 to 207 ).
2. List of membership of Non-teaching Karamchari Sangh. (Appendix XXX pages 208 to 211 ).
3. A List of duly elected office bearers (Appendix XXXI page 212 ).

The Board may consider and recognize the National Institute of Technology Karamchari Sangh Kurukshetra.



37

NATIONAL INSTITUTE OF TECHNOLOGY,  
KURUKSHETRA-136119,

No. BOG 6.37/ 8196

Dated: 16/11/04

6.37 To consider recognition of Service Association of the Non- Teaching employees of the Institute termed as NITKSK.

The Board of Governors of the Institute in their 6<sup>th</sup> meeting held on 30.9.2004 has decided as under:

The Board had certain reservations on the following clauses of the proposed Constitution/Memorandum of Association/rules for recognition of National Institute of Technology Karamchari Sangh, Kurukshetra :-

"To federate with or affiliate itself to any other Association/Federation in India having kindred aims and objectives with prior approval of the Government of India".

"To hold, own and manage in the name of the Sangh real or moveable property belonging to the Sangh".

The Board decided to recognize the National Institute of Technology Karamchari Sangh Kurukshetra subject to:-

- i) the condition that General Body of the Sangh shall meet after duty hours.
- ii) the condition that the Sangh gets itself registered in the name of National Institute of Technology Karamchari Sangh Kurukshetra.
- iii) deletion of above mentioned clauses.
- iv) adherence to Conduct and Disciplinary Rules and MOA/Rules of the Institute.

This is for favour of your information and necessary action.

*RM*  
REGISTRAR

1. Deputy Registrar (GA) → Copy of Agenda Note 6.37 is enclosed.
2. President/General Secretary, NITK Sangh, Kurukshetra.

*J-8*  
*16/11/04*  
*16/11/04*  
*GA-17*

NO.F.20-12/2004-TS-III

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

ANNEXURE 51.15 (iii)

New Delhi  
June 22, 2004

OFFICE MEMORANDUM

**Subject:- Guidelines for Recognitions of Service Associations in NITs-  
Clarification regarding**

The undersigned is directed to refer to this Ministry's OM of even number dated 11<sup>th</sup> May 2004 regarding Non-recognition of the so-called All India National Institute of Technology Non-Teaching Federation and to say that this Federation has not been constituted in accordance with the approved guideline issued by the Government of India in this regard.

2. It is hereby clarified that the Government of India had issued the following notifications /Office Memorandum regarding recognition of Service Association and Recognition of Federation of Service Associations/Unions formed by the Central Government employees:

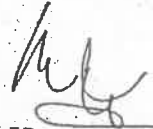
- (i) Notification No.2/10/80-JCA dated 5<sup>th</sup> November 1993 regarding the Central Civil Services (Recognition of Service Associations Rules, 1993).
- (ii) Office Memorandum No.2/14/98-JCA dated 3<sup>rd</sup> July 2002 regarding recognition of Federation of Service Associations/Unions formed by the Central Government employees. [copies enclosed]

The instructions contained in the above-mentioned two orders, *mutatis mutandis*, shall apply to the employees of NITs. Accordingly the existing Associations and the new Associations to be formed shall be regulated in accordance with these instructions.

3. It is also clarified that the existing Associations which have been duly recognized by the BOG of the Institute shall also have to furnish their membership list, MOA and Rules of the Association and the list of duly elected office bearers as per the above guidelines to the Director of the Institute for placing it before the BOGs by 30<sup>th</sup> September 2004 for appropriate consideration and recognition. In case any recognized Service Association does not follow the above guideline, that Association would stand automatically de-recognized. The list of Associations recognized by the BOGs of the Institute shall also be furnished to the Ministry.

4. For forming of the Federation of Service Associations, such of the duly recognized Associations in accordance with these guidelines shall approach the Ministry for according necessary approval and recognition.

5. NITs are requested to bring this to the notice of all employees of the Institutes and the office bears of the existing recognized associations.



(B K RAY)

Desk Officer

Tel:2307 0177

Fax:2307 4094

Email: [nit@sb.nic.in](mailto:nit@sb.nic.in)

- ✓ 1. Directors of all NITs
- 2. Registrars of all NITs
- 3. Chairman, BOGs of NITs

**No. 2/10/80/-JCA**  
**CENTRAL CIVIL SERVICES**  
**(RECOGNITION OF SERVICE ASSOCIATIONS) RULES, 1993**  
**MINISTRY OF PERSONNEL, PUBLIC GRIEVANCES & PENSIONS**  
**(Department of Personnel & Training),**  
**Government of India**

**NOTIFICATION**

New Delhi, the 5<sup>th</sup> November, 1993

**G.S.R. 689(E).**-In exercise of the powers conferred by the proviso to article 309 and clause (5) of article 148 of the Constitution, after consultation with the Comptroller and Auditor General in relation to persons serving in the Indian Audit and Accounts Department, and in supersession of the Central Civil Services (Recognition of Service Associations) Rules, 1959 except as respects things done or omitted to be done before such supersession, the President hereby makes the following rules, namely:

1. **Short title and commencement:** (1) These rules may be called the Central Civil Services (Recognition of Service Associations) Rules, 1993.

(2) They shall come into force on the date of their publication in the Official Gazette.

2. **Definition :** In these rules, unless the context otherwise requires, -

- a. "Government" means the Central Government.
- b. "Government servant" means any person to whom the Central Civil Services (Conduct) Rules, 1964, apply.

3. **Application :** These rules shall apply to Service Associations of all Government servants including civilian Government servants in the Defence Services but shall not apply to industrial employees of the Ministry of Railways and workers employed in Defence Installations of Ministry of Defence for whom separate Rules of Recognition exist.

4. **Service Associations already recognized :** A Service Association or a Federation which has been recognized by the Government before the commencement of these rules and in respect of which the recognition is subsisting at such commencement, shall continue to be so recognized for a period of one year from such commencement or till the date on which the recognition is withdrawn, whichever is earlier.

5. **Conditions for recognition of Service Associations :** A Service Association which fulfills the following conditions may be recognized by the Government, namely :-

- a. An application for recognition of Service Association has been made to the Government containing Memorandum of Association, Constitution, Bye-laws of the Association, Names of Office-Bearers, total membership and any other information as may be required by the Government;
- b. the Service Association has been formed primarily with the object of promoting the common service interest of its members;
- c. Membership of the Service Association has been restricted to a distinct category of Government servants having common interest, all such Government servants being eligible for membership of the Service Association;
- d. (i) The Association represents minimum 35 per cent of total number of a category of employees provided that where there is only one Association which commands more than 35 per cent membership, another Association with second highest membership, although less than 35 per cent may be recognized if it commands at least 15 per cent membership;  
(ii) The membership of the Government servant shall be automatically discontinued on his ceasing to belong to such category;
- e. Government employees who are in service shall be members or office bearers of the Service Association;
- f. the Service Association shall not be formed to represent the interests, or on the basis, of any caste, tribe or religious denomination or of any group within or section of such caste, tribe or religious denomination;
- g. the Executive of the Service Association has been appointed from amongst the members only; and
- h. the funds of the Service Association consist exclusively of subscriptions from members and grants, if any, made by the Government, and are applied only for the furtherance of the objects of the Service Association.

6. **Conditions subject to which recognition is continued :** Every Service Association recognized under these Rules shall comply with the following conditions, namely :-

- a. the Service Association shall not send any representation or deputation except in connection with a matter which is of common interest to members of the Service Association.
- b. the Service Association shall not espouse or support the cause of individual Government Servants relating to service matters;
- c. the Service Association shall not maintain any political fund or lend itself to the propagation of the views of any political party or a member of such party;

- d. all representations by the Service Association shall be submitted through proper channel and shall be addressed to the Secretary to the Government/Head of the Organisation or Head of the Department or office;
- e. a list of members and office bearers and up-to-date copy of the rules and an audited statement of accounts of the Service Association shall be furnished to the Government annually through proper channel after the general annual meeting so as to reach the Government before the 1<sup>st</sup> day of July each year.
- f. The Service Association shall abide by, and comply with all the provisions of its constitution/by-laws;
- g. Any amendment in the constitution/by-laws of the Service Associations, after its recognition under these Rules, shall be made only with the prior approval of the Government;
- h. The Service Association shall not start or publish any periodical, magazine or bulletin without the previous approval of the Government;
- i. The Service Association shall cease to publish any periodical, magazine or bulletin, if directed by the Government to do so, on the ground that the publication thereof is pre-judicial to the interests of the Central Government, the Government of any State or any Government authority, or to good relations between the Government of India and the Government of India and the Government of a foreign state;
- j. the Service Association shall not address any communication to, or enter into correspondence with, a foreign authority except through the Government which shall have the right to withhold it;
- k. the Service Association shall not do any act or assist in the doing of any act which, if done by a Government servant, would contravene any or the provisions of the Central Civil Services (Conduct) Rules, 1964; and
- l. Communications addressed by the Service Association or by any office-bearer on its behalf to the Government or a Government authority shall not contain any disrespectful or improper language.

7. **Verification of membership:** (1) The verification of membership for the purpose of recognition of a Service Association shall be done by the Check-Off-System in pay-rolls at such intervals and in such manner as the Government may by order prescribe.

(2) The Government may, at any time, order a special verification of membership if it is of the opinion, after an enquiry, that the Service Association does not have the membership required under sub-clause (i) of clause (d) of rule 5.

8. **Withdrawal of Recognition :** If, in the opinion of the Government, a Service Association recognized under these rules has failed to comply with any of the conditions set out in rule 5 or rule 6 or rule 7 the Government may after giving an opportunity to the Service Association to present its case, withdraw the recognition accorded to such Association.



9. **Relaxation** : The Government may dispense with or relax the requirements of any of these rules to such extent and subject to such conditions as it may deem fit in regard to any Service Association.

10. **Interpretation** : If any question arises as to the interpretation of any of the provisions of these rules or if there is any dispute relating to fulfillment of conditions for recognition it shall be referred to the Government, whose decision thereon shall be final.

[ F.No. 2/10/80-JCA (Vol.IV)]

J.S. Mathur, Jt. Secy.

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51

NO.2/14/98-JCA  
GOVERNMENT OF INDIA  
MINISTRY OF PERSONNEL, P.G. & PENSIONS  
(DEPARTMENT OF PERSONNEL & TRAINING)

NORTH BLOCK, NEW DELHI

...NEW DELHI, THE 3<sup>rd</sup> JULY, 2002.

OFFICE MEMORANDUM

Sub: Guidelines for recognition of Federations of Service Associations/ Unions formed by the Central Government employees.

The undersigned is directed to say that as a matter of policy, Departments negotiate or correspond only with such of the Associations / Unions which have been granted recognition under the relevant Rules / Instructions.

2. The Central Civil Services (Recognition of Service Associations) Rules, 1993, cover all Central Government Employees (including Industrial Workers), to whom the CCS (Conduct) Rules, 1964 apply, excepting industrial employees of the Ministry of Railways and workers employed in Defence Installations in the Ministry of Defence. The question whether the Associations / Unions recognized under the aforesaid Rules may be allowed to form Federation, has been under consideration. After careful consideration, it has now been decided that the administrative Ministries / Departments may consider granting recognition to Federations with the approval of the Minister-in-charge subject to the condition that the affiliated Unions / Associations are recognized under the aforesaid 1993 Rules. For this purpose, following documents are required to be submitted by the Federation seeking recognition:

- i. Constitution and bye-laws
- ii. Authorisation letters of the Unions / Associations affiliated to the proposed Federation.
- iii. Membership of the individual affiliated recognized Unions / Associations based on the verification of membership under the check-off-system along with list of the office bearer, and the categories represented by them.
- iv. Names of the office bearers of the Federation.

2.1 The relevant provisions of the 1993 Rules are being amended separately.

3. It will be open to the Government to withdraw recognition at any time after giving an opportunity to the Federation to present its case, if they fail to comply with any of the conditions prescribed under Rule 6 of the aforesaid Rules or any other condition as may be prescribed in this regard.



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3.	TX
2	

3.1 It is also clarified that the continued existence of a Federation depends on the status of its affiliated Unions / Associations. The recognition of the Federation shall stand withdrawn if at any time its affiliated associations / unions are either derecognised for any reason or its affiliated Association / Union withdraw their affiliation to the said Federation, or, for any other related contingency.

4. If any Ministry / Department had granted recognition to any Federation, the same may be withdrawn immediately, if the above guidelines are not satisfied. The concerned Federation, if they so desire, may submit a fresh application seeking recognition in accordance with these guidelines.

5. These guidelines shall not apply to the industrial workers of Railways and Defence.

6. Before the proposal for grant of recognition to the Federations is processed, the Ministries/ Departments may refer one sample case to the Department of Personnel and Training for vetting of the draft Constitution and other relevant documents submitted by the Federation.

Hindi version will follow.

Sd/-  
(Ranbir Singh)  
Under Secretary to the Govt. of India  
Tel: 309 4678

1. All Ministries/ Departments of Government of India.

Department of Industries & Commerce, Haryana

Form-VII

"Revised Certificate of Registration issued under Section 9(4) of the Haryana Registration and Regulation of Societies Act, 2012 upon allotment of a new registration number"

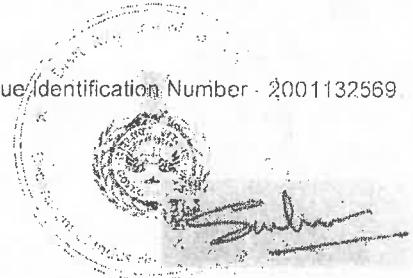
(See sub-rule (2) of rule 8)

Revised Certificate of Registration of Society

I hereby certify that KARAMCHARI SANG NATIONAL INSTITUTE OF TECHNOLOGY(name of the society) registered vide registration number 58 on 2004-10-04 00:00:00 Registered with District Registrar has been allotted a new Registration Number as undermentioned on this 03 day Jan month 2019 year under the Haryana Registration and Regulation of Societies Act, 2012 (Haryana Act No. 1 of 2012).

State Code		District Code		Year Of Registration				Registration Number				
H	R	4		2	0	1	9	0	2	0	3	1
Name Of the Society								Registered Office Address				
KARAMCHARI SANG NATIONAL INSTITUTE OF TECHNOLOGY								NIT THANESAR KURUKSHETRA				

Issued under my hand at [Kurukshetra] this [03] day of (month)[Jan] (Year)[2019] having Unique Identification Number - 2001132569



Issuing Authority  
District Registrar,  
Kurukshetra  
(Signature of District Registrar)

SOME IMPORTANT PROVISIONS OF THE HRRS ACT 2012 TO BE FOLLOWED :

- One Flat one vote.
- Videography of each meeting/ election of society is mandatory.
- Collegium Scheme to be approved from District Registrar if members strength is more than 1000.
- Administrator if appointed will not enroll new members, incur capital expenditure and give employment in the society.
- Terms of Governing Body not to be more than 3 years.
- Member to be not less than 21 year age.
- Office bearers of society (Three to twenty one).
- General Body and other meeting should be conducted with quorum i.e 1st meeting - 40%, 2nd meeting - 25% and 3rd meeting - 15%  
(see entire Provisions)
- Submission of mandatory Annual Returns i.e. list of members, list of members of collegium, list of office bearers. Annual Report on working, Balance Sheet & Auditors Report, Copy of special resolution otherwise shall attract penalties & fines as per provisions of Act.
- In case of Joint Apartment owners, 1st owner will be eligible to contest the elections.
- Proxy voting not allowed.
- Condominium/ Association covered under Apartment Ownership Act 1983 is to be formed by owners only.
- Election observer may be appointed by District Registrar or on request of society

Verification Link: <https://haryanaindustries.gov.in/msme/verify/societyexistingregistration/id/132569>

President  
Karamchari Sangh  
NIT, KURUKSHETRA  
Karamchari Sangh  
NIT, KURUKSHETRA



**BoG 51.16 To report the appointment of non-teaching posts at the Institute with reference to agenda item No.50.20.**

An agenda item was placed vide item No.50.20 before the Board of Governors in its 50<sup>th</sup> meeting held on 20.06.2019 to report the appointment of non-teaching posts made at the Institute. The Board decided as under:

*"The Institute reported the appointments against the Non-teaching posts. The Board was apprised about the due processes adopted as per the provisions of NITSER Act/Statutes of NITs/existing Guidelines of Government of India for above recruitments. Thereafter, it was noted that these appointments should have been made with the approval of Board. The Clause-24 of NIT Act, 2007 regarding appointment was discussed. The Clause-24 of NIT Act, was not amended subsequent to the pay revision of the staff under 6<sup>th</sup> and 7<sup>th</sup> CPC. Therefore, the Board decided that in future all the appointments of non-teaching staff be placed before the Board till the amendment in Clause-24 of NIT Act. Further, the Board condoned the earlier approval made by the Director for the appointment of non-teaching staff (Advt. No. 41/2018) and approved the appointments of non-teaching posts at the Institute."*

In this regard, it is stated that the Institute had invited online applications for the recruitment of following Non-Teaching staff vide advertisement No.41/2018:

Sr.No.	Name of the post	Level in the Pay Matrix
1	Sr. SAS Officer	Level-12 (Rs. 78800-209200)
2	Senior Technical Officer	Level-11 (Rs. 67700-208700)
3	Technical Officer	Level-10 (Rs. 56100-177500)
4	Medical Officer	Level-10 (Rs. 56100-177500)
5	SAS Assistant	Level-6 (Rs.35400-112400)
6	Library & Information Assistant	Level-6 (Rs.35400-112400)
7	Superintendent	Level-6 (Rs.35400-112400)
8	Accountant	Level-6 (Rs.35400-112400)
9	Personal Assistant	Level-6 (Rs.35400-112400)
10	Pharmacist	Level-5 (Rs.29200-92300)
11	Stenographer	Level-4 (Rs.25500-81100)
12	Junior Assistant	Level-3 (Rs.21700-69100)
13	Technical Assistant	Level-6 (Rs.35400-112400)
14	Technician	Level-3 (Rs.21700-69100)
15	Laboratory Assistant	Level-3 (Rs.21700-69100)

The methods followed for selection of the candidates are as under:

- For the posts at Sr.No.1, 2 & 4 through Interview.
- For the posts at Sr.No.7, 8, 9, 11 & 12 through Written Test, Skill Test and interview.
- For the posts at Sr.No.3, 5, 6, 10, 13, 14, & 15 through Written Test and Interview.



The written tests for the provisionally eligible candidates for the posts of (i) Technical Officer, (ii) Students Activity & Sports Assistant, (iii) Library & Information Assistant, (iv) Superintendent, (v) Accountant, (vi) Personal Assistant, (vii) Pharmacist, (viii) Stenographer, (ix) Junior Assistant, (x) Technical Assistant, (xi) Technician and (xii) Laboratory Assistant were conducted during March-April, 2019 in the Institute.

As per the prescribed ratio, the candidates were called for skill test/interview on the basis of marks scored by them in the Written Test.

The Skill Test was qualifying in nature and marks scored in skill test was not counted for final merit. The final merit for selection was based on marks scored in Written Test (70%) + Personal Interview (30%).

The interviews for the recruitment of the above posts were conducted by the duly constituted Selection Committee in terms of the Statutes of the NITs

On the basis of recommendations of the Selection Committee and subsequent approval of the Competent Authority, appointment letters were issued to the following selected candidates:

Sr. No.	Name of the employees	Designation
1	Mr. Bhuvnesh	Personal Assistant
2	Mr. Jitender	Personal Assistant
3	Ms. Priya Chhabra	Accountant
4	Mr. Kamlesh Choudhary	Accountant
5	Mr. Chand Singh	Accountant
6	Mr. Gaurav Aggarwal	Accountant
7	Ms. Nalini Kumari	Stenographer
8	Mr. Chetak	Stenographer
9	Mr. Rahul	Stenographer
10	Mr. Rahul Gaba	Stenographer
11	Mr. Rakesh Kumar Meena	Junior Assistant
12	Mr. Parveen Kumar	Junior Assistant
13	Mr. Abhishek	Junior Assistant
14	Mr. Ravi Sharma	Junior Assistant
15	Mr. Mohit Mehra	Junior Assistant
16	Mr. Lalit	Junior Assistant
17	Mr. Shekhar	Junior Assistant
18	Mr. Rajiv Kumar	Technical Assistant (Mech. Engg.)
19	Mr. Rahul	Technical Assistant (Mech. Engg.)
20	Mr. Amit Kumar	Technical Assistant (Mech. Engg.)
21	Mr. Sanjay Kumar	Technical Assistant (Workshop)
22	Mr. Anshul Jain	Technical Assistant (Workshop)



23	Mr. Mandeep Pathania	Technical Assistant (Civil Engg.)
24	Mr. Vikas Arya	Technical Assistant (Civil Engg.)
25	Mr. Sunil Kumar Meena	Technical Assistant (Civil Engg.)
26	Ms. Ritu Rana	Technical Assistant (Computer Engg.)
27	Mr. Sunil Yadav	Technical Assistant (Computer Engg.)
28	Mr. Mandeep Saini	Technical Assistant (Electrical Engg.)
29	Mr. Nikhil Kumar	Technical Assistant (Electrical Engg.)
30	Mr. Saurabh Singh Rana	Technical Assistant (Electrical Engg.)
31	Mr. Himanshu Reddu	Technical Assistant (Computing & Networking)
32	Mr. Ravinder	Technical Assistant (Electronics & Comm. Engg.)
33	Mr. Dharmendra Choudhary	Technical Assistant (Electronics & Comm. Engg.)
34	Mr. Mayank	Technical Assistant (Physics)
35	Mr. Vishal Dahiya	Technical Assistant (Mech. Engg.)
36	Mr. Ashad Ullah Qureshi	Technical Assistant (Computer Applications)
37	Ms. Pinki	Laboratory Assistant (Physics)
38	Mr. Sahil Verma	Laboratory Assistant (Chemistry)
39	Mr. Vishnu Soni	Superintendent
40	Mr. Sunil	Superintendent
41	Ms. Sonika	Pharmacist
42	Mr. Navdeep Redhu	Library & Information Assistant
43	Mr. Tinku Meena	Library & Information Assistant

All the selected candidates had joined in the Institute on their respective posts except the candidate at Sr.No.18 Sh. Rajiv Kumar. As per his request and approval of the competent authority, he was granted the extension in the joining time upto 15.10.2019.

Further, it is relevant to mention here that none of the candidates were shortlisted for the post of Sr. Students Activity & Sport Officer at Sr.No.1 and after the confirmation of the minutes of agenda item 50.19, the necessary action will be taken for the posts at Sr.No.2, 3 & 4 accordingly, whereas for the appointment for the post of Students Activity & Sports Assistant at Sr.No.5, an agenda item is being placed separately. The recruitment for the posts of Technician at Sr.No.14 is subjudiced at Hon'ble High Court of Punjab and Haryana, Chandigarh.

The Board may kindly *note the report of the appointment of non-teaching posts at the Institute.*

**BoG 51.17 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 change of name/father's name in degree certificates issued in the annual Convocation. Copies of approval are *enclosed as Annexure – 51.17 (i) from pages 221 to 222* .
2. Approved the change in nomination for discharging the function under New Pension Scheme. Copies of approval are *enclosed as Annexure – 51.17 (ii) from pages 223 to 224* .

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

— 5 —

June 22, 2019

Subject: Change of name in degree certificate and issue of duplicate 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	111295	--	--	--	--	Bhupinder Kumar Gupta	Bhupender Kumar Gupta	भूपिंदर कुमार गुप्ता	भूपेंद्र कुमार गुप्ता

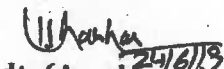
1. Mr. Praveer Singh S/o Sh. Ramesh Singh Sheoran, Roll No. 108554, Ex-student of B.Tech. (Electrical Engineering) has requested to issue duplicate B.Tech degree certificate as his degree certificate has been misplaced. He has also lodged an FIR in the police station.

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)  22/06/19

V. Singh 22/06/19

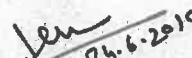
Supdt. (Academic)  24/6/19

Registrar Office

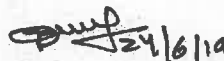
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Dt. 24.6.19

Prof. I/C (Academic)

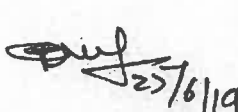
Dean (Academic)  24.6.2019

Registrar

 24/6/19

Director and Chairman (Actg.)  
Board of Governors

 25/6/19

 25/6/19

Dean (Academic)

August 26, 2019


Subject: Change of name in degree certificates.

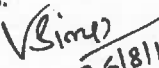
The following student of B.Tech./M.Tech made representation for spelling mistake in the student's name and father's name in Hindi/English in degree certificate issued in the annual convocation.

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	109868	BIKESH CHHETRI	BIKASH CHHETRI ✓	बिकेश छेत्री	बिकास क्षत्री	--	--	मान बहादुर छेत्री	मान बहादुर क्षत्री ✓
2	1140040	--	--	--	--	SUSANTA KUMAR HALDAR	SUSANTA KUMAR HALDER ✓	--	--
3	1130213	--	--	विजया लक्ष्मी बरुली	विजया लक्ष्मी बिरुली ✓	--	--	गौरी शंकार बरुली	गौरी शंकर बिरुली ✓
4	3133615	AMIT KUMAR	AMIT ✓	अमित कुमार	अमित ✓	--	--	--	--

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.

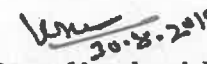
Kindly accord the sanction for printing of above mentioned degree certificates with signatures of above authorities. As usual the degree certificates shall be printed by Examination Section as per norms.

  
DR (Academic) 26/8/19


  
26/8/19


  
Supdt. (Academic)

  
29/8/19  
Prof. I/C (Academic)

  
30.8.2019  
Dean (Academic)

  
30/8/19  
Registrar

  
30/8/19  
Director and Chairman (Actg.)  
Board of Governors

  
30/8/19  
Dean (Acad)

Registrar Office  
Copy No. 3085  
30.8.19



**Subject: Change in nomination for discharging the function under New Pension Scheme**

The Central Government introduces New Pension Scheme for all its employees joined after 1.1.2004. It is also essentially applicable to Central Autonomous Bodies of Central Government Ministries. The Government had constituted Pension Fund Regulatory & Development Authority (PFRDA) for this purpose. The PFRDA has engaged National Security Depository Ltd. (NSDL) as Central Recordkeeping agency. As per regulation, every Central Autonomous Body should approach for registration to PFRDA for implementation of New Pension Scheme (NPS) for their employees appointed after 1.1.2004.

The Institute is registered with PFRDA for NPS. For discharging the function smoothly, the some office bearers were also nominated as per the decision of the Board. In this regard, the Board of Governors in its 23<sup>rd</sup> meeting held on 18.10.2010 has decided as under:

**"The Board nominated the following office bearers on the Institute level for discharging the function under New Pension Scheme:-**

- CP 128*
1. Registrar as Principal Accounts Officer
  2. Deputy Registrar (Accounts) as Pay & Accounts Officer.
  3. Deputy Supdt. (Accounts) as Drawing & Disbursement Officer."

In view of the above decision, the PAO registration form was signed by the following Officers on 20.1.2011"-

- CP 136-138*
1. Sh. GR Samantaray, Principal Accounts Officer
  2. Sh. S.K. Sharma, Pay & Accounts Officer
  3. Sh. Jeet Ram, Drawing & Disbursement Officer

It is worth mentioning here that Sh. Jeet Ram has since been retired, Sh. S.K. Sharma, Deputy Registrar (Accounts) has also been transferred to Examination Cell of Academic Section. Further, Sh. G.R. Samantaray is also not discharging the duties of Registrar Incharge at present.

In view of the above, it is proposed that the following office bearers may be nominated for smooth discharging functions under NPS:-

1. Registrar as Principal Account's officer.
2. Asstt. Registrar (Accounts) as Pay & Accounts Officer
3. Accountant/Assistant SGI (dealing with the NPS) as Drawing & Disbursement Officer

The PAO Registration form(s) of newly recruited employees are to be sent to NSDL for deposition of monthly subscription of NPS. Therefore, the above proposal is necessarily required to be approved by the BOG. However, the next BOG meeting is not expected to be held in near future as it was held in last month i.e. on 20.6.2019. Therefore, the Hon'ble Director & Acting Chairperson BOG may be requested to approve the above proposal in anticipation of the approval of BOG. The matter will be reported to the Board in its next meeting.

Submitted for consideration and approval please

*AR (Accounts) [Signature]*  
*11/07/19*

*Prof. S/A - Accounts [Signature]*  
*02/08/19*

*[Signature]*  
*9.7.19*  
*(Asstt. SGE)*

*P.T.O*

- 2 -

From the overleaf page

Submitted for consideration  
and approval of.

Prof in charge (ACS)

Handwritten signature

02/8/19

9/7/19

Registrar

Handwritten signature  
05/8/19

Director  
and  
chairperson BOD

Handwritten signature  
05/08/19

7

Handwritten signature  
05/08/19

Prof Ilc (Acc)

Registrar Office

Dairy 0.2252...

Dt. 5-8-19

**BoG 51.18 To note the ratio and distribution of non-teaching posts in the Institute.**

The Ministry of Human Resource Development had issued a letter F.No.35-5/2018-TS.III dated 20<sup>th</sup> February, 2019 regarding recommendation of Oversight Committee for removal of anomalies of non-teaching staff.

The Ministry letter dated 20.06.2019 was placed before the Board of Governors in its 50<sup>th</sup> meeting held on 20.06.2019 vide agenda item No.50.17 for adoption. The Board noted the MHRD letter dated 20.02.2019.

The General Guidelines of the Oversight Committee in respect of designations and distributions of non-faculty posts as mentioned in the above letter is as under:

**"B. General Guidelines:**

(i) *Each non-Teaching cadre (except Stenographer Higher Cadre) will have 04 (four) designations and distribution of posts for these designations will be in the ratio of 4:3:2:1.*

(ii)

(iii)

"

Further, it is relevant to mention here that the Ministry of Human Resource Development, New Delhi had conveyed the distribution of non-teaching posts vide letter No.F.23-18/2008-TS.III dated 17.03.2010 as per the following details:

(i)	Officers	10% of the faculty strength
(ii)	Technical Staff	30% of the faculty strength in Higher Cadre 30% of the faculty strength in Lower Cadre
(iii)	Ministerial Staff	17% of the faculty strength in Higher Cadre 08% of the faculty strength in Lower Cadre



- (iv) Supporting Staff 15% of the faculty strength  
Total 110% of the faculty strength

As per the above guidelines, each non-Teaching cadre (except Stenographer Higher Cadre) will have 04 (four) designations and distribution of posts for these designations will be in the ratio of 4:3:2:1.

The present sanctioned strength for the posts of Non-faculty: 328 was approved by the MHRD on the basis of actual students strength for the year 2010-11. Accordingly, as per the sanctioned strength the details of ratio for non-teaching staff is as under:

Cadre-wise sanctioned strength of non teaching staff:-

Cadre	No. of sanctioned posts
[1]	[3]
Officers (10% of the faculty strength)	30
Technical (Higher) (30% of the faculty strength)	89
Technical (Lower) (30% of the faculty strength)	89
Ministerial (Higher) (8% of the faculty strength)	24
Ministerial (Lower) (17% of the faculty strength)	51
Supporting (15% of the faculty strength)	45
Total	328

As per the above sanctioned strength of each cadre, the Institute prepared the ratio of 4:3:2:1 for each cadre of non-teaching posts. Accordingly, the number of posts were distributed as per the designations available in the Recruitment Rules (2019). The details of ratio and distribution of non-teaching posts of the Institute are enclosed as Annexure – 51.18(i) from pages 227 to 229.

The Board may kindly *note the ratio and distribution of non-teaching post as per the sanctioned strength and designations of Recruitment Rules (2019)*.

**NATIONAL INSTITUTE OF TECHNOLOGY  
KURUKSHETRA**

**RATIO AND DISTRIBUTION OF NON-TEACHING POSTS**

**ANNEXURE 51.18 (i)**

<b>ACTUAL FACULTY STRENGTH = 298 (2010-2011)</b>																
<b>SANCTIONED NON-TEACHING POSTS = 110% OF FACULTY STRENGTH = 328</b>																
OFFICERS (10%)	TECHNICAL STAFF (60%)				ADMINISTRATIVE STAFF (25%)								SUPPORTING STAFF (15%)			
	STRENGTH=178				STRENGTH=75								STRENGTH=45			
	HIGHER CADRE (30%)		LOWER CADRE (30%)		HIGHER CADRE (08%)				LOWER CADRE (17%)							
	STRENGTH= 89		STRENGTH= 89		STRENGTH= 24				STRENGTH= 51							
CADRE →	TH4	TH3	TH2	TH1	TL4	TL3	TL2	TL1	AH4	AH3	AH2	AH1	AL4	AL3	AL2	AL1
RATIO →	1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4
STRENGTH →	09	17	27	36	09	17	27	36	02	05	07	10	05	10	15	21
													04	09	14	18

**NATIONAL INSTITUTE OF TECHNOLOGY  
KURUKSHETRA – 136119**

**Distribution of non-teaching posts (Ref.: Recruitment Rules - 2019)**

**Officer Cadre**

Sr. No.	Name of the Post	Pay Band and Grade Pay/Level	No. of Sanctioned Posts
1	Registrar	PB-4, GP of Rs.10000/- (Level-14)	01
2	Deputy Registrar	PB-3, GP of Rs.7600/- (Level-12)	03
3	Assistant Registrar	PB-3, GP of Rs.5400/- (Level-10)	04
4	Librarian	PB-4, GP of Rs.10000/- (Level-14)	01
5	Assistant Librarian	PB-3, GP of Rs.5400/- (Level-10)	01
6	Sr. Students Activity & Sports Officer	PB-3, GP of Rs.7600/- (Level-12)	01
7	Students Activity & Sports Officer	PB-3, GP of Rs.5400/- (Level-10)	02
8	Principal Technical Officer	PB-3, GP of Rs.10000/- (Level-14)	01
9	Sr. Technical Officer	PB-3, GP of Rs.7600/- (Level-12)	04
10	Technical Officer	PB-3, GP of Rs.5400/- (Level-10)	06
11	Executive Engineer	PB-3, GP of Rs.5400/- (Level-10)	01
12	Sr. Medical Officer	PB-3, GP of Rs.7600/- (Level-12)	01
13	Medical Officer	PB-3, GP of Rs.5400/- (Level-10)	03
14	Security Officer	PB-3, GP of Rs.5400/- (Level-10)	01
Total			30

\*As per MHRD letter No.F.35-5/2018-TS.III dated 20.02.2019, the post of Security Officer has been abolished in the RRs (2017).

**Technical Cadre (Higher)**

Sr. No.	Name of the Post	Pay Band and Grade Pay/Level	No. of Sanctioned Posts
1	Technical Assistant	PB-2, GP of Rs.4200/- (Level-6)	29
2	Sr. Technical Assistant	PB-2, GP of Rs.4600/- (Level-7)	22
3	Technical Assistant (SG-II)	PB-2, GP of Rs.4800/- (Level-8)	14
4	Technical Assistant (SG-I)	PB-2, GP of Rs.5400/- (Level-9)	07
5	Jr. Engineer	PB-2, GP of Rs.4200/- (Level-6)	04
6	Assistant Engineer	PB-2, GP of Rs.4600/- (Level-7)	02
7	Assistant Engineer (SG-II)	PB-2, GP of Rs.4800/- (Level-8)	01
8	Assistant Engineer (SG-I)	PB-2, GP of Rs.5400/- (Level-9)	01
9	Students Activity & Sports Assistant	PB-2, GP of Rs.4200/- (Level-6)	01
10	Sr. Students Activity & Sports Assistant	PB-2, GP of Rs.4600/- (Level-7)	01
11	Students Activity & Sports Asstt. (SG-II)	PB-2, GP of Rs.4800/- (Level-8)	01
12	Students Activity & Sports Asstt. (SG-I)	PB-2, GP of Rs.5400/- (Level-9)	-
13	Library & Information Assistant	PB-2, GP of Rs.4200/- (Level-6)	02
14	Sr. Library & Information Assistant	PB-2, GP of Rs.4600/- (Level-7)	02
15	Library & Information Assistant (SG-II)	PB-2, GP of Rs.4800/- (Level-8)	01
16	Library & Information Assistant (SG-I)	PB-2, GP of Rs.5400/- (Level-9)	01
Total			89

**Technical Cadre (Lower)**

Sr. No.	Name of the mapping post	Pay Band and Grade Pay/Level	No. of Sanctioned Posts
1	Technician	PB-1, GP of Rs.2000/- (Level-3)	36
2	Sr. Technician	PB-1, GP of Rs.2400/- (Level-4)	27
3	Technician (SG-II)	PB-1, GP of Rs.2800/- (Level-5)	17
4	Technician (SG-I)	PB-2, GP of Rs.4200/- (Level-6)	09
Total			89

**Ministerial/Administrative Cadre (Higher)**

Sr. No.	Name of the mapping post	Pay Band and Grade Pay/Level	No. of Sanctioned Posts
1	Superintendent	PB-2, GP of Rs.4200/- (Level-6)	07
2	Sr. Superintendent	PB-2, GP of Rs.4600/- (Level-7)	05
3	Superintendent. (SG-II)	PB-2, GP of Rs.4800/- (Level-8)	03
4	Superintendent SG-I	PB-2, GP of Rs.5400/- (Level-9)	01
5	Personal Assistant	PB-2, GP of Rs.4200/- (Level-6)	03
6	Sr. Personal Assistant	PB-2, GP of Rs.4600/- (Level-7)	01
7	Private Secretary	PB-2, GP of Rs.4800/- (Level-8)	01
8	Pharmacist	PB-1, GP of Rs.2800/- (Level-5)	01
9	Pharmacist (SG-II)	PB-2, GP of Rs.4600/- (Level-7)	01
10	Pharmacist (SG-I)	PB-2, GP of Rs.4800/- (Level-8)	01
Total			24

**Ministerial/Administrative Cadre (Lower)**

Sr. No.	Name of the mapping post	Pay Band and Grade Pay/Level	No. of Sanctioned Posts
1	Stenographer	PB-1, GP of Rs.2400/- (Level-4)	04
2	Sr. Stenographer	PB-1, GP of Rs.2800/- (Level-5)	03
3	Stenographer (SG-II)	PB-2, GP of Rs.4200/- (Level-6)	02
4	Stenographer (SG-I)	PB-2, GP of Rs.4600/- (Level-7)	01
5	Jr. Assistant	PB-1, GP of Rs.2000/- (Level-3)	16
6	Sr. Assistant	PB-1, GP of Rs. 2400/- (Level-4)	12
7	Assistant (SG-II)	PB-1, GP of Rs.2800/- (Level-5)	08
8	Assistant (SG-I)	PB-2, GP of Rs.4200/- (Level-6)	05
Total			51

**Supporting Staff**

Sr. No.	Name of the mapping post	Pay Band and Grade Pay/Level	No. of Sanctioned Posts
1	Office Attendant	PB-1, GP of Rs.1800/- (Level-1)	18
2	Sr. Office Attendant	PB-1, GP of Rs.1900/- (Level-2)	14
3	Office Attendant (SG-II)	PB-1, GP of Rs.2000/- (Level-3)	09
4	Office Attendant (SG-I)	PB-1, GP of Rs.2400/- (Level-4)	04
Total			45

**BoG 51.19 To consider and approve the mapping of existing non-teaching employees of the Institute as per the recommendations of Oversight Committee w.r.t. MHRD letter dated 20.02.2019.**

The Under Secretary (NITs), Ministry of Human Resource Development, Govt. of India had issued a letter No.F.35-5/2018-TS.III dated 20<sup>th</sup> February, 2019 regarding recommendations of Oversight Committee for removal of anomalies of non-teaching staff. A copy of the MHRD letter dated 20.02.2019 is *enclosed as Annexure – 51.19 (i) from pages 232 to 235* .

The matter to note the recommendations of Oversight Committee for the removal of anomalies of non-teaching staff in the NITs was placed before the Board of Governors in its 50<sup>th</sup> meeting held on 20.06.2019 vide agenda item No.50.17. The Board of Governors noted the Ministry of HRD, Govt. of India letter dated 20.02.2019.

In this letter it has been mentioned that consequent upon approval of the Council of the National Institute of Technology, Sciences Education and Research (Council of NITSER) in its 10<sup>th</sup> meeting held on 26<sup>th</sup> May, 2017, the new set of Recruitment Rules (RRs) for Non-Teaching staff of the National Institutes of Technology (NITs) were issued vide the Ministry's communication No.F.33-2/2012-TS.III dated 20<sup>th</sup> December, 2017.

Subsequent to issue of new RR (2017), NITs further expressed need to take corrective steps to cover other issues / promotional aspects, which are not covered in the RR (2017). With a view to further improvise the RR and to take care of stagnation / career progression related issues of non-teaching carrying forward since REC regime, an Oversight Committee under the Chairmanship of Director, NIT, Calicut (Kerala) was constituted vide Order dated 15<sup>th</sup> May, 2018 for making further suggestions for improvement in RR of non-teaching categories of staff of NITs.

The competent authority has also approved following recommendations of the Oversight Committee:-

**"A. One-time measures/relaxations:**

- (i) .....
- (ii) *Employees of an Institute in a staff cadre who are holding substantive post at a lower stage but due to non-availability of promotion guidelines, have been granted higher grade pay under MACP, may be considered for mapping to the position corresponding to the grade pay*



*under MACP, subject to availability of vacancies earmarked for promotion within that cadre such as 1,2,3,4,5 & 6 as detailed below. The vacancies which will be considered for such mapping will be flexible within the same cadre only.*

- Cadre 1: Support Cadre (Office/Lab. Attendant to Office/Lab. Attendant SG-1),*  
*Cadre 2: Lower Ministerial (Junior Assistant to Assistant SG-1 & Stenographer to Stenographer SG-1).*  
*Cadre 3: Higher Ministerial (Supdt. to Supdt. SG-1 & PA to PS).*  
*Cadre 4: Lower Technical (Technician to Technician SG-1)*  
*Cadre 5: Higher Technical (TA to TA SG-1; JE to AE SG-1, LIA to LIA SG-1 & SAS Asstt. to SAS Asstt. SG-1)*  
*Cadre 6: Pharmacist (Pharmacist to Pharmacist SG-1)*

*After mapping, employees will be considered for promotion one stage above the feeder cadre or a maximum of two stages above the next below the feeder cadre. In such cases, combined regular service in feeder cadre and next below feeder grade should not be less than the total qualifying service required for promotion from the next below feeder grade to the post in question in normal course.*

*(iii) Staff of NITs who were appointed in the Officers cadre post approved during REC period but because of the fact that they were not in Group-A, they could not be mapped directly to the Officer cadres on restructuring. They may be mapped to the lowest position of the Officers cadre (respective stream) from the date of implementation of restructuring, as a one-time measure. The said staff should have been appointed one stage below the lowest entry to the Group-A post starting in the pre-revised 6<sup>th</sup> CPC Grade Pay of Rs.5400/- in Pay Band – 3."*

As per the above guidelines of Oversight Committee, the existing non-teaching employees of the Institute were considered for mapping to the position corresponding to the grade pay under MACP and availability of vacancies earmarked for promotion within that cadre. A copy of the documents for the mapping of the non-teaching employees is enclosed with the agenda as Appendix to item.

The Board may consider and approve the mapping of existing non-teaching employees of the Institute.



**No.F.35 - 5 / 2018 - TS.III**

Government of India  
Ministry of Human Resource Development  
Department of Higher Education  
\*.\*.\*.\*.\*

Shastri Bhawan, New Delhi  
dated, the 20<sup>th</sup> February, 2019

To

The Director of all the NITs.

**Subject: Recommendations of Oversight Committee for removal of anomalies of non-teaching staff and revised Recruitment Rules (RRs) for Non-Teaching in the NITs - regarding.**

Sir \ Madam,

I am directed to state that consequent upon approval of the Council of the National Institutes of Technology, Science Education and Research (Council of NITSER) in its 10<sup>th</sup> meeting held on 26<sup>th</sup> May, 2017, the new set of Recruitment Rules (RRs) for Non-Teaching staff of the National Institutes of Technology (NITs) were issued vide this Ministry's communication No.F.33-2/2012-TS.III dated 20<sup>th</sup> December, 2017.

2. Subsequent to issue of new RR (2017), NITs further expressed need to take corrective steps to cover other issues / promotional aspects, which are not covered in the RR (2017). With a view to further improvise the RR and to take care of stagnation / career progression related issues of non-teaching carrying forward since REC regime, an Oversight Committee under the Chairmanship of Prof. Sivaji Chakravorti, Director, NIT, Calicut (Kerala) was constituted vide Order dated 15<sup>th</sup> May, 2018 for making further suggestions for improvements in RR of non-teaching categories of staff of NITs. To cover majority of the issues, all the Directors of NITs were requested to forward the left out anomalies / issues in the RR to the Chairman of the Oversight Committee directly. Simultaneously, the Oversight Committee also called individual anomalies / issues from the NITs.

3. The Oversight Committee after going through the representations / requests / grievances as received from the NITs, had submitted its report on 4<sup>th</sup> September, 2018 recommending thereby some one-time measures alongwith suitable modifications in the Recruitment Rules for non-teaching staff of NITs. Subsequently, the Oversight Committee held another meeting on 19<sup>th</sup> January, 2019 to discuss certain inconsistencies pointed out by the Ministry in the recommendations. ✓

*K. Raju*

4. The report vis-à-vis recommendations of the Oversight Committee have further been examined in this Ministry. The Oversight Committee has followed a detailed process of inviting issues and has deliberated on them and has submitted its recommendations alongwith new set of Recruitment Rules for non-teaching staff of NITs. The competent authority has approved the recommendations vis-à-vis the new set of Recruitment Rules for non-teaching staff of NITs submitted by the Oversight Committee. The new RRs (2019) are placed at Annexure and the same will replace the RRs (2017) issued on 20<sup>th</sup> December, 2017. Besides, the new RRs of 2019, the competent authority has also approved following recommendations of the Oversight Committee:-

**A. One-time measures / relaxations**

(i) Those employees, who are working on ad-hoc / temporary / contractual / outsource basis, in RECs / NITs, may be given one-time age relaxation to participate in the first regular recruitment process for the post for which they fulfill all other conditions mentioned in the Recruitment Rules proposed by the Oversight Committee. The quantum of age relaxation may be decided by the Board of Governors of the respective NIT.

(ii) Employees of an Institute in a staff cadre who are holding substantive post at a lower stage but due to non-availability of promotion guidelines, have been granted higher grade pay under MACP, may be considered for mapping to the position corresponding to the grade pay under MACP, subject to availability of vacancies earmarked for promotion within that cadre such as 1,2,3,4,5 & 6 as detailed below. The vacancies which will be considered for such mapping will be flexible within the same cadre only.

- Cadre 1: Support Cadre (Office/Lab. Attendant to Office/Lab. Attendant SG-1),  
Cadre 2: Lower Ministerial (Junior Assistant to Assistant SG-1 & Stenographer to Stenographer SG-1)  
Cadre 3: Higher Ministerial (Suptd. to Suptd. SG-1 & PA to PS)  
Cadre 4: Lower Technical (Technician to Technician SG-1)  
Cadre 5: Higher Technical (TA to TA SG-1; JE to AE SG-1, LIA to LIA SG-1 & SAS Asstt. to SAS Asstt. SG-1)  
Cadre 6: Pharmacist (Pharmacist to Pharmacist SG-1)

After mapping, employees will be considered for promotion one stage above the feeder cadre or a maximum of two stages above the next below the feeder cadre. In such cases, combined regular service in feeder cadre and next below feeder grade should not be less than the total qualifying service required for promotion from the next below feeder grade to the post in question in normal course.

(iii) Staff of NITs who were appointed in the Officers cadre posts approved during REC period but because of the fact that they were not in Group-A, they could not be mapped directly to the Officer cadres on restructuring. The Committee recommended that they may be mapped to the lowest position of

K. Rajan

the Officers cadre (respective stream) from the date of implementation of restructuring, as a one-time measure. The same is accepted with a condition that the said staff should have been appointed one stage below the lowest entry to the Group-A post starting in the pre-revised 6<sup>th</sup> CPC Grade Pay of Rs.5400/- in Pay Band - 3.

**B. General Guidelines:**

- (i) Each Non-Teaching cadre (except Stenographer Higher cadre) will have 04 (four) designations and distribution of posts for these designations will be in the ratio of 4:3:2:1.-
- (ii) For officers/staff cadres, wherever the mode of recruitment is through promotion as well as direct recruitment and number of position are less than 04, minimum number of positions to be earmarked for promotion will be 01.
- (iii) RRs were not in place for a very long time in NITs, and as such regular staffs are not eligible for direct recruitment as per RRs (2017) in terms of age. Further some of them may not possess the requisite percentage of marks as per new RRs (2017). Considering the above, regular staff of NITs, who are otherwise eligible, shall be allowed to participate in the selection process irrespective of age and percentage of marks. This will be applicable to the regular staff of NITs who were appointed before the date of implementation of RRs in NITs including Model RRs (2012).

**C. Other recommendations:**

- (i) The Registrars who have completed or completing their full term of 5 years in Institute concerned will be eligible to participate in the selection process for appointment for another term subject to fulfilling the conditions with regard to educational qualifications and experience as specified in RRs.
- (ii) While examining the RRs (2017), it was observed that there is no provision for Hindi staff. The Oversight Committee has proposed to adopt the RRs prescribed by Department of Official Languages (MHA) for appointment of Hindi staff in NITs / IEST.
- (iii) The post of Security Officer has been abolished in the RRs (2017) keeping in mind that the security services in most of the CFTIs are outsourced. The same recommendation is reiterated and the existing Security Officer may be allowed to continue and in due course re-trained for other suitable tasks.

5. The Oversight Committee through its recommendations have improvised the non-teaching RRs, which is expected to address majority of the issues by way of granting one time-relaxations to internal staff for career progression and also enables the ad-hoc / contract / temporary / outsource staff, who are/have rendered a reasonable portion in service of the Institute, to participate in the regular recruitment processes after getting due age relaxation. However, no relaxations in educational qualification criterion have been recommended in all such cases.



6. The Committee has gone through the issues / representations received and take care of only those issues, which are common across the NITs system. However, the Institute specific issues in isolation are left upto the Institute and may be sorted out at the Institute / Board level in light of various instructions approved by the Council of NITSER on the subject from time to time, applicable extant Government of India instructions, Statutes and NITSER Act, 2007.
7. The new set of Recruitment Rules (2019) as proposed by the Oversight Committee will replace the non-teaching Recruitment Rules issued on 20<sup>th</sup> December, 2017 and the same being issued after getting the approval of the Hon'ble Minister of Human Resource Development in his capacity as the Chairperson of the Council of NITSER in accordance with provisions under Section 32 (2) (b) of NITSER Act, 2007 and Statute 23 (3) of the Statutes of NITs. ✓
- x 8. All the Institutes are advised to strictly adhere to the Non-Teaching Recruitment Rules (2019) referred at Annexure after adoption by the respective Board of Governors.

Yours faithfully,

*K. Rajan*

(K. Rajan)

Under Secretary to the Government of India

Encl.: as above.

Copy for information to:-

1. The Chairperson, Board of Governors of all NITs.
2. PS to Hon'ble HRM.
3. PS to Hon'ble MoS (SPS).
4. Sr. PPS to Secretary (HE), MHRD.
5. PS to Additional Secretary (TE), MHRD.
6. The Registrars of all the NITs - with a request to update the information on the website of the respective NITs.
7. Guard File.

*K. Rajan*

(K. Rajan)

Under Secretary to the Government of India

Tel: 23384159

**BoG 51.20 To consider the concordance tables for the fixation of revised Pension in respect of remaining Pensioners/Family Pensioners of the Institute.**

The Deputy Secretary to Government of India, Ministry of Human Resource Development, Department of Higher Education, New Delhi vide Office Memorandum F.No.15-7/2017-TC dated 14.06.2018 has conveyed the approval of the Government of India to revise the pension/family pension of pre-01.01.2016 and post-01.01.2016 faculty and non-faculty pensioners/ family pensioners of CFTIs, as per Department of Pension and Pensioners' Welfare OM No.38/37/2016-P&PW(A)(i)/(ii) dated 04.08.2016 and OM No.38/37/2016-P&PW(A) dated 12.05.2017 and dated 06.07.2017, as amended from time to time.

In terms of the Ministry of Human Resource Development, Department of Higher Education, New Delhi vide Office Memorandum F.No.15-7/2017-TC dated 14.06.2018, the matter for revision of pension/family pension of pre-01.01.2016 and post-01.01.2016 in respect of retired faculty and non-faculty of the Institute was placed before the Board of Governors in its 46<sup>th</sup> meeting held on 23.10.2018 vide agenda item No.46.14 and the Board decided as under:

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

Accordingly, the Institute had fixed the Pension/Family Pension as per 7<sup>th</sup> CPC report in respect of the Faculty and Non-faculty Pensioners/ Family Pensioners of this Institute but the revision of Pension in respect of 59 Nos. of pensioners could not be revised due to non-availability of concordance tables and last basic pay in the table concerned.

Further vide letter No. Estt-II/Pension/3073 dated 17.05.2019 *enclosed as Annexure - 51.20.(i) from pages 238 to 239*, the matter was referred to the MHRD, Govt. of India to arrange to provide the pension fixation tables of remaining Pay Scales and Last Basic Pay of the respective pay scales whose tables are not available with this Institute.

In response to this Institute letter dated 17.05.2019, the MHRD, Govt. of India vide letter F.No.10-7/2019-TS.III dated 30.07.2019 *enclosed as Annexure - 51.20.(i) on page 240* has informed that the Ministry vide letter No.15-7/2017-TC



dated 05.12.2018 has already communicated that the Institutes have to prepare concordance table for fixation of pay scales of their pensioners on its own on the lines of the provisions of Department of Pension & Pensioners Welfare (DoP&PW)'s OM No.38/37/2016-P&PW(A) dated 06.07.2017. However, the Institutes may take help of IIT, Madras to get the concordance tables for placing the same before the Board of Governors for consideration and for taking a decision in the matter and the Ministry has also forwarded the Pension Fixation Tables towards the following pay scales to this Institute:

1. PB-3 Rs.15600-39100 + AGP of Rs.8000/-.
2. PB-4 Rs.37400-67000 + AGP of Rs.9000/-.
3. PB-4 Rs.37400-67000 + AGP of Rs.9500/-.
4. PB-4 Rs.37400-67000 + AGP of Rs.10500/-.

The concordance tables for fixation of pension in the AGP of Rs.7000/-, Rs.8000/-, Rs.9000/- and Rs.10000/- are applicable to this Institute Pensioners as per 6<sup>th</sup> CPC report effective from 01.01.2006 but the concordance tables for AGP of Rs.9500/- and Rs.10500/- are not applicable to the Pensioners of this Institute.

Thereafter, the Institute has also requested to some other NITs and IIT, Madras to provide the relevant concordance tables for fixation of revised pension in respect of remaining pensioners which is still under consideration.

This Institute has also collected some of the concordance tables for fixation of revised pension from some other Central Government Institutes which are annexed herewith *enclosed as Annexure - 51.20.(i) on page 241 to 254*.

In view of the above, it is proposed that the concordance tables for fixation of revised Pension for AGP of Rs.6000/-, Rs.7000/-, Rs.8000/-, Rs.9000/- and Rs.10000/- in respect of remaining Pensioners/Family Pensioners as provided by the MHRD, Govt. of India and other Central Govt. Institutes may be implemented by the Institute. However, still the matter of fixation of revised pension in respect of Pensioners/Family Pensioners of the Institute whose basic pay is not available in the Pay Scale of Rs.6500-10500 (5<sup>th</sup> CPC), Rs.5500-9000 (5<sup>th</sup> CPC), Rs.2650-4000 (5<sup>th</sup> CPC), Rs.3050-4350 (5<sup>th</sup> CPC), Rs.3050-4590 (5<sup>th</sup> CPC) Rs.5000-8000 (5<sup>th</sup> CPC), Rs.1500-2500 (3<sup>rd</sup> CPC) and Rs.12000-18300 (5<sup>th</sup> CPC) respectively and pension fixation in the Pay Scale of Rs.6500-9900 (5<sup>th</sup> CPC) & Rs.10000-13900 (5<sup>th</sup> CPC) may also be decided by the Board of Governors.

**NATIONAL INSTITUTE OF TECHNOLOGY ANNEXURE 51.20 (i)**  
**KURUKSHETRA - 136119**

No. Estt-II/Pension/3073

Dated: 17/05/19

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

**Subject: Non-availability of Pension Tables and non-availability of last Basic Pay in the respective Pension Tables regarding.**

Sir,

In terms of the Ministry of Human Resource Development, Department of Higher Education, New Delhi Office Memorandum F.No.15-7/2017-TC dated 14.06.2018, this Institute had fixed the pension/family pension in respect of the retired employees of this Institute but there are 59 Nos. of Pensioners whose pay scale and last basic pay are not available in the pension fixation tables provided by the MHRD, Govt. of India.

The list of Pay Scales and Last Basic Pay of the Pensioners/Family Pensioners are enclosed herewith as **Annexure-I**.

In addition to above, on request of the Institute, the Joint Registrar (Finance & Accounts), Finance & Accounts Office, Indian Institute of Technology, Roorkee vide communication dated 26.03.2019 through e-mail has forwarded the letter F.No.32-34/2018-TS.I dated 04.01.2019 issued by the Under Secretary, Ministry of Human Resource Development, Department of Higher Education, Govt. of India, New Delhi alongwith the concordance tables of following pay scales as per 6<sup>th</sup> CPC prepared by IIT Madras:

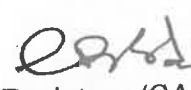
1. PB-3 Rs.15600-39100 + AGP of Rs.8000/-.
2. PB-4 Rs.37400-67000 + AGP of Rs.9000/-.
3. PB-4 Rs.37400-67000 + AGP of Rs.9500/-.
4. PB-4 Rs.37400-67000 + AGP of Rs.10500/-.

Therefore, it is requested to please arrange to provide the Pension tables of the Pay Scales and Last Basic Pay of the respective Pay Scales as enclosed herewith as Annexure so that the fixation of Pension of the remaining Pensioners/Family Pensioners of this Institute will be made accordingly.

It is also requested to please give a valuable advice to this Institute regarding to implement the letter F.No.32-34/2018-TS.I dated 04.01.2019 issued by the Under Secretary, Ministry of Human Resource Development, Department of Higher Education, Govt. of India, New Delhi alongwith the concordance tables of pay scales as per 6<sup>th</sup> CPC prepared by IIT Madras.

An early action in this regard will highly be appreciated.

Yours faithfully,

  
Dy. Registrar (GA & Legal)

for Director

17/5/19  




ANNEXURE-I

The Pension Tables of the following Pay Scales are not available:

1. Pay Band-3 Rs. 15600-39100 + GP of Rs.7000/- (6<sup>th</sup> CPC).
2. Pay Scale of Rs.16400-22400 (5<sup>th</sup> CPC).
3. Pay Scale of Rs.10000-13900 (5<sup>th</sup> CPC).
4. Pay Scale of Rs.6500-9900 (5<sup>th</sup> CPC).

The Pension Tables of the following Pay Scales are available but the last basic pay of the pensioners are not available in the respective pension tables:

1. Basic Pay of Rs.3900/- in the Pay Scale of Rs.2000-3500 (4<sup>th</sup> CPC) (revised to Rs.6500-10500 as per 5<sup>th</sup> CPC).
2. Basic Pay of Rs.11300/- in the Pay Scale of Rs.6500-10500 (5<sup>th</sup> CPC).
3. Basic Pay of Rs.11500/- in the Pay Scale of Rs.6500-10500 (5<sup>th</sup> CPC).
4. Basic Pay of Rs.11700/- in the Pay Scale of Rs.6500-10500 (5<sup>th</sup> CPC).
5. Basic Pay of Rs.3275/- in the Pay Scale of Rs.1640-2900 (4<sup>th</sup> CPC) revised to Rs.5500-9000 as per 5<sup>th</sup> CPC.
6. Basic Pay of Rs.9700/- in the Pay Scale of Rs.5500-9000 (5<sup>th</sup> CPC).
7. Basic Pay of Rs.3040/- in the Pay Scale of Rs.2550-3200 (5<sup>th</sup> CPC) (revised to Rs.4440-7440 + Grade Pay of Rs.1300/- as per 6<sup>th</sup> CPC).
8. Basic Pay of Rs.3725/- in the Pay Scale of Rs.2610-3540 (5<sup>th</sup> CPC) (revised to Rs.4440-7440 + Grade Pay of Rs.1400/- as per 6<sup>th</sup> CPC).
9. Basic Pay of Rs.4990/- in the Pay Scale of Rs.3050-4590 (5<sup>th</sup> CPC).
10. Basic Pay of Rs.4910/- in the Pay Scale of Rs.3050-4590 (5<sup>th</sup> CPC).
11. Basic Pay of Rs.8900/- in the Pay Scale of Rs.5000-8000 (5<sup>th</sup> CPC).
12. Basic Pay of Rs.2500/- in the Pay Scale of Rs.1500-2500 (3<sup>rd</sup> CPC)
13. Basic Pay of Rs.13020/- in the Pay Scale of Rs.12000-420-18300 (5<sup>th</sup> CPC).

*CSH*

F.No.10-7/2019-TS.III  
Government of India  
Ministry of Human Resource Development  
Department of Higher Education  
Technical Section-III

Shastri Bhawan, New Delhi,  
Dated, the 6 July, 2019

To,

The Director,  
National Institute of Technology, Kurukshetra,  
Haryana

**Subject: Non-availability of pension tables and last basic pay in the respective pension tables in respect of pensioners of NIT, Kurukshetra**

Sir,

I am directed to refer to your communication No.Estt-II/Pension/3073 dated 17.05.2019 on the subject cited above.

2. In this context, it is stated that this Ministry vide letter No.F.No.15-7/2017-TC dated 05.12.2018 has already communicated that the Institutes have to prepare concordance table for fixation of pay scales of their pensioners on its own on the lines of the provisions of Department of Pension & Pensioners Welfare (DoP&PW)'s OM No.38/37/2016-P&PW(A) dated 06.07.2017. However, the Institutes may take help of IIT, Madras which has already prepared the concordance tables for its retired employees. (copy enclosed)

3. It is, therefore, requested to approach IIT, Madras for preparing concordance tables and place the same before its Board of Governors for consideration and for taking a decision in the instant matter.

Yours faithfully,

(K Rajan)

Under Secretary to the Govt. of India  
Tel: 23384159

Encl: As above

Copy to:

The Directors of all NITs & IIST, Shibpur.....for information and necessary action.

2019/08/07

AR (CA)  
Estt-II  
2019/08/07

For n.a. pl.  
2019/08/07  
DR (Cuttin)

R  
2019/08/07

FILE NO. 32-34/2018-TS.I

610616/2019/TS III B Section

**F. No. 32-34/2018-TS.I  
Government of India  
Ministry of Human Resource Development  
Department of Higher Education  
Technical Section. I**

Shastri Bhawan, New Delhi  
Dated January 4, 2019

To

The Registrar  
All IITs(except IIT Madras)

Subject: Revision of pension of retired faculty and non-faculty employees of CFTIs, as per the order No. 15-7/2017-TC, dated 14.06.2018-reg.

Sir,

I am directed to forward a copy of Note No. 15-7/2017-TC received from Technical Coordination Section of this Ministry on the above cited subject for information and necessary action.

Yours faithfully

(Kundan Nath)

Under Secretary to the Government of India  
Ph No. 011-23381698

610616/2019/TS III B Section

28

518821/2018/NS Division

F. No. 15-7/2017-TC  
Government of India  
Ministry of Human Resource Development  
Department of Higher Education  
Technical Coordination

\*\*\*\*

Shastri Bhawan, New Delhi.

Dated: 05.12.2018

**Subject: Revision of pension of retired faculty and non-faculty employees of CFTIs, as per the order No. 15-7/2017-TC, dated 14.06.2018-reg.**

Reference is invited to letter no. Accts/RBS/2018, dated 24.10.2018 (copy enclosed) received from IIT (Bombay), requesting concordance tables for fixation of pension of their retirees. In this connection, it is informed that the institute has to prepare the concordance tables on its own, on the lines of the DoP&PW's OM No. 38/37/2016-P&PW(A), dated 06.07.2017. However, the institute may take help of IIT, Madras, which has already prepared the concordance tables.

2. In view of the above, all Bureaus may ask concerned CFTIs to approach IIT (Madras) for preparing concordance tables, if required.

3. For release of grant for the purpose of arrears payment, IIT Bureau is requested to do the needful. Lastly, with regards to extending the benefits of delinking of qualifying service of 33 years to full pension, it is stated that the matter is under consideration of this Ministry.

(Rajesh Singh Solanki)

Under Secretary to the Govt. of India

Tele: 011-23385935

DDG (NITs)/US (Management Division)/US (TS-IV)/US (IITs)/US (IITs)/SO (SPAs)

Copy to: Dr. R. Premkumar, Registrar, IIT (Bombay) Powai, Mumbai-400076, India, in reference to his office letter no. Accts/RBS/2018, dated 24.10.2018.

610616/2019/TS III B Section

**Table No.101**

**Scale of Pay /Pay in the Pay Band and Grade Pay at the time of retirement  
For Assistant Professor PB-3 8000 AGP**

From 01-01-1986 to 31-12-1995 ... Rs.3700-125-4950-150-5700  
From 01-01-1996 to 31-12-2005 ... Rs.12000-420-18300  
From 01-01-2006 to 31-12-2015 ... PB-3 Rs.15600-39100 AGP 8000  
Corresponding level with effect from 01-01-2016 ... Level- F12

Basic Pay from 01-01-1986 to 31-12-1995	Basic Pay from 01-01-1996 to 31-12-2005	Basic Pay from 01-01-2006 to 31-12-2015	Pay range for pensioners retired during 01-01-2006 to 31-12-2015		Notional Pay as on 01-01-2016	Revised Pension / Enhanced Family Pension (if applicable) w.e.f. 01.01.2016	Revised Family Pension w.e.f. 01.01.2016
			Minimum	Maximum			
3700	12000	38000	-	39490	101500	50750	30450
3825	12000	38000	-	39490	101500	50750	30450
3950	12000	38000	-	39490	101500	50750	30450
4075	12420	38000	-	39490	101500	50750	30450
4200	12420	38000	-	39490	101500	50750	30450
4325	12420	38000	-	39490	101500	50750	30450
4450	12840	38000	-	39490	101500	50750	30450
4575	12840	38000	-	39490	101500	50750	30450
4700	12840	38000	-	39490	101500	50750	30450
4825	13260	38000	-	39490	101500	50750	30450
4950	13260	38000	-	39490	101500	50750	30450
5100	13680	38000	-	39490	101500	50750	30450
5250	14100	38000	-	39490	101500	50750	30450
5400	14520	38000	-	39490	101500	50750	30450
5550	14940	38000	-	39490	101500	50750	30450
5700	15360	38000	-	39490	101500	50750	30450
5850	15780	38000	-	39490	101500	50750	30450
6000	15780	38000	-	39490	101500	50750	30450
6150	16200	38140	-	39490	101500	50750	30450
	16620	38920	-	39490	101500	50750	30450
	17040	39700	39500	40660	104500	52250	31350
	17460	40480	39500	40660	104500	52250	31350
	17880	41260	40670	41860	107600	53800	32280
	18300	42040	41870	43110	110800	55400	33240
	18720	42820	43120	44390	114100	57050	34230
	19140	43610	43120	44390	114100	57050	34230
	19560	44390	43120	44390	114100	57050	34230
			44400	45710	117500	58750	35250
			45720	47080	121000	60500	36300
			47090	48480	124600	62300	37380
			48490	49920	128300	64150	38490
			49930	51400	132100	66050	39630
			51410	52950	136100	68050	40830
			52960	54550	140200	70100	42060
			54560	56180	144400	72200	43320
			56190	57850	148700	74350	44610
			57860	59610	153200	76600	45960
			59620	61400	157800	78900	47340
			61410	63220	162500	81250	48750
			63230	75000	167400	83700	50220

610616/2019/TS III B Section

**Table 101 (contd...)**

Authority MHRD's letter No.15-1/2009-IFD/U.II dated 15.12.2009	Level	Notional Pay as on 01-01-2016	Revised Pension / Enhanced Family Pension (if applicable) w.e.f. 01.01.2016	Revised Family Pension w.e.f. 01.01.2016
For the pre-2006 pensioners in the following posts with three years of service in scale Rs.3700-125-4950-150-5700 / Rs.12000-420-18300 and were placed in the minimum pay of Rs.46400/- in PB-4 Rs.37400-67000+Rs.9000 AGP w.e.f. 01.01.2006 as per MHRD letter stated above.  a) Readers b) Lecturers (Selection Grade) c) Other analogous teaching posts in same scales operated in CFTIs.	F13A1	131400	65700	39420
Same as above with 4 years of service.	F13A1	135300	67650	40590
Same as above with 5 years of service.	F13A1	139400	69700	41820
Same as above with 6 years of service.	F13A1	143600	71800	43080
Same as above with 7 years of service.	F13A1	147900	73950	44370
Same as above with 8 years of service.	F13A1	152300	76150	45690
Same as above with 9 years of service.	F13A1	156900	78450	47070
Same as above with 10 years of service.	F13A1	161600	80800	48480
Same as above with 11 years of service.	F13A1	166400	83200	49920
Same as above with 12 years of service.	F13A1	171400	85700	51420
Same as above with 13 years of service.	F13A1	176500	88250	52950
Same as above with 14 years of service.	F13A1	181800	90900	54540
Same as above with 15 years of service.	F13A1	187300	93650	56190
Same as above with 16 years of service.	F13A1	192900	96450	57870
Same as above with 17 years of service.	F13A1	198700	99350	59610
Same as above with 18 years of service.	F13A1	204700	102350	61410

610616/2019/TS III B Section

**Table No.102**

**Scale of Pay /Pay in the Pay Band and Grade Pay at the time of retirement  
For Assistant Professor PB-4 9000 AGP**

From 01-01-1986 to 31-12-1995

From 01-01-1996 to 31-12-2005

From 01-01-2006 to 31-12-2015

Corresponding level with effect from 01-01-2016

PB-4 Rs.37400-67000 AGP 9000

Level- F13A1

Basic Pay from 01-01-1986 to 31-12-1995	Basic Pay from 01-01-1996 to 31-12-2005	Basic Pay from 01-01-2006 to 31-12-2015	Pay range for pensioners retired during 01-01-2006 to 31-12-2015		Notional Pay as on 01-01-2016	Revised Pension / Enhanced Family Pension (if applicable). w.e.f. 01.01.2016	Revised family Pension w.e.f. 01.01.2016
			Minimum	Maximum			
				51120	131400	65700	39420
			51130	52640	135300	67650	40590
			52650	54240	139400	69700	41820
			54250	55870	143600	71800	43080
			55880	57540	147900	73950	44370
			57550	59260	152300	76150	45690
			59270	61050	156900	78450	47070
			61060	62870	161600	80800	48480
			62880	64740	166400	83200	49920
			64750	66690	171400	85700	51420
			66700	68670	176500	88250	52950
			68680	70730	181800	90900	54540
			70740	72870	187300	93650	56190
			72880	75050	192900	96450	57870
			75060	76000	198700	99350	59610

610616/2019/TS III B Section

**Table No.103**

Scale of Pay /Pay in the Pay Band and Grade Pay at the time of retirement  
For Associate Professor PB-4 9500 AGP

From 01-01-1986 to 31-12-1995 ... Rs.4500-150-5700-200-6300  
From 01-01-1996 to 31-12-2005 ... Rs.16400-450-20000  
From 01-01-2006 to 31-12-2015 ... PB-4 Rs.37400-67000 AGP 9500  
Corresponding level with effect from 01-01-2016 ... Level- F13A2

Basic Pay from 01-01-1986 to 31-12-1995	Basic Pay from 01-01-1996 to 31-12-2005	Basic Pay from 01-01-2006 to 31-12-2015	Pay range for pensioners retired during 01-01-2006 to 31-12-2015		Notional Pay as on 01-01-2016	Revised Pension / Enhanced Family Pension (If applicable) w.e.f. 01.01.2016	Revised Family Pension w.e.f. 01.01.2016
			Minimum	Maximum			
4500	16400	52300	-	54310	139600	69800	41880
4650	16400	52300	-	54310	139600	69800	41880
4800	16400	52300	-	54310	139600	69800	41880
4950	16850	52300	-	54310	139600	69800	41880
5100	16850	52300	-	54310	139600	69800	41880
5250	16850	52300	-	54310	139600	69800	41880
5400	17300	52300	-	54310	139600	69800	41880
5550	17300	52300	-	54310	139600	69800	41880
5700	17300	52300	-	54310	139600	69800	41880
5900	17750	52300	-	54310	139600	69800	41880
6100	17750	52300	-	54310	139600	69800	41880
6300	17750	52300	-	54310	139600	69800	41880
6500	18200	52300	-	54310	139600	69800	41880
6700	18200	52300	-	54310	139600	69800	41880
6900	18200	52300	-	54310	139600	69800	41880
	18650	52890	-	54310	139600	69800	41880
	19100	52890	-	54310	139600	69800	41880
	19550	54200	-	54310	139600	69800	41880
	20000	54200	-	54310	139600	69800	41880
	20450	55550	54320	55950	143800	71900	43140
	20900	55550	55960	55950	143800	71900	43140
	21350	56940	55960	57620	148100	74050	44430
			57630	59330	152500	76250	45750
			59340	61120	157100	78550	47130
			61130	62950	161800	80900	48540
			62960	64860	166700	83350	50010
			64870	66800	171700	85850	51510
			66810	68830	176900	88450	53070
			68840	70890	182200	91100	54660
			70900	73030	187700	93850	56310
			73040	75210	193300	96650	57990
			75220	76500	199100	99550	59730



610616/2019/TS III B Section

**Table No.104**

Scale of Pay /Pay in the Pay Band and Grade Pay at the time of retirement  
For Professor PB-4 10500 AGP

From 01-01-1986 to 31-12-1995 ... Rs.5100-150-5700-200-7300  
From 01-01-1996 to 31-12-2005 ... Rs.18400-500-22400  
From 01-01-2006 to 31-12-2015 ... PB-4 Rs.37400-67000 AGP 10500  
Corresponding level with effect from 01-01-2016 ... Level- F14A

Basic Pay from 01-01-1986 to 31-12-1995	Basic Pay from 01-01-1996 to 31-12-2005	Basic Pay from 01-01-2006 to 31-12-2015	Pay range for pensioners retired during 01-01-2006 to 31-12-2015		Notional Pay as on 01-01-2016	Revised Pension / Enhanced Family Pension (if applicable) w.e.f. 01.01.2016	Revised Family Pension w.e.f. 01.01.2016
			Minimum	Maximum			
5100	18400	58500	-	61900	159100	79550	47730
5250	18400	58500	-	61900	159100	79550	47730
5400	18400	58500	-	61900	159100	79550	47730
5550	18900	58500	-	61900	159100	79550	47730
5700	18900	58500	-	61900	159100	79550	47730
5900	18900	58500	-	61900	159100	79550	47730
6100	19400	58500	-	61900	159100	79550	47730
6300	19400	58500	-	61900	159100	79550	47730
6500	19400	58500	-	61900	159100	79550	47730
6700	19900	58500	-	61900	159100	79550	47730
6900	19900	58500	-	61900	159100	79550	47730
7100	19900	58500	-	61900	159100	79550	47730
7300	20400	58500	-	61900	159100	79550	47730
	20900	59370	-	61900	159100	79550	47730
	21400	59370	-	61900	159100	79550	47730
	21900	60840	61910	63770	163900	81950	49170
	22400	62350	61910	63770	163900	81950	49170
	22900	63910	63780	65680	168800	84400	50640
	23400	65520	63780	65680	168800	84400	50640
	23900	67180	65690	67660	173900	86950	52170
			67670	69680	179100	89550	53730
			69690	71780	184500	92250	55350
			71790	73920	190000	95000	57000
			73930	76140	195700	97850	58710
			76150	77500	201600	100800	60480

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			51250	52800	135700	67850	40710
			52810	54390	139800	69900	41940
			54400	56030	144000	72000	43200
			56040	57700	148300	74150	44490
			57710	59410	152700	76350	45810
			59420	61200	157300	78650	47190
			61210	63030	162000	81000	48600
			63040	64940	166900	83450	50070
			64950	66880	171900	85950	51570
			66890	68910	177100	88550	53130
			68920	70970	182400	91200	54720
			70980	73110	187900	93950	56370
			73120	75290	193500	96750	58050
			75300	77540	199300	99650	59790
			77550	79880	205300	102650	61590
			79890	82290	211500	105750	63450

Pay fixation table as per 5th CPC w.e.f. 01.01.1996	
Old Pay Scale	3700-125-4950-150-5700
New Pay Scale	12000-420-18300

Basic Pay as on 01.01.1996	DA as on 1.1.1996 @ 111% sub. to min. Rs.5180	First I R Rs. 100	Second I R 10% of B. Pay	40% of Basic pay	Total (1+2+3+4+5)	Next stage in new scale	Revised Pay as on 1.1.2016
1	2	3	4	5	6	7	8
3700	5180	100	370	1480	10830	12000	12000
3825	5180	100	383	1530	11018	12000	12000
3950	5180	100	395	1580	11205	12000	12000
4075	5180	100	408	1630	11393	12000	12420
4200	5180	100	420	1680	11580	12000	12420
4325	5180	100	433	1730	11768	12000	12420
4450	5180	100	445	1780	11955	12000	12840
4575	5180	100	458	1830	12143	12420	12840
4700	5180	100	470	1880	12367	12420	12840
4825	5180	100	483	1930	12694	12840	13260
4950	5356	100	495	1980	13020	13260	13260
5100	5495	100	510	2040	13411	13680	13680
5250	5661	100	525	2100	13803	14100	14100
5400	5828	100	540	2160	14194	14520	14520
	5994	100					

PART Now Delhi

Scientist Pension Revision Table No.1	
Scale of pay/Pay in the Pay Band & Grade Pay at the time of retirement	
From 01.01.1986 to 31.12.1995	2200-75-2800-100-4000
From 01.01.1996 to 31.12.2005	8000-275-13500
From 01.01.2006 to 31.12.2015	15600-39100 RGP 6000
Corresponding level w.e.f. 1.1.2016	(57700-182400) level -10

Basic Pay from 01.01.1986 to 31.12.1995	Basic Pay from 01.01.1996 to 31.12.2005	Basic Pay from 01.01.2006 to 31.12.2015	Pay range for pensioners retired during 1.1.2006 to 31.12.2015		Notional Pay as on 01.01.2016	Revised Pension/Enhanced Family pension (if applicable) w.e.f. 1.1.2016	Revised Family Pension w.e.f. 1.1.2016
			Minimum	Maximum			
2200	8000	21600	21600	22450	57700	28850	17310
2275	8000	21600	21600	22450	57700	28850	17310
2350	8000	21600	21600	22450	57700	28850	17310
2425	8275	21600	21600	22450	57700	28850	17310
2500	8275	21600	21600	22450	57700	28850	17310
2575	8275	21600	21600	22450	57700	28850	17310
2650	8550	21910	21600	22450	57700	28850	17310
2725	8550	21600	21600	22450	57700	28850	17310
2800	8550	21600	21600	22450	57700	28850	17310
2900	8825	22420	21600	22450	57700	28850	17310
3000	9100	22930	22460	23110	59400	29700	17820
3100	9375	23440	23120	23810	61200	30600	18360
3200	9650	23950	23820	24510	63000	31500	18900
	9925	24470	23820	24510	63000	31500	18900
3300	10200	24980	24520	25250	64900	32450	19470
3400	10475	25490	25260	25990	66800	33400	20040
3500	10750	26000	26000	26770	68800	34400	20640
3600	10750	26000	26000	26770	68800	34400	20640
3700	11025	26510	26000	26770	68800	34400	20640
3800	11025	26510	26000	26770	68800	34400	20640
3900	11300	27020	26780	27580	70900	35450	21270
4000	11300	27020	26780	27580	70900	35450	21270
4100	11575	27530	26780	27580	70900	35450	21270
4200	11850	28050	27590	28400	73000	36500	21900
	12125	28560	28410	29260	75200	37600	22560
	12400	29070	28410	29260	75200	37600	22560
	12675	29580	29270	30150	77500	38750	23250
	12950	30090	29270	30150	77500	38750	23250
	13225	30600	30160	31050	79800	39900	23940
	13500	31110	31060	31980	82200	41100	24660
	13775	31630	31060	31980	82200	41100	24660

	14050	32140	31990	32950	84700	42350	25410
	14325	32650	31990	32950	84700	42350	25410
			32960	33920	87200	43600	26160
			33930	34940	89800	44900	26940
			34950	35990	92500	46250	27750
			36000	37080	95300	47650	28590
			37090	38210	98200	49100	29460
			38220	39330	101100	50550	30330
			39340	40500	104100	52050	31230
			40510	41710	107200	53600	32160
			41720	42950	110400	55200	33120
			42960	44240	113700	56850	34110
			44250	45560	117100	58550	35130
			45570	46920	120600	60300	36180
			46930	48320	124200	62100	37260
			48330	49760	127900	63950	38370
			49770	51240	131700	65850	39510
			51250	52800	135700	67850	40710
			52810	54390	139800	69900	41940
			54400	56030	144000	72000	43200
			56040	57700	148300	74150	44490
			57710	59410	152700	76350	45810
			59420	61200	157300	78650	47190

Pay fixation table as per 5th CPC w.e.f. 01.01.1996

Old Pay Scale	2200-75-2800-100-4000
New Pay Scale	8000-275-13500

Basic Pay as on 01.01.1996	DA as on 1.1.1996 @ 148% 111%	First I R Rs. 100	Second I R 10% of B. Pay	40% of Basic pay	Total (1+2+3+4+5)	Next stage in new scale	Revised Pay as on 1.1.1996
1	2	3	4	5	6	7	8
2200	3256	100	220	880	6656	8000	8000
2275	3367	100	228	910	6880	8000	8000
2350	3478	100	235	940	7103	8000	8000
2425	3589	100	243	970	7327	8000	8275
2500	3700	100	250	1000	7550	8000	8275
2575	3811	100	258	1030	7774	8000	8275
2650	3922	100	265	1060	7997	8000	8550
2725	4033	100	273	1090	8221	8275	8550
2800	4144	100	280	1120	8444	8550	8550
2900	4292	100	290	1160	8742	8825	8825

Scientist Pension Revision Table No.2	
Scale of pay/Pay in the Pay Band & Grade Pay at the time of retirement	
From 01.01.1986 to 31.12.1995	3000-100-3500-125-5000
From 01.01.1996 to 31.12.2005	10000-325-15200
From 01.01.2006 to 31.12.2015	15600-39100 RGP 7000
Corresponding level w.e.f. 1.1.2016	(68900-205500) Level II

Basic Pay from 01.01.1986 to 31.12.1995	Basic Pay from 01.01.1996 to 31.12.2005	Basic Pay from 01.01.2006 to 31.12.2015	Pay range for pensioners retired during 1.1.2006 to 31.12.2015		Notional Pay as on 01.01.2016	Revised Pension/Enhanced Family pension (if applicable) w.e.f. 1.1.2016	Revised Family Pension w.e.f. 1.1.2016
			Minimum	Maximum			
3000	10000	26210	25600	26800	68900	34450	20670
3100	10000	26210	25600	26800	68900	34450	20670
3200	10000	26210	25600	26800	68900	34450	20670
3300	10325	26210	25600	26800	68900	34450	20670
3400	10325	26210	25600	26800	68900	34450	20670
3500	10650	26810	26810	27620	71000	35500	21300
3625	10975	27420	26810	27620	71000	35500	21300
3750	10975	27420	26810	27620	71000	35500	21300
3875	11300	28020	27630	28440	73100	36550	21930
4000	11300	28020	27630	28440	73100	36550	21930
4125	11625	28630	28450	29290	75300	37650	22590
4250	11950	29230	28450	29290	75300	37650	22590
4375	11950	29230	28450	29290	75300	37650	22590
4500	12275	29840	29300	30190	77600	38800	23280
4625	12275	29840	29300	30190	77600	38800	23280
4750	12600	30440	30200	31080	79900	39950	23970
4875	12925	31050	30200	31080	79900	39950	23970
5000	13250	31650	31090	32020	82300	41150	24690
5125	13575	32250	32030	32990	84800	42400	25440
5250	13900	32860	32030	32990	84800	42400	25440
	14225	33460	33000	33960	87300	43650	26190
	14550	34070	33970	34980	89900	44950	26970
	14875	34670	33970	34980	89900	44950	26970
	15200	35280	34990	36030	92600	46300	27780
	15525	35880	34990	36030	92600	46300	27780
	15850	36490	36040	37120	95400	47700	28620
	16175	37090	36040	37120	95400	47700	28620
			37130	38240	98300	49150	29490
			38250	39370	101200	50600	30360
			39380	40540	104200	52100	31260
			40550	41750	107300	53650	32190
			41760	42990	110500	55250	33150

G.P. 7000/-

			43000	44280	113800	56900	34140
			44290	45600	117200	58600	35160
			45610	46960	120700	60350	36210
			46970	48360	124300	62150	37290
			48370	49800	128000	64000	38400
			49810	51280	131800	65900	39540
			51290	52840	135800	67900	40740
			52850	54430	139900	69950	41970
			54440	56070	144100	72050	43230
			56080	57740	148400	74200	44520
			57750	59490	152900	76450	45870
			59500	61280	157500	78750	47250
			61290	63110	162200	81100	48660
			63120	65010	167100	83550	50130
			65020	66960	172100	86050	51630
			66970	68980	177300	88650	53190
			68990	71050	182600	91300	54780
			71060	73190	188100	94050	56430

Pay fixation table as per 5th CPC w.e.f. 01.01.1996	
Old Pay Scale	3000-100-3500-125-5000
New Pay Scale	10000-325-15200

Basic Pay as on 01.01.1996	DA as on 1.1.1996@ 148% / 111%	First I R Rs. 100	Second I R 10% of B. Pay	40% of Basic pay	Total (1+2+3+4+5)	Next stage in new scale	Revised Pay as on 1.1.1996
1	2	3	4	5	6	7	8
3000	4440	100	300	1200	9040	10000	10000
3100	4588	100	310	1240	9338	10000	10000
3200	4736	100	320	1280	9636	10000	10000
3300	4884	100	330	1320	9934	10000	10325



Scientist Pension Revision Table No. 4			
Scale of pay in the Pay Band & Grade Pay at the time of retirement			
01.01.1986 to 31.12.1995	3700-125-4250-150-5700	Scientist Set. Grade/ Sr. Scientist with 3 years of services	
01.01.1996 to 31.12.2005	12000-470-18300		
01.01.2006 to 31.12.2015	17400-67000 RCP 5000		
Corresponding level w.e.f. 1.1.2016	131400-217100 level 13A		

Basic Pay from 01.01.1986 to 31.12.1995	Basic Pay from 01.01.1996 to 31.12.2005	Basic Pay from 01.01.2006 to 31.12.2015	Pay range for pensioners retired during 1.1.2006 to 31.12.2015		Notional Pay as on 01.01.2016	Revised Pension/Enhanced Family Pension (if applicable) w.e.f. 1.1.2016	Revised Family Pension w.e.f. 1.1.2016
			Minimum	Maximum			
4075	13260	46400	46400	51120	131400	63700	39420
4200	13260	46400	46400	51120	131400	63700	39420
4325	13260	46400	46400	51120	131400	63700	39420
4450	13680	46400	46400	51120	131400	63700	39420
4575	13680	46400	46400	51120	131400	63700	39420
4700	13680	46400	46400	51120	131400	63700	39420
4825	14100	46400	46400	51120	131400	63700	39420
4950	14100	46400	46400	51120	131400	63700	39420
5100	14100	46400	46400	51120	131400	63700	39420
5250	14520	46400	46400	51120	131400	63700	39420
5400	14520	46400	46400	51120	131400	63700	39420
5550	14940	47530	46400	51120	131400	63700	39420
5700	15360	47530	46400	51120	131400	63700	39420
5850	15780	48690	46400	51120	131400	63700	39420
6000	15780	48690	46400	51120	131400	63700	39420
	16200	48690	46400	51120	131400	63700	39420
	16620	49890	46400	51120	131400	63700	39420
	17040	49890	46400	51120	131400	63700	39420
	17460	51120	46400	51120	131400	63700	39420
	17880	51120	46400	51120	131400	63700	39420
	18300	52390	51130	52640	135300	67650	40590
	18720	52390	51130	52640	135300	67650	40590
	19140	53700	52650	54240	139400	69700	41820
	19560	53700	52650	54240	139400	69700	41820
			54250	55870	143600	71800	43080
			55880	57540	147900	73950	44370
			57550	59260	152300	76150	45690
			59270	61050	156900	78450	47070
			61060	62870	161600	80800	48480
			62880	64740	166400	83200	49920
			64750	66690	171400	85700	51420
			66700	68670	176500	88250	52950
			68680	70730	181800	90900	54540
			70740	72870	187300	93650	56190
			72880	75050	192900	96450	57870
			75060	77310	198700	99350	59610
			77320	79640	204700	102350	61410
			79650	82020	210800	105400	63240
			82030	84470	217100	108550	65130

CELL
111400
115300
119400
123600
127900
132300
136800
141400
146100
150900
155800
160800
165900
171000
176200
181500
186900
192300
197800
203400
209000
214700

Table No. 4

Pay fixation table as per 5th CPC w.e.f. 01.01.1996	
Old Pay Scale	3700-125-4250-150-5700
New Pay Scale	12000-470-18300

Basic Pay as on 01.01.1996	DA as on 1.1.1996 (to min. Rs.5180)	First I.R. Ra. 100	Second I.R. 10% of B. Pay	40% of Basic pay	Total (1+2+3+4)	Next stage in new scale	Revised Pay as on 1.1.2016
4075	5180	100	168	1630	1139	13260	13260
4200	5180	100	170	1680	11580	13260	13260
4325	5180	100	172	1730	1176	13260	13260
4450	5180	100	174	1780	1195	13260	13680
4575	5180	100	176	1830	12143	13260	13680
4700	5217	100	178	1880	12367	13260	13680
4825	5256	100	180	1930	12694	13260	14100
4950	5295	100	182	1980	13020	13260	14100
5100	5334	100	184	2030	13347	13680	14100
5250	5373	100	186	2080	13674	14100	14520
5400	5412	100	188	2130	14001	14520	14520
5550	5451	100	190	2180	14328	14520	14940
5700	5490	100	192	2230	14655	14940	14940
5850	5529	100	194	2280	14982	15360	15360
6000	5568	100	196	2330	15309	15780	15780

Stages in new scale
13260
13680
14100
14520
14940
15360
15780
16200
16620
17040
17460
17880
18300

Stages in old scale
4075
4200
4325
4450
4575
4700
4825
4950
5100
5250
5400
5550
5700
5850
6000

Up to Rs.3500	148%
Rs.3501 to Rs.4000	111% sub. to min. of Rs.5180

Scientist Pension Revision Table No.5  
in the Pay Band & Grade Pay at the time of retirement

1995	4500-150-1700-200-7100
2005	16400-450-10900-500-22400
2015	37400-67000 RGP 10000
W.E.F. 1.1.2016	1146200-218200114614

Basic Pay from 01.01.1996 to 31.12.2004	Basic Pay from 01.01.2006 to 31.12.2014	Pay range for pensioners retired during 1.1.2006 to 31.12.2014		Notional Pay as on 01.01.2016	Revised Pension/Finalised Family Pension (if applicable) w.e.f 1.1.2016	Revised Family Pension w.e.f 1.1.2016	
		Minimum	Maximum				
4300	16400	50890	56100	56100	144200	72100	43260
4400	16400	50890	50890	56100	144200	72100	43260
4500	16400	50890	50890	56100	144200	72100	43260
4600	16850	50890	50890	56100	144200	72100	43260
4700	16850	50890	50890	56100	144200	72100	43260
4800	16850	50890	50890	56100	144200	72100	43260
4900	17300	52120	50890	56100	144200	72100	43260
5000	17300	52120	50890	56100	144200	72100	43260
5100	17300	52120	50890	56100	144200	72100	43260
5200	17750	52120	50890	56100	144200	72100	43260
5300	17750	52120	50890	56100	144200	72100	43260
5400	18200	53390	50890	56100	144200	72100	43260
5500	18200	53390	50890	56100	144200	72100	43260
5600	18200	53390	50890	56100	144200	72100	43260
5700	18650	53390	50890	56100	144200	72100	43260
5800	18650	53390	50890	56100	144200	72100	43260
5900	19100	54700	50890	56100	144200	72100	43260
6000	19100	54700	50890	56100	144200	72100	43260
6100	20000	56050	50890	56100	144200	72100	43260
6200	20450	56050	50890	56100	144200	72100	43260
6300	20900	57440	56110	57780	144200	72100	43260
6400	21400	57440	56110	57780	144200	72100	43260
6500	21900	58870	57790	59530	153000	76500	45900
6600	22400	58870	57790	59530	153000	76500	45900
6700	22900	60140	59540	61320	157600	78600	47800
6800	23400	60140	59540	61320	157600	78600	47800
6900	23900	61530	61330	63350	162300	81150	48690
7000		61530	61530	63350	162300	81600	50160
7100		63920	63920	67000	172200	86100	51660
7200		65310	65310	67000	172200	86100	51660
7300		66700	66700	67000	172200	86100	51660
7400		68090	68090	67000	172200	86100	51660
7500		69480	69480	67000	172200	86100	51660
7600		70870	70870	67000	172200	86100	51660
7700		72260	72260	67000	172200	86100	51660
7800		73650	73650	67000	172200	86100	51660
7900		75040	75040	67000	172200	86100	51660
8000		76430	76430	67000	172200	86100	51660
8100		77820	77820	67000	172200	86100	51660
8200		79210	79210	67000	172200	86100	51660
8300		80600	80600	67000	172200	86100	51660
8400		81990	81990	67000	172200	86100	51660
8500		83380	83380	67000	172200	86100	51660
8600		84770	84770	67000	172200	86100	51660
8700		86160	86160	67000	172200	86100	51660
8800		87550	87550	67000	172200	86100	51660
8900		88940	88940	67000	172200	86100	51660
9000		90330	90330	67000	172200	86100	51660
9100		91720	91720	67000	172200	86100	51660
9200		93110	93110	67000	172200	86100	51660
9300		94500	94500	67000	172200	86100	51660
9400		95890	95890	67000	172200	86100	51660
9500		97280	97280	67000	172200	86100	51660
9600		98670	98670	67000	172200	86100	51660
9700		100060	100060	67000	172200	86100	51660
9800		101450	101450	67000	172200	86100	51660
9900		102840	102840	67000	172200	86100	51660
10000		104230	104230	67000	172200	86100	51660

CHL

1442000  
1489000  
1536000  
1576000  
1623000  
1672000  
1722000  
1774000  
1827000  
1882000  
1938000  
1996000  
2056000  
2118000  
2182000

Pay fixation table as per 5th CPC w.e.f. 01.01.1996	
Old Pay Scale	4500-1500-7500-7500
16th Pay Scale	16000-30000-35000-35000

Bank Pay- on 01.01.1996	DA as on 1.1.1996 at 11% up to min. Rs.500	Plan 1 & Rs 100	Grand LR 10% of B Pay	40% of Bank pay	Total (1+2+3+4+5)	Next stage in new scale	Retired Pay
1	2	3	4	5	6	7	8
1500	6100	100	250	1880	1500	6400	14000
1550	6150	100	255	1940	1550	6490	14100
1600	6200	100	260	1970	1600	6570	14200
1650	6250	100	265	2000	1650	6650	14300
1700	6300	100	270	2030	1700	6730	14400
1750	6350	100	275	2060	1750	6810	14500
1800	6400	100	280	2090	1800	6890	14600
1850	6450	100	285	2120	1850	6970	14700
1900	6500	100	290	2150	1900	7050	14800
1950	6550	100	295	2180	1950	7130	14900
2000	6600	100	300	2210	2000	7210	15000
2050	6650	100	305	2240	2050	7290	15100
2100	6700	100	310	2270	2100	7370	15200
2150	6750	100	315	2300	2150	7450	15300
2200	6800	100	320	2330	2200	7530	15400
2250	6850	100	325	2360	2250	7610	15500
2300	6900	100	330	2390	2300	7690	15600
2350	6950	100	335	2420	2350	7770	15700
2400	7000	100	340	2450	2400	7850	15800
2450	7050	100	345	2480	2450	7930	15900
2500	7100	100	350	2510	2500	8010	16000
2550	7150	100	355	2540	2550	8090	16100
2600	7200	100	360	2570	2600	8170	16200
2650	7250	100	365	2600	2650	8250	16300
2700	7300	100	370	2630	2700	8330	16400
2750	7350	100	375	2660	2750	8410	16500
2800	7400	100	380	2690	2800	8490	16600
2850	7450	100	385	2720	2850	8570	16700
2900	7500	100	390	2750	2900	8650	16800
2950	7550	100	395	2780	2950	8730	16900
3000	7600	100	400	2810	3000	8810	17000
3050	7650	100	405	2840	3050	8890	17100
3100	7700	100	410	2870	3100	8970	17200
3150	7750	100	415	2900	3150	9050	17300
3200	7800	100	420	2930	3200	9130	17400
3250	7850	100	425	2960	3250	9210	17500
3300	7900	100	430	2990	3300	9290	17600
3350	7950	100	435	3020	3350	9370	17700
3400	8000	100	440	3050	3400	9450	17800
3450	8050	100	445	3080	3450	9530	17900
3500	8100	100	450	3110	3500	9610	18000
3550	8150	100	455	3140	3550	9690	18100
3600	8200	100	460	3170	3600	9770	18200
3650	8250	100	465	3200	3650	9850	18300
3700	8300	100	470	3230	3700	9930	18400
3750	8350	100	475	3260	3750	10010	18500
3800	8400	100	480	3290	3800	10090	18600
3850	8450	100	485	3320	3850	10170	18700
3900	8500	100	490	3350	3900	10250	18800
3950	8550	100	495	3380	3950	10330	18900
4000	8600	100	500	3410	4000	10410	19

stages in new pay scale	stages in old pay scale
12.50	4.50
14.50	16.00
17.00	24.00
20.00	40.00
24.00	8.00
28.00	12.00
32.00	16.00
36.00	20.00
40.00	24.00
44.00	28.00
48.00	32.00
52.00	36.00
56.00	40.00
60.00	44.00
64.00	48.00
68.00	52.00
72.00	56.00
76.00	60.00
80.00	64.00
84.00	68.00
88.00	72.00
92.00	76.00
96.00	80.00
100.00	84.00
104.00	88.00
108.00	92.00
112.00	96.00
116.00	100.00
120.00	104.00
124.00	108.00
128.00	112.00
132.00	116.00
136.00	120.00
140.00	124.00
144.00	128.00
148.00	132.00
152.00	136.00
156.00	140.00
160.00	144.00
164.00	148.00
168.00	152.00
172.00	156.00
176.00	160.00
180.00	164.00
184.00	168.00
188.00	172.00
192.00	176.00
196.00	180.00
200.00	184.00
204.00	188.00
208.00	192.00
212.00	196.00
216.00	200.00
220.00	204.00
224.00	208.00
228.00	212.00
232.00	216.00
236.00	220.00
240.00	224.00
244.00	228.00
248.00	232.00
252.00	236.00
256.00	240.00
260.00	244.00
264.00	248.00
268.00	252.00
272.00	256.00
276.00	260.00
280.00	264.00
284.00	268.00
288.00	272.00
292.00	276.00
296.00	280.00
300.00	284.00
304.00	288.00
308.00	292.00
312.00	296.00
316.00	300.00
320.00	304.00
324.00	308.00
328.00	312.00
332.00	316.00
336.00	320.00
340.00	324.00
344.00	328.00
348.00	332.00
352.00	336.00
356.00	340.00
360.00	344.00
364.00	348.00
368.00	352.00
372.00	356.00
376.00	360.00
380.00	364.00
384.00	368.00
388.00	372.00
392.00	376.00
396.00	380.00
400.00	384.00
404.00	388.00
408.00	392.00
412.00	396.00
416.00	400.00
420.00	404.00
424.00	408.00
428.00	412.00
432.00	416.00
436.00	420.00
440.00	424.00
444.00	428.00
448.00	432.00
452.00	436.00
456.00	440.00
460.00	444.00
464.00	448.00
468.00	452.00
472.00	456.00
476.00	460.00
480.00	464.00
484.00	468.00
488.00	472.00
492.00	476.00
496.00	480.00
500.00	484.00
504.00	488.00
508.00	492.00
512.00	496.00
516.00	500.00
520.00	504.00
524.00	508.00
528.00	512.00
532.00	516.00
536.00	520.00
540.00	524.00
544.00	528.00
548.00	532.00
552.00	536.00
556.00	540.00
560.00	544.00
564.00	548.00
568.00	552.00
572.00	556.00
576.00	560.00
580.00	564.00
584.00	568.00
588.00	572.00
592.00	576.00
596.00	580.00
600.00	584.00
604.00	588.00
608.00	592.00
612.00	596.00
616.00	600.00
620.00	604.00
624.00	608.00
628.00	612.00
632.00	616.00
636.00	620.00
640.00	624.00
644.00	628.00
648.00	632.00
652.00	636.00
656.00	640.00
660.00	644.00
664.00	648.00
668.00	652.00
672.00	656.00
676.00	660.00
680.00	664.00
684.00	668.00
688.00	672.00
692.00	676.00
696.00	680.00
700.00	684.00
704.00	688.00
708.00	692.00
712.00	696.00
716.00	700.00
720.00	704.00
724.00	708.00
728.00	712.00
732.00	716.00
736.00	720.00
740.00	724.00
744.00	728.00
748.00	732.00
752.00	736.00
756.00	740.00
760.00	744.00
764.00	748.00
768.00	752.00
772.00	756.00
776.00	760.00
780.00	764.00
784.00	768.00
788.00	772.00
792.00	776.00
796.00	780.00
800.00	784.00
804.00	788.00
808.00	792.00
812.00	796.00
816.00	800.00
820.00	804.00
824.00	808.00
828.00	812.00
832.00	816.00
836.00	820.00
840.00	824.00
844.00	828.00
848.00	832.00
852.00	836.00
856.00	840.00
860.00	844.00
864.00	848.00
868.00	852.00
872.00	856.00
876.00	860.00
880.00	864.00
884.00	868.00
888.00	872.00
892.00	876.00
896.00	880.00
900.00	884.00
904.00	888.00
908.00	892.00
912.00	896.00
916.00	900.00
920.00	904.00
924.00	908.00
928.00	912.00
932.00	916.00
936.00	920.00
940.00	924.00
944.00	928.00
948.00	932.00
952.00	936.00
956.00	940.00
960.00	944.00
964.00	948.00
968.00	952.00
972.00	956.00
976.00	960.00
980.00	964.00
984.00	968.00
988.00	972.00
992.00	976.00
996.00	980.00
1000.00	984.00
1004.00	988.00
1008.00	992.00
1012.00	996.00
1016.00	1000.00
1020.00	1004.00
1024.00	1008.00
1028.00	1012.00
1032.00	1016.00
1036.00	1020.00
1040.00	1024.00
1044.00	1028.00
1048.00	1032.00
1052.00	1036.00
1056.00	1040.00
1060.00	1044.00
1064.00	1048.00
1068.00	1052.00
1072.00	1056.00
1076.00	1060.00
1080.00	1064.00
1084.00	1068.00
1088.00	1072.00
1092.00	1076.00
1096.00	1080.00
1100.00	1084.00
1104.00	1088.00
1108.00	1092.00
1112.00	1096.00
1116.00	1100.00
1120.00	1104.00
1124.00	1108.00
1128.00	1112.00
1132.00	1116.00
1136.00	1120.00
1140.00	1124.00
1144.00	1128.00
1148.00	1132.00
1152.00	1136.00
1156.00	1140.00
1160.00	1144.00
1164.00	1148.00
1168.00	1152.00
1172.00	1156.00
1176.00	1160.00
1180.00	1164.00
1184.00	1168.00
1188.00	1172.00
1192.00	1176.00
1196.00	1180.00
1200.00	1184.00
1204.00	1188.00
1208.00	1192.00
1212.00	1196.00
1216.00	1200.00
1220.00	1204.00
1224.00	1208.00
1228.00	1212.00
1232.00	1216.00
1236.00	1220.00
1240.00	1224.00
1244.00	1228.00
1248.00	1232.00
1252.00	1236.00
1256.00	1240.00
1260.00	1244.00
1264.00	1248.00
1268.00	1252.00
1272.00	1256.00
1276.00	1260.00
1280.00	1264.00
1284.00	1268.00
1288.00	1272.00
1292.00	1276.00
1296.00	1280.00
1300.00	1284.00
1304.00	1288.00
1308.00	1292.00
1312.00	1296.00
1316.00	1300.00
1320.00	1304.00
1324.00	1308.00
1328.00	1312.00
1332.00	1316.00
1336.00	1320.00
1340.00	1324.00
1344.00	1328.00
1348.00	1332.00
1352.00	1336.00
1356.00	1340.00
1360.00	1344.00
1364.00	1348.00
1368.00	1352.00
1372.00	1356.00
1376.00	1360.00
1380.00	1364.00
1384.00	1368.00
1388.00	1372.00
1392.00	1376.00
1396.00	1380.00
1400.00	1384.00
1404.00	1388.00
1408.00	1392.00
1412.00	1396.00
1416.00	1400.00
1420.00	1404.00
1424.00	1408.00
1428.00	1412.00
1432.00	1416.00
1436.00	1420.00
1440.00	1424.00
1444.00	1428.00
1448.00	1432.00
1452.00	1436.00
1456.00	1440.00
1460.00	1444.00
1464.00	1448.00
1468.00	1452.00
1472.00	1456.00
1476.00	1460.00
1480.00	1464.00
1484.00	1468.00
1488.00	1472.00
1492.00	1476.00
1496.00	1480.00
1500.00	1484.00
1504.00	1488.00
1508.00	1492.00
1512.00	1496.00
1516.00	1500.00
1520.00	1504.00
1524.00	1508.00
1528.00	1512.00
1532.00	1516.00
1536.00	1520.00
1540.00	1524.00
1544.00	1528.00
1548.00	1532.00
1552.00	1536.00
1556.00	1540.00
1560.00	1544.00
1564.00	1548.00
1568.00	1552.00
1572.00	1556.00
1576.00	1560.00
1580.00	1564.00
1584.00	1568.00
1588.00	1572.00
1592.00	1576.00
1596.00	1580.00
1600.00	1584.00
1604.00	1588.00
1608.00	1592.00
1612.00	1596.00
1616.00	1600.00
1620.00	1604.00
1624.00	1608.00
1628.00	1612.00
1632.00	1616.00
1636.00	1620.00
1640.00	1624.00
1644.00	1628.00
1648.00	1632.00
1652.00	1636.00
1656.00	1640.00
1660.00	1644.00
1664.00	1648.00
1668.00	1652.00
1672.00	1656.00
1676.00	1660.00
1680.00	1664.00
1684.00	1668.00
1688.00	1672.00
1692.00	1676.00
1696.00	1680.00
1700.00	1684.00
1704.00	1688.00
1708.00	1692.00
1712.00	1696.00
1716.00	1700.00
1720.00	1704.00
1724.00	1708.00
1728.00	1712.00
1732.00	1716.00
1736.00	1720.00
1740.00	1724.00
1744.00	1728.00
1748.00	1732.00
1752.00	1736.00
1756.00	1740.00
1760.00	1744.00
1764.00	1748.00
1768.00	1752.00
1772.00	1756.00
1776.00	1760.00
1780.00	1764.00
1784.00	1768.00
1788.00	1772.00
1792.00	1776.00
1796.00	1780.00
1800.00	1784.00
1804.00	1788.00
1808.00	1792.00
1812.00	1796.00
1816.00	1800.00
1820.00	1804.00
1824.00	1808.00
1828.00	1812.00
1832.00	1816.00
1836.00	1820.00
1840.00	1824.00
1844.00	1828.00
1848.00	1832

Up to Rs.2500	1.88%
Rs.2501 to Rs.5000	11.1% and 18.1% of Rs.5100
Rs.5000 and above	18.1% and To min. of Rs.5100



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**BOG 51.21 To consider and approve the minutes of 42<sup>nd</sup> meeting of the Finance Committee, National Institute of Technology, Kurukshetra held on 19.09.2019.**

The 42<sup>nd</sup> meeting of the Finance Committee is scheduled to be held on 19.09.2019 in Transit House, C-15, Panchseel Enclave, New Delhi. The agenda of the 42<sup>nd</sup> meeting of the Finance Committee is enclosed for reference and appraisal. Minutes of the meeting will be placed on the table.

The Board of Governors may consider and approve the minutes of 42<sup>nd</sup> meeting of the Finance Committee held on 19.09.2019 subject to its confirmation.