

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

**AGENDA
FOR
BOARD OF GOVERNORS MEETING**



**60th MEETING
TO BE HELD ON 27.03.2023**

**NATIONAL INSTITUTE OF TECHNOLOGY
KURUKSHETRA-136119**

Agenda : **60th Meeting of Board of Governors**

Place : **National Institute of Technology Kurukshetra**

Day, date and time : **Monday, 27th March, 2023 at 11:45 a.m.**

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**NATIONAL INSTITUTE OF TECHNOLOGY
KURUKSHETRA - 136119**

Agenda : **60th Meeting of
Board of Governors**

Place : **National Institute of Technology
Kurukshetra**

Day, date and time : **Monday, 27th March, 2023
at 11:45 a.m.**

Item No.	Subject	Page No.
BoG 60.23	To consider for extending the benefit of Incentive for acquiring fresh higher qualifications in respect of the employees of the Institute.	117 – 121
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BoG 60.1 To note the nomination of faculty member as Senate Nominee on the Board of Governors of the Institute.

As per Section 11 (f) of the National Institute of Technology Act – 2007, one Professor and one Assistant Professor or a Lecturer (now Associate Professor and Assistant Professor) of the Institute are to be nominated by Senate on the Board of Governors. The term of office members so nominated shall be of two years from the date of nomination as per Clause 12 (c) of the NIT Act, 2007.

The above matter was placed before the Senate in its 10th meeting held on 29th November, 2007. The Senate decided that the above nomination will be by rotation (for a term of two years) according to seniority and the list will continue from where the then incumbents had left.

In this connection, it is submitted that the membership of Senate nominee in the category of Professor is lying vacant as the present term of two years of Dr. Brahmjeet Singh, Professor, Electronics and Communication Engineering Department (in the category of Professor) as Senate Nominee member on BoG has expired on 27th January, 2023.

In view of above, the Chairman of the Senate, in exercise of powers conferred by Section 9 of the NIT Statutes, 2007 decided to nominate Dr. (Ms.) Minati Baral, Professor, Department of Chemistry in the category of Professor, as Senate Nominee member on BoG.

The Board may *note the above nomination.*

BoG 60.2 To note the leave of absence of members.

The absence / leave of absence of member(s), if any, to be *considered and noted.*

BoG 60.3 To apprise the Board about various initiatives/activities/achievements undertaken in the Institute by the Director.

A brief summary of the initiatives / activities / achievements undertaken in the Institute in the last six months is as under:

1. Diamond Jubilee Convocation

For the first time NIT Kurukshetra hosted convocation for two batches students. In this convocation, the total no. of candidates passed out in June 2020 and June 2021, who are awarded B. Tech., M. Tech., and Ph. D. Degrees is 1651, 674 and 154 respectively. In addition, 89 MBA and 148 MCA candidates have been awarded. The meritorious students in various categories are felicitated by awarding medals, merit certificates and cash Prizes. This convocation is marked by a special distinction, which comes from the inspiring presence of our Chief Guest, The Hon'ble President of India, Srmt. Droupadi Murmu, Guest of Honour Hon'ble Governor of Haryana Sri. Bandaru Dattatraya and Sri. Manohar Lal Ji, Hon'ble Chief Minister of Haryana.

2. Digital Degrees

First time in NIT Kurukshetra, Digital Degrees were awarded to the degree recipient in the Diamond Jubilee Convocation.

3. B.Tech. Curriculum Revision for Second, third and fourth year, in line with NEP-2020

The process for curriculum revision for the B.Tech. II, III and IV year programmes has been initiated in line with NEP-2020 focusing on Value Based Education. The same is already implemented for the 1st year students from the Academic Session 2022-23.

4. Memorandum of Understanding (MoU)

By entering into MoUs with academic and R&D organizations (National and International), efforts were made to improve collaborative research and academic activities. Within last six months, MoU with Heartfulness Education

Trust (HET), Vijayawada have been signed and two International MoUs (Voronezh State University Russia and UNSTIM Republic of Benine) and two National MoUs (COEP Technological University, Pune (COEP Tech) and Indian Institute of Technology, Delhi are under process.

5. Recruitment of Faculty

The process of faculty recruitment at the level of Assistant Professor Grade-I was completed in October 2022. The up-gradation/ promotion of internal faculty at the level of Assistant Professors were long overdue, due to several court cases against procedural issues. After August 2013, the recruitment/ up-gradation of Assistant Professors was successful in October 2022 with a total 112 number of faculties got selected as Assistant Professor Grade-I. This increase in the number of faculty members will improve the student faculty ratio and definitely help the Institute in its NIRF rankings.

6. Recruitment and Promotion of Non-Faculty.

The Institute has advertised for the recruitment of 64 nos. of vacant non-teaching posts to fill under Direct Recruitment and promotion of 89 nos. non-teaching posts for the existing non-teaching staff under Mission Mode Drive. The recruitment and promotion of non-teaching posts are under process.

7. Cultural Exchange Program between Students of Telangana and Haryana

To celebrate the unity in diversity of our nation and to maintain and strengthen the fabric of traditionally existing emotional bonds between the people of our country, the Indian Government has introduced the "Ek Bharat Shreshtha Bharat (EBSB)" Scheme. The National Institute of Technology (NIT) Kurukshetra organised a one-week cultural exchange programme between Telangana and Haryana states during September 10-15, 2022, as part of the EBSB scheme.

It is a matter of pride that the inaugural function of this event was conducted in Raj Bhavan, Chandigarh. The Hon'ble Governor, Shri. Bandaru Dhattatraya, was kind enough to give us permission to conduct the event at Raj Bhavan and

preside over the function. Around sixty students from NIT Warangal and NIT Kurukshetra attended the function along with faculty members. The inaugural function included various cultural activities by students of NIT Warangal and NIT Kurukshetra. The students of Telangana visited Abhimnayapur village, Abhimanyu fort, Surya wetland and temple, the Panorama Science Museum, and the Shri Krishna Museum in Kurukshetra. They also visited agricultural lands, where they witnessed traditional as well as modern techniques of cultivation.

8. Conferences/Seminars/Expert lecture's/STC/FDPs

A large number of Conferences / Seminars / STC / FDPs were organised in the Institute contributing to the growth and development of the faculty and students and also in enhancement of academic interactions with renowned academicians and researchers. 17 nos. of Conferences/Symposium/ Workshop etc. and 20 nos. of expert lectures from various eminent Researchers/Professors/Industry Experts have been organized.

9. Training & Placement

The institute campus placement drive has gone very well for the academic session 2022-23, with leading companies visiting the campus for recruitment. The final year B.Tech. students of the institute have bagged jobs at companies like D.E. Shaw Group, Microsoft with an annual package as high as 62.75 lakhs and 51.03 lakhs, respectively.

- i. More than 65% of UG students have been placed on campus, with the highest package 62.75 lakh per annum and the average package of 16.37 lakh per annum from August 2022 to till now and still many companies are in pipelines to recruit students.
- ii. 182 PG Internships were facilitated for the 2021-23 batch during the current academic year.
- iii. 750 UG Internships were arranged for the 2020-24 during the academic year 2022-23.
- iv. The major recruiters in the academic year 2022-23 include: D.E. Shaw, Microsoft, Amazon, Nutanix, Salesforce, Expedia Group Zomato, Intuit Technologies, Gameskraft, Urban Company, Winzo Games, Analog

Device Inc. SAP Labs. Navi Technologies, C-DOT (PSU), BPCL (PSU), BEL (PSU), TCIL (PSU).

10. Research & Development

In recent years, the institute has been doing remarkably well as far as the number of sponsored R&D projects is concerned. I am proud to share that

- i. Recently, the institute secured 07 R&D projects worth around Rs. 1.72 Crores from various funding agencies.
- ii. Apart from this, the number of R&D projects under review with different funding agencies is 39, worth Rs. 23 crore.
- iii. The faculty of the institute is contributing immensely towards research and innovation. The faculty has contributed a good number of publications (650) in reputed journals, conferences (145) and Book chapters (27) in this academic year.

11. Consultancy

The faculty is actively engaged in consultancy activities as well. It is worth mentioning that the revenue generated through consultancy for the year 2022-23 (till date) nearly Rs 7.0 crore.



BoG 60.4 To confirm the minutes of the 59th (Emergent) Meeting of the Board of Governors of National Institute of Technology, Kurukshetra held on 22.10.2022.

The minutes of the 59th meeting of the Board of Governors held on 22.10.2022 were circulated to all the members of the Board of Governors with the request to send their comments within ten days, if any, vide letter No. NITK / 59th BOG / 5668 dated 25.10.2022.

No comments have been received from any member of the Board of Governors on the recorded minutes for 59th meeting of BoG.

The minutes of the 59th meeting of the Board of Governors are enclosed as Annexure – 60.4 (i) from pages 8 to 10. Further, the confirmed minutes of the 58th meeting of the Board of Governors are also enclosed as Annexure – 60.4 (ii) from pages 11 to 17, as decided in the 51st meeting vide agenda item BoG 51.3.

The Board of Governors *may confirm the minutes of 59th meeting of the Board of Governors held on 22.10.2022.*



**NATIONAL INSTITUTE OF TECHNOLOGY KURUKSHETRA
KURUKSHETRA – 136 119 (HARYANA)**

**MINUTES OF THE 59th (Emergent) MEETING OF THE BOARD OF GOVERNORS
OF NATIONAL INSTITUTE OF TECHNOLOGY KURUKSHETRA**

The 59th (Emergent) meeting of the Board of Governors of National Institute of Technology, Kurukshetra was held on Saturday, the 22nd October, 2022 at 10:00 a.m. through blended (online/offline) mode.

Present:-

- | | | | |
|----|--|-------|----------------------|
| 1. | Prof. B. V. Ramana Reddy
Director
NIT, Kurukshetra | | Chairperson (Acting) |
| 2. | Director
Indian Institute of Technology Ropar
Ropar, Punjab – 140 001 | | Member |
| 3. | Sh. Krishian Kumar Kataria
Director, Technical Education, Haryana
Representative of
Principal Secretary to Government of Haryana
Technical Education Department, Haryana
Chandigarh – 160 009 | | Member |
| 4. | Er. Jwala Parsad
Principal,
GBN Govt. Polytechnic, Nilokheri
Representative of
Director General, Technical Education
& Secretary, Technical Education, Haryana
Panchkula | | Member |
| 5. | Dr. Brahmjit Singh
Professor
Department of Electronics &
Communication Engineering
NIT, Kurukshetra | | Member |
| 6. | Dr. Sandeep Santosh
Assistant Professor
Department of Electronics &
Communication Engineering
NIT, Kurukshetra | | Member |
| 7. | Sh. G. R. Samantaray
Registrar (I/C)
NIT, Kurukshetra | | Secretary |

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At the outset, the Hon'ble Chairperson (Acting) welcomed the esteemed members present in the 59th (Emergent) meeting of the Board of Governors. Thereafter, the Chairperson (Acting) asked the Secretary to present the agenda items.

The discussions / decisions taken in the meeting are recorded as hereunder:

BoG 59.1 To note the leave of absence of members.

The Board granted leave of absence to Ms Saumya Gupta, Joint Secretary (NITs) and Ms Leena Johri, Additional Secretary & Financial Advisor, Department of Higher Education, Ministry of Education, Government of India who could not attend the meeting due to busy schedule.

However, Director (Finance), Government of India, Ministry of Education, Department of Higher Education, (Integrated Finance Division), New Delhi vide letter F. No. 3-8/2013-IFD (Pt.) dated 21st October, 2022 offered the comments of IFD, MoE on the agenda items of 59th (Emergent) BoG Meeting. The comments of the IFD have been taken care while preparing the minutes.

BoG 59.2 To confirm the minutes of the 58th meeting of the Board of Governors of National Institute of Technology, Kurukshetra held on 25.08.2022.

The Board considered the comments of Joint Secretary (NITs) on the recorded minutes in respect the agenda item no. BoG 58.17 of 58th meeting with the following amendments:

"The Board considered the proposal for opening of new Kendriya Vidyalaya in the Institute campus and after detailed deliberations, the Board decided that the financial repercussion and cost benefit analysis should be placed in the next Meeting of Board of Governors."

The Board confirmed the minutes of the 58th meeting of the Board of Governors of National Institute of Technology, Kurukshetra held on 25.08.2022.

BoG 59.3 To consider and approve the recommendations of the Selection Committees constituted for the appointment of Assistant Professors Grade – I.

The Board was apprised that the selections for the post of Assistant Professors Grade-I, have been made following the criteria laid down by the Ministry of Education under Recruitment Rules notified in the Gazette of India dated 24th July, 2017 and the guidelines / procedure for the selection of faculty in NIT system. The Board considered and approved the recommendations made by the Selection Committees in their meetings held from 11.10.2022 to 21.10.2022 as presented to the Board for the appointment of Assistant Professors Grade-I. The Board confirmed the minutes of this agenda item.

Further, the Board appreciated the efforts made by the Director for making the faculty recruitment successfully and in transparent manner.

BoG 59.4 To consider the restriction in forwarding of applications of the employees of the Institute for outside job during the probation.

The Board considered the proposal of the Institute regarding restriction in forwarding of applications of the employees of the Institute. After detailed deliberation, the Board agreed with the proposal that the application of the employees of the Institute be not forwarded for outside employment during the period of probation.

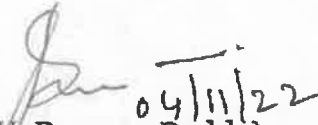
Further, The Board confirmed the minutes of this agenda item.

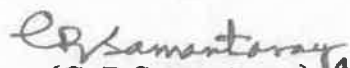
BoG 59.5 To consider the request of Dr. Som Nath Sachdeva, Professor in Civil Engg. Deptt. & presently Vice Chancellor, Kurukshetra University, Kurukshetra for retention of house No. BT-203.

The Board considered the request of Dr. Som Nath Sachdeva for retention of house No. BT-203 up to the end of his deputation period i.e. 09.11.2023.

Further, the Board decided that if the employee proceeds on deputation / lien to join in the Central Government / State Government / Union Territories / Statutory Organizations / Autonomous Bodies / Public Sector Undertakings on a tenure post, the employee be permitted to retain his/her house up to the period of deputation / lien.

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


(B. V. Ramana Reddy)
Chairperson (Acting), Board of Governors
and Director
NIT Kurukshetra


(G. R. Samantaray) 04/11/22
Registrar (I/C) & Secretary
Board of Governors
NIT, Kurukshetra



**MINUTES OF THE 58th MEETING OF THE BOARD OF GOVERNORS OF
NATIONAL INSTITUTE OF TECHNOLOGY, KURUKSHETRA**

The 58th meeting of the Board of Governors of National Institute of Technology, Kurukshetra was held on Thursday, the 25th August, 2022 at 11.45 a.m. through blended (online/offline) mode.

Present:-

1. Prof. B. V. Ramana Reddy Chairperson (Acting)
Director
NIT, Kurukshetra
2. Ms Saumya Gupta, IAS Member
Joint Secretary (NITs)
Department of Higher Education
Ministry of Education
Government of India, Shastri Bhawan
New Delhi – 110 115
3. Shri Anil Kumar Member
Director (Finance)
Representative of
Joint Secretary & Financial Advisor
Department of Higher Education
Ministry of Education
Government of India, Shastri Bhawan
New Delhi – 110 115
4. Prof. Manoranjan Mishra, Member
Dean (FA&A) &
Officiating Director
Indian Institute of Technology Ropar
Ropar, Punjab – 140 001
5. Sh. Krishan Kumar Kataria Member
Director, Technical Education, Haryana
Representative of
Principal Secretary to Government of Haryana
Technical Education Department, Haryana
Chandigarh – 160 009
6. Er. Jwala Parsad Member
Principal,
GBN Govt. Polytechnic, Nilokheri
Representative of
Director General, Technical Education
& Secretary, Technical Education, Haryana
Panchkula
6. Dr. Brahmjit Singh Member
Professor
Electronics & Communication
Engineering Department
NIT, Kurukshetra

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7. Dr. Sandeep Santosh Member
Assistant Professor
Department of Electronics &
Communication Engineering
NIT, Kurukshetra
8. Sh. G. R. Samantaray Secretary
Registrar (I/C)
NIT, Kurukshetra

At the outset, the Hon'ble Chairperson (Acting) welcomed the esteemed members present in the 58th meeting of the Board of Governors. Thereafter, the Chairperson (Acting) asked the Secretary to present the agenda items.

The discussions / decisions taken in the meeting are recorded as hereunder:

BoG 58.1 To note the leave of absence of members.

All the members of the Board of Governors were present in the meeting.

BoG 58.2 To apprise the Board about various initiatives/activities/achievements undertaken in the Institute by the Director.

The Board was apprised about various initiatives / activities / achievements undertaken in the Institute by the Director. The Board noted these initiatives and activities undertaken in the institute with appreciation.

BoG 58.3 To confirm the minutes of the 57th meeting of the Board of Governors of National Institute of Technology, Kurukshetra held on 30.03.2022.

The Board confirmed the minutes of the 57th meeting of the Board of Governors of National Institute of Technology, Kurukshetra held on 30.03.2022 with the following minor amendment:

In respect of the item No. BoG 57.17: The Associate Deans be nominated from amongst the Associate Professors / Professors.

BoG 58.4 To note the Action Taken Report on the Minutes of 57th Meeting of Board of Governors of National Institute of Technology, Kurukshetra held on 30.03.2022.

The Board noted the Action Taken Report on the Minutes of 57th Meeting of Board of Governors of National Institute of Technology, Kurukshetra held on 30.03.2022.





BoG 58.5 To ratify the minutes of the circulated Agenda of the Board (BoG C.1) dated 12.05.2022 regarding the confirmation of Assistant Professors Grade-II.

The Board ratified the minutes of the circulated Agenda of the Board (BoG C.1) dated 12.05.2022 regarding the confirmation of Assistant Professors Grade-II.

BoG 58.6 To ratify the minutes of the circulated Agenda of the Board (BoG C.2) dated 12.05.2022 regarding the confirmation of Assistant Professors Grade-II.

The Board ratified the minutes of the circulated Agenda of the Board (BoG C.2) dated 12.05.2022 regarding the confirmation of Assistant Professors Grade-II.

BoG 58.7 To ratify the minutes of the circulated Agenda of the Board dated 07.07.2022 regarding the approval of the Minutes of the Finance Committee w.r.t. submission of Annual Accounts of the Institute for the financial year 2021-22 to C&AG.

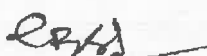
The Board ratified the minutes of the circulated Agenda of the Board dated 07.07.2022 regarding the approval of the Minutes of the Finance Committee w.r.t. submission of Annual Accounts of the Institute for the financial year 2021-22 to C&AG.

BoG 58.8 To note the action taken by the Institute on the Memorandum of Understanding (MoU) between National Institute of Technology (NIT), Kurukshetra and administrative of Ministry of Education (Shiksha Mantralaya), Department of Higher Education, Government of India, Shastri Bhawan, New Delhi for the year 2022-23.

The Board noted the action taken by the Institute on the Memorandum of Understanding (MoU) between National Institute of Technology (NIT), Kurukshetra and administrative of Ministry of Education (Shiksha Mantralaya), Department of Higher Education, Government of India, Shastri Bhawan, New Delhi for the year 2022-23.

BoG 58.9 To consider and approve the Panel of Experts (Nominee of the Board) for recruitment of Academic Staff (excluding the Director and the Deputy Director) in various subjects.

The Board considered and approved the Panel of Experts (Nominee of the Board) for recruitment of Academic Staff (excluding the Director and the Deputy Director) in various subjects for a period of two years w.e.f. 05.09.2022 as proposed in the Agenda. The Board further decided that in case an External Expert on the Selection Committee is unable to come for the meeting, efforts be made to invite a substitute from the approved panels and the Board authorises the Director to invite the External Experts even from previously approved panels.





BoG 58.10 To consider and approve the Panel of Experts for recruitment of Technical, Administrative & Ministerial Staff, senior administrative and other comparable posts.

The Board considered and approved the Panel of Experts for recruitment of Technical, Administrative & Ministerial Staff, senior administrative and other comparable posts for a period of two years w.e.f. 05.09.2022 as proposed in the Agenda. The Board further decided that in case an External Expert on the Selection Committee is unable to come for the meeting, efforts be made to invite a substitute from the approved panels and the Board authorises the Director to invite the External Experts even from previously approved panels.

BoG 58.11 To consider and approve the minutes of 47th meeting of the Finance Committee, National Institute of Technology, Kurukshetra held on 30.03.2022.

The Board considered and approved the minutes for the Agenda items no. FC 47.1, FC 47.2, FC 47.3, FC 47.4 and FC 47.5 of 47th meeting of the Finance Committee, National Institute of Technology, Kurukshetra held on 30.03.2022.

BoG 58.12 To note the minutes of 46th meeting of the Senate, National Institute of Technology, Kurukshetra held on 28.3.2022.

The Board noted the minutes of 46th meeting of the Senate, National Institute of Technology, Kurukshetra held on 28.3.2022.

BoG 58.13 To note the minutes of 47th meeting of the Senate, National Institute of Technology, Kurukshetra held on 15.07.2022.

The Board noted the minutes of 47th meeting of the Senate, National Institute of Technology, Kurukshetra held on 15.07.2022.

BoG 58.14 To report the appointment of non-teaching posts at the Institute.

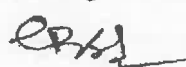
The Board noted the appointment of non-teaching posts made under compassionate ground at the Institute.

BoG 58.15 To report the approval accorded by the Hon'ble Chairperson (Acting), Board of Governors.

The Board ratified the approval accorded by the Hon'ble Chairperson (Acting), Board of Governors.

BoG 58.16 To consider the Confirmation of Assistant Professors Grade-II.

The Board considered and approved the Confirmation of Assistant Professors Grade-II as proposed in the agenda.





BoG 58.17 To consider the proposal for opening of new Kendriya Vidyalaya in the Institute campus from the academic year 2023-24.

The Board considered the proposal for opening of new Kendriya Vidyalaya in the Institute campus and after detailed deliberations, the Board decided that the proposal be sent to the Ministry of Education for concurrence. The Board further decided that detailed financial implications for opening new Kendriya Vidyalaya in the campus be placed in the next Finance Committee meeting.

BoG 58.18 Action taken on the agenda item No. BoG 57.24 (S 46.08) regarding the proposal for the establishment of "School of Innovation Technology (A Multidisciplinary Approach)" for starting of the new B.Tech. courses under self finance mode in the Institute.

After detailed deliberations in the matter, the Board decided that the proposal for the establishment of "School of Innovative Technology (A Multidisciplinary Approach)" for starting of new B.Tech. courses under self-finance mode in the Institute be modified. The Board further decided that detailed financial implications in this matter be placed in the next Finance Committee meeting.

BoG 58.19 To consider the representation dated 11.11.2021 of Dr. Ram Kumar Tittal, Assistant Professor Grade-II, Chemistry Department, of the Institute against Charge Sheet dated 11.10.2021.

After detailed deliberation, the Board did not agree to count the past service of Dr. Ram Kumar Tittal, Assistant Professor Grade-II, Chemistry Department, rendered with Nehru P. G. College, Chhibramau, Kannauj (UP) as he had neither mentioned about his past experience in the application form nor submitted his application at NIT Kurukshetra through proper channel. Accordingly, his application for outside employment shall not be forwarded until & unless his length of services are fulfilling the requirements for the post applied for.

Dr. Ram Kumar Tittal had joined at NIT Kurukshetra on 25.04.2013 without relieving from Nehru P. G. College. He was confirmed to the post of Assistant Professor on 25.04.2014. Dr. Ram Kumar Tittal had submitted his resignation on 15.04.2013 to Nehru P. G. College which was not accepted by the Secretary, Management Committee. He had again submitted his resignation to Nehru P. G. College on 16.04.2018 which was accepted w.e.f. 21.04.2013 and communicated vide letter dated 19.05.2018 by the Secretary, Management Committee, Nehru P. G. College.

The Board decided to condone the representation dated 11.11.2021 against Charge Sheet dated 11.10.2021 issued to him under Rule-16 of CCS CCA, 1965.

In this regard, a speaking order be issued.







BoG 58.20 To inform about the case filed by Sh. Kulvinder Singh, Technical Assistant SG-II, Electrical Engineering Department of the Institute regarding promotion, denied to him being a SC candidate and subsequent directions given by the National Commission for Scheduled Castes, New Delhi in this regard.

The Board considered the directions given by the National Commission for Scheduled Castes (NCSC), New Delhi alongwith the representation dated 16.08.2022 submitted by Sh. Kulvinder Singh to Director & Chairperson Board of Governors, NIT Kurukshetra regarding promotion to the post of Technical Officer in the Department of Electronics & Commutation Engineering.

The Board desired to know the facts about his promotion case. In this regard, the Board was apprised that the Institute had issued notification vide No. Gen.-I/3772/7060 dated 16.12.2019 for promotion to one post of Technical Officer in Level-10 in the Department of Electronics & Communication Engineering under UR category alongwith other promotional posts. 04 number of candidates had applied including 02 SC candidates for this promotional post. The educational qualifications required for this post was that the candidate must possess at least B.E./B.Tech. in Electronics & Communication Engineering from a recognized University / Institute. Due to inadequate qualification 03 candidates were found ineligible. The Departmental Promotion Committee in its meeting held on 22.01.2020 had recommended that due to performance appraisal below benchmark in the ACR, Sh. Kulvinder Singh is 'not fit' for promotion.

On examining the representation of Sh. Kulvinder Singh dated 16.08.2022, it was found that Sh. Kulvinder Singh has qualification of B.Tech in Electrical Engineering and not in Electronics & Communication Engineering. The Institute made him eligible inadvertently. His eligibility was also overlooked by the Departmental Promotion Committee (DPC) meeting held on 22.01.2020. Looking the above facts, the BoG held that he was not eligible for the promotion to the post of Technical Officer in the Department of Electronics & Commutation Engineering and the observation of NCSC may not be acceded to.

Further, the Board observed that 07 SC candidates were promoted on merit out of these, 06 SC candidates were promoted against unreserved posts. There is no scope on the part of the Institute regarding denial of promotion to Sh. Kulvinder Singh due to any discrimination on Castes ground.

It has also been observed by the BoG that two different committees constituted at the instance of the complaint made by Sh. Kulvinder Singh and the directions of the NCSC, New Delhi; but both the committees did not suggest any wrong doing in his case.

After detailed deliberation, the Board decided that the above facts be conveyed to the National Commission for Schedule Castes, New Delhi.

Further, the Board decided that the Annual Performance Assessment Reports (APAR) system be introduced in the Institute.

BoG 58.21 To consider and approve the minutes of 48th meeting of the Finance Committee, National Institute of Technology, Kurukshetra held on 25.08.2022.

The Board considered and approved the minutes of 48th meeting of the Finance Committee, National Institute of Technology, Kurukshetra held on 25.08.2022.

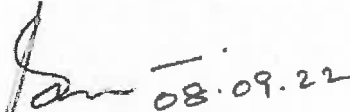
BoG 58.22 To consider the proposal regarding the honorarium / remuneration to the Guest Faculty.

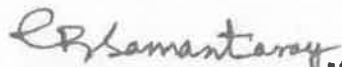
After detailed deliberations, the Board decided that the Guest Faculty may be engaged in the institute subject to the condition that total number of regular and contract faculty including Guest faculty should in no case exceed the sanctioned strength of the faculty of the Institute and only if there is an extra teaching load on the existing faculty. Further, in respect of the honorarium/remuneration to the Guest Faculty, the Board agreed with the proposal as detailed in the agenda.

BoG 58.23 To consider the matter for implementation of Annual Performance Assessment Reports (APAR) in place of Annual Confidential Reports (ACRs) for non-teaching employees of the Institute.

The Board considered the matter and decided to adopt the Annual Performance Assessment Reports (APAR) as per the guidelines mentioned in Department of Personal and Training OM No. 21011/1/2005-Estt.(A) (Pt-II), dated 23.04.2009 in place of Annual Confidential Report (ACR) for implementation for non-teaching employees of the Institute.

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


(B. V. Ramana Reddy)
Chairperson (Acting), Board of Governors
and Director
NIT Kurukshetra


(G. R. Samantaray) 08/09/22
Registrar (I/C) & Secretary
Board of Governors
NIT, Kurukshetra

BoG 60.5 To note the Action Taken Report on the Minutes of 58th Meeting of Board of Governors of National Institute of Technology, Kurukshetra held on 25.08.2022.

Item No.	Subject	Action Taken
BoG 58.1	<p>To note the leave of absence of members.</p> <p>All the members of the Board of Governors were present in the meeting.</p>	No further action is required.
BoG 58.2	<p>To apprise the Board about various initiatives/activities/ achievements undertaken in the Institute by the Director.</p> <p>The Board was apprised about various initiatives / activities / achievements undertaken in the Institute by the Director. The Board noted these initiatives and activities undertaken in the institute with appreciation.</p>	No further action is required.
BoG 58.3	<p>To confirm the minutes of the 57th meeting of the Board of Governors of National Institute of Technology, Kurukshetra held on 30.03.2022.</p> <p>The Board confirmed the minutes of the 57th meeting of the Board of Governors of National Institute of Technology, Kurukshetra held on 30.03.2022 with the following minor amendment:</p> <p>In respect of the item No. BoG 57.17:</p> <p>The Associate Deans be nominated from amongst the Associate Professors / Professors.</p>	<p>No further action is required.</p> <p>Action has been taken.</p>



<p>BoG 58.4</p>	<p>To note the Action Taken Report on the Minutes of 57th Meeting of Board of Governors of National Institute of Technology, Kurukshetra held on 30.03.2022.</p> <p>The Board noted the Action Taken Report on the Minutes of 57th Meeting of Board of Governors of National Institute of Technology, Kurukshetra held on 30.03.2022.</p>	<p>No further action is required.</p>
<p>BoG 58.5</p>	<p>To ratify the minutes of the circulated Agenda of the Board (BoG C.1) dated 12.05.2022 regarding the confirmation of Assistant Professors Grade-II.</p> <p>The Board ratified the minutes of the circulated Agenda of the Board (BoG C.1) dated 12.05.2022 regarding the confirmation of Assistant Professors Grade-II.</p>	<p>No further action is required.</p>
<p>BoG 58.6</p>	<p>To ratify the minutes of the circulated Agenda of the Board (BoG C.2) dated 12.05.2022 regarding the confirmation of Assistant Professors Grade-II.</p> <p>The Board ratified the minutes of the circulated Agenda of the Board (BoG C.2) dated 12.05.2022 regarding the confirmation of Assistant Professors Grade-II.</p>	<p>No further action is required.</p>
<p>BoG 58.7</p>	<p>To ratify the minutes of the circulated Agenda of the Board dated 07.07.2022 regarding the approval of the Minutes of the Finance Committee w.r.t. submission of Annual Accounts of the Institute for the financial year 2021-22 to C&AG.</p> <p>The Board ratified the minutes of the circulated Agenda of the Board dated 07.07.2022 regarding the approval of the Minutes of the Finance Committee w.r.t. submission of Annual Accounts of the Institute for the financial year 2021-22 to C&AG.</p>	<p>No further action is required.</p>



<p>BoG 58.8</p>	<p>To note the action taken by the Institute on the Memorandum of Understanding (MoU) between National Institute of Technology (NIT), Kurukshetra and administrative of Ministry of Education (Shiksha Mantralaya), Department of Higher Education, Government of India, Shastri Bhawan, New Delhi for the year 2022-23.</p> <p>The Board noted the action taken by the Institute on the Memorandum of Understanding (MoU) between National Institute of Technology (NIT), Kurukshetra and administrative of Ministry of Education (Shiksha Mantralaya), Department of Higher Education, Government of India, Shastri Bhawan, New Delhi for the year 2022-23.</p>	<p>No further action is required.</p>
<p>BoG 58.9</p>	<p>To consider and approve the Panel of Experts (Nominee of the Board) for recruitment of Academic Staff (excluding the Director and the Deputy Director) in various subjects.</p> <p>The Board considered and approved the Panel of Experts (Nominee of the Board) for recruitment of Academic Staff (excluding the Director and the Deputy Director) in various subjects for a period of two years w.e.f. 05.09.2022 as proposed in the Agenda. The Board further decided that in case an External Expert on the Selection Committee is unable to come for the meeting, efforts be made to invite a substitute from the approved panels and the Board authorises the Director to invite the External Experts even from previously approved panels.</p>	<p>No further action is required.</p>

<p>BoG 58.10</p>	<p>To consider and approve the Panel of Experts for recruitment of Technical, Administrative & Ministerial Staff, senior administrative and other comparable posts.</p> <p>The Board considered and approved the Panel of Experts for recruitment of Technical, Administrative & Ministerial Staff, senior administrative and other comparable posts for a period of two years w.e.f. 05.09.2022 as proposed in the Agenda. The Board further decided that in case an External Expert on the Selection Committee is unable to come for the meeting, efforts be made to invite a substitute from the approved panels and the Board authorises the Director to invite the External Experts even from previously approved panels.</p>	<p>No further action is required.</p>
<p>BoG 58.11</p>	<p>To consider and approve the minutes of 47th meeting of the Finance Committee, National Institute of Technology, Kurukshetra held on 30.03.2022.</p> <p>The Board considered and approved the minutes for the Agenda items no. FC 47.1, FC 47.2, FC 47.3, FC 47.4 and FC 47.5 of 47th meeting of the Finance Committee, National Institute of Technology, Kurukshetra held on 30.03.2022.</p>	<p>No further action is required.</p>
<p>BoG 58.12</p>	<p>To note the minutes of 46th meeting of the Senate, National Institute of Technology, Kurukshetra held on 28.3.2022.</p> <p>The Board noted the minutes of 46th meeting of the Senate, National Institute of Technology, Kurukshetra held on 28.3.2022.</p>	<p>No further action is required.</p>



<p>BoG 58.13</p>	<p>To note the minutes of 47th meeting of the Senate, National Institute of Technology, Kurukshetra held on 15.07.2022.</p> <p>The Board noted the minutes of 47th meeting of the Senate, National Institute of Technology, Kurukshetra held on 15.07.2022.</p>	<p>No further action is required.</p>
<p>BoG 58.14</p>	<p>To report the appointment of non-teaching posts at the Institute.</p> <p>The Board noted the appointment of non-teaching posts made under compassionate ground at the Institute.</p>	<p>No further action is required.</p>
<p>BoG 58.15</p>	<p>To report the approval accorded by the Hon'ble Chairperson (Acting), Board of Governors.</p> <p>The Board ratified the approval accorded by the Hon'ble Chairperson (Acting), Board of Governors.</p>	<p>No further action is required.</p>
<p>BoG 58.16</p>	<p>To consider the Confirmation of Assistant Professors Grade-II.</p> <p>The Board considered and approved the Confirmation of Assistant Professors Grade-II as proposed in the agenda.</p>	<p>Action has been taken.</p>
<p>BoG 58.17</p>	<p>To consider the proposal for opening of new Kendriya Vidyalaya in the Institute campus from the academic year 2023-24.</p> <p>The Board considered the proposal for opening of new Kendriya Vidyalaya in the Institute campus and after detailed deliberations, the Board decided that the financial repercussion and cost benefit analysis should be placed in the next Meeting of Board of Governors.</p>	<p>The matter is under process.</p>



<p>BoG 58.18</p>	<p>Action taken on the agenda item No. BoG 57.24 (S 46.08) regarding the proposal for the establishment of “School of Innovation Technology (A Multidisciplinary Approach)” for starting of the new B.Tech. courses under self finance mode in the Institute.</p> <p>After detailed deliberations in the matter, the Board decided that the proposal for the establishment of “School of Innovative Technology (A Multidisciplinary Approach)” for starting of new B.Tech. courses under self-finance mode in the Institute be modified. The Board further decided that detailed financial implications in this matter be placed in the next Finance Committee meeting.</p>	<p>The matter is under process.</p>
<p>BoG 58.19</p>	<p>To consider the representation dated 11.11.2021 of Dr. Ram Kumar Tittal, Assistant Professor Grade-II, Chemistry Department, of the Institute against Charge Sheet dated 11.10.2021.</p> <p>After detailed deliberation, the Board did not agree to count the past service of Dr. Ram Kumar Tittal, Assistant Professor Grade-II, Chemistry Department, rendered with Nehru P. G. College, Chhibramau, Kannauj (UP) as he had neither mentioned about his past experience in the application form nor submitted his application at NIT Kurukshetra through proper channel. Accordingly, his application for outside employment shall not be forwarded until & unless his length of services are fulfilling the requirements for the post applied for.</p> <p>Dr. Ram Kumar Tittal had joined at NIT Kurukshetra on 25.04.2013 without relieving from Nehru P. G. College. He was confirmed to the post of Assistant Professor on 25.04.2014. Dr. Ram Kumar Tittal had submitted his resignation on 15.04.2013 to Nehru P. G. College which was not accepted by the Secretary, Management Committee. He had again submitted his resignation to Nehru P. G. College on 16.04.2018 which was accepted w.e.f. 21.04.2013 and communicated</p>	<p>No further action is required.</p>

	<p>vide letter dated 19.05.2018 by the Secretary, Management Committee, Nehru P. G. College.</p> <p>The Board decided to condone the representation dated 11.11.2021 against Charge Sheet dated 11.10.2021 issued to him under Rule-16 of CCS CCA, 1965.</p> <p>In this regard, a speaking order be issued.</p>	Action has been taken.
BoG 58.20	<p>To inform about the case filed by Sh. Kulvinder Singh, Technical Assistant SG-II, Electrical Engineering Department of the Institute regarding promotion, denied to him being a SC candidate and subsequent directions given by the National Commission for Scheduled Castes, New Delhi in this regard.</p> <p>The Board considered the directions given by the National Commission for Scheduled Castes (NCSC), New Delhi alongwith the representation dated 16.08.2022 submitted by Sh. Kulvinder Singh to Director & Chairperson Board of Governors, NIT Kurukshetra regarding promotion to the post of Technical Officer in the Department of Electronics & Commutation Engineering.</p> <p>The Board desired to know the facts about his promotion case. In this regard, the Board was apprised that the Institute had issued notification vide No. Gen.-I/3772/7060 dated 16.12.2019 for promotion to one post of Technical Officer in Level-10 in the Department of Electronics & Communication Engineering under UR category alongwith other promotional posts. 04 number of candidates had applied including 02 SC candidates for this promotional post. The educational qualifications required for this post was that the candidate must possess at least B.E./B.Tech. in Electronics & Communication Engineering from a recognized University / Institute. Due to inadequate qualification 03 candidates were found ineligible. The Departmental Promotion Committee in its meeting held on 22.01.2020 had recommended that due to performance appraisal below benchmark in</p>	No further action is required.

	<p>the ACR, Sh. Kulvinder Singh is 'not fit' for promotion.</p> <p>On examining the representation of Sh. Kulvinder Singh dated 16.08.2022, it was found that Sh. Kulvinder Singh has qualification of B.Tech in Electrical Engineering and not in Electronics & Communication Engineering. The Institute made him eligible inadvertently. His eligibility was also overlooked by the Departmental Promotion Committee (DPC) meeting held on 22.01.2020. Looking the above facts, the BoG held that he was not eligible for the promotion to the post of Technical Officer in the Department of Electronics & Commutation Engineering and the observation of NCSC may not be acceded to.</p> <p>Further, the Board observed that 07 SC candidates were promoted on merit out of these, 06 SC candidates were promoted against unreserved posts. There is no scope on the part of the Institute regarding denial of promotion to Sh. Kulvinder Singh due to any discrimination on Castes ground.</p> <p>It has also been observed by the BoG that two different committees constituted at the instance of the complaint made by Sh. Kulvinder Singh and the directions of the NCSC, New Delhi; but both the committees did not suggest any wrong doing in his case.</p> <p>After detailed deliberation, the Board decided that the above facts be conveyed to the National Commission for Schedule Castes, New Delhi.</p> <p>Further, the Board decided that the Annual Performance Assessment Reports (APAR) system be introduced in the Institute.</p>	<p>Action has been taken.</p> <p>Action has been taken.</p>
<p>BoG 58.21</p>	<p>To consider and approve the minutes of 48th meeting of the Finance Committee, National Institute of Technology, Kurukshetra held on 25.08.2022.</p> <p>The Board considered and approved the minutes of 48th meeting of the Finance Committee, National Institute of Technology, Kurukshetra held on 25.08.2022.</p>	<p>No further action is required.</p>

<p>BoG 58.22</p>	<p>To consider the proposal regarding the honorarium / remuneration to the Guest Faculty.</p> <p>After detailed deliberations, the Board decided that the Guest Faculty may be engaged in the institute subject to the condition that total number of regular and contract faculty including Guest faculty should in no case exceed the sanctioned strength of the faculty of the Institute and only if there is an extra teaching load on the existing faculty. Further, in respect of the honorarium/remuneration to the Guest Faculty, the Board agreed with the proposal as detailed in the agenda.</p>	<p>Action has been taken.</p>
<p>BoG 58.23</p>	<p>To consider the matter for implementation of Annual Performance Assessment Reports (APAR) in place of Annual Confidential Reports (ACRs) for non-teaching employees of the Institute.</p> <p>The Board considered the matter and decided to adopt the Annual Performance Assessment Reports (APAR) as per the guidelines mentioned in Department of Personal and Training OM No. 21011/1/2005-Estt.(A) (Pt-II), dated 23.04.2009 in place of Annual Confidential Report (ACR) for implementation for non-teaching employees of the Institute.</p>	<p>Action has been taken.</p>

The Board may please *note the Action Taken Report on the Minutes of 58th meeting of the Board of Governors of National Institute Technology, Kurukshetra held on 25.08.2022.*



BoG 60.6 To note the Action Taken Report on the Minutes of the 59th (Emergent) Meeting of Board of Governors of National Institute of Technology, Kurukshetra held on 22.10.2022.

Item No.	Subject	Action Taken
BoG 59.1	<p>To note the leave of absence of members.</p> <p>The Board granted leave of absence to Ms Saumya Gupta, Joint Secretary (NITs) and Ms Leena Johri, Additional Secretary & Financial Advisor, Department of Higher Education, Ministry of Education, Government of India who could not attend the meeting due to busy schedule.</p> <p>However, Director (Finance), Government of India, Ministry of Education, Department of Higher Education, (Integrated Finance Division), New Delhi Vide letter F. No. 3-8/2013-IFD (Pt.) dated 21st October, 2022 offered the comments of IFD, MoE on the agenda items of 59th (Emergent) BoG Meeting. The comments of the IFD have been taken care while preparing the minutes.</p>	<p>No further action is required.</p>
BoG 59.2	<p>To confirm the minutes of the 58th meeting of the Board of Governors of National Institute of Technology, Kurukshetra held on 25.08.2022.</p> <p>The Board considered the comments of Joint Secretary (NITs) on the recorded minutes in respect the agenda item no. BoG 58.17 of 58th meeting with the following amendments:</p> <p>“The Board considered the proposal for opening of new Kendriya Vidyalaya in the Institute campus and after detailed deliberations, the Board decided that the financial repercussion and cost benefit analysis should be placed in the next Meeting of Board of Governors.”</p> <p>The Board confirmed the minutes of the 58th meeting of the Board of Governors of National Institute of Technology, Kurukshetra held on 25.08.2022.</p>	<p>No further action is required.</p> <p>In this regard, a separate agenda item is placed before the Finance Committee.</p>

<p>BoG 59.3</p>	<p>To consider and approve the recommendations of the Selection Committees constituted for the appointment of Assistant Professors Grade – I.</p> <p>The Board was apprised that the selections for the post of Assistant Professors Grade-I, have been made following the criteria laid down by the Ministry of Education under Recruitment Rules notified in the Gazette of India dated 24th July, 2017 and the guidelines / procedure for the selection of faculty in NIT system. The Board considered and approved the recommendations made by the Selection Committees in their meetings held from 11.10.2022 to 21.10.2022 as presented to the Board for the appointment of Assistant Professors Grade-I.</p> <p>The Board confirmed the minutes of this agenda item.</p> <p>Further, the Board appreciated the efforts made by the Director for making the faculty recruitment successfully and in transparent manner.</p>	<p>Action has been taken.</p>
<p>BoG 59.4</p>	<p>To consider the restriction in forwarding of applications of the employees of the Institute for outside job during the probation.</p> <p>The Board considered the proposal of the Institute regarding restriction in forwarding of applications of the employees of the Institute. After detailed deliberation, the Board agreed with the proposal that the application of the employees of the Institute be not forwarded for outside employment during the period of probation.</p> <p>Further, The Board confirmed the minutes of this agenda item.</p>	<p>No further action is required.</p>



<p>BoG 59.5</p>	<p>To consider the request of Dr. Som Nath Sachdeva, Professor in Civil Engg. Deptt. & presently Vice Chancellor, Kurukshetra University, Kurukshetra for retention of house No. BT-203.</p> <p>The Board considered the request of Dr. Som Nath Sachdeva for retention of house No. BT-203 up to the end of his deputation period i.e. 09.11.2023.</p> <p>Further, the Board decided that if the employee proceeds on deputation / lien to join in the Central Government / State Government / Union Territories / Statutory Organizations / Autonomous Bodies / Public Sector Undertakings on a tenure post, the employee be permitted to retain his/her house up to the period of deputation / lien.</p>	<p>No further action is required.</p> <p>Action has been taken.</p>
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The Board may please *note the Action Taken Report on the Minutes of the 59th (Emergent) meeting of the Board of Governors of National Institute Technology, Kurukshetra held on 22.10.2022.*

BoG 60.7 To ratify the minutes of the circulated agenda of Board dated 18.11.2022 regarding the approval of minutes of the 48th meeting of Senate (related to 18th Convocation).

The 18th Convocation of the Institute was held on 29th November, 2022. Therefore, a list of the students eligible for the award of various degrees/medals/awards was approved by the Senate in its 48th meeting held on 10.11.2022. The Senate also confirmed the minutes of the agenda items no. S.48.08 and S.48.09 pertaining to the 18th Convocation in this meeting.

As per 1st Statutes under NIT Act, 2007, the approval of Senate and Board is necessary for the conferment of degrees. The Senate has already approved the list of degree recipients.

As the matter was an urgent nature and the next meeting of the Board was not expected to be held shortly. Therefore, an agenda was sent to all the members of the Board of Governors through circulation on 18.11.2022.

The Minutes of the Circulation Agenda of the Board (BoG C.1) is as under:

“The Board considered and approved the minutes of the 48th meeting of Senate (related to 18th Convocation) held on 10.11.2022. Further the Board also confirmed the minutes of this agenda item. The matter be placed before the Board in its next meeting for ratification.”

The Minutes of the Circulation Agenda dated 18.11.2022 is enclosed as Annexure – 60.7 (i) from pages 31 to 32.

The Board of Governors may *ratify the minutes of the Circulation Agenda of the Board dated 18.11.2022.*



**NATIONAL INSTITUTE OF TECHNOLOGY KURUKSHETRA
KURUKSHETRA – 136 119 (HARYANA)**

Minutes of the Circulation Agenda of the Board of Governors of National Institute of Technology Kurukshetra.

The Agenda Item was circulated on 18.11.2022 through e-mail to the following Hon'ble members:-

1. Prof. B. V. Ramana Reddy ----- Chairperson (Acting)
Director
National Institute of Technology
Kurukshetra
2. Ms. Saumya Gupta, IAS ----- Member
Joint Secretary (NITs)
Department of Higher Education
Ministry of Education (Shiksha Mantralaya)
Government of India, Shastri Bhawan
New Delhi – 110 115
3. Additional Secretary & Financial Adviser ----- Member
Department of Higher Education
Ministry of Education (Shiksha Mantralaya)
Government of India, Shastri Bhawan
New Delhi – 110 115
4. Dr. Rajeev Ahuja ----- Member
Director
Indian Institute of Technology Ropar,
Ropar (Punjab) – 140 001
5. Principal Secretary to Government of Haryana, ----- Member
Technical Education Department, Haryana.
Chandigarh – 160 009
6. Director General, ----- Member
Technical Education & Secretary,
Technical Education, Haryana.
Panchkula
7. Sh. Krishan Kumar Kataria ----- Member
Director, Technical Education, Haryana
Representative of
Principal Secretary to Government of Haryana
Technical Education Department, Haryana
Chandigarh – 160 009

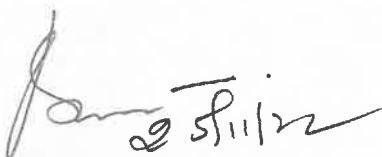


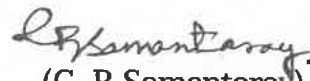
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|-----|--|------|--------|
| 8. | Er. Jwala Parsad
Principal,
GBN Govt. Polytechnic, Nilokheri
Representative of
Director General, Technical Education
& Secretary, Technical Education, Haryana
Panchkula | ---- | Member |
| 9. | Dr. Brahmjit Singh
Professor
Electronics & Communication
Engineering Department
NIT, Kurukshetra | ---- | Member |
| 10. | Dr. Sandeep Santosh
Assistant Professor
Electronics & Communication
Engineering Department
NIT, Kurukshetra | ---- | Member |

The decision of the Board of Governors is recorded as under:

BoG.C1 To consider and approve the minutes of the 48th meeting of Senate (related to 18th Convocation) held on 10.11.2022.

The Board considered and approved the minutes of the 48th meeting of Senate (related to 18th Convocation) held on 10.11.2022. Further the Board also confirmed the minutes of this agenda item. The matter be placed before the Board in its next meeting for ratification.


(B. V. Ramana Reddy)
Chairperson (Acting), Board of Governors
and Director
NIT Kurukshetra


(G. R Samantara) 25/11/22
Registrar (I/C) & Secretary
Board of Governors
NIT, Kurukshetra

BoG 60.8 To ratify the minutes of the Circulated Agendas of Board dated 13.12.2022, 18.01.2023 and 01.03.2023 in the case of Sh. Kulvinder Singh, Technical Assistant SG-II, Electrical Engineering Department of the Institute regarding promotion is denied to him due to SC Caste.

The agenda items were sent through circulation to the Hon'ble members of the Board dated 13.12.2022, 18.01.2023 and 01.03.2023 in the case of Sh. Kulvinder Singh, Technical Assistant SG-II, Electrical Engineering Department of the Institute regarding promotion is denied to him due to SC Caste as per the direction given by the National Commission for Scheduled Castes, New Delhi.

The Minutes of the Circulation Agenda dated 13.12.2022, 18.01.2023 and 01.03.2023 of the Board of Governors are enclosed as Annexure – 60.8 (i) from pages 34 to 39.

The Board of Governors may *ratify the minutes of the Circulation Agendas of the Board dated 13.12.2022, 18.01.2023 and 01.03.2023.*



**NATIONAL INSTITUTE OF TECHNOLOGY KURUKSHETRA
KURUKSHETRA – 136 119 (HARYANA)**

Minutes of the Circulation Agenda of the Board of Governors of National Institute of Technology Kurukshetra.

The Agenda Item was circulated on 13.12.2022 through e-mail to the following Hon'ble members:-

1. Prof. B. V. Ramana Reddy ----- Chairperson (Acting)
Director
National Institute of Technology
Kurukshetra
2. Ms. Saumya Gupta, IAS ----- Member
Joint Secretary (NITs)
Department of Higher Education
Ministry of Education (Shiksha Mantralaya)
Government of India, Shastri Bhawan
New Delhi – 110 115
3. Additional Secretary & Financial Adviser ----- Member
Department of Higher Education
Ministry of Education (Shiksha Mantralaya)
Government of India, Shastri Bhawan
New Delhi – 110 115
4. Dr. Rajeev Ahuja ----- Member
Director
Indian Institute of Technology Ropar,
Ropar (Punjab) – 140 001
5. Principal Secretary to Government of Haryana, ----- Member
Technical Education Department, Haryana.
Chandigarh – 160 009
6. Director General, ----- Member
Technical Education & Secretary,
Technical Education, Haryana.
Panchkula
7. Dr. Brahmjit Singh ----- Member
Professor
Electronics & Communication
Engineering Department
NIT, Kurukshetra
8. Dr. Sandeep Santosh ----- Member
Assistant Professor
Electronics & Communication
Engineering Department
NIT, Kurukshetra

[Handwritten signatures]



The decision of the Board of Governors is recorded as under:

BoG C.1 To consider the proposal for the constitution of a Committee to review the matter of ACR for the year 2017-18 in the case of Sh. Kulvinder Singh, Technical Assistant SG-II, Electrical Engineering Department of the Institute regarding promotion is denied to him due to SC Castes as per the directions given by the National Commission for Scheduled Castes, New Delhi.

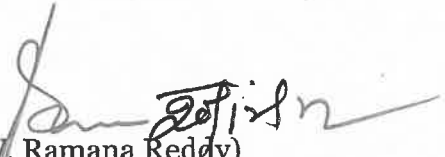
The Board considered and approved the proposal for the constitution of the following Committee and terms of reference to review the ACR of Sh. Kulvinder Singh:


- | | | |
|----|---|----------|
| 1. | Dr. P. Bapaiah
Former Registrar, Indian Institute of Science
Education & Research, Mohali (Punjab) | Chairman |
| 2. | Dr. Anuj Kumar Vaksha
Professor, University School of Law and Legal
Studies, GGS Indraprastha University, New Delhi | Member |
| 3. | Dr. (Ms.) Ratna Dahiya
Professor & Former Head,
Electrical Engg. Deptt., NIT, Kurukshetra | Member |
| 4. | Dr. M. D. Selvaraj
Professor & HoD, Electronics & Comm. Engg.,
IIITDM, Kanchipuram, Chennai | Member |
| 5. | Sh. Ravinder Kumar
Registrar, NIT, Delhi | Member |

Terms of reference:

- Representation of Sh. Kulvinder Singh at Ministry of Education, New Delhi, Central Vigilance Commission, New Delhi, NCSC, New Delhi and others, regarding denial of promotion to the post of Technical Officer, Electronics & Comm. Engg. Dept. due to Scheduled Caste.
- To review the ACR of Shri Kulvinder Singh for the year 2017-18 w.r.t. three years before and after the said ACR i.e. 2014-15, 2015-16, 2016-17, 2018-19, 2019-20 & 2020-21, in view of his representation for expunging the remarks "good" in the ACR and to upgrade.

Further the Board also confirmed the minutes of this agenda item. The matter be placed before the Board in its next meeting for ratification.


(B. V. Ramana Reddy)
Chairperson (Acting), Board of Governors
and Director
NIT Kurukshetra


(G. R. Samantaray) 20/12/22
Registrar (I/C) & Secretary
Board of Governors
NIT, Kurukshetra



**NATIONAL INSTITUTE OF TECHNOLOGY KURUKSHETRA
KURUKSHETRA – 136 119 (HARYANA)**

Minutes of the Circulation Agenda of the Board of Governors of National Institute of Technology Kurukshetra.

The Agenda Item was circulated on 18.01.2023 through e-mail to the following Hon'ble members:-

- | | | | |
|----|--|------|----------------------|
| 1. | Prof. B. V. Ramana Reddy
Director
National Institute of Technology
Kurukshetra | ---- | Chairperson (Acting) |
| 2. | Ms. Saumya Gupta, IAS
Joint Secretary (NITs)
Department of Higher Education
Ministry of Education (Shiksha Mantralaya)
Government of India, Shastri Bhawan
New Delhi – 110 115 | ---- | Member |
| 3. | Sh. Sanjog Kapoor
Joint Secretary & Financial Adviser
Department of Higher Education
Ministry of Education (Shiksha Mantralaya)
Government of India, Shastri Bhawan
New Delhi – 110 115 | ---- | Member |
| 4. | Dr. Rajeev Ahuja
Director
Indian Institute of Technology Ropar,
Ropar (Punjab) – 140 001 | ---- | Member |
| 5. | Principal Secretary to Government of Haryana,
Technical Education Department, Haryana.
Chandigarh – 160 009 | ---- | Member |
| 6. | Director General
Technical Education & Secretary,
Technical Education, Haryana.
Panchkula | ---- | Member |
| 7. | Dr. Brahmjit Singh
Professor
Electronics & Communication
Engineering Department
NIT, Kurukshetra | ---- | Member |
| 8. | Dr. Sandeep Santosh
Assistant Professor
Electronics & Communication
Engineering Department
NIT, Kurukshetra | ---- | Member |

RAM

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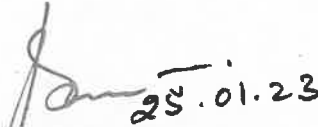
The decision of the Board of Governors is recorded as under:


BoG C.1 To consider the proposal for the re-constitution of the Committee to review the matter of ACR for the year 2017-18 in the case of Shri Kulvinder Singh, Technical Assistant SG-II, Electrical Engineering Department of the Institute regarding promotion is denied to him due to SC Castes.

The Board considered and approved the proposal for the re-constitution of the following Committee to review the ACR of Shri Kulvinder Singh:

1. Dr. Anuj Kumar Vaksha
Professor, University School of Law
and Legal Studies,
GGG Indraprastha University, New Delhi Chairman
2. Dr. M. D. Selvaraj
Professor & HoD, Electronics & Comm. Engg.,
IIITDM, Kanchipuram, Chennai Member
3. Head of the Department,
Electrical Engineering Department,
NIT, Kurukshetra Member
4. Director or Deputy Secretary
(Dealing with the NITs in the Ministry),
Department of Higher Education,
Ministry of Education, New Delhi Member
5. Sh. Ravinder Kumar
Registrar, NIT, Delhi Member
6. Sh. S. C. Prusty,
Registrar, Indian Law Institute,
New Delhi Member

The terms of reference for the committee remain unchanged. Further the Board also confirmed the minutes of this agenda item. The matter be placed before the Board in its next meeting for ratification.


(B. V. Ramana Reddy)
Chairperson (Acting), Board of Governors
and Director
NIT Kurukshetra


(G. R. Samantaray) 25/01/23
Registrar (I/C) & Secretary
Board of Governors
NIT, Kurukshetra



**NATIONAL INSTITUTE OF TECHNOLOGY KURUKSHETRA
KURUKSHETRA – 136 119 (HARYANA)**

Minutes of the Circulation Agenda of the Board of Governors of National Institute of Technology Kurukshetra.

The Agenda Item was circulated on 01.03.2023 through e-mail to the following Hon'ble members:-

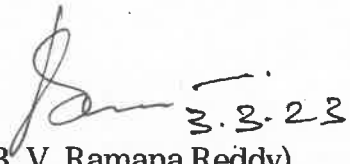
1. Prof. B. V. Ramana Reddy ----- Chairperson (Acting)
Director
National Institute of Technology
Kurukshetra
2. Ms. Saumya Gupta, IAS ----- Member
Joint Secretary (NITs)
Department of Higher Education
Ministry of Education (Shiksha Mantralaya)
Government of India, Shastri Bhawan
New Delhi – 110 115
3. Sh. Sanjog Kapoor ----- Member
Joint Secretary & Financial Adviser
Department of Higher Education
Ministry of Education (Shiksha Mantralaya)
Government of India, Shastri Bhawan
New Delhi – 110 115
4. Dr. Rajeev Ahuja ----- Member
Director
Indian Institute of Technology Ropar,
Ropar (Punjab) – 140 001
5. Principal Secretary to Government of Haryana, ----- Member
Technical Education Department, Haryana.
Chandigarh – 160 009
6. Director General ----- Member
Technical Education & Secretary,
Technical Education, Haryana.
Panchkula
7. Dr. Sandeep Santosh ----- Member
Assistant Professor
Electronics & Communication
Engineering Department
NIT, Kurukshetra




The decision of the Board of Governors is recorded as under:

BoG C.1 To consider and approve the recommendations of the committee constituted to review the matter of ACR for the year 2017-18 in the case of Sh. Kulvinder Singh, Technical Assistant SG-II, Electrical Engineering Department of the Institute regarding promotion denied to him due to SC discrimination.

The Board considered and approved the recommendations of the meeting of the committee constituted to review the matter of ACR for the year 2017-18 in the case of Sh. Kulvinder Singh, Technical Assistant SG-II, Electrical Engineering Department of the Institute regarding promotion denied to him due to SC discrimination. Further the Board also confirmed the minutes of this agenda item. The matter be placed before the Board in its next meeting for ratification.


(B. V. Ramana Reddy)
Chairperson (Acting), Board of Governors
and Director
NIT Kurukshetra


(G. R. Samantaray) 10/3/23
Registrar (I/C) & Secretary
Board of Governors
NIT, Kurukshetra

BoG 60.9 To ratify the minutes of the Circulation Agenda dated 16.02.2023 regarding the approval of the Annual Report and Audited Statement of Accounts & Audit Report of the Institute for the year 2021-22.

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

The Annual Report, Audited Statement of Accounts and Audit Report for the year 2021-22 of the Institute have been prepared. As per above instructions, these documents are to be approved by the Board. Therefore, the copies of Annual Reports, Audited Statement of Accounts and Audit Report for the year 2021-22 (in both English & Hindi versions) will be presented before the Board separately.

As the matter was an urgent nature and the next meeting of the Board was not expected to be held shortly. Therefore, an agenda was sent to all the members of the Board of Governors through circulation on 16.02.2023.

The minutes of the Circulation Agenda of the Board (BoG C.1) is as under:

“The Board considered and approved the Annual Report and Audited Statement of Accounts & Audit Report of the Institute for the year 2021-22. Further the Board also confirmed the minutes of this agenda item. The matter be placed before the Board in its next meeting for ratification.”

The Minutes of the Circulation Agenda dated 16.02.2023 are enclosed as Annexure – 60.9 (i) from pages 41 to 42.

The Board of Governors may *ratify the minutes of the Circulation Agenda of the Board dated 16.02.2023.*



**NATIONAL INSTITUTE OF TECHNOLOGY KURUKSHETRA
KURUKSHETRA – 136 119 (HARYANA)**

Minutes of the Circulation Agenda of the Board of Governors of National Institute of Technology Kurukshetra.

The Agenda Item was circulated on 16.02.2023 through e-mail to the following Hon'ble members:-

1. Prof. B. V. Ramana Reddy ----- Chairperson (Acting)
Director
National Institute of Technology
Kurukshetra
2. Ms. Saumya Gupta, IAS ----- Member
Joint Secretary (NITs)
Department of Higher Education
Ministry of Education (Shiksha Mantralaya)
Government of India, Shastri Bhawan
New Delhi – 110 115
3. Sh. Sanjog Kapoor ----- Member
Joint Secretary & Financial Adviser
Department of Higher Education
Ministry of Education (Shiksha Mantralaya)
Government of India, Shastri Bhawan
New Delhi – 110 115
4. Dr. Rajeew Ahuja ----- Member
Director
Indian Institute of Technology Ropar,
Ropar (Punjab) – 140 001
5. Principal Secretary to Government of Haryana, ----- Member
Technical Education Department, Haryana.
Chandigarh – 160 009
6. Director General ----- Member
Technical Education & Secretary,
Technical Education, Haryana.
Panchkula
7. Dr. Sandeep Santosh ----- Member
Assistant Professor
Electronics & Communication
Engineering Department
NIT, Kurukshetra

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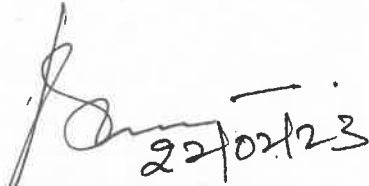
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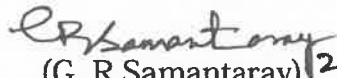


The decision of the Board of Governors is recorded as under:

BoG C.1 To approve the Annual Report and Audited Statement of Accounts & Audit Report of the Institute for the year 2021-22.

The Board considered and approved the Annual Report and Audited Statement of Accounts & Audit Report of the Institute for the year 2021-22. Further the Board also confirmed the minutes of this agenda item. The matter be placed before the Board in its next meeting for ratification.


(B. V. Ramana Reddy)
Chairperson (Acting), Board of Governors
and Director
NIT Kurukshetra


(G. R Samantaray) 22/02/23
Registrar (I/C) & Secretary
Board of Governors
NIT, Kurukshetra



BoG 60.10 To note the minutes of 48th meeting of the Senate, National Institute of Technology, Kurukshetra held on 10.11.2022.

A brief summary of the minutes of 48th meeting of the Senate, National Institute of Technology, Kurukshetra held on 10.11.2022 is given below:

S 48.01	To confirm the minutes of 47th Senate meeting held on 15.7.2022.	The Senate confirmed the minutes of 47th Senate meeting held on 15.7.2022.
S 48.02	To note the minutes of 63rd SCSA meeting held on 31.08.2022.	The Senate noted the minutes of 63rd SCSA meeting held on 31.08.2022.
S 48.03	To note action taken report on the minutes of 47th Senate meeting held on 15.07.2022.	The Senate noted the action taken report on the minutes of 47th Senate meeting held on 15.7.2022.
S 48.04	To ratify the approval of the Chairman, Senate (i)Distribution of Digital Degrees in 18th (Diamond Jubilee) Convocation. (ii)Dress code for 18th (Diamond Jubilee Convocation) (iii)Academic Calendars for B.Tech. 1st & 2nd semester for academic year 2022-23	(i)The Senate ratified the approval of the Chairman, Senate. (ii)The Senate ratified the approval of the Chairman, Senate. However, due to the procurement constraints, if the light brown jacket may not be possible to be purchased, then, the jacket will remain same as per last Convocation. The style of Kurta Pazama and headgear will be Haryanvi. (iii)The Senate ratified the approval of the Chairman, Senate. The Senate confirmed the minutes of this agenda item during the meeting itself.
S 48.05	To note the result summary of the students of various UG and PG Programmes of NIT Kurukshetra passing in years 2020 & 2021.	The Senate noted the result summary of the students of various UG and PG Programmes of NIT Kurukshetra passing in years 2020 & 2021. Further, it was suggested that in future, the result summary of the year concerned be presented relative to the results of the previous two academic years with pictorial representation using bar diagram and pie chart.
S 48.06	To note the result summary of the students of UG programmes of Indian Institute of Information & Technology (IIIT) Sonapat passing in years 2020 & 2021.	The Senate noted the result summary of the students of UG programmes of Indian Institute of Information & Technology (IIIT) Sonapat passing in years 2020 & 2021. Further, it was suggested that in future, the result summary of the year concerned be presented relative to the results of the previous two academic years with pictorial representation using bar diagram and pie chart.
S 48.07	To note the placement status of the students of all programmes of the Institute for the years 2020 & 2021.	The Senate noted placement status of the students of all programmes of the Institute for the years 2020 & 2021. Further, it was suggested that in future, the placement status of the year concerned be presented relative to the placement status of the previous two academic years with pictorial representation using bar diagram and pie chart.
S 48.10	To approve the list of students of the IIIT Sonapat to be awarded degree during the 18th (Diamond Jubilee) Convocation.	The Senate approved the list of students of the IIIT Sonapat to be awarded degree during the 18th (Diamond Jubilee Year) Convocation. The Senate confirmed the minutes of agenda item during the meeting itself.

S 48.11	To consider the proposal for revision of B.Tech. Curriculum.	After detailed deliberations, the Senate approved the scheme of B.Tech. 1st year 2022-23 batch. However, while preparing the scheme of 2nd to 4th year, there will be flexibility to restructure the scheme of B.Tech. 1st year as well for the batch of 2023-24. Further, the total credits and their break up may also be revised, if need be, while preparing the complete scheme for all four years of B.Tech., which is to be completed in one go before the start of the next session i.e. academic year 2023-24. The Senate confirmed the minutes of agenda item during the meeting itself.
S 48.12	To consider the proposal for starting M.Sc. in Chemistry Department.	The Senate considered the proposal for starting M.Sc. in Chemistry Department and agreed upon in principle. However, it was suggested that a Committee may be constituted to look into requirements of infrastructure, faculty, financial implications, and uniformity of guidelines in respect of number of seats, fee to be charged etc. for all the three M.Sc. programmes agreed upon in principle.
S 48.13	To consider the proposal for starting M.Sc. in Physics Department.	The Senate considered the proposal for starting M.Sc. in Physics Department and agreed upon in principle. However, it was suggested that a Committee may be constituted to look into requirements of infrastructure, faculty, financial implications, and uniformity of guidelines in respect of number of seats, fee to be charged etc. for all the three M.Sc. programmes agreed upon in principle.
S 48.14	To consider the proposal for starting M.Sc. in Mathematics Department.	The Senate considered the proposal for starting M.Sc. in Mathematics Department and agreed upon in principle. However, it was suggested that a Committee may be constituted to look into requirements of infrastructure, faculty, financial implications, and uniformity of guidelines in respect of number of seats, fee to be charged etc. for all the three M.Sc. programmes agreed upon in principle.
S 48.15	To consider and decide the revised rules of Unfair Means Case (UMC).	The Senate considered and approved the revised rules of UMC, however, the concerned invigilator is also to be included as a member in the Committee.
S 48.16	To consider the course entitled, 'Research and Publication Ethics (RPE)' (MBA-705) as the Audit Course.	The Senate approved the course entitled, 'Research and Publication Ethics (RPE)' (MBA-705) as an Audit Course.
S 48.17	To consider and decide the detailed guidelines and implementation plan prepared by the Committee constituted for, 'Relative Grading System'.	After brief deliberations, the Senate desired that the Committee finalize the guidelines and implementation plan with all minute details worked out for readiness of implementation. Report so revised will be taken up as agenda item in the next Senate meeting.
S 48.18	To consider the recommendations of the Committee to review the M.Tech. Programmes	The Senate considered the recommendations of the Committee, deliberated on them and resolved the following: i) The M.Tech. (Instrumentation) programme be put in abeyance for the academic year 2023-24.



		<p>However, meanwhile, the Department concerned will make efforts to thoroughly review and revise the course curriculum and contents of this programme.</p> <p>ii) Less number of admissions in the programmes of M.Tech. (Nanomaterials and Nanotechnology), and M.Tech. (Renewable Energy Systems) was noted with concern and it was decided that these programmes be allowed to continue. However, the Department/School concerned will make efforts to thoroughly review and revise the course curriculum and contents of this programme.</p> <p>iii) The unsatisfactory status on account of number of admissions and placement in respect of M.Tech. (Water Resources Engg.), and M.Tech. (Production and Industrial Engg.) was noted with concern and it was decided that the Departments concerned will make efforts to thoroughly review the course curriculum and contents of this programme.</p> <p>iv) As per the recommendation of the Committee, in order to run the academic programs with adequate administrative set up and larger set of engagement of the faculty, and technical support staff, it was decided that both the M.Tech. Programs- (i) VLSI Design, and (ii) Embedded System Design of the School of VLSI Design and Embedded System be merged with the Department of Electronics and Communication Engineering.</p>
S 48.19	To consider the proposal for minor revisions in scheme and syllabi of M.Tech. course in Civil Engg. Deptt.	The Senate approved the proposal for minor revisions in scheme and syllabi of M.Tech. course in Civil Engg. Deptt.

The minutes of 48th meeting of Senate are enclosed as Annexure – 60.10 (i) from pages 46 to 54.

The Board may note the minutes of 48th meeting of the Senate, National Institute of Technology, Kurukshetra held on 10.11.2022.



**NATIONAL INSTITUTE OF TECHNOLOGY
KURUKSHETRA**

MINUTES OF 48th MEETING OF THE SENATE

Minutes of the 48th meeting of the Senate, NIT, Kurukshetra held on Thursday, 10th November 2022 at 3.30 p.m. in the Senate Hall of the Institute.

MEMBERS PRESENT

- | | |
|--|-----------------|
| 1. Prof. B.V. Ramana Reddy
Director
National Institute of Technology
Kurukshetra | Chairperson |
| 2. Prof. (Ms.) Manju Singh,
Professor,
Deptt. of Humanities & Social Sciences,
Malaviya National Institute of Technology,
Jaipur (Rajasthan) | External Member |

External member, Prof. Manju Singh attended the meeting in online mode.

Internal Members (Department wise & in alphabetical order)

Business Administration

3. Dr. Neeraj Kaushik, Associate Prof. & HoD

Civil Engineering Department

4. Prof. Arun Goel, Professor
5. Prof. Ashwani Jain, Professor
6. Prof. H.K. Sharma, Professor
7. Prof. Mahesh Pal, Professor
8. Prof. Parveen Aggarwal, Professor
9. Prof. Saraswati Setia, Professor
10. Prof. S.K. Madan, Professor
11. Prof. S.M. Gupta, Professor
12. Prof. Surinder Deswal, Professor
13. Prof. V.P. Singh, Professor

Computer Engineering Department

14. Prof. A.K. Singh, Professor
15. Prof. J.K. Chhabra, Professor

Minutes of 48th meeting of Senate

16. Prof. Mayank Dave, Professor
17. Prof. Sanjay Kumar Jain, Professor
18. Prof. R.K. Aggarwal

Computer Applications Department

19. Prof. Ashutosh Kumar Singh, Professor
20. Dr. Sandeep Kumar Sood, Associate Prof. & HoD

Chemistry Department

21. Prof. Minati Baral, Professor
22. Prof. J.K. Kapoor, Associate Prof. & HoD

Electrical Engineering Department

23. Prof. Ashwani Kumar, Professor
24. Prof. G.L. Pahuja, Professor
25. Prof. Jagdeep Singh Lather, Professor
26. Prof. Jyoti Ohri, Professor
27. Prof. K.S. Sandhu, Professor
28. Prof. Lillie Dewan, Professor
29. Prof. L.M. Saini, Professor
30. Prof. Sathans, Professor
31. Prof. Yash Pal, Professor

Electronics & Communication Engineering Department

32. Prof. Brahmjit Singh, Professor
33. Prof. O.P. Sahu, Professor
34. Prof. Rajoo Pandey, Professor
35. Prof. Umesh Ghanekar, Professor
36. Prof. Vrinda Gupta, Associate Professor & HoD

Humanities & Social Sciences Department

37. Prof. Kiran, Professor
38. Prof. Vikas Choudhary, Professor

Mechanical Engineering Department

39. Prof. Dixit Garg, Professor
40. Prof. Gian Bhushan, Professor
41. Prof. Pankaj Chandna, Professor
42. Prof. P.C. Tiwari, Professor
43. Prof. P.K. Saini, Professor
44. Prof. Surjit Angra, Professor

RSJ

AS



Physics Department

- 45. Prof. Ashavani Kumar, Professor
- 46. Prof. Neena Jaggi, Professor
- 47. Prof. R.P. Chauhan, Professor

Member of BoG as Special Invitee

- 48. Prof. Sandeep Santosh, Associate Prof., ECE

Special Invitee

- 49. Dr. A.S.V. Ravi Kanth, Associate Professor, Mathematics Deptt., Associate Dean (Acad.)

The following members could not attend the meeting

- 1. Prof. Vinod Kumar **External member**
Professor, Electronics & Comm. Engg.,
National Institute of Technology,
Hamirpur (HP)
- 2. Prof. Prasad V. Bharatam **External member**
Professor & Head,
Deptt. of Medicinal Chemistry
National Institute of Pharmaceutical
Education and Research (NIPER),
Mohali (Punjab)

Internal Members (Department wise & in alphabetical order)

Civil Engineering Department

- 3. Prof. Pratibha Aggarwal, Professor
- 4. Prof. S.K. Patidar, Professor

Electrical Engineering Department

- 5. Prof. Ratna Dahiya, Professor

Electronics & Communication Engineering Department

- 6. Prof. R.K. Sharma, Professor

Mechanical Engineering Department

- 7. Prof. Ajai Jain, Professor
- 8. Prof. Dinesh Khanduja, Professor
- 9. Prof. Hari Singh, Professor
- 10. Prof. Meenu, Professor
- 11. Prof. Puneet Kumar, Professor
- 12. Prof. V.K. Bajpai, Professor



13. Prof. Vinod Kumar, Professor

Mathematics Department

14. Prof. Paras Ram

At the outset, Hon'ble Director and the Chairman Senate welcomed all members of the Senate. He apprised all Senators that the Hon'ble President has given her kind consent to be the Chief Guest on 18th (Diamond Jubilee Year) Convocation on 29th November, 2022 and requested all Committees Chiefs and Conveners to extend their valued cooperation and support for smooth conduct of the Convocation. He, then accorded permission to present the agenda of the meeting.

The agenda was presented and after detailed deliberations, the following decisions were taken in the meeting:

S 48.01 To confirm the minutes of 47th Senate meeting held on 15.7.2022.

The Senate confirmed the minutes of 47th Senate meeting held on 15.7.2022.

S 48.02 To note the minutes of 63rd SCSA meeting held on 31.08.2022

The Senate noted the minutes of 63rd SCSA meeting held on 31.08.2022.

S 48.03 To note action taken report on the minutes of 47th Senate meeting held on 15.07.2022.

The Senate noted the action taken report on the minutes of 47th Senate meeting held on 15.7.2022.

S 48.04 To ratify the approval of the Chairman, Senate

(i) **Distribution of Digital Degrees in 18th (Diamond Jubilee) Convocation.**

(ii) **Dress code for 18th (Diamond Jubilee Convocation)**

(iii) **Academic Calendars for B.Tech. 1st & 2nd semester for academic year 2022-23**

(i) The Senate ratified the approval of the Chairman, Senate.

(ii) The Senate ratified the approval of the Chairman, Senate. However, due to the procurement constraints, if the light brown jacket may not be



NIT Kurukshetra

possible to be purchased, then, the jacket will remain same as per last Convocation. The style of Kurta Pazama and headgear will be Haryanvi.

(iii) The Senate ratified the approval of the Chairman, Senate.

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

S 48.05 To note the result summary of the students of various UG and PG Programmes of NIT Kurukshetra passing in years 2020 & 2021.

The Senate noted the result summary of the students of various UG and PG Programmes of NIT Kurukshetra passing in years 2020 & 2021. Further, it was suggested that in future, the result summary of the year concerned be presented relative to the results of the previous two academic years with pictorial representation using bar diagram and pie chart.

S 48.06 To note the result summary of the students of UG programmes of Indian Institute of Information & Technology (IIIT) Sonapat passing in years 2020 & 2021.

The Senate noted the result summary of the students of UG programmes of Indian Institute of Information & Technology (IIIT) Sonapat passing in years 2020 & 2021. Further, it was suggested that in future, the result summary of the year concerned be presented relative to the results of the previous two academic years with pictorial representation using bar diagram and pie chart.

S 48.07 To note the placement status of the students of all programmes of the Institute for the years 2020 & 2021.

The Senate noted placement status of the students of all programmes of the Institute for the years 2020 & 2021. Further, it was suggested that in future, the placement status of the year concerned be presented relative

[Handwritten signatures and initials]



NIT Kurukshetra

to the placement status of the previous two academic years with pictorial representation using bar diagram and pie chart.

S 48.08 To approve the list of students to be awarded degree in the 18th (Diamond Jubilee Year) Convocation of the Institute.

The Senate approved the list of students to be awarded degree in the 18th (Diamond Jubilee Year) Convocation of the Institute. The Senate authorized the Chairman, Senate to approve the inclusion of those students whose result may be declared in the next few days also in the list of students to be awarded degree in the 18th (Diamond Jubilee Year) Convocation of the Institute, with the last day being decided as per the constraints of time lines.

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

S 48.09 To approve award of Medals and Prizes to the students of all programmes of the Institute.

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

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

S 48.10 To approve the list of students of the IIIT Sonapat to be awarded degree during the 18th (Diamond Jubilee) Convocation.

The Senate approved the list of students of the IIIT Sonapat to be awarded degree during the 18th (Diamond Jubilee Year) Convocation.

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

S 48.11 To consider the proposal for revision of B.Tech. Curriculum.

After detailed deliberations, the Senate approved the scheme of B.Tech. 1st year 2022-23 batch. However, while preparing the scheme of 2nd to 4th



NIT Kurukshetra

year, there will be flexibility to restructure the scheme of B.Tech. 1st year as well for the batch of 2023-24. Further, the total credits and their break up may also be revised, if need be, while preparing the complete scheme for all four years of B.Tech., which is to be completed in one go before the start of the next session i.e. academic year 2023-24.

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

S 48.12 To consider the proposal for starting M.Sc. in Chemistry Department.

The Senate considered the proposal for starting M.Sc. in Chemistry Department and agreed upon in principle. However, it was suggested that a Committee may be constituted to look into requirements of infrastructure, faculty, financial implications, and uniformity of guidelines in respect of number of seats, fee to be charged etc. for all the three M.Sc. programmes agreed upon in principle.

S 48.13 To consider the proposal for starting M.Sc. in Physics Department.

The Senate considered the proposal for starting M.Sc. in Physics Department and agreed upon in principle. However, it was suggested that a Committee may be constituted to look into requirements of infrastructure, faculty, financial implications, and uniformity of guidelines in respect of number of seats, fee to be charged etc. for all the three M.Sc. programmes agreed upon in principle.

S 48.14 To consider the proposal for starting M.Sc. in Mathematics Department.

The Senate considered the proposal for starting M.Sc. in Mathematics Department and agreed upon in principle. However, it was suggested that a Committee may be constituted to look into requirements of infrastructure, faculty, financial implications, and uniformity of guidelines in

[Handwritten signatures]



respect of number of seats, fee to be charged etc. for all the three M.Sc. programmes agreed upon in principle.

S 48.15 To consider and decide the revised rules of Unfair Means Case (UMC).

The Senate considered and approved the revised rules of UMC, however, the concerned invigilator is also to be included as a member in the Committee.

S 48.16 To consider the course entitled, 'Research and Publication Ethics (RPE)' (MBA-705) as the Audit Course.

The Senate approved the course entitled, 'Research and Publication Ethics (RPE)' (MBA-705) as an Audit Course.

S 48.17 To consider and decide the detailed guidelines and implementation plan prepared by the Committee constituted for 'Relative Grading System'.

After brief deliberations, the Senate desired that the Committee finalize the guidelines and implementation plan with all minute details worked out for readiness of implementation. Report so revised will be taken up as agenda item in the next Senate meeting.

Table Agenda:

S 48.18 To consider the recommendations of the Committee to review the M.Tech. Programmes

The Senate considered the recommendations of the Committee, deliberated on them and resolved the following:

- i) The M.Tech. (Instrumentation) programme be put in abeyance for the academic year 2023-24. However, meanwhile, the Department concerned will make efforts to thoroughly review and revise the course curriculum and contents of this programme.
- ii) Less number of admissions in the programmes of M.Tech. (Nanomaterials and Nanotechnology), and M.Tech. (Renewable Energy

NIT Kurukshetra

Systems) was noted with concern and it was decided that these programmes be allowed to continue. However, the Department/School concerned will make efforts to thoroughly review and revise the course curriculum and contents of this programme.

- iii) The unsatisfactory status on account of number of admissions and placement in respect of M.Tech. (Water Resources Engg.), and M.Tech. (Production and Industrial Engg.) was noted with concern and it was decided that the Departments concerned will make efforts to thoroughly review the course curriculum and contents of this programme.
- iv) As per the recommendation of the Committee, in order to run the academic programs with adequate administrative set up and larger set of engagement of the faculty, and technical support staff, it was decided that both the M.Tech. Programs- (i) VLSI Design, and (ii) Embedded System Design of the School of VLSI Design and Embedded System be merged with the Department of Electronics and Communication Engineering.

S 48.19 To consider the proposal for minor revisions in scheme and syllabi of M.Tech. course in Civil Engg. Deptt.

The Senate approved the proposal for minor revisions in scheme and syllabi of M.Tech. course in Civil Engg. Deptt.

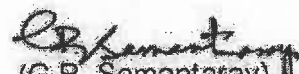
The meeting ended with a vote of thanks to the Chair.



(Sathans)
Dean (Academic)



(B.V. Ramana Reddy)
Director & Chairman Senate



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

BoG 60.11 To note the action taken in the matter of Pay Fixation in respect of Prof. B. V. Ramana Reddy, Director, NIT, Kurukshetra.

In response to the Order F.No.35-1/2021-TS.III dated 31.01.2022 issued by the Ministry of Education, Govt. of India, Prof. B. V. Ramana Reddy joined as Director, NIT, Kurukshetra on 05.02.2022(FN) at a fixed Pay of Rs.2,10,000/- plus Special Allowance of Rs.11,250/- purely on a tenure basis for a term of five years with effect from the date of assumption of charge of the post or till attainment of the age of 70 years or until further orders, whichever occurs earlier.

In this context, it is stated that as per Pay Slip for the month of January, 2022 issued by Guru Gobind Singh Indraprastha University, Delhi, the Basic Pay of Prof. B. V. Ramana Reddy was Rs.2,18,200/- per month in Level-14 Rs.144200-218200 and the Basic Pay which was being paid to him by NIT, Kurukshetra was Rs.2,10,000/- (fixed) plus Special Allowance of Rs.11,250/- per month. As such Prof. B.V. Ramana Reddy was getting the monthly Salary with the higher Basic Pay prior to join the services of NIT, Kurukshetra as Director.

Vide Institute letter No.Estt-I/1076 dated 01.04.2022, the matter of pay protection in respect of Prof. B. V. Ramana Reddy, Director of the Institute was referred to the Ministry of Education, Government of India for clarification. In response to letter No.Estt-I/1076 dated 01.04.2022, the Ministry of Education, Government of India vide letter F.No.10-7/2022-TS.III dated 26.08.2022 had clarified that the Director(s) may be allowed to draw Special Allowance of Rs.11,250/- only if they opt for the Pay of Rs.2,10,000/- (fixed), attached to the post of Director in NITs. However, Special Allowance will not be admissible to them if they opt to draw their parent cadre Basic Pay plus Deputation (Duty) Allowance. Further, if they opt to draw pay of their parent post, Basic Pay plus Deputation (Duty) Allowance should not exceed Rs.2,25,000/-. A copy of the Ministry of Education, Govt. of India letter dated 26.08.2022 is enclosed as Annexure – 60.11 (i) on page 57.

In response to letter No.Estt.I/3983 dated 22.09.2022, Prof. B. V. Ramana Reddy, Director of the Institute had submitted his option vide

Diary No.8052 dated 27.09.2022 to draw his Pay plus allowances as per his Parent Department. Thereafter, vide letter No.Estt.-I/6281 dated 29.11.2022, his Pay Fixation was communicated to Accounts Section for implementation.

The Board may note the action taken in the matter of Pay Fixation in respect of Prof. B. V. Ramana Reddy, Director, NIT, Kurukshetra.

F.No.10-7/2022-TS.III
Government of India
Ministry of Education
Department of Higher Education

Shastri Bhawan, New Delhi,
Dated, the 26 August, 2022

To,
The Registrar,
National Institute of Technology, Kurukshetra,
Haryana.

Subject: To suggest the procedure of pay protection in respect of Prof. B. V. Ramana Reddy, Director, NIT- Kurukshetra – regarding.

Sir,

I am directed to refer to Institute's communication No.Estt.-I/1076 dated 01.04.2022 on the above cited subject.

2. In this context, it is informed that the case of fixation of pay of Director(s) of NITs/IIEST Shibpur, who were drawing pay higher than that prescribed for the post of Director (s) of NITs/IIEST-Shibpur have been examined earlier in the Ministry in consultation with the Integrated Finance Division (IFD). Consequent upon IFD's concurrence, it was clarified that Director(s) may be allowed to draw Special Allowance of Rs.11,250/- only if they opt for the pay of Rs.2,10,000/- (fixed), attached to the post of Director in NIT. However, Special Allowance will not be admissible to them if they opt to draw his parent cadre Basic Pay plus Deputation (Duty) Allowance. Further, if they opt to draw pay of their parent post, Basic pay plus Deputation (Duty) Allowance should not exceed Rs.2,25,000/-.

3. NIT, Kurukshetra is requested to issue necessary order regarding fixation of pay of Director, NIT- Kurukshetra, accordingly.

Yours faithfully,

Pawan Kumar

(Pawan Kumar)

Under Secretary to the Govt. of India

Tel: 23384897

Copy for information to:

Prof. B. V. Ramana Reddy, Director, National Institute of Technology - Kurukshetra (Haryana).

Copy
02/09/22

ABCGA
Esst. I

BoG 60.12 To ratify 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 for the issue of duplicate degree certificate for printing of duplicate degree certificate. Copy of approval is enclosed as Annexure – 60.12 (i) on page 59.
2. Approved the resignation of Dr. Anurag Gaur, Assistant Professor Grade-II, Department of Physics. A copy of the approval is enclosed as Annexure – 60.12 (ii) from pages 60 to 62 .
3. Approved the resignation of Dr. Sudhanshu Choudhary, Assistant Professor Grade-II, Department of Electronics & Communication Engineering. A copy of the approval is enclosed as Annexure – 60.12(iii) from pages 63 to 65 .
4. Approved for the issue of reprinting of degree certificate due to spelling errors. Copy of approval is enclosed as Annexure – 60.12 (iv) on page 66.
5. Approved for the issue of reprinting of degree certificate due to spelling errors. Copy of approval is enclosed as Annexure – 60.12 (v) on page 67.
6. Approved for the issue of reprinting of degree certificate due to spelling errors. Copy of approval is enclosed as Annexure – 60.12 (vi) on page 68.
7. Approved for the issue of reprinting of degree certificate due to spelling errors. Copy of approval is enclosed as Annexure – 60.12(vii) on page 69 .
8. Approved for the issue of reprinting of degree & Consolidated Grade certificate due to spelling errors. Copy of approval is enclosed as Annexure – 60.12 (viii) on page 70.
9. Approved the resignation of Dr. Sudakar Singh Chauhan, Assistant Professor Grade-I, Department of Electronics & Communication Engineering. A copy of the approval is enclosed as Annexure – 60.12(ix) from pages 71 to 74.
10. Approved for the issue of reprinting of degree certificate due to spelling errors. Copy of approval is enclosed as Annexure – 60.12 (x) on page 75.

The Board may ratify “the approval accorded by the Hon'ble Chairperson (Acting), Board of Governors.”

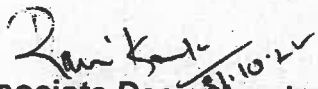
October 28, 2022

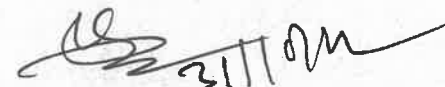
Subject: Issue of duplicate Degree certificate.

Mr. Manish Gaur S/o Sh. Jai Bhagwan Gaur, Roll No. 97915 with Registration No. 96-SDA-607, Ex-student of B. Tech. in (Computer Engineering) has requested to issue duplicate B. Tech. Degree certificate as his Degree has been misplaced. He has lodged an FIR also in this regard.

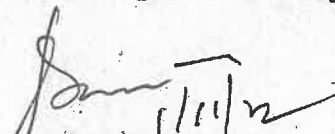
The signatures of the Registrar, the Director and Chairman (Actg.), Board of Governors are printed on the Degree certificate. Hence, it is appropriate to get approval of above authorities for printing degree certificate of the above student.


Kindly accord the sanction for printing of above mentioned certificate with signatures of above authorities. The Degree certificate will be printed by Examination Section as per norms of the Institute.


Associate Dean (Academic)


Dean (Academic)

Registrar In-Charge 
31/10/22


Director and Chairman (Actg.)
Board of Governors


Deputy Registrar (Academic)
Parmer 28/10/22 28/10/22

-62/N-

Subject: To consider the resignation from the post of Assistant Professor Grade-II, Physics Department in respect of Dr. Anurag Gaur regarding.

Dr. Anurag Gaur, Associate Professor, Physics Department, J.C.Bose University of Science & Technology, YMCA, Faridabad, vide his application dated 02.11.2022 through email has stated that he is on lien to the post of Assistant Professor Grade-II, Physics Department, NIT, Kurukshetra for a period of two years w.e.f.18.05.2021 to 17.05.2023. He has requested to consider his resignation from the post of Assistant Professor Grade-II, Physics Deptt., NIT, Kurukshetra w.e.f.18.05.2021(FN) and to accept his technical resignation w.e.f.01.12.2022(AN). He has further stated that as per Institute norms, he needs to serve three months' notice period, so he has also requested to condone the shortfall of the notice period for the purpose of resignation. His application dated 02.11.2022 has also been forwarded to this Institute by the Registrar, J. C. Bose University of Science & Technology, YMCA, Faridabad vide letter No.601/1100/299 dated 17.11.2022 which is received on 25.11.2022.

Vide appointment letter No.GA-IV/891 dated 28.01.2008, Dr. Anurag Gaur was offered the post of Lecturer in the Department of Physics of the Institute with the Pay Scale of Rs.8000-275-13500. He joined the services of this Institute on 29.01.2008(FN). Vide letter No.Estt.-I/9391 dated 23.11.2009, the existing Lecturers having the Pay Scale of Rs.8000-13500 were re-designated as Assistant Professor including Dr. Anurag Gaur. Thereafter, vide Office Order No. Estt.-I/PF/4443 dated 20.07.2010, he was confirmed as Lecturer (re-designated Assistant Professor) in Physics Department w.e.f.29.01.2010 with the Pay Band-3 of Rs.15600-39100 plus AGP of Rs.6000/- in terms of the decision of the Board of Governors taken in its meeting held on 02.06.2010.

Further, on the basis of recommendations of the Selection Committee Meeting held on 25.11.2012 & subsequent approval of the Board of Governors dated 28.12.2012, vide Office Order No. Estt.I/856 dated 13.02.2013, the benefit of financial up-gradation to the Pay Band-3 of Rs.15600-39100 pluss AGP of Rs.7000/- was extended to him under Career Advancement Scheme (CAS). Thereafter, vide Office Order No.Estt.-I/3084 dated 20.05.2019, Dr. Anurag Gaur was re-designated as Assistant Professor Grade-II with the Level-11 as per Pay Matrix w.e.f.01.01.2016.

(Contd...-63/N-)

From overleaf:

Vide letter No.Estt.-I/PF/346/1213 dated 12.03.2021, No Objection Certificate was issued to Dr. Anurag Gaur, Assistant Professor Grade-II, Physics Deptt. of this Institute to attend the interview for the post of Associate Professor, Physics Deptt. at J.C.Bose University Science & Technology, YMCA, Faridabad against Advt. No.04/2020 with the condition that in case of his selection he will be relieved as per rules of the Institute.

Vide letter No.Estt.-I/PF/1756 dated 17.05.2021, Dr. Anurag Gaur, Assistant Professor Grade-II, Physics Department was allowed to retain his lien for a period of two years w.e.f.18.05.2021 to 17.05.2023 on his substantive post of Assistant Grade-II. As such vide letter No.Estt.-I/PF/1761 dated 17.05.2021 he was relieved w.e.f.17.05.2021(AN) to join his new assignment as Associate Professor, Physics Department of J.C.Bose University of Science & Technology, YMCA, Faridabad. This office has no information about his confirmation to post of Associate Professor.

In terms of Clause-14(b) of his appointment letter No.GA-IV/891-96 dated 28.01.2008, there was requirement of either three months notice or payment of Pay & Allowances in lieu of notice period from him, but as he has already been relieved from the services of this Institute w.e.f.17.05.2021(AN) and his resignation is to be accepted by the competent authority retrospectively with effect from the date of his relieving from the services of the Institute, there is no requirement of three months notice or payment of Pay & Allowance from him for resignation.

The Board of Governors is the competent authority of this Institute in the matter of appointment and resignation in respect of the faculty staff members of the Institute.

In view of the position as explained above, the resignation of Dr. Anurag Gaur S/o Sh. Ram Kumar Sharma from the post of Assistant Professor Grade-II, Physics Department of this Institute may be accepted w.e.f.17.05.2021(AN), subject to the following terms and conditions:

1. He will have to hand over the complete charge, if any, to the person as directed by Head, Physics Department, NIT, Kurukshetra.
2. He will have to vacate the Institute Accommodation as well as the office chamber, if any, as per rules, failing which the penal rent will be charged as per rules of the Institute.

From pre-noting page:

3. His due payments will be made on receipt of the No^t Dues Certificate from all the concerned Deptts./Sections/Offices etc.

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

Submitted for kind approval please.

JR/GA/Registrar I/c

[Signature]
23/12/22

[Signature]
23/12/2022

[Signature]
24/12/22

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

Subject: To consider the resignation from the post of Assistant Professor Grade-II in respect of Dr. Sudhanshu Choudhary-regarding.

Vide application dated 22.09.2022 and subsequent application dated 04.10.2022 and dated 02.12.2022, Dr. Sudhanshu Choudhary, Assistant Professor Grade-II, ECE Department of the Institute has stated that he had applied for the post of Assistant Professor Grade-I, Department of Electronics and Communication Engineering at NIT, Jamshedpur through proper channel. Now he has been selected to the said post and NIT, Jamshedpur has issued appointment letter No.NITJSR/ESS/CD/2022-23/852 dated 31.08.2022. He has also enclosed a copy of appointment letter dated 31.08.2022 and requested to accept his resignation from the post of Assistant Professor Grade-II, ECE Department, NIT, Kurukshetra w.e.f.26.12.2022(AN) and to relieve from the services of this Institute on the same day.

In this context, it is stated that in response to the appointment letter No.Gen.-I/SRD/12/601 dated 04.02.2013, Dr. Sudhanshu Choudhary joined the services of this Institute on 04.03.2013(FN) to the post of Assistant Professor (on contract) in ECE Department of the Institute in Pay Band-3 plus AGP Rs.6000 plus 02 increments. Further, vide letter No.Estt.-I/390/722 dated 07.02.2014, his services to the post of Assistant Professor were regularized w.e.f.04.05.2013 consequent upon acquiring the Ph.D. degree on that date with an AGP of Rs.7000/- and accordingly, his pay was fixed. Vide Office Order No.Estt.-I/PF/390/7460 dated 17.12.2014, he was confirmed to the said post w.e.f.04.05.2014 in terms of the Board of Governors resolution dated 19.09.2014.

Thereafter, in supersession to this office letter No.Estt.-I/390/722 dated 07.02.2014, vide Office Order No.Estt.-I/PF/390/736 dated 09.02.2018, his services were regularization w.e.f.04.03.2013 and he was confirmed to the post of Assistant Professor in the Pay Band-3 of Rs.15600-39100 plus AGP of Rs.6000/- plus 02 increments in terms of the decision taken by BoG in its 43rd meeting held on 23.01.2018 as well as in terms of the office letter No.Gen.-I/SRD/12/601 dated 04.02.2013 & MHRD (now Ministry of Education), GoI OM F.No.2-5/2017-TS.III dated 17.07.2017. Accordingly, his pay was fixed.

From overleaf:

Vide Office Order No. Estt.-I/PF/390/1609 dated 02.04.2018, Dr. Sudhanshu Choudhary was informed that due to administrative reasons, the Office Order No. Estt.-I/PF/390/736 dated 09.02.2018 regarding his fixation of pay in the Pay Band-3 of Rs.15600-39100 plus AGP of Rs.6000/- plus 02 increments had been kept in abeyance till further orders and his pay in the Pay Band-3 of Rs.15600-39100+ AGP of Rs.7000/- was continued, subject to further decision of Hon'ble High Court in the CWP No. 4614 of 2018.

It is relevant to mention here that vide Office Order No. Estt.-I/PF/390/3610 dated 06.07.2018, the Office Order No. Estt.-I/PF/390/736 dated 09.02.2018 & the Office Order No. Estt.-I/PF/390/1609 dated 02.04.2018 were withdrawn by the Institute in terms of the decision taken by the Board of Governors in its 45th meeting held on 04.06.2018 vide agenda Item No.45.18 and his pay with the Pay PB-3 with AGP of Rs.7000/- was restored and revised as per rules.

With reference to the request dated 22.02.2022 submitted by Dr. Sundhashu Choudhary, Assistant Professor Grade-II, ECE Department, vide letter No. Estt.-I/PF/784 dated 03.03.2022, he was permitted to submit his application online for the post of Assistant Professor Grade-I, Electronics & Communication Engineering Department at National Institute of Technology Jamshedpur against Advertisement No. NITJSR/ESS/CD/2021-22/1622 dated 15.02.2022.

Further, in response to his application against Advt. No. 08/2022, vide No. Gen-1/3795/5343 dated 25.10.2022, Dr. Sudhanshu Choudhary has been offered the post of Assistant Professor Grade-I, Electronics & Communication Engineering Department with Level-12 of Pay Matrix (Rs.101500-167400) as per 7th CPC. As per letter dated 25.10.2022, he had to join the new assignment by 23.11.2022, but his joining period has been extended upto 22.02.2023 vide No. Gen.-I/3795/6056 dated 23.11.2022. He has still not submitted his joining report to the post of Assistant Professor Grade-I to this Institute.

The Board of Governors of the Institute is competent authority in the matter of appointment and to accept the resignation in respect of faculty staff members of the Institute. However, in terms of Statute-30 of First Statutes of NITs, a permanent employee may resign only after giving three months' notice in writing to his appointing authority, or by paying three months' salary

From pre-noting page:

in lieu thereof. Further, in terms of Statute 14 (iv) of First Statutes of NITs, in emergent cases, the Chairperson, Board of Governors may exercise the powers of the Board. The approval so accorded has to be placed before the BoG in its next meeting for confirmation and ratification.

It is also relevant to mention here that as per Statute 17(15) of the First Statutes of NITs, in the event of occurrence of any vacancy in the Office of the Chairperson by reason of his death, resignation or otherwise or in the event of Chairperson being unable to discharge his functions owing to absence, illness or any other cause, the Director may discharge the functions assigned to the Chairperson under Section 16 of the NIT Act, 2007.

In view of the above, the request of Dr. Sudhanshu Choudhary, Assistant Professor Grade-II, ECE Department may be considered and his 03 months' notice period may be accepted w.e.f.26.09.2022(AN) and his resignation from the post of Assistant Professor Grade-II, Electronics Engineering Department may be accepted w.e.f.26.12.2022 (AN) and he may be relieved w.e.f.26.12.2022 (AN) subject to the following terms & conditions:

1. The final settlement of his accounts will be made on receipt of the No Dues Certificate from all the concerned Departments/ Sections/Offices etc. & in terms of final outcome of the CWP No.4614 of 2018 - titled Dr. Sudhanshu Choudhary & Others Vs. Board of Governors of National Institute of Technology, Kurukshetra & Others.
2. He will have to hand over the complete charge, if any, to the person as directed by Head, Department of Electronics and Communication Engg.
3. He will have to vacate the Institute accommodation as well as the officer chamber, if any, as per rules, failing which the penal rent will be charged as per rules of the Institute.
4. He will be relieved from the services of this Institute w.e.f.26.12.2022 (AN) by the Establishment Section.

Further, No Dues information may be obtained from all the concerned Departments/Sections/Offices etc. in respect of Dr. Sudhanshu Choudhary, Assistant Professor Grade-II, Deptt. of ECE of the Institute.

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

Submitted please.

JR(GA)/Registrar I/c

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

Subject: **Reprinting of Degree Certificates due to spelling errors.**

The below students made representation for correction in their degree certificates issued in the 18th annual convocation. The particulars of the students are as below:

S. 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	11710473	AKELLA VENKATA KRISHNA VAMSI	AKELLA VENKATA KRISHNA VAMSI	अकेल्सा वैकट कृष्णा वम्सी	आकेल्सा वैकट कृष्णा वम्सी	-	-	-	-
2	11610649	-	-	आयुष्मान एसा ए	आयुष्मान सा	-	-	प्रफुल्ला कुमार एसा ए	प्रफुल्ला कुमार सा
3	11710024	-	-	-	-	SUNIL KUMAR	SUNIL VERMA	-	-
4	31906301	-	-	प्रियरंजन जीना	प्रियरंजन जेना	GHANASHYAM JEENA	GHANA SHYAM JENA	घनश्याम जीना	घनश्याम जेना

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

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

[Signature]
28/12/22

[Signature]
28/12/22
Sydpt.

[Signature]
28/12/22
Deputy Registrar (Academic)

[Signature]
28/12/22
Associate Dean (Academic)

[Signature]
28/12/22
Dean (Academic)

[Signature]
28/12/22
Registrar In-Charge

[Signature]
2.1.23
Director and Chairman (Actg.)

REGISTRAR OFFICE
Copy No. 2447
28.12.22

Subject: **Reprinting of Degree Certificates due to spelling errors.**

The below research scholars of Ph.D. made representation for correction in their degree certificates issued in the 18th annual convocation. The particulars of the research scholars are as below:

Sr. No.	Roll No.	Name	Corrections to be made in particulars	Corrected particulars
1.	6170001	Suresh Kumar	फीट्रॉमेडिएशन ऑफ़ राइस मिल वेस्टवाटर यूजिंग हाइड्रोफाइडस	फाइटोरेमेडिएशन ऑफ़ राइस मिल वेस्टवाटर यूजिंग हाइड्रोफाइडस
2.	6150022	Harendra Kumar Yadav	Self name- हरेन्द्र कुमार यादव Father Name- Chandrabhan Singh Father Name- चन्द्रभान सिंह	Self name- हरेन्द्र कुमार यादव Father Name- Chandrabhan Yadav Father Name- चन्द्रभान यादव

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

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

[Signature]
28/12/22
Supt.

[Signature]
28/12/22
Deputy Registrar (Academic)

[Signature]
28.12.22
Associate Dean (Academic)

[Signature]
2/1/23
Dean (Academic)

Registrar In-Charge *[Signature]*
2/1/23

REGISTRAR OFFICE

Registry No. 2467

2.01.23

[Signature]
2/1/23

January 11, 2023

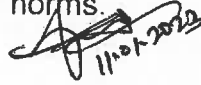
Subject: Reprinting of Degree Certificates due to spelling errors.

The below student made representation for correction in his degree certificates issued in the 18th annual convocation. The particulars of the student are as below:

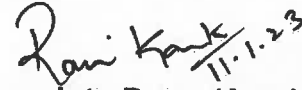
S. No.	Roll No.	Student Name in Eng. (Incorrect)	Student Name in Eng. (correct)	Student Name in Hindi (Incorrect)	Student Name in Hindi (correct)
1	11710626			ऋतुराज पालावत	ऋतुराज

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

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


11/01/2023


Deputy Registrar (Academic)
11/01/23


Associate Dean (Academic)
11.1.23


Dean (Academic)
12/1/23


Registrar In-Charge
12/01/23


Director and Chairman (Actg.)
Board of Governors
19/1/23

RECEIVED OFFICE
ary No. 50
12.01.23

January 19, 2023

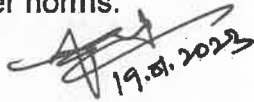
Subject: Reprinting of Degree Certificates due to spelling errors.

The below student made representation for correction in his degree certificates issued in the 18th annual convocation. The particulars of the student are as below:

S. No	Roll No.	Student Name in Eng. (Incorrect)	Student Name in Eng. (correct)	Student Name in Hindi (Incorrect)	Student Name in Hindi (correct)
1	11610603	-	-	दीपक कुमार	दीपक शर्मा

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

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


19.01.2023


Deputy Registrar (Academic)
19/1/23 19/01/23


Associate Dean (Academic)


Dean (Academic)


Registrar In-Charge


Director and Chairman (Actg.)
Board of Governors

REGISTRAR OFFICE
Diary No.....106
Dt.....19.01.23

Subject: **Reprinting of Degree & Consolidated Grade Certificates due to spelling errors.**

The below student made representation for correction in his degree & Consolidated Grade Certificates issued in the 17th annual convocation. The particulars of the student are as below:

S. 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 Student Name in Hindi (Incorrect)	Student Name in Hindi (correct)
1	31603223	RIYA BALAIYA	RIYA BILAIYA	रिया बलिया	रिया बिलैया	BABU LAL BILAIYA	B L BILAIYA	बाबु लाल बिलिया	बी एल बिलैया

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

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

[Signature]
23.01.2023

[Signature]
Deputy Registrar (Academic)
23/01/23

[Signature]
23.1.23
Associate Dean (Academic)

[Signature]
24/1/23
Dean (Academic)

[Signature]
24/01/23
Registrar In-Charge

[Signature]
24/01/23
Director and Chairman (Actg.)

Board of Governors

REGISTRAR OFFICE
Diary No. 135
Dt. 24.01.23

Subject: To consider the technical resignation from the post of Assistant Professor Grade-I, Department of ECE in respect of Dr. Sudakar Singh Chauhan - regarding.

Vide applications dated 10.01.2023 & dated 20.01.2023, Dr. Sudakar Singh Chauhan, Assistant Professor Grade-I (on probation), Department of Electronics & Communication Engineering of the Institute has stated that he had applied for the post of Associate Professor, Department of Electronics & Communication Engineering at Guru Ghasidas Vishwavidyalā, Bilaspur (C.G.) through proper channel and his application was forwarded to the quarter concerned by the Institute vide letter No.Esst.-I/PF/4306 dated 11.10.2021. Now vide appointment letter S.No.1002/Rec./Adm/2023 dated 09.01.2023, he has been selected to the post of Associate Professor, Department of ECE by GGV, Bilaspur (C.G.). He has also enclosed a copy of appointment letter dated 09.01.2023 and requested to accept his technical resignation from the post of Assistant Professor Grade-I, Department of ECE, NIT, Kurukshetra w.e.f.31.01.2023(AN) and to relieve him from the services of the Institute on the same day by accepting his one month's notice w.e.f.10.01.2023. He has also requested to waive off the short notice period for the said purpose.

In this context, it is stated that in response to the appointment letter No.Gen.-I/FR/13/7292 dated 26.08.2013, Dr. Sudakar Singh Chauhan joined the services of this Institute on 03.09.2013(FN) to the post of Assistant Professor (on contract) under OBC Category with the Department of Electronics & Communication Engineering of the Institute with the Pay Band-3 of Rs.15600-39100 + AGP of Rs.6000/- + 02 Increments. As such vide Institute Office Order No.Esst.-I/12860 dated 27.12.2013, his Pay was fixed at Basic Pay of Rs.16900/- (Rs.15600/- + Rs.650/- + Rs.650/-) + AGP of Rs.6000/- by compounding the 02 Increments. Further, vide Institute Office Order No.Esst.-I/PF/395/804 dated 09.02.2018, his services to the post of Assistant Professor were regularized w.e.f.03.09.2013 with the Pay Band-3 of Rs.15600-39100 + AGP of Rs.6000/- + 02 Increments. Vide Institute Office Order No.Esst.-I/3084 dated 20.05.2019, his post of Assistant Professor (on contract) was redesignated to Assistant Professor Grade-II at Level-10 i.e. Rs.57700-98200 w.e.f.01.01.2016. Vide Office Order No.Esst.-I/PF/1904 dated 15.06.2022, he was confirmed to the post of Assistant Professor Grade-II w.e.f.03.09.2014(FN) with the Pay Band-3 of Rs.15600-39100 + AGP of Rs.6000/- revised to Level-10 of Pay Matrix i.e. Rs.57700-98200.

From overleaf:

It is relevant to mention here that in response to the Institute Advt. No.14/2012 & Advt. No.05.2013, some incumbents (Including Dr. Sudakar Singh Chauhan) were appointed to the post of Assistant Professor (on contract) for a period of three years and extendable upto additional two years with the Pay Band-3 of Rs.15600-39100 + AGP of Rs.6000/- + 02 Increments. As-per their appointment letter, it was clarified that their services will be regularized only on acquiring the Ph.D. Degree within the specified period of three years or extended period for upto additional two years, as the case may be, and their pay was fixed accordingly. At the time of fixation of their pay, 02 non-compounded increments were merged into their Basic Pay while the said increments should have been shown as a separate element in their Pay. The matter of their Pay Fixation was placed before the Board of Governors in its 53rd meeting held on 21.08.2020 vide Agenda Item No.53.20 and the Board decided as under:

"The Board considered and deliberated the report of the committee dated 11.03.2020. In this regards the Department of Personnel & Training, Ministry of Personnel, Public Grievances & Pensions, Government of India OM No.F.No.1/7/2017-Estt (Pay-I) dated 24th July, 2020 was taken into reference. The Board decided that it will be appropriate the pay fixation of the Assistant Professors recruited in Pay Band-3 of Rs.15600-39100 + AGP of Rs.6000/- + 2 non-compounded increments against the Advt. No.14/2012 and Advt. No.05/2013 be done as per the procedure indicated in the above OM of DoPT dated 24.07.2020."

Vide OM dated 24.07.2020 issued by the DoPT, Government of India as referred above, it has been clarified at Para-3(vi) that:

"The amount of these advance increments shall be treated as a separate element in addition to the basic pay and it should be counted as pay for all purposes. Further, once these advance increments are taken into account for the purpose of fixation of pay on promotion or being placed in a higher scale on grant of MACP or due to revision of Pay Scale or Pay Structure etc., these advance increments no longer continue as a separate element."

In compliance to the above stated decision of the Board of Governors, the competent authority had approved the re-fixation of Pay in respect of 46 nos. of Assistant Professors Grade-II/Ex-Assistant Professors Grade-II (Including Dr. Sudakar Singh Chauhan) by showing 02 non-compounded increments as a separate element in their Pay. As such vide letter No.Estt.-I/442 dated 27.01.2021, the re-fixation of pay of the said faculty members was communicated to the Accounts Section for implementation. The said letter was implemented by the Accounts Section in the month of December, 2021

From pre-noting page:

and started the recovery of excess amount paid to the said Assistant/ Ex-Assistant Professor Grade-II. Out of 46 of said faculty members, 27 have filed the CWP No.1274 of 2022 - titled Ashutosh Nandi & Others Vs Board of Governors, NIT, Kurukshetra & Others before Hon'ble High Court of Punjab & Haryana, Chandigarh for stopping their recovery from the monthly salary. Further, in compliance to the interim orders passed by Hon'ble High Court on 25.01.2022 in the CWP No.1274 of 2022, vide Institute letter No.Estt.-I/452 dated 27.01.2022, the recovery of the Petitioners including Dr. Sudakar Singh Chauhan, Assistant Professor Grade-I was stopped till further orders. As such the excess amount paid to him is still pending to be recovered from him.

Thereafter, in response to his application against Advt. No. 08/2022, vide No.Gen-1/3795/5420 dated 25.10.2022, Dr. Sudakar Singh Chauhan was offered the post of Assistant Professor Grade-I, Department of Electronics & Communication Engineering of the Institute with the Level-12 of Pay Matrix i.e. Rs.101500-167400 on probation for a period of one year from the date of joining. He joined his duty on 25.10.2022(FN). Vide Clause-6 of Offer letter dated 25.10.2022, it has been clarified that:

"You will be on probation for a period of one year from the date of joining. The period of probation may be extended further depending on your performance and as per decision of the competent authority. During the initial or extended period of probation, your services may be terminated by the competent authority at any point of time without assigning any reason by giving one month notice or one month Pay in lieu thereof. Similarly, you may also leave the services of the Institute by giving one month notice in writing or one month salary may accepted in lieu of the notice period, with approval of the competent authority."

The Board of Governors of the Institute is competent authority in the matter of appointment and to accept the resignation in respect of faculty staff members of the Institute. However, in terms of Statute-30 of First Statutes of NITs, a permanent employee may resign only after giving three months' notice in writing to his appointing authority, or by paying three months' salary in lieu thereof. Further, in terms of Statute 14 (iv) of First Statutes of NITs, in emergent cases, the Chairperson, Board of Governors may exercise the powers of the Board. The approval so accorded has to be placed before the Board of Governors in its next meeting for confirmation and ratification.

From overleaf:

In view of the position as explained above, it is proposed that the technical resignation in respect of Dr. Sudakar Singh Chauhan from the post of Assistant Professor Grade-I, Department of Electronics & Communication Engineering of the Institute may be accepted w.e.f.31.01.2023(AN) by considering his notice period w.e.f.10.01.2023, subject to the following terms and condition:

1. The final settlement of his accounts will be made on receipt of the No Dues Certificate from all the concerned Departments/Sections/Offices etc. & in terms of final outcome of the CWP No.1274 of 2022 - titled Ashutosh Nandi & Others Vs Board of Governors, NIT, Kurukshetra & Others.
2. He will have to deposite 09 days Salary in lieu of short notice period.
3. He will be held responsible to deposit the dues, if any, found against him at any later stage.
4. He will have to hand over the complete charge, if any, to the person as directed by Head, Department of Electronics and Communication Engineering.
5. He will have to vacate the Institute accomodation as well as the office chamber, if any, as per rules, failing which the penal rent will be charged as per rules of the Institute.
6. He will be relieved from the services of this Institute w.e.f.31.01.2023(AN) by the Establishment Section.

} Y

[

Further, No Dues information may be obtained from all the concerned Departments/Sections/Offices etc. in respect of Dr. Sudakar Singh Chauhan, Assistant Professor Grade-I, Department of ECE of the Institute.

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

Submitted please.

Devin
30/01/2023

JR(GA)/Registrar I/c

SRHS
30/01/23

Service benefits as per be transferred keeping X & Y in compliance.

[Signature]
31.01.23

REGISTRAR OFFICE
Diary No. 202
Dt. 31.01.23

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

R

SRHS
31/01/23

Subject: Reprinting of Degree Certificate due to spelling errors.

The below student made representation for correction in his degree Certificate issued in the 18th annual convocation. The particulars of the student are as below:

S. No.	Roll No.	Father Name in Eng. (Incorrect)	Father Name in Eng. (correct)
1	11710336	NEEERAJ GUPTA	NEERAJ GUPTA

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

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

[Signature]
15.2.2023

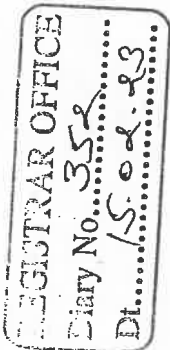
[Signature]
Deputy Registrar (Academic)
15/2/23
15/04/23

[Signature]
Associate Dean (Academic) 15.2.23

[Signature]
Dean (Academic) 15.2.23

[Signature]
Registrar In-Charge 15/02/23

[Signature]
Director and Chairman (Actg.)
Board of Governors
17.02.23



BoG 60.13 To report the appointment of Assistant Professor Grade-I in the Institute.

The Institute had invited online applications for the recruitment of 99 nos. of posts of Assistant Professor Grade-I for various departments vide advertisement No.08/2022. The last date of submission of application form was 05.09.2022. Total 1714 nos. of applications were received upto the last date.

The reservation of posts in Teachers' Cadre was as per Gazette notification [The Gazette of India, No.29, The CEI (Reservation in Teachers' Cadre) Act, 2019 dated 9th July, 2019, The Gazette of Indian, No.2289, dated 12th July, 2019] and further direction of MHRD vide notification F.No.33-3/2018-TS.III dated 5th November, 2019. For the purpose of reservation of posts, Institute has been taken as one unit.

That the applications were scrutinized by the respective Department Level Scrutiny Committee following the criteria laid down by the Ministry of Education under Recruitment Rules notified in the Gazette of India dated 24th July, 2017 and the guidelines/procedure for the selection of faculty in NIT system.

The recommendations of Department Level Screening Committees were placed before the Advisory Committee on Faculty Recruitment (ACoFAR), constituted as per Recruitment Rules, 2017. A final list of shortlisted candidates to appear for interview before the Selection Committee was prepared by the ACoFAR. The lists of candidates to meet the Selection Committee were finalized in a combined meeting of the Director, the ACoFAR, the Head and three senior faculty members of the respective Department/other Department. As per the approval of the competent authority, the Selection Committee meetings for the recruitment of Assistant Professors Grade-I were held during the period from 11.10.2022 to 21.10.2022. The short-listed candidates were invited to appear for interview before the Selection Committees.

That the sealed covers containing the recommendations of the Selection Committees for appointment of Assistant Professors Grade-I in various Departments of the Institute were placed before the Board of Governors in its 59th emergent meeting

held on 22.10.2022. The Board of Governor approved the recommendations of the Selection Committee meeting held during the period from 11.10.2022 to 21.10.2022 and confirmed the minutes.

As per the decision of the Board, the appointment letters were issued to the selected candidates under Clause 21 of procedure for selection for faculty in NIT system issued by the Ministry of Education, Govt. of India, New Delhi vide letter F.No.33-9/2011-TS.III dated 30.11.2017.

Further, as per the Statute 23 (16), all appointments made at the Institute shall be reported to the Board at its next meeting.

The list of Assistant Professor Grade-I joined in the Institute is enclosed as Annexure – 60.13 (i) from pages 78 to 80.

The Board may kindly *note the appointments of Assistant Professor Grade-I in the Institute.*

NATIONAL INSTITUTE OF TECHNOLOGY, KURUKSHETRA

CIVIL ENGINEERING DEPARTMENT			
Sr.	Name of the Employee	Designation	Date of Joining
1	Dr. Chalak Hanuman Devidas	Assistant Professor Grade-I	25.10.2022
2	Dr. Yogesh Kumar	Assistant Professor Grade-I	23.11.2022 (AN)
3	Dr. Ajay Krishna Prabhakar	Assistant Professor Grade-I	25.10.2022
4	Dr. J.S.Yadav	Assistant Professor Grade-I	01.11.2022
5	Dr. Shweta Rathi	Assistant Professor Grade-I	14.11.2022
6	Dr. Pankaj Munjal	Assistant Professor Grade-I	02.01.2023
ELECTRICAL ENGG. DEPARTMENT			
Sr.	Name of the Employee	Designation	Date of Joining
1	Dr. Bhanu Pratap	Assistant Professor Grade-I	25.10.2022
2	Dr. Modi Pandu Ranga Prasad	Assistant Professor Grade-I	25.10.2022
3	Dr. Kiran Kumar Jaladi	Assistant Professor Grade-I	25.10.2022
4	Dr. Shashi Bhushan Singh	Assistant Professor Grade-I	25.10.2022
5	Dr. Pradeep Kumar	Assistant Professor Grade-I	25.10.2022
6	Dr. Shivam	Assistant Professor Grade-I	25.10.2022
7	Dr. Rahul Sharma	Assistant Professor Grade-I	25.10.2022
8	Dr. Sandeep Kakran	Assistant Professor Grade-I	25.10.2022
9	Dr. Amit Kumar	Assistant Professor Grade-I	25.10.2022
10	Dr. Muralidhar Killi	Assistant Professor Grade-I	04.11.2022
11	Dr. V.G. Durgarao Rayudu	Assistant Professor Grade-I	15.11.2022
12	Dr. Rajan Kumar	Assistant Professor Grade-I	22.11.2022
13	Dr. Rajesh Kumar	Assistant Professor Grade-I	23.11.2022
14	Dr. Sudipta Ghosh	Assistant Professor Grade-I	20.02.2023
MECHANICAL ENGG. DEPARTMENT			
Sr.	Name of the Employee	Designation	Date of Joining
1	Dr. Gulshan Sachdeva	Assistant Professor Grade-I	25.10.2022
2	Dr. Jatinder Kumar	Assistant Professor Grade-I	25.10.2022
3	Dr. Rajneesh	Assistant Professor Grade-I	25.10.2022
4	Dr. Satnam Singh	Assistant Professor Grade-I	25.10.2022
5	Dr. Lalit Thakur	Assistant Professor Grade-I	25.10.2022
6	Dr. Vikas Kumar	Assistant Professor Grade-I	25.10.2022
7	Dr. Rajesh Kumar	Assistant Professor Grade-I	25.10.2022
8	Dr. Chandrashekara. M.	Assistant Professor Grade-I	25.10.2022
9	Dr. Vikas Kumar	Assistant Professor Grade-I	31.10.2022
10	Dr. Rajeev Rathi	Assistant Professor Grade-I	01.11.2022
11	Dr. Manoj Kumar Gupta	Assistant Professor Grade-I	02.11.2022
12	Dr. Pankaj Sahlot	Assistant Professor Grade-I	11.11.2022
13	Dr. Manoj Kumar Sinha	Assistant Professor Grade-I	22.11.2022
14	Dr. Dinesh Wasudeo Rathod	Assistant Professor Grade-I	01.12.2022
15	Dr. Mohit Tyagi	Assistant Professor Grade-I	16.12.2022
16	Dr. Dilbagh Panchal	Assistant Professor Grade-I	16.12.2022
17	Dr. Ravi Pratap Singh	Assistant Professor Grade-I	16.12.2022
ELECTRONICS & COMM. ENGG. DEPARTMENT			
Sr.	Name of the Employee	Designation	Date of Joining
1	Dr. Rajender Kumar	Assistant Professor Grade-I	25.10.2022
2	Dr. Poonam Jindal	Assistant Professor Grade-I	25.10.2022
3	Dr. Gaurav Verma	Assistant Professor Grade-I	25.10.2022
4	Dr. Trailokya Nath Sasamal	Assistant Professor Grade-I	25.10.2022

5	Dr. Dheeraj Kumar Sharma	Assistant Professor Grade-I	25.10.2022
6	Dr. Gaurav Saini	Assistant Professor Grade-I	25.10.2022
7	Dr. Pankaj Verma	Assistant Professor Grade-I	25.10.2022
8	Dr. Ashutosh Nandi	Assistant Professor Grade-I	25.10.2022
9	Dr. Chhagan	Assistant Professor Grade-I	25.10.2022
10	Dr. Sudakar Singh Chauhan	Assistant Professor Grade-I	25.10.2022
11	Dr. Shweta Meena	Assistant Professor Grade-I	25.10.2022
12	Dr. Karamdeep Singh	Assistant Professor Grade-I	27.10.2022
13	Dr. B. Bhaskara Rao	Assistant Professor Grade-I	09.11.2022
14	Dr. Hemant Sharma	Assistant Professor Grade-I	21.11.2022
15	Dr. Ghanapriya Singh	Assistant Professor Grade-I	22.11.2022

COMPUTER ENGG. DEPARTMENT

Sr.	Name of the Employee	Designation	Date of Joining
1	Dr. Priyanka Ahlawat	Assistant Professor Grade-I	25.10.2022
2	Dr. Mohit Dua	Assistant Professor Grade-I	25.10.2022
3	Dr. Ritu Garg	Assistant Professor Grade-I	25.10.2022
4	Dr. Vikram Singh	Assistant Professor Grade-I	25.10.2022
5	Dr. Mahendra Kr. Murmu	Assistant Professor Grade-I	25.10.2022
6	Dr. Santosh Kumar	Assistant Professor Grade-I	25.10.2022
7	Dr. Bharati Sinha	Assistant Professor Grade-I	25.10.2022
8	Dr. Anoop Kumar Patel	Assistant Professor Grade-I	25.10.2022
9	Dr. Kriti Bhushan	Assistant Professor Grade-I	25.10.2022
10	Dr. Ankit Kumar Jain	Assistant Professor Grade-I	25.10.2022
11	Dr. Vijay Verma	Assistant Professor Grade-I	25.10.2022
12	Dr. Krishan Kumar	Assistant Professor Grade-I	15.11.2022
13	Dr. Parveen Kumar	Assistant Professor Grade-I	15.11.2022
14	Dr. Niyati Baliyan	Assistant Professor Grade-I	18.11.2022
15	Dr. Sushil Kumar	Assistant Professor Grade-I	22.11.2022
16	Dr. Kuldeep Kumar	Assistant Professor Grade-I	16.12.2022
17	Dr. Yogita	Assistant Professor Grade-I	02.01.2023
18	Dr. Lov Kumar	Assistant Professor Grade-I	09.01.2023 (AN)

PHYSICS DEPARTMENT

Sr.	Name of the Employee	Designation	Date of Joining
1	Dr. Y. Dwivedi	Assistant Professor Grade-I	25.10.2022
2	Dr. Awnish Kumar Tripathi	Assistant Professor Grade-I	25.10.2022
3	Dr. Prakash Chand	Assistant Professor Grade-I	25.10.2022
4	Dr. Tanmay Maji	Assistant Professor Grade-I	04.11.2022
5	Dr. Than Singh Saini	Assistant Professor Grade-I	21.11.2022
6	Dr. Kolla Lakshmi Ganapathi	Assistant Professor Grade-I	21.11.2022

CHEMISTRY DEPARTMENT

Sr.	Name of the Employee	Designation	Date of Joining
1	Dr. Chetti Prabhakar	Assistant Professor Grade-I	25.10.2022
2	Dr. Ram Kumar Tittal	Assistant Professor Grade-I	25.10.2022
3	Dr. Amilan Jose Devadoss	Assistant Professor Grade-I	25.10.2022
4	Dr. Ghule Vikas Dasharath	Assistant Professor Grade-I	25.10.2022
5	Dr. M Senthil Kumar	Assistant Professor Grade-I	25.10.2022
6	Dr. Avijit Kumar Paul	Assistant Professor Grade-I	25.10.2022

MATHEMATICS DEPARTMENT

Sr.	Name of the Employee	Designation	Date of Joining
1	Dr. Amit Prakash	Assistant Professor Grade-I	25.10.2022
2	Dr. Naveen Kumar	Assistant Professor Grade-I	25.10.2022

3	Dr. Smita Sonker	Assistant Professor Grade-I	25.10.2022
4	Dr. Sarasvati Yadav	Assistant Professor Grade-I	25.10.2022
HUMANITIES & S.S DEPARTMENT			
Sr.	Name of the Employee	Designation	Date of Joining
1	Dr. Ashwani	Assistant Professor Grade-I	25.10.2022
2	Dr. Geeta Sachdeva	Assistant Professor Grade-I	25.10.2022
3	Dr. Shabnam	Assistant Professor Grade-I	25.10.2022
4	Dr. Shahida	Assistant Professor Grade-I	25.10.2022
5	Dr. Rajesh Sharma	Assistant Professor Grade-I	23.11.2022
MBA DEPARTMENT			
Sr.	Name of the Employee	Designation	Date of Joining
1	Dr. Mohammad Firoz	Assistant Professor Grade-I	25.10.2022
2	Dr. Chandra Sekhar	Assistant Professor Grade-I	13.12.2022
MCA DEPARTMENT			
Sr.	Name of the Employee	Designation	Date of Joining
1	Dr. Sarika Jain	Assistant Professor Grade-I	25.10.2022
2	Dr. Kapil	Assistant Professor Grade-I	25.10.2022
3	Dr. Munish Bhatia	Assistant Professor Grade-I	27.10.2022 (AN)
4	Dr. Nidhi Gupta	Assistant Professor Grade-I	01.11.2022
5	Dr. Anshu Parashar	Assistant Professor Grade-I	10.01.2023
6	Dr. Suresh S.	Assistant Professor Grade-I	01.02.2023

BoG 60.14 To note the Ministry of Education letter dated 28.12.2022 for the applicability of Payment of Gratuity Act, 1972 to educational institutions under the Ministry of Education.

The Ministry of Education vide letter F.No.33-3/2022-TS.III dated 28th December, 2022 had sent the TC Section's OM No.15-2/2022-TC dated 16th December, 2022 alongwith Department of Expenditure (DoE) O.M. No.1(16)/EV/2017 dated 02.12.2021 and Ministry of Labour & Employment O.M. No.R-13011/02/2022-SS.II dated 23.11.2022 regarding applicability of Payment of Gratuity Act, 1972 to educational institutions under the Ministry of Education. Copies of letter dated 28.12.2022, OM dated 16.12.2022, OM dated 02.12.2021 and OM dated 23.11.2022 are enclosed as Annexure – 60.14 (i) from pages 82 to 85.

In the Technical Coordination Section, Ministry of Education letter F.No.15-2/2022-TC dated 16.12.2022, it was mentioned that the issue of payment of gratuity to the employees covered under New Pension Scheme (NPS) in the Autonomous Bodies/Organizations under the Ministry of Education (MoE) has been examined in consultation with the Ministry of Finance (Department of Expenditure) and the Ministry of Labour & Employment (MoL&E). The Department of Expenditure (DoE), vide OM No.1(16)/EV/2017 dated 02.12.2021, has advised this Ministry to instruct Autonomous Bodies/Organizations to adopt Payment of Gratuity Act, 1972 in consultation with MoL&E since CCS (Pension) Rules, 1972 are strictly meant for Central Government employees only. Further, vide O.M. No.R-13011/02/2022-SS.II dated 23.11.2022, the MoL&E has clarified that the Payment of Gratuity Act, 1972 is applicable to all employees of educational institutions, as the said Act does not have provisions for different set/category/class of employees and further that no separate notification is required to be issued by the Ministry of Education for applicability of the said Act (in case of NPS employees).

In view of the above, the matter is placed before the Board for *adopting the Technical Coordination Section, Ministry of Education letter F.No.15-2/2022-TC dated 16.12.2022 regarding applicability of Payment of Gratuity Act, 1972 in the Institute.*

F.No.33-3/2022-TS.III
भारत सरकार / Government of India
शिक्षा मंत्रालय / Ministry of Education
उच्च शिक्षा विभाग / Department of Higher Education
तकनीकी अनुभाग- III / Technical Section-III

Shastri Bhawan, New Delhi
Dated: 28 December, 2022

To
The Director
All National Institute of Technology (NITs) and IEST Shibpur.

**Subject: Applicability of Payment of Gratuity Act, 1972 to educational institutions
under the Ministry of Education - regarding**

Sir/Madam,

I am directed to forward herewith a copy of TC Section's OM No.15-2/2022-TC dated 16th December, 2022 forwarding therewith a copy of Department of Expenditure (DoE), OM No.1(16)/EV/2017 dated 02.12.2021 and Ministry of Labour & Employment OM No.R-13011/02/2022-SS.II dated 23.11.2022 on the above mentioned subject, for information and further necessary action accordingly.

Encl.: As above

Yours faithfully,

Pawan Kumar
28/12/22

(Pawan Kumar)
Under Secretary to the Govt. of India
Tel: 011-23070177

Copy to: Registrars, all NITs and IEST Shibpur

F. No. 15-2/2022-TC
Government of India
Ministry of Education
Department of Higher Education
Technical Coordination Section

Room No.535, C- Wing, Shastri Bhawan
New Delhi, dated the 16th December, 2022

OFFICE MEMORANDUM

Subject: Applicability of Payment of Gratuity Act 1972 to educational institutions under the Ministry of Education-reg.

The undersigned is directed to inform that the issue of payment of gratuity to the employees covered under New Pension Scheme (NPS) in the Autonomous Bodies/ Organizations under the Ministry of Education (MoE) has been examined in consultation with the Ministry of Finance (Department of Expenditure) and the Ministry of Labour & Employment (MoL&E).

2. The Department of Expenditure (DoE), vide OM No.1(16)/EV/2017 dated 02.12.2021 (copy enclosed), has advised this Ministry to instruct Autonomous Bodies/ Organizations to adopt Payment of Gratuity Act, 1972 in consultation with MoL&E since CCS (Pension) Rules, 1972 are strictly meant for Central Government employees only. Further, vide O.M. No.R-13011/02/2022-SS.II dated 23.11.2022 (copy enclosed), the MoL&E has clarified that the Payment of Gratuity Act, 1972 is applicable to all employees of educational institutions, as the said Act does not have provisions for different set/category/class of employees and further that no separate notification is required to be issued by the Ministry of Education for applicability of the said Act (in case of NPS employees).

3. In view of the above, all Bureaus in both Departments of the Ministry of Education may like to direct the Autonomous Bodies / Organizations under their administrative control to take appropriate action accordingly.

Encl: As above.

Kirti
(Kirti)
Deputy Director (TE)
Ph.: 23385935
Email: Kirti.15@gov.in

1. All BHs, D/o HE
2. All BHs, D/o SE&L - in respect of the educational institutions under the administrative control of D/o SE&L

DS (NIT)

Mr. Anand

Rini
23/12/22

P1. speak
luc
20/12/22

P1. discuss
m
h
21/12/22
US (L&E)
To

Discussed
Put up on file
SC (S&L)
h
21/12

Sh. Raviji

Annex. 2

213

F. No.1(15)/EV/2017
Ministry of Finance
Department of Expenditure
EV Branch

North Block, New Delhi
Dated the 2nd December 2021

OFFICE MEMORANDUM

Subject: Clarification on employer's contribution under NPS, applicability of death and retirement gratuity and additional relief in case of death, disability and invalidation to the employees of autonomous bodies of M/o Education covered under NPS - reg.

The undersigned is directed to refer to M/o Education's OM No.19-1/2017-IFD, dated 26.08.2021 on the subject mentioned above and furnish the requisite clarification/comments on the issues noted as under:

(i) Whether the employer's contribution is 10% or 14%.
All the provisions of the notification dated 31.01.2019 of the DFS stands extended to the employees of CABs under MoE in terms of order dated 26.08.2021 and 21.10.2021 and not in terms of CCS (INPS) Rules, 2021.


(ii) Extension of Retirement/Death Gratuity benefits to the NPS borne employees under approximately 174 autonomous bodies.

MoE may consider issuing instructions to their autonomous bodies to adopt Payment of Gratuity Act, 1972 administered by the MoLE as Gratuity under CCS (Pension) Rules, 1972 may not be extended to the employees of autonomous bodies as these are strictly meant for Central Government employees. The issues relating to implementation of Payment of Gratuity Act in the autonomous bodies may be taken up directly with MoLE either by the concerned AB or through MoE.

(iii) Option to avail benefits on death or invalidation or disability of subscriber during service.

The CCS (NPS) Rules, 2021 are applicable only to the employees of Central government, the provisions contained therein are not directly applicable to the employees of CABs. The issue relating to applicability of these provisions to the employees of CABs is under consideration in this Department in consultation with DoP&PW. As such, MoE may await final decision of this Ministry in this regard.

2. This issues with the approval of Competent Authority.


(Gulveena Badhan)
Under Secretary to the Government of India
Tele: 023095680

Ministry of Education
[Kind Attn: Ms. Kiran Arora, Under Secretary (IFD)]
Shastri Bhawan,
New Delhi 110001

1156763/2022/TC section

15-2/2022-TC

No. R-13011/02/2022-SS II
Government of India (भारत सरकार)

Ministry of Labour and Employment (श्रम एवं रोजगार मंत्रालय)

Shram Shakti Bhawan, Rafi Marg,
New Delhi, dated: 23rd November, 2022

OFFICE MEMORANDUM

Subject: Applicability of the provisions of the P.G. Act, 1972 to 137 Autonomous Bodies/Organisations under the Ministry of Education for the employees covered under NPS – regarding.

The undersigned is directed to refer to Ministry of Education's O.M. No F.No.- 15-2/2022-TC dated 15.09.2022 on the subject cited above.

2. The matter has been examined in the Ministry of Labour and Employment in consultation with the office of the Chief Labour Commissioner (Central). The requirement for applicability of the Payment of Gratuity Act, 1972, under section 1(3)(c), is being fulfilled by gazette notification No. S.O. 1080 dated 03.04.1997 to be read with Payment of Gratuity (Amendment) Act, 2009 (Copies enclosed for ready reference) in educational institutions and therefore, is applicable to all OPS and NPS employees of institutions, as the Payment of Gratuity Act, 1972 does not have provisions for different set/category/class of employees (in instant case OPS and NPS employees). Hence, there is no need to issue a separate notification.

3. Further, the section 4(5) of the PG Act reads as " Nothing in this section shall affect the right of an employee to receive better terms of gratuity under any award or agreement or contract with the employer."

Encl: As above.

Krishna
(B.K. Biswas)
Under Secretary to the Govt. of India
Tel.:- 23769603

To,

Department of Higher Education
[Kind Attn.: Ms. Kirti, Deputy Director,
Ministry of Education
Technical Coordination Section
Shastri Bhavan, Room No. 535, C Wing,
R.P. Road, New Delhi-110001.

BoG 60.15 To consider the proposal to start the M.Sc. Programmes i.e. M.Sc. in Physics, M.Sc. in Chemistry and M.Sc. in Mathematics in the Science Departments of the Institute.

National Institute of Technology Kurukshetra, an “Institution of National Importance” provides a variety of undergraduate and postgraduate degree programs. By dedicating two additional years to in-depth study following their undergraduate degree, postgraduate programs provide students a more thorough education and training, preparing them to continue their careers in academia, research and development, and industries with greater success. Students have the opportunity to develop their critical thinking and analytical skills, which aid in their comprehension of scientific processes, while earning a Master’s Degree in Sciences.

Advanced degree programs like M.Sc. can make the students more suitable for leadership roles in academia, R&D, and industries. The proposed M.Sc. programs are intended to have balanced modern curricula which should be robust in scientific fundamentals through good theory and experimental training so that the students are “profession-ready” to meet the challenges of the real world.

- i. Any higher degree program such as M.Sc. gives the students a more thorough education and training by devoting two more years of in-depth studies. They are better equipped to pursue their career effectively at a more senior level than with bachelor degree alone.
- ii. According to a higher education survey, it is found that nearly 11% of graduating science students are enrolled in Master program due to limited number of seats which indicate that there is a large demand for P.G. programs in Sciences. Hence it is justified to start M.Sc. programs in the Science Departments. It is also noteworthy to mention that most of the higher learning Institutes of the country like IITs and NITs including NIT Warangal, NIT Trichy, NIT Calicut, NIT Surathkal, VNIT Nagpur, NIT Rourkela, NIT Surat, NIT Jalandhar, NIT Hamirpur, MNIT Jaipur, MNNIT Allahabad, NIT Jamshedpur, NIT Durgapur, NIT Raipur, NIT Srinagar, NIT Meghalaya, and NIT Manipur are successfully running Masters programs in Sciences which signifies the importance of these programs in a technical Institution.

- iii. Most of the committees including External Peer-review Committee visiting the Institute from time to time have always suggested for starting the Master programs in Sciences. Therefore, starting this program will definitely improve the perception of these Departments and also of the Institute.
- iv. On successful running of P.G. program for a period of three years, there are provisions under FIST, RUSA scheme and other schemes of Government of India for providing huge amount of funds as a grant towards construction / renovation of labs or procurement of sophisticated expensive instruments etc. This will again be a significant achievement of the Institute.
- v. The curricula of the programs will have provision for research project work for one semester in Academic Institutes / Industries. So the outcome of the research work will be reflected in improving NIRF ranking of the Institution. Further, possible internship/collaborative work outside the Institute will enhance the Academia-Industries-R&D relationships.
- vi. The basic science Departments of the Institute have highly qualified faculty having teaching and research experience in reputed Institutes including R&D Labs of the country and abroad. The faculty potential can be best utilized by offering quality teaching and effective practical training to aspirant candidates through these P.G. programs.
- vii. There are ample job opportunities for the passing out students both in public and private sectors. The potential students are preferred by international institutes or firms for doctoral research, job employment which will definitely further glorify the reputation of the Institute.
- viii. As the landscape of Science and Technology is changing very fast, these P.G. programs will be designed to expose the students to the ever-emerging fields so that they are at the frontiers. We need to keep our students abreast with new developments in Science and Technology by providing Master's courses in Sciences.
- ix. In the present scenario, the society is becoming more mobile and globalized. It is desirable that the product of the Institute is confident enough whether he/she lands in a job anywhere in India or abroad. A Master degree program with a syllabus in line of the above context will be a valued asset for the outgoing students and will add to the reputation of the Institute.

- x. The existing infrastructure in the Departments/Institute in terms of classrooms, laboratories and seminar room can be utilized for immediate start of M.Sc. programs.
- xi. Being a technical institute, the responsibility of fulfilling the trained manpower in both private as well as govt. sectors can also be achieved.

The Institute is celebrating its Diamond Jubilee year from 1st July, 2022 to 30th June, 2023. In this Diamond Jubilee year, the institute intends to start three M.Sc. programmes i.e. M.Sc. in Physics, M.Sc. in Chemistry and M.Sc. in Mathematics keeping in view the modern trends and the need of the country to produce skilled manpower and indigenously developed sophisticated technology in sciences.

The Senate in its 48th Meeting considered and approved all the three M.Sc. programmes i.e. M.Sc. in Physics, M.Sc. in Chemistry and M.Sc. in Mathematics agreed upon in principle with an intake 60 seats (30 seats in regular mode and 30 seats in self finance mode). It was discussed and agreed to start the M.Sc. Programs in the Science Departments with the existing sanctioned faculty strength and infrastructure. This shall also not put any additional financial burden on the institute. The fee structure of these M.Sc. Programmes will be in the line of existing Master of Computer Applications programmes offered by this Institute.

The Board may *consider the proposal to start M.Sc. Programmes in the Science Departments of the Institute from the Academic Year 2023-24.*

BoG 60.16 To consider the proposal of rolling advertisement along with guidelines to be followed for the recruitment of Faculty under Four Tier Flexible Faculty Structure in the Institute.

The institute had invited online applications for the recruitment of 99 nos. posts of Assistant Professor Grade-I vide advertisement No.08/2022 for the various Departments. The recruitment process was completed successfully within a period of less than three months. As per the guideline/procedure to be followed for the faculty selection in NITs, the recruitment of faculty is considered as a continuous process for the Institute. To fill the vacant faculty positions in a time bound manner and to complete the recruitment process efficiently, the Institute intends to introduce the rolling advertisement system being followed in other NITs for the recruitment of faculty in addition to the traditional method of advertisement.

Further, the following guidelines may be followed for the recruitment of faculty positions in the Institute:

1. To limit applicants to a reasonable number, the areas of specialization and the post/level applied for will be considered while short listing, giving due consideration to the specific requirements of the individual Departments.
2. Guidelines received from the Ministry of Education from time to time for this purpose will be followed.
3. The decision of the Institute related to all matters pertaining to the recruitment shall be final and binding on the applicants.
4. Priority of short listing with regard to qualifying degrees, for each category preferably is as under:

Teaching Experience at IIT / NIT

- i) All three degrees (UG / PG / PhD) from IIT or NIT or CFTI or CFI or IIM or reputed Institute abroad preferably with World QS ranking within 500.
- ii) Two degrees (UG / PG / PhD) from IIT or NIT or CFTI or CFI or IIM or reputed Institute abroad preferably with World QS ranking within 500.
- iii) UG Degree from IIT or NIT or CFTI or IIT or NIT or CFTI or CFI or IIM or reputed Institute abroad preferably with World QS ranking within 500.
- iv) PG Degree from IIT or NIT or CFTI or IIT or NIT or CFTI or CFI or IIM or reputed Institute abroad preferably with World QS ranking within 500.

- v) PhD from IIT or NIT or CFTI or IIT or NIT or CFTI or CFI or IIM or reputed Institute abroad preferably with World QS ranking within 500.
- vi) Degrees from reputed Govt. Institution / Govt. University departments.

Note:

1. Post-Doctoral Fellows (PDFs) from the above Institutions in the same order of priority will be desirable.
 2. First Class in the Qualification (UG/PG) means First Class as specified by the University/Institution. If not specifically mentioned by the University/Institute then 60% aggregate marks or 6.5 CGPA.
 3. For the posts in Sciences/Humanities/Management, the qualifications at PG level will be prioritized on the above basis.
5. Experience preferably be considered if acquired in any of the following Institutions:
- i) Fully Funded Central Educational Institutions.
 - ii) IIMs & Other management Institutions ranked by NIRF up to 50 for any two years.
 - iii) State Educational Institutions funded by respective State Government.
 - iv) Other Educational Institutions ranked by NIRF up to 100 in Overall, Universities, Engineering, for any two years.
 - v) International / National experience as Post-Doctoral Fellow with National Agencies of respective countries and Post-Doctoral Fellowships offered by Institutions, which are in QS / THE World Rankings up to 500 will be considered for the post of Assistant Professor (AGP 7000).

Experience as mentioned above and as per RRs in an Institution/ organization will only be considered for calculating total experience.

However, the above criterion may not applicable for serving regular faculty members in the Institute.

The Board may consider the proposal of rolling advertisement along with guidelines to be followed for the recruitment of Faculty under Four Tier Flexible Faculty Structure in the Institute.

BoG 60.17 To consider the Confirmation in respect of Dr. Gaurav Saini to the post of Assistant Professor Grade-II, Department of Electronics & Communication Engineering regarding.

In response to the appointment letter No.Gen.-I/SRD/12/611 dated 04.02.2013 against Institute Advertisement No.14/2012, Dr. Gaurav Saini joined the services of this Institute on 14.03.2013(AN) to the post of Assistant Professor (on contract) under OBC Category with the Department of Electronics & Communication Engineering of the Institute with the Pay Band-3 of Rs.15600-39100 + AGP of Rs.6000/- + 02 Increments. As such vide Institute Office Order No.Estt.-I/7834 dated 06.09.2013, his Pay was fixed at Basic Pay of Rs.16900/- (Rs.15600/- + Rs.650/- + Rs.650/-) + AGP of Rs.6000/- by compounding the 02 Increments. Further, vide Institute Office Order No.Estt.-I/PF/391/796 dated 09.02.2018, his services to the post of Assistant Professor were regularized w.e.f.14.03.2013(AN) with the Pay Band-3 of Rs.15600-39100 + AGP of Rs.6000/- + 02 Increments. Vide Institute Office Order No.Estt.-I/3084 dated 20.05.2019, his post of Assistant Professor was re-designated to Assistant Professor Grade-II at Level-10 of Pay Matrix Rs.57700-98200 w.e.f.01.01.2016. As such his confirmation to the post of Assistant Professor Grade-II is due w.e.f.15.03.2014 with the Pay Band-3 of Rs.15600-39100 + AGP of Rs.6000/-.

As per Chapter-39 titled Confirmation in the Swamy's Complete Manual on Establishment and Administration, a probationer will confirmed with effect from the date on which he successfully completes the period of probation. The relevant Clause to this effect is reproduced below:

"A person appointed against a permanent post as a direct recruit with definite conditions of probation is to be confirmed in the grade with effect from the date on which he successfully completes the period of probation. The decision whether he should be confirmed or his probation extended should be taken soon after the expiry of the initial probationary period, i.e. ordinarily within six to eight weeks and communicated to the employee together with the reasons in case of extension. Even though the meetings of the DPC may be held after the termination of the period of probation of direct recruits, a person appointed against a permanent post with definite conditions of probation is to be confirmed in the grade with effect from the date on

which he successfully completes the period of probation. A probationer who is not making satisfactory progress or who shows himself to be inadequate for the service should be informed of his shortcomings well before the expiry of the original probationary period so that he can make sever efforts at self-improvement."

Copy of Chapter 39 is enclosed as Annexure – 60.17 (i) from pages 94 to 95.

The Character & Antecedents Reports from the concerned District Administration, have been received by this Institute and nothing has been found adverse against Dr. Gaurav Saini. Further, it is also stated that there is no vigilance case or disciplinary proceeding is either pending or completed against him as per records of the Institute.

The special report about the work and conduct in respect of Dr. Gaurav Saini has been received from the Head, Department of Electronics & Communication and the same has been assessed by the Committee constituted for the purpose. The committee has recommended for confirmation of Dr. Gaurav Saini to the post of Assistant Professor Grade-II.

Now in response to his application against Advertisement No.08/2022, vide offer letter No.Gen-1/3795/5392 dated 25.10.2022, Dr. Gaurav Saini was offered the post of Assistant Professor Grade-I, Department of ECE of the Institute with the Level-12 of Pay Matrix Rs.101500-167400 on probation for a period of one year from the date of joining. He joined his duty on 25.10.2022(FN) and his Pay has been fixed at Basic Pay of Rs.101500/- per month plus allowances as per rules.

It is also relevant to mention here that the matter of Confirmation in respect of some Assistant Professors Grade-II was placed before the Board of Governors in its 55th meeting held on 29.07.2021 vide Agenda Item No.55.12 and the Board decided as under:

"The Board considered the matter of confirmation of Assistant Professors Grade-II. After detail discussion, the Board decided that this issue be referred the Ministry of Education for obtaining the views of Ministry."

In compliance to the decision of the Board of Governors, vide letter No.Estt.-I/4009 dated 17.09.2021 and subsequent letter No.Estt.-I/1126 dated 06.04.2022, the matter was referred to the Ministry of Education, Government of India for advice.

Thereafter, in response to the Institute letter No.Estt.-I/1126 dated 06.04.2022, the Ministry of Education, Government of India vide letter F.No.10-4/2022-TS.III dated 20.04.2022 has clarified that the confirmation of Assistant Professors Grade-II may be carried out as per the terms and conditions contained in their appointment letters and recruitment rules prevailing at that point of time. A copy of the Ministry of Education, Govt. of India letter dated 20.04.2022 is enclosed as Annexure – 60.17 (ii) on page 96.

In view of the above, it is proposed that *the services of Dr. Gaurav Saini may be confirmed to the post of Assistant Professor Grade-II, Department of Electronics & Communication Engineering of the Institute in the Pay Band-3 of Rs.15600-39100 + AGP of Rs.6000/- revised to Pay Level-10 of Pay Matrix Rs.57700-98200 w.e.f.15.03.2014(FN) in terms of Clause-24(v) of the Model Recruitment Rules issued by the Ministry of Education (MHRD), Government of India vide OM F.N.33-7/2011-TS.III dated 14.03.2012, subject to fitness of his ACRs.*

CONFIRMATION

723

Association of UPSC with DPC for confirmation dispensed with.— Union Public Service Commission need not be associated with a Departmental Promotion Committee constituted for considering the cases of confirmation of officers. The proceedings of the DPC which considered the confirmation of Group 'A' officers, should, however, be sent to the Commission for their approval. While doing so, the cases of officers not considered for confirmation along with their records should be specifically referred to Commission for their approval.

[G.I., Dept. of Per. & Trg., O.M. No. 22011/5/86-Estt. (D), dated the 10th April, 1989 — 23.]

Procedure for confirmation.— (i) An officer promoted to officiate earlier on the recommendation of a DPC will be entitled to earlier confirmation than others so promoted later, provided he maintains his efficiency. In such cases, the question of relative efficiency of these officers for the purpose of confirmation would not arise.

(ii) Direct recruits appointed to permanent vacancies advertised as likely to become permanent should be given preference over persons recruited against temporary posts, even though the latter might have been recruited earlier.

(iii) In the case of persons appointed initially on an *ad hoc* basis and approved and recommended by the UPSC subsequently against the direct recruitment quota, the date of Commission's letter recommending appointment or concurring in or regularizing their appointment, as the case may be, should be deemed to be the date of Commission's recommendation. The previous service rendered by them should not be taken into account for confirmation.

(iv) As amongst direct recruits recommended at the same selection by the UPSC, the order of merit and not the date of appointment will determine priority for confirmation.

(v) *** *** *** ***

[G.I., M.H.A., O.M. No. 1/1/55-RPS, dated the 17th February, 1955; 1/9/58-RPS, dated the 15th May, 1969 and 12/10/63-Estt. (D), dated the 27th December, 1973.]

Confirmation of probationers.— A person appointed against a permanent post as a direct recruit with definite conditions of probation is to be confirmed in the grade with effect from the date on which he successfully completes the period of probation. The decision whether he should be confirmed or his probation extended should be taken soon after the expiry of the initial probationary period, i.e., ordinarily within 6 to 8 weeks and communicated to the employee together with the reasons in case of extension. Even though the meetings of the DPC may be held after the termination of the

N. No. Annexure - 60.17 (ii) ²⁸⁸

Diary No. 2422

Dated 27/04/2022

F.No.10-4/2022-TS.III
Government of India
Ministry of Education
Department of Higher Education

Shastri Bhawan, New Delhi,
Dated, the 20 April, 2022

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

Subject: To seek the advice regarding the confirmation of Assistant Professors Grade-II, NIT, Kurukshetra - regarding.

Sir,

I am directed to refer to Institute's proposal No. Estt-1/1126 dated 06.04.2022 and earlier communications issued in this regard on the above cited subject vide which advice has been sought from this Ministry regarding confirmation matter of 15 numbers of Assistant Professor Grade-II from the due date of confirmation on completion on probation.

2. In this context, kind attention is invited to this Ministry's letter No.F.No.2-5/2017-TS.III dated 17.07.2017 circulated to all NITs, after consultation with the Department of Legal Affairs, M/o Law & Justice (copy enclosed).

3. It is, therefore, requested that confirmation of 15 numbers of Assistant Professor Grade-II may be carried out as per the terms and conditions contained in their appointment letters and Recruitment Rule prevailing at that point of time.

Yours faithfully,

Pawan Kumar
(Pawan Kumar)
Under Secretary to the Govt. of India
Tel: 23384897

(P)
to spk
Paw
27/04/22

Encl: As above

Discussed.
Please put up on file.

AB(GA)
28/04/2022
Estt-I
27/04/22

BoG 60.18 To consider the re-fixation of Pay in respect of Assistant Professor(s) Grade-I recruited against the Advertisement No.08/2022.

The institute had advertised for the recruitment of 99 nos. posts of Assistant Professor Grade-I vide advertisement No.08/2022 for the various Departments. The Selection Committee meetings were held during the period from 11.10.2022 to 21.10.2022. The recommendations of the Selection Committees for appointment of Assistant Professors Grade-I in various Departments of the Institute were placed before the Board of Governors in its 59th emergent meeting held on 22.10.2022. The Board of Governors approved the recommendations of the Selection Committee.

As per the recommendations of the Selection Committee, 02 advanced increments were granted to 31 nos. of selected candidate for the post of Assistant Professor Grade-I. Out of 31 nos. of selected candidates, 28 nos. of candidate had joined their duty in the Institute. Accordingly, their Pay have been fixed in the Level-12 of Pay Matrix Rs.101500/- + 02 Advance Increments (separate element) in reference to the decision of BoG taken in its 53rd meeting held on 21.08.2020.

It is relevant to mention here that in the matter of Pay Fixation of Assistant Professors recruited in the Pay Band-3 of Rs.15600-39100 + AGP of Rs.6000/- + 02 non-compounded increments against the Institute Advt. No.14/2012 & 05/2013 was placed before the Board of Governors in its 53rd meeting held on 21.08.2020 vide Agenda Item No.53.20 and the Board decided as under:

"The Board considered and deliberated the report of the committee dated 11.03.2020. In this regards the Department of Personnel & Training, Ministry of Personnel, Public Grievances & Pensions, Government of India OM No.F.No.1/7/2017-Estt (Pay-I) dated 24th July, 2020 was taken into reference. The Board decided that it will be appropriate the pay fixation of the Assistant Professors recruited in Pay Band-3 of Rs.15600-39100 + AGP of Rs.6000/- + 2 non-compounded increments against the Advt. No.14/2012 and Advt. No.05/2013 be done as per the procedure indicated in the above OM of DoPT dated 24.07.2020."

Vide OM dated 24.07.2020 issued by the DoPT, Government of India as referred above, it has been clarified at Para-3(vi) that:

"The amount of these advance increments shall be treated as a separate element in addition to the basic pay and it should be counted as pay for all purposes. Further, once these advance increments are taken into account for the purpose of fixation of pay on promotion or being placed in a higher scale on grant of MACP or due to revision of Pay Scale or Pay Structure etc., these advance increments no longer continue as a separate element.

A copy of the DoPT letter dated 24.07.2020 is enclosed as Annexure – 60.18(i) from pages 100 to 102 .

In reference to the decision of the BoG taken in its 53rd meeting held on 21.08.2020, the following method of Pay Fixation has been made in respect of the above said 28 nos. of Assistant Professor Grade-I in the Pay Level-12 of Pay Matrix Rs.101500/- + 02 Advance Increments (as a separate element):

Pay fixation to the post of Assistant Professor Grade-I in the Level-12 of Pay Matrix Rs.101500-167400 (pre-revised PB-3 of Rs.15600-39100 + AGP of Rs.8000/-) + 02 Advance Increments w.e.f. 25.10.2022.

Basic Pay w.e.f.25.10.2022 : Rs.101500/- + Rs.6100/- (02 Advance Increments as Separate Element (Rs.107600-101500 = Rs.6100/-)

Date of Next Increment : 01.07.2023

Now one of the said Assistant Professors Grade-I, Department of Mathematics of the Institute has submitted his representation on 15.03.2023 in which he has stated that in response to his appointment letter No.Gen.-I/3795/4867 dated 25.10.2022, he had joined his duty on 25.10.2022. As per his appointment letter, he has been offered in the Level-12 of pay matrix with 02 advanced increments. He has received a pay fixation letter No.Estt.-I/PF/668 dated 17.02.2023 that his Pay has been fixed as Basic Pay w.e.f. 25.10.2022: Rs.101500/- + Rs.6100/- i.e. 02 Advance Increments as a separate element (Rs. 107600-101500 = Rs. 6100/-). He has further stated that with reference to the OM F.No.15-4/2017-TC dated 27.10.2017, the Revision of Pay of Faculty & Scientific/Design Staff of the Centrally Funded Technical Institution (CFTIs), in the 43rd BoG meeting held on 23.01.2018 it was approved the pay fixation of faculties based on the 7th CPC guidelines. As per 1(b) of the letter OM F.No.15-4/2017-TC dated 27.10.2017, the pay fitment in respect to the faculty is given in Annexure-I and given one example as the initial pay for Assistant

Professor Grade-II (Level-10) be mapped to cell no.8 of the annexure-I i.e. Rs. 70900/- instead of 7 non compounded increments it is also mentioned the increments should be mapped to the next cell. Accordingly, he has requested to refix his Pay in the post of Assistant Professor Grade-I with 02 advanced increments to be at cell 3 of Level-12 in Pay Matrix i.e. Rs.107600/- (it should not treated as separate element).

In this context, it is submitted that the Ministry of Human Resource Development, New Delhi had issued a letter F.No.15-4/2017-TC dated 27.10.2017 regarding the Revision of Pay of Faculty & Scientific/Design Staff of the Centrally Funded Technical Institution (CFTIs) following the pay revision of the Central Government Employees on the recommendations of 7th Central Pay Commission. The Board of Governors had approved the same in its 43rd meeting held on 23.01.2018. In terms of the MHRD letter dated 27.10.2017, the revised pay and other service conditions as approved by the Govt. of India for the Faculty and Scientific/Design Staff in Centrally Funded Technical Institutions (CFTIs), 1.(b) that the nomenclature of Assistant Professor (Contractual) is changed into Assistant Professor Grade-II (Presently in AGP 6000 and AGP 7000) and Assistant Professor Grade-I (Presently in AGP Rs. 8000 and AGP 9000). The Initial pay of Assistant Professor Grade-II (Level-10) be mapped to cell no.8 of the pay matrix i.e. Rs. 70900/- instead of the 07 non-compounded increments. A copy of the Ministry of Education letter dated 27.10.2017 is enclosed as Annexure – 60.18(ii) from pages 103 to 108.

In view of the above, the Board may consider *the request of the faculty member in the issue of re-fixation of Pay in respect of Assistant Professor(s) Grade-I selected and granted with 2 additional increments against the Advertisement No.08/2022 in line with the OM F.No.15-4/2017-TC dated 27.10.2017 titled "Revision of Pay of Faculty & Scientific/Design Staff of the Centrally Funded Technical Institution (CFTIs)" applicable for pay fixation of faculty and scientific/Design staff of CFTIs following the pay revision recommendations of 7th CPC for fixing their basic pay at cell-3 of level-12., i.e. Rs. 107600/- as per the pay matrix applicable for IITs/IISc/IIM/NITIE/IISER/NIT/IIIT in 4-tier structure and decide the matter.*

F. No. 1/7/2017-Estt (Pay-I)
Government of India
Ministry of Personnel, Public Grievances & Pensions
(Department of Personnel & Training)

North Block, New Delhi
Dated the 24th July, 2020

OFFICE MEMORANDUM

Subject: Advance increments granted to Stenographers of Subordinate Offices on qualifying speed test in shorthand at 100/120 w.p.m., in the 7th CPC Scenario-reg.

In accordance with the provisions contained in Department of Expenditure's OM No. 7(31)E-III(A)/75 dated 04.10.1975 and this Department's OM No. 18/44/88-Estt.(Pay-I) dated 14.08.1989 and OM No. 1/9/98-Estt.(Pay-I) dated 30.01.2001, Stenographers of Subordinate Offices were granted one or two advance increments for qualifying speed test in shorthand at 100/120 wpm. This Department vide OM No. 18/44/88-Estt.(Pay-I) dated 07.12.2009 provided that these advance increments should be treated as pay for all purposes. Further, due to the introduction of Grade Pay and Pay Band system, consequent to the implementation of CCS (RP) Rules, 2008, this Department vide OM No. 1/1/2010-Estt.(Pay-I) dated 06.12.2012 had clarified the manner in which these advance increment(s) are to be computed.

2. Consequent upon the implementation of CCS (RP) Rules, 2016, the system of Pay Band and Grade Pay has been replaced by the Pay Matrix. The manner in which the advance increment(s) are to be computed and the guidelines for granting these advance increments to Stenographers of Subordinate Offices on qualifying speed test in shorthand at 100/120 w.p.m., in the 7th CPC Scenario, have been considered in this Department, in consultation with Department of Expenditure.

3. The President is pleased to decide that in supersession of all the existing orders/OMs/instructions/guidelines on the subject of granting the advance increment(s) to Stenographers of Subordinate Offices on qualifying speed test in shorthand at 100/120 w.p.m., w.e.f. 01.01.2016 the advance increments shall be regulated as under:

- (i) The stenographer who is recruited on the basis of speed test in the shorthand at 80 w.p.m. may be granted one advance increment on qualifying speed test in shorthand at 100 w.p.m. and one more advance increment on qualifying speed test in shorthand at 120 w.p.m. while in service. However, if a stenographer who is recruited on the basis of speed test in the short hand at 80 w.p.m. directly qualifies the speed test in shorthand at 120 w.p.m. while in service, he/she may be granted two advance increments.

P. Bahar
24/07/2020

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- (ii) The stenographer, who is recruited on the basis of speed test in the shorthand at 100 w.p.m., may be granted one advance increment on qualifying speed test in shorthand at 120 w.p.m. while in service.
- (iii) These speed tests shall be conducted by properly constituted Authorities including Departmental Authorities.
- (iv) These advance increments shall be granted from the date of passing the test.
- (v) These advance increments shall not be absorbed in future increments and the date of next increment after the grant of these advance increments shall remain the same. No option for fixation of pay from the Date of Next Increment shall be available/allowed for fixation of pay on account of these advance increments.
- (vi) The amount of these advance increments shall be treated as a separate element in addition to the basic pay and it should be counted as pay for all purposes. Further, once these advance increments are taken into account for the purpose of fixation of pay on promotion or being placed in a higher scale on grant of MACP or due to revision of Pay Scale or Pay Structure etc., these advance increments no longer continue as a separate element.
- (vii) In respect of the stenographers, who become eligible for grant of these advance increments consequent upon the implementation of CCS (RP) Rules, 2016, they may be granted one/two advance increments (as the case may be) in the vertical Level, in which the Government Servant is placed on the date of passing the test, as illustrated below:

(a) For granting two advance increments:

1	Due date of grant of next annual increment : 01.07.2017	Grade Pay	2400	2800
2	Date of qualifying proficiency Stenography Test : 25.04.2017	Levels	4	5
3	Basic Pay in pay Matrix, on the date of qualifying proficiency Test : 30100 [Level 5]	1	25500	29200
4	Value in pay Matrix, after grant of two advance increments : 31900 [Level 5]	2	26300	30100
5	Separate Element: 31900-30100= 1800/-	3	27100	31000
6	Basic Pay as on 25.04.2017= 30100 + 1800 (Separate Element); DNI will remain the same i.e. 01.07.2017.	4	27900	31900
7	Basic Pay on 01.07.2017 (DNI)= 31000 + 1800 (Separate Element)	5	28700	32900
		6	29600	33900
		7	30500	34900
		8	31400	35900
		9	32300	37000
		10	33300	38100

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(b) For granting one advance increment:

1	Due date of grant of next annual increment : 01.01.2018	Grade	2400	2800
2	Date of qualifying proficiency Stenography Test : 10.09.2017	Pay		
3	Basic Pay in pay Matrix, on the date of qualifying proficiency Test : 34900 [Level 5]	Levels	4	5
4	Value in pay Matrix, after grant of one advance increments : 35900 [Level 5]	1	25500	29200
5	Separate Element: 35900-34900= 1000/-	2	26300	30100
6	Basic Pay as on 10.09.2017= 34900 + 1000 (Separate Element); DNI will remain the same i.e. 01.01.2018.	3	27100	31000
7	Basic Pay on 01.01.2018 (DNI)= 35900 + 1000 (Separate Element)	4	27900	31900
		5	28700	32900
		6	29600	33900
		7	30500	34900
		8	31400	35900
		9	32300	37000
		10	33300	38100

(viii) Benefit of these advance increments will not be treated as an anomaly for the purpose of stepping of pay of seniors.

4. In their application to the employees of Indian Audit and Accounts Department, these orders are issued after consultation with the Comptroller & Auditor General of India, as mandated under Article 148(5) of the Constitution.

5. Hindi Version will follow.

R Bahree
24/07/2020
(Rajeev Bahree)

Under Secretary to the Government of India

To

All Ministries / Departments of Government of India.

Copy also forwarded to:

1. The Comptroller & Auditor General of India.
2. Secretary General, Supreme Court of India.
3. Controller General of Accounts / Controller of Accounts, Ministry of Finance.
4. Union Public Service Commission / Lok Sabha Sectt. / Rajya Sabha Sectt. / Cabinet Sectt. / Central Vigilance Commission / President's Sectt. / Vice-President's Sectt. / Prime Minister's Office / Niti Aayog.
5. Governments of all States and Union Territories.
6. Department of Personnel and Training (AIS Division) / JCA / Admn. Section.
7. Secretary, National Council of JCM (Staff Side), 13-C, Feroz Shah Road, New Delhi.
8. All Members of Staff Side of the National Council of JCM / Departmental Council.
9. All Officers / Sections of Department of Personnel and Training / Department of Administrative Reforms & Public Grievances / Department of Pensions & Pensioners' Welfare / PESB.
10. Joint Secretary (Pers), Department of Expenditure, Ministry of Finance.
11. Additional Secretary (Union Territories), Ministry of Home Affairs.
12. JD (OL), DoPT, North Block, New Delhi- for Hindi version of this OM.

R Bahree
24/07/2020
(Rajeev Bahree)

Under Secretary to the Government of India

F.No. 15-4/2017-TC
Government of India
Ministry of Human Resource Development
Department of Higher Education
TC Section

Shastri Bhawan, New Delhi

Dated: 27 October, 2017

To,

The Directors,
All Centrally Funded Technical Institutions.

Sub:- Revision of pay of Faculty and Scientific/Design Staff in Centrally Funded Technical Institutions (CFTIs) following the pay revision of the Central Government employees on the recommendation of 7th Central Pay Commission (7th CPC).

Sir,

I am directed to say that the Government of India have decided, after taking into consideration the recommendations made by the Pay Review Committee, to revise the Pay of Faculty and Scientific/Design Staff of Centrally Funded Technical Institutions following the pay revision of the Central Government employees on the recommendation of 7th Central Pay Commission(CPC). The revised pay and other service conditions as approved by the Government of India for the Faculty and Scientific/Design Staff in Centrally Funded Technical Institutions (CFTIs) are as under: -

1. For Indian Institutes of Technology (IITs), Indian Institute of Science (IISc.), Bangalore, Indian Institutes of Management (IIMs), National Institute of Industrial Engineering (NITIE), Mumbai and Indian Institutes of Science Education & Research(IISERs), National Institutes of Technology (NITs) and Indian Institutes of Information Technology (IIITs).

(a) The pay fitment in respect of the Faculty would be as per fitment table at **Annexure-I**.

(b) The nomenclature of Assistant Professors (Contractual) is changed into Assistant Professor Grade-II (Presently in AGP 6,000 and AGP 7,000) and Assistant Professor Grade - I (Presently in AGP 8,000 and AGP 9,000). There shall be no change in the terms and conditions of appointment, or nature of appointment as done earlier as per MHRD letter no. 23-01/2008-TS-II dated 18.08.2009 read with 16.09.2009. Institutes should put in place a process for discontinuation of non-performers. The initial pay for Assistant Prof. Grade -II (level 10) be mapped to cell no. 8 of the **Annexure-I** i.e. Rs. 70,900 instead of the 7 non-compounded increments.

(c) The pay of Directors of IITs/IIMs/IISc/IISERs/NITIE whose pay scale in 6th CPC was Rs. 80,000 (fixed) shall only be fixed at level 17 (i.e. Rs. 2,25,000/-fixed) and pay in respect of all other Directors who were in the existing pay scales of Rs. 75,000 + Rs.5000 (Special Allowance) shall be fixed at Rs 2,10,000/- (fixed). However, the

present Special Allowance of Rs.5000/- shall continue till a final decision is taken on revision of Special Allowance after consultation with the Ministry of Finance.

2. For SPA, SLIET & NERIST:-

- (i) The pay fitment in respect of the Faculty would be as per fitment table at **Annexure-II**.
- (ii) The pay in respect of all Directors who were in the existing pay scales of Rs. 75,000 + Rs.5000 (Special Allowance) shall be fixed at Rs 2,10,000/- (fixed). However, the present Special Allowance of Rs.5000/- shall continue till a final decision is taken on revision of Special Allowance after consultation with the Ministry of Finance.

3. For CIT, GKCIET, NIFFT & NITTTR :-

- (i) For Academic posts other than those contained in **Annexure-II** of this order, they shall follow AICTE Pay Revision orders.
- (ii) For Directors, the **Annexure-II** above shall apply as per 2(ii) above.

4. Pay Fixation Method.

The revised pay structure for different categories of Faculty is based on the following:

- a) The Pay Fixation formula followed in the 7th CPC for Central Government is being followed in the academic pay structure too, moving from the concept of Pay Band and Academic Grade Pay to that of Academic Levels and Cells.
- b) The first academic level (corresponding to AGP of Rs.6000) is numbered as academic level 10. Similarly, the other academic levels are 11, 12, 13A1, 13A2, 14, 14A and 15.
- c) Each cell in an academic level is 3% higher than the previous cell in that level.
- d) The Index of Rationalisation (IOR) is 2.67 for AGP less than Rs.10,000 and 2.72 for the AGP of Rs.10,000 and above.
- e) The entry pay for each level is as follows:

Level	Academic Grade Pay (Rs.)	Entry Pay (Rs.)
10	6,000	21,600
11	7,000	25,790
12 (Annx.-I)	8,000	38,000
12 (Annx.-II)	8,000	29,900
13A1	9,000	49,200
13A2 (Annx.-I)	9,500	52,300
14	10,000	53,000
14A (Annx.-I)	10,500	58,500
15	-	67,000

The Pay Matrix based on the above propositions on Academic Levels, Cells and Entry Pay is at **Annexure I & II**.

- (f) For fixation of pay of an employee in the Pay Matrix as on 1st January, 2016, the existing pay (Pay in Pay Band plus Academic Grade Pay) in the pre-revised structure as on 31st December, 2015 shall be multiplied by a factor of 2.57. The figure so arrived at is to be located in the Academic Level corresponding to employee's Pay Band and Academic Grade Pay in the new Pay Matrix. If a Cell identical with the figure so arrived at is available in the appropriate Academic Level, that Cell shall be the revised pay; otherwise the next higher cell in that Academic Level shall be the revised pay of the employee. If the figure arrived at in this manner is less than the first cell in that Academic Level, then the pay shall be fixed at the first cell of that Academic Level.

If a situation arises where more than two stages are bunched together, one additional increment equal to 3% may be given for every two stages bunched, and pay fixed in the subsequent cell in the pay matrix.

5. Increment

- (i) The annual increment is given in the Pay Matrix at 3%, with each cell being higher by 3% over the previous cell in the same level, rounded off to nearest 100. The annual increments to each employee would move up in the same academic level, with an employee moving from the existing cell in the academic level to the immediate next cell in the same academic level.
- (ii) There shall be two dates for grant of increment namely, 1st January and 1st July of every year, instead of existing date of 1st July, provided that an employee shall be entitled to only one annual increment on either one of these two dates depending on the date of appointment, promotion or grant of financial up-gradation.

6. Promotion

When an individual gets a promotion, his new pay on promotion would be fixed in the Pay Matrix as follows:

On promotion, he would be given a notional increment in his existing Academic Level of Pay, by moving him to the next higher cell at that level. The pay shown in this cell would now be located in the new Academic level corresponding to the post to which he has been promoted. If a cell identical with that pay is available in the new level, that cell shall be the new pay; otherwise the next higher cell in that level shall be the new pay of the employee. If the pay arrived at in this manner is less than the first cell in the new level, then the pay shall be fixed at the first cell of that level.

7. Allowances

The decision on allowances of faculty of CFTIs will be taken after consultation with the Ministry of Finance. Till a final decision on Allowances is taken, all allowances will continue to be paid at existing pay structure, as if the pay had not been revised with effect from 01.01.2016.

8. Superannuation and Re-employment

The existing provisions on superannuation and re-employment of faculty shall continue as per extant provisions.

9. Scientific/Design Staff:-

The revised pay of Scientific/Design Staff shall be mapped into the normal replacement pay of 7th CPC.

10. Date of implementation of revised pay and allowance and payment of arrears:

- (i) The revised Pay and revised rates of Dearness Allowance shall be with effect from 01.01.2016.
- (ii) Payment of arrears shall be made during the current financial year 2017-18, after deduction of income tax as admissible.
- (iii) An undertaking shall be taken from every beneficiary to the effect that any excess payment made on account of incorrect fixation of pay in the revised Pay Level or grant of inappropriate Pay Level and Pay Cells or any other excess payment made shall be adjusted against the future payments due or otherwise to the beneficiary in the same manner as provided in Ministry of Finance (Department of Expenditure) O.M. No.1-5/2016-IC dated 29th July, 2016.
- (iv) The revised pay in the relevant Level and Cell together with the applicable allowances including arrears of salary as mentioned above shall be paid to all eligible faculty.

11. The above revision is in line with the guidelines issued by the Ministry of Finance (Department of Expenditure) vide O.M. No.1-5/2016-IC dated 29th July, 2016.

12. All other provisions/conditions not mentioned in this order shall continue to apply as per MHRD letter no. 23-1/2008-TS-II dated 18.08.2009 read with 16.09.2009.

13. Anomalies, if any, in the implementation of this order may be brought to the notice of the Department of Higher Education, Ministry of Human Resource Development, for clarification/ decision of the Central Government.

14. Hindi version will follow.


(Malathi Narayanan)

Deputy Secretary to the Government of India

Copy to:

1. Directors of all Centrally Funded Technical Institutions (CFTIs).
2. Principal Secretary to Prime Minister, South Block, Central Secretariat, New Delhi.
3. Secretary (Coordination), Cabinet Secretariat, Rashtrapati Bhavan, New Delhi.
4. Secretary, Department of Expenditure, North Block, New Delhi.
5. Secretary, Department of Personnel & Training, North Block, New Delhi.

6. Secretary, Department of Agriculture Research and Education, Krishi Bhavan, New Delhi.
7. Secretary, Ministry of Health and Family Welfare (Medical Education), Nirman Bhavan, New Delhi.
8. Chairman, All India Council for Technical Education, New Delhi
9. Secretary, University Grants Commission, New Delhi
10. Chief Secretaries of all State Governments.
11. Web Master, Ministry of Human Resource Development for publication on the website of the Ministry, hosted by the National Informatics Centre.

M. Narayanan
(Malathi Narayanan)

Deputy Secretary to the Government of India

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

Cadre Title	Asst. Prof. Grade II		Asst. Prof. Grade I		Associate Prof.			Professor	
	PB3 15600-39100		PB4 37400-67000		PB4 37400-67000			67000-79000	
6 th PC Pay Band	6000	7000	8000	9000**	9500	10000	10500	HAG	
Grade Pay - IIT etc.	2.67	2.67	2.67	2.67	2.67	2.72	2.72	2.72	
Index of Rationalisation	21600	25790	38000	49200	52300	53000	58500	67000	
Entry Pay IIT etc.	10	11	12	13A1	13A2	14	14A	15	
Pay Level									
1	57700	68900	101500	131400	139600	144200	159100	182200	
2	59400	71000	104500	135300	143800	148500	163900	187700	
3	61200	73100	107600	139400	148100	153000	168800	193300	
4	63000	75300	110800	143600	152500	157600	173900	199100	
5	64900	77600	114100	147900	157100	162300	179100	205100	
6	66800	79900	117500	152300	161800	167200	184500	211300	
7	68800	82300	121000	156900	166700	172200	190600	217600	
8	70900	84800	124600	161600	171700	177400	195700	224100	
9	73000	87300	128300	166400	176900	182700	201600		
10	75200	89900	132100	171400	182200	188200	207600		
11	77500	92600	136100	176500	187700	193800	213800		
12	79800	95400	140200	181800	193300	199600	220200		
13	82200	98300	144400	187300	199100	205600			
14	84700	101200	148700	192900	205100	211800			
15	87200	104200	153200	198700	211300				
16	89800	107300	157800	204700					
17	92500	110500	162500						
18	95300	113800	167400						
19	98200	117200							

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

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BoG 60.19 To consider the action taken report to grant the Lien on the substantive post to join new assignment in respect of non-teaching employees of the Institute recruited against Advertisement No.41/2018.

In terms of Recruitment Rules-2017 issued by the Ministry of Education (MHRD), Government of India vide OM No.F.33-2/2012-TS.III dated 20.12.2017 and adopted by the Board of Governors in its 43rd meeting held on 23.01.2018 vide Agenda Item No.43.12, the Institute vide Advertisement No.41/2018 had advertised 65 nos. of various non-teaching cadres posts to fill up on regular basis. The recruitment process had been completed except the post of Technician. The appointments made against the Advt.No.41/2018 were reported to the Board in its 50th meeting held on 20.06.2019.

During the recruitment process, some of the candidates had filed CWPs in the Hon'ble High Court of Punjab & Haryana, Chandigarh challenging the Advt. No.41/2018 as well as Selection Process. The Hon'ble High Court in CWP No.30787 of 2018, Kulvinder Singh Vs NIT & Ors. vide interim orders dated 18.12.2018 had directed that any selection pursuant to above Advt. shall be subject to final outcome of CWP, likewise the similar orders were passed in the CWP No.10457 of 2019, Dalraj Meena Vs NITK & Ors. vide interim order dated 23.04.2019, however, it was ordered to be heard with another similar CWP No.9869 of 2019, Munesh Kumar Meena Vs NITK & Ors. The above said CWPs are still pending.

All such candidates joined in the Institute were placed on probation for a period of one year and on successfully completion of their respective probation period, their services were confirmed on approval of the competent authority subject to final outcome of the above said CWPs.

Now on having been selected in some other organizations, where they had applied through proper channel, such employees had requested to retain their Lien for a period of two years. In this regard, a legal Opinion to this effect has been sought on 09.03.2023 from the Institute Standing Counsel Sh. Amarjit Singh

Virk, Advocate, High Court of Punjab & Haryana, Chandigarh. As per the legal opinion that since the appointment of these employees is subject to final outcome of the CWPs as mentioned in their respective appointment letters and they have been confirmed with the same condition and the above said CWPs are still pending, the same will not affect their status being the regular employees of the Institute as on date and once they are requesting for retaining their lien for two years on having been selected/appointed in some other organizations, where they had applied through proper channel, they are entitled for grant of lien, at best the same can be granted subject to the same condition that the same shall remain subject to final outcome of the said CWPs, as mentioned in their appointment/confirmation letters.

In view of the above, the Board may kindly consider the action taken report to grant the Lien on the substantive post to join new assignment in respect of non-teaching employees of the Institute recruited against Advertisement No.41/2018 and decide.

-111 -

BoG 60.20 To consider granting incentives/benefits to the employees on the occasion of “Diamond Jubilee Year” of the Institute.

The National Institute of Technology, Kurukshetra is celebrating its Diamond Jubilee year from 1st July, 2022 to 30th June, 2023. In this year long celebrations, cultural programmes, special lectures of alumni, seminars, conferences and other activities are being organized by the Institute.

Over the past 60 years, the Institute has grown vastly and achieved high reputation in academic and research. Today the Institute is recognized as a leading centre of Technical Education in the National and International arena. This has been achieved through sincere services and dedicated efforts of the faculty and non-faculty staff of the Institute.

In the above context, it is worth mentioning here that the services of the employees of the Institute merits due recognition and appreciation on the occasion of Diamond Jubilee Celebrations of the Institute. It is relevant to mention here that the BoG in its 29th meeting held on 28.12.2012 had decided that on the occasion of “Golden Jubilee Year” of the Institute all regular staff member be presented a wrist watch costing upto maximum of Rs. 1000/- each and the expenditure on this account be met out of the “*Institute Development Fund*”.

In view of the above, the Institute has approached 11 NITs such as MNNIT Allahabad, MANIT Bhopal, NIT Calicut, NIT Durgapur, NIT Jamshedpur, VNIT Nagpur, NIT Rourkela, SVNIT Surat, NITK Surathkal, NIT Warangal, NIT Srinagar who had completed their Diamond Jubilee Celebrations in the year 2021 with a view to gather information regarding incentives/benefits provided to their employees. The information in this regard is likely to be received from these NITs shortly.

In view of the above facts, it is proposed that on the occasion of “Diamond Jubilee Year” of the Institute all regular staff member be presented a “Diamond Jubilee item” costing upto maximum of Rs.3000/- each and the expenditure on this account may be met out of the “*Institute Development Fund*”.

The matter is placed before the Board for *consideration and decision*.

BoG 60.21 To inform about the status of the case filed by Sh. Kulvinder Singh, Technical Assistant SG-II, Electrical Engineering Department of the Institute at National Commission for Scheduled Castes, New Delhi regarding promotion is denied due to SC caste.

A letter No.K-9/Haryana-8/2021/SSW-II dated 27.02.2023 was received from National Commission for Scheduled Castes along with minutes of hearing held on 10.01.2023 and hearing notice for dated 06.03.2023.

In the above minutes, the Commission makes the following recommendations:

- (i) The Authority present in the meeting stated that as per the recommendation of the Commission, a committee has been constituted to review the grading given in the APARs of the petitioner for the year 2017-18, the committee will consider the grading given in the APARs of two years back and two years ahead. There is also a member of the Schedule Castes in the Committee.
- (ii) The petitioner said that he is not satisfied with the committee that has been constituted and he has registered his objection in this regard.
- (iii) The Commission recommends that the committee constituted to review the grading given in the APAR of the petitioner for the year 2017-18 should be re-constituted and the Deputy Secretary/Director of the Ministry of Education should be included in that committee, those people should not be kept in the committee for which the petitioner has objection. The Commission also recommends that the Ministry of Education should pay special attention in this matter.

A copy of the NCSC, New Delhi letter dated 27.02.2023 is enclosed as Annexure – 60.21 (i) on page 115.

In this context, it is stated that as per the decision of the Board, an Office Order was issued vide No.Gen.-I/3962/263 dated 18.01.2023 regarding the re-constitution of the Committee for further necessary action.

The Committee had submitted its report on 28.02.2023. The conclusion of the recommendations of the Committee are as under:

“The Committee takes note of a recent judgement of the Hon’ble Supreme Court of India delivered in the month of February, 2023. The title of the case is R.K. Jibanlata Devi vs. High Court of Manipur through

its Registrar General & Ors. Writ Petition (Civil) No. 1209 of 2021 with citation as 2023 LiveLaw (SC). In this case, on similar kind of issues relating to promotion and non-communication of below the benchmark assessment in the ACR, the Hon'ble Supreme Court of India reiterated the law laid down in Rukhsana Shaheen Khan , Sukhdev Singh and Dev Dutt vs. Union of India and Ors, (2008) 8 SCC 725 in which it was stated that uncommunicated adverse ACRs may be even with Good entry which can be said to be adverse in the context of eligibility for promotion is not be relied upon for consideration of promotion.

The Committee is of the opinion that the issue of promotion in case of Sh. Kulvinder Singh vis-à-vis the uncommunicated ACRs may be considered by NIT, Kurukshetra (subject to the fulfilment of other eligibility conditions as laid down by the Institute) in the light of the decision of the Hon'ble Supreme Court of India in the above cases.”

The Board of Governors of the Institute had approved the above recommendations of the Committee on 01.03.2023. Accordingly, the Action Taken Report of the Institute was sent to the NCSC, New Delhi vide letter No.Gen.-I/3950/881 dated 03.03.2023.

In the letter dated 27.02.2023 of NCSC, New Delhi, it has been instructed for personal appearance of the Secretary, Department of Higher Education, Ministry of Education, New Delhi and Director of the Institute at National Commission for Scheduled Castes, New Delhi on 06.03.2023. Accordingly, the Director alongwith other Officers of the Institute, Deputy Secretary (NITs) and Under Secretary (NITs), Ministry of Education, Govt. of India were present on 06.03.2023 before the Hon'ble Chairman, NCSC, New Delhi for hearing. During the hearing, the Commission while considering the Action Taken Report of the Institute has suggested that the petitioner Shri Kulvinder Singh was eligible for the post of Technical Officer (Electronics & Communication Engineering). Therefore, the petitioner be promoted to the post of Technical Officer (Electronics & Communication Engineering) in reference to the recommendations of the earlier DPC meeting held on 22.01.2020 and submit the Action Taken Report on the next date of hearing i.e. 28.03.2023. The minutes of the hearing held on 06.03.2023 at NCSC, New Delhi has not been received yet.

In this context, it is relevant to mention here that the matter was placed before the Board of Governors in its 58th meeting held on 25.08.2022. The Board of Governors had observed that Sh. Kulvinder Singh has qualification of B.Tech in Electrical Engineering and not in Electronics & Communication Engineering. The Institute made him eligible inadvertently. His eligibility was also overlooked by the Departmental Promotion Committee (DPC) meeting held on 22.01.2020. Looking the above facts, the BoG held that he was not eligible for the promotion to the post of Technical Officer in the Department of Electronics and Communication Engineering as per the eligibility detailed in the notification of NIT, Kurukshetra dated 16.12.2019.

Further, the NIT Kurukshetra had specifically mentioned in the notification that the educational qualification required for this post was that the candidate 'must possess at least B.E./B.Tech in Electronics & Communication Engineering from a recognized University/Institute'.

The matter is placed before the Board for information and further directions (if any).



सत्यमेव जयते

GOVERNMENT OF INDIA
NATIONAL COMMISSION FOR SCHEDULED CASTES
(A Constitutional body set up under Article 338 of the Constitution of India)

File No. K-9/Haryana-8/2021/SSW-II

विषय: श्री कुलविंदर सिंह, तकनीकी सहायक, एस.जी.-II, इलेक्ट्रिकल इंजीनियरिंग विभाग, राष्ट्रीय प्रौद्योगिकी संस्थान, कुरुक्षेत्र का जाति के आधार पर भेदभाव के कारण पदोन्नति से वंचित रखने के संबंध में प्रत्यावेदन।

सुनवाई का कार्यवृत्त

मामले की सुनवाई आयोग मुख्यालय नई दिल्ली में दिनांक 10.01.2023 को हुई। प्रतिभागियों की सूची संलग्न है।

2. उपस्थित प्राधिकारी ने कहा कि आयोग की अनुशंसा के अनुसार एक समिति का गठन कर दिया गया है जो याचिकाकर्ता के वर्ष 2017-18 के APAR में दी गयी ग्रेडिंग की समीक्षा करेगा, समिति दो वर्ष पीछे और दो वर्ष आगे के APAR में दी गयी ग्रेडिंग को भी ध्यान में रखेगा, समिति में अनुसूचित जाती के एक सदस्य भी है।
3. याचिकाकर्ता ने कहा की जो समिति का गठन किया गया है उससे वो संतुष्ट नहीं है और इस बावत उसने अपने आपत्ति दर्ज किया हुआ है।
4. दोनों पक्षों को विस्तार से सुनने के बाद आयोग ये अनुशंसा करता है कि याचिकाकर्ता के वर्ष 2017-18 के APAR में दी गयी ग्रेडिंग की समीक्षा के लिए जो समिति का गठन किया गया है उसे पुनर्गठित किया जाए और उस समिति में शिक्षा मंत्रालय के उप सचिव/ निदेशक को भी शामिल किया जाए, समिति में उन लोगों को ना रखा जाए जिसे रखे जाने से याचिकाकर्ता को आपत्ति है। आयोग ये भी अनुशंसा करता है की शिक्षा मंत्रालय इस मामले में विशेष ध्यान दे।
5. इस मामले में सुनवाई की अगली तिथि दिनांक 06.03.2023 को पूर्वाह्न 11.00 बजे निर्धारित की जाती है।

(विजय सांपला)

अध्यक्ष, राष्ट्रीय अनुसूचित जाति आयोग

BoG 60.22 To consider and approve the minutes of 49th meeting of the Finance Committee, National institute of Technology Kurukshetra scheduled to be held on 27.03.2023.

The 49th meeting of the Finance Committee, NIT, Kurukshetra is scheduled to be held on 27.03.2023 through blended (online / offline) mode. The minutes of the meeting will be place on the table.

It is proposed that "the Board may consider and approve the minutes of the 49th meeting of the Finance Committee held on 27.03.2023.

BoG 60.23 To consider for extending the benefit of Incentive for acquiring fresh higher qualifications in respect of the employees of the Institute.

The Department of Personnel & Training, Ministry of Personnel, Public Grievances & Pensions, Government of India, New Delhi had issued an OM No.1/5/2017-Estt.(Pay-I) dated 15.03.2019 in supersession of all the existing Orders/OMs/Instructions/Guidelines on the subject of granting incentive for acquiring fresh higher qualifications, the following one-time lump-sum rates as incentive for acquiring fresh higher qualification by a Government employee shall be permissible for courses in fields that are directly relevant to the employee's job:

Sr. No.	Qualification	Amount (In Rupees)
1.	Ph.D. or equivalent.	30,000/-
2.	P.G. Degree/Diploma of duration more than one year, or equivalent.	25,000/-
3.	P.G. Degree/Diploma of duration one year or less, or equivalent.	20,000/-
4.	Degree/Diploma of duration more than three years, or equivalent.	15,000/-
5.	Degree/Diploma of duration three years or less, or equivalent.	10,000/-

The OM dated 15.03.2019 as referred above has been addressed to all the Ministries/Departments of Government of India etc.

The Criteria/guidelines for granting incentive for acquiring fresh higher qualifications, in the 7th CPC Scenario, are as under:

1. The incentive will not be available for the qualifications which are laid down as essential or desirable qualifications in the recruitment rules for the post.
2. No incentive shall be allowed for acquiring higher qualification purely on academic or literary subjects. The acquisition of the qualification should be directly related to the functions of the post held by him/her, or to the functions to be performed in the next higher post. There should be direct nexus between the functions of

the post and the qualification acquired and that it should contribute to the efficiency of the government servant.

3. The quantum of incentive will be uniform for all posts, irrespective of their classification or grade or the department.
4. The incentive shall not be admissible where the government servant is sponsored by the government or he/she avails study leave for acquiring the qualification.
5. The incentive would be given only for higher qualification acquired after induction into service.
6. No incentive would be admissible if an appointment is made in relaxation of the educational qualification. No incentive would be admissible if employee acquires the requisite qualification for such appointment at a later date.
7. The qualifications meriting grant of incentive should be recognized by University Grants Commission, respective regulatory bodies like AICTE, Medical Council of India, etc. set up by Central/State Government or recognized by the Government.
8. The incentive shall be limited to maximum two times in an employee's career, with a minimum gap of two years between successive grants.
9. The Government servant should prefer the claim within six months from the date of acquisition of the higher qualification."

The OM No.1/5/2017-Estt.(Pay-I) dated 15.03.2019 notified by the DoPT, Govt. of India to grant the incentive to the employees of the Institute for acquiring fresh higher qualification, subject to the terms and conditions as laid down in the said OM. A copy of the DoPT OM dated 15.03.2019 is enclosed as Annexure – 60.23 (i) from pages 119 to 121.

In view of the above, it is proposed that *the Board may consider the matter of extending the benefit of Incentive for acquiring fresh higher qualifications in respect of the employees of the Institute as per the OM dated 15.03.2019.*

OFFICE MEMORANDUM

Subject: Incentive for acquiring fresh higher qualifications, in the 7th CPC Scenario – reg. -

Central Government Servants acquiring fresh higher qualifications after coming into service are granted incentive in the form of one-time lump-sum amount ranging from ₹2000/- to ₹10,000/-, as provided in this Department's OM No. 1/2/89-Estt.(Pay-I) dated 09.04.1999 and other related OMs.

2. The 7th CPC has reviewed the rates of incentive presently available to employees on this account in addition to pay, and have suggested their rationalization and simplification in Para 8.9.11 to 8.9.14 of their report.

3. Ministry of Finance, Department of Expenditure (DOE) Resolution No. 1-2/2016-IC dated 25.07.2016 vide Para 7 provided that the matter regarding allowances (except Dearness Allowance) based on the recommendations of the 7th CPC shall be referred to a Committee under the Chairmanship of Finance Secretary, and until a final decision thereon, all allowances including this incentive were required to be paid at the existing rates in the existing pay structure (the pay structure based on 6th CPC) as if the pay has not been revised w.e.f. 1st January, 2016.

4. The decision of the Government on various allowances based on the recommendations of the 7th CPC and in the light of the recommendations of the Committee under the Chairmanship of Finance Secretary has been issued as per the Resolution No. 11-1/2016-IC dated 06.07.2017 of DOE.

5. The President is pleased to decide that in supersession of all the existing orders/OMs/instructions/guidelines on the subject of granting incentive for acquiring fresh higher qualifications, the following one-time lump-sum rates as incentive for acquiring fresh higher qualification by a Government employee shall be permissible for courses in fields that are directly relevant to the employee's job:

Sl. No.	Qualification	Amount (₹)
1.	Ph.D. or equivalent.	30,000
2.	PG Degree/Diploma of duration more than one year, or equivalent.	25,000
3.	PG Degree/Diploma of duration one year or less, or equivalent.	20,000
4.	Degree/Diploma of duration more than three years, or equivalent.	15,000
5.	Degree/Diploma of duration three years or less, or equivalent.	10,000

6. Professional courses directly relevant to the functional requirement of the Organization/Ministry/Department but not covered by any one of the categories mentioned in para 5 above, shall be notified specifically under Sl. No. 4 or 5 of para 5 above, by the concerned Ministry/Department in consultation with their respective IFD.

.....2/-
A. Bahar
15/03/2019

7. Ministries/Departments are free to choose courses on their own. However, the grant of incentive in respect of above qualifications will be subject to the fulfillment of the criteria laid down in para 8 below. The grant of incentive for the qualifications listed above shall be considered by the administrative authorities in consultation with their IFD and necessary orders shall be issued after ensuring that the criteria laid down in para 8 below are fulfilled.

8. Criteria/guidelines for granting incentive for acquiring fresh higher qualifications, in the 7th CPC Scenario, are as under:

- 8.1. The incentive will not be available for the qualifications which are laid down as essential or desirable qualifications in the recruitment rules for the post.
 - 8.2. No incentive shall be allowed for acquiring higher qualification purely on academic or literary subjects. The acquisition of the qualification should be directly related to the functions of the post held by him/her, or to the functions to be performed in the next higher post. There should be direct nexus between the functions of the post and the qualification acquired and that it should contribute to the efficiency of the government servant.
 - 8.3. The quantum of incentive will be uniform for all posts, irrespective of their classification or grade or the department.
 - 8.4. The incentive shall not be admissible where the government servant is sponsored by the government or he/she avails study leave for acquiring the qualification.
 - 8.5. The incentive would be given only for higher qualification acquired after induction into service.
 - 8.6. No incentive would be admissible if an appointment is made in relaxation of the educational qualification. No incentive would be admissible if employee acquires the requisite qualification for such appointment at a later date.
 - 8.7. The qualifications meriting grant of incentive should be recognized by University Grants Commission, respective regulatory bodies like AICTE, Medical Council of India, etc. set up by Central/State Government or recognized by the Government.
 - 8.8. The incentive shall be limited to maximum two times in an employee's career, with a minimum gap of two years between successive grants.
 - 8.9. The Government servant should prefer the claim within six months from the date of acquisition of the higher qualification.
9. The incentive as per this OM will be admissible for above qualifications acquired on or after 01.07.2017.

.....3/-

P. Babbar
15/03/2019

10. Government Servants, who have acquired the fresh higher qualification on or after 01.07.2017 till the date of issuance of this OM, may also claim these incentives within six months from the date of issuance of this OM.

11. Insofar as the persons working in the Indian Audit and Accounts Department are concerned, these orders issue in consultation with the Comptroller and Auditor General of India.

12. Hindi Version will follow.

R Bahree
15/03/2019
(Rajeev Bahree)

Under Secretary to the Government of India

To

All Ministries / Departments of Government of India

Copy also forwarded to:

1. The Comptroller & Auditor General of India.
2. Secretary General, Supreme Court of India.
3. Controller General of Accounts / Controller of Accounts, Ministry of Finance.
4. Union Public Service Commission / Lok Sabha Sectt. / Rajya Sabha Sectt. / Cabinet Sectt. / Central Vigilance Commission / President's Sectt. / Vice-President's Sectt. / Prime Minister's Office / Niti Aayog.
5. Governments of all States and Union Territories.
6. Department of Personnel and Training (AIS Division) / JCA / Admn. Section.
7. Secretary, National Council of JCM (Staff Side), 13-C, Feroz Shah Road, New Delhi.
8. All Members of Staff Side of the National Council of JCM / Departmental Council.
9. All Officers / Sections of Department of Personnel and Training / Department of Administrative Reforms & Public Grievances / Department of Pensions & Pensioners' Welfare / PESB.
10. Joint Secretary (Pers), Department of Expenditure, Ministry of Finance.
11. Additional Secretary (Union Territories), Ministry of Home Affairs.
12. JD (OL), DoPT, North Block, New Delhi- for Hindi version of this OM.

R Bahree
15/03/2019
(Rajeev Bahree)

Under Secretary to the Government of India

BoG 60.24 To consider the request of the Karamchari Sangh, NIT, Kurukshetra regarding discontinuation of interviews in the promotions of non-teaching employees as per MHRD letter F.No.35-4/2016-TS.III dated 11.12.2019.

The Ministry of Education (MHRD), Govt. of India vide letter F.No.35-4/2016-TS.III dated 11th December, 2019 for the discontinuation of interviews at junior level posts in NITs and IEST, Shibpur with reference to the instructions issued by the DoPT, Govt. of India. The matter was taken up by the Ministry of Education (MHRD), Govt. of India with the DoPT, Govt. of India. A copy of the MHRD letter dated 11th December, 2019 is enclosed as Annexure 60.24 (i) from pages 123 to 124.

As per the said letter, the advice of the DoPT has been examined by the Ministry of Education (MHRD), Govt. of India and it has been decided with the approval of the competent authority to discontinue interviews for recruitment to all junior/lower level posts carrying the Grade Pay of Rs.4600/- or less (upto Level-7 in 7th CPC). In accordance with the instructions issued by the DoPT vide their OM No.39029/01/2013-Estt(B)-Part dated 29th December, 2015 and subsequent instructions issued in the matter from time to time. A copy of the DoPT OM dated 29th December, 2015 is enclosed as Annexure 60.24 (ii) from pages 125 to 126.

As per the Advice of the DoPT, the Institutes may take or continue with skill test or physical test, which is different from interview and these tests will only be qualifying in nature and assessment will not be done on the basis of marks for such tests. With a view to recruit best and most suitable staff, the NITs and IEST, Shibpur are suggested to design the written exam paper in a way that all technical questions to be asked in the interview should be in the written examinations. The matter was placed before the Board of Governors in its 53rd meeting held on 21.08.2020. The Board adopted the instructions contained in MHRD, Govt. of India letter F.No.35-4/2016-TS.III dated 11th December, 2019 for discontinuation of interviews at Junior Level Posts in the NITs.

Now the Karamchari Sangh of NIT, Kurukshetra has requested for discontinuation of interview in promotion of non-teaching employees as per letter F.No.35-4/2016-TS.III dated 11th December, 2019.

The Board may *consider and decide the matter.*

N.I.T. KURUKSHETRA
Diary No..... 9919
Dated..... 18/12/19

F.No.35 – 4 / 2016 – TS.III
Government of India
Ministry of Human Resource Development
Department of Higher Education

Shastri Bhawan, New Delhi,
dated, the 11th December, 2019

To

- (i) The Registrars of all 31 NITs; and
- (ii) The Registrar, IEST, Shibpur.

[Handwritten signature]
13/12/19
[Handwritten signature]

Subject:- Discontinuation of Interviews at Junior Level Posts – Implementation of instructions issued by DoPT in NITs and IEST, Shibpur – regarding.

Sir \ Madam,

I am directed to refer to this Ministry's letters of even number dated 4th April, 2016 and 23rd December, 2016, respectively, on the subject mentioned above and to state that based on the decision of the Standing Committee of the Council of NITSER and the inputs subsequently received from the National Institutes of Technology (NITs) and Indian Institute of Engineering science and Technology (IEST), Shibpur (West Bengal), the matter regarding implementation of instructions of Department of Personnel and Training (DoPT), Ministry of Personnel, Public Grievances and Pensions on discontinuation of interviews at junior level posts in NITs & IEST, Shibpur was taken up with the DoPT.

2. The advice of DoPT has been examined in this Ministry and it has been decided with the approval of the Chairperson of the Council of NITSER to discontinue interviews for recruitment to all junior / lower level posts carrying the Grade Pay of Rs.4600/- or less [upto Level 7 in 7th CPC] in accordance with instructions issued by DoPT vide their Office Memorandum No.39029/01/2013-Estt(B)-Part dated 29th December, 2015 (copy enclosed) and subsequent instructions issued in the matter from time to time. The decision taken was also placed in the 12th meeting of the Council of NITSER held on 25th September, 2019 for its ratification.

3. As per advice of DoPT, the Institutes may take or continue with Skill Test of Physical Test, which is different from interview and these tests will only be qualifying nature and assessment will not be done on the basis of marks for such tests. With a view to recruit best and most suitable staff, the NITs and IEST are suggested to design the written exam paper in a way that all technical questions to be asked in the interview should be included in the written exam.

...contd./-

[Handwritten signature]
19/12/19

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20/12/19

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11/12/19

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21/12/19

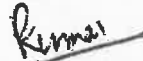
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F.No.35 – 4 / 2016 – TS.III

4. All the NITs and IEST, Shibpur are requested to implement the instructions of the DoPT on discontinuation of interviews for recruitment to all junior level posts. Necessary formalities related to amendments in Statute 23 (12) of the Statutes shall be carried out in due course of time in consultation with the NITs and IEST.

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

Yours faithfully,



[Pawan Kumar]

Under Secretary to the Government of India

Copy for information to:-

- (i) The Directors of all the 31 National Institutes of Technology (NITs).
- (ii) The Director, Indian Institute of Engineering Science and Technology (IEST), Shibpur (West Bengal).
- (iii) The Deputy Secretary (IFD), Department of Higher Education, Ministry of Human Resource Development.
- (iv) Guard File.



[Pawan Kumar]

Under Secretary to the Government of India

Tel: 23384897

Immediate

**No. 39020/01/2013-Estt (B)-Part
Government of India
Ministry of Personnel, Public Grievances and Pensions
(Department of Personnel and Training)**

North Block, New Delhi.
Dated the 29th December, 2015

OFFICE MEMORANDUM

Subject:- Discontinuation of Interview at Junior Level Posts in the Government of India- recommendation of Committee of Secretaries.

The undersigned is directed to refer to this Department's D.O. of even number dated 04.09.2015 and subsequent GM's dated 09th October, 2015, 09th November, 2015 on the above subject seeking detailed information on the progress made/action taken in the matter.

2. It is informed that Secretary (Personnel) had convened meetings on 14th December, 2015 and 17th December, 2015 to review the progress of implementation of the "No Interview Requirement Proposal" and to get the updated status on the decision/progress made by the various Ministries/Departments. Keeping in view the queries raised by the representative of various Ministries/Departments the following is once again clarified:-

- (a) The decision to discontinue interview for recruitments is for all Group 'C', Group 'D' (which are now reclassified as Group 'C') Posts and for non-gazetted posts of Group 'B' Category and all such equivalent posts.
- (b) The 'No Interview Requirement' proposal has to be implemented for all the junior level posts in Government of India Ministries/Departments/attached Office/Subordinate Office/Autonomous Bodies/Public Sector Undertakings.
- (c) Instructions issued by the Department of Public Enterprises on 14th December, 2015 vide OM No. DPE-GM to all Administrative Ministries concerned with CPSES under them with advice to dispense with the practice of interview (copy enclosed).
- (d) The timelines set regarding completing the process of the discontinuation of interview by 31.12.2015 has to be adhered to strictly. From 01st January, 2016 there will be no recruitment with interview at the junior level posts as mentioned at 2(a) above, in Government of India Ministries/Departments/attached Office/Subordinate Office/Autonomous Bodies/Public Sector Undertakings. All the advertisement for future vacancies will be without the interview as part of the recruitment process.

-2-

(e) The interviews will be done away even in cases where in the past the selections used to be made purely on the basis of performance in the interview. The Ministries/Departments/Organizations' will consider revising the scheme for selection for such cases.

(f) It is also clarified that as Skill Test or Physical Test is different from Interview, and they may continue. However, these tests will only be of qualifying nature. Assessment will not be done on the basis of marks for such tests.

(g) In case of specific posts where the Ministry/Departments wants to continue undertaking Interview as a process of recruitment, a detailed proposal seeking exemption will have to be sent to the DoPT with the approval of the Minister/Minister In-Charge.

3. All the Central Ministries/Departments are therefore requested to ensure that necessary action in respect of their Ministry/Department/Organizations are completed within the stipulated time. A consolidated report with the details of the decision taken/progress made in this regard should also be furnished to this Department at the earliest and not later than 7th January, 2016. Report so to be furnished with the approval of the Minister/Minister In-Charge shall include the details of the name and number of posts where the interview is discontinued and posts for which the exemption has been sought within the purview of the administrative Ministries/Departments.

4. A soft copy of the consolidated information may also be sent to this Department at sumita.singh@nic.in


(Manisha Bhatnagar)
Under Secretary to the Government of India
Tel. No. 23093175

Encl: As Above

To

**All the Secretaries of the Central Ministries/Departments
As per list attached.**